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		January 2022 AFSCME Pay Plan										2.00
Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
			3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	
25	Intern- Airport Management	3,326	3,426	3,529	3,634	3,743	3,856	3,971	4,091	4,213	4,340	
25		39,912	41,109	42,342	43,612	44,921	46,268	47,656	49,086	50,559	52,076	
26		3,529	3,634	3,743	3,856	3,971	4,091	4,213	4,340	4,470	4,604	
26		42,342	43,612	44,921	46,268	47,656	49,086	50,559	52,076	53,638	55,247	
27		3,743	3,856	3,971	4,090.51	4,213	4,340	4,470	4,604	4,742	4,884	
27		44,921	46,268	47,656	49,086	50,559	52,076	53,638	55,247	56,904	58,611	
28	Administrative Technician I	3,971	4,091	4,213	4,340	4,470	4,604	4,742	4,884	5,031	5,182	
28	Finance Technician I	47,656	49,086	50,559	52,076	53,638	55,247	56,904	58,611	60,370	62,181	
29		4,213	4,340	4,470	4,604	4,742	4,884	5,031	5,182	5,337	5,497	
29		50,559	52,076	53,638	55,247	56,904	58,611	60,370	62,181	64,046	65,968	
30	Finance Technician II	4,340	4,470	4,604	4,742	4,884	5,031	5,182	5,337	5,497	5,662	
30	GIS Technician	52,076	53,638	55,247	56,904	58,611	60,370	62,181	64,046	65,968	67,947	
30	Permit Technician I											
31		4,470	4,604	4,742	4,884	5,031	5,182	5,337	5,497	5,662	5,832	
31		53,638	55,247	56,904	58,611	60,370	62,181	64,046	65,968	67,947	69,985	
32	Administrative Specialist II	4,604	4,742	4,884	5,031	5,182	5,337	5,497	5,662	5,832	6,007	
32	Finance Technician III	55,247	56,904	58,611	60,370	62,181	64,046	65,968	67,947	69,985	72,085	
32	M&O / Cemetery Coordinator											
32	Maintenance Worker I											
32	Permit Technician II											
32	Police Services Technician II											
32	Wastewater Collection Systems Specialist I											
32	Water Distribution Specialist I											
33	Biosolids Compost Facility Operator I	4,742	4,884	5,031	5,182	5,337	5,497	5,662	5,832	6,007	6,187	
33	IT Techncian	56,904	58,611	60,370	62,181	64,046	65,968	67,947	69,985	72,085	74,247	
33	Payroll Finance Coordinator											
33	Airport Office Lead											
33	Police Support Officer											
33	Stormwater Technician II											
33	Wastewater Treatment Plant Operator I											
33	Water Treatment Plant Operator I											
34	Airport Operations Specialist	5,031	5,182	5,337	5,497	5,662	5,832	6,007	6,187	6,373	6,564	
34	Biosolids Compost Facility Operator II	60,370	62,181	64,046	65,968	67,947	69,985	72,085	74,247	76,475	78,769	
34	GIS Analyst I											
34	Maintenance Worker II											
34	Plans Examiner/ Building Inspector											

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34	Public Works Inspector													
34	Wastewater Collection System Operator II													
34	Water Distribution Specialist II													
34	Water Distribution Spec.- Cross Connection Spec. II													
34	Police Services Technician III													
35	Wastewater Treatment Plant Operator II	5,182	5,337	5,497	5,662	5,832	6,007	6,187	6,373	6,564	6,761			
35	Water Treatment Plant Operator II	62,181	64,046	65,968	67,947	69,985	72,085	74,247	76,475	78,769	81,132			
36		5,337	5,497	5,662	5,832	6,007	6,187	6,373	6,564	6,761	6,964			
36		64,046	65,968	67,947	69,985	72,085	74,247	76,475	78,769	81,132	83,566			
37	Airport Operators Coordinator	5,497	5,662	5,832	6,007	6,187	6,373	6,564	6,761	6,964	7,173			
37	Procurement / Contracts Analyst	65,968	67,947	69,985	72,085	74,247	76,475	78,769	81,132	83,566	86,073			
37	Code Compliance Officer													
37	Engineering Technician II													
37	M&O Crew Chief													
37	Stormwater Technician III													
37	Wastewater Collection Systems Specialist III													
37	Wastewater Treatment Plant Operator III													
37	WWTPO/LAB-Pretreatment Specialist													
37	Water Distribution Specialist III													
37	Water Treatment Plant Operator III													
38	GIS Analyst II	5,832	6,007	6,187	6,373	6,564	6,761	6,964	7,173	7,388	7,610			
38		69,985	72,085	74,247	76,475	78,769	81,132	83,566	86,073	88,655	91,315			
39	Engineer I - Associate Engineer	6,187	6,373	6,564	6,761	6,964	7,173	7,388	7,610	7,838	8,073			
39		74,247	76,475	78,769	81,132	83,566	86,073	88,655	91,315	94,054	96,876			
40	Development Services Inspector	6,564	6,761	6,964	7,173	7,388	7,610	7,838	8,073	8,315	8,565			
40	Community Development Liaison	78,769	81,132	83,566	86,073	88,655	91,315	94,054	96,876	99,782	102,776			
Pay Grade	**Position Title**	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**	**Step J**	**Step K**	**Step L**	**Step M**
			3.00%	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**
52	Planner II	5,185	5,340	5,500	5,665	5,835	6,010	6,191	6,377	6,568	6,765	6,968	7,177	7,392
52		62,216	64,083	66,005	67,985	70,025	72,126	74,290	76,518	78,814	81,178	83,614	86,122	88,706
54	Systems Administrator I	5,835	6,010	6,191	6,377	6,568	6,765	6,968	7,177	7,392	7,614	7,842	8,078	8,320
54		70,025	72,126	74,290	76,518	78,814	81,178	83,614	86,122	88,706	91,367	94,108	96,931	99,839
56	Planner III	6,568	6,765	6,968	7,177	7,392	7,614	7,842	8,078	8,320	8,570	8,827	9,091	9,364
56	Water Resources Planner	78,814	81,178	83,614	86,122	88,706	91,367	94,108	96,931	99,839	102,834	105,919	109,097	112,370
56	Engineer II- Civil Engineer													

