

OPOA SWORN AND NON-SWORN 1ST TIER

CLASSIFICATION: TIER 1	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	
Sergeant	\$91,367.26	\$95,935.62	\$100,732.40	\$105,769.02	\$111,057.48	\$116,610.35	Annual
	\$7,613.94	\$7,994.64	\$8,394.37	\$8,814.09	\$9,254.79	\$9,717.53	Monthly
	\$43.92657	\$46.12290	\$48.42904	\$50.85049	\$53.39302	\$56.06267	Hourly
Rotational Detective/OIC	\$83,753.33	\$87,941.00	\$92,338.05	\$96,954.95	\$101,802.70	\$106,892.83	Annual
10% Above Police Officer	\$6,979.44	\$7,328.42	\$7,694.84	\$8,079.58	\$8,483.56	\$8,907.74	Monthly
	\$40.26602	\$42.27933	\$44.39329	\$46.61296	\$48.94360	\$51.39078	Hourly
Police Officer	\$76,139.39	\$79,946.36	\$83,943.68	\$88,140.86	\$92,547.90	\$97,175.30	Annual
	\$6,344.95	\$6,662.20	\$6,995.31	\$7,345.07	\$7,712.33	\$8,097.94	Monthly
	\$36.60548	\$38.43575	\$40.35754	\$42.37541	\$44.49418	\$46.71889	Hourly
Reserve Police Officer	\$36.60548	\$38.43575	\$40.35754	\$42.37541	\$44.49418	\$46.71889	Hourly
Reserve Investigator	\$25.00000						Hourly

CLASSIFICATION: TIER 1	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	
Police Dispatch Supervisor	\$61,628.00	\$64,709.40	\$67,944.87	\$71,342.11	\$74,909.22	\$78,654.68	\$82,587.41	Annual
	\$5,135.67	\$5,392.45	\$5,662.07	\$5,945.18	\$6,242.43	\$6,554.56	\$6,882.28	Monthly
	\$29.62885	\$31.11029	\$32.66580	\$34.29909	\$36.01405	\$37.81475	\$39.70549	Hourly
Public Information Officer	59,833.00	62,824.65	65,965.88	69,264.18	72,727.39	76,363.75	80,181.94	Annual
	\$4,986.08	\$5,235.39	\$5,497.16	\$5,772.01	\$6,060.62	\$6,363.65	\$6,681.83	Monthly
	\$28.76587	\$30.20416	\$31.71437	\$33.30008	\$34.96509	\$36.71334	\$38.54901	Hourly
Police Admin. Assistant	\$44,706.00	\$46,941.30	\$49,288.37	\$51,752.78	\$54,340.42	\$57,057.44	\$59,910.32	Annual
	\$3,725.50	\$3,911.78	\$4,107.36	\$4,312.73	\$4,528.37	\$4,754.79	\$4,992.53	Monthly
	\$21.49327	\$22.56793	\$23.69633	\$24.88115	\$26.12520	\$27.43146	\$28.80304	Hourly
Police Dispatcher	\$48,144.00	\$50,551.20	\$53,078.76	\$55,732.70	\$58,519.33	\$61,445.30	\$64,517.56	Annual
	\$4,012.00	\$4,212.60	\$4,423.23	\$4,644.39	\$4,876.61	\$5,120.44	\$5,376.46	Monthly
	\$23.14615	\$24.30346	\$25.51863	\$26.79457	\$28.13429	\$29.54101	\$31.01806	Hourly
MLE	\$41,514.00	\$43,589.70	\$45,769.19	\$48,057.64	\$50,460.53	\$52,983.55	\$55,632.73	Annual
	\$3,459.50	\$3,632.48	\$3,814.10	\$4,004.80	\$4,205.04	\$4,415.30	\$4,636.06	Monthly
	\$19.95865	\$20.95659	\$22.00442	\$23.10464	\$24.25987	\$25.47286	\$26.74651	Hourly
