

ORDINANCE NO. 2022-XXX

2022 MASTER ORDINANCE
Effective: January 15, 2023

(as approved by Council: December 13, 2022)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective January 15, 2023; 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: January 15, 2023.

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	01/01/2023	31.67	33.24	34.86	36.66	38.50	
10302	ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2023	36.66	38.50	40.40	42.48	44.57	
11610	ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
1331	ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2023	41.64	43.73	45.92	48.22	50.58	
11615	ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
10520	ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
16101	ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
11701	ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
8920	AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME	18.0	01/01/2026 01/01/2025 01/01/2024 07/01/2023 01/01/2023	28.43 27.74 27.06 26.40 26.14	29.78 29.05 28.34 27.65 27.38	31.11 30.35 29.61 28.89 28.60	32.61 31.81 31.03 30.27 29.97	34.13 33.30 32.49 31.70 31.39	
8910	AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026 01/01/2025 01/01/2024 07/01/2023 01/01/2023	26.60 25.95 25.32 24.70 24.46	27.83 27.15 26.49 25.84 25.58	29.04 28.33 27.64 26.97 26.70	30.49 29.75 29.02 28.31 28.03	31.91 31.13 30.37 29.63 29.34	
1212	AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	



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Job Class Code & Title		Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME		7.0	01/01/2026	17.99	18.80	19.64	20.52	21.44	
			01/01/2025	17.55	18.34	19.16	20.02	20.92	
			01/01/2024	17.12	17.89	18.69	19.53	20.41	
			07/01/2023	16.70	17.45	18.23	19.05	19.91	
			01/01/2023	16.53	17.27	18.05	18.86	19.71	
8841 AQUATIC MAINTfENANCE 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	
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	
5260 AQUATICS CONCESSIONS/CASHIER CS: CHARTER Union: NONE		914	01/01/2023	15.74					
1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE		973	01/01/2023	39.62	41.64	43.73	45.92	48.22	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE		971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE		963	01/01/2023	74.78	78.54	82.43	86.53	90.89	95.43



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2025	52.05	54.64	57.22	60.15	63.19	
		01/01/2024	49.93	52.41	54.89	57.70	60.61	
		01/01/2023	47.89	50.27	52.65	55.35	58.14	
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	
15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
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	
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	



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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	
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	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975		01/01/2023	35.97	37.78	39.62	41.64	43.73	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA		01/01/2023	31.67	33.24	34.86	36.66	38.50	
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	
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	



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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	
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	
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	
13103 CEMETERY SUPERVISOR CS: CHARTER Union: TEAMSTERS		978SA	01/01/2023	31.67	33.24	34.86	36.66	38.50	
1423 CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE		980	01/01/2023	28.19	29.59	31.01	32.62	34.20	
11107 CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS		970SA	01/01/2023	46.82	49.13	51.56	54.19	56.93	
10102 CHIEF EXAMINER CS: CHARTER Union: TEAMSTERS		973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
1120 CITY ATTORNEY CS: EXEMPT Union: NONE		963	01/01/2023	74.78	78.54	82.43	86.53	90.89	95.43
1234 CITY CLERK CS: CHARTER Union: NONE		971	01/01/2023	43.73	45.92	48.22	50.58	53.16	



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Job Class Code & Title		Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
200	CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
INT	CITY COUNCIL MENTORSHIP - INTERNSHIP CS: EXEMPT Union: NONE	914	01/01/2023	15.74					
1271	CITY ENGINEER CS: CHARTER Union: NONE	965	01/01/2023	55.83	58.60	61.51	64.53	67.81	
1110	CITY MANAGER CS: EXEMPT Union: NONE	960	01/01/2023	90.83	95.36	100.16	105.13	110.41	
1232	CITY PURCHASING MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.22	50.58	53.16	55.83	58.60	
9125	CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2023	15.74					
9114	CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2023	15.74					
1252	CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
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	
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	



