

**CITY OF WALNUT CREEK SALARY AND WAGE PLAN**

**EFFECTIVE NOVEMBER 24, 2024**

*Note: Rates below are based on bi-weekly rates. There are currently 129 regular job classifications.*

CLASS TITLE	CLASS CODE	SALARY EFFECTIVE DATE	GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant I	G151	6/23/2024	GEN EMP	Bi-Weekly	\$3,028.79	\$3,179.84	\$3,336.63	\$3,501.07	\$3,677.95
				Hourly	\$37.86	\$39.75	\$41.71	\$43.76	\$45.97
				Annually	\$78,748	\$82,676	\$86,752	\$91,028	\$95,627
Accountant II	L152	6/23/2024	PROF	Bi-Weekly	\$4,110.00	\$4,307.22	\$4,495.48	\$4,722.59	\$4,949.71
				Hourly	\$51.38	\$53.84	\$56.19	\$59.03	\$61.87
				Annually	\$106,860	\$111,988	\$116,883	\$122,787	\$128,692
Accounting Assistant	G130	6/23/2024	GEN EMP	Bi-Weekly	\$2,744.83	\$2,880.60	\$3,016.35	\$3,161.68	\$3,312.73
				Hourly	\$34.31	\$36.01	\$37.70	\$39.52	\$41.41
				Annually	\$71,366	\$74,896	\$78,425	\$82,204	\$86,131
Administrative Analyst I	M101	6/23/2024	GEN MGMT	Bi-Weekly	\$3,989.26	\$4,176.40	\$4,377.07	\$4,581.89	\$4,800.21
				Hourly	\$49.87	\$52.21	\$54.71	\$57.27	\$60.00
				Annually	\$103,721	\$108,586	\$113,804	\$119,129	\$124,806
Administrative Analyst II	M102	6/23/2024	GEN MGMT	Bi-Weekly	\$4,476.87	\$4,695.21	\$4,906.27	\$5,146.44	\$5,395.94
				Hourly	\$55.96	\$58.69	\$61.33	\$64.33	\$67.45
				Annually	\$116,399	\$122,076	\$127,563	\$133,807	\$140,294
Administrative Services Director	D100	7/7/2024	DEPT DIR	Bi-Weekly	\$7,666.20				\$10,600.19
				Hourly	\$95.83				\$132.50
				Annually	\$199,321				\$275,605
Aquatics Maintenance Technician	G530	7/7/2024	GEN EMP	Bi-Weekly	\$2,862.82	\$3,001.46	\$3,144.94	\$3,295.20	\$3,450.31
				Hourly	\$35.79	\$37.52	\$39.31	\$41.19	\$43.13
				Annually	\$74,433	\$78,038	\$81,769	\$85,675	\$89,708
Arts and Recreation Director	D200	7/7/2024	DEPT DIR	Bi-Weekly	\$7,666.20				\$10,600.19
				Hourly	\$95.83				\$132.50
				Annually	\$199,321				\$275,605
Assistant City Manager	D400	7/7/2024	DEPT DIR	Bi-Weekly	\$7,666.20				\$10,600.19
				Hourly	\$95.83				\$132.50
				Annually	\$199,321				\$275,605

