

**RESOLUTION NO. 2024-034**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHINO, CALIFORNIA, AMENDING THE CITY'S CLASSIFICATION AND SALARY SCHEDULE TO CONFORM WITH THE CITY'S PERSONNEL RULES, P.O.S.T., CALPERS, AND EXISTING APPROVED POSITIONS.**

**WHEREAS**, California Government Code Section 20636 and California Code of Regulations Section 570.5 outline certain requirements pertaining to employee compensation and related information that must be available for public viewing; and

**WHEREAS**, on June 18, 2024, the City Council adopted Resolution No. 2024-030 reflecting changes arising from a cost-of-living adjustment for all non-sworn employees; and

**WHEREAS**, minor revisions are needed to Resolution No. 2024-030 since adoption, none of which affect salaries or compensation; and

**WHEREAS**, the revisions will address the issues as noted at no cost to the City.

**NOW, THEREFORE, BE IT RESOLVED:**

**SECTION 1:** That the attached Classification and Compensation Schedule be adopted effective with the pay period that includes July 1, 2024 and the updated salary ranges will apply to staff employed with the City on the day following the adoption of the Resolution.

**SECTION 2:** That this resolution supersedes Resolution No. 2024-030, which adopted the City's Classification and Compensation Schedule.

APPROVED AND ADOPTED THIS 16<sup>th</sup> day of July, 2024.

ATTEST:

\_\_\_\_\_  
EUNICE M. ULLOA, MAYOR

\_\_\_\_\_  
NATALIE GONZAGA, CITY CLERK

State of California )  
County of San Bernardino ) ss.  
City of Chino )

I, NATALIE GONZAGA, City Clerk of the City of Chino, do hereby certify that the forgoing Resolution was duly adopted by the City Council at a regular meeting held on the 16<sup>th</sup> day of July, 2024, by the following votes:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

\_\_\_\_\_  
NATALIE GONZAGA, CITY CLERK

- Attachment 1: Salary Schedule by Position, Non-Management Positions
- Attachment 2: Salary Schedule by Position, Management Positions
- Attachment 3: Salary Schedule by Position, Hourly Rates

**ATTACHMENT 1**



**Salary Schedule by Position  
Non-Management Positions  
Full-Time Equivalent Monthly Rates**

**Effective July 1, 2024  
Council Approval July 16, 2024**

Position	Bargaining Unit	A	B	C	D	E
Accessibility Specialist	Teamsters	\$6,420	\$6,741	\$7,078	\$7,432	\$7,804
Accountant	Teamsters	\$6,581	\$6,910	\$7,255	\$7,618	\$7,999
Accounting Technician	Teamsters	\$5,269	\$5,533	\$5,810	\$6,100	\$6,405
Administrative Assistant	Confidential	\$5,269	\$5,533	\$5,810	\$6,100	\$6,405
Aging Services Coordinator	Teamsters	\$6,264	\$6,577	\$6,906	\$7,251	\$7,614
Assistant Homeless Outreach Coordinator	Teamsters	\$8,635	\$9,066	\$9,520	\$9,996	\$10,495
Assistant Planner	Teamsters	\$6,745	\$7,083	\$7,437	\$7,809	\$8,199
Background Investigator	CPPEA	\$6,420	\$6,741	\$7,078	\$7,432	\$7,804
Billing Supervisor	Teamsters	\$7,446	\$7,818	\$8,209	\$8,619	\$9,050
Broadcast Associate	Teamsters	\$4,219	\$4,430	\$4,652	\$4,884	\$5,129
Broadcast Coordinator	Teamsters	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Building Inspector	Teamsters	\$6,581	\$6,910	\$7,255	\$7,618	\$7,999
Case Manager I	Teamsters	\$5,141	\$5,398	\$5,668	\$5,951	\$6,249
Case Manager II	Teamsters	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
City Clerk Records Technician	Confidential	\$5,401	\$5,671	\$5,955	\$6,253	\$6,565
Clerical Aide	Teamsters	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763
Code Compliance Inspector I	Teamsters	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Code Compliance Inspector II	Teamsters	\$6,581	\$6,910	\$7,255	\$7,618	\$7,999
Code Compliance Technician	Teamsters	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Community Services, Parks & Recreation Boxing Trainer	Teamsters	\$5,016	\$5,266	\$5,530	\$5,806	\$6,096
Community Services, Parks & Recreation Coordinator	Teamsters	\$6,264	\$6,577	\$6,906	\$7,251	\$7,614
Community Services, Parks & Recreation Leader	Teamsters	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763
Community Services, Parks & Recreation Shuttle Driver	Teamsters	\$5,016	\$5,266	\$5,530	\$5,806	\$6,096
Community Services, Parks & Recreation Specialist	Teamsters	\$4,774	\$5,013	\$5,263	\$5,526	\$5,803
Corporal (CPOA)	<i>Base</i>	\$8,278	\$8,691	\$9,127	\$9,585	\$10,063
	<i>Int. P.O.S.T. (6%)</i>	\$8,775	\$9,212	\$9,675	\$10,160	\$10,667
	<i>Adv. P.O.S.T. (12%)</i>	\$9,271	\$9,734	\$10,222	\$10,735	\$11,271
Counselor I	Teamsters	\$5,016	\$5,266	\$5,530	\$5,806	\$6,096
Counselor II	Teamsters	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Counselor III	Teamsters	\$9,769	\$10,258	\$10,771	\$11,309	\$11,875
Crime Analyst	CPPEA	\$6,745	\$7,083	\$7,437	\$7,809	\$8,199
Crime Prevention and Community Outreach Specialist	CPPEA	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Cross Connection Specialist	AFSCME	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Customer Service Representative I	Teamsters	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763
Customer Service Representative II	Teamsters	\$4,325	\$4,541	\$4,768	\$5,007	\$5,257