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Job Class Code & Title		Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE		978	01/01/2023	31.01	32.62	34.20	35.97	37.78	
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	
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	
1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE		966	01/01/2023	53.16	55.83	58.60	61.51	64.53	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE		967	01/01/2023	50.58	53.16	55.83	58.60	61.51	
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
5210 COMMUNITY CENTER ATTENDANT CS: CHARTER Union: NONE		914	01/01/2023	15.74					
11601 COMMUNITY DEVELOPMENT ADMIN ASSISTANT CS: CHARTER Union: NONE		980	01/01/2023	28.19	29.59	31.01	32.62	34.20	



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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	
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	
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	
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
6215 COMMUNITY SERVICE 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	
20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2023	29.59	31.01	32.62	34.20	35.97	



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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	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS		973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
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	
1297 CORRECTIONS MANAGER CS: CHARTER Union: NONE		971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
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	
11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS		977CS	01/01/2023	31.06	32.55	34.26	35.96	37.71	
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	
11740 CRIME ANALYTICS SUPERVISOR CS: CHARTER Union: TEAMSTERS		973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	



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8511 CUSTODIAN CS: CHARTER Union: AFSCME		4.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
			01/01/2025	16.71	17.46	18.23	19.05	19.92	
			01/01/2024	16.30	17.03	17.79	18.59	19.43	
			07/01/2023	15.90	16.61	17.36	18.14	18.96	
			01/01/2023	15.74	16.45	17.19	17.96	18.77	
7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME		5.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
			01/01/2025	16.71	17.46	18.23	19.05	19.92	
			01/01/2024	16.30	17.03	17.79	18.59	19.43	
			07/01/2023	15.90	16.61	17.36	18.14	18.96	
			01/01/2023	15.74	16.45	17.19	17.96	18.77	
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME		6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
			01/01/2025	16.71	17.46	18.23	19.05	19.92	
			01/01/2024	16.30	17.03	17.79	18.59	19.43	
			07/01/2023	15.90	16.61	17.36	18.14	18.96	
			01/01/2023	15.74	16.45	17.19	17.96	18.77	
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	
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	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS		979SA	01/01/2023	30.16	31.67	33.24	34.86	36.66	



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6380	DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2023	55.83	58.60	61.51	64.53	67.81	
1281	DEPUTY POLICE CHIEF CS: EXEMPT Union: NONE	962	01/01/2023	64.53	67.81	71.21	74.78	78.54	82.45
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	
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	
1150	DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2023	58.60	61.51	64.53	67.81	71.21	74.79
1140	DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2023	58.60	61.51	64.53	67.81	71.21	74.79
1135	DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2023	58.60	61.51	64.53	67.81	71.21	74.79
1160	DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2023	64.53	67.81	71.21	74.78	78.54	82.45
1170	DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2023	58.60	61.51	64.53	67.81	71.21	74.79
1175	DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2023	58.60	61.51	64.53	67.81	71.21	74.79
1275	ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	



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7181 ECONOMIC DEVELOPMENT SERVICES 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	
1276 ECONOMIC DEVELOPMENT SERVICES MANAGER CS: CHARTER Union: NONE		968	01/01/2023	48.22	50.58	53.16	55.83	58.60	
11275 ECONOMIC DEVELOPMENT SERVICES SUPERVISOR CS: CHARTER Union: NONE		973	01/01/2023	39.62	41.64	43.73	45.92	48.22	
4521 ELECTRONICS TECHNICIAN CS: FIRE Union: IAFF		549	01/01/2025	31.26	32.85	34.49	36.17	38.00	39.91
			01/01/2024	30.35	31.89	33.49	35.12	36.89	38.75
			01/01/2023	29.47	30.96	32.51	34.10	35.82	37.62
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	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS		980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
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	
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS		975SA	01/01/2023	36.66	38.50	40.40	42.48	44.57	