Police Records Techician	\$41,514.00	\$43,589.70	\$45,769.19	\$48,057.64	\$50,460.53	\$52,983.55	\$55,632.73	Annual
	\$3,459.50	\$3,632.48	\$3,814.10	\$4,004.80	\$4,205.04	\$4,415.30	\$4,636.06	Monthly
	\$19.95865	\$20.95659	\$22.00442	\$23.10464	\$24.25987	\$25.47286	\$26.74651	Hourly
Police Recruit	\$58,775.04							Annual
	\$4,897.92							Monthly
	\$28.25723							Hourly

MASTER SALARY SCHEDULE

CLASSIFICATION:	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
Associate Civil Engr.	\$81,324.04	\$85,390.24	\$89,659.75	\$94,142.74	\$98,849.88	\$103,792.37	\$108,981.99	\$114,431.09	Annual
	\$6,777.00	\$7,115.85	\$7,471.65	\$7,845.23	\$8,237.49	\$8,649.36	\$9,081.83	\$9,535.92	Monthly
	\$39.09810	\$41.05300	\$43.10565	\$45.26093	\$47.52398	\$49.90018	\$52.39519	\$55.01495	Hourly

Assistant Civil Engr.	\$74,876.88	\$78,620.72	\$82,551.76	\$86,679.35	\$91,013.32	\$95,563.98	\$100,342.18	\$105,359.29	Annual
	\$6,239.74	\$6,551.73	\$6,879.31	\$7,223.28	\$7,584.44	\$7,963.67	\$8,361.85	\$8,779.94	Monthly
	\$35.99850	\$37.79843	\$39.68835	\$41.67276	\$43.75640	\$45.94422	\$48.24143	\$50.65350	Hourly
IT Analyst	\$68,067.00	\$71,470.35	\$75,043.87	\$78,796.06	\$82,735.86	\$86,872.66	\$91,216.29	\$95,777.10	Annual
	\$5,672.25	\$5,955.86	\$6,253.66	\$6,566.34	\$6,894.66	\$7,239.39	\$7,601.36	\$7,981.43	Monthly
	\$32.72452	\$34.36075	\$36.07878	\$37.88272	\$39.77686	\$41.76570	\$43.85399	\$46.04668	Hourly
Fire Marshal/Inspector	\$63,206.00	\$66,366.30	\$69,684.62	\$73,168.85	\$76,827.29	\$80,668.65	\$84,702.09	\$88,937.19	Annual
	\$5,267.17	\$5,530.53	\$5,807.05	\$6,097.40	\$6,402.27	\$6,722.39	\$7,058.51	\$7,411.43	Monthly
	\$30.38750	\$31.90688	\$33.50222	\$35.17733	\$36.93620	\$38.78301	\$40.72216	\$42.75826	Hourly
Associate Planner	\$62,867.89	\$66,011.28	\$69,311.85	\$72,777.44	\$76,416.31	\$80,237.13	\$84,248.99	\$88,461.43	Annual
Recycling Coordinator	\$5,238.99	\$5,500.94	\$5,775.99	\$6,064.79	\$6,368.03	\$6,686.43	\$7,020.75	\$7,371.79	Monthly
	\$30.22495	\$31.73619	\$33.32300	\$34.98915	\$36.73861	\$38.57554	\$40.50432	\$42.52954	Hourly
GIS Specialist	\$62,168.24	\$65,276.65	\$68,540.48	\$71,967.51	\$75,565.88	\$79,344.18	\$83,311.39	\$87,476.96	Annual
	\$5,180.69	\$5,439.72	\$5,711.71	\$5,997.29	\$6,297.16	\$6,612.01	\$6,942.62	\$7,289.75	Monthly
	\$29.88858	\$31.38301	\$32.95216	\$34.59976	\$36.32975	\$38.14624	\$40.05355	\$42.05623	Hourly
Code Enforcement Technician III	\$61,665.00	\$64,748.25	\$67,985.66	\$71,384.95	\$74,954.19	\$78,701.90	\$82,637.00	\$86,768.85	Annual
	\$5,138.75	\$5,395.69	\$5,665.47	\$5,948.75	\$6,246.18	\$6,558.49	\$6,886.42	\$7,230.74	Monthly
