

ORDINANCE NO. 2022-XXX

2022 MASTER ORDINANCE
Effective: August 21, 2022

(as approved by Council: July 19, 2022)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective August 21, 2022; and repealing all preceding pay ordinances in the City of Yakima Municipal Code.

BE IT ORDAINED BY THE CITY OF YAKIMA:

A classification and compensation plan for city employees is hereby adopted to be effective: August 21, 2022.

Pay ranges and pay steps set out in the schedule for the classifications allocated to these pay ranges shall be in full force and effective on the date stated above. The pay rates shall constitute full compensation for those employees with a work week of forty hours as set out in other sections of this code. Employees whose work week is less than forty hours shall be paid at the rate which is in the same proportion to the rates set out herein within their applicable classification that their work week bears to forty hours. The hourly rate for those employees of the fire department whose work week exceeds forty hours shall be computed according to the provisions of Article 30 of the City of Yakima and International Association of Firefighters (IAFF) Local 469 Collective Bargaining Agreement.

The performance of employees shall be evaluated annually in accordance with a management performance evaluation plan. The result of the performance evaluations shall be used by the City Manager to determine the salary of each employee in the designated positions and shall be used by the City Council to determine the salary of the City Manager, said salaries to be no less than the minimum nor no greater than the maximum set out in the pay range applicable to the position according to the following schedule:



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City of Yakima, WA

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
10306 ACCOUNTANT I CS: CHARTER Union: TEAMSTERS	978SA	01/01/2022	30.51	32.03	33.59	35.33	37.10	
10302 ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2022	35.33	37.10	38.93	40.93	42.95	
11610 ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
1331 ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2022	40.12	42.14	44.25	46.46	48.74	
11615 ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
10520 ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
16101 ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
11701 ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
8920 AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
		01/01/2025	27.74	29.05	30.35	31.81	33.30	
		01/01/2024	27.06	28.34	29.61	31.03	32.49	
		07/01/2023	26.40	27.65	28.89	30.27	31.70	
		01/01/2023	26.14	27.38	28.60	29.97	31.39	
		07/01/2022	25.50	26.71	27.90	29.24	30.62	
8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
1212 AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME	7.0	01/01/2026	17.41	18.18	19.01	19.93	20.77	
		01/01/2025	16.99	17.74	18.55	19.44	20.26	
		01/01/2024	16.58	17.31	18.10	18.97	19.77	
		07/01/2023	16.18	16.89	17.66	18.51	19.29	
		01/01/2023	16.02	16.72	17.49	18.33	19.10	
		07/01/2022	15.63	16.31	17.06	17.88	18.63	
8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	
5266 AQUATIC SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
		07/01/2022	18.25	19.01	19.97	20.80	21.80	
5260 AQUATICS CONCESSIONS/CASHIER CS: CHARTER Union: NONE	914	01/01/2022	14.49					



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE	973	01/01/2022	38.17	40.12	42.14	44.25	46.46	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	963	01/01/2022	72.06	75.68	79.43	83.38	87.58	91.96
6212 ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
		07/01/2023	20.11	21.17	21.98	23.08	24.13	
		01/01/2023	19.91	20.96	21.76	22.85	23.89	
07/01/2022	19.42	20.45	21.23	22.29	23.31			
6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2021	43.86	46.04	48.21	50.69	53.24	
150 ASSISTANT MAYOR CS: EXEMPT Union: NONE	952	12/01/1999	.00					
3311 ASSISTANT PLANNER CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
07/01/2022	23.86	24.96	26.05	27.35	28.62			
15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
3321 ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
		07/01/2023	27.65	28.89	30.27	31.70	33.18	
		01/01/2023	27.38	28.60	29.97	31.39	32.85	
		07/01/2022	26.71	27.90	29.24	30.62	32.05	
8215 AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
		07/01/2022	18.25	19.01	19.97	20.80	21.80	
8213 AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
6328 BATTALION CHIEF (DAY) CS: FIRE Union: IAFF	968BCD	01/01/2013	38.69	39.95	42.69	44.81	47.07	49.42
6327 BATTALION CHIEF (SHIFT) CS: FIRE Union: IAFF	969	01/01/2013	30.66	32.17	33.77	35.50	37.26	39.13
8541 BUILDING MAINT. SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
		07/01/2023	17.28	18.04	18.90	19.68	20.67	
		01/01/2023	17.11	17.86	18.71	19.49	20.47	
		07/01/2022	16.69	17.42	18.25	19.01	19.97	



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13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2022	34.66	36.41	38.17	40.12	42.14	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2022	30.51	32.03	33.59	35.33	37.10	
2280 BUSINESS APPLICATIONS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
		07/01/2023	28.89	30.27	31.70	33.18	34.71	
		01/01/2023	28.60	29.97	31.39	32.85	34.37	
07/01/2022	27.90	29.24	30.62	32.05	33.53			
2231 BUYER I CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
07/01/2022	23.86	24.96	26.05	27.35	28.62			
2234 BUYER II CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
		07/01/2023	28.31	29.63	30.98	32.48	33.96	
		01/01/2023	28.03	29.34	30.67	32.16	33.62	
07/01/2022	27.35	28.62	29.92	31.38	32.80			
2251 CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
		01/01/2025	27.74	29.05	30.35	31.81	33.30	
		01/01/2024	27.06	28.34	29.61	31.03	32.49	
		07/01/2023	26.40	27.65	28.89	30.27	31.70	
		01/01/2023	26.14	27.38	28.60	29.97	31.39	
07/01/2022	25.50	26.71	27.90	29.24	30.62			