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57	Systems Administrator II	6,968	7,177	7,392	7,614	7,842	8,078	8,320	8,570	8,827	9,091	9,364	9,645	9,934
57		83,614	86,122	88,706	91,367	94,108	96,931	99,839	102,834	105,919	109,097	112,370	115,741	119,213

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3.00

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Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
			3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
25	Intern- Airport Management	3,425	3,528	3,634	3,743	3,855	3,971	4,090	4,213	4,339	4,469
25		41,105	42,338	43,608	44,916	46,263	47,651	49,081	50,553	52,070	53,632
26		3,634	3,743	3,855	3,971	4,090	4,213	4,339	4,469	4,603	4,742
26		43,608	44,916	46,263	47,651	49,081	50,553	52,070	53,632	55,241	56,898
27		3,855	3,971	4,090	4,212.78	4,339	4,469	4,603	4,742	4,884	5,030
27		46,263	47,651	49,081	50,553	52,070	53,632	55,241	56,898	58,605	60,363
28	Administrative Technician I	4,090	4,213	4,339	4,469	4,603	4,742	4,884	5,030	5,181	5,337
28	Finance Technician I	49,081	50,553	52,070	53,632	55,241	56,898	58,605	60,363	62,174	64,039
29		4,339	4,469	4,603	4,742	4,884	5,030	5,181	5,337	5,497	5,662
29		52,070	53,632	55,241	56,898	58,605	60,363	62,174	64,039	65,961	67,939
30	Finance Technician II	4,469	4,603	4,742	4,884	5,030	5,181	5,337	5,497	5,662	5,831
30	GIS Technician	53,632	55,241	56,898	58,605	60,363	62,174	64,039	65,961	67,939	69,978
30	Permit Technician I										
31		4,603	4,742	4,884	5,030	5,181	5,337	5,497	5,662	5,831	6,006
31		55,241	56,898	58,605	60,363	62,174	64,039	65,961	67,939	69,978	72,077
32	Administrative Specialist II	4,742	4,884	5,030	5,181	5,337	5,497	5,662	5,831	6,006	6,187
32	Finance Technician III	56,898	58,605	60,363	62,174	64,039	65,961	67,939	69,978	72,077	74,239
32	M&O / Cemetery Coordinator										
32	Maintenance Worker I										
32	Permit Technician II										
32	Police Services Technician II										
32	Wastewater Collection Systems Specialist I										
32	Water Distribution Specialist I										
33	Biosolids Compost Facility Operator I	4,884	5,030	5,181	5,337	5,497	5,662	5,831	6,006	6,187	6,372
33	IT Techncian	58,605	60,363	62,174	64,039	65,961	67,939	69,978	72,077	74,239	76,466
33	Payroll Finance Coordinator										
33	Airport Office Lead										
33	Police Support Officer										
33	Stormwater Technician II										
33	Wastewater Treatment Plant Operator I										
33	Water Treatment Plant Operator I										
34	Airport Operations Specialist	5,181	5,337	5,497	5,662	5,831	6,006	6,187	6,372	6,563	6,760
34	Biosolids Compost Facility Operator II	62,174	64,039	65,961	67,939	69,978	72,077	74,239	76,466	78,760	81,123
34	GIS Analyst I										
34	Maintenance Worker II										
34	Plans Examiner/ Building Inspector										