	\$29.64663	\$31.12897	\$32.68541	\$34.31969	\$36.03567	\$37.83745	\$39.72933	\$41.71579	Hourly
Sr. Admin/SBF/PIO	\$61,116.93	\$64,172.78	\$67,381.42	\$70,750.49	\$74,288.01	\$78,002.41	\$81,902.53	\$85,997.66	Annual
Assistant City Clerk	\$5,093.08	\$5,347.73	\$5,615.12	\$5,895.87	\$6,190.67	\$6,500.20	\$6,825.21	\$7,166.47	Monthly
Cultural Facilities Curator	\$29,38314	\$30,85230	\$32,39491	\$34,01466	\$35,71539	\$37,50116	\$39,37622	\$41,34503	Hourly
Accounting Analyst	\$58,694.00	\$61,628.70	\$64,710.14	\$67,945.64	\$71,342.92	\$74,910.07	\$78,655.57	\$82,588.35	Annual
	\$4,891.17	\$5,135.73	\$5,392.51	\$5,662.14	\$5,945.24	\$6,242.51	\$6,554.63	\$6,882.36	Monthly
	\$28.21827	\$29.62918	\$31.11064	\$32.66617	\$34.29948	\$36.01446	\$37.81518	\$39.70594	Hourly
Assistant Planner	\$57,882.96	\$60,777.11	\$63,815.96	\$67,006.76	\$70,357.10	\$73,874.95	\$77,568.70	\$81,447.14	Annual
	\$4,823.58	\$5,064.76	\$5,318.00	\$5,583.90	\$5,863.09	\$6,156.25	\$6,464.06	\$6,787.26	Monthly
	\$27.82835	\$29.21976	\$30.68075	\$32.21479	\$33.82553	\$35.51681	\$37.29265	\$39.15728	Hourly
Signal Tech/Electrician	\$57,279.00	\$60,142.95	\$63,150.10	\$66,307.60	\$69,622.98	\$73,104.13	\$76,759.34	\$80,597.31	Annual
	\$4,773.25	\$5,011.91	\$5,262.51	\$5,525.63	\$5,801.92	\$6,092.01	\$6,396.61	\$6,716.44	Monthly
	\$27.53798	\$28.91488	\$30.36062	\$31.87865	\$33.47259	\$35.14622	\$36.90353	\$38.74870	Hourly
Human Resource Analyst	\$54,549.00	\$57,276.45	\$60,140.27	\$63,147.29	\$66,304.65	\$69,619.88	\$73,100.88	\$76,755.92	Annual
	\$4,545.75	\$4,773.04	\$5,011.69	\$5,262.27	\$5,525.39	\$5,801.66	\$6,091.74	\$6,396.33	Monthly
	\$26.22548	\$27.53675	\$28.91359	\$30.35927	\$31.87724	\$33.47110	\$35.14465	\$36.90189	Hourly
Admin/Program Analyst II	\$54,502.00	\$57,227.10	\$60,088.46	\$63,092.88	\$66,247.52	\$69,559.90	\$73,037.89	\$76,689.79	Annual
Construction Inspector	\$4,541.83	\$4,768.93	\$5,007.37	\$5,257.74	\$5,520.63	\$5,796.66	\$6,086.49	\$6,390.82	Monthly
Building Inspector	\$26,20288	\$27,51303	\$28,88868	\$30,33311	\$31,84977	\$33,44226	\$35,11437	\$36,87009	Hourly
Lead Equipment Mechanic									
Lead Public Works Operator									
Lead Tree Worker									
Lead Collection System Operator									
Code Enforcement Technician II	\$53,173.00	\$55,831.65	\$58,623.23	\$61,554.39	\$64,632.11	\$67,863.72	\$71,256.91	\$74,819.75	Annual

	\$4,431.08	\$4,652.64	\$4,885.27	\$5,129.53	\$5,386.01	\$5,655.31	\$5,938.08	\$6,234.98	Monthly
