ORDINANCE NO. 2023-XXX

2023 MASTER ORDINANCE
Effective: July 9, 2023

(as approved by Council: June 06, 2023)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective July 9, 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: July 9, 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:

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	31.75	33.32	34.94	36.75	38.59	
10302	ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2023	36.75	38.59	40.50	42.58	44.68	
11601	ADMIN ASST FOR COMMUNITY DEVELOPMENT CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
11610	ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
1331	ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2023	41.74	43.83	46.03	48.34	50.70	
11615	ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
10520	ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
16101	ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
11701	ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
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	
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	
1212	AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	

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	
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	
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	
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	
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	39.72	41.74	43.83	46.03	48.34	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	963	01/01/2023	74.96	78.73	82.63	86.74	91.11	95.66
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	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6344	ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2025 01/01/2024 01/01/2023	52.05 49.93 47.89	54.64 52.41 50.27	57.22 54.89 52.65	60.15 57.70 55.35	63.19 60.61 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 01/01/2025 01/01/2024 07/01/2023	26.60 25.95 25.32 24.70	27.83 27.15 26.49 25.84	29.04 28.33 27.64 26.97	30.49 29.75 29.02 28.31	31.91 31.13 30.37 29.63	
15101	ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
3321	ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2026 01/01/2025 01/01/2024 07/01/2023	29.78 29.05 28.34 27.65	31.11 30.35 29.61 28.89	32.61 31.81 31.03 30.27	34.13 33.30 32.49 31.70	35.73 34.86 34.01 33.18	
8215	AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026 01/01/2025 01/01/2024 07/01/2023	20.35 19.85 19.37 18.90	21.19 20.67 20.17 19.68	22.26 21.72 21.19 20.67	23.19 22.62 22.07 21.53	24.30 23.71 23.13 22.57	
8213	AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2026 01/01/2025 01/01/2024 07/01/2023	25.47 24.85 24.24 23.65	26.60 25.95 25.32 24.70	27.83 27.15 26.49 25.84	29.04 28.33 27.64 26.97	30.49 29.75 29.02 28.31	
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

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2023	36.06	37.87	39.72	41.74	43.83	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2023	31.75	33.32	34.94	36.75	38.59	
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	
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	
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	
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	

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	
13103	CEMETERY SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2023	31.75	33.32	34.94	36.75	38.59	
1423	CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2023	28.26	29.66	31.08	32.70	34.28	
11107	CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2023	46.93	49.25	51.68	54.32	57.07	
10102	CHIEF EXAMINER CS: CHARTER Union: NONE	973	01/01/2023	39.72	41.74	43.83	46.03	48.34	
1120	CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2023	74.96	78.73	82.63	86.74	91.11	95.66
1234	CITY CLERK CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
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	55.96	58.74	61.66	64.68	67.97	
1110	CITY MANAGER CS: EXEMPT Union: NONE	960	01/01/2023	91.05	95.59	100.40	105.38	110.67	
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					

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
1252 CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
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	
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	
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	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2023	31.08	32.70	34.28	36.06	37.87	
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	
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	
1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE	966	01/01/2023	53.29	55.96	58.74	61.66	64.68	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE	967	01/01/2023	50.70	53.29	55.96	58.74	61.66	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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
7111 COMMUNITY 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	
5210 COMMUNITY CENTER ATTENDANT CS: CHARTER Union: NONE	914	01/01/2023	15.74					
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	
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	
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	
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

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
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	29.66	31.08	32.70	34.28	36.06	
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	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
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	
1297 CORRECTIONS MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
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	
11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2023	31.06	32.55	34.26	35.96	37.71	

Job	Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
11740	CRIME ANALYTICS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
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	
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	
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	
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	
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	

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10502	DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2023	30.23	31.75	33.32	34.94	36.75	
6380	DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2023	55.96	58.74	61.66	64.68	67.97	
1281	DEPUTY POLICE CHIEF CS: EXEMPT Union: NONE	962	01/01/2023	64.68	67.97	71.38	74.96	78.73	82.65
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	
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	
1150	DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2023	58.74	61.66	64.68	67.97	71.38	74.97
1140	DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2023	58.74	61.66	64.68	67.97	71.38	74.97
1135	DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2023	58.74	61.66	64.68	67.97	71.38	74.97
1160	DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2023	64.68	67.97	71.38	74.96	78.73	82.65
1170	DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2023	58.74	61.66	64.68	67.97	71.38	74.97
1175	DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2023	58.74	61.66	64.68	67.97	71.38	74.97
1275	ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	

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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	
1276 ECONOMIC DEVELOPMENT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.34	50.70	53.29	55.96	58.74	
11275 ECONOMIC DEVELOPMENT SERVICES SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2023	39.72	41.74	43.83	46.03	48.34	
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	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
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	
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2023	36.75	38.59	40.50	42.58	44.68	
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	