**Salary Schedule by Position  
Non-Management Positions  
Full-Time Equivalent Monthly Rates**

**Effective July 1, 2024  
Council Approval July 16, 2024**

Position	Bargaining Unit	A	B	C	D	E
Deputy City Clerk	Confidential	\$7,632	\$8,013	\$8,414	\$8,835	\$9,276
Engineering Aide	Teamsters	\$4,544	\$4,771	\$5,010	\$5,260	\$5,523
Engineering Technician	Teamsters	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Environmental Compliance Technician	Teamsters	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Equipment Lead Mechanic	AFSCME	\$6,111	\$6,417	\$6,737	\$7,074	\$7,428
Equipment Mechanic	AFSCME	\$5,269	\$5,533	\$5,810	\$6,100	\$6,405
Equipment Mechanic Aide	AFSCME	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763
Equipment Mechanic Trainee	AFSCME	\$4,774	\$5,013	\$5,263	\$5,526	\$5,803
Executive Assistant	Confidential	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Executive Assistant to the City Council	Confidential	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Executive Secretary	Confidential	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Facilities Maintenance Supervisor	AFSCME	\$7,446	\$7,818	\$8,209	\$8,619	\$9,050
Facilities Maintenance Technician	AFSCME	\$4,774	\$5,013	\$5,263	\$5,526	\$5,803
Facilities Worker	AFSCME	\$4,016	\$4,217	\$4,428	\$4,649	\$4,882
Grounds Maintenance Lead Worker	AFSCME	\$5,269	\$5,533	\$5,810	\$6,100	\$6,405
Grounds Maintenance Worker	AFSCME	\$4,544	\$4,771	\$5,010	\$5,260	\$5,523
Group Facilitator	Teamsters	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Homeless Outreach Coordinator	Teamsters	\$9,299	\$9,763	\$10,252	\$10,764	\$11,302
Household Hazardous Waste Lead Worker	Teamsters	\$9,533	-	-	-	-
Household Hazardous Waste Worker	Teamsters	\$8,667	-	-	-	-
Housing Technician	Teamsters	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Human Resources Specialist I	Confidential	\$5,536	\$5,813	\$6,104	\$6,409	\$6,729
Human Resources Specialist II	Confidential	\$6,111	\$6,417	\$6,737	\$7,074	\$7,428
Information Technology Specialist I	Confidential	\$5,401	\$5,671	\$5,955	\$6,253	\$6,565
Information Technology Specialist II	Confidential	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Maintenance Coordinator	AFSCME	\$5,401	\$5,671	\$5,955	\$6,253	\$6,565
Maintenance Worker Trainee	AFSCME	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763
Management Aide	Teamsters	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Management Assistant	Confidential	\$7,087	\$7,441	\$7,813	\$8,204	\$8,614
Management Intern	Confidential	\$4,116	\$4,322	\$4,538	\$4,765	\$5,004
Payroll Clerk	Confidential	\$4,657	\$4,890	\$5,135	\$5,392	\$5,661
Payroll Technician	Confidential	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Permit Technician	Teamsters	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Planning Technician	Teamsters	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Plans Examiner	Teamsters	\$7,446	\$7,818	\$8,209	\$8,619	\$9,050



**Salary Schedule by Position  
Non-Management Positions  
Full-Time Equivalent Monthly Rates**

**Effective July 1, 2024  
Council Approval July 16, 2024**

Position	Bargaining Unit	A	B	C	D	E
Police Academy Trainee	Teamsters	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Police Cadet	Teamsters	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763
Police Officer (CPOA)	<i>Base</i>	\$7,698	\$8,083	\$8,487	\$8,912	\$9,356
	<i>Int. P.O.S.T. (6%)</i>	\$8,160	\$8,568	\$8,996	\$9,447	\$9,917
	<i>Adv. P.O.S.T. (12%)</i>	\$8,622	\$9,053	\$9,505	\$9,981	\$10,479
Police Payroll Assistant	CPPEA	\$4,433	\$4,655	\$4,887	\$5,132	\$5,388
Police Records and Evidence Coordinator	CPPEA	\$5,141	\$5,398	\$5,668	\$5,951	\$6,249
Police Records Technician	CPPEA	\$4,544	\$4,771	\$5,010	\$5,260	\$5,523
Police Recruit	Teamsters	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Police Services Officer I	CPPEA	\$4,657	\$4,890	\$5,135	\$5,392	\$5,661
Police Services Officer II	CPPEA	\$5,401	\$5,671	\$5,955	\$6,253	\$6,565
Police Training Coordinator	CPPEA	\$4,544	\$4,771	\$5,010	\$5,260	\$5,523
Project Coordinator	Teamsters	\$7,823	\$8,214	\$8,624	\$9,056	\$9,508
Property and Evidence Technician	CPPEA	\$4,657	\$4,890	\$5,135	\$5,392	\$5,661
Public Safety Dispatcher I	CPPEA	\$5,141	\$5,398	\$5,668	\$5,951	\$6,249
Public Safety Dispatcher II	CPPEA	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Public Works Inspector	Teamsters	\$6,581	\$6,910	\$7,255	\$7,618	\$7,999
Public Works Lead Inspector	Teamsters	\$7,632	\$8,013	\$8,414	\$8,835	\$9,276
Range Master	Teamsters	\$7,823	\$8,214	\$8,624	\$9,056	\$9,508
Recycled Water Coordinator	AFSCME	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Reserve Police Officer	CPOA	\$3,373	\$3,545	\$3,725	\$3,914	\$4,110
Reserve Police Officer - Special Detail	CPOA	\$7,056	\$7,410	\$7,781	\$8,167	\$8,577
Secretary	Teamsters	\$4,433	\$4,655	\$4,887	\$5,132	\$5,388
Secretary to the City Council	Confidential	\$5,675	\$5,958	\$6,256	\$6,569	\$6,898
Senior Accountant	Teamsters	\$7,087	\$7,441	\$7,813	\$8,204	\$8,614
Senior Building Inspector	Teamsters	\$7,446	\$7,818	\$8,209	\$8,619	\$9,050
Senior Code Compliance Officer	Teamsters	\$7,446	\$7,818	\$8,209	\$8,619	\$9,050
Senior Customer Service Representative	Teamsters	\$4,774	\$5,013	\$5,263	\$5,526	\$5,803
Senior Permit Technician	Teamsters	\$6,581	\$6,910	\$7,255	\$7,618	\$7,999
Special Projects Administrator	Confidential	\$4,507	-	-	-	\$27,040
Storekeeper	Teamsters	\$4,325	\$4,541	\$4,768	\$5,007	\$5,257
Storekeeper Aide	Teamsters	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763
Streets Maintenance Lead Worker	AFSCME	\$5,269	\$5,533	\$5,810	\$6,100	\$6,405
Streets Maintenance Worker	AFSCME	\$4,544	\$4,771	\$5,010	\$5,260	\$5,523
Student Intern	Teamsters	\$3,918	\$4,114	\$4,320	\$4,536	\$4,763



