

Family Level	Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
	Analyst - .Net	Programmer Analyst	TPPR20	\$25.9875	\$33.3173	\$40.6471	\$54,054.00	\$69,300.00	\$84,546.00
	Animal Cont. Off. Supv.		TPXX18	\$20.1375	\$25.8173	\$31.4971	\$41,886.00	\$53,700.00	\$65,514.00
	Animal Control Officer		TPXX08	\$13.9125	\$17.8365	\$21.7606	\$28,938.00	\$37,100.00	\$45,262.00
	Asst. City Attorney		TPXX61	\$30.3750	\$38.9423	\$47.5096	\$63,180.00	\$81,000.00	\$98,820.00
	Benefit District Coordinator	Analyst I	TPAN09	\$22.9875	\$29.4712	\$35.9548	\$47,814.00	\$61,300.00	\$74,786.00
Analyst	Budget Analyst	Analyst I	TPAN09	\$22.9875	\$29.4712	\$35.9548	\$47,814.00	\$61,300.00	\$74,786.00
	Building Codes Enforcement Officer	Multi-Disciplinary Inspector I	TPIN20	\$17.0370	\$21.8423	\$26.6476	\$35,436.96	\$45,432.00	\$55,427.04
	Business Systems Analyst (III)		TPSS30	\$31.9320	\$40.9385	\$49.9449	\$66,418.56	\$85,152.00	\$103,885.44
	Buyer		TPBU03	\$16.0875	\$20.6250	\$25.1625	\$33,462.00	\$42,900.00	\$52,338.00
Civil Engineer V	Capital Projects & Dev Mgr.		TPEN20	\$36.3000	\$46.5385	\$56.7769	\$75,504.00	\$96,800.00	\$118,096.00
	CATV Production Specialist		TPXX36	\$25.4250	\$32.5962	\$39.7673	\$52,884.00	\$67,800.00	\$82,716.00
	Chemist		TPLT15	\$19.7250	\$25.2885	\$30.8519	\$41,028.00	\$52,600.00	\$64,172.00
Civil Engineer	Civil Engineer I		TPEN08	\$24.2640	\$31.1077	\$37.9514	\$50,469.12	\$64,704.00	\$78,938.88
Civil Engineer	Civil Engineer II		TPEN10	\$27.6375	\$35.4327	\$43.2279	\$57,486.00	\$73,700.00	\$89,914.00
Civil Engineer	Civil Engineer III		TPEN12	\$29.4116	\$37.7072	\$46.0028	\$61,176.18	\$78,431.00	\$95,685.82
Civil Engineer	Civil Engineer IV		TPEN15	\$31.7449	\$40.6986	\$49.6522	\$66,029.34	\$84,653.00	\$103,276.66
Civil Engineer	Civil Engineer V		TPEN20	\$36.3000	\$46.5385	\$56.7769	\$75,504.00	\$96,800.00	\$118,096.00
	Comm. Enhancement Officer		TPIN10	\$16.3500	\$20.9615	\$25.5731	\$34,008.00	\$43,600.00	\$53,192.00
	Community Outreach Specialist		TPXX34	\$23.8875	\$30.6250	\$37.3625	\$49,686.00	\$63,700.00	\$77,714.00
	Comm. Service Officer		TPXX02	\$17.4750	\$22.4038	\$27.3327	\$36,348.00	\$46,600.00	\$56,852.00
	Compensation Analyst	Analyst I; HR Analyst	TPAN09	\$22.9875	\$29.4712	\$35.9548	\$47,814.00	\$61,300.00	\$74,786.00
	Contract Specialist		TPBU05	\$20.4750	\$26.2500	\$32.0250	\$42,588.00	\$54,600.00	\$66,612.00
	Court Security Officer		TPXX12	\$17.7000	\$22.6923	\$27.6846	\$36,816.00	\$47,200.00	\$57,584.00
Analyst	Crime Intelligence Analyst	Analyst I	TPAN09	\$22.9875	\$29.4712	\$35.9548	\$47,814.00	\$61,300.00	\$74,786.00
	Customer Outreach Coord	Sr Planner	TPPL20	\$25.2750	\$32.4038	\$39.5327	\$52,572.00	\$67,400.00	\$82,228.00
	Development Services Coord		TPIN32	\$18.5250	\$23.7500	\$28.9750	\$38,532.00	\$49,400.00	\$60,268.00
	Database Administrator		TPDA05	\$0.0000	\$0.0000	\$0.0000	\$0.00	\$0.00	\$0.00
	Database Developer - GIS		TPPR23	\$28.8000	\$36.9231	\$45.0462	\$59,904.00	\$76,800.00	\$93,696.00
	Database Developer - GIS	Programmer Analyst	TPPR20	\$25.9875	\$33.3173	\$40.6471	\$54,054.00	\$69,300.00	\$84,546.00