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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	
10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2023	28.19	29.59	31.01	32.62	34.20	
1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2023	29.59	31.01	32.62	34.20	35.97	
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	
2314 FINANCE DEPARTMENT ANALYST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2023	30.16	31.67	33.24	34.86	36.66	
1241 FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.22	50.58	53.16	55.83	58.60	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2023	42.48	44.57	46.82	49.13	51.56	
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	
10305 FINANCIAL SERVICES TECHNICIAN CS: CHARTER Union: TEAMSTERS	981SA	01/01/2023	27.34	28.75	30.16	31.67	33.24	



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6343 FIRE CAPTAIN (COMMUNITY RISK REDUCTION) CS: FIRE Union: IAFF	506	01/01/2025	57.54	60.41	63.56	66.76	69.76	
		01/01/2024	55.19	57.95	60.97	64.04	66.92	
		01/01/2023	52.94	55.59	58.48	61.43	64.19	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	510	01/01/2025	52.36	54.91	57.78	60.67	63.52	
		01/01/2024	50.23	52.67	55.42	58.20	60.93	
		01/01/2023	48.18	50.52	53.16	55.83	58.45	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2025	42.29	44.33	46.63	48.99	51.22	
		01/01/2024	40.57	42.52	44.73	46.99	49.13	
		01/01/2023	38.92	40.79	42.91	45.07	47.13	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	962	01/01/2023	64.53	67.81	71.21	74.78	78.54	82.45
6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF	510	01/01/2025	52.36	54.91	57.78	60.67	63.52	
		01/01/2024	50.23	52.67	55.42	58.20	60.93	
		01/01/2023	48.18	50.52	53.16	55.83	58.45	
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2025	47.33	49.66	51.98	54.69	57.46	
		01/01/2024	45.40	47.64	49.86	52.46	55.12	
		01/01/2023	43.55	45.70	47.83	50.32	52.87	
6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	526	01/01/2025	47.33	49.66	51.98	54.69	57.46	
		01/01/2024	45.40	47.64	49.86	52.46	55.12	
		01/01/2023	43.55	45.70	47.83	50.32	52.87	
6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2025	38.20	40.12	41.97	44.17	46.35	
		01/01/2024	36.64	38.48	40.26	42.37	44.46	
		01/01/2023	35.15	36.91	38.62	40.64	42.65	
8225 FIRE MECHANIC I CS: FIRE Union: IAFF	550	01/01/2025	33.05	34.73	36.46	38.26	40.19	42.21
		01/01/2024	32.09	33.72	35.40	37.15	39.02	40.98
		01/01/2023	31.16	32.74	34.37	36.07	37.88	39.79



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8230 FIRE MECHANIC II CS: FIRE Union: IAFF		560	01/01/2025	36.58	38.40	40.30	42.31	44.45	46.68
			01/01/2024	35.51	37.28	39.13	41.08	43.16	45.32
			01/01/2023	34.48	36.19	37.99	39.88	41.90	44.00
6441 FIRE 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
6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF		513	01/01/2025	47.76	50.11	52.70	55.34	57.89	
			01/01/2024	45.81	48.07	50.55	53.08	55.53	
			01/01/2023	43.94	46.11	48.49	50.92	53.27	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF		527	01/01/2025	52.05	54.64	57.22	60.15	63.19	
			01/01/2024	49.93	52.41	54.89	57.70	60.61	
			01/01/2023	47.89	50.27	52.65	55.35	58.14	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF		506	01/01/2025	57.54	60.41	63.56	66.76	69.76	
			01/01/2024	55.19	57.95	60.97	64.04	66.92	
			01/01/2023	52.94	55.59	58.48	61.43	64.19	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE		500VF	12/01/2015	.00					
6321 FIREFIGHTER CS: FIRE Union: IAFF		530	01/01/2025	30.94	33.38	35.32	36.83	41.95	
			01/01/2024	29.68	32.02	33.88	35.33	40.24	
			01/01/2023	28.47	30.71	32.50	33.89	38.60	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE		500VF	12/01/2015	.00					
1263 FLEET AND FACILITIES MANAGER CS: CHARTER Union: TEAMSTERS		971PW	01/01/2023	44.57	46.82	49.13	51.56	54.19	



