

2024 WAGE CLASSIFICATION RANGES					
Pay Grade	Minimum	Median	Maximum	Spread	Increment
A	\$32,911	\$37,848	\$42,784	30%	4%
A4	\$34,227	\$39,362	\$44,496	30%	4%
B	\$35,544	\$40,875	\$46,207	30%	4%
B4	\$36,966	\$42,510	\$48,055	30%	4%
C	\$38,387	\$44,145	\$49,904	30%	4%
C4	\$39,923	\$45,911	\$51,900	30%	4%
D	\$41,458	\$47,677	\$53,896	30%	4%
D4	\$43,117	\$49,584	\$56,052	30%	4%
E	\$44,775	\$51,491	\$58,208	30%	4%
E4	\$46,566	\$53,551	\$60,536	30%	4%
F	\$48,357	\$55,611	\$62,864	30%	4%
F4	\$50,291	\$57,835	\$65,379	30%	4%
G	\$52,226	\$60,059	\$67,893	30%	4%
G4	\$54,315	\$62,462	\$70,609	30%	4%
H	\$56,404	\$64,864	\$73,325	30%	4%
H4	\$58,660	\$67,459	\$76,258	30%	4%
I	\$60,916	\$70,053	\$79,191	30%	4%
I4	\$63,353	\$72,855	\$82,358	30%	4%
J	\$65,789	\$75,658	\$85,526	30%	4%
J4	\$68,421	\$78,684	\$88,947	30%	4%
K	\$71,052	\$81,710	\$92,368	30%	4%
K4	\$73,894	\$84,979	\$96,063	30%	4%
L	\$76,737	\$88,247	\$99,758	30%	4%
L4	\$79,806	\$91,777	\$103,748	30%	4%
M	\$82,875	\$95,307	\$107,738	30%	4%
M4	\$86,191	\$99,119	\$112,048	30%	4%
N	\$89,506	\$102,931	\$116,357	30%	4%
N4	\$93,086	\$107,049	\$121,011	30%	4%
O	\$96,666	\$111,166	\$125,666	30%	4%
O4	\$100,533	\$115,613	\$130,692	30%	4%
P	\$104,399	\$120,059	\$135,719	30%	4%
P4	\$108,575	\$124,862	\$141,148	30%	4%
Q	\$112,751	\$129,664	\$146,577	30%	4%
Q4	\$117,261	\$134,850	\$152,440	30%	4%
R	\$121,771	\$140,037	\$158,303	30%	4%
R4	\$126,642	\$145,638	\$164,635	30%	4%
S	\$131,513	\$151,240	\$170,967	30%	4%
S4	\$136,774	\$157,290	\$177,806	30%	4%
T	\$142,034	\$163,339	\$184,644	30%	4%
T4	\$147,715	\$169,873	\$192,030	30%	4%
U	\$153,397	\$176,406	\$199,416	30%	4%
U4	\$159,533	\$183,463	\$207,392	30%	4%
V	\$165,669	\$190,519	\$215,369	30%	4%
V4	\$172,295	\$198,140	\$223,984	30%	4%
W	\$178,922	\$205,760	\$232,599	30%	4%
W4	\$186,079	\$213,991	\$241,903	30%	4%
Lieutenant Captain Chief	\$97,416	\$109,593	\$121,770		
	\$108,079	\$124,291	\$140,502		
	\$122,024	\$143,989	\$165,953		

2024 APPROVED JOB CLASSIFICATION MATRIX					
JOB TITLE	GRADE	MIN	MIDPOINT	MAX	Spread
Customer Service Representative	D	\$41,458	\$47,677	\$53,896	30%
Recreation Aide	D	\$41,458	\$47,677	\$53,896	30%
Court Clerk	D4	\$43,117	\$49,584	\$56,052	30%
Records Clerk	D4	\$43,117	\$49,584	\$56,052	30%
Assistant Court Administrator	E	\$44,775	\$51,491	\$58,208	30%
Building Attendant	E	\$44,775	\$51,491	\$58,208	30%
Command Staff Coordinator	E	\$44,775	\$51,491	\$58,208	30%
Executive Assistant	E	\$44,775	\$51,491	\$58,208	30%
Forestry Technician	E	\$44,775	\$51,491	\$58,208	30%
Investigative Support Specialist	E	\$44,775	\$51,491	\$58,208	30%
Planning Technician	E4	\$46,566	\$53,551	\$60,536	30%
Accounting Clerk	F	\$48,357	\$55,611	\$62,864	30%
Business Assistance Coordinator	F	\$48,357	\$55,611	\$62,864	30%
Maintenance Worker (Parks\Street)	F	\$48,357	\$55,611	\$62,864	30%
Records Clerk Supervisor	F	\$48,357	\$55,611	\$62,864	30%
Recreation Specialist	F	\$48,357	\$55,611	\$62,864	30%
Code Enforcement Inspector	F4	\$50,291	\$57,835	\$65,379	30%
Compliance & Accreditation Manager	F4	\$50,291	\$57,835	\$65,379	30%
Human Resource Generalist	F4	\$50,291	\$57,835	\$65,379	30%
Information Technology Technician	F4	\$50,291	\$57,835	\$65,379	30%
Senior Maintenance Worker (Parks\Street)	G	\$52,226	\$60,059	\$67,893	30%
Senior Recreation Specialist	G	\$52,226	\$60,059	\$67,893	30%
Accountant	H	\$56,404	\$64,864	\$73,325	30%
Communication Specialist	H	\$56,404	\$64,864	\$73,325	30%
GIS Analyst - CAD Tech	H	\$56,404	\$64,864	\$73,325	30%
Senior Engineering Const. Inspect	H	\$56,404	\$64,864	\$73,325	30%
Building Maintenance Technician	H4	\$58,660	\$67,459	\$76,258	30%
Crew Leader	H4	\$58,660	\$67,459	\$76,258	30%
Fleet Maintenance Mechanic	H4	\$58,660	\$67,459	\$76,258	30%
Asst to CA/Deputy City Clerk	I	\$60,916	\$70,053	\$79,191	30%
Lead GIS Analyst - CAD Tech.	I	\$60,916	\$70,053	\$79,191	30%
Office Manager	I	\$60,916	\$70,053	\$79,191	30%
Recreation Manager	I	\$60,916	\$70,053	\$79,191	30%
Support Services Manager	I	\$60,916	\$70,053	\$79,191	30%
City Arborist/Urban Forester	I4	\$63,353	\$76,023	\$88,694	40%
Fleet Maintenance Team Leader	I4	\$63,353	\$72,855	\$82,358	30%
Project Planner	I4	\$63,353	\$72,855	\$82,358	30%
Senior Accountant	I4	\$63,353	\$72,855	\$82,358	30%
Assistant Building Maintenance Supervisor	J	\$65,789	\$75,658	\$85,526	30%
Maintenance Supervisor (Parks\Street)	J	\$65,789	\$75,658	\$85,526	30%
Court Administrator	K	\$71,052	\$81,710	\$92,368	30%
Fleet Maintenance Supervisor	K	\$71,052	\$81,710	\$92,368	30%
Building Maintenance Supervisor	L	\$76,737	\$92,084	\$107,431	40%
GIS Administrator	L	\$76,737	\$88,247	\$99,758	30%
Technical Operations Administrator	L	\$76,737	\$88,247	\$99,758	30%
Civil Engineer	L4	\$79,806	\$91,777	\$103,748	30%
Project Manager	L4	\$79,806	\$91,777	\$103,748	30%
Senior Planner	L4	\$79,806	\$91,777	\$103,748	30%
Application\Web Developer	M	\$82,875	\$95,307	\$107,738	30%
City Clerk	M	\$82,875	\$99,451	\$116,026	40%
Superintendent - Arts & Entertainment	M4	\$86,191	\$103,429	\$120,667	40%
Asst. City Administrator	M4	\$86,191	\$103,429	\$120,667	40%
Assistant Finance Director	M4	\$86,191	\$103,429	\$120,667	40%
Assistant City Planner	M4	\$86,191	\$103,429	\$120,667	40%
Superintendent - Parks Maintenance	M4	\$86,191	\$103,429	\$120,667	40%
Superintendent - Recreation Operations	M4	\$86,191	\$103,429	\$120,667	40%
Superintendent of Sports & Wellness	M4	\$86,191	\$103,429	\$120,667	40%
Superintendent - Street & Fleet Operations	M4	\$86,191	\$103,429	\$120,667	40%
Human Resource Manager	M4	\$86,191	\$103,429	\$120,667	40%
Senior Civil Engineer	N	\$89,506	\$102,931	\$116,357	30%
Assistant City Engineer	O	\$96,666	\$115,999	\$135,332	40%
IT Director	P4	\$108,575	\$130,290	\$152,005	40%
Finance Director	P4	\$108,575	\$130,290	\$152,005	40%
Director of Parks, Recreation & Arts	P4	\$108,575	\$130,290	\$152,005	40%
Director of Planning	P4	\$108,575	\$130,290	\$152,005	40%
Director of Public Works - City Engineer	P4	\$108,575	\$130,290	\$152,005	40%
City Administrator	V4	\$172,295	\$198,140	\$223,984	30%
Lieutenant		\$97,416	\$109,593	\$121,770	
Captain		\$108,079	\$124,291	\$140,502	
Chief		\$122,024	\$143,989	\$165,953	

## 2024 Step Plan

Approved by Council 01/03/2024 and Ratified by FOP 12/27/2023 for early implementation effective 1/14/2024.

Increment				Increment							
Year	Officers	Officers	Officers	Year	Sergeant	Sergeant	Sergeant	Lieutenant	Captain	Chief	
								\$97,416	\$108,079	\$122,024	
Step 1	\$63,000			Step 1	\$85,798	\$0		Per Annual Civilian Budget	Per Annual Civilian Budget	Per Annual Civilian Budget	
Step 2	\$65,520	\$2,520	4.00%	Step 2	\$89,230	\$3,432	4.00%				
Step 3	\$68,141	\$2,621	4.00%	Step 3	\$92,799	\$3,569	4.00%				
Step 4	\$70,866	\$2,726	4.00%	Step 4	\$96,511	\$3,712	4.00%				
Step 5	\$73,701	\$2,835	4.00%	Step 5	\$100,372	\$3,860	4.00%				
Step 6	\$76,649	\$2,948	4.00%	Step 6	\$104,386	\$4,015	4.00%				
Step 7	\$79,715	\$3,066	4.00%			\$4,175	4.00%				
Step 8	\$82,904	\$3,189	4.00%								
Step 9	\$86,220	\$3,316	4.00%								
Step 10	\$89,669	\$3,449	4.00%								
Step 11	\$93,255	\$3,449	4.00%								
								\$121,770	\$140,502	\$165,953	
\$78,128				\$95,092				Median:	\$109,593	\$124,291	\$143,989