Family Level	Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
	Deputy City Clerk		TPXX26	\$15.9540	\$20.4538	\$24.9537	\$33,184.32	\$42,544.00	\$51,903.68
	Desktop Program Mgr		TPDS10	\$22.5000	\$28.8462	\$35.1923	\$46,800.00	\$60,000.00	\$73,200.00
	Desktop Technician		TPXX04	\$16.2375	\$20.8173	\$25.3971	\$33,774.00	\$43,300.00	\$52,826.00
	Developer/Programmer Analyst	Programmer Analyst	TPPR20	\$25.9875	\$33.3173	\$40.6471	\$54,054.00	\$69,300.00	\$84,546.00
Engineering Tech	Engineering Tech I		TPET05	\$16.5443	\$21.2106	\$25.8769	\$34,412.04	\$44,118.00	\$53,823.96
Engineering Tech	Engineering Tech II		TPET08	\$17.8875	\$22.9327	\$27.9779	\$37,206.00	\$47,700.00	\$58,194.00
Engineering Tech	Engineering Tech III (Sr)		TPET10	\$19.4820	\$24.9769	\$30.4718	\$40,522.56	\$51,952.00	\$63,381.44
	Enviro. Prog. Coord.	Program Coordinator	TPXX46	\$22.0500	\$28.2692	\$34.4885	\$45,864.00	\$58,800.00	\$71,736.00
Analyst	Fire Analyst	Analyst I	TPAN09	\$22.9875	\$29.4712	\$35.9548	\$47,814.00	\$61,300.00	\$74,786.00
	GIS Analyst		TPSS08	\$22.8000	\$29.2308	\$35.6615	\$47,424.00	\$60,800.00	\$74,176.00
	GIS Technician		TPPR05	\$17.0250	\$21.8269	\$26.6288	\$35,412.00	\$45,400.00	\$55,388.00
	HHW Specialist		TPLT11	\$17.4750	\$22.4038	\$27.3327	\$36,348.00	\$46,600.00	\$56,852.00
	HHW Technician		TPLT05	\$15.8625	\$20.3365	\$24.8106	\$32,994.00	\$42,300.00	\$51,606.00
	Housing Program Coordinator	Program Coordinator	TPXX30	\$18.2777	\$23.4328	\$28.5881	\$38,017.43	\$48,740.30	\$59,463.17
	Human Resources Analyst	Analyst I	TPAN09	\$22.9875	\$29.4712	\$35.9548	\$47,814.00	\$61,300.00	\$74,786.00
	I & I Inspector	Multi-Disciplinary Inspector I	TPIN20	\$17.0370	\$21.8423	\$26.6476	\$35,436.96	\$45,432.00	\$55,427.04
	Inflow Inspector	Multi-Disciplinary Inspector I	TPIN20	\$17.0370	\$21.8423	\$26.6476	\$35,436.96	\$45,432.00	\$55,427.04
	Interpreter Specialist		TPXX06	\$12.9240	\$16.5692	\$20.2145	\$26,881.92	\$34,464.00	\$42,046.08
	ITS Proj. Manager		TPPR30	\$37.3500	\$47.8846	\$58.4192	\$77,688.00	\$99,600.00	\$121,512.00
	Laboratory Supervisor		TPLT20	\$22.5375	\$28.8942	\$35.2510	\$46,878.00	\$60,100.00	\$73,322.00
	Laboratory Technician		TPLT05	\$15.8625	\$20.3365	\$24.8106	\$32,994.00	\$42,300.00	\$51,606.00
	Maintenance Analyst		TPPR10	\$20.9850	\$26.9038	\$32.8227	\$43,648.80	\$55,960.00	\$68,271.20
	Meter Reader Technician		TPXX14	\$14.8335	\$19.0173	\$23.2011	\$30,853.68	\$39,556.00	\$48,258.32
Analyst	Mgmt. Analyst Intern		TPAI05	\$14.0438	\$18.0048	\$21.9659	\$29,211.00	\$37,450.00	\$45,689.00
	Multi-Disciplinary Inspector I	Multi-Disciplinary Inspector I	TPIN20	\$17.0370	\$21.8423	\$26.6476	\$35,436.96	\$45,432.00	\$55,427.04
	Municipal Judge (PT)		TPXX63	\$13.5000	\$17.3077	\$21.1154	\$28,080.00	\$36,000.00	\$43,920.00
	Network Analyst		TPSS12	\$24.7875	\$31.7788	\$38.7702	\$51,558.00	\$66,100.00	\$80,642.00