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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	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS		975SA	01/01/2023	36.66	38.50	40.40	42.48	44.57	
1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE		970	01/01/2023	45.92	48.22	50.58	53.16	55.83	
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	
5201 GOLF COURSE ASSISTANT CS: CHARTER Union: NONE		914	01/01/2023	15.74					
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	
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	



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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	
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	
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	
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	
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	
10115 HR SERVICES ADMINISTRATOR CS: CHARTER Union: TEAMSTERS		975SA	01/01/2023	36.66	38.50	40.40	42.48	44.57	



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10104	HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2023	23.65	24.84	26.11	27.34	28.75	
10103	HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2023	27.34	28.75	30.16	31.67	33.24	
12201	INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2023	37.78	39.62	41.64	43.73	45.92	
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	
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	
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	
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	



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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	
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	
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	
13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2023	34.20	35.97	37.78	39.62	41.64	
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	
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	



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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	
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	
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	
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	
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	



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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	
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	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE		976	01/01/2023	34.20	35.97	37.78	39.62	41.64	
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	
1233 IT SERVICES MANAGER CS: CHARTER Union: NONE		968	01/01/2023	48.22	50.58	53.16	55.83	58.60	
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	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE		972	01/01/2023	41.64	43.73	45.92	48.22	50.58	



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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	
10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE			975	01/01/2023	35.97	37.78	39.62	41.64	43.73	
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	
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	
10201 IT SERVICES SR FULL STACK DEV/ANALYST CS: CHARTER Union: NONE			974	01/01/2023	37.78	39.62	41.64	43.73	45.92	
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE			972	01/01/2023	41.64	43.73	45.92	48.22	50.58	
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	



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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	
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	
9151 JUDGE PRO TEM CS: EXEMPT Union: NONE		941	11/22/2009	69.00					
15301 LAB COORDINATOR CS: CHARTER Union: TEAMSTERS		975SA	01/01/2023	36.66	38.50	40.40	42.48	44.57	
8610 LABOR HELPER CS: CHARTER Union: AFSCME		3.0	01/01/2026	17.13	17.90	18.69	19.53	20.42	
			01/01/2025	16.71	17.46	18.23	19.05	19.92	
			01/01/2024	16.30	17.03	17.79	18.59	19.43	
			07/01/2023	15.90	16.61	17.36	18.14	18.96	
			01/01/2023	15.74	16.45	17.19	17.96	18.77	
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	



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8321 LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026 01/01/2025 01/01/2024 07/01/2023 01/01/2023	25.47 24.85 24.24 23.65 23.42	26.60 25.95 25.32 24.70 24.46	27.83 27.15 26.49 25.84 25.58	29.04 28.33 27.64 26.97 26.70	30.49 29.75 29.02 28.31 28.03	
12102 LEAD MECHANIC CS: CHARTER Union: TEAMSTERS	978SA	01/01/2023	31.67	33.24	34.86	36.66	38.50	
10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2023	23.65	24.84	26.11	27.34	28.75	
10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2023	24.84	26.11	27.34	28.75	30.16	
10510 LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2023	35.97	37.78	39.62	41.64	43.73	
1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2023	28.19	29.59	31.01	32.62	34.20	
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 01/01/2025 01/01/2024 07/01/2023 01/01/2023	17.13 16.71 16.30 15.90 15.74	17.90 17.46 17.03 16.61 16.45	18.69 18.23 17.79 17.36 17.19	19.53 19.05 18.59 18.14 17.96	20.42 19.92 19.43 18.96 18.77	
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2023	28.89	30.27	31.70	33.17	34.71	