Salary Schedule by Position  
Non-Management Positions  
Full-Time Equivalent Monthly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Bargaining Unit	A	B	C	D	E
Wastewater Maintenance Lead Worker	AFSCME	\$5,269	\$5,533	\$5,810	\$6,100	\$6,405
Wastewater Maintenance Worker	AFSCME	\$4,544	\$4,771	\$5,010	\$5,260	\$5,523
Water Distribution Lead Operator	AFSCME	\$5,962	\$6,260	\$6,573	\$6,902	\$7,247
Water Distribution Operator	AFSCME	\$5,141	\$5,398	\$5,668	\$5,951	\$6,249
Water Meter Lead Technician	AFSCME	\$5,536	\$5,813	\$6,104	\$6,409	\$6,729
Water Meter Technician	AFSCME	\$4,774	\$5,013	\$5,263	\$5,526	\$5,803
Water Quality Technician	AFSCME	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070
Water Treatment Lead Operator	AFSCME	\$6,745	\$7,083	\$7,437	\$7,809	\$8,199
Water Treatment Operator	AFSCME	\$5,816	\$6,107	\$6,413	\$6,733	\$7,070

ATTACHMENT 2



Salary Schedule by Position  
Management Positions  
Full-Time Equivalent Monthly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	Base	Midpoint	Maximum
Accessibility Coordinator	Unrepresented Management	\$7,083	\$8,145	\$9,367
Administrative Services Manager	Unrepresented Management	\$7,441	\$8,558	\$9,841
Assistant Budget Manager	Unrepresented Management	\$7,818	\$8,991	\$10,339
Assistant City Manager (35%)	Executive Management	\$15,551	\$18,272	\$21,470
Assistant City Engineer	Unrepresented Management	\$10,777	\$12,394	\$14,253
Assistant Civil Engineer	Unrepresented Management	\$7,627	\$8,772	\$10,087
Assistant Engineer	Unrepresented Management	\$7,260	\$8,349	\$9,601
Assistant Parks and Facilities Manager	Unrepresented Management	\$9,293	\$10,687	\$12,290
Assistant Public Works Services Manager	Unrepresented Management	\$8,014	\$9,216	\$10,598
Assistant to the City Manager	Unrepresented Management	\$8,419	\$9,682	\$11,135
Associate Civil Engineer	Unrepresented Management	\$8,846	\$10,172	\$11,698
Associate Engineer	Unrepresented Management	\$8,419	\$9,682	\$11,135
Associate Planner	Unrepresented Management	\$7,083	\$8,145	\$9,367
Billing Manager	Unrepresented Management	\$7,818	\$8,991	\$10,339
Budget Manager	Unrepresented Management	\$8,630	\$9,924	\$11,413
Building and Code Compliance Manager	Unrepresented Management	\$10,777	\$12,394	\$14,253
Building Official	Unrepresented Management	\$9,526	\$10,954	\$12,598
Capital Improvement Projects Engineering Manager	Unrepresented Management	\$10,777	\$12,394	\$14,253
Captain (20%) Unrepresented Sworn Management	Base	\$14,220	\$15,642	\$17,063
	Int. P.O.S.T. (6%)	\$15,073	\$16,581	\$18,087
	Adv. P.O.S.T. (12%)	\$15,926	\$17,519	\$19,111
	Adv. & Mgt. P.O.S.T. (21%)	\$17,206	\$18,927	\$20,646
Chief of Police (35%) Unrepresented Sworn Management	Base	\$16,590	\$19,493	\$22,398
	Adv. P.O.S.T. (12%)	\$18,581	\$21,832	\$25,086
	Adv. & Mgt. P.O.S.T. (21%)	\$20,074	\$23,587	\$27,102
	Exec. P.O.S.T. (22%)	\$20,240	\$23,782	\$27,326
City Clerk	Unrepresented Management	\$9,764	\$11,228	\$12,913
City Council	Elected Official	\$1,281	-	-
City Manager	Executive Management	\$25,229	-	-
City Planner	Unrepresented Management	\$10,777	\$12,394	\$14,253
City Traffic Engineer	Unrepresented Management	\$12,194	\$14,023	\$16,126
City Treasurer	Unrepresented Management	\$500	-	-
Civil Engineering Manager	Unrepresented Management	\$9,764	\$11,228	\$12,913
Clinical Program Manager	Unrepresented Management	\$10,777	\$12,394	\$14,253
Communications Manager	Unrepresented Management	\$9,764	\$11,228	\$12,913
Community Services, Parks & Recreation Manager	Unrepresented Management	\$10,258	\$11,797	\$13,566
Community Services, Parks & Recreation Supervisor	Unrepresented Management	\$7,260	\$8,349	\$9,601
Construction Project Coordinator	Unrepresented Management	\$6,910	\$7,947	\$9,139
Contracts and DIF Administrator	Unrepresented Management	\$8,419	\$9,682	\$11,135
Council Liaison	Unrepresented Management	\$7,083	\$8,145	\$9,367