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8831 CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
		07/01/2023	21.98	23.08	24.13	25.19	26.40	
		01/01/2023	21.76	22.85	23.89	24.94	26.14	
		07/01/2022	21.23	22.29	23.31	24.33	25.50	
13103 CEMETERY SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2022	30.51	32.03	33.59	35.33	37.10	
1423 CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2022	27.17	28.52	29.88	31.43	32.96	
11107 CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2022	45.12	47.34	49.68	52.22	54.86	
10102 CHIEF EXAMINER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
1120 CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2022	72.06	75.68	79.43	83.38	87.58	91.96
1234 CITY CLERK CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
200 CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
INT CITY COUNCIL MENTORSHIP - INTERNSHIP CS: EXEMPT Union: NONE	914	01/01/2022	14.49					
1271 CITY ENGINEER CS: CHARTER Union: NONE	965	01/01/2022	53.80	56.47	59.27	62.19	65.34	
1110 CITY MANAGER CS: EXEMPT Union: NONE	960CM	11/01/2021	101.45					
1232 CITY PURCHASING MANAGER CS: CHARTER Union: NONE	968	01/01/2022	46.46	48.74	51.23	53.80	56.47	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
9125 CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2022	14.49					
9114 CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2022	14.49					
1252 CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
4415 CODE COMPLIANCE ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
		07/01/2022	18.25	19.01	19.97	20.80	21.80	
4419 CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
4425 CODE COMPLIANCE PROJECT COORDINATOR CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
		07/01/2022	23.31	24.33	25.50	26.71	27.90	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2022	29.88	31.43	32.96	34.66	36.41	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
4421 CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
		07/01/2023	28.31	29.63	30.98	32.48	33.96	
		01/01/2023	28.03	29.34	30.67	32.16	33.62	
		07/01/2022	27.35	28.62	29.92	31.38	32.80	
2252 COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
		07/01/2023	21.53	22.57	23.65	24.70	25.84	
		01/01/2023	21.32	22.35	23.42	24.46	25.58	
		07/01/2022	20.80	21.80	22.85	23.86	24.96	
1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE	966	01/01/2022	51.23	53.80	56.47	59.27	62.19	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE	967	01/01/2022	48.74	51.23	53.80	56.47	59.27	
18101 COMMUNICATIONS DIVISION OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2025	24.30	25.41	26.68	27.90	29.38	30.83
		01/01/2024	23.59	24.67	25.90	27.09	28.52	29.93
		01/01/2023	22.90	23.95	25.15	26.30	27.69	29.06
		01/01/2022	22.13	23.14	24.30	25.41	26.75	28.08
5210 COMMUNITY CENTER ATTENDANT CS: CHARTER Union: NONE	914	01/01/2022	14.49					
11601 COMMUNITY DEVELOPMENT ADMIN ASSISTANT CS: CHARTER Union: NONE	980	01/01/2022	27.17	28.52	29.88	31.43	32.96	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
		07/01/2023	27.65	28.89	30.27	31.70	33.18	
		01/01/2023	27.38	28.60	29.97	31.39	32.85	
		07/01/2022	26.71	27.90	29.24	30.62	32.05	
2245 COMMUNITY OUTREACH SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
2253 COMMUNITY RELATIONS ASSISTANT CS: CHARTER Union: AFSCME	11.0	01/01/2026	20.77	21.66	22.80	23.67	24.86	
		01/01/2025	20.26	21.13	22.24	23.09	24.25	
		01/01/2024	19.77	20.61	21.70	22.53	23.66	
		07/01/2023	19.29	20.11	21.17	21.98	23.08	
		01/01/2023	19.10	19.91	20.96	21.76	22.85	
		07/01/2022	18.63	19.42	20.45	21.23	22.29	
4420 COMMUNITY RISK REDUCTION SPECIALIST CS: FIRE Union: IAFF	548	01/01/2025	30.24	31.67	33.08	34.72	36.29	37.97
		01/01/2024	29.36	30.75	32.12	33.71	35.23	36.86
		01/01/2023	28.50	29.85	31.18	32.73	34.20	35.79
		01/01/2022	27.54	28.84	30.13	31.62	33.04	34.58
6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
		07/01/2023	21.98	23.08	24.13	25.19	26.40	
		01/01/2023	21.76	22.85	23.89	24.94	26.14	
		07/01/2022	21.23	22.29	23.31	24.33	25.50	



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20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
		01/01/2022	19.85	20.87	21.72	22.75	23.78	
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2022	28.52	29.88	31.43	32.96	34.66	
4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
07/01/2022	24.33	25.50	26.71	27.90	29.24			
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
07/01/2022	23.31	24.33	25.50	26.71	27.90			
1297 CORRECTIONS MANAGER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	
		07/01/2023	25.84	26.97	28.31	29.63	30.98	
		01/01/2023	25.58	26.70	28.03	29.34	30.67	
07/01/2022	24.96	26.05	27.35	28.62	29.92			
11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2023	31.06	32.55	34.26	35.96	37.71	
		01/01/2022	30.30	31.76	33.42	35.08	36.79	



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6265 CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME	22.0	01/01/2026	34.13	35.73	37.38	39.16	41.00	
		01/01/2025	33.30	34.86	36.47	38.20	40.00	
		01/01/2024	32.49	34.01	35.58	37.27	39.02	
		07/01/2023	31.70	33.18	34.71	36.36	38.07	
		01/01/2023	31.39	32.85	34.37	36.00	37.69	
		07/01/2022	30.62	32.05	33.53	35.12	36.77	
11740 CRIME ANALYTICS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
8511 CUSTODIAN CS: CHARTER Union: AFSCME	4.5	01/01/2026	16.32	17.05	17.81	18.61	19.45	
		01/01/2025	15.92	16.63	17.38	18.16	18.97	
		01/01/2024	15.53	16.23	16.95	17.72	18.51	
		07/01/2023	15.15	15.83	16.54	17.28	18.06	
		01/01/2023	15.00	15.67	16.38	17.11	17.88	
		07/01/2022	14.63	15.29	15.98	16.70	17.44	
7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2026	16.32	17.05	17.81	18.60	19.44	
		01/01/2025	15.92	16.63	17.38	18.15	18.97	
		01/01/2024	15.53	16.23	16.95	17.71	18.51	
		07/01/2023	15.15	15.83	16.54	17.28	18.06	
		01/01/2023	15.00	15.67	16.38	17.12	17.88	
		07/01/2022	14.63	15.29	15.98	16.70	17.44	
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	6.5	01/01/2026	16.97	17.78	18.60	19.42	20.35	
		01/01/2025	16.56	17.35	18.15	18.95	19.85	
		01/01/2024	16.16	16.93	17.71	18.49	19.37	
		07/01/2023	15.77	16.52	17.28	18.04	18.90	
		01/01/2023	15.61	16.36	17.11	17.86	18.71	
		07/01/2022	15.23	15.96	16.69	17.42	18.25	



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7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
		07/01/2023	17.28	18.04	18.90	19.68	20.67	
		01/01/2023	17.11	17.86	18.71	19.49	20.47	
		07/01/2022	16.69	17.42	18.25	19.01	19.97	
7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
		07/01/2022	18.25	19.01	19.97	20.80	21.80	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2022	29.07	30.51	32.03	33.59	35.33	
6380 DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2022	53.80	56.47	59.27	62.19	65.34	
1281 DEPUTY POLICE CHIEF CS: EXEMPT Union: NONE	962	01/01/2022	62.19	65.34	68.62	72.06	75.68	79.45
3120 DESIGN ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2026	34.93	36.55	38.29	40.02	41.91	
		01/01/2025	34.08	35.66	37.36	39.04	40.89	
		01/01/2024	33.25	34.79	36.45	38.09	39.89	
		07/01/2023	32.44	33.94	35.56	37.16	38.92	
		01/01/2023	32.12	33.60	35.21	36.79	38.53	
		07/01/2022	31.34	32.78	34.35	35.89	37.59	



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3130 DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
		07/01/2023	30.27	31.70	33.18	34.71	36.36	
		01/01/2023	29.97	31.39	32.85	34.37	36.00	
		07/01/2022	29.24	30.62	32.05	33.53	35.12	
1150 DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2022	56.47	59.27	62.19	65.34	68.62	72.07
1140 DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2022	56.47	59.27	62.19	65.34	68.62	72.07
1135 DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2022	56.47	59.27	62.19	65.34	68.62	72.07
1160 DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2022	62.19	65.34	68.62	72.06	75.68	79.45
1170 DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2022	56.47	59.27	62.19	65.34	68.62	72.07
1175 DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2022	56.47	59.27	62.19	65.34	68.62	72.07
7181 ECONOMIC DEVELOPMENT ASST CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
		07/01/2023	28.89	30.27	31.70	33.18	34.71	
		01/01/2023	28.60	29.97	31.39	32.85	34.37	
		07/01/2022	27.90	29.24	30.62	32.05	33.53	
1275 ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
4521 ELECTRONICS TECHNICIAN CS: CHARTER Union: IAFF	549	04/01/2022	27.51	28.90	30.35	31.84	33.44	35.12



