			July 2022 Non-Represented Employees												0.03
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		4,206	4,333	4,463	4,596	4,734	4,829	4,926	5,024	5,125	5,227	5,332	5,438	
			50,476	51,991	53,550	55,157	56,812	57,948	59,107	60,289	61,495	62,725	63,979	65,259	
	G	Communications Specialist	5,581	5,748	5,921	6,098	6,281	6,407	6,535	6,666	6,799	6,935	7,074	7,215	
	G	Deputy Clerk	66,969	68,978	71,048	73,179	75,374	76,882	78,419	79,988	81,588	83,219	84,884	86,581	
	G	Executive Analyst													
8.00%	H	Police Services Supervisor	6,027	6,208	6,394	6,586	6,784	6,919	7,058	7,199	7,343	7,490	7,640	7,792	
			72,327	74,496	76,731	79,033	81,404	83,032	84,693	86,387	88,115	89,877	91,674	93,508	
8.00%	I	City Clerk/Executive Assistant	6,509	6,705	6,906	7,113	7,326	7,473	7,622	7,775	7,930	8,089	8,251	8,416	
	I	Finance Accountant	78,113	80,456	82,870	85,356	87,917	89,675	91,468	93,298	95,164	97,067	99,008	100,989	
	I	PW Accountant													
8.00%	J	Finance Supervisor	7,030	7,241	7,458	7,682	7,912	8,071	8,232	8,397	8,565	8,736	8,911	9,089	
	J	GIS Manager	84,362	86,893	89,499	92,184	94,950	96,849	98,786	100,762	102,777	104,832	106,929	109,068	
	J	M&O Supervisor													
8.00%	K	Police Services Manager	7,593	7,820	8,055	8,297	8,545	8,716	8,891	9,069	9,250	9,435	9,624	9,816	
	K	Airport Operations Manager	91,111	93,844	96,659	99,559	102,546	104,597	106,689	108,823	110,999	113,219	115,483	117,793	
	K	Planning Manager													
	K	Water Utility Supervisor													
	K	WW Utility Supervisor													
8.00%	L	Assistant Finance Director	8,200	8,446	8,699	8,960	9,229	9,414	9,602	9,794	9,990	10,190	10,394	10,601	
	L	M&O Manager	98,400	101,352	104,392	107,524	110,750	112,965	115,224	117,528	119,879	122,277	124,722	127,217	
	L	Building Official													
	L	Development Services Manager													
	L	Natural Resources/ SW Manager													
	L	Utilities Manager													
8.00%	M	Community Engagement Director	8,856	9,122	9,395	9,677	9,967	10,167	10,370	10,578	10,789	11,005	11,225	11,449	
	M	Enterprise Data and Technology Manager	106,272	109,460	112,744	116,126	119,610	122,002	124,442	126,931	129,469	132,059	134,700	137,394	
6.00%	N	City Engineer	9,387	9,669	9,959	10,258	10,566	10,777	10,992	11,212	11,436	11,665	11,898	12,136	
	N	IT Manager	112,648	116,027	119,508	123,093	126,786	129,322	131,908	134,547	137,237	139,982	142,782	145,638	
	N	Permit Center Manager													
	N	Police Lieutenant													
10.00%	O	Deputy Public Works Director	10,326	10,636	10,955	11,284	11,622	11,855	12,092	12,333	12,580	12,832	13,088	13,350	
	O		123,913	127,630	131,459	135,403	139,465	142,254	145,099	148,001	150,961	153,980	157,060	160,201	
	O														
5.05%	P	Deputy Police Chief	10,848	11,173	11,508	11,853	12,209	12,453	12,702	12,956	13,215	13,480	13,749	14,024	
	P	Information Technology Director	130,170	134,075	138,098	142,241	146,508	149,438	152,427	155,475	158,585	161,756	164,992	168,291	
	P	Human Resources Director													

5.00%	Q	Airport Director		11,390	11,732	12,084	12,446	12,819	13,076	13,337	13,604	13,876	14,154	14,437	14,726	
	Q	Administrative Services Director		136,679	140,779	145,003	149,353	153,833	156,910	160,048	163,249	166,514	169,844	173,241	176,706	
5.00%	R	CED Director		11,959	12,318	12,688	13,068	13,460	13,730	14,004	14,284	14,570	14,861	15,159	15,462	
	R	Public Works Director		143,513	147,818	152,253	156,820	161,525	164,755	168,050	171,411	174,840	178,337	181,903	185,541	
	R	Finance Director														
4.55%	S	Police Chief		12,504	12,879	13,265	13,663	14,073	14,354	14,641	14,934	15,233	15,538	15,848	16,165	
	S			150,043	154,544	159,180	163,956	168,874	172,252	175,697	179,211	182,795	186,451	190,180	193,983	
13.00%	T	City Administrator		14,129	14,553	14,989	15,439	15,902	16,220	16,545	16,876	17,213	17,557	17,909	18,267	
				169,548	174,635	179,874	185,270	190,828	194,644	198,537	202,508	206,558	210,689	214,903	219,201	