**Salary Schedule by Position  
Management Positions**  
Full-Time Equivalent Monthly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	Base	Midpoint	Maximum
Crime Prevention and Community Outreach Supervisor	Unrepresented Management	\$7,083	\$8,145	\$9,367
Deputy Chief of Police (20%) Unrepresented Sworn Management	<i>Base</i>	\$14,930	\$16,423	\$17,917
	<i>Int. P.O.S.T. (6%)</i>	\$15,826	\$17,408	\$18,992
	<i>Adv. P.O.S.T. (12%)</i>	\$16,722	\$18,394	\$20,067
	<i>Adv. &amp; Mgt. P.O.S.T. (21%)</i>	\$18,065	\$19,872	\$21,680
Deputy City Manager	Unrepresented Management	\$12,194	\$14,023	\$16,126
Deputy Director of Community Services, Parks & Recreation	Unrepresented Management	\$12,194	\$14,023	\$16,126
Deputy Director of Development Services	Unrepresented Management	\$12,194	\$14,023	\$16,126
Deputy Director of Finance	Unrepresented Management	\$12,194	\$14,023	\$16,126
Deputy Director of Human Resources/Risk Management	Unrepresented Management	\$12,194	\$14,023	\$16,126
Deputy Director of Public Works/City Engineer	Unrepresented Management	\$12,194	\$14,023	\$16,126
Deputy Director of Public Works/Services	Unrepresented Management	\$12,194	\$14,023	\$16,126
Director of Community Services, Parks & Recreation (35%)	Executive Management	\$14,440	\$16,967	\$19,937
Director of Development Services (35%)	Executive Management	\$14,440	\$16,967	\$19,937
Director of Finance (35%)	Executive Management	\$14,440	\$16,967	\$19,937
Director of Human Resources/Risk Management (35%)	Executive Management	\$14,440	\$16,967	\$19,937
Director of Public Works (35%)	Executive Management	\$14,440	\$16,967	\$19,937
Economic Development Manager	Unrepresented Management	\$8,630	\$9,924	\$11,413
Emergency Services Coordinator	Unrepresented Management	\$7,083	\$8,145	\$9,367
Environmental Compliance Coordinator	Unrepresented Management	\$7,260	\$8,349	\$9,601
Environmental Services Administrator	Unrepresented Management	\$8,214	\$9,446	\$10,863
Equipment Mechanic Supervisor	Unrepresented Management	\$6,742	\$7,753	\$8,916
Facility Coordinator	Unrepresented Management	\$8,014	\$9,216	\$10,598
Fiscal Services Manager	Unrepresented Management	\$8,014	\$9,216	\$10,598
Grounds Supervisor	Unrepresented Management	\$6,417	\$7,379	\$8,486
Housing Manager	Unrepresented Management	\$7,818	\$8,991	\$10,339
Human Resources and Risk Analyst	Unrepresented Management	\$7,083	\$8,145	\$9,367
Information Technology Analyst	Unrepresented Management	\$6,910	\$7,947	\$9,139
Information Technology Manager	Unrepresented Management	\$10,777	\$12,394	\$14,253
Information Technology Supervisor	Unrepresented Management	\$8,214	\$9,446	\$10,863
Lieutenant (20%) CPMA	<i>Base</i>	\$12,204	\$13,424	\$14,646
	<i>Int. P.O.S.T. (6%)</i>	\$12,936	\$14,230	\$15,525
	<i>Adv. P.O.S.T. (12%)</i>	\$13,668	\$15,035	\$16,404
	<i>Adv. &amp; Spv. P.O.S.T. (18%)</i>	\$14,401	\$15,841	\$17,282
	<i>Adv. &amp; Mgt. P.O.S.T. (21%)</i>	\$14,767	\$16,244	\$17,722
Management Analyst	Unrepresented Management	\$7,083	\$8,145	\$9,367
Mayor	Elected Official	\$1,534	-	-
Multimedia Officer	Unrepresented Management	\$7,083	\$8,145	\$9,367
Parks and Facilities Manager	Unrepresented Management	\$10,258	\$11,797	\$13,566
Payroll Supervisor	Unrepresented Management	\$6,742	\$7,753	\$8,916





**Salary Schedule by Position  
Management Positions  
Full-Time Equivalent Monthly Rates**

**Effective July 1, 2024  
Council Approval July 16, 2024**

Position	Unit	Base	Midpoint	Maximum
Permit and Inspection Supervisor	Unrepresented Management	\$8,014	\$9,216	\$10,598
Police Records and Evidence Supervisor	Unrepresented Management	\$5,671	\$6,522	\$7,500
Police Technical Services Manager	Unrepresented Management	\$10,258	\$11,797	\$13,566
Principal Engineer	Unrepresented Management	\$9,526	\$10,954	\$12,598
Principal Planner	Unrepresented Management	\$9,293	\$10,687	\$12,290
Projects Manager	Unrepresented Management	\$8,214	\$9,446	\$10,863
Public Information Officer	Unrepresented Management	\$8,630	\$9,924	\$11,413
Public Safety Dispatch Supervisor	Unrepresented Management	\$6,577	\$7,564	\$8,698
Public Works Project Manager	Unrepresented Management	\$8,846	\$10,172	\$11,698
Public Works Services Manager	Unrepresented Management	\$10,777	\$12,394	\$14,253
Public Works Supervisor	Unrepresented Management	\$6,742	\$7,753	\$8,916
Purchasing Manager	Unrepresented Management	\$7,818	\$8,991	\$10,339
Risk Manager	Unrepresented Management	\$7,818	\$8,991	\$10,339
Senior Engineer	Unrepresented Management	\$9,067	\$10,427	\$11,991
Senior Human Resources and Risk Analyst	Unrepresented Management	\$7,818	\$8,991	\$10,339
Senior Information Technology Analyst	Unrepresented Management	\$7,627	\$8,772	\$10,087
Senior Management Analyst	Unrepresented Management	\$7,818	\$8,991	\$10,339
Senior Planner	Unrepresented Management	\$8,014	\$9,216	\$10,598
Sergeant (20%) CPMA	<i>Base</i>	\$10,168	\$11,185	\$12,201
	<i>Int. P.O.S.T. (6%)</i>	\$10,778	\$11,856	\$12,933
	<i>Adv. P.O.S.T. (12%)</i>	\$11,388	\$12,527	\$13,665
	<i>Adv. &amp; Spv. P.O.S.T. (18%)</i>	\$11,998	\$13,198	\$14,397
Sewer and Storm Drain Supervisor	Unrepresented Management	\$6,742	\$7,753	\$8,916
Strategic Initiatives Manager	Unrepresented Management	\$10,258	\$11,797	\$13,566
Streets Supervisor	Unrepresented Management	\$6,742	\$7,753	\$8,916
Supervising Building Inspector	Unrepresented Management	\$8,014	\$9,216	\$10,598
Supervising Code Compliance Inspector	Unrepresented Management	\$8,014	\$9,216	\$10,598
Supervising Plans Examiner	Unrepresented Management	\$8,014	\$9,216	\$10,598
Transportation Manager	Unrepresented Management	\$10,777	\$12,394	\$14,253
Utilities Engineering and Operations Manager	Unrepresented Management	\$10,258	\$11,797	\$13,566
Water and Environmental Manager	Unrepresented Management	\$9,293	\$10,687	\$12,290
Water Utilities Superintendent	Unrepresented Management	\$9,067	\$10,427	\$11,991
Water Utilities Supervisor	Unrepresented Management	\$7,083	\$8,145	\$9,367

