



<u>Job Classification</u>	<u>Monthly Salary</u>					<u>Hourly Equivalents</u>				
	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>
MANAGEMENT										
Administrative Services Director	\$13,256.04	\$13,919.33	\$14,614.99	\$15,346.64	\$16,113.07	\$76.477	\$80.30	\$84.32	\$88.54	\$92.96
Assistant City Manager	\$13,668.87	\$14,351.98	\$15,070.49	\$15,823.27	\$16,614.89	\$78.859	\$82.80	\$86.95	\$91.29	\$95.86
City Manager					\$21,587.77					\$124.54
Community Development Director	\$13,256.04	\$13,919.33	\$14,614.99	\$15,346.64	\$16,113.07	\$76.477	\$80.30	\$84.32	\$88.54	\$92.96
Community Services Director	\$12,877.26	\$13,520.38	\$14,197.77	\$14,907.14	\$15,653.06	\$74.292	\$78.00	\$81.91	\$86.00	\$90.31
Fire Chief	\$13,803.67	\$14,494.77	\$15,218.99	\$15,979.77	\$16,779.38	\$79.637	\$83.62	\$87.80	\$92.19	\$96.80
Police Chief	\$14,363.40	\$15,081.91	\$15,835.84	\$16,627.45	\$17,459.06	\$82.866	\$87.01	\$91.36	\$95.93	\$100.73
Public Works Director	\$13,398.15	\$14,067.54	\$14,772.34	\$15,511.42	\$16,288.19	\$77.297	\$81.16	\$85.23	\$89.49	\$93.97
Utilities Director	\$14,799.76	\$15,539.98	\$16,316.75	\$17,133.49	\$17,991.37	\$85.383	\$89.65	\$94.14	\$98.85	\$103.80
MID-MGT & PROF EMPS ASSOC. (MMPEA)										
Accountant	\$7,086.88	\$7,447.86	\$7,828.25	\$8,228.05	\$8,647.28	\$40.89	\$42.97	\$45.16	\$47.47	\$49.89
Accounting Manager	\$8,516.10	\$8,941.90	\$9,389.01	\$9,858.45	\$10,351.37	\$49.13	\$51.59	\$54.17	\$56.88	\$59.72
Administrative Analyst II	\$7,086.88	\$7,447.86	\$7,828.25	\$8,228.05	\$8,647.28	\$40.89	\$42.97	\$45.16	\$47.47	\$49.89
Associate Civil Engineer	\$8,065.85	\$8,477.08	\$8,908.87	\$9,363.51	\$9,840.99	\$46.53	\$48.91	\$51.40	\$54.02	\$56.77
Building Official	\$9,647.00	\$10,129.34	\$10,635.81	\$11,167.60	\$11,725.98	\$55.66	\$58.44	\$61.36	\$64.43	\$67.65
Central Services Manager	\$8,516.10	\$8,941.90	\$9,389.01	\$9,858.45	\$10,351.37	\$49.13	\$51.59	\$54.17	\$56.88	\$59.72
City Clerk	\$8,687.70	\$9,122.08	\$9,578.20	\$10,057.10	\$10,559.96	\$50.12	\$52.63	\$55.26	\$58.02	\$60.92
Deputy City Clerk	\$6,409.35	\$6,734.27	\$7,078.85	\$7,439.48	\$7,819.76	\$36.98	\$38.85	\$40.84	\$42.92	\$45.11
Electric Operations Superintendent	\$12,317.79	\$12,933.57	\$13,580.25	\$14,259.27	\$14,972.22	\$71.06	\$74.62	\$78.35	\$82.27	\$86.38
Emergency Response Coordinator	\$7,557.03	\$7,934.89	\$8,331.63	\$8,748.21	\$9,185.62	\$43.60	\$45.78	\$48.07	\$50.47	\$52.99
Finance Manager	\$9,363.51	\$9,840.99	\$10,343.61	\$10,871.36	\$11,425.38	\$54.02	\$56.77	\$59.67	\$62.72	\$65.92