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4520 ELECTRONICS TECHNICIAN I CS: CHARTER Union: IAFF	547	01/01/2025	29.22	30.50	31.95	33.42	34.94	36.69
		01/01/2024	28.37	29.61	31.02	32.45	33.92	35.62
		01/01/2023	27.54	28.75	30.12	31.50	32.93	34.58
		01/01/2022	26.61	27.78	29.10	30.43	31.82	33.41
6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
		07/01/2023	36.36	38.07	39.77	41.73	43.83	
		01/01/2023	36.00	37.69	39.38	41.32	43.40	
07/01/2022	35.12	36.77	38.42	40.31	42.34			
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
8324 ENVIRONMENTAL COMPLIANCE SPECIALIST CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
		07/01/2023	30.27	31.70	33.18	34.71	36.36	
		01/01/2023	29.97	31.39	32.85	34.37	36.00	
07/01/2022	29.24	30.62	32.05	33.53	35.12			
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2022	35.33	37.10	38.93	40.93	42.95	
6211 EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
07/01/2022	24.33	25.50	26.71	27.90	29.24			
10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2022	27.17	28.52	29.88	31.43	32.96	



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1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2022	28.52	29.88	31.43	32.96	34.66	
8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	11.5	01/01/2026	21.19	22.26	23.19	24.30	25.47	
		01/01/2025	20.67	21.72	22.62	23.71	24.85	
		01/01/2024	20.17	21.19	22.07	23.13	24.24	
		07/01/2023	19.68	20.67	21.53	22.57	23.65	
		01/01/2023	19.49	20.47	21.32	22.35	23.42	
		07/01/2022	19.01	19.97	20.80	21.80	22.85	
2314 FINANCE DEPARTMENT ANALYST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2022	29.07	30.51	32.03	33.59	35.33	
1241 FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2022	46.46	48.74	51.23	53.80	56.47	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2022	40.93	42.95	45.12	47.34	49.68	
2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
		07/01/2023	20.67	21.53	22.57	23.65	24.70	
		01/01/2023	20.47	21.32	22.35	23.42	24.46	
		07/01/2022	19.97	20.80	21.80	22.85	23.86	
10305 FINANCIAL SERVICES TECHNICIAN - PAYROLL CS: CHARTER Union: TEAMSTERS	981SA	01/01/2022	26.35	27.71	29.07	30.51	32.03	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	510	01/01/2021	44.12	46.26	48.68	51.13	53.52	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2021	35.64	37.35	39.29	41.27	43.16	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	962	01/01/2022	62.19	65.34	68.62	72.06	75.68	79.45



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6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF	510	01/01/2021	44.12	46.26	48.68	51.13	53.52	
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2021	39.88	41.85	43.80	46.08	48.41	
6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	526	01/01/2021	39.88	41.85	43.80	46.08	48.41	
6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2021	32.19	33.80	35.37	37.22	39.05	
8225 FIRE MECHANIC I CS: FIRE Union: IAFF	550	01/01/2025 01/01/2024 01/01/2023 01/01/2022	33.05 32.09 31.16 30.11	34.73 33.72 32.74 31.63	36.46 35.40 34.37 33.21	38.26 37.15 36.07 34.85	40.19 39.02 37.88 36.60	42.21 40.98 39.79 38.44
8230 FIRE MECHANIC II CS: FIRE Union: IAFF	560	01/01/2025 01/01/2024 01/01/2023 01/01/2022	36.58 35.51 34.48 33.31	38.40 37.28 36.19 34.97	40.30 39.13 37.99 36.71	42.31 41.08 39.88 38.53	44.45 43.16 41.90 40.48	46.68 45.32 44.00 42.51
6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2025 01/01/2024 01/01/2023 01/01/2022	24.30 23.59 22.90 22.13	25.41 24.67 23.95 23.14	26.68 25.90 25.15 24.30	27.90 27.09 26.30 25.41	29.38 28.52 27.69 26.75	30.83 29.93 29.06 28.08
6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2021	40.24	42.22	44.40	46.63	48.78	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF	527	01/01/2021	43.86	46.04	48.21	50.69	53.24	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF	506	01/01/2021	48.48	50.91	53.55	56.25	58.78	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					



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6321 FIREFIGHTER CS: FIRE Union: IAFF	530	01/01/2021	26.07	28.12	29.76	31.03	35.35	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
1263 FLEET AND FACILITIES MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2022	42.95	45.12	47.34	49.68	52.22	
8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
		07/01/2023	22.57	23.65	24.70	25.84	26.97	
		01/01/2023	22.35	23.42	24.46	25.58	26.70	
		07/01/2022	21.80	22.85	23.86	24.96	26.05	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2022	35.33	37.10	38.93	40.93	42.95	
1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE	970	01/01/2022	44.25	46.46	48.74	51.23	53.80	
2121 GIS SPECIALIST CS: CHARTER Union: AFSCME	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
		01/01/2025	36.47	38.20	40.00	41.78	43.84	
		01/01/2024	35.58	37.27	39.02	40.76	42.77	
		07/01/2023	34.71	36.36	38.07	39.77	41.73	
		01/01/2023	34.37	36.00	37.69	39.38	41.32	
		07/01/2022	33.53	35.12	36.77	38.42	40.31	
5201 GOLF COURSE ASSISTANT CS: CHARTER Union: NONE	914	01/01/2022	14.49					



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5202 GOLF COURSE ATTENDANT CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
		07/01/2023	17.28	18.04	18.90	19.68	20.67	
		01/01/2023	17.11	17.86	18.71	19.49	20.47	
		07/01/2022	16.69	17.42	18.25	19.01	19.97	
8825 GOLF COURSE MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	
5156 GRANT FINANCIAL SPECIALIST CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
		01/01/2025	28.33	29.75	31.13	32.54	34.12	
		01/01/2024	27.64	29.02	30.37	31.75	33.29	
		07/01/2023	26.97	28.31	29.63	30.98	32.48	
		01/01/2023	26.70	28.03	29.34	30.67	32.16	
		07/01/2022	26.05	27.35	28.62	29.92	31.38	
2290 GRANT WRITER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
		07/01/2023	28.89	30.27	31.70	33.18	34.71	
		01/01/2023	28.60	29.97	31.39	32.85	34.37	
		07/01/2022	27.90	29.24	30.62	32.05	33.53	



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5130 HOME REMODELING TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
		07/01/2023	22.57	23.65	24.70	25.84	26.97	
		01/01/2023	22.35	23.42	24.46	25.58	26.70	
		07/01/2022	21.80	22.85	23.86	24.96	26.05	
5151 HOUSING LOAN SPECIALIST CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
5121 HOUSING REHABILITATION ASST. CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
		07/01/2022	18.25	19.01	19.97	20.80	21.80	
10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2022	22.79	23.94	25.16	26.35	27.71	
10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2022	26.35	27.71	29.07	30.51	32.03	
12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2022	36.41	38.17	40.12	42.14	44.25	



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8241 INDUSTRIAL MAINT. MECHANIC II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
		07/01/2022	24.33	25.50	26.71	27.90	29.24	
8242 INDUSTRIAL MAINTENANCE MECHANIC I CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
4240 INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
		01/01/2025	28.33	29.75	31.13	32.54	34.12	
		01/01/2024	27.64	29.02	30.37	31.75	33.29	
		07/01/2023	26.97	28.31	29.63	30.98	32.48	
		01/01/2023	26.70	28.03	29.34	30.67	32.16	
		07/01/2022	26.05	27.35	28.62	29.92	31.38	
6263 INVESTIGATIVE SUPPORT SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
		07/01/2023	21.98	23.08	24.13	25.19	26.40	
		01/01/2023	21.76	22.85	23.89	24.94	26.14	
		07/01/2022	21.23	22.29	23.31	24.33	25.50	