ATTACHMENT 3



Salary Schedule by Position  
Hourly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	A Base	B	C Midpoint	D	E Maximum
Accessibility Coordinator	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Accessibility Specialist	Teamsters	\$37.04	\$38.89	\$40.84	\$42.88	\$45.02
Accountant	Teamsters	\$37.97	\$39.86	\$41.86	\$43.95	\$46.15
Accounting Technician	Teamsters	\$30.40	\$31.92	\$33.52	\$35.19	\$36.95
Administrative Assistant	Confidential	\$30.40	\$31.92	\$33.52	\$35.19	\$36.95
Administrative Services Manager	Unrepresented Management	\$42.93	-	\$49.37	-	\$56.78
Aging Services Coordinator	Teamsters	\$36.14	\$37.94	\$39.84	\$41.83	\$43.92
Assistant Budget Manager	Unrepresented Management	\$45.10	-	\$51.87	-	\$59.65
Assistant City Engineer	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
Assistant City Manager (35%)	Executive Management	\$89.72	-	\$105.42	-	\$123.86
Assistant Civil Engineer	Unrepresented Management	\$44.00	-	\$50.61	-	\$58.20
Assistant Engineer	Unrepresented Management	\$41.88	-	\$48.17	-	\$55.39
Assistant Homeless Outreach Coordinator	Teamsters	\$49.82	\$52.31	\$54.92	\$57.67	\$60.55
Assistant Parks and Facilities Manager	Unrepresented Management	\$53.62	-	\$61.66	-	\$70.91
Assistant Planner	Teamsters	\$38.92	\$40.86	\$42.90	\$45.05	\$47.30
Assistant Public Works Services Manager	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Assistant to the City Manager	Unrepresented Management	\$48.57	-	\$55.86	-	\$64.24
Associate Civil Engineer	Unrepresented Management	\$51.03	-	\$58.69	-	\$67.49
Associate Engineer	Unrepresented Management	\$48.57	-	\$55.86	-	\$64.24
Associate Planner	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Background Investigator	CPPEA	\$37.04	\$38.89	\$40.84	\$42.88	\$45.02
Billing Manager	Unrepresented Management	\$45.10	-	\$51.87	-	\$59.65
Billing Supervisor	Teamsters	\$42.96	\$45.10	\$47.36	\$49.73	\$52.21
Broadcast Associate	Teamsters	\$24.34	\$25.56	\$26.84	\$28.18	\$29.59
Broadcast Coordinator	Teamsters	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Budget Manager	Unrepresented Management	\$49.79	-	\$57.26	-	\$65.84
Building and Code Compliance Manager	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
Building Inspector	Teamsters	\$37.97	\$39.86	\$41.86	\$43.95	\$46.15
Building Official	Unrepresented Management	\$54.96	-	\$63.20	-	\$72.68
Capital Improvement Projects Engineering Manager	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
Captain (20%) Unrepresented Sworn Management	<i>Base</i>	\$82.04	-	\$90.24	-	\$98.44
	<i>Int. P.O.S.T. (6%)</i>	\$86.96	-	\$95.66	-	\$104.35
	<i>Adv. P.O.S.T. (12%)</i>	\$91.88	-	\$101.07	-	\$110.25
	<i>Adv. &amp; Mgt. P.O.S.T. (21%)</i>	\$99.27	-	\$109.19	-	\$119.11
Case Manager I	Teamsters	\$29.66	\$31.14	\$32.70	\$34.33	\$36.05
Case Manager II	Teamsters	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Chief of Police (35%) Unrepresented Sworn Management	<i>Base</i>	\$95.71	-	\$112.46	-	\$129.22
	<i>Adv. P.O.S.T. (12%)</i>	\$107.20	-	\$125.96	-	\$144.73
	<i>Adv. &amp; Mgt. P.O.S.T. (21%)</i>	\$115.81	-	\$136.08	-	\$156.36
	<i>Exec. P.O.S.T. (22%)</i>	\$116.77	-	\$137.20	-	\$157.65