Family Level	Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Planners	Planner I		TPPL08	\$18.1250	\$23.2692	\$28.3885	\$37,700.00	\$48,400.00	\$59,048.00
Planners	Planner II		TPPL10	\$20.5500	\$26.3462	\$32.1423	\$42,744.00	\$54,800.00	\$66,856.00
Planners	Planning Technician		TPPL05	\$15.5250	\$19.9038	\$24.2827	\$32,292.00	\$41,400.00	\$50,508.00
	Plans Examiner		TPPE05	\$18.8625	\$24.1827	\$29.5029	\$39,234.00	\$50,300.00	\$61,366.00
	Process Instrument Tech II	Process Instrument Tech II	TPPR11	\$21.9000	\$28.0769	\$34.2538	\$45,552.00	\$58,400.00	\$71,248.00
	Program Coord. - Wastewater		TPXX46	\$22.0500	\$28.2692	\$34.4885	\$45,864.00	\$58,800.00	\$71,736.00
	Project Coordinator		TPEN05	\$27.6375	\$35.4327	\$43.2279	\$57,486.00	\$73,700.00	\$89,914.00
	Project Inspector	Multi-Disciplinary Inspector I	TPIN20	\$17.0370	\$21.8423	\$26.6476	\$35,436.96	\$45,432.00	\$55,427.04
	Prosecutor Part-time		TPXX62	\$18.6750	\$23.9423	\$29.2096	\$38,844.00	\$49,800.00	\$60,756.00
	Public Education Specialist		TPXX34	\$23.8875	\$30.6250	\$37.3625	\$49,686.00	\$63,700.00	\$77,714.00
	Recreation Program Manager		TPXX51	\$21.6529	\$27.7601	\$33.8673	\$45,037.98	\$57,741.00	\$70,444.02
	Signal Operations Supervisor	Civil Engineer II	TPEN10	\$27.4875	\$35.2404	\$42.9933	\$57,174.00	\$73,300.00	\$89,426.00
	Special Events Coord.		TPXX28	\$18.3033	\$23.4658	\$28.6283	\$38,070.94	\$48,808.90	\$59,546.86
	Sr. Accountant		TPAC10	\$22.9125	\$29.3750	\$35.8375	\$47,658.00	\$61,100.00	\$74,542.00
	Sr. Application Developer		TPPR24	\$29.6250	\$37.9808	\$46.3365	\$61,620.00	\$79,000.00	\$96,380.00
Analyst	Sr. Budget Analyst	Sr. Analyst	TPAN15	\$24.6375	\$31.5865	\$38.5356	\$51,246.00	\$65,700.00	\$80,154.00
	Sr. Building Inspector	Multi-Disciplinary Inspector II	TPIN35	\$19.0268	\$24.3933	\$29.7598	\$39,575.64	\$50,738.00	\$61,900.36
	Sr. Comm. Enhancemt. Officer		TPIN30	\$17.9509	\$23.0139	\$28.0770	\$37,337.82	\$47,869.00	\$58,400.18
	Sr. Database Administrator		TPDA10	\$32.7000	\$41.9231	\$51.1462	\$68,016.00	\$87,200.00	\$106,384.00
	Sr. Desktop Technician		TPDS05	\$18.7125	\$23.9904	\$29.2683	\$38,922.00	\$49,900.00	\$60,878.00
	Sr. GIS Analyst		TPSS10	\$24.6750	\$31.6346	\$38.5942	\$51,324.00	\$65,800.00	\$80,276.00
	Sr. Laboratory Technician		TPLT10	\$16.4018	\$21.0279	\$25.6540	\$34,115.64	\$43,738.00	\$53,360.36
	Sr. Lead Web Developer	Sr. Lead Web Developer	TPPR25	\$29.9250	\$38.3654	\$46.8058	\$62,244.00	\$79,800.00	\$97,356.00
Analyst	Sr. Management Analyst	Analyst I	TPAN09	\$22.9875	\$29.4712	\$35.9548	\$47,814.00	\$61,300.00	\$74,786.00
	Sr. Network Analyst		TPAN30	\$28.5750	\$36.6346	\$44.6942	\$59,436.00	\$76,200.00	\$92,964.00
Planners	Sr. Planner	Planner III	TPPL20	\$25.2750	\$32.4038	\$39.5327	\$52,572.00	\$67,400.00	\$82,228.00
	Sr. Plans Examiner		TPPE10	\$20.5024	\$26.2851	\$32.0678	\$42,644.94	\$54,673.00	\$66,701.06
	Sr. Project Inspector	Multi-Disciplinary Inspector II	TPIN35	\$19.0268	\$24.3933	\$29.7598	\$39,575.64	\$50,738.00	\$61,900.36

Family Level	Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Planners	Sr. Transportation Planner	Planner III	TPPL20	\$25.2750	\$32.4038	\$39.5327	\$52,572.00	\$67,400.00	\$82,228.00
	Systems Analyst		TPSS12	\$24.7875	\$31.7788	\$38.7702	\$51,558.00	\$66,100.00	\$80,642.00
	Technology Integrator		TPXX56	\$24.7560	\$31.7385	\$38.7209	\$51,492.48	\$66,016.00	\$80,539.52
	Telecom Program Manager		TPSS25	\$28.1130	\$36.0423	\$43.9716	\$58,475.04	\$74,968.00	\$91,460.96
	Traffic Operations Supervisor	Civil Engineer II	TPEN10	\$27.6375	\$35.4327	\$43.2279	\$57,486.00	\$73,700.00	\$89,914.00
Technician	Traffic Operations Tech	Engineering Tech I	TPET05	\$16.5443	\$21.2106	\$25.8769	\$34,412.04	\$44,118.00	\$53,823.96
	Traffic Signal Specialist		TPTT10	\$18.9375	\$24.2788	\$29.6202	\$39,390.00	\$50,500.00	\$61,610.00
	Traffic Signal Supv.		TPTT15	\$23.5500	\$30.1923	\$36.8346	\$48,984.00	\$62,800.00	\$76,616.00
	Traffic Signal Tech II		TPTT17	\$23.6250	\$30.2885	\$36.9519	\$49,140.00	\$63,000.00	\$76,860.00
	Vehicle Maint. Program Coord		TPXX32	\$19.9163	\$25.5337	\$31.1511	\$41,425.80	\$53,110.00	\$64,794.20
	Zoning Enforcement Officer		TPIN05	\$16.3500	\$20.9615	\$25.5731	\$34,008.00	\$43,600.00	\$53,192.00