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8673 IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
		07/01/2022	24.33	25.50	26.71	27.90	29.24	
8671 IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
		07/01/2023	21.53	22.57	23.65	24.70	25.84	
		01/01/2023	21.32	22.35	23.42	24.46	25.58	
		07/01/2022	20.80	21.80	22.85	23.86	24.96	
8672 IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2022	32.96	34.66	36.41	38.17	40.12	
7171 IT SERVICES ASSISTANT CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	



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2107 IT SERVICE COMPUTR OPERATIONS TECHNICIAN CS: CHARTER Union: AFSCME	11.5	01/01/2026	21.19	22.26	23.19	24.30	25.47	
		01/01/2025	20.67	21.72	22.62	23.71	24.85	
		01/01/2024	20.17	21.19	22.07	23.13	24.24	
		07/01/2023	19.68	20.67	21.53	22.57	23.65	
		01/01/2023	19.49	20.47	21.32	22.35	23.42	
		07/01/2022	19.01	19.97	20.80	21.80	22.85	
2114 IT SERVICES APPLICATION SUPPORT ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
		07/01/2023	30.98	32.44	33.94	35.56	37.16	
		01/01/2023	30.67	32.12	33.60	35.21	36.79	
		07/01/2022	29.92	31.34	32.78	34.35	35.89	
2109 IT SERVICES APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
		07/01/2023	29.63	30.98	32.48	33.96	35.56	
		01/01/2023	29.34	30.67	32.16	33.62	35.21	
		07/01/2022	28.62	29.92	31.38	32.80	34.35	
2108 IT SERVICES COMPTR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
		07/01/2023	28.31	29.63	30.98	32.48	33.96	
		01/01/2023	28.03	29.34	30.67	32.16	33.62	
		07/01/2022	27.35	28.62	29.92	31.38	32.80	



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2106 IT SERVICES COMPUTER OPERATIONS ASSISTAN CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
		07/01/2023	17.66	18.51	19.29	20.11	21.17	
		01/01/2023	17.49	18.33	19.10	19.91	20.96	
		07/01/2022	17.06	17.88	18.63	19.42	20.45	
2110 IT SERVICES DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
		01/01/2025	34.86	36.47	38.20	40.00	41.78	
		01/01/2024	34.01	35.58	37.27	39.02	40.76	
		07/01/2023	33.18	34.71	36.36	38.07	39.77	
		01/01/2023	32.85	34.37	36.00	37.69	39.38	
		07/01/2022	32.05	33.53	35.12	36.77	38.42	
2117 IT SERVICES FULL STACK DEVELOPER CS: CHARTER Union: AFSCME	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
		01/01/2025	36.47	38.20	40.00	41.78	43.84	
		01/01/2024	35.58	37.27	39.02	40.76	42.77	
		07/01/2023	34.71	36.36	38.07	39.77	41.73	
		01/01/2023	34.37	36.00	37.69	39.38	41.32	
		07/01/2022	33.53	35.12	36.77	38.42	40.31	
2102 IT SERVICES GIS TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE	976	01/01/2022	32.96	34.66	36.41	38.17	40.12	



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2116 IT SERVICES LEAD CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
		01/01/2025	34.86	36.47	38.20	40.00	41.78	
		01/01/2024	34.01	35.58	37.27	39.02	40.76	
		07/01/2023	33.18	34.71	36.36	38.07	39.77	
		01/01/2023	32.85	34.37	36.00	37.69	39.38	
		07/01/2022	32.05	33.53	35.12	36.77	38.42	
1233 IT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2022	46.46	48.74	51.23	53.80	56.47	
2112 IT SERVICES NETWORK SERVICES ENGINEER CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
		07/01/2023	36.36	38.07	39.77	41.73	43.83	
		01/01/2023	36.00	37.69	39.38	41.32	43.40	
		07/01/2022	35.12	36.77	38.42	40.31	42.34	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2022	40.12	42.14	44.25	46.46	48.74	
7611 IT SERVICES PRINT SHOP OPERATOR CS: CHARTER Union: AFSCME	11.5	01/01/2026	21.19	22.26	23.19	24.30	25.47	
		01/01/2025	20.67	21.72	22.62	23.71	24.85	
		01/01/2024	20.17	21.19	22.07	23.13	24.24	
		07/01/2023	19.68	20.67	21.53	22.57	23.65	
		01/01/2023	19.49	20.47	21.32	22.35	23.42	
		07/01/2022	19.01	19.97	20.80	21.80	22.85	
10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE	975	01/01/2022	34.66	36.41	38.17	40.12	42.14	



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2120 IT SERVICES SENIOR APPLICATION ANALYST CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
		01/01/2025	34.86	36.47	38.20	40.00	41.78	
		01/01/2024	34.01	35.58	37.27	39.02	40.76	
		07/01/2023	33.18	34.71	36.36	38.07	39.77	
		01/01/2023	32.85	34.37	36.00	37.69	39.38	
		07/01/2022	32.05	33.53	35.12	36.77	38.42	
2113 IT SERVICES SR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
		07/01/2023	30.27	31.70	33.18	34.71	36.36	
		01/01/2023	29.97	31.39	32.85	34.37	36.00	
		07/01/2022	29.24	30.62	32.05	33.53	35.12	
10201 IT SERVICES SR FULL STACK DEV/ANALYST CS: CHARTER Union: NONE	974	01/01/2022	36.41	38.17	40.12	42.14	44.25	
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE	972	01/01/2022	40.12	42.14	44.25	46.46	48.74	
2118 IT SERVICES SYSTEMS ADMINISTRATOR CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
		07/01/2023	36.36	38.07	39.77	41.73	43.83	
		01/01/2023	36.00	37.69	39.38	41.32	43.40	
		07/01/2022	35.12	36.77	38.42	40.31	42.34	
2125 IT SERVICES TELECOM NETWORK ANALYST CS: CHARTER Union: AFSCME	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
		01/01/2025	36.47	38.20	40.00	41.78	43.84	
		01/01/2024	35.58	37.27	39.02	40.76	42.77	
		07/01/2023	34.71	36.36	38.07	39.77	41.73	
		01/01/2023	34.37	36.00	37.69	39.38	41.32	
		07/01/2022	33.53	35.12	36.77	38.42	40.31	



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2119 IT SERVICES TELEPHONE TECHNICIAN CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
		07/01/2023	28.31	29.63	30.98	32.48	33.96	
		01/01/2023	28.03	29.34	30.67	32.16	33.62	
		07/01/2022	27.35	28.62	29.92	31.38	32.80	
9151 JUDGE PRO TEM CS: EXEMPT Union: NONE	941	11/22/2009	69.00					
15301 LAB COORDINATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2022	35.33	37.10	38.93	40.93	42.95	
8610 LABOR HELPER CS: CHARTER Union: AFSCME	3.0	01/01/2026	16.32	17.05	17.81	18.61	19.45	
		01/01/2025	15.92	16.63	17.38	18.16	18.97	
		01/01/2024	15.53	16.23	16.95	17.72	18.51	
		07/01/2023	15.15	15.83	16.54	17.28	18.06	
		01/01/2023	15.00	15.67	16.38	17.11	17.88	
07/01/2022	14.63	15.29	15.98	16.70	17.44			
8326 LABORATORY CHEMIST CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
		07/01/2023	27.65	28.89	30.27	31.70	33.18	
		01/01/2023	27.38	28.60	29.97	31.39	32.85	
07/01/2022	26.71	27.90	29.24	30.62	32.05			
8321 LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
07/01/2022	22.85	23.86	24.96	26.05	27.35			