Salary Schedule by Position  
Hourly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	A Base	B	C Midpoint	D	E Maximum
City Clerk	Unrepresented Management	\$56.33	-	\$64.78	-	\$74.50
City Clerk Records Technician	Confidential	\$31.16	\$32.72	\$34.35	\$36.07	\$37.88
City Council ( <i>Flat Rate, Monthly</i> )	Elected Official	\$1,281	-	-	-	-
City Manager ( <i>Flat Rate</i> )	Executive Management	\$145.55	-	-	-	-
City Planner	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
City Traffic Engineer	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
City Treasurer ( <i>Flat Rate, Monthly</i> )	Unrepresented Management	\$500	-	-	-	-
Civil Engineering Manager	Unrepresented Management	\$56.33	-	\$64.78	-	\$74.50
Clerical Aide	Teamsters	\$22.60	\$23.73	\$24.92	\$26.17	\$27.48
Clinical Program Manager	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
Code Compliance Inspector I	Teamsters	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Code Compliance Inspector II	Teamsters	\$37.97	\$39.86	\$41.86	\$43.95	\$46.15
Code Compliance Technician	Teamsters	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Communications Manager	Unrepresented Management	\$56.33	-	\$64.78	-	\$74.50
Community Services, Parks & Recreation Boxing Trainer	Teamsters	\$28.94	\$30.38	\$31.90	\$33.50	\$35.17
Community Services, Parks & Recreation Coordinator	Teamsters	\$36.14	\$37.94	\$39.84	\$41.83	\$43.92
Community Services, Parks & Recreation Leader	Teamsters	\$22.60	\$23.73	\$24.92	\$26.17	\$27.48
Community Services, Parks & Recreation Manager	Unrepresented Management	\$59.18	-	\$68.06	-	\$78.27
Community Services, Parks & Recreation Shuttle Driver	Teamsters	\$28.94	\$30.38	\$31.90	\$33.50	\$35.17
Community Services, Parks & Recreation Specialist	Teamsters	\$27.54	\$28.92	\$30.36	\$31.88	\$33.48
Community Services, Parks & Recreation Supervisor	Unrepresented Management	\$41.88	-	\$48.17	-	\$55.39
Construction Project Coordinator	Unrepresented Management	\$39.87	-	\$45.85	-	\$52.72
Contracts and DIF Administrator	Unrepresented Management	\$48.57	-	\$55.86	-	\$64.24
Corporal (CPOA)	<i>Base</i>	\$47.76	\$50.14	\$52.66	\$55.30	\$58.06
	<i>Int. P.O.S.T. (6%)</i>	\$50.63	\$53.15	\$55.82	\$58.62	\$61.54
	<i>Adv. P.O.S.T. (12%)</i>	\$53.49	\$56.16	\$58.97	\$61.93	\$65.03
Council Liaison	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Counselor I	Teamsters	\$28.94	\$30.38	\$31.90	\$33.50	\$35.17
Counselor II	Teamsters	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Counselor III	Teamsters	\$56.36	\$59.18	\$62.14	\$65.25	\$68.51
Crime Analyst	CPPEA	\$38.92	\$40.86	\$42.90	\$45.05	\$47.30
Crime Prevention and Community Outreach Specialist	CPPEA	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Crime Prevention and Community Outreach Supervisor	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Cross Connection Specialist	AFSCME	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Customer Service Representative I	Teamsters	\$22.60	\$23.73	\$24.92	\$26.17	\$27.48
Customer Service Representative II	Teamsters	\$24.95	\$26.20	\$27.51	\$28.88	\$30.33
Deputy Chief of Police (20%) Unrepresented Sworn Management	<i>Base</i>	\$86.13	-	\$94.75	-	\$103.37
	<i>Int. P.O.S.T. (6%)</i>	\$91.30	-	\$100.43	-	\$109.57
	<i>Adv. P.O.S.T. (12%)</i>	\$96.47	-	\$106.12	-	\$115.77
	<i>Adv. &amp; Mgt. P.O.S.T. (21%)</i>	\$104.22	-	\$114.65	-	\$125.07
Deputy City Clerk	Confidential	\$44.03	\$46.23	\$48.54	\$50.97	\$53.52



Salary Schedule by Position  
Hourly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	A Base	B	C Midpoint	D	E Maximum
Deputy City Manager	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
Deputy Director of Community Services, Parks & Recreation	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
Deputy Director of Development Services	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
Deputy Director of Finance	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
Deputy Director of Human Resources/Risk Management	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
Deputy Director of Public Works/City Engineer	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
Deputy Director of Public Works/Services	Unrepresented Management	\$70.35	-	\$80.90	-	\$93.04
Director of Community Services, Parks & Recreation (35%)	Executive Management	\$83.31	-	\$97.89	-	\$115.02
Director of Development Services (35%)	Executive Management	\$83.31	-	\$97.89	-	\$115.02
Director of Finance (35%)	Executive Management	\$83.31	-	\$97.89	-	\$115.02
Director of Human Resources/Risk Management (35%)	Executive Management	\$83.31	-	\$97.89	-	\$115.02
Director of Public Works (35%)	Executive Management	\$83.31	-	\$97.89	-	\$115.02
Economic Development Manager	Unrepresented Management	\$49.79	-	\$57.26	-	\$65.84
Emergency Services Coordinator	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Engineering Aide	Teamsters	\$26.21	\$27.53	\$28.90	\$30.35	\$31.86
Engineering Technician	Teamsters	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Environmental Compliance Coordinator	Unrepresented Management	\$41.88	-	\$48.17	-	\$55.39
Environmental Compliance Technician	Teamsters	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Environmental Services Administrator	Unrepresented Management	\$47.39	-	\$54.50	-	\$62.67
Equipment Lead Mechanic	AFSCME	\$35.26	\$37.02	\$38.87	\$40.81	\$42.85
Equipment Mechanic	AFSCME	\$30.40	\$31.92	\$33.52	\$35.19	\$36.95
Equipment Mechanic Aide	AFSCME	\$22.80	\$23.73	\$24.92	\$26.17	\$27.48
Equipment Mechanic Supervisor	Unrepresented Management	\$38.89	-	\$44.73	-	\$51.44
Equipment Mechanic Trainee	AFSCME	\$27.54	\$28.92	\$30.36	\$31.88	\$33.48
Executive Assistant	Confidential	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Executive Assistant to the City Council	Confidential	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Executive Secretary	Confidential	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Facilities Maintenance Supervisor	AFSCME	\$42.96	\$45.10	\$47.36	\$49.73	\$52.21
Facilities Maintenance Technician	AFSCME	\$27.54	\$28.92	\$30.36	\$31.88	\$33.48
Facilities Worker	AFSCME	\$23.17	\$24.33	\$25.54	\$26.82	\$28.16
Facility Coordinator	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Fiscal Services Manager	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Grounds Maintenance Lead Worker	AFSCME	\$30.40	\$31.92	\$33.52	\$35.19	\$36.95
Grounds Maintenance Worker	AFSCME	\$26.21	\$27.53	\$28.90	\$30.35	\$31.86
Grounds Supervisor	Unrepresented Management	\$37.02	-	\$42.57	-	\$48.96
Group Facilitator	Teamsters	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Homeless Outreach Coordinator	Teamsters	\$53.65	\$56.33	\$59.14	\$62.10	\$65.21
Household Hazardous Waste Lead Worker	Teamsters	\$55.00	-	-	-	-
Household Hazardous Waste Worker	Teamsters	\$50.00	-	-	-	-
Housing Manager	Unrepresented Management	\$45.10	-	\$51.87	-	\$59.65



