

**03 AFSCME - City**  
**FLSA Non-Exempt (Hourly)**  
**01-JUL-2022 thru 30-JUN-2023**  
**3% Salary Adjustment**

Job Classification	Pay Grade	HOURLY RATE					
		1	2	3	4	5	6
Accountant..03..32.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20
Accounts Specialist.Sr.03..27.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
Acctg Assistant..03..26.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Admin Analyst.I.03..88.	03.A19	26.00	26.97	28.08	29.23	30.41	31.61
Admin Analyst.II.03..89.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Airport Maint Oper..03..691.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Bldg Inspector, Senior..03..136.	03.A28	37.20	38.81	40.45	42.07	43.75	45.72
Buyer..03..49.	03.A21	28.08	29.23	30.41	31.61	32.83	34.30
CADD Technician..03..111.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Civil Eng Asst..03..110.	03.A24	31.61	32.83	34.30	35.74	37.20	38.81
Clerk-Messenger..03..40.	03.A08	18.15	18.69	19.51	20.19	20.87	21.72
Code Enforcement Officer, Sr..03..143.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
Code Enforcement Officer.1.03..157.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Code Enforcement Officer.2.03..140.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20
Comml Electrical Inspector.3.03..144.	03.A27	35.74	37.20	38.81	40.45	42.07	43.75
Comml Mech Inspector.2.03..131.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
Comml Plumbing Inspector.3.03..137.	03.A27	35.74	37.20	38.81	40.45	42.07	43.75
Communications Systems Tech..03..659.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
Community Svcs Liaison.I.03..164.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
Community Svcs Liaison.II.03..165.	03.A18	24.97	26.00	26.97	28.08	29.23	30.41
Court Op Spec, Senior..03..11.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
Court Operations Spec..03..10.	03.A14	21.47	22.25	23.05	23.96	24.97	26.00
Crime Analyst..03..407.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20
Custodial Worker.I.03..601.	03.A09	17.96	18.57	19.34	20.00	20.72	21.47
Custodial Worker.II.03..602.	03.A11	19.34	20.00	20.72	21.47	22.25	23.05
Customer Service Spec.1.03..25	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Customer Service Spec.2.03..225	03.A17	23.96	24.97	26.00	26.97	28.08	29.23
Dept Tech Support Analyst.I.03..182.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
Dept Tech Support Technician..03..181.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Electrician.1.03..538.	03.A26	34.30	35.74	37.20	38.81	40.45	42.07
Electrician.2.03..536.	03.A28	37.20	38.81	40.45	42.07	43.75	45.72
Enforcement Officer, Lead..03..63.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Engineering Associate..03..175.	03.A27	35.74	37.20	38.81	40.45	42.07	43.75
Engr Tech.II.03..102.	03.A20	26.97	28.08	29.23	30.41	31.61	32.83
Engr Tech.III.03..103.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Environ Compliance Spec..03..506.	03.A24	31.61	32.83	34.30	35.74	37.20	38.81
Environ Compliance Tech..03..507.	03.A19	26.00	26.97	28.08	29.23	30.41	31.61
Facility HVAC Tech..03..606.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Facility Maint Tech..03..603.	03.A21	28.08	29.23	30.41	31.61	32.83	34.30
Facility Maintenance Technician.I.03..612.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
Fleet Svc Lead Technician..03..663.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Fleet Svc Technician..03..664.	03.A20	26.97	28.08	29.23	30.41	31.61	32.83
Flow Monitoring Analyst..03..113.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20

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Flow Monitoring Oper..03..512.	03.A17	23.96	24.97	26.00	26.97	28.08	29.23
Flow Monitoring Tech..03..115.	03.A21	28.08	29.23	30.41	31.61	32.83	34.30
GIS Analyst..03..893.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
GIS Eng Tech..03..105.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
GIS Technician..03..834.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Graphic Designer..03..19.	03.A20	26.97	28.08	29.23	30.41	31.61	32.83
Information Tech Spec..03..854.	03.A27	35.74	37.20	38.81	40.45	42.07	43.75
Inspector.I.03..150.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
Instrument Tech..03..504.	03.A26	34.30	35.74	37.20	38.81	40.45	42.07
Laboratory Tech.I.03..547.	03.A20	26.97	28.08	29.23	30.41	31.61	32.83
Laboratory Tech.II.03..546.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20
Laborer..03..620.	03.A09	17.96	18.57	19.34	20.00	20.72	21.47
Librarian, Senior..03..311.	03.A24	31.61	32.83	34.30	35.74	37.20	38.81
Librarian..03..306.	03.A21	28.08	29.23	30.41	31.61	32.83	34.30
Library Assistant, Senior..03..312.	03.A17	23.96	24.97	26.00	26.97	28.08	29.23
Library Assistant..03..304.	03.A13	20.72	21.47	22.25	23.05	23.96	24.97
Natural Infrastructure Spec..03..95.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Network Technician..03..830.	03.A33	31.95	33.55	35.16	36.97	38.82	40.77
Office Assistant..03..5.	03.A12	20.00	20.72	21.47	22.25	23.05	23.96
PW Communications Dispatcher..03..9.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
PW Crew Leader..03..516.	03.A19	26.00	26.97	28.08	29.23	30.41	31.61
PW Facility Maint Oper..03..549.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
PW Maint Oper.I.03..631.	03.A14	21.47	22.25	23.05	23.96	24.97	26.00
PW Maint Oper.II.03..641.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
PW Signs & Markings Worker..03..531.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Parking Enforcement Offcr..03..52.	03.A13	20.72	21.47	22.25	23.05	23.96	24.97
Parking Meter Tech..03..650.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Parks Maint Operator..03..361.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
Parks Project Coord..03..341.	03.A20	26.97	28.08	29.23	30.41	31.61	32.83
Parts & Supply Clerk..03..46.	03.A13	20.72	21.47	22.25	23.05	23.96	24.97
Permit Specialist..03..2.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
Permit Tech..03..68.	03.A18	24.97	26.00	26.97	28.08	29.23	30.41
Planner.I.03..198.	03.A21	28.08	29.23	30.41	31.61	32.83	34.30
Planner.II.03..200.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
Plans Examiner.I.03..138.	03.A24	31.61	32.83	34.30	35.74	37.20	38.81
Plans Examiner.II.03..139.	03.A27	35.74	37.20	38.81	40.45	42.07	43.75
Police Evidence & Prop Tech..03..404.	03.A19	26.00	26.97	28.08	29.23	30.41	31.61
Police Records Tech..03..401.	03.A17	23.96	24.97	26.00	26.97	28.08	29.23
Program Coordinator..03..205.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Project Leader.I.03..517.	03.A21	28.08	29.23	30.41	31.61	32.83	34.30
Project Leader.II.03..617.	03.A25	32.83	34.30	35.74	37.20	38.81	40.45
Reprographics Spec..03..42.	03.A18	24.97	26.00	26.97	28.08	29.23	30.41
Residential Plans Examiner..03..142.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Security Officer..03..37.	03.A09	17.96	18.57	19.34	20.00	20.72	21.47

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Job Classification	Pay Grade	HOURLY RATE					
		1	2	3	4	5	6
Signal Technician..03..658.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Staff Assistant.I.03..12.	03.A15	22.25	23.05	23.96	24.97	26.00	26.97
Systems Tech..03..522.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20
Telecommunications Tech..03..91.	03.A19	26.00	26.97	28.08	29.23	30.41	31.61
Telephone Report Spec, Sr..03..387.	03.A18	24.97	26.00	26.97	28.08	29.23	30.41
Telephone Report Spec..03..388.	03.A16	23.05	23.96	24.97	26.00	26.97	28.08
Traffic Tech, Senior..03..118.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
Traffic Tech..03..117.	03.A20	26.97	28.08	29.23	30.41	31.61	32.83
Tree Trimmer..03..340.	03.A17	23.96	24.97	26.00	26.97	28.08	29.23
Utility Meter Reader.03..514.	03.A14	21.47	22.25	23.05	23.96	24.97	26.00
Utility Field Representative.03..503.	03.A17	23.96	24.97	26.00	26.97	28.08	29.23
WTP Operator.1.03..550.	03.A19	26.00	26.97	28.08	29.23	30.41	31.61
WTP Operator.2.03..553.	03.A22	29.23	30.41	31.61	32.83	34.30	35.74
WTP Operator.3.03..561.	03.A24	31.61	32.83	34.30	35.74	37.20	38.81
WTP Tech.I.03..556.	03.A21	28.08	29.23	30.41	31.61	32.83	34.30
WTP Tech.II.03..552.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20
Water Qual Tech..03..123.	03.A19	26.00	26.97	28.08	29.23	30.41	31.61
Water Treatment Oper..03..515.	03.A23	30.41	31.61	32.83	34.30	35.74	37.20

**10 AFSCME - City**  
**FLSA Exempt (Salary)**  
**01-JUL-2022 thru 30-JUN-2023**  
**3% Salary Adjustment**

Job Classification	Pay Grade	BIWEEKLY SALARY					
		1	2	3	4	5	6
Accountant.II.10..30.	10.A30	2,744.00	2,859.20	2,976.00	3,104.80	3,236.00	3,368.80
Dept Tech Support Analyst.II.10..183.	10.A34	2,976.00	3,104.80	3,236.00	3,365.60	3,500.00	3,657.60
Enterprise Business Sys Analyst..10..816.	10.A29	3,104.80	3,236.00	3,365.60	3,500.00	3,657.60	3,819.20
IT GIS Programmer Analyst, Lead..10..836.	10.A37	3,450.40	3,621.60	3,801.60	3,993.60	4,192.80	4,403.20
IT GIS Programmer Analyst..10..835.	10.A35	3,494.40	3,596.00	3,704.00	3,817.60	3,932.80	3,976.80
IT Programmer Analyst, Lead..10..828.	10.A37	3,450.40	3,621.60	3,801.60	3,993.60	4,192.80	4,403.20
IT Programmer Analyst..10..827.	10.A39	3,284.00	3,448.80	3,619.20	3,799.20	3,989.60	4,192.80
Network Analyst, Sr..10..825.	10.A36	3,596.00	3,704.00	3,817.60	3,932.80	4,048.80	4,192.80
Network Analyst..10..847.	10.A35	3,494.40	3,596.00	3,704.00	3,817.60	3,932.80	3,976.80
Network Tech, Lead..10..833.	10.A35	3,494.40	3,596.00	3,704.00	3,817.60	3,932.80	3,976.80
Oracle Data Base Admin..10..837.	10.A38	3,621.60	3,801.60	3,993.60	4,192.80	4,403.20	4,620.80
Oracle Programmer Analyst, Lead..10..845.	10.A38	3,621.60	3,801.60	3,993.60	4,192.80	4,403.20	4,620.80
Oracle Programmer Analyst..10..844.	10.A37	3,450.40	3,621.60	3,801.60	3,993.60	4,192.80	4,403.20
Planner.III.10..201.	10.A28	2,976.00	3,104.80	3,236.00	3,365.60	3,500.00	3,657.60
Real Property Svcs Spec..10..211.	10.A27	2,859.20	2,976.00	3,104.80	3,236.00	3,365.60	3,500.00
Solutions Architect..10..839.	10.A40	3,681.60	3,836.00	3,996.80	4,164.80	4,340.00	4,500.80
System Analyst, Sr..10..840.	10.A37	3,450.40	3,621.60	3,801.60	3,993.60	4,192.80	4,403.20
Systems Analyst, Lead..10..841.	10.A38	3,621.60	3,801.60	3,993.60	4,192.80	4,403.20	4,620.80
Web Developer..10..818.	10.A34	2,976.00	3,104.80	3,236.00	3,365.60	3,500.00	3,657.60