	\$25.56394	\$26.84214	\$28.18425	\$29.59346	\$31.07313	\$32.62679	\$34.25813	\$35.97103	Hourly
Program Analyst I	\$49,376.14	\$51,844.95	\$54,437.19	\$57,159.05	\$60,017.01	\$63,017.86	\$66,168.75	\$69,477.19	Annual
Comm. Devel. Technician III	\$4,114.68	\$4,320.41	\$4,536.43	\$4,763.25	\$5,001.42	\$5,251.49	\$5,514.06	\$5,789.77	Monthly
	\$23.73853	\$24.92546	\$26.17173	\$27.48031	\$28.85433	\$30.29705	\$31.81190	\$33.40249	Hourly
Code Enforcement Technician	\$48,172.00	\$50,580.60	\$53,109.63	\$55,765.11	\$58,553.37	\$61,481.04	\$64,555.09	\$67,782.84	Annual
	\$4,014.33	\$4,215.05	\$4,425.80	\$4,647.09	\$4,879.45	\$5,123.42	\$5,379.59	\$5,648.57	Monthly
	\$23.15962	\$24.31760	\$25.53348	\$26.81015	\$28.15066	\$29.55819	\$31.03610	\$32.58790	Hourly
Sr. Administrative Assistant	\$46,997.00	\$49,346.85	\$51,814.19	\$54,404.90	\$57,125.15	\$59,981.40	\$62,980.47	\$66,129.50	Annual
	\$3,916.42	\$4,112.24	\$4,317.85	\$4,533.74	\$4,760.43	\$4,998.45	\$5,248.37	\$5,510.79	Monthly
	\$22.59471	\$23.72445	\$24.91067	\$26.15620	\$27.46401	\$28.83721	\$30.27907	\$31.79303	Hourly
Equipment Mechanic	\$45,851.00	\$48,143.55	\$50,550.73	\$53,078.26	\$55,732.18	\$58,518.79	\$61,444.73	\$64,516.96	Annual
	\$3,820.92	\$4,011.96	\$4,212.56	\$4,423.19	\$4,644.35	\$4,876.57	\$5,120.39	\$5,376.41	Monthly
	\$22.04375	\$23.14594	\$24.30323	\$25.51840	\$26.79432	\$28.13403	\$29.54073	\$31.01777	Hourly
Public Works Operator III	\$44,733.00	\$46,969.65	\$49,318.13	\$51,784.04	\$54,373.24	\$57,091.90	\$59,946.50	\$62,943.82	Annual
Comm. Devel. Technician II	\$3,727.75	\$3,914.14	\$4,109.84	\$4,315.34	\$4,531.10	\$4,757.66	\$4,995.54	\$5,245.32	Monthly
	\$21.50625	\$22.58156	\$23.71064	\$24.89617	\$26.14098	\$27.44803	\$28.82043	\$30.26145	Hourly
Accounting Technician III	\$48,173.00	\$50,581.65	\$53,110.73	\$55,766.27	\$58,554.58	\$61,482.31	\$64,556.43	\$67,784.25	Annual
	\$4,014.42	\$4,215.14	\$4,425.89	\$4,647.19	\$4,879.55	\$5,123.53	\$5,379.70	\$5,648.69	Monthly
	\$23.16010	\$24.31810	\$25.53401	\$26.81071	\$28.15124	\$29.55880	\$31.03674	\$32.58858	Hourly
Apprentice Electrician	\$46,704.58	\$49,039.81	\$51,491.80	\$54,066.39	\$56,769.71	\$59,608.19	\$62,588.60	\$65,718.03	Annual
	\$3,892.05	\$4,086.65	\$4,290.98	\$4,505.53	\$4,730.81	\$4,967.35	\$5,215.72	\$5,476.50	Monthly
	\$22.45413	\$23.57683	\$24.75567	\$7.00000	\$27.29313	\$28.65779	\$30.09068	\$31.59521	Hourly
Accounting Technician II	\$43,649.00	\$45,831.45	\$48,123.02	\$50,529.17	\$53,055.63	\$55,708.41	\$58,493.83	\$61,418.53	Annual
	\$3,637.42	\$3,819.29	\$4,010.25	\$4,210.76	\$4,421.30	\$4,642.37	\$4,874.49	\$5,118.21	Monthly