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34	Public Works Inspector													
34	Wastewater Collection System Operator II													
34	Water Distribution Specialist II													
34	Water Distribution Spec.- Cross Connection Spec. II													
34	Police Services Technician III													
35	Wastewater Treatment Plant Operator II	5,337	5,497	5,662	5,831	6,006	6,187	6,372	6,563	6,760	6,963			
35	Water Treatment Plant Operator II	64,039	65,961	67,939	69,978	72,077	74,239	76,466	78,760	81,123	83,557			
36		5,497	5,662	5,831	6,006	6,187	6,372	6,563	6,760	6,963	7,172			
36		65,961	67,939	69,978	72,077	74,239	76,466	78,760	81,123	83,557	86,064			
37	Airport Operators Coordinator	5,662	5,831	6,006	6,187	6,372	6,563	6,760	6,963	7,172	7,387			
37	Procurement / Contracts Analyst	67,939	69,978	72,077	74,239	76,466	78,760	81,123	83,557	86,064	88,646			
37	Code Compliance Officer													
37	Engineering Technician II													
37	M&O Crew Chief													
37	Stormwater Technician III													
37	Wastewater Collection Systems Specialist III													
37	Wastewater Treatment Plant Operator III													
37	WWTPO/LAB-Pretreatment Specialist													
37	Water Distribution Specialist III													
37	Water Treatment Plant Operator III													
38	GIS Analyst II	6,006	6,187	6,372	6,563	6,760	6,963	7,172	7,387	7,609	7,837			
38		72,077	74,239	76,466	78,760	81,123	83,557	86,064	88,646	91,305	94,044			
39	Engineer I - Associate Engineer	6,372	6,563	6,760	6,963	7,172	7,387	7,609	7,837	8,072	8,314			
39		76,466	78,760	81,123	83,557	86,064	88,646	91,305	94,044	96,865	99,771			
40	Development Services Inspector	6,760	6,963	7,172	7,387	7,609	7,837	8,072	8,314	8,564	8,821			
40	Community Development Liaison	81,123	83,557	86,064	88,646	91,305	94,044	96,865	99,771	102,765	105,847			
Pay Grade	**Position Title**	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**	**Step J**	**Step K**	**Step L**	**Step M**
			3.00%	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**
52	Planner II	5,340	5,500	5,665	5,835	6,010	6,190	6,376	6,567	6,764	6,967	7,176	7,392	7,613
52		64,078	66,001	67,981	70,020	72,121	74,284	76,513	78,808	81,172	83,608	86,116	88,699	91,360
54	Systems Administrator I	6,010	6,190	6,376	6,567	6,764	6,967	7,176	7,392	7,613	7,842	8,077	8,319	8,569
54		72,121	74,284	76,513	78,808	81,172.37	83,608	86,116	88,699	91,360	94,101	96,924	99,832	102,827
56	Planner III	6,764	6,967	7,176	7,392	7,613	7,842	8,077	8,319	8,569	8,826	9,091	9,363	9,644
56	Water Resources Planner	81,172	83,608	86,116	88,699	91,360	94,101	96,924	99,832	102,827	105,912	109,089	112,362	115,732
56	Engineer II- Civil Engineer													

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57	Systems Administrator II	7,176	7,392	7,613	7,842	8,077	8,319	8,569	8,826	9,091	9,363	9,644	9,934	10,232
57		86,116	88,699	91,360	94,101	96,924	99,832	102,827	105,912	109,089	112,362	115,732	119,204	122,780

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2.50

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Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
			3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
25	Intern- Airport Management	3,511	3,616	3,725	3,836	3,951	4,070	4,192	4,318	4,447	4,581
25		42,129	43,393	44,695	46,035	47,417	48,839	50,304	51,813	53,368	54,969
26		3,725	3,836	3,951	4,070	4,192	4,318	4,447	4,581	4,718	4,860
26		44,695	46,035	47,417	48,839	50,304	51,813	53,368	54,969	56,618	58,316
27		3,951	4,070	4,192	4,317.77	4,447	4,581	4,718	4,860	5,005	5,156
27		47,417	48,839	50,304	51,813	53,368	54,969	56,618	58,316	60,066	61,868
28	Administrative Technician I	4,192	4,318	4,447	4,581	4,718	4,860	5,005	5,156	5,310	5,470
28	Finance Technician I	50,304	51,813	53,368	54,969	56,618	58,316	60,066	61,868	63,724	65,636
29		4,447	4,581	4,718	4,860	5,005	5,156	5,310	5,470	5,634	5,803
29		53,368	54,969	56,618	58,316	60,066	61,868	63,724	65,636	67,605	69,633
30	Finance Technician II	4,581	4,718	4,860	5,005	5,156	5,310	5,470	5,634	5,803	5,977
30	GIS Technician	54,969	56,618	58,316	60,066	61,868	63,724	65,636	67,605	69,633	71,722
30	Permit Technician I										
31		4,718	4,860	5,005	5,156	5,310	5,470	5,634	5,803	5,977	6,156
31		56,618	58,316	60,066	61,868	63,724	65,636	67,605	69,633	71,722	73,873
32	Administrative Specialist II	4,860	5,005	5,156	5,310	5,470	5,634	5,803	5,977	6,156	6,341
32	Finance Technician III	58,316	60,066	61,868	63,724	65,636	67,605	69,633	71,722	73,873	76,090
32	M&O / Cemetery Coordinator										
32	Maintenance Worker I										
32	Permit Technician II										
32	Police Services Technician II										
32	Wastewater Collection Systems Specialist I										
32	Water Distribution Specialist I										
33	Biosolids Compost Facility Operator I	5,005	5,156	5,310	5,470	5,634	5,803	5,977	6,156	6,341	6,531
33	IT Techncian	60,066	61,868	63,724	65,636	67,605	69,633	71,722	73,873	76,090	78,372
33	Payroll Finance Coordinator										
33	Airport Office Lead										
33	Police Support Officer										
33	Stormwater Technician II										
33	Wastewater Treatment Plant Operator I										
33	Water Treatment Plant Operator I										
34	Airport Operations Specialist	5,310	5,470	5,634	5,803	5,977	6,156	6,341	6,531	6,727	6,929
34	Biosolids Compost Facility Operator II	63,724	65,636	67,605	69,633	71,722	73,873	76,090	78,372	80,723	83,145
34	GIS Analyst I										
34	Maintenance Worker II										
34	Plans Examiner/ Building Inspector										