Fire Marshal/Division Chief	\$11,150.75	\$11,708.29	\$12,293.71	\$12,908.39	\$13,553.81	\$64.33	\$67.55	\$70.93	\$74.47	\$78.20
Housing Administrator	\$9,363.51	\$9,840.99	\$10,343.61	\$10,871.36	\$11,425.38	\$54.02	\$56.77	\$59.67	\$62.72	\$65.92
Information Technology Manager	\$10,039.70	\$10,541.68	\$11,068.76	\$11,622.20	\$12,203.32	\$57.92	\$60.82	\$63.86	\$67.05	\$70.40
Parks and Open Space Superintendent	\$8,644.48	\$9,076.71	\$9,530.54	\$10,007.07	\$10,507.42	\$49.87	\$52.37	\$54.98	\$57.73	\$60.62
Police Lieutenant	\$11,482.78	\$12,056.92	\$12,659.76	\$13,292.76	\$13,957.07	\$66.25	\$69.56	\$73.04	\$76.69	\$80.52
Police Social Services Team Member	\$6,704.50	\$7,039.72	\$7,391.70	\$7,761.29	\$8,149.35	\$38.68	\$40.61	\$42.64	\$44.78	\$47.02
Principal Civil Engineer	\$10,685.16	\$11,220.90	\$11,781.78	\$12,370.06	\$12,989.20	\$61.65	\$64.74	\$67.97	\$71.37	\$74.94
Public Information and Community Outreach	\$6,872.26	\$7,215.88	\$7,576.67	\$7,955.50	\$8,353.28	\$39.65	\$41.63	\$43.71	\$45.90	\$48.19
Recreation Manager	\$8,306.35	\$8,721.68	\$9,157.75	\$9,615.64	\$10,096.42	\$47.92	\$50.32	\$52.83	\$55.47	\$58.25
Recreation Supervisor	\$6,480.32	\$6,810.45	\$7,157.71	\$7,523.25	\$7,907.06	\$37.39	\$39.29	\$41.29	\$43.40	\$45.62
Senior Civil Engineer	\$9,457.18	\$9,940.38	\$10,446.41	\$10,979.88	\$11,539.61	\$54.56	\$57.35	\$60.27	\$63.35	\$66.57
Senior Planner	\$9,363.51	\$9,840.99	\$10,343.61	\$10,871.36	\$11,425.38	\$54.02	\$56.77	\$59.67	\$62.72	\$65.92
Utilities Engineering Manager	\$11,777.00	\$12,365.85	\$12,984.15	\$13,633.35	\$14,315.01	\$67.94	\$71.34	\$74.91	\$78.65	\$82.59
Utility Maintenance Superintendent	\$9,841.39	\$10,333.45	\$10,850.13	\$11,393.63	\$11,962.28	\$56.78	\$59.62	\$62.60	\$65.73	\$69.01
Utility Safety Compliance Coordinator	\$7,223.72	\$7,584.91	\$7,964.15	\$8,362.35	\$8,780.47	\$41.68	\$43.76	\$45.95	\$48.24	\$50.66
Water and Wastewater Operations Superintendent	\$10,396.41	\$10,916.22	\$11,462.04	\$12,035.14	\$12,636.89	\$59.98	\$62.98	\$66.13	\$69.43	\$72.91
HR Analyst	\$7,598.64	\$7,985.89	\$8,392.54	\$8,820.91	\$9,270.98	\$43.84	\$46.07	\$48.42	\$50.89	\$53.49
HR Manager	\$9,363.51	\$9,840.99	\$10,343.61	\$10,871.36	\$11,425.38	\$54.02	\$56.77	\$59.67	\$62.72	\$65.92
HBG POLICE OFFICERS ASSOC (HPOA)										
Police Dispatcher I	\$5,027.31	\$5,284.32	\$5,553.90	\$5,836.06	\$6,134.21	\$29.00	\$30.49	\$32.04	\$33.67	\$35.39
Police Dispatcher II	\$5,284.32	\$5,553.90	\$5,836.06	\$6,134.20	\$6,441.48	\$30.49	\$32.04	\$33.67	\$35.39	\$37.16
Police Officer	\$6,877.24	\$7,221.09	\$7,582.16	\$7,961.26	\$8,359.33	\$39.68	\$41.66	\$43.74	\$45.93	\$48.23