2008-Present Administrative/Customer Support

Revised 12-22-2011

Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Accounting Technician		ACAT19	\$16.4040	\$21.0308	\$25.6575	\$34,120.32	\$43,744.00	\$53,367.68
Admin Support II	Admin Support II	ACAS10	\$13.5000	\$17.3077	\$21.1154	\$28,080.00	\$36,000.00	\$43,920.00
Admin Support III	Admin Support III	ACAS15	\$14.8497	\$19.0380	\$23.2263	\$30,887.22	\$39,599.00	\$48,310.78
Admin Support IV	Admin Support IV	ACAS20	\$19.9148	\$25.5317	\$31.1487	\$41,422.68	\$53,106.00	\$64,789.32
Court Clerk I		ACCC05	\$12.2250	\$15.6731	\$19.1212	\$25,428.00	\$32,600.00	\$39,772.00
Court Clerk II		ACCC10	\$13.5375	\$17.3558	\$21.1740	\$28,158.00	\$36,100.00	\$44,042.00
Court Clerk III		ACCC20	\$17.0625	\$21.8750	\$26.6875	\$35,490.00	\$45,500.00	\$55,510.00
Court Services Coordinator		ACCC30	\$19.5000	\$25.0000	\$30.5000	\$40,560.00	\$52,000.00	\$63,440.00
Court Services Officer		ACXX35	\$17.4750	\$22.4038	\$27.3327	\$36,348.00	\$46,600.00	\$56,852.00
Customer Svc. Rep. I	Customer Svc. Rep. I	ACCS05	\$12.6375	\$16.2019	\$19.7663	\$26,286.00	\$33,700.00	\$41,114.00
Customer Svc. Rep. II	Customer Svc. Rep. II	ACCS10	\$13.4625	\$17.2596	\$21.0567	\$28,002.00	\$35,900.00	\$43,798.00
Customer Svc. Rep. III	Customer Svc. Rep. III	ACCS15	\$14.4375	\$18.5096	\$22.5817	\$30,030.00	\$38,500.00	\$46,970.00
Customer Svc. Rep. IV	Customer Svc. Rep. IV	ACCS20	\$17.8500	\$22.8846	\$27.9192	\$37,128.00	\$47,600.00	\$58,072.00
Distribution Clerk		ACCL08	\$13.0095	\$16.6788	\$20.3482	\$27,059.76	\$34,692.00	\$42,324.24
False Alarm Coordinator	Coordinator	ACCS25	\$18.2997	\$23.4611	\$28.6225	\$38,063.22	\$48,799.00	\$59,534.78
Fleet Coordinator	Coordinator	ACXX25	\$17.6625	\$22.6442	\$27.6260	\$36,738.00	\$47,100.00	\$57,462.00
Housing Program Specialist		ACXX20	\$15.2250	\$19.5192	\$23.8135	\$31,668.00	\$40,600.00	\$49,532.00
Human Resources Coordinator		ACHR10	\$20.0250	\$25.6731	\$31.3212	\$41,652.00	\$53,400.00	\$65,148.00
Human Resources Technician		ACHR05	\$19.3125	\$24.7596	\$30.2067	\$40,170.00	\$51,500.00	\$62,830.00
Loss Control Coordinator		ACHR10	\$20.0250	\$25.6731	\$31.3212	\$41,652.00	\$53,400.00	\$65,148.00
Parking Control Officer		ACXX05	\$11.4750	\$14.7115	\$17.9481	\$23,868.00	\$30,600.00	\$37,332.00
Payroll Coordinator		ACAT16	\$20.0250	\$25.6731	\$31.3212	\$41,652.00	\$53,400.00	\$65,148.00
Project Finance Coordinator		ACAT20	\$20.6903	\$26.5260	\$32.3617	\$43,035.72	\$55,174.00	\$67,312.28
Property Control Officer		ACXX15	\$15.7125	\$20.1442	\$24.5760	\$32,682.00	\$41,900.00	\$51,118.00
Solid Waste Service Coordinator	Customer Service Rep. III	ACCS15	\$14.4375	\$18.5096	\$22.5817	\$30,030.00	\$38,500.00	\$46,970.00
Sr. Accounting Clerk		ACAT12	\$15.2704	\$19.5774	\$23.8844	\$31,762.38	\$40,721.00	\$49,679.62
Sr. Storekeeper		ACCL15	\$16.2210	\$20.7962	\$25.3713	\$33,739.68	\$43,256.00	\$52,772.32
Transfer Gatekeeper	Customer Svc. Rep. I	ACCS05	\$12.6375	\$16.2019	\$19.7663	\$26,286.00	\$33,700.00	\$41,114.00
Victims Witness Coordinator		ACCC25	\$18.4879	\$23.7024	\$28.9169	\$38,454.78	\$49,301.00	\$60,147.22

2008-Present Skilled Labor/Crafts

Revised 12-22-2011

Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Arborist	Construction Team Supr.	SLMW50	\$21.6375	\$27.7404	\$33.8433	\$45,006.00	\$57,700.00	\$70,394.00
Bulk Driver		SLEO10	\$15.6000	\$20.0000	\$24.4000	\$32,448.00	\$41,600.00	\$50,752.00
Commercial Driver		SLEO10	\$15.6000	\$20.0000	\$24.4000	\$32,448.00	\$41,600.00	\$50,752.00
Construction Team Supervisor	Construction Team Supv.	SLMW50	\$21.6375	\$27.7404	\$33.8433	\$45,006.00	\$57,700.00	\$70,394.00
Control Operator		SLPO15	\$19.0875	\$24.4712	\$29.8548	\$39,702.00	\$50,900.00	\$62,098.00
Custodian		SLCU05	\$11.3250	\$14.5192	\$17.7135	\$23,556.00	\$30,200.00	\$36,844.00
Disposal Route Supervisor		SLMW50	\$21.6375	\$27.7404	\$33.8433	\$45,006.00	\$57,700.00	\$70,394.00
Facilities Maint. Tech. I		SLMT20	\$15.2786	\$19.5880	\$23.8973	\$31,779.54	\$40,743.00	\$49,706.46
Facilities Maint. Tech. II		SLMT25	\$15.4035	\$19.7481	\$24.0927	\$32,039.28	\$41,076.00	\$50,112.72
Forester		SLXX15	\$20.0625	\$25.7212	\$31.3798	\$41,730.00	\$53,500.00	\$65,270.00
Grounds Maintenance Supv.	Construction Team Supv.	SLMW50	\$21.6375	\$27.7404	\$33.8433	\$45,006.00	\$57,700.00	\$70,394.00
Heavy Equipment Mechanic		SLME10	\$15.6169	\$20.0216	\$24.4264	\$32,483.10	\$41,645.00	\$50,806.90
Heavy Equipment Operator		SLEO15	\$15.9758	\$20.4817	\$24.9877	\$33,229.56	\$42,602.00	\$51,974.44
Horticulturist		SLXX10	\$20.1375	\$25.8173	\$31.4971	\$41,886.00	\$53,700.00	\$65,514.00
Housing Maint. Supv.		SLMW35	\$17.2125	\$22.0673	\$26.9221	\$35,802.00	\$45,900.00	\$55,998.00
Housing Maintenance Tech. I		SLMW06	\$12.6375	\$16.2019	\$19.7663	\$26,286.00	\$33,700.00	\$41,114.00
Housing Maintenance Tech. II		SLMW17	\$14.5500	\$18.6538	\$22.7577	\$30,264.00	\$38,800.00	\$47,336.00
Housing Maintenance Tech. III		SLMW30	\$15.4118	\$19.7587	\$24.1056	\$32,056.44	\$41,098.00	\$50,139.56
Line Locate Technician		SLTN20	\$17.4750	\$22.4038	\$27.3327	\$36,348.00	\$46,600.00	\$56,852.00
Maintenance Worker I	Maint. Worker I	SLMW06	\$12.6375	\$16.2019	\$19.7663	\$26,286.00	\$33,700.00	\$41,114.00
Maintenance Worker II	Maint. Worker II	SLMW17	\$14.5500	\$18.6538	\$22.7577	\$30,264.00	\$38,800.00	\$47,336.00
Mechanic		SLME05	\$15.4118	\$19.7587	\$24.1056	\$32,056.44	\$41,098.00	\$50,139.56
Mechanic Team Supv.		SLME15	\$19.9500	\$25.5769	\$31.2038	\$41,496.00	\$53,200.00	\$64,904.00
Meter Reader Team Supv.		SLMR15	\$19.9500	\$25.5769	\$31.2038	\$41,496.00	\$53,200.00	\$64,904.00
Park Maintenance Tech.	Maint. Worker IV	SLMW35	\$17.0250	\$21.8269	\$26.6288	\$35,412.00	\$45,400.00	\$55,388.00

Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Park Services Coordinator		SLMW50	\$21.6375	\$27.7404	\$33.8433	\$45,006.00	\$57,700.00	\$70,394.00
Parks Craftsperson	Maint. Worker IV	SLMW35	\$17.0250	\$21.8269	\$26.6288	\$35,412.00	\$45,400.00	\$55,388.00
Plant Maint. Tech. I		SLMT23	\$16.1850	\$20.7500	\$25.3150	\$33,664.80	\$43,160.00	\$52,655.20
Plant Maint. Tech. II		SLMT30	\$17.4011	\$22.3091	\$27.2171	\$36,194.34	\$46,403.00	\$56,611.66
Plant Maint. Tech. III		SLPO15	\$19.0875	\$24.4712	\$29.8548	\$39,702.00	\$50,900.00	\$62,098.00
Process Instrument Tech		SLMT31	\$20.4750	\$26.2500	\$32.0250	\$42,588.00	\$54,600.00	\$66,612.00
Process Operator		SLPO05	\$12.0960	\$15.5077	\$18.9194	\$25,159.68	\$32,256.00	\$39,352.32
Process Operator II		SLPO10	\$14.8234	\$19.0043	\$23.1853	\$30,832.62	\$39,529.00	\$48,225.38
Recycling Driver		SLEO10	\$15.6000	\$20.0000	\$24.4000	\$32,448.00	\$41,600.00	\$50,752.00
Residential Driver		SLEO10	\$15.6000	\$20.0000	\$24.4000	\$32,448.00	\$41,600.00	\$50,752.00
Signs & Markings Supv.		SLTN30	\$21.2625	\$27.2596	\$33.2567	\$44,226.00	\$56,700.00	\$69,174.00
Solid Waste Collection Operator		SLEO10	\$15.6000	\$20.0000	\$24.4000	\$32,448.00	\$41,600.00	\$50,752.00
Solid Waste Route Leader		SLMW32	\$16.6875	\$21.3942	\$26.1010	\$34,710.00	\$44,500.00	\$54,290.00
Solid Waste Route Supv.	Construction Team Supv.	SLMW50	\$21.6375	\$27.7404	\$33.8433	\$45,006.00	\$57,700.00	\$70,394.00
Sports Field Maint. Tech.	Maint. Worker IV	SLMW35	\$17.0250	\$21.8269	\$26.6288	\$35,412.00	\$45,400.00	\$55,388.00
Sr. Maintenance Worker	Maint. Worker III	SLMW30	\$15.4118	\$19.7587	\$24.1056	\$32,056.44	\$41,098.00	\$50,139.56
Custodial Maintenance Supv.		SLCU10	\$13.8750	\$17.7885	\$21.7019	\$28,860.00	\$37,000.00	\$45,140.00
Sr. Horticulturist	Construction Team Supr.	SLMW50	\$21.6375	\$27.7404	\$33.8433	\$45,006.00	\$57,700.00	\$70,394.00
Sr. Maintenance Worker	Maint. Worker III	SLMW30	\$15.4118	\$19.7587	\$24.1056	\$32,056.44	\$41,098.00	\$50,139.56
Sr. Utilities Specialist	Maint. Worker IV	SLXX32	\$17.6400	\$22.6154	\$27.5908	\$36,691.20	\$47,040.00	\$57,388.80
Sr. Utility Maintenance Worker	Maint. Worker III	SLMW30	\$15.4118	\$19.7587	\$24.1056	\$32,056.44	\$41,098.00	\$50,139.56
Street Light Specialist	Street Light Specialist	SLTN10	\$17.2875	\$22.1635	\$27.0394	\$35,958.00	\$46,100.00	\$56,242.00
Streetlight Supervisor		SLTN50	\$22.3875	\$28.7019	\$35.0163	\$46,566.00	\$59,700.00	\$72,834.00
Sweeper Operator	Maint. Worker III	SLMW30	\$15.4118	\$19.7587	\$24.1056	\$32,056.44	\$41,098.00	\$50,139.56
Sweeper Operator Team Leader		SLMW45	\$19.9500	\$25.5769	\$31.2038	\$41,496.00	\$53,200.00	\$64,904.00
Team Supv.		SLMW45	\$19.9500	\$25.5769	\$31.2038	\$41,496.00	\$53,200.00	\$64,904.00

Working Title	Career Banding Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Tire Repairer	Maint. Worker I	SLMW06	\$12.6375	\$16.2019	\$19.7663	\$26,286.00	\$33,700.00	\$41,114.00
Traffic Control Specialist	Traffic Control Specialist	SLTN05	\$16.3125	\$20.9135	\$25.5144	\$33,930.00	\$43,500.00	\$53,070.00
Utilities Specialist	Line Locate Tech	SLTN20	\$17.4750	\$22.4038	\$27.3327	\$36,348.00	\$46,600.00	\$56,852.00
Utility Maintenance Worker I	Maint. Worker I	SLMW06	\$12.6375	\$16.2019	\$19.7663	\$26,286.00	\$33,700.00	\$41,114.00
Utility Maintenance Worker II		SLMW25	\$14.6595	\$18.7942	\$22.9290	\$30,491.76	\$39,092.00	\$47,692.24
Vehicle Maintenance Attendant	Maint. Worker II	SLMW17	\$14.5500	\$18.6538	\$22.7577	\$30,264.00	\$38,800.00	\$47,336.00
Vehicle Maintenance Supv.		SLTT40	\$20.4375	\$26.2019	\$31.9663	\$42,510.00	\$54,500.00	\$66,490.00
Welder	Maint. Worker II	SLMW17	\$14.5500	\$18.6538	\$22.7577	\$30,264.00	\$38,800.00	\$47,336.00

2008-Present General Management

Revised 12-22-2011

Working Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Accounting Mgr.	GMXX42	\$28.84	\$36.97	\$45.10	\$59,982	\$76,900	\$93,818
Admin. Bureau Mgr.	GMXX67	\$33.41	\$42.83	\$52.25	\$69,489	\$89,088	\$108,687
Asst. Dir. Of Dev. Svc.	GMXX74	\$38.18	\$48.94	\$59.71	\$79,404	\$101,800	\$124,196
Asst. Dir. of HR	GMXX74	\$38.18	\$48.94	\$59.71	\$79,404	\$101,800	\$124,196
Asst. Solid Waste Mgr.	GMXX65	\$38.40	\$30.29	\$36.95	\$49,140	\$63,000	\$76,860
Asst. Dir. of S.F.M.	GMXX75	\$38.40	\$49.23	\$60.06	\$79,872	\$102,400	\$124,928
Assistant Operations Manager	GMXX43	\$29.74	\$38.13	\$46.51	\$61,854	\$79,300	\$96,746
Asset Manager	GMXX43	\$29.74	\$38.13	\$46.51	\$61,854	\$79,300	\$96,746
Budget Mgr.	GMXX43	\$29.74	\$38.13	\$46.51	\$61,854	\$79,300	\$96,746
Business Serv Mgr.	GMXX36	\$34.50	\$44.23	\$53.96	\$71,760	\$92,000	\$112,240
Chief Building Official	GMIN10	\$30.08	\$38.56	\$47.04	\$62,556	\$80,200	\$97,844
City Clerk	GMXX32	\$25.32	\$32.46	\$39.60	\$52,667	\$67,522	\$82,377
City Engineer/Infrastructure Mgr.	GMXX73	\$39.45	\$50.58	\$61.70	\$82,056	\$105,200	\$128,344
City Prosecutor	GMXX52	\$37.35	\$47.88	\$58.42	\$77,688	\$99,600	\$121,512
Comm. & Public Education Manager	GMXX44	\$28.01	\$35.91	\$43.81	\$58,266	\$74,700	\$91,134
Court Administrator	GMXX04	\$33.60	\$43.08	\$52.55	\$69,888	\$89,600	\$109,312
Court Clerk Supv.	GMXX05	\$24.79	\$31.78	\$38.77	\$51,558	\$66,100	\$80,642
Customer Service Mgr.	GMXX61	\$35.06	\$44.95	\$54.84	\$72,930	\$93,500	\$114,070
Customer Service Supv.	GMXX19	\$23.21	\$29.76	\$36.31	\$48,282	\$61,900	\$75,518
Deputy City Attorney	GMXX83	\$44.70	\$57.31	\$69.92	\$92,976	\$119,200	\$145,424
Deputy Director	GMXX76	\$41.21	\$52.84	\$64.46	\$85,722	\$109,900	\$134,078
Deputy Police Chief	GMXX80	\$38.10	\$48.85	\$59.59	\$79,248	\$101,600	\$123,952
Division Chief	GMXX67	\$33.41	\$42.83	\$52.25	\$69,489	\$89,088	\$108,687
Environmental Services Manager	GMXX72	\$41.10	\$52.69	\$64.28	\$85,488	\$109,600	\$133,712
Facilities & Construction, Asst. Mgr.	GMXX20	\$23.74	\$30.43	\$37.13	\$49,374	\$63,300	\$77,226
Facilities Maint. Supv.	GMXX20	\$23.74	\$30.43	\$37.13	\$49,374	\$63,300	\$77,226
Fire Battalion Chief	GMXX58	\$31.83	\$40.80	\$49.78	\$66,197	\$84,868	\$103,539
Historical Site Mgr.	GMXX16	\$24.75	\$31.73	\$38.71	\$51,480	\$66,000	\$80,520
Human Relations Mgr.	GMXX18	\$22.34	\$28.65	\$34.95	\$46,474	\$59,582	\$72,690
Human Resources Mgr.	GMXX42	\$28.84	\$36.97	\$45.10	\$59,982	\$76,900	\$93,818

Working Title	Band Code	2008 Minimum (Hrly)	2008 Market (Hrly)	2008 Maximum (Hrly)	2008 Minimum (Annual)	2008 Market (Annual)	2008 Maximum (Annual)
Housing Manager	GMXX33	\$27.10	\$34.74	\$42.39	\$56,365	\$72,263	\$88,161
Laboratory Manager	GMXX38	\$27.86	\$35.72	\$43.58	\$57,954	\$74,300	\$90,646
Meter Services Mgr.	GMXX09	\$21.45	\$27.50	\$33.55	\$44,614	\$57,198	\$69,782
Mobility Manager	GMXX74	\$38.18	\$48.94	\$59.71	\$79,404	\$101,800	\$124,196
Operations Manager	GMXX68	\$39.94	\$51.20	\$62.47	\$83,070	\$106,500	\$129,930
Parks and Facilities Mgr.	GMXX34	\$26.86	\$34.44	\$42.01	\$55,873	\$71,632	\$87,391
Parks and Facilities Supv.	GMXX24	\$24.26	\$31.11	\$37.95	\$50,466	\$64,700	\$78,934
Parks and Grounds, Asst. Mgr.	GMXX20	\$23.74	\$30.43	\$37.13	\$49,374	\$63,300	\$77,226
Park Services Mgr.	GMXX24	\$24.26	\$31.11	\$37.95	\$50,466	\$64,700	\$78,934
Plant Maintenance Superintendent	GMXX35	\$27.63	\$35.43	\$43.22	\$57,477	\$73,689	\$89,901
Police Captain	GMXX66	\$34.46	\$44.18	\$53.90	\$71,682	\$91,900	\$112,118
Police Lieutenant	GMXX46	\$32.36	\$41.49	\$50.62	\$67,314	\$86,300	\$105,286
Police Major	GMXX69	\$36.38	\$46.63	\$56.89	\$75,660	\$97,000	\$118,340
Police Records Supv.	GMXX08	\$21.04	\$26.97	\$32.90	\$43,758	\$56,100	\$68,442
Project Inspection Supv.	GMXX26	\$27.64	\$35.43	\$43.23	\$57,486	\$73,700	\$89,914
Purchasing Mgr.	GMXX54	\$25.54	\$32.74	\$39.94	\$53,118	\$68,100	\$83,082
Rec. Div. Supt.	GMXX63	\$30.05	\$38.53	\$47.00	\$62,508	\$80,139	\$97,770
Sr. Captain Inspector (Fire)	GMXX45	\$30.19	\$38.70	\$47.22	\$62,790	\$80,500	\$98,210
Solid Waste Mgr.	GMXX60	\$35.93	\$46.06	\$56.19	\$74,724	\$95,800	\$116,876
Strategy Manager	GMXX56	\$33.49	\$42.93	\$52.38	\$69,654	\$89,300	\$108,946
Street Maint. Supv.	GMXX20	\$23.74	\$30.43	\$37.13	\$49,374	\$63,300	\$77,226
Street Maintenance Supt.	GMXX28	\$27.64	\$35.43	\$43.23	\$57,486	\$73,700	\$89,914
Technical Services Mgr.	GMXX40	\$30.23	\$38.75	\$47.28	\$62,868	\$80,600	\$98,332
Transportation Mgr.	GMXX71	\$37.04	\$47.48	\$57.93	\$77,039	\$98,768	\$120,497
Utility Maint. Supt.	GMXX56	\$33.49	\$42.93	\$52.38	\$69,654	\$89,300	\$108,946
Vehicle Maint. Supt.	GMXX34	\$26.86	\$34.44	\$42.01	\$55,873	\$71,632	\$87,391
Wastewater Coll. Program Mgr.	GMXX06	\$23.10	\$29.62	\$36.13	\$48,048	\$61,600	\$75,152
Wastewater Production Supv.	GMXX22	\$25.05	\$32.12	\$39.18	\$52,104	\$66,800	\$81,496
Wastewater Supt.	GMXX35	\$27.63	\$35.43	\$43.22	\$57,477	\$73,689	\$89,901
Wastewater Supv.	GMXX22	\$25.05	\$32.12	\$39.18	\$52,104	\$66,800	\$81,496
Wastewater Treatment Supv.	GMXX22	\$25.05	\$32.12	\$39.18	\$52,104	\$66,800	\$81,496

<b>Working Title</b>	<b>Band Code</b>	<b>2008 Minimum (Hrly)</b>	<b>2008 Market (Hrly)</b>	<b>2008 Maximum (Hrly)</b>	<b>2008 Minimum (Annual)</b>	<b>2008 Market (Annual)</b>	<b>2008 Maximum (Annual)</b>
Water Dist. Program Mgr.	GMXX02	\$23.10	\$29.62	\$36.13	\$48,048	\$61,600	\$75,152
Water Production Supt.	GMXX44	\$28.01	\$35.91	\$43.81	\$58,266	\$74,700	\$91,134
Water Production Supv.	GMXX22	\$25.05	\$32.12	\$39.18	\$52,104	\$66,800	\$81,496

**2008-Present Executive**

Revised 12-22-2011

<b>Working Title</b>	<b>Band Code</b>	<b>2008 Minimum (Hrly)</b>	<b>2008 Market (Hrly)</b>	<b>2008 Maximum (Hrly)</b>	<b>2008 Minimum (Annual)</b>	<b>2008 Market (Annual)</b>	<b>2008 Maximum (Annual)</b>	<b>07/08% Market Change</b>
Assistant City Manager	EEXX70	\$54.50	\$69.87	\$85.24	\$113,354	\$145,326	\$177,298	4.13%
City Attorney	EEXX75	\$51.77	\$66.38	\$80.98	\$107,687	\$138,060	\$168,433	4.13%
City Auditor	EEXX05	\$34.12	\$43.74	\$53.37	\$70,971	\$90,988	\$111,005	3.03%
City Manager	EEXX80	\$68.22	\$87.46	\$106.70	\$141,898	\$181,921	\$221,944	4.76%
Communications Director	EEXX10	\$37.20	\$47.70	\$58.19	\$77,385	\$99,212	\$121,039	4.27%
Fire Chief	EEXX55	\$48.38	\$62.02	\$75.67	\$100,622	\$129,003	\$157,384	4.29%
Information Services Director	EEXX35	\$45.05	\$57.76	\$70.47	\$93,708	\$120,138	\$146,568	4.27%
Public Works Director	EEXX40	\$45.95	\$58.91	\$71.87	\$95,579	\$122,537	\$149,495	4.70%
Parks and Recreation Director	EEXX30	\$44.04	\$56.46	\$68.88	\$91,597	\$117,432	\$143,267	4.43%
Police Chief	EEXX65	\$50.72	\$65.03	\$79.34	\$105,507	\$135,266	\$165,025	3.96%
Resource Management Director	EEXX47	\$46.25	\$59.30	\$72.34	\$96,207	\$123,342	\$150,477	4.65%
Municipal Judge- 2009 market	EEXX45	\$47.13	\$60.42	\$73.71	\$98,025	\$125,673	\$153,321	7.38%