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34	Public Works Inspector													
34	Wastewater Collection System Operator II													
34	Water Distribution Specialist II													
34	Water Distribution Spec.- Cross Connection Spec. II													
34	Police Services Technician III													
35	Wastewater Treatment Plant Operator II	5,470	5,634	5,803	5,977	6,156	6,341	6,531	6,727	6,929	7,137			
35	Water Treatment Plant Operator II	65,636	67,605	69,633	71,722	73,873	76,090	78,372	80,723	83,145	85,639			
36		5,634	5,803	5,977	6,156	6,341	6,531	6,727	6,929	7,137	7,351			
36		67,605	69,633	71,722	73,873	76,090	78,372	80,723	83,145	85,639	88,209			
37	Airport Operators Coordinator	5,803	5,977	6,156	6,341	6,531	6,727	6,929	7,137	7,351	7,571			
37	Procurement / Contracts Analyst	69,633	71,722	73,873	76,090	78,372	80,723	83,145	85,639	88,209	90,855			
37	Code Compliance Officer													
37	Engineering Technician II													
37	M&O Crew Chief													
37	Stormwater Technician III													
37	Wastewater Collection Systems Specialist III													
37	Wastewater Treatment Plant Operator III													
37	WWTPO/LAB-Pretreatment Specialist													
37	Water Distribution Specialist III													
37	Water Treatment Plant Operator III													
38	GIS Analyst II	6,156	6,341	6,531	6,727	6,929	7,137	7,351	7,571	7,798	8,032			
38		73,873	76,090	78,372	80,723	83,145	85,639	88,209	90,855	93,581	96,388			
39	Engineer I - Associate Engineer	6,531	6,727	6,929	7,137	7,351	7,571	7,798	8,032	8,273	8,522			
39		78,372	80,723	83,145	85,639	88,209	90,855	93,581	96,388	99,280	102,258			
40	Development Services Inspector	6,929	7,137	7,351	7,571	7,798	8,032	8,273	8,522	8,777	9,040			
40	Community Development Liaison	83,145	85,639	88,209	90,855	93,581	96,388	99,280	102,258	105,326	108,486			
Pay Grade	**Position Title**	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**	**Step J**	**Step K**	**Step L**	**Step M**
			3.00%	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**
52	Planner II	5,473	5,638	5,807	5,981	6,160	6,345	6,535	6,731	6,933	7,141	7,356	7,576	7,804
52		65,680	67,650	69,680	71,770	73,923	76,141	78,425	80,778	83,201	85,697	88,268	90,916	93,643
54	Systems Administrator I	6,160	6,345	6,535	6,731	6,933	7,141	7,356	7,576	7,804	8,038	8,279	8,527	8,783
54		73,923	76,141	78,425	80,778	83,200.99	85,697	88,268	90,916	93,643	96,453	99,346	102,327	105,397
56	Planner III	6,933	7,141	7,356	7,576	7,804	8,038	8,279	8,527	8,783	9,047	9,318	9,597	9,885
56	Water Resources Planner	83,201	85,697	88,268	90,916	93,643	96,453	99,346	102,327	105,397	108,558	111,815	115,170	118,625
56	Engineer II- Civil Engineer													

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57	Systems Administrator II	7,356	7,576	7,804	8,038	8,279	8,527	8,783	9,047	9,318	9,597	9,885	10,182	10,487
57		88,268	90,916	93,643	96,453	99,346	102,327	105,397	108,558	111,815	115,170	118,625	122,183	125,849

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July 2023 AFSCME Pay Plan

2.50

Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
			3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
25	Intern- Airport Management	3,598	3,706	3,817	3,932	4,050	4,171	4,296	4,425	4,558	4,695
25		43,178	44,473	45,808	47,182	48,597	50,055	51,557	53,104	54,697	56,338
26		3,817	3,932	4,050	4,171	4,296	4,425	4,558	4,695	4,836	4,981
26		45,808	47,182	48,597	50,055	51,557	53,104	54,697	56,338	58,028	59,769
27		4,050	4,171	4,296	4,425.30	4,558	4,695	4,836	4,981	5,130	5,284
27		48,597	50,055	51,557	53,104	54,697	56,338	58,028	59,769	61,562	63,408
28	Administrative Technician I	4,296	4,425	4,558	4,695	4,836	4,981	5,130	5,284	5,443	5,606
28	Finance Technician I	51,557	53,104	54,697	56,338	58,028	59,769	61,562	63,408	65,311	67,270
29		4,558	4,695	4,836	4,981	5,130	5,284	5,443	5,606	5,774	5,947
29		54,697	56,338	58,028	59,769	61,562	63,408	65,311	67,270	69,288	71,367
30	Finance Technician II	4,695	4,836	4,981	5,130	5,284	5,443	5,606	5,774	5,947	6,126
30	GIS Technician	56,338	58,028	59,769	61,562	63,408	65,311	67,270	69,288	71,367	73,508
30	Permit Technician I										
31		4,836	4,981	5,130	5,284	5,443	5,606	5,774	5,947	6,126	6,309
31		58,028	59,769	61,562	63,408	65,311	67,270	69,288	71,367	73,508	75,713
32	Administrative Specialist II	4,981	5,130	5,284	5,443	5,606	5,774	5,947	6,126	6,309	6,499
32	Finance Technician III	59,769	61,562	63,408	65,311	67,270	69,288	71,367	73,508	75,713	77,984
32	M&O / Cemetery Coordinator										
32	Maintenance Worker I										
32	Permit Technician II										
32	Police Services Technician II										
32	Wastewater Collection Systems Specialist I										
32	Water Distribution Specialist I										
33	Biosolids Compost Facility Operator I	5,130	5,284	5,443	5,606	5,774	5,947	6,126	6,309	6,499	6,694
33	IT Techncian	61,562	63,408	65,311	67,270	69,288	71,367	73,508	75,713	77,984	80,324
33	Payroll Finance Coordinator										
33	Airport Office Lead										
33	Police Support Officer										
33	Stormwater Technician II										
33	Wastewater Treatment Plant Operator I										
33	Water Treatment Plant Operator I										
34	Airport Operations Specialist	5,443	5,606	5,774	5,947	6,126	6,309	6,499	6,694	6,894	7,101
34	Biosolids Compost Facility Operator II	65,311	67,270	69,288	71,367	73,508	75,713	77,984	80,324	82,734	85,216
34	GIS Analyst I										
34	Maintenance Worker II										
34	Plans Examiner/ Building Inspector										

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34	Public Works Inspector													
34	Wastewater Collection System Operator II													
34	Water Distribution Specialist II													
34	Water Distribution Spec.- Cross Connection Spec. II													
34	Police Services Technician III													
35	Wastewater Treatment Plant Operator II	5,606	5,774	5,947	6,126	6,309	6,499	6,694	6,894	7,101	7,314			
35	Water Treatment Plant Operator II	67,270	69,288	71,367	73,508	75,713	77,984	80,324	82,734	85,216	87,772			
36		5,774	5,947	6,126	6,309	6,499	6,694	6,894	7,101	7,314	7,534			
36		69,288	71,367	73,508	75,713	77,984	80,324	82,734	85,216	87,772	90,405			
37	Airport Operators Coordinator	5,947	6,126	6,309	6,499	6,694	6,894	7,101	7,314	7,534	7,760			
37	Procurement / Contracts Analyst	71,367	73,508	75,713	77,984	80,324	82,734	85,216	87,772	90,405	93,117			
37	Code Compliance Officer													
37	Engineering Technician II													
37	M&O Crew Chief													
37	Stormwater Technician III													
37	Wastewater Collection Systems Specialist III													
37	Wastewater Treatment Plant Operator III													
37	WWTPO/LAB-Pretreatment Specialist													
37	Water Distribution Specialist III													
37	Water Treatment Plant Operator III													
38	GIS Analyst II	6,309	6,499	6,694	6,894	7,101	7,314	7,534	7,760	7,993	8,232			
38		75,713	77,984	80,324	82,734	85,216	87,772	90,405	93,117	95,911	98,788			
39	Engineer I - Associate Engineer	6,694	6,894	7,101	7,314	7,534	7,760	7,993	8,232	8,479	8,734			
39		80,324	82,734	85,216	87,772	90,405	93,117	95,911	98,788	101,752	104,805			
40	Development Services Inspector	7,101	7,314	7,534	7,760	7,993	8,232	8,479	8,734	8,996	9,266			
40	Community Development Liaison	85,216	87,772	90,405	93,117	95,911	98,788	101,752	104,805	107,949	111,187			
Pay Grade	**Position Title**	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**	**Step J**	**Step K**	**Step L**	**Step M**
			3.00%	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**
52	Planner II	5,610	5,778	5,952	6,130	6,314	6,503	6,699	6,899	7,106	7,320	7,539	7,765	7,998
52		67,319	69,338	71,419	73,561	75,768	78,041	80,382	82,794	85,278	87,836	90,471	93,185	95,981
54	Systems Administrator I	6,314	6,503	6,699	6,899	7,106	7,320	7,539	7,765	7,998	8,238	8,485	8,740	9,002
54		75,768	78,041	80,382	82,794	85,278	87,836	90,471	93,185	95,981	98,860	101,826	104,881	108,027
56	Planner III	7,106	7,320	7,539	7,765	7,998	8,238	8,485	8,740	9,002	9,272	9,550	9,837	10,132
56	Water Resources Planner	85,278	87,836	90,471	93,185	95,981	98,860	101,826	104,881	108,027	111,268	114,606	118,044	121,585
56	Engineer II- Civil Engineer													

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57	Systems Administrator II	7,539	7,765	7,998	8,238	8,485	8,740	9,002	9,272	9,550	9,837	10,132	10,436	10,749
57		90,471	93,185	95,981	98,860	101,826	104,881	108,027	111,268	114,606	118,044	121,585	125,233	128,990

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		January 2024 AFSCME Pay Plan										2.00
Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
			3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	
25	Intern- Airport Management	3,670	3,780	3,894	4,011	4,131	4,255	4,383	4,514	4,649	4,789	
25		44,044	45,365	46,726	48,128	49,572	51,059	52,591	54,169	55,794	57,468	
26		3,894	4,011	4,131	4,255	4,383	4,514	4,649	4,789	4,933	5,081	
26		46,726	48,128	49,572	51,059	52,591	54,169	55,794	57,468	59,192	60,967	
27		4,131	4,255	4,383	4,514.06	4,649	4,789	4,933	5,081	5,233	5,390	
27		49,572	51,059	52,591	54,169	55,794	57,468	59,192	60,967	62,796	64,680	
28	Administrative Technician I	4,383	4,514	4,649	4,789	4,933	5,081	5,233	5,390	5,552	5,718	
28	Finance Technician I	52,591	54,169	55,794	57,468	59,192	60,967	62,796	64,680	66,621	68,619	
29		4,649	4,789	4,933	5,081	5,233	5,390	5,552	5,718	5,890	6,067	
29		55,794	57,468	59,192	60,967	62,796	64,680	66,621	68,619	70,678	72,798	
30	Finance Technician II	4,789	4,933	5,081	5,233	5,390	5,552	5,718	5,890	6,067	6,249	
30	GIS Technician	57,468	59,192	60,967	62,796	64,680	66,621	68,619	70,678	72,798	74,982	
30	Permit Technician I											
31		4,933	5,081	5,233	5,390	5,552	5,718	5,890	6,067	6,249	6,436	
31		59,192	60,967	62,796	64,680	66,621	68,619	70,678	72,798	74,982	77,232	
32	Administrative Specialist II	5,081	5,233	5,390	5,552	5,718	5,890	6,067	6,249	6,436	6,629	
32	Finance Technician III	60,967	62,796	64,680	66,621	68,619	70,678	72,798	74,982	77,232	79,549	
32	M&O / Cemetery Coordinator											
32	Maintenance Worker I											
32	Permit Technician II											
32	Police Services Technician II											
32	Wastewater Collection Systems Specialist I											
32	Water Distribution Specialist I											
33	Biosolids Compost Facility Operator I	5,233	5,390	5,552	5,718	5,890	6,067	6,249	6,436	6,629	6,828	
33	IT Techncian	62,796	64,680	66,621	68,619	70,678	72,798	74,982	77,232	79,549	81,935	
33	Payroll Finance Coordinator											
33	Airport Office Lead											
33	Police Support Officer											
33	Stormwater Technician II											
33	Wastewater Treatment Plant Operator I											
33	Water Treatment Plant Operator I											
34	Airport Operations Specialist	5,552	5,718	5,890	6,067	6,249	6,436	6,629	6,828	7,033	7,244	
34	Biosolids Compost Facility Operator II	66,621	68,619	70,678	72,798	74,982	77,232	79,549	81,935	84,393	86,925	
34	GIS Analyst I											
34	Maintenance Worker II											
34	Plans Examiner/ Building Inspector											

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34	Public Works Inspector													
34	Wastewater Collection System Operator II													
34	Water Distribution Specialist II													
34	Water Distribution Spec.- Cross Connection Spec. II													
34	Police Services Technician III													
35	Wastewater Treatment Plant Operator II	5,718	5,890	6,067	6,249	6,436	6,629	6,828	7,033	7,244	7,461			
35	Water Treatment Plant Operator II	68,619	70,678	72,798	74,982	77,232	79,549	81,935	84,393	86,925	89,533			
36		5,890	6,067	6,249	6,436	6,629	6,828	7,033	7,244	7,461	7,685			
36		70,678	72,798	74,982	77,232	79,549	81,935	84,393	86,925	89,533	92,219			
37	Airport Operators Coordinator	6,067	6,249	6,436	6,629	6,828	7,033	7,244	7,461	7,685	7,915			
37	Procurement / Contracts Analyst	72,798	74,982	77,232	79,549	81,935	84,393	86,925	89,533	92,219	94,985			
37	Code Compliance Officer													
37	Engineering Technician II													
37	M&O Crew Chief													
37	Stormwater Technician III													
37	Wastewater Collection Systems Specialist III													
37	Wastewater Treatment Plant Operator III													
37	WWTPO/LAB-Pretreatment Specialist													
37	Water Distribution Specialist III													
37	Water Treatment Plant Operator III													
38	GIS Analyst II	6,436	6,629	6,828	7,033	7,244	7,461	7,685	7,915	8,153	8,397			
38		77,232	79,549	81,935	84,393	86,925	89,533	92,219	94,985	97,835	100,770			
39	Engineer I - Associate Engineer	6,828	7,033	7,244	7,461	7,685	7,915	8,153	8,397	8,649	8,909			
39		81,935	84,393	86,925	89,533	92,219	94,985	97,835	100,770	103,793	106,907			
40	Development Services Inspector	7,244	7,461	7,685	7,915	8,153	8,397	8,649	8,909	9,176	9,451			
40	Community Development Liaison	86,925	89,533	92,219	94,985	97,835	100,770	103,793	106,907	110,114	113,417			
Pay Grade	**Position Title**	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**	**Step J**	**Step K**	**Step L**	**Step M**
			3.00%	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**
52	Planner II	5,722	5,894	6,071	6,253	6,440	6,633	6,832	7,037	7,249	7,466	7,690	7,921	8,158
52		68,665	70,725	72,847	75,032	77,283	79,602	81,990	84,450	86,983	89,593	92,280	95,049	97,900
54	Systems Administrator I	6,440	6,633	6,832	7,037	7,249	7,466	7,690	7,921	8,158	8,403	8,655	8,915	9,182
54		77,283	79,602	81,990	84,450	86,983	89,593	92,280	95,049	97,900	100,837	103,862	106,978	110,188
56	Planner III	7,249	7,466	7,690	7,921	8,158	8,403	8,655	8,915	9,182	9,458	9,742	10,034	10,335
56	Water Resources Planner	86,983	89,593	92,280	95,049	97,900	100,837	103,862	106,978	110,188	113,493	116,898	120,405	124,017
56	Engineer II- Civil Engineer													

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57	Systems Administrator II	7,690	7,921	8,158	8,403	8,655	8,915	9,182	9,458	9,742	10,034	10,335	10,645	10,964
57		92,280	95,049	97,900	100,837	103,862	106,978	110,188	113,493	116,898	120,405	124,017	127,738	131,570

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		July 2024 AFSCME Pay Plan										2.00
Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
			3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	
25	Intern- Airport Management	3,744	3,856	3,972	4,091	4,214	4,340	4,470	4,604	4,742	4,885	
25		44,925	46,273	47,661	49,091	50,563	52,080	53,643	55,252	56,910	58,617	
26		3,972	4,091	4,214	4,340	4,470	4,604	4,742	4,885	5,031	5,182	
26		47,661	49,091	50,563	52,080	53,643	55,252	56,910	58,617	60,375	62,187	
27		4,214	4,340	4,470	4,604.34	4,742	4,885	5,031	5,182	5,338	5,498	
27		50,563	52,080	53,643	55,252	56,910	58,617	60,375	62,187	64,052	65,974	
28	Administrative Technician I	4,470	4,604	4,742	4,885	5,031	5,182	5,338	5,498	5,663	5,833	
28	Finance Technician I	53,643	55,252	56,910	58,617	60,375	62,187	64,052	65,974	67,953	69,992	
29		4,742	4,885	5,031	5,182	5,338	5,498	5,663	5,833	6,008	6,188	
29		56,910	58,617	60,375	62,187	64,052	65,974	67,953	69,992	72,091	74,254	
30	Finance Technician II	4,885	5,031	5,182	5,338	5,498	5,663	5,833	6,008	6,188	6,373	
30	GIS Technician	58,617	60,375	62,187	64,052	65,974	67,953	69,992	72,091	74,254	76,482	
30	Permit Technician I											
31		5,031	5,182	5,338	5,498	5,663	5,833	6,008	6,188	6,373	6,565	
31		60,375	62,187	64,052	65,974	67,953	69,992	72,091	74,254	76,482	78,776	
32	Administrative Specialist II	5,182	5,338	5,498	5,663	5,833	6,008	6,188	6,373	6,565	6,762	
32	Finance Technician III	62,187	64,052	65,974	67,953	69,992	72,091	74,254	76,482	78,776	81,139	
32	M&O / Cemetery Coordinator											
32	Maintenance Worker I											
32	Permit Technician II											
32	Police Services Technician II											
32	Wastewater Collection Systems Specialist I											
32	Water Distribution Specialist I											
33	Biosolids Compost Facility Operator I	5,338	5,498	5,663	5,833	6,008	6,188	6,373	6,565	6,762	6,964	
33	IT Techncian	64,052	65,974	67,953	69,992	72,091	74,254	76,482	78,776	81,139	83,574	
33	Payroll Finance Coordinator											
33	Airport Office Lead											
33	Police Support Officer											
33	Stormwater Technician II											
33	Wastewater Treatment Plant Operator I											
33	Water Treatment Plant Operator I											
34	Airport Operations Specialist	5,663	5,833	6,008	6,188	6,373	6,565	6,762	6,964	7,173	7,389	
34	Biosolids Compost Facility Operator II	67,953	69,992	72,091	74,254	76,482	78,776	81,139	83,574	86,081	88,663	
34	GIS Analyst I											
34	Maintenance Worker II											
34	Plans Examiner/ Building Inspector											

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34	Public Works Inspector													
34	Wastewater Collection System Operator II													
34	Water Distribution Specialist II													
34	Water Distribution Spec.- Cross Connection Spec. II													
34	Police Services Technician III													
35	Wastewater Treatment Plant Operator II	5,833	6,008	6,188	6,373	6,565	6,762	6,964	7,173	7,389	7,610			
35	Water Treatment Plant Operator II	69,992	72,091	74,254	76,482	78,776	81,139	83,574	86,081	88,663	91,323			
36		6,008	6,188	6,373	6,565	6,762	6,964	7,173	7,389	7,610	7,839			
36		72,091	74,254	76,482	78,776	81,139	83,574	86,081	88,663	91,323	94,063			
37	Airport Operators Coordinator	6,188	6,373	6,565	6,762	6,964	7,173	7,389	7,610	7,839	8,074			
37	Procurement / Contracts Analyst	74,254	76,482	78,776	81,139	83,574	86,081	88,663	91,323	94,063	96,885			
37	Code Compliance Officer													
37	Engineering Technician II													
37	M&O Crew Chief													
37	Stormwater Technician III													
37	Wastewater Collection Systems Specialist III													
37	Wastewater Treatment Plant Operator III													
37	WWTPO/LAB-Pretreatment Specialist													
37	Water Distribution Specialist III													
37	Water Treatment Plant Operator III													
38	GIS Analyst II	6,565	6,762	6,964	7,173	7,389	7,610	7,839	8,074	8,316	8,565			
38		78,776	81,139	83,574	86,081	88,663	91,323	94,063	96,885	99,791	102,785			
39	Engineer I - Associate Engineer	6,964	7,173	7,389	7,610	7,839	8,074	8,316	8,565	8,822	9,087			
39		83,574	86,081	88,663	91,323	94,063	96,885	99,791	102,785	105,869	109,045			
40	Development Services Inspector	7,389	7,610	7,839	8,074	8,316	8,565	8,822	9,087	9,360	9,640			
40	Community Development Liaison	88,663	91,323	94,063	96,885	99,791	102,785	105,869	109,045	112,316	115,685			
Pay Grade	**Position Title**	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**	**Step J**	**Step K**	**Step L**	**Step M**
			3.00%	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**	**3.00%**
52	Planner II	5,836	6,011	6,192	6,377	6,569	6,766	6,969	7,178	7,393	7,615	7,843	8,079	8,321
52		70,036	72,137	74,301	76,530	78,826	81,190	83,626	86,135	88,719	91,380	94,122	96,946	99,854
54	Systems Administrator I	6,569	6,766	6,969	7,178	7,393	7,615	7,843	8,079	8,321	8,571	8,828	9,093	9,366
54		78,826	81,190	83,626	86,135	88,719	91,380	94,122	96,946	99,854	102,850	105,935	109,113	112,386
56	Planner III	7,393	7,615	7,843	8,079	8,321	8,571	8,828	9,093	9,366	9,647	9,936	10,234	10,541
56	Water Resources Planner	88,719	91,380	94,122	96,946	99,854	102,850	105,935	109,113	112,386	115,758	119,231	122,808	126,492
56	Engineer II- Civil Engineer													

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57	Systems Administrator II		7,843	8,079	8,321	8,571	8,828	9,093	9,366	9,647	9,936	10,234	10,541	10,857	11,183
57			94,122	96,946	99,854	102,850	105,935	109,113	112,386	115,758	119,231	122,808	126,492	130,287	134,195