Police Records Technician	\$4,996.85	\$5,251.92	\$5,518.75	\$5,800.86	\$6,097.06	\$28.83	\$30.30	\$31.84	\$33.47	\$35.18
Police Sergeant	\$8,607.70	\$9,038.07	\$9,489.99	\$9,964.48	\$10,462.70	\$49.66	\$52.14	\$54.75	\$57.49	\$60.36
Police Technician	\$4,391.49	\$4,613.65	\$4,849.91	\$5,096.76	\$5,356.54	\$25.34	\$26.62	\$27.98	\$29.40	\$30.90
INT'L ASSOC OF FIREFIGHTERS (IAFF)										
Fire Captain (56 hr. work week)	\$8,219.59	\$8,638.15	\$9,079.05	\$9,542.28	\$10,029.04	\$33.87	\$35.60	\$37.41	\$39.32	\$41.33

Fire Engineer (56 hr. work week)	\$7,080.29	\$7,441.25	\$7,821.01	\$8,219.59	\$8,638.15	\$29.18	\$30.66	\$32.23	\$33.87	\$35.60
Fire Engineer (40 hr. work week)	\$7,080.29	\$7,441.25	\$7,821.01	\$8,219.59	\$8,638.15	\$40.85	\$42.93	\$45.12	\$47.42	\$49.83
Firefighter (56 hr. work week)	\$6,735.80	\$7,080.29	\$7,441.25	\$7,821.01	\$8,219.59	\$27.76	\$29.18	\$30.66	\$32.23	\$33.87
Firefighter (40 hr. work week)	\$6,735.80	\$7,080.29	\$7,441.25	\$7,821.01	\$8,219.59	\$38.86	\$40.85	\$42.93	\$45.12	\$47.42
Fire Inspector (40 hr. work week)	\$7,441.26	\$7,821.01	\$8,219.58	\$8,638.14	\$9,079.05	\$42.93	\$45.12	\$47.42	\$49.83	\$52.38

INT'L BROTHERHOOD OF ELECTRICAL

	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>
Accounting Assistant I	\$4,343.32	\$4,560.49	\$4,788.52	\$5,027.95	\$5,279.34	\$25.06	\$26.31	\$27.63	\$29.01	\$30.46
Accounting Assistant II	\$4,760.00	\$5,009.71	\$5,258.05	\$5,526.50	\$5,807.50	\$27.46	\$28.90	\$30.33	\$31.88	\$33.50
Accounting Technician	\$5,526.50	\$5,807.50	\$6,104.50	\$6,415.20	\$6,743.06	\$31.88	\$33.50	\$35.22	\$37.01	\$38.90
Administrative Technician	\$6,104.50	\$6,415.21	\$6,743.05	\$7,086.88	\$7,447.86	\$35.22	\$37.01	\$38.90	\$40.89	\$42.97
Assistant Planner	\$6,006.42	\$6,306.74	\$6,622.09	\$6,953.19	\$7,300.85	\$34.65	\$36.39	\$38.20	\$40.11	\$42.12
Building Inspector I	\$6,810.45	\$7,157.71	\$7,523.25	\$7,907.06	\$8,310.30	\$39.29	\$41.29	\$43.40	\$45.62	\$47.94
Building Inspector II	\$7,229.67	\$7,598.64	\$7,985.89	\$8,392.54	\$8,820.91	\$41.71	\$43.84	\$46.07	\$48.42	\$50.89
Building Maintenance Technician I	\$4,847.03	\$5,089.38	\$5,343.86	\$5,611.04	\$5,891.59	\$27.96	\$29.36	\$30.83	\$32.37	\$33.99
Building Maintenance Technician II	\$5,310.60	\$5,581.32	\$5,865.76	\$6,165.04	\$6,480.32	\$30.64	\$32.20	\$33.84	\$35.57	\$37.39
Development Services Technician I	\$5,573.46	\$5,852.13	\$6,144.74	\$6,451.98	\$6,774.58	\$32.15	\$33.76	\$35.45	\$37.22	\$39.08
Development Services Technician II	\$6,104.50	\$6,415.21	\$6,743.05	\$7,086.88	\$7,447.86	\$35.22	\$37.01	\$38.90	\$40.89	\$42.97