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10506	EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2023	28.26	29.66	31.08	32.70	34.28	
1311	EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2023	29.66	31.08	32.70	34.28	36.06	
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	
2314	FINANCE DEPARTMENT ANALYST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2023	30.23	31.75	33.32	34.94	36.75	
1241	FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.34	50.70	53.29	55.96	58.74	
10303	FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2023	42.58	44.68	46.93	49.25	51.68	
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	
10305	FINANCIAL SERVICES TECHNICIAN CS: CHARTER Union: TEAMSTERS	981SA	01/01/2023	27.41	28.82	30.23	31.75	33.32	
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	

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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	64.68	67.97	71.38	74.96	78.73	82.65
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
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

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6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2025 01/01/2024 01/01/2023	47.76 45.81 43.94	50.11 48.07 46.11	52.70 50.55 48.49	55.34 53.08 50.92	57.89 55.53 53.27	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF	527	01/01/2025 01/01/2024 01/01/2023	52.05 49.93 47.89	54.64 52.41 50.27	57.22 54.89 52.65	60.15 57.70 55.35	63.19 60.61 58.14	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF	506	01/01/2025 01/01/2024 01/01/2023	57.54 55.19 52.94	60.41 57.95 55.59	63.56 60.97 58.48	66.76 64.04 61.43	69.76 66.92 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 01/01/2024 01/01/2023	30.94 29.68 28.47	33.38 32.02 30.71	35.32 33.88 32.50	36.83 35.33 33.89	41.95 40.24 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	44.68	46.93	49.25	51.68	54.32	
8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2026 01/01/2025 01/01/2024 07/01/2023	24.30 23.71 23.13 22.57	25.47 24.85 24.24 23.65	26.60 25.95 25.32 24.70	27.83 27.15 26.49 25.84	29.04 28.33 27.64 26.97	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2023	36.75	38.59	40.50	42.58	44.68	
1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE	970	01/01/2023	46.03	48.34	50.70	53.29	55.96	

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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	
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	
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	
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	
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	
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	

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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	
10115 HR SERVICES ADMINISTRATOR CS: CHARTER Union: NONE	975	01/01/2023	36.06	37.87	39.72	41.74	43.83	
10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2023	23.71	24.90	26.17	27.41	28.82	
10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2023	27.41	28.82	30.23	31.75	33.32	
12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2023	37.87	39.72	41.74	43.83	46.03	
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	
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	
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	
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	

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8673 IRRIGATION CREW LEADER	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
CS: CHARTER Union: AFSCME		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	
8671 IRRIGATION SPECIALIST I	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
CS: CHARTER Union: AFSCME		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	
8672 IRRIGATION SPECIALIST II	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
CS: CHARTER Union: AFSCME		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	
13401 IRRIGATION SUPERVISOR	976	01/01/2023	34.28	36.06	37.87	39.72	41.74	
CS: CHARTER Union: NONE								
7171 IT SERVICES ASSISTANT	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
CS: CHARTER Union: AFSCME		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	
2107 IT SERVICE COMPUTR OPERATIONS TECHNICIAN	11.5	01/01/2026	21.19	22.26	23.19	24.30	25.47	
CS: CHARTER Union: AFSCME		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	
2125 IT SERVICES ANALYST	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
CS: CHARTER Union: AFSCME		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	

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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	
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	
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	
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	
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	
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	

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2121 IT SERVICES 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	
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	
2127 IT SERVICES JR FULL STACK DEVELOPER 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	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE	976	01/01/2023	34.28	36.06	37.87	39.72	41.74	
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	
1233 IT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.34	50.70	53.29	55.96	58.74	
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	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2023	41.74	43.83	46.03	48.34	50.70	

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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	
10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE	975	01/01/2023	36.06	37.87	39.72	41.74	43.83	
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	
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	
10201 IT SERVICES SR FULL STACK DEV/ANALYST CS: CHARTER Union: NONE	974	01/01/2023	37.87	39.72	41.74	43.83	46.03	
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE	972	01/01/2023	41.74	43.83	46.03	48.34	50.70	
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	
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	
9151 JUDGE PRO TEM CS: EXEMPT Union: NONE	941	11/22/2009	69.00					