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100 MAYOR CS: EXEMPT Union: NONE	950	12/01/1999	.00					
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	
1425 MUNICIPAL COURT ASSISTANT CS: EXEMPT Union: NONE	984	01/01/2023	23.17	24.36	25.57	26.80	28.19	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	987	01/01/2023	20.32	21.40	22.23	23.33	24.41	
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	01/01/2023	24.36	25.57	26.80	28.19	29.59	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2023	28.19	29.59	31.01	32.62	34.20	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
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	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2023	39.62	41.64	43.73	45.92	48.22	



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1253	NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
1267	PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2023	46.82	49.13	51.56	54.19	56.93	
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	
11604	PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2023	29.59	31.01	32.62	34.20	35.97	
5203	PARKS BALLFIELD MAINT WORKER CS: CHARTER Union: NONE	914	01/01/2023	15.74					
5204	PARKS CONCESSION STAND WORKER CS: CHARTER Union: NONE	914	01/01/2023	15.74					
5205	PARKS FACILITY PROGRAM ATTENDANT CS: CHARTER Union: NONE	914	01/01/2023	15.74					
8820	PARKS MAINTENANCE CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
			01/01/2025	16.71	17.46	18.23	19.05	19.92	
			01/01/2024	16.30	17.03	17.79	18.59	19.43	
			07/01/2023	15.90	16.61	17.36	18.14	18.96	
			01/01/2023	15.74	16.45	17.19	17.96	18.77	
8824	PARKS MAINTENANCE LABORER CS: CHARTER Union: NONE	914	01/01/2023	15.74					



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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	
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	
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	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS		972SA	01/01/2023	42.48	44.57	46.82	49.13	51.56	
13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS		973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
5207 PARKS YOUTH PROGRAM ASSISTANT CS: CHARTER Union: NONE		914	01/01/2023	15.74					
5206 PARKS YOUTH PROGRAM LEADER CS: CHARTER Union: NONE		915	01/01/2023	16.53					
10301 PAYROLL ADMINISTRATOR CS: CHARTER Union: TEAMSTERS		975SA	01/01/2023	36.66	38.50	40.40	42.48	44.57	



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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	
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	
1254 PLANNING MANAGER CS: CHARTER Union: NONE		971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
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	
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	
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	



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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	
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	
6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2023	59.29	62.26	65.40	68.59	72.01	
1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2023	74.78	78.54	82.43	86.53	90.89	95.43
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2019	43.50	45.66				
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	
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	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2023	53.77	56.43	59.29	62.26	65.40	



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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	
1295	POLICE SERVICES MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
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	
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	
11710	POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2023	31.67	33.24	34.86	36.66	38.50	



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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	
15104 PRETREATMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS			975SA	01/01/2023	36.66	38.50	40.40	42.48	44.57	
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	
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	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE			973	01/01/2023	39.62	41.64	43.73	45.92	48.22	
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	
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE			968	01/01/2023	48.22	50.58	53.16	55.83	58.60	



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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
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
11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2023	24.84	26.11	27.34	28.75	30.16	
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	
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	
10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
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	



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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	
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	
5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
		01/01/2025	16.71	17.46	18.23	19.05	19.92	
		01/01/2024	16.30	17.03	17.79	18.59	19.43	
		07/01/2023	15.90	16.61	17.36	18.14	18.96	
		01/01/2023	15.74	16.45	17.19	17.96	18.77	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.75	30.16	31.67	33.24	34.86	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2023	34.86	36.66	38.50	40.40	42.48	
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
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2023	53.16	55.83	58.60	61.51	64.53	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2023	58.60	61.51	64.53	67.81	71.21	74.79
11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2023	34.86	36.66	38.50	40.40	42.48	



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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	
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	
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2023	42.48	44.57	46.82	49.13	51.56	
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	
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2023	30.16	31.67	33.24	34.86	36.66	
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	