Electric Engineering Technician I	\$7,193.12	\$7,552.95	\$7,931.05	\$8,327.44	\$8,744.38	\$41.50	\$43.57	\$45.76	\$48.04	\$50.45
Electric Engineering Technician II	\$7,560.94	\$7,939.05	\$8,336.57	\$8,753.52	\$9,191.02	\$43.62	\$45.80	\$48.10	\$50.50	\$53.03
Electric Coordinator/Inspector	\$7,746.14	\$8,133.45	\$8,540.12	\$8,967.13	\$9,415.48	\$44.69	\$46.92	\$49.27	\$51.73	\$54.32
Electric Line Foreman	\$10,344.68	\$10,861.92	\$11,405.00	\$11,975.26	\$12,574.02	\$59.68	\$62.66	\$65.80	\$69.09	\$72.54
Electric Materials Technician	\$6,505.39	\$6,830.66	\$7,172.19	\$7,530.79	\$7,907.34	\$37.53	\$39.41	\$41.38	\$43.45	\$45.62
Electric Meter Technician	\$7,947.05	\$8,344.57	\$8,761.51	\$9,200.16	\$9,660.51	\$45.85	\$48.14	\$50.55	\$53.08	\$55.73
Electric Meter Technician- Apprentice	\$6,313.60	\$6,629.28	\$6,960.74	\$7,308.78	\$7,674.22	\$36.42	\$38.25	\$40.16	\$42.17	\$44.27
Engineering Technician	\$6,104.50	\$6,415.21	\$6,743.05	\$7,086.88	\$7,447.86	\$35.22	\$37.01	\$38.90	\$40.89	\$42.97
Facility Worker	\$4,352.20	\$4,573.81	\$4,807.98	\$5,052.44	\$5,310.60	\$25.11	\$26.39	\$27.74	\$29.15	\$30.64
Fleet Mechanic	\$6,675.66	\$7,017.20	\$7,374.75	\$7,750.56	\$8,145.81	\$38.51	\$40.48	\$42.55	\$44.71	\$47.00
Geographic Information System Technician	\$6,844.72	\$7,187.41	\$7,547.24	\$7,924.20	\$8,320.58	\$39.49	\$41.47	\$43.54	\$45.72	\$48.00
Industrial Electrician	\$8,223.91	\$8,635.11	\$9,066.85	\$9,520.20	\$9,996.21	\$47.45	\$49.82	\$52.31	\$54.92	\$57.67
Industrial Mechanic	\$6,708.78	\$7,044.62	\$7,396.45	\$7,766.56	\$8,154.94	\$38.70	\$40.64	\$42.67	\$44.81	\$47.05
Instrumentation Technician	\$8,223.91	\$8,635.11	\$9,066.85	\$9,520.20	\$9,996.21	\$47.45	\$49.82	\$52.31	\$54.92	\$57.67
Information Technology Engineering Specialist	\$6,742.59	\$7,079.72	\$7,433.71	\$7,805.39	\$8,195.66	\$38.90	\$40.84	\$42.89	\$45.03	\$47.28
Laboratory Analyst	\$6,872.26	\$7,215.88	\$7,576.67	\$7,955.50	\$8,353.28	\$39.65	\$41.63	\$43.71	\$45.90	\$48.19
Lineworker/Troubleshooter	\$9,362.59	\$9,830.72	\$10,322.25	\$10,838.37	\$11,380.27	\$54.01	\$56.72	\$59.55	\$62.53	\$65.66
Lineworker/Troubleshooter Apprentice	\$6,804.06	\$7,144.27	\$7,501.47	\$7,876.54	\$8,270.37	\$39.25	\$41.22	\$43.28	\$45.44	\$47.71
Mechanic - Equipment Service Writer	\$7,674.04	\$8,065.85	\$8,477.08	\$8,908.87	\$9,363.50	\$44.27	\$46.53	\$48.91	\$51.40	\$54.02
Office Assistant I	\$4,215.28	\$4,426.04	\$4,647.34	\$4,879.71	\$5,123.69	\$24.32	\$25.53	\$26.81	\$28.15	\$29.56
Office Assistant II	\$4,619.50	\$4,855.96	\$5,103.84	\$5,363.14	\$5,638.44	\$26.65	\$28.02	\$29.45	\$30.94	\$32.53
Park Maintenance Worker I	\$4,760.00	\$5,003.32	\$5,258.05	\$5,526.50	\$5,807.50	\$27.46	\$28.87	\$30.33	\$31.88	\$33.50
Park Maintenance Worker II	\$5,205.51	\$5,471.66	\$5,750.39	\$6,043.96	\$6,352.38	\$30.03	\$31.57	\$33.18	\$34.87	\$36.65
Park Maintenance Foreman	\$5,865.76	\$6,165.04	\$6,480.32	\$6,810.45	\$7,157.71	\$33.84	\$35.57	\$37.39	\$39.29	\$41.29
Payroll Technician	\$6,104.50	\$6,415.21	\$6,743.05	\$7,086.88	\$7,447.86	\$35.22	\$37.01	\$38.90	\$40.89	\$42.97
Public Works and Utilities Materials Technician	\$5,865.76	\$6,165.04	\$6,480.32	\$6,810.45	\$7,157.71	\$33.84	\$35.57	\$37.39	\$39.29	\$41.29
Public Works Field Technician	\$6,810.45	\$7,157.71	\$7,523.25	\$7,907.06	\$8,310.30	\$39.29	\$41.29	\$43.40	\$45.62	\$47.94
Public Works Inspector	\$6,810.45	\$7,157.71	\$7,523.25	\$7,907.06	\$8,310.30	\$39.29	\$41.29	\$43.40	\$45.62	\$47.94
Recreation Coordinator I	\$4,173.44	\$4,382.10	\$4,601.22	\$4,831.28	\$5,072.84	\$24.08	\$25.28	\$26.55	\$27.87	\$29.27
Recreation Coordinator II	\$4,611.22	\$4,841.77	\$5,083.85	\$5,338.06	\$5,604.95	\$26.60	\$27.93	\$29.33	\$30.80	\$32.34
Senior Accounting Assistant	\$5,258.05	\$5,526.50	\$5,807.50	\$6,104.50	\$6,415.21	\$30.33	\$31.88	\$33.50	\$35.22	\$37.01
Senior Building Inspector	\$8,392.54	\$8,820.91	\$9,270.98	\$9,743.90	\$10,240.91	\$48.42	\$50.89	\$53.49	\$56.21	\$59.08
Senior Electric Engineering Technician	\$8,907.07	\$9,352.43	\$9,820.06	\$10,311.05	\$10,826.61	\$51.39	\$53.96	\$56.65	\$59.49	\$62.46
Senior Laboratory Analyst	\$7,593.14	\$7,972.80	\$8,371.43	\$8,790.01	\$9,229.51	\$43.81	\$46.00	\$48.30	\$50.71	\$53.25
Senior Public Works Inspector	\$8,392.54	\$8,820.91	\$9,270.98	\$9,743.90	\$10,240.91	\$48.42	\$50.89	\$53.49	\$56.21	\$59.08
Utility Conservation Analyst	\$7,517.76	\$7,893.66	\$8,288.34	\$8,702.76	\$9,137.89	\$43.37	\$45.54	\$47.82	\$50.21	\$52.72
Utility Maintenance Foreman	\$6,158.09	\$6,466.01	\$6,789.31	\$7,128.66	\$7,485.22	\$35.53	\$37.30	\$39.17	\$41.13	\$43.18

Utility Operator	\$7,523.25	\$7,907.06	\$8,310.30	\$8,734.10	\$9,179.60	\$43.40	\$45.62	\$47.94	\$50.39	\$52.96
Utility Worker I	\$4,760.00	\$5,009.71	\$5,258.05	\$5,526.50	\$5,807.50	\$27.46	\$28.90	\$30.33	\$31.88	\$33.50
Utility Worker II	\$5,573.46	\$5,852.13	\$6,144.74	\$6,451.98	\$6,774.58	\$32.15	\$33.76	\$35.45	\$37.22	\$39.08
Wastewater Operations Foreman	\$8,310.30	\$8,734.10	\$9,179.60	\$9,647.95	\$10,140.28	\$47.94	\$50.39	\$52.96	\$55.66	\$58.50
Water Operations Foreman	\$8,310.30	\$8,734.10	\$9,179.60	\$9,647.95	\$10,140.28	\$47.94	\$50.39	\$52.96	\$55.66	\$58.50