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12102 LEAD MECHANIC CS: CHARTER Union: TEAMSTERS	978SA	01/01/2022	30.51	32.03	33.59	35.33	37.10	
10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2022	22.79	23.94	25.16	26.35	27.71	
10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2022	23.94	25.16	26.35	27.71	29.07	
10510 LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2022	34.66	36.41	38.17	40.12	42.14	
1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2022	27.17	28.52	29.88	31.43	32.96	
9130 LEGAL INTERN - 1L CS: EXEMPT Union: NONE	930	07/01/2020	15.45	16.16	16.93	17.65		
9131 LEGAL INTERN - 2L CS: EXEMPT Union: NONE	931	12/19/2010	18.11	19.99	22.02			
5268 LIFEGUARD/INSTRUCTOR CS: CHARTER Union: AFSCME	3.0	01/01/2026	16.32	17.05	17.81	18.61	19.45	
		01/01/2025	15.92	16.63	17.38	18.16	18.97	
		01/01/2024	15.53	16.23	16.95	17.72	18.51	
		07/01/2023	15.15	15.83	16.54	17.28	18.06	
		01/01/2023	15.00	15.67	16.38	17.11	17.88	
		07/01/2022	14.63	15.29	15.98	16.70	17.44	
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2023	28.89	30.27	31.70	33.17	34.71	
		01/01/2022	28.25	29.60	31.00	32.44	33.95	
100 MAYOR CS: EXEMPT Union: NONE	950	12/01/1999	.00					



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8211 MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
		07/01/2022	24.33	25.50	26.71	27.90	29.24	
1425 MUNICIPAL COURT ASSISTANT CS: EXEMPT Union: NONE	984	01/01/2022	22.32	23.47	24.64	25.83	27.17	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	987	01/01/2022	19.58	20.63	21.42	22.48	23.52	
1412 MUNICIPAL COURT COMMISSIONER CS: EXEMPT Union: NONE	966MC	07/01/2022	56.71	59.51	62.49	65.59	68.84	
1413 MUNICIPAL COURT JUDGE CS: EXEMPT Union: NONE	1000	07/01/2022	88.36					
1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2022	23.47	24.64	25.83	27.17	28.52	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2022	27.17	28.52	29.88	31.43	32.96	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME	11.0	01/01/2026	20.77	21.66	22.80	23.67	24.86	
		01/01/2025	20.26	21.13	22.24	23.09	24.25	
		01/01/2024	19.77	20.61	21.70	22.53	23.66	
		07/01/2023	19.29	20.11	21.17	21.98	23.08	
		01/01/2023	19.10	19.91	20.96	21.76	22.85	
		07/01/2022	18.63	19.42	20.45	21.23	22.29	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2022	38.17	40.12	42.14	44.25	46.46	



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1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
1267 PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2022	45.12	47.34	49.68	52.22	54.86	
6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	13.0	01/01/2026	22.80	23.67	24.86	25.98	27.13	
		01/01/2025	22.24	23.09	24.25	25.35	26.47	
		01/01/2024	21.70	22.53	23.66	24.73	25.82	
		07/01/2023	21.17	21.98	23.08	24.13	25.19	
		01/01/2023	20.96	21.76	22.85	23.89	24.94	
07/01/2022	20.45	21.23	22.29	23.31	24.33			
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2022	28.52	29.88	31.43	32.96	34.66	
5203 PARKS BALLFIELD MAINT WORKER CS: CHARTER Union: NONE	914	01/01/2022	14.49					
5204 PARKS CONCESSION STAND WORKER CS: CHARTER Union: NONE	914	01/01/2022	14.49					
5205 PARKS FACILITY PROGRAM ATTENDANT CS: CHARTER Union: NONE	914	01/01/2022	14.49					
8820 PARKS MAINTENANCE CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2026	16.97	17.78	18.60	19.42	20.35	
		01/01/2025	16.56	17.35	18.15	18.95	19.85	
		01/01/2024	16.16	16.93	17.71	18.49	19.37	
		07/01/2023	15.77	16.52	17.28	18.04	18.90	
		01/01/2023	15.61	16.36	17.11	17.86	18.71	
07/01/2022	15.23	15.96	16.69	17.42	18.25			
8824 PARKS MAINTENANCE LABORER CS: CHARTER Union: NONE	914	01/01/2022	14.49					



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8818 PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
		07/01/2023	20.67	21.53	22.57	23.65	24.70	
		01/01/2023	20.47	21.32	22.35	23.42	24.46	
		07/01/2022	19.97	20.80	21.80	22.85	23.86	
8817 PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
8819 PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
		07/01/2023	17.66	18.51	19.29	20.11	21.17	
		01/01/2023	17.49	18.33	19.10	19.91	20.96	
		07/01/2022	17.06	17.88	18.63	19.42	20.45	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	972SA	01/01/2022	40.93	42.95	45.12	47.34	49.68	
13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
5207 PARKS YOUTH PROGRAM ASSISTANT CS: CHARTER Union: NONE	914	01/01/2022	14.49					
5206 PARKS YOUTH PROGRAM LEADER CS: CHARTER Union: NONE	915	01/01/2022	15.21					
10301 PAYROLL ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2022	35.33	37.10	38.93	40.93	42.95	



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4430 PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
4441 PERMIT TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2026	22.80	23.67	24.86	25.98	27.13	
		01/01/2025	22.24	23.09	24.25	25.35	26.47	
		01/01/2024	21.70	22.53	23.66	24.73	25.82	
		07/01/2023	21.17	21.98	23.08	24.13	25.19	
		01/01/2023	20.96	21.76	22.85	23.89	24.94	
		07/01/2022	20.45	21.23	22.29	23.31	24.33	
1254 PLANNING MANAGER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
3310 PLANNING SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
		07/01/2023	17.28	18.04	18.90	19.68	20.67	
		01/01/2023	17.11	17.86	18.71	19.49	20.47	
		07/01/2022	16.69	17.42	18.25	19.01	19.97	
3312 PLANNING TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2026	22.80	23.67	24.86	25.98	27.13	
		01/01/2025	22.24	23.09	24.25	25.35	26.47	
		01/01/2024	21.70	22.53	23.66	24.73	25.82	
		07/01/2023	21.17	21.98	23.08	24.13	25.19	
		01/01/2023	20.96	21.76	22.85	23.89	24.94	
		07/01/2022	20.45	21.23	22.29	23.31	24.33	



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4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
		07/01/2022	23.31	24.33	25.50	26.71	27.90	
4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
		07/01/2023	28.89	30.27	31.70	33.18	34.71	
		01/01/2023	28.60	29.97	31.39	32.85	34.37	
		07/01/2022	27.90	29.24	30.62	32.05	33.53	
6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
		07/01/2023	29.63	30.98	32.48	33.96	35.56	
		01/01/2023	29.34	30.67	32.16	33.62	35.21	
		07/01/2022	28.62	29.92	31.38	32.80	34.35	
6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2023	59.29	62.26	65.40	68.59	72.01	
		01/01/2022	56.74	59.58	62.58	65.64	68.91	
1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2022	72.06	75.68	79.43	83.38	87.58	91.96
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2019	43.50	45.66				