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Assistant Community Development Director	M550	11/24/2024	GEN MGMT	Bi-Weekly	\$6,069.96					\$8,461.54
				Hourly	\$75.87					\$105.77
				Annually	\$157,819					\$220,000
Assistant Director of Arts and Recreation	M200	6/23/2024	GEN MGMT	Bi-Weekly	\$6,788.18					\$9,337.49
				Hourly	\$84.85					\$116.72
				Annually	\$176,493					\$242,775
Assistant Engineer	L170	6/23/2024	PROF	Bi-Weekly	\$4,535.27	\$4,743.93	\$4,979.67	\$5,226.45		\$5,478.23
				Hourly	\$56.69	\$59.30	\$62.25	\$65.33	\$68.48	
				Annually	\$117,917	\$123,342	\$129,471	\$135,888	\$142,434	
Assistant Planner	L120	6/23/2024	PROF	Bi-Weekly	\$3,805.91	\$3,988.44	\$4,172.02	\$4,362.95		\$4,579.04
				Hourly	\$47.57	\$49.86	\$52.15	\$54.54	\$57.24	
				Annually	\$98,954	\$103,699	\$108,473	\$113,437	\$119,055	
Assistant Public Works Director	M400	11/24/2024	GEN MGMT	Bi-Weekly	\$6,069.96					\$8,461.54
				Hourly	\$75.87					\$105.77
				Annually	\$157,819					\$220,000
Assistant to the Chief Building Official	M230	6/23/2024	GEN MGMT	Bi-Weekly	\$4,605.62	\$4,824.69	\$5,058.04	\$5,305.63		\$5,565.45
				Hourly	\$57.57	\$60.31	\$63.23	\$66.32	\$69.57	
				Annually	\$119,746	\$125,442	\$131,509	\$137,946	\$144,702	
Assistant to the City Manager	M520	6/23/2024	GEN MGMT	Bi-Weekly	\$4,906.27	\$5,146.44	\$5,395.94	\$5,662.12		\$5,936.58
				Hourly	\$61.33	\$64.33	\$67.45	\$70.78	\$74.21	
				Annually	\$127,563	\$133,807	\$140,294	\$147,215	\$154,351	
Assistant to the City Clerk	C300	6/23/2024	CONF	Bi-Weekly	\$3,260.66	\$3,423.70	\$3,594.88	\$3,774.63		\$3,963.36
				Hourly	\$40.76	\$42.80	\$44.94	\$47.18	\$49.54	
				Annually	\$84,777	\$89,016	\$93,467	\$98,140	\$103,047	
Associate Engineer	L180	6/23/2024	PROF	Bi-Weekly	\$5,083.34	\$5,335.41	\$5,601.49	\$5,882.55		\$6,178.62
				Hourly	\$63.54	\$66.69	\$70.02	\$73.53	\$77.23	
				Annually	\$132,167	\$138,721	\$145,639	\$152,946	\$160,644	
Associate Planner	L130	6/23/2024	PROF	Bi-Weekly	\$4,184.70	\$4,372.32	\$4,591.39	\$4,819.59		\$5,052.86
				Hourly	\$52.31	\$54.65	\$57.39	\$60.24	\$63.16	
				Annually	\$108,802	\$113,680	\$119,376	\$125,309	\$131,374	
Building Inspection Supervisor	M210	6/23/2024	GEN MGMT	Bi-Weekly	\$4,605.62	\$4,824.69	\$5,058.04	\$5,305.63		\$5,565.45
				Hourly	\$57.57	\$60.31	\$63.23	\$66.32	\$69.57	
				Annually	\$119,746	\$125,442	\$131,509	\$137,946	\$144,702	
Building Inspector	G240	6/23/2024	GEN EMP	Bi-Weekly	\$4,060.95	\$4,268.47	\$4,464.92	\$4,675.48		\$4,901.15
				Hourly	\$50.76	\$53.36	\$55.81	\$58.44	\$61.26	
				Annually	\$105,585	\$110,980	\$116,088	\$121,563	\$127,430	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Building Maintenance Supervisor	M280	6/23/2024	GEN MGMT	Bi-Weekly	\$4,717.43		\$4,933.39	\$5,174.64	\$5,427.48	\$5,690.83
				Hourly	\$58.97		\$61.67	\$64.68	\$67.84	\$71.14
				Annually	\$122,653		\$128,268	\$134,541	\$141,114	\$147,962
Building Trades Worker	G290	6/23/2024	GEN EMP	Bi-Weekly	\$3,177.90		\$3,323.31	\$3,487.16	\$3,645.18	\$3,815.80
				Hourly	\$39.72		\$41.54	\$43.59	\$45.56	\$47.70
				Annually	\$82,625		\$86,406	\$90,666	\$94,775	\$99,211
Chief Building Official	M240	11/24/2024	GEN MGMT	Bi-Weekly	\$6,069.96					\$8,461.54
				Hourly	\$75.87					\$105.77
				Annually	\$157,819					\$220,000
Chief Information Officer	M160	6/23/2024	GEN MGMT	Bi-Weekly	\$6,313.24					\$8,684.19
				Hourly	\$78.92					\$108.55
				Annually	\$164,144					\$225,789
Chief of Police	D350	7/7/2024	DEPT DIR	Bi-Weekly	\$8,556.96					\$11,831.86
				Hourly	\$106.96					\$147.90
				Annually	\$222,481					\$307,628
City Clerk	M510	6/23/2024	GEN MGMT	Bi-Weekly	\$5,183.49					\$7,256.87
				Hourly	\$64.79					\$90.71
				Annually	\$134,771					\$188,679
Code Enforcement Officer	G270	6/23/2024	GEN EMP	Bi-Weekly	\$4,060.95	\$4,268.47	\$4,464.92	\$4,675.48	\$4,901.15	
				Hourly	\$50.76	\$53.36	\$55.81	\$58.44	\$61.26	
				Annually	\$105,585	\$110,980	\$116,088	\$121,563	\$127,430	
Communications and Community Relations Mgr	M490	6/23/2024	GEN MGMT	Bi-Weekly	\$5,262.22					\$7,367.10
				Hourly	\$65.78					\$92.09
				Annually	\$136,818					\$191,545
Community Development Director	D250	7/7/2024	DEPT DIR	Bi-Weekly	\$7,666.20					\$10,600.19
				Hourly	\$95.83					\$132.50
				Annually	\$199,321					\$275,605
Community Relations Officer	M500	6/23/2024	GEN MGMT	Bi-Weekly	\$4,906.27	\$5,146.44	\$5,395.94	\$5,662.12	\$5,936.58	
				Hourly	\$61.33	\$64.33	\$67.45	\$70.78	\$74.21	
				Annually	\$127,563	\$133,807	\$140,294	\$147,215	\$154,351	
Crime and Intelligence Analyst I	M421	6/23/2024	GEN MGMT	Bi-Weekly	\$4,035.68	\$4,237.46	\$4,449.34	\$4,671.80	\$4,905.39	
				Hourly	\$50.45