Salary Schedule by Position  
Hourly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	A Base	B	C Midpoint	D	E Maximum
Housing Technician	Teamsters	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Human Resources and Risk Analyst	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Human Resources Specialist I	Confidential	\$31.94	\$33.54	\$35.21	\$36.97	\$38.82
Human Resources Specialist II	Confidential	\$35.26	\$37.02	\$38.87	\$40.81	\$42.85
Information Technology Analyst	Unrepresented Management	\$39.87	-	\$45.85	-	\$52.72
Information Technology Manager	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
Information Technology Specialist I	Confidential	\$31.16	\$32.72	\$34.35	\$36.07	\$37.88
Information Technology Specialist II	Confidential	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Information Technology Supervisor	Unrepresented Management	\$47.39	-	\$54.50	-	\$62.67
Lieutenant (20%) CPMA	Base	\$70.41	-	\$77.45	-	\$84.50
	Int. P.O.S.T. (6%)	\$74.63	-	\$82.10	-	\$89.57
	Adv. P.O.S.T. (12%)	\$78.86	-	\$86.74	-	\$94.64
	Adv. & Spv. P.O.S.T. (18%)	\$83.08	-	\$91.39	-	\$99.71
	Adv. & Mgt. P.O.S.T. (21%)	\$85.19	-	\$93.71	-	\$102.24
Maintenance Coordinator	AFSCME	\$31.16	\$32.72	\$34.35	\$36.07	\$37.88
Maintenance Worker Trainee	AFSCME	\$22.60	\$23.73	\$24.92	\$26.17	\$27.48
Management Aide	Teamsters	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Management Analyst	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Management Assistant	Confidential	\$40.89	\$42.93	\$45.08	\$47.33	\$49.70
Management Intern	Confidential	\$23.75	\$24.94	\$26.18	\$27.49	\$28.87
Mayor (Flat Rate, Monthly)	Elected Official	\$1,534	-	-	-	-
Multimedia Officer	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04
Parks and Facilities Manager	Unrepresented Management	\$59.18	-	\$68.06	-	\$78.27
Payroll Clerk	Confidential	\$26.87	\$28.21	\$29.62	\$31.11	\$32.66
Payroll Supervisor	Unrepresented Management	\$38.89	-	\$44.73	-	\$51.44
Payroll Technician	Confidential	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Permit and Inspection Supervisor	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Permit Technician	Teamsters	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Planning Technician	Teamsters	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Plans Examiner	Teamsters	\$42.96	\$45.10	\$47.36	\$49.73	\$52.21
Police Academy Trainee	Teamsters	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Police Cadet	Teamsters	\$22.60	\$23.73	\$24.92	\$26.17	\$27.48
Police Payroll Assistant	CPPEA	\$25.58	\$26.85	\$28.20	\$29.61	\$31.09
Police Officer (CPOA)	Base	\$44.41	\$46.63	\$48.96	\$51.42	\$53.98
	Int. P.O.S.T. (6%)	\$47.08	\$49.43	\$51.90	\$54.50	\$57.21
	Adv. P.O.S.T. (12%)	\$49.74	\$52.23	\$54.84	\$57.58	\$60.46
Police Records and Evidence Coordinator	CPPEA	\$29.66	\$31.14	\$32.70	\$34.33	\$36.05
Police Records and Evidence Supervisor	Unrepresented Management	\$32.72	-	\$37.63	-	\$43.27
Police Records Technician	CPPEA	\$26.21	\$27.53	\$28.90	\$30.35	\$31.86
Police Recruit	Teamsters	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Police Services Officer I	CPPEA	\$26.87	\$28.21	\$29.62	\$31.11	\$32.66