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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	
11401 SENIOR PROGRAM SUPERVISOR CS: CHARTER Union: NONE		978	01/01/2023	31.01	32.62	34.20	35.97	37.78	
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	
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	
10111 SENIOR TRAINING COORDINATOR CS: CHARTER Union: TEAMSTERS		979SA	01/01/2023	30.16	31.67	33.24	34.86	36.66	
1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS		970PW	01/01/2023	46.82	49.13	51.56	54.19	56.93	
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	



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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	
8640 SOLID WASTE LABORER CS: CHARTER Union: NONE		915	01/01/2023	16.53					
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	
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	
14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS		979SA	01/01/2023	30.16	31.67	33.24	34.86	36.66	
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	
1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE		968	01/01/2023	48.22	50.58	53.16	55.83	58.60	
1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS		970PW	01/01/2023	46.82	49.13	51.56	54.19	56.93	



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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	
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	
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	
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	
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	
13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	



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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	
11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE	973	01/01/2023	39.62	41.64	43.73	45.92	48.22	
11201 SUPERVISING PLANNER CS: CHARTER Union: NONE	973	01/01/2023	39.62	41.64	43.73	45.92	48.22	
11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
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
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
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	
11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2023	35.97	37.78	39.62	41.64	43.73	



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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	
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	
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	
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	
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	



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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	
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	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2023	27.34	28.75	30.16	31.67	33.24	
14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.40	42.48	44.57	46.82	49.13	
24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	645	01/01/2023	15.74	16.45	17.19	17.96	18.77	
22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME	665	01/01/2023	23.78	24.94	26.04	27.22	28.48	
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2023	31.67	33.24	34.86	36.66	38.50	
23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
1262 TRANSIT MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2023	44.57	46.82	49.13	51.56	54.19	
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2023	27.34	28.63	29.92	31.39	32.80	



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22101	TRANSIT OPERATOR CS: CHARTER Union: AFSCME	655	01/01/2023	20.39	21.26	22.37	23.27	24.38	
20102	TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME	675	01/01/2023	28.89	30.27	31.70	33.17	34.71	
21101	TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME	665	01/01/2023	23.78	24.94	26.04	27.22	28.48	
23101	TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME	650	01/01/2023	17.77	18.55	19.45	20.30	21.34	
23102	TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME	630	01/01/2023	15.74	16.45	17.19	17.96	18.77	
22103	TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME	645	01/01/2023	15.74	16.45	17.19	17.96	18.77	
10304	TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2023	42.48	44.57	46.82	49.13	51.56	
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	
1242	UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE	970	01/01/2023	45.92	48.22	50.58	53.16	55.83	
11102	UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2023	43.73	45.92	48.22	50.58	53.16	
11108	UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2023	41.64	43.73	45.92	48.22	50.58	



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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	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2023	31.01	32.62	34.20	35.97	37.78	
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	
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	
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	
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	



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10525	VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS	983SA	01/01/2023	24.84	26.11	27.34	28.75	30.16	
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	
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	
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	
13201	WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2023	35.97	37.78	39.62	41.64	43.73	
1272	WASTEWATER MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.22	50.58	53.16	55.83	58.60	
15105	WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2023	41.64	43.73	45.92	48.22	50.58	
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	



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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	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE		975	01/01/2023	35.97	37.78	39.62	41.64	43.73	
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	
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	
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	
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	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
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	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2023	37.78	39.62	41.64	43.73	45.92	
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	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2023	41.64	43.73	45.92	48.22	50.58	
1273 WATER/IRRIGATION MANAGER CS: CHARTER Union: NONE	970	01/01/2023	45.92	48.22	50.58	53.16	55.83	
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	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
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	
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	
15103 WWTP CHIEF OPERATOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2023	34.86	36.66	38.50	40.40	42.48	
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	
12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	974SA	01/01/2023	38.50	40.40	42.48	44.57	46.82	



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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	
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	
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	
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	
15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: NONE	973	01/01/2023	39.62	41.64	43.73	45.92	48.22	
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	

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 13th day of December, 2023.

Mayor

ATTEST

City Clerk

Publication Date:

Effective Date: