

2022 Non-Represented Employees														0.02
Pay Spread between Grades	Pay Grade	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5M	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
	A	Seasonal Maintenance Laborers	17.00	17.50	18.00	18.50	19.00							
	A	Finance Intern												
	A	GIS Seasonal Worker												
				3.00%	3.00%	3.00%	3.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
	B		4,084	4,206	4,333	4,463	4,596	4,688	4,782	4,878	4,975	5,075	5,176	5,280
			49,006	50,476	51,990	53,550	55,157	56,260	57,385	58,533	59,703	60,897	62,115	63,357
	G	Communications Specialist	5,418	5,581	5,748	5,921	6,098	6,220	6,345	6,472	6,601	6,733	6,868	7,005
	G	Deputy Clerk	65,018	66,969	68,978	71,047	73,179	74,642	76,135	77,658	79,211	80,795	82,411	84,060
	G	Executive Analyst												
8.00%	H		5,852	6,027	6,208	6,394	6,586	6,718	6,852	6,989	7,129	7,272	7,417	7,565
			70,220	72,327	74,496	76,731	79,033	80,614	82,226	83,871	85,548	87,259	89,004	90,784
8.00%	I	City Clerk/Executive Assistant	6,320	6,509	6,705	6,906	7,113	7,255	7,400	7,548	7,699	7,853	8,010	8,171
	I	Finance Accountant	75,838	78,113	80,456	82,870	85,356	87,063	88,804	90,580	92,392	94,240	96,125	98,047
	I	PW Accountant												
8.00%	J	Finance Supervisor	6,825	7,030	7,241	7,458	7,682	7,836	7,992	8,152	8,315	8,482	8,651	8,824
	J	GIS Manager	81,905	84,362	86,893	89,499	92,184	94,028	95,909	97,827	99,783	101,779	103,815	105,891
	J	M&O Supervisor												
8.00%	K	Police Services Manager	7,371	7,593	7,820	8,055	8,297	8,463	8,632	8,804	8,980	9,160	9,343	9,530
	K	Airport Operations Manager	88,457	91,111	93,844	96,659	99,559	101,550	103,581	105,653	107,766	109,921	112,120	114,362
	K	Planning Manager												
	K	Water Utility Supervisor												
	K	WW Utility Supervisor												
8.00%	L	Assistant Finance Director	7,961	8,200	8,446	8,699	8,960	9,140	9,322	9,509	9,699	9,893	10,091	10,293
	L	M&O Manager	95,533	98,399	101,351	104,392	107,524	109,674	111,868	114,105	116,387	118,715	121,089	123,511
	L	Building Official												
	L	Development Services Manager												
	L	Natural Resources/ SW Manager												
	L	Utilities Manager												
8.00%	M	Community Engagement Director	8,598	8,856	9,122	9,395	9,677	9,871	10,068	10,269	10,475	10,684	10,898	11,116
	M	Enterprise Data and Technology Manager	103,176	106,271	109,460	112,743	116,126	118,448	120,817	123,234	125,698	128,212	130,776	133,392
	M	Police Lieutenant												
6.00%	N	City Engineer	9,114	9,387	9,669	9,959	10,258	10,463	10,672	10,886	11,103	11,325	11,552	11,783
	N	IT Manager	109,367	112,648	116,027	119,508	123,093	125,555	128,066	130,628	133,240	135,905	138,623	141,395
	N	Permit Center Manager												
10.00%	O	Deputy Public Works Director	10,025	10,326	10,636	10,955	11,284	11,509	11,739	11,974	12,214	12,458	12,707	12,961
	O		120,303	123,913	127,630	131,459	135,403	138,111	140,873	143,690	146,564	149,495	152,485	155,535
	O													
5.05%	P	Deputy Police Chief	10,532	10,848	11,173	11,508	11,853	12,090	12,332	12,579	12,830	13,087	13,349	13,616
	P	Information Technology Director	126,379	130,170	134,075	138,097	142,240	145,085	147,987	150,947	153,966	157,045	160,186	163,389
	P	Human Resources Director												
5.00%	Q	Airport Director	11,058	11,390	11,732	12,084	12,446	12,695	12,949	13,208	13,472	13,741	14,016	14,297
	Q	Administrative Services Director	132,698	136,679	140,779	145,002	149,352	152,339	155,386	158,494	161,664	164,897	168,195	171,559
5.00%	R	CED Director	11,611	11,959	12,318	12,688	13,068	13,330	13,596	13,868	14,146	14,428	14,717	15,011
	R	Public Works Director	139,333	143,513	147,818	152,252	156,820	159,956	163,156	166,419	169,747	173,142	176,605	180,137
	R	Finance Director												
4.55%	S	Police Chief	12,139	12,504	12,879	13,265	13,663	13,936	14,215	14,499	14,789	15,085	15,387	15,694
	S		145,672	150,042	154,544	159,180	163,955	167,234	170,579	173,991	177,471	181,020	184,640	188,333
13.00%	T	City Administrator	13,717	14,129	14,553	14,989	15,439	15,748	16,063	16,384	16,712	17,046	17,387	17,735
			164,610	169,548	174,634	179,873	185,270	188,975	192,754	196,609	200,542	204,553	208,644	212,816