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15301	LAB COORDINATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2023	36.75	38.59	40.50	42.58	44.68	
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	
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	
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	
12102	LEAD MECHANIC CS: CHARTER Union: TEAMSTERS	978SA	01/01/2023	31.75	33.32	34.94	36.75	38.59	
10512	LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2023	23.71	24.90	26.17	27.41	28.82	
10511	LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2023	24.90	26.17	27.41	28.82	30.23	
10510	LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
11810	LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2023	36.06	37.87	39.72	41.74	43.83	
1325	LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2023	28.26	29.66	31.08	32.70	34.28	
9130	LEGAL INTERN - 1L CS: EXEMPT Union: NONE	930	05/01/2023	15.74	16.45	17.19	17.96	18.77	

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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	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	
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2023	28.89	30.27	31.70	33.17	34.71	
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	
1425 MUNICIPAL COURT ASSISTANT CS: EXEMPT Union: NONE	984	01/01/2023	23.23	24.42	25.63	26.86	28.26	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	987	01/01/2023	20.37	21.45	22.28	23.39	24.47	
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	24.42	25.63	26.86	28.26	29.66	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2023	28.26	29.66	31.08	32.70	34.28	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	

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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	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2023	39.72	41.74	43.83	46.03	48.34	
1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
1267 PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2023	46.93	49.25	51.68	54.32	57.07	
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	
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2023	29.66	31.08	32.70	34.28	36.06	
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	
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	
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	
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	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	972SA	01/01/2023	42.58	44.68	46.93	49.25	51.68	
13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
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	36.75	38.59	40.50	42.58	44.68	
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	

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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	
1254 PLANNING MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
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	
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	
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	
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	
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	

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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	74.96	78.73	82.63	86.74	91.11	95.66
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2023	52.88	55.49				
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	
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	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2023	53.77	56.43	59.29	62.26	65.40	
6121 POLICE OFFICER CS: POLICE Union: YPPA	400	01/01/2023	37.16	40.15	42.39	44.20	50.34	
6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA	400	01/01/2023	37.16	40.15	42.39	44.20	50.34	
6120 POLICE OFFICER ACADEMY GRADUATE ENTRY CS: POLICE Union: YPPA	400	01/01/2023	37.16	40.15	42.39	44.20	50.34	
6124 POLICE SERGEANT CS: POLICE Union: YPPA	450	01/01/2023	58.39	61.25				
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	

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1295 POLICE SERVICES MANAGER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
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	
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	
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2023	31.75	33.32	34.94	36.75	38.59	
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	
15104 PRETREATMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2023	36.75	38.59	40.50	42.58	44.68	
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	
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	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2023	39.72	41.74	43.83	46.03	48.34	

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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	
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.34	50.70	53.29	55.96	58.74	
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	24.90	26.17	27.41	28.82	30.23	
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	
1232 PURCHASING MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.34	50.70	53.29	55.96	58.74	
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	
10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	

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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	
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	
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	
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	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2023	28.82	30.23	31.75	33.32	34.94	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2023	34.94	36.75	38.59	40.50	42.58	
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	53.29	55.96	58.74	61.66	64.68	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2023	58.74	61.66	64.68	67.97	71.38	74.97

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11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2023	34.94	36.75	38.59	40.50	42.58	
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	
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2023	42.58	44.68	46.93	49.25	51.68	
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	
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2023	30.23	31.75	33.32	34.94	36.75	
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	
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	
11401 SENIOR PROGRAM SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2023	31.08	32.70	34.28	36.06	37.87	
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	

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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	
10111 SENIOR TRAINING COORDINATOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2023	30.23	31.75	33.32	34.94	36.75	
1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2023	46.93	49.25	51.68	54.32	57.07	
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	
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	
8640 SOLID WASTE LABORER CS: CHARTER Union: NONE	915	01/01/2023	16.53					
8430 SOLID WASTE LEAD 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	
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	

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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	
14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2023	30.23	31.75	33.32	34.94	36.75	
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	
1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE	968	01/01/2023	48.34	50.70	53.29	55.96	58.74	
1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2023	46.93	49.25	51.68	54.32	57.07	
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	
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	
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	

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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	
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	
13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
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	
11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE	973	01/01/2023	39.72	41.74	43.83	46.03	48.34	
11201 SUPERVISING PLANNER CS: CHARTER Union: NONE	973	01/01/2023	39.72	41.74	43.83	46.03	48.34	
11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
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

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6410 TELECOMMUNICATOR I	590	01/01/2025	23.38	24.54	25.83	27.09	28.48	29.90
CS: FIRE Union: IAFF		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	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
CS: CHARTER Union: AFSCME		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	
11301 TRAFFIC OPERATIONS SUPERVISOR	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
CS: CHARTER Union: TEAMSTERS								
13701 TRAFFIC SIGN SUPERVISOR	975	01/01/2023	36.06	37.87	39.72	41.74	43.83	
CS: CHARTER Union: NONE								
4635 TRAFFIC SIGNAL SYSTEM ANALYST	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
CS: CHARTER Union: AFSCME		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	
8660 TRAFFIC SIGNS & MARKINGS LABORER	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
CS: CHARTER Union: AFSCME		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	
8662 TRAFFIC SIGNS & MARKINGS SPECIALIST 1	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
CS: CHARTER Union: AFSCME		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	
8663 TRAFFIC SIGNS & MARKINGS SPECIALIST II	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
CS: CHARTER Union: AFSCME		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	