Salary Schedule by Position  
Hourly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	A Base	B	C Midpoint	D	E Maximum
Police Services Officer II	CPPEA	\$31.16	\$32.72	\$34.35	\$36.07	\$37.88
Police Technical Services Manager	Unrepresented Management	\$59.18	-	\$68.06	-	\$78.27
Police Training Coordinator	CPPEA	\$26.21	\$27.53	\$28.90	\$30.35	\$31.86
Principal Engineer	Unrepresented Management	\$54.96	-	\$63.20	-	\$72.68
Principal Planner	Unrepresented Management	\$53.62	-	\$61.66	-	\$70.91
Project Coordinator	Teamsters	\$45.13	\$47.39	\$49.76	\$52.24	\$54.86
Projects Manager	Unrepresented Management	\$47.39	-	\$54.50	-	\$62.67
Property and Evidence Technician	CPPEA	\$26.87	\$28.21	\$29.62	\$31.11	\$32.66
Public Information Officer	Unrepresented Management	\$49.79	-	\$57.26	-	\$65.84
Public Safety Dispatch Supervisor	Unrepresented Management	\$37.94	-	\$43.64	-	\$50.18
Public Safety Dispatcher I	CPPEA	\$29.66	\$31.14	\$32.70	\$34.33	\$36.05
Public Safety Dispatcher II	CPPEA	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Public Works Inspector	Teamsters	\$37.97	\$39.86	\$41.86	\$43.95	\$46.15
Public Works Lead Inspector	Teamsters	\$44.03	\$46.23	\$48.54	\$50.97	\$53.52
Public Works Project Manager	Unrepresented Management	\$51.03	-	\$58.69	-	\$67.49
Public Works Services Manager	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
Public Works Supervisor	Unrepresented Management	\$38.89	-	\$44.73	-	\$51.44
Purchasing Manager	Unrepresented Management	\$45.10	-	\$51.87	-	\$59.65
Range Master	Teamsters	\$45.13	\$47.39	\$49.76	\$52.24	\$54.86
Recycled Water Coordinator	AFSCME	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Reserve Police Officer	CPOA	\$19.46	\$20.45	\$21.49	\$22.58	\$23.71
Reserve Police Officer - Special Detail	CPOA	\$40.71	\$42.75	\$44.89	\$47.12	\$49.48
Risk Manager	Unrepresented Management	\$45.10	-	\$51.87	-	\$59.65
Secretary	Confidential	\$25.58	\$26.85	\$28.20	\$29.61	\$31.09
Secretary to the City Council	Confidential	\$32.74	\$34.38	\$36.09	\$37.90	\$39.79
Senior Accountant	Teamsters	\$40.89	\$42.93	\$45.08	\$47.33	\$49.70
Senior Building Inspector	Teamsters	\$42.96	\$45.10	\$47.36	\$49.73	\$52.21
Senior Code Compliance Officer	Teamsters	\$42.96	\$45.10	\$47.36	\$49.73	\$52.21
Senior Customer Service Representative	Teamsters	\$27.54	\$28.92	\$30.36	\$31.88	\$33.48
Senior Engineer	Unrepresented Management	\$52.31	-	\$60.15	-	\$69.18
Senior Human Resources and Risk Analyst	Unrepresented Management	\$45.10	-	\$51.87	-	\$59.65
Senior Information Technology Analyst	Unrepresented Management	\$44.00	-	\$50.61	-	\$58.20
Senior Management Analyst	Unrepresented Management	\$45.10	-	\$51.87	-	\$59.65
Senior Permit Technician	Teamsters	\$37.97	\$39.86	\$41.86	\$43.95	\$46.15
Senior Planner	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Sergeant (20%) CPMA	Base	\$58.66	-	\$64.53	-	\$70.39
	Int. P.O.S.T. (6%)	\$62.18	-	\$68.40	-	\$74.61
	Adv. P.O.S.T. (12%)	\$65.70	-	\$72.27	-	\$78.84
	Adv. & Spv. P.O.S.T. (18%)	\$69.22	-	\$76.14	-	\$83.06
Sewer and Storm Drain Supervisor	Unrepresented Management	\$38.89	-	\$44.73	-	\$51.44
Special Projects Administrator	Confidential	\$26.00	-	-	-	\$156.00



Salary Schedule by Position  
Hourly Rates

Effective July 1, 2024  
Council Approval July 16, 2024

Position	Unit	A Base	B	C Midpoint	D	E Maximum
Storekeeper	Teamsters	\$24.95	\$26.20	\$27.51	\$28.88	\$30.33
Storekeeper Aide	Teamsters	\$22.60	\$23.73	\$24.92	\$26.17	\$27.48
Strategic Initiatives Manager	Unrepresented Management	\$59.18	-	\$68.06	-	\$78.27
Streets Maintenance Lead Worker	AFSCME	\$30.40	\$31.92	\$33.52	\$35.19	\$36.95
Streets Maintenance Worker	AFSCME	\$26.21	\$27.53	\$28.90	\$30.35	\$31.86
Streets Supervisor	Unrepresented Management	\$38.89	-	\$44.73	-	\$51.44
Student Intern	Teamsters	\$22.60	\$23.73	\$24.92	\$26.17	\$27.48
Supervising Building Inspector	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Supervising Code Compliance Inspector	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Supervising Plans Examiner	Unrepresented Management	\$46.23	-	\$53.17	-	\$61.14
Transportation Manager	Unrepresented Management	\$62.18	-	\$71.50	-	\$82.23
Utilities Engineering and Operations Manager	Unrepresented Management	\$59.18	-	\$68.06	-	\$78.27
Wastewater Maintenance Lead Worker	AFSCME	\$30.40	\$31.92	\$33.52	\$35.19	\$36.95
Wastewater Maintenance Worker	AFSCME	\$26.21	\$27.53	\$28.90	\$30.35	\$31.86
Water and Environmental Manager	Unrepresented Management	\$53.62	-	\$61.66	-	\$70.91
Water Distribution Lead Operator	AFSCME	\$34.40	\$36.12	\$37.92	\$39.82	\$41.81
Water Distribution Operator	AFSCME	\$29.66	\$31.14	\$32.70	\$34.33	\$36.05
Water Meter Lead Technician	AFSCME	\$31.94	\$33.54	\$35.21	\$36.97	\$38.82
Water Meter Technician	AFSCME	\$27.54	\$28.92	\$30.36	\$31.88	\$33.48
Water Quality Technician	AFSCME	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Water Treatment Lead Operator	AFSCME	\$38.92	\$40.86	\$42.90	\$45.05	\$47.30
Water Treatment Operator	AFSCME	\$33.56	\$35.23	\$37.00	\$38.85	\$40.79
Water Utilities Superintendent	Unrepresented Management	\$52.31	-	\$60.15	-	\$69.18
Water Utilities Supervisor	Unrepresented Management	\$40.86	-	\$46.99	-	\$54.04