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8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
		07/01/2022	23.31	24.33	25.50	26.71	27.90	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2023	53.77	56.43	59.29	62.26	65.40	
		01/01/2022	51.45	54.00	56.74	59.58	62.58	
6121 POLICE OFFICER CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
6120 POLICE OFFICER ACADEMY GRADUATE ENTRY CS: POLICE Union: YPPA	400	01/01/2019	30.56	33.04	34.88	36.37	41.42	
6124 POLICE SERGEANT CS: POLICE Union: YPPA	450	01/01/2019	45.41	47.64				
6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
		07/01/2022	23.31	24.33	25.50	26.71	27.90	



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1295 POLICE SERVICES MANAGER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
		07/01/2023	20.11	21.17	21.98	23.08	24.13	
		01/01/2023	19.91	20.96	21.76	22.85	23.89	
07/01/2022	19.42	20.45	21.23	22.29	23.31			
6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
		07/01/2023	21.98	23.08	24.13	25.19	26.40	
		01/01/2023	21.76	22.85	23.89	24.94	26.14	
07/01/2022	21.23	22.29	23.31	24.33	25.50			
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2022	30.51	32.03	33.59	35.33	37.10	
8323 PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	
		07/01/2023	25.84	26.97	28.31	29.63	30.98	
		01/01/2023	25.58	26.70	28.03	29.34	30.67	
07/01/2022	24.96	26.05	27.35	28.62	29.92			
15104 PRETREATMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2022	35.33	37.10	38.93	40.93	42.95	



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8322 PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
3115 PROJECT ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2026	34.93	36.55	38.29	40.02	41.91	
		01/01/2025	34.08	35.66	37.36	39.04	40.89	
		01/01/2024	33.25	34.79	36.45	38.09	39.89	
		07/01/2023	32.44	33.94	35.56	37.16	38.92	
		01/01/2023	32.12	33.60	35.21	36.79	38.53	
		07/01/2022	31.34	32.78	34.35	35.89	37.59	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2022	38.17	40.12	42.14	44.25	46.46	
6343 PUBLIC EDUCATION CAPTAIN CS: FIRE Union: IAFF	506	01/01/2021	48.48	50.91	53.55	56.25	58.78	
7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
		07/01/2023	27.65	28.89	30.27	31.70	33.18	
		01/01/2023	27.38	28.60	29.97	31.39	32.85	
		07/01/2022	26.71	27.90	29.24	30.62	32.05	
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE	968	01/01/2022	46.46	48.74	51.23	53.80	56.47	
6415 PUBLIC SAFETY TELECOMMUNICATOR SUPERVISR CS: FIRE Union: IAFF	558	01/01/2025	32.57	34.20	35.95	37.71	39.57	41.54
		01/01/2024	31.62	33.20	34.90	36.61	38.42	40.33
		01/01/2023	30.70	32.23	33.88	35.54	37.30	39.16
		01/01/2022	29.66	31.14	32.73	34.34	36.04	37.84



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6416 PUBLIC SAFETY TRAINING SUPERVISOR CS: FIRE Union: IAFF	558	01/01/2025	32.57	34.20	35.95	37.71	39.57	41.54
		01/01/2024	31.62	33.20	34.90	36.61	38.42	40.33
		01/01/2023	30.70	32.23	33.88	35.54	37.30	39.16
		01/01/2022	29.66	31.14	32.73	34.34	36.04	37.84
11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2022	23.94	25.16	26.35	27.71	29.07	
2233 PURCHASING ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
		07/01/2023	20.67	21.53	22.57	23.65	24.70	
		01/01/2023	20.47	21.32	22.35	23.42	24.46	
07/01/2022	19.97	20.80	21.80	22.85	23.86			
2262 PW SAFETY & TRAINING COORDINATOR CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	
		07/01/2023	25.84	26.97	28.31	29.63	30.98	
		01/01/2023	25.58	26.70	28.03	29.34	30.67	
07/01/2022	24.96	26.05	27.35	28.62	29.92			
10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
7141 RECORDS ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
		07/01/2023	20.67	21.53	22.57	23.65	24.70	
		01/01/2023	20.47	21.32	22.35	23.42	24.46	
07/01/2022	19.97	20.80	21.80	22.85	23.86			



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5256 RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
		07/01/2022	18.25	19.01	19.97	20.80	21.80	
5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2026	16.97	17.78	18.60	19.42	20.35	
		01/01/2025	16.56	17.35	18.15	18.95	19.85	
		01/01/2024	16.16	16.93	17.71	18.49	19.37	
		07/01/2023	15.77	16.52	17.28	18.04	18.90	
		01/01/2023	15.61	16.36	17.11	17.86	18.71	
		07/01/2022	15.23	15.96	16.69	17.42	18.25	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2022	27.71	29.07	30.51	32.03	33.59	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2022	33.59	35.33	37.10	38.93	40.93	
6440 SECRETARY I CS: FIRE Union: IAFF	585	01/01/2025	18.25	19.29	20.30	21.40	22.54	23.64
		01/01/2024	17.72	18.73	19.71	20.78	21.88	22.95
		01/01/2023	17.20	18.18	19.14	20.17	21.24	22.28
		01/01/2022	16.62	17.57	18.49	19.49	20.52	21.53
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2022	51.23	53.80	56.47	59.27	62.19	



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1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2022	56.47	59.27	62.19	65.34	68.62	72.07
11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2022	33.59	35.33	37.10	38.93	40.93	
7111 SENIOR CENTER ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
07/01/2022	18.25	19.01	19.97	20.80	21.80			
2246 SENIOR COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
		07/01/2023	28.31	29.63	30.98	32.48	33.96	
		01/01/2023	28.03	29.34	30.67	32.16	33.62	
07/01/2022	27.35	28.62	29.92	31.38	32.80			
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2022	40.93	42.95	45.12	47.34	49.68	
6210 SENIOR EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
		01/01/2025	27.74	29.05	30.35	31.81	33.30	
		01/01/2024	27.06	28.34	29.61	31.03	32.49	
		07/01/2023	26.40	27.65	28.89	30.27	31.70	
		01/01/2023	26.14	27.38	28.60	29.97	31.39	
07/01/2022	25.50	26.71	27.90	29.24	30.62			
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2022	29.07	30.51	32.03	33.59	35.33	



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8212 SENIOR MECHANIC CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
		07/01/2023	27.65	28.89	30.27	31.70	33.18	
		01/01/2023	27.38	28.60	29.97	31.39	32.85	
		07/01/2022	26.71	27.90	29.24	30.62	32.05	
3322 SENIOR PLANNER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
		07/01/2023	28.89	30.27	31.70	33.18	34.71	
		01/01/2023	28.60	29.97	31.39	32.85	34.37	
		07/01/2022	27.90	29.24	30.62	32.05	33.53	
11401 SENIOR PROGRAM SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2022	29.88	31.43	32.96	34.66	36.41	
8664 SENIOR TRAFFIC SIGN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	
4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
		07/01/2023	36.36	38.07	39.77	41.73	43.83	
		01/01/2023	36.00	37.69	39.38	41.32	43.40	
		07/01/2022	35.12	36.77	38.42	40.31	42.34	
10111 SENIOR TRAINING COORDINATOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2022	29.07	30.51	32.03	33.59	35.33	