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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	
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	
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	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2023	27.41	28.82	30.23	31.75	33.32	
14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
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	31.75	33.32	34.94	36.75	38.59	
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	44.68	46.93	49.25	51.68	54.32	
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	

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20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2023	27.34	28.63	29.92	31.39	32.80	
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	42.58	44.68	46.93	49.25	51.68	
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	
1242 UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE	970	01/01/2023	46.03	48.34	50.70	53.29	55.96	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2023	43.83	46.03	48.34	50.70	53.29	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2023	41.74	43.83	46.03	48.34	50.70	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2023	31.08	32.70	34.28	36.06	37.87	
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	
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	
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	
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	
10525 VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS	983SA	01/01/2023	24.90	26.17	27.41	28.82	30.23	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8733 WASTEWATER MAINTENANCE CREW LEADER	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
CS: CHARTER Union: AFSCME		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	
8731 WASTEWATER MAINTENANCE SPECIALIST I	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
CS: CHARTER Union: AFSCME		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	
8732 WASTEWATER MAINTENANCE SPECIALIST II	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
CS: CHARTER Union: AFSCME		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	
13201 WASTEWATER MAINTENANCE SUPERVISOR	975	01/01/2023	36.06	37.87	39.72	41.74	43.83	
CS: CHARTER Union: NONE								
1272 WASTEWATER MANAGER	968	01/01/2023	48.34	50.70	53.29	55.96	58.74	
CS: CHARTER Union: NONE								
15105 WASTEWATER OPERATIONS SUPERINTENDENT	972	01/01/2023	41.74	43.83	46.03	48.34	50.70	
CS: CHARTER Union: NONE								
8252 WATER DEVICE CREW LEADER	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
CS: CHARTER Union: AFSCME		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	
8744 WATER DISTRIBUTION CREW LEADER	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
CS: CHARTER Union: AFSCME		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	
13501 WATER DISTRIBUTION SUPERVISOR	975	01/01/2023	36.06	37.87	39.72	41.74	43.83	
CS: CHARTER Union: NONE								

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	
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	
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	
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	
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	
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	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2023	37.87	39.72	41.74	43.83	46.03	

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
7151 WATER/IRRIG DIV ADMIN SPECIALIST	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
CS: CHARTER Union: AFSCME		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	
11105 WATER/IRRIGATION ENGINEER	972	01/01/2023	41.74	43.83	46.03	48.34	50.70	
CS: CHARTER Union: NONE								
1273 WATER/IRRIGATION MANAGER	970	01/01/2023	46.03	48.34	50.70	53.29	55.96	
CS: CHARTER Union: NONE								
8251 WATERWORKS DEVICE TECHNICIAN	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
CS: CHARTER Union: AFSCME		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	
8745 WATERWORKS DRAFTING/SERVICE REP	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
CS: CHARTER Union: AFSCME		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	
8741 WATERWORKS SPECIALIST I	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
CS: CHARTER Union: AFSCME		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	
8742 WATERWORKS SPECIALIST II	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
CS: CHARTER Union: AFSCME		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	
15103 WWTP CHIEF OPERATOR	976SA	01/01/2023	34.94	36.75	38.59	40.50	42.58	
CS: CHARTER Union: TEAMSTERS								

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
4260 WWTP LEAD MAINTENANCE TECHNICIAN	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
CS: CHARTER Union: AFSCME		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	
12202 WWTP MAINTENANCE SUPERVISOR	974SA	01/01/2023	38.59	40.50	42.58	44.68	46.93	
CS: CHARTER Union: TEAMSTERS								
8311 WWTP OPERATOR I	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
CS: CHARTER Union: AFSCME		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	
8312 WWTP OPERATOR II	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
CS: CHARTER Union: AFSCME		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	
8313 WWTP OPERATOR III	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
CS: CHARTER Union: AFSCME		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	
8310 WWTP OPERATOR-IN-TRAINING	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
CS: CHARTER Union: AFSCME		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	
15102 WWTP PROCESS CONTROL SUPV	973SA	01/01/2023	40.50	42.58	44.68	46.93	49.25	
CS: CHARTER Union: TEAMSTERS								

Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
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	

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 6th day of June, 2023.

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Mayor

ATTEST

_____

City Clerk

Publication Date:
Effective Date: