

ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY25 (July 7, 2024)

Updated effective February 4, 2024

3.5% ATB

PAYGRADE:

	STEP 1	STEP 2 6 mo.	STEP 3 12 mo.	STEP 4 18 mo.	STEP 5 2.5 yrs	STEP 6 3.5 yrs	STEP 7 4.5 yrs	STEP 8 5.5 yrs	STEP 9 6.5 yrs	STEP 10 7.5 yrs	MAX.
23											
License Specialist	\$ 23.57	\$ 26.42	\$ 27.30	\$ 28.28	\$ 29.25	\$ 30.29	\$ 31.33	\$ 32.45	\$ 33.60	\$ 33.74	\$ 33.74
	\$ 1,885.60	\$ 2,113.60	\$ 2,184.00	\$ 2,262.40	\$ 2,340.00	\$ 2,423.20	\$ 2,506.40	\$ 2,596.00	\$ 2,688.00	\$ 2,699.20	\$ 2,699.20
	\$ 49,025.60	\$ 54,953.60	\$ 56,784.00	\$ 58,822.40	\$ 60,840.00	\$ 63,003.20	\$ 65,166.40	\$ 67,496.00	\$ 69,888.00	\$ 70,179.20	\$ 70,179.20
24											
Administrative Secretary	\$ 25.47	\$ 28.57	\$ 29.58	\$ 30.57	\$ 31.65	\$ 32.75	\$ 33.93	\$ 35.14	\$ 36.38	\$ 36.94	\$ 36.94
Operations Clerk - ITS	\$ 2,037.60	\$ 2,285.60	\$ 2,366.40	\$ 2,445.60	\$ 2,532.00	\$ 2,620.00	\$ 2,714.40	\$ 2,811.20	\$ 2,910.40	\$ 2,955.20	\$ 2,955.20
Digital Communications Specialist	\$ 52,977.60	\$ 59,425.60	\$ 61,526.40	\$ 63,585.60	\$ 65,832.00	\$ 68,120.00	\$ 70,574.40	\$ 73,091.20	\$ 75,670.40	\$ 76,835.20	\$ 76,835.20
Admin Coordinator - Parks & Rec											
Civilian Accreditation Manager											
25											
Human Resources Assistant	\$ 27.56	\$ 30.89	\$ 32.02	\$ 33.12	\$ 34.26	\$ 35.47	\$ 36.71	\$ 38.01	\$ 39.38	\$ 40.43	\$ 40.43
PC Technician	\$ 2,204.80	\$ 2,471.20	\$ 2,561.60	\$ 2,649.60	\$ 2,740.80	\$ 2,837.60	\$ 2,936.80	\$ 3,040.80	\$ 3,150.40	\$ 3,234.40	\$ 3,234.40
Deputy City Clerk	\$ 57,324.80	\$ 64,251.20	\$ 66,601.60	\$ 68,889.60	\$ 71,260.80	\$ 73,777.60	\$ 76,356.80	\$ 79,060.80	\$ 81,910.40	\$ 84,094.40	\$ 84,094.40
Risk & Finance Assistant											
26											
Legal Assistant	\$ 29.86	\$ 33.49	\$ 34.64	\$ 35.88	\$ 37.09	\$ 38.40	\$ 39.69	\$ 41.17	\$ 42.56	\$ 44.19	\$ 44.19
Occupational Safety & Training Specialist	\$ 2,388.80	\$ 2,679.20	\$ 2,771.20	\$ 2,870.40	\$ 2,967.20	\$ 3,072.00	\$ 3,175.20	\$ 3,293.60	\$ 3,404.80	\$ 3,535.20	\$ 3,535.20
Human Resources Generalist	\$ 62,108.80	\$ 69,659.20	\$ 72,051.20	\$ 74,630.40	\$ 77,147.20	\$ 79,872.00	\$ 82,555.20	\$ 85,633.60	\$ 88,524.80	\$ 91,915.20	\$ 91,915.20
Housing Choice Voucher Program Coordinator											
Public Housing Coordinator											
Media Production Services Coordinator											
Budget Management Specialist											
Support Services Supervisor											
Grant Management Specialist											
Program Assistant - PW											
Police Administrative Coordinator											

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27											
Assistant Superintendent - Wastewater	\$ 32.32	\$ 34.14	\$ 36.00	\$ 37.96	\$ 39.37	\$ 40.72	\$ 42.15	\$ 43.63	\$ 45.14	\$ 46.73 *	\$ 48.36
Assistant Superintendent - Water	\$ 2,585.60	\$ 2,731.20	\$ 2,880.00	\$ 3,036.80	\$ 3,149.60	\$ 3,257.60	\$ 3,372.00	\$ 3,490.40	\$ 3,611.20	\$ 3,738.40	\$ 3,868.80
Assistant Superintendent - Streets	\$ 67,225.60	\$ 71,011.20	\$ 74,880.00	\$ 78,956.80	\$ 81,889.60	\$ 84,697.60	\$ 87,672.00	\$ 90,750.40	\$ 93,891.20	\$ 97,198.40	\$ 100,588.80
Library Coordinator - Development											
Operations Supervisor - Transportation Services											
Assistant Superintendent - Landfill											
Computer System Analyst - Police											
Cemetery Supervisor											
Assistant Superintendent - Equipment											
Accounting Coordinator											
Library Administrative Coordinator											
Library Building Manager											
Supervising Librarian											
Assistant Superintendent - Refuse											
Senior Associate Planner											
GIS Coordinator											
Assistant Superintendent - Parks											
Assistant Recreation Superintendent											
Assistant Facilities Manager											
Procurement Coordinator											
Management Analyst - Transportation											
Airport Manager											
Application Specialist											
Information Security Analyst											
28											
Systems Engineer	\$ 34.96	\$ 36.92	\$ 38.92	\$ 41.06	\$ 42.51	\$ 44.01	\$ 45.54	\$ 47.14	\$ 48.77	\$ 50.49 *	\$ 52.94
Solutions Architect	\$ 2,796.80	\$ 2,953.60	\$ 3,113.60	\$ 3,284.80	\$ 3,400.80	\$ 3,520.80	\$ 3,643.20	\$ 3,771.20	\$ 3,901.60	\$ 4,039.20	\$ 4,235.20
	\$ 72,716.80	\$ 76,793.60	\$ 80,953.60	\$ 85,404.80	\$ 88,420.80	\$ 91,540.80	\$ 94,723.20	\$ 98,051.20	\$ 101,441.60	\$ 105,019.20	\$ 110,115.20
29											
Police Sergeant	\$ 37.88	\$ 40.02	\$ 42.23	\$ 44.56	\$ 46.02	\$ 47.78	\$ 49.36	\$ 51.14	\$ 52.97	\$ 54.76 *	\$ 57.88
Senior Building Inspector	\$ 3,030.40	\$ 3,201.60	\$ 3,378.40	\$ 3,564.80	\$ 3,681.60	\$ 3,822.40	\$ 3,948.80	\$ 4,091.20	\$ 4,237.60	\$ 4,380.80	\$ 4,630.40
Senior Engineer	\$ 78,790.40	\$ 83,241.60	\$ 87,838.40	\$ 92,684.80	\$ 95,721.60	\$ 99,382.40	\$ 102,668.80	\$ 106,371.20	\$ 110,177.60	\$ 113,900.80	\$ 120,390.40
Senior Housing Inspector											
Special Projects Administrator											
Assistant City Attorney											
Human Rights Coordinator/Equity Director											
Animal Services Coordinator											
Sr Facilities Design & Const Manager											
Climate Action Coordinator											
Revenue and Risk Manager											

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ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY25 (July 7, 2024)

PAYGRADE:

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	MAX.
		6 mo.	12 mo.	18 mo.	2.5 yrs	3.5 yrs	4.5 yrs	5.5 yrs	6.5 yrs	7.5 yrs	
30											
Battalion Chief	\$ 41.00	\$ 43.30	\$ 45.62	\$ 48.18	\$ 49.92	\$ 51.68	\$ 53.38	\$ 55.29	\$ 57.21	\$ 59.22 *	\$ 63.22
Library Coordinator	\$ 3,280.00	\$ 3,464.00	\$ 3,649.60	\$ 3,854.40	\$ 3,993.60	\$ 4,134.40	\$ 4,270.40	\$ 4,423.20	\$ 4,576.80	\$ 4,737.60	\$ 5,057.60
Police Lieutenant	\$ 85,280.00	\$ 90,064.00	\$ 94,889.60	\$ 100,214.40	\$ 103,833.60	\$ 107,494.40	\$ 111,030.40	\$ 115,003.20	\$ 118,996.80	\$ 123,177.60	\$ 131,497.60
Wastewater Superintendent											
Senior Center Coordinator	BC-24hr										
Senior Planner	\$ 29,285.7	\$ 30,928.6	\$ 32,585.7	\$ 34,414.3	\$ 35,657.1	\$ 36,914.3	\$ 38,128.6	\$ 39,492.9	\$ 40,864.3	\$ 42,300.0 *	\$ 45,157.1
Superintendent of Parks & Forestry	\$ 3,280.00	\$ 3,464.00	\$ 3,649.60	\$ 3,854.40	\$ 3,993.60	\$ 4,134.40	\$ 4,270.40	\$ 4,423.20	\$ 4,576.80	\$ 4,737.60	\$ 5,057.60
Superintendent of Streets	\$ 85,280.00	\$ 90,064.00	\$ 94,889.60	\$ 100,214.40	\$ 103,833.60	\$ 107,494.40	\$ 111,030.40	\$ 115,003.20	\$ 118,996.80	\$ 123,177.60	\$ 131,497.60
Water Superintendent											
Housing Administrator											
Equipment Superintendent											
Economic Development Coordinator											
Resource Management Superintendent											
Recreation Superintendent											
Assistant City Engineer											
Support Services Manager											
Assistant City Manager											
Communications Coordinator											
Facilities Manager											
Associate Director - Transportation Services											
31											
MPO/JC Director	\$ 44.46	\$ 46.85	\$ 49.42	\$ 52.21	\$ 54.03	\$ 55.90	\$ 57.89	\$ 59.85	\$ 61.86	\$ 64.14 *	\$ 69.09
Police Captain	\$ 3,556.80	\$ 3,748.00	\$ 3,953.60	\$ 4,176.80	\$ 4,322.40	\$ 4,472.00	\$ 4,631.20	\$ 4,788.00	\$ 4,948.80	\$ 5,131.20	\$ 5,527.20
Deputy Fire Chief	\$ 92,476.80	\$ 97,448.00	\$ 102,793.60	\$ 108,596.80	\$ 112,382.40	\$ 116,272.00	\$ 120,411.20	\$ 124,488.00	\$ 128,668.80	\$ 133,411.20	\$ 143,707.20
First Assistant City Attorney											
Neighborhood Services Coordinator											
Development Services Coordinator											
Assistant Finance Director											
32											
City Engineer	\$ 48.04	\$ 50.74	\$ 53.54	\$ 56.45	\$ 58.49	\$ 60.51	\$ 62.64	\$ 64.79	\$ 67.01	\$ 69.40 *	\$ 75.44
Human Resources Administrator	\$ 3,843.20	\$ 4,059.20	\$ 4,283.20	\$ 4,516.00	\$ 4,679.20	\$ 4,840.80	\$ 5,011.20	\$ 5,183.20	\$ 5,360.80	\$ 5,552.00	\$ 6,035.20
ITS Coordinator	\$ 99,923.20	\$ 105,539.20	\$ 111,363.20	\$ 117,416.00	\$ 121,659.20	\$ 125,860.80	\$ 130,291.20	\$ 134,763.20	\$ 139,380.80	\$ 144,352.00	\$ 156,915.20

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EXECUTIVE PAY PLAN - FY25 (July 7, 2024)

PAYGRADE:

	MINIMUM	MAXIMUM
33		
Fire Chief	\$ 52.04	\$ 82.47
Library Director	\$ 4,163.20	\$ 6,597.60
Parks & Recreation Director	\$ 108,243.20	\$ 171,537.60
Transportation Services Director		
34		
Finance Director	\$ 56.36	\$ 90.19
Police Chief	\$ 4,508.80	\$ 7,215.20
Public Works Director	\$ 117,228.80	\$ 187,595.20
Deputy City Manager		
Neighborhood and Development Services Director		