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1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2022	45.12	47.34	49.68	52.22	54.86	
8434 SOLID WASTE CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
8640 SOLID WASTE LABORER CS: CHARTER Union: NONE	915	01/01/2022	15.21					
8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
		07/01/2023	20.67	21.53	22.57	23.65	24.70	
		01/01/2023	20.47	21.32	22.35	23.42	24.46	
		07/01/2022	19.97	20.80	21.80	22.85	23.86	
7155 SOLID WASTE SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
		07/01/2023	20.11	21.17	21.98	23.08	24.13	
		01/01/2023	19.91	20.96	21.76	22.85	23.89	
		07/01/2022	19.42	20.45	21.23	22.29	23.31	



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14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2022	29.07	30.51	32.03	33.59	35.33	
8681 STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
		07/01/2023	23.65	24.70	25.84	26.97	28.31	
		01/01/2023	23.42	24.46	25.58	26.70	28.03	
		07/01/2022	22.85	23.86	24.96	26.05	27.35	
1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE	968	01/01/2022	46.46	48.74	51.23	53.80	56.47	
1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2022	45.12	47.34	49.68	52.22	54.86	
8701 STREET INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
		07/01/2022	24.33	25.50	26.71	27.90	29.24	
8709 STREET LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
		07/01/2023	17.66	18.51	19.29	20.11	21.17	
		01/01/2023	17.49	18.33	19.10	19.91	20.96	
		07/01/2022	17.06	17.88	18.63	19.42	20.45	



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8713 STREET MAINT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	
		07/01/2023	25.84	26.97	28.31	29.63	30.98	
		01/01/2023	25.58	26.70	28.03	29.34	30.67	
		07/01/2022	24.96	26.05	27.35	28.62	29.92	
8711 STREET MAINT. SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
		07/01/2023	22.57	23.65	24.70	25.84	26.97	
		01/01/2023	22.35	23.42	24.46	25.58	26.70	
		07/01/2022	21.80	22.85	23.86	24.96	26.05	
8710 STREET MAINT. WORKER CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
		07/01/2023	20.11	21.17	21.98	23.08	24.13	
		01/01/2023	19.91	20.96	21.76	22.85	23.89	
		07/01/2022	19.42	20.45	21.23	22.29	23.31	
13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
8715 STREET OPERATIONS LEAD CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
		07/01/2023	30.98	32.44	33.94	35.56	37.16	
		01/01/2023	30.67	32.12	33.60	35.21	36.79	
		07/01/2022	29.92	31.34	32.78	34.35	35.89	
11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE	973	01/01/2022	38.17	40.12	42.14	44.25	46.46	



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11201 SUPERVISING PLANNER CS: CHARTER Union: NONE	973	01/01/2022	38.17	40.12	42.14	44.25	46.46	
11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
6412 TELECOMMUNICATOR CS: FIRE Union: IAFF	575	01/01/2025	26.93	28.21	29.55	31.08	34.40	36.07
		01/01/2024	26.15	27.39	28.69	30.17	33.40	35.02
		01/01/2023	25.39	26.59	27.85	29.29	32.43	34.00
		01/01/2022	24.53	25.69	26.91	28.30	31.33	32.85
6410 TELECOMMUNICATOR I CS: FIRE Union: IAFF	590	01/01/2025	23.38	24.54	25.83	27.09	28.48	29.90
		01/01/2024	22.70	23.83	25.08	26.30	27.65	29.03
		01/01/2023	22.04	23.14	24.35	25.53	26.84	28.18
		01/01/2022	21.29	22.36	23.53	24.67	25.93	27.23
4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
		07/01/2023	27.65	28.89	30.27	31.70	33.18	
		01/01/2023	27.38	28.60	29.97	31.39	32.85	
		07/01/2022	26.71	27.90	29.24	30.62	32.05	
11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2022	34.66	36.41	38.17	40.12	42.14	



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4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
		07/01/2023	30.98	32.44	33.94	35.56	37.16	
		01/01/2023	30.67	32.12	33.60	35.21	36.79	
		07/01/2022	29.92	31.34	32.78	34.35	35.89	
8660 TRAFFIC SIGNS & MARKINGS LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
		07/01/2023	17.66	18.51	19.29	20.11	21.17	
		01/01/2023	17.49	18.33	19.10	19.91	20.96	
		07/01/2022	17.06	17.88	18.63	19.42	20.45	
8662 TRAFFIC SIGNS & MARKINGS SPECIALIST 1 CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
		07/01/2023	21.53	22.57	23.65	24.70	25.84	
		01/01/2023	21.32	22.35	23.42	24.46	25.58	
		07/01/2022	20.80	21.80	22.85	23.86	24.96	
8663 TRAFFIC SIGNS & MARKINGS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	



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4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
		07/01/2022	23.31	24.33	25.50	26.71	27.90	
4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
		07/01/2023	29.63	30.98	32.48	33.96	35.56	
		01/01/2023	29.34	30.67	32.16	33.62	35.21	
		07/01/2022	28.62	29.92	31.38	32.80	34.35	
4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2022	26.35	27.71	29.07	30.51	32.03	
14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2022	38.93	40.93	42.95	45.12	47.34	
24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	645	01/01/2023	15.31	16.04	16.77	17.48	18.33	
		01/01/2022	14.97	15.69	16.40	17.10	17.93	
22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME	665	01/01/2023	23.78	24.94	26.04	27.22	28.48	
		01/01/2022	23.02	24.15	25.21	26.36	27.58	
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2022	30.51	32.03	33.59	35.33	37.10	



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23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME	660	01/01/2023 01/01/2022	20.30 19.85	21.34 20.87	22.21 21.72	23.26 22.75	24.32 23.78	
1262 TRANSIT MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2022	42.95	45.12	47.34	49.68	52.22	
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2023 01/01/2022	20.30 19.85	21.34 20.87	22.21 21.72	23.26 22.75	24.32 23.78	
20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2023 01/01/2022	27.34 26.74	28.63 28.00	29.92 29.26	31.39 30.70	32.80 32.08	
22101 TRANSIT OPERATOR CS: CHARTER Union: AFSCME	655	01/01/2023 01/01/2022	20.39 19.75	21.26 20.59	22.37 21.66	23.27 22.53	24.38 23.61	
20102 TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME	675	01/01/2023 01/01/2022	28.89 28.25	30.27 29.60	31.70 31.00	33.17 32.44	34.71 33.95	
21101 TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME	665	01/01/2023 01/01/2022	23.78 23.02	24.94 24.15	26.04 25.21	27.22 26.36	28.48 27.58	
23101 TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME	650	01/01/2023 01/01/2022	17.77 17.38	18.55 18.14	19.45 19.02	20.30 19.85	21.34 20.87	
23102 TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME	630	01/01/2023 01/01/2022	14.82 14.49	15.48 15.14	16.18 15.82	16.90 16.53	17.66 17.27	
22103 TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME	645	01/01/2023 01/01/2022	15.31 14.97	16.04 15.69	16.77 16.40	17.48 17.10	18.33 17.93	
10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2022	40.93	42.95	45.12	47.34	49.68	



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8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
		07/01/2023	24.70	25.84	26.97	28.31	29.63	
		01/01/2023	24.46	25.58	26.70	28.03	29.34	
		07/01/2022	23.86	24.96	26.05	27.35	28.62	
1242 UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE	970	01/01/2022	44.25	46.46	48.74	51.23	53.80	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2022	42.14	44.25	46.46	48.74	51.23	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2022	40.12	42.14	44.25	46.46	48.74	
7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
		07/01/2023	20.11	21.17	21.98	23.08	24.13	
		01/01/2023	19.91	20.96	21.76	22.85	23.89	
		07/01/2022	19.42	20.45	21.23	22.29	23.31	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2022	29.88	31.43	32.96	34.66	36.41	
7330 UTILITY SERVICES BILLING LEAD CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
		07/01/2023	28.89	30.27	31.70	33.18	34.71	
		01/01/2023	28.60	29.97	31.39	32.85	34.37	
		07/01/2022	27.90	29.24	30.62	32.05	33.53	