	\$20.98510	\$22.03435	\$23.13607	\$24.29287	\$25.50752	\$26.78289	\$28.12204	\$29.52814	Hourly
Public Works Operator II	\$42,577.63	\$44,706.51	\$46,941.84	\$49,288.93	\$51,753.38	\$54,341.04	\$57,058.10	\$59,911.00	Annual
Parks Maint. Technician II	\$3,548.14	\$3,725.54	\$3,911.82	\$4,107.41	\$4,312.78	\$4,528.42	\$4,754.84	\$4,992.58	Monthly
Building Maint. Tech II	\$20.47001	\$21.49352	\$22.56819	\$23.69660	\$24.88143	\$26.12550	\$27.43178	\$28.80337	Hourly
Collection System Operator II									
Administrative Assistant									
Human Resource Technician	\$42,571.59	\$44,700.17	\$46,935.18	\$49,281.94	\$51,746.03	\$54,333.34	\$57,050.00	\$59,902.50	Annual
	\$3,547.63	\$3,725.01	\$3,911.26	\$4,106.83	\$4,312.17	\$4,527.78	\$4,754.17	\$4,991.88	Monthly
	\$20.46711	\$21.49047	\$22.56499	\$23.69324	\$24.87790	\$26.12180	\$27.42789	\$28.79928	Hourly
Comm. Devel. Technician I	\$40,526.00	\$42,552.30	\$44,679.92	\$46,913.91	\$49,259.61	\$51,722.59	\$54,308.72	\$57,024.15	Annual
	\$3,377.17	\$3,546.03	\$3,723.33	\$3,909.49	\$4,104.97	\$4,310.22	\$4,525.73	\$4,752.01	Monthly
	\$19.48365	\$20.45784	\$21.48073	\$22.55476	\$23.68250	\$24.86663	\$26.10996	\$27.41546	Hourly
Accounting Technician	\$39,545.00	\$41,522.25	\$43,598.36	\$45,778.28	\$48,067.19	\$50,470.55	\$52,994.08	\$55,643.79	Annual
	\$3,295.42	\$3,460.19	\$3,633.20	\$3,814.86	\$4,005.60	\$4,205.88	\$4,416.17	\$4,636.98	Monthly
	\$19.01202	\$19.96262	\$20.96075	\$22.00879	\$23.10923	\$24.26469	\$25.47792	\$26.75182	Hourly
Public Works Operator I	\$40,922.00	\$42,968.10	\$45,116.51	\$47,372.33	\$49,740.95	\$52,227.99	\$54,839.39	\$57,581.36	Annual

Parks Maint. Technician I	\$3,410.17	\$3,580.68	\$3,759.71	\$3,947.69	\$4,145.08	\$4,352.33	\$4,569.95	\$4,798.45	Monthly
Collection System Operator I	\$19.67404	\$20.65774	\$21.69063	\$22.77516	\$23.91392	\$25.10961	\$26.36509	\$27.68335	Hourly
Custodian	\$36,730.00	\$38,566.50	\$40,494.83	\$42,519.57	\$44,645.54	\$46,877.82	\$49,221.71	\$51,682.80	Annual
	\$3,060.83	\$3,213.88	\$3,374.57	\$3,543.30	\$3,720.46	\$3,906.49	\$4,101.81	\$4,306.90	Monthly
	\$17.65865	\$18.54159	\$19.46867	\$20.44210	\$21.46420	\$22.53741	\$23.66429	\$24.84750	Hourly
Staff Assistant	\$37,816.00	\$39,706.80	\$41,692.14	\$43,776.75	\$45,965.58	\$48,263.86	\$50,677.06	\$53,210.91	Annual
	\$3,151.33	\$3,308.90	\$3,474.35	\$3,648.06	\$3,830.47	\$4,021.99	\$4,223.09	\$4,434.24	Monthly
	\$18.18077	\$19.08981	\$20.04430	\$21.04651	\$22.09884	\$23.20378	\$24.36397	\$25.58217	Hourly