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7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
		07/01/2023	21.98	23.08	24.13	25.19	26.40	
		01/01/2023	21.76	22.85	23.89	24.94	26.14	
		07/01/2022	21.23	22.29	23.31	24.33	25.50	
7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
		07/01/2023	22.57	23.65	24.70	25.84	26.97	
		01/01/2023	22.35	23.42	24.46	25.58	26.70	
		07/01/2022	21.80	22.85	23.86	24.96	26.05	
8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME	10.0	01/01/2026	19.93	20.77	21.66	22.80	23.67	
		01/01/2025	19.44	20.26	21.13	22.24	23.09	
		01/01/2024	18.97	19.77	20.61	21.70	22.53	
		07/01/2023	18.51	19.29	20.11	21.17	21.98	
		01/01/2023	18.33	19.10	19.91	20.96	21.76	
		07/01/2022	17.88	18.63	19.42	20.45	21.23	
10525 VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS	983SA	01/01/2022	23.94	25.16	26.35	27.71	29.07	
8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
		07/01/2022	24.33	25.50	26.71	27.90	29.24	



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8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
		07/01/2023	21.53	22.57	23.65	24.70	25.84	
		01/01/2023	21.32	22.35	23.42	24.46	25.58	
		07/01/2022	20.80	21.80	22.85	23.86	24.96	
8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2022	34.66	36.41	38.17	40.12	42.14	
1272 WASTEWATER MANAGER CS: CHARTER Union: NONE	968	01/01/2022	46.46	48.74	51.23	53.80	56.47	
15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2022	40.12	42.14	44.25	46.46	48.74	
8252 WATER DEVICE CREW LEADER CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
		01/01/2025	27.74	29.05	30.35	31.81	33.30	
		01/01/2024	27.06	28.34	29.61	31.03	32.49	
		07/01/2023	26.40	27.65	28.89	30.27	31.70	
		01/01/2023	26.14	27.38	28.60	29.97	31.39	
		07/01/2022	25.50	26.71	27.90	29.24	30.62	



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8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
		07/01/2022	24.33	25.50	26.71	27.90	29.24	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2022	34.66	36.41	38.17	40.12	42.14	
8253 WATER METER INFRASTRUCTURE CREW LDR CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
		01/01/2025	28.33	29.75	31.13	32.54	34.12	
		01/01/2024	27.64	29.02	30.37	31.75	33.29	
		07/01/2023	26.97	28.31	29.63	30.98	32.48	
		01/01/2023	26.70	28.03	29.34	30.67	32.16	
		07/01/2022	26.05	27.35	28.62	29.92	31.38	
8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
		07/01/2023	30.98	32.44	33.94	35.56	37.16	
		01/01/2023	30.67	32.12	33.60	35.21	36.79	
		07/01/2022	29.92	31.34	32.78	34.35	35.89	
7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
		07/01/2023	22.57	23.65	24.70	25.84	26.97	
		01/01/2023	22.35	23.42	24.46	25.58	26.70	
		07/01/2022	21.80	22.85	23.86	24.96	26.05	



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8331 WATER TREAT PLANT OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
		07/01/2023	22.57	23.65	24.70	25.84	26.97	
		01/01/2023	22.35	23.42	24.46	25.58	26.70	
		07/01/2022	21.80	22.85	23.86	24.96	26.05	
8332 WATER TREATMENT PLANT OPERATOR II CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
		07/01/2023	28.89	30.27	31.70	33.18	34.71	
		01/01/2023	28.60	29.97	31.39	32.85	34.37	
		07/01/2022	27.90	29.24	30.62	32.05	33.53	
8333 WATER TREATMENT PLANT OPERATOR III CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
		07/01/2023	29.63	30.98	32.48	33.96	35.56	
		01/01/2023	29.34	30.67	32.16	33.62	35.21	
		07/01/2022	28.62	29.92	31.38	32.80	34.35	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2022	36.41	38.17	40.12	42.14	44.25	
7151 WATER/IRRIG DIV ADMIN SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
		07/01/2023	20.11	21.17	21.98	23.08	24.13	
		01/01/2023	19.91	20.96	21.76	22.85	23.89	
		07/01/2022	19.42	20.45	21.23	22.29	23.31	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2022	40.12	42.14	44.25	46.46	48.74	



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1273 WATER/IRRIGATION MANAGER CS: CHARTER Union: NONE	970	01/01/2022	44.25	46.46	48.74	51.23	53.80	
8251 WATERWORKS DEVICE TECHNICIAN CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
		07/01/2022	23.31	24.33	25.50	26.71	27.90	
8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
		07/01/2023	24.13	25.19	26.40	27.65	28.89	
		01/01/2023	23.89	24.94	26.14	27.38	28.60	
		07/01/2022	23.31	24.33	25.50	26.71	27.90	
8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
		07/01/2023	21.53	22.57	23.65	24.70	25.84	
		01/01/2023	21.32	22.35	23.42	24.46	25.58	
		07/01/2022	20.80	21.80	22.85	23.86	24.96	
8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
15103 WWTP CHIEF OPERATOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2022	33.59	35.33	37.10	38.93	40.93	



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4260 WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
		07/01/2023	30.98	32.44	33.94	35.56	37.16	
		01/01/2023	30.67	32.12	33.60	35.21	36.79	
		07/01/2022	29.92	31.34	32.78	34.35	35.89	
12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	974SA	01/01/2022	37.10	38.93	40.93	42.95	45.12	
8311 WWTP OPERATOR I CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
		07/01/2023	23.08	24.13	25.19	26.40	27.65	
		01/01/2023	22.85	23.89	24.94	26.14	27.38	
		07/01/2022	22.29	23.31	24.33	25.50	26.71	
8312 WWTP OPERATOR II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
		07/01/2023	25.19	26.40	27.65	28.89	30.27	
		01/01/2023	24.94	26.14	27.38	28.60	29.97	
		07/01/2022	24.33	25.50	26.71	27.90	29.24	
8313 WWTP OPERATOR III CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
		07/01/2023	30.27	31.70	33.18	34.71	36.36	
		01/01/2023	29.97	31.39	32.85	34.37	36.00	
		07/01/2022	29.24	30.62	32.05	33.53	35.12	



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8310 WWTP OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
		07/01/2023	18.90	19.68	20.67	21.53	22.57	
		01/01/2023	18.71	19.49	20.47	21.32	22.35	
		07/01/2022	18.25	19.01	19.97	20.80	21.80	
15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: NONE	973	01/01/2022	38.17	40.12	42.14	44.25	46.46	
4250 WWTP SCADA/TELEMETRY MAINTENANCE TECH CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
		07/01/2023	29.63	30.98	32.48	33.96	35.56	
		01/01/2023	29.34	30.67	32.16	33.62	35.21	
		07/01/2022	28.62	29.92	31.38	32.80	34.35	

Section This ordinance shall be in full force and effect thirty days after its passage, approval and publication as provided by law and by the City Charter.

PASSED BY THE CITY COUNCIL, signed and approved this 19th day of August, 2022.

Mayor

ATTEST

City Clerk

Publication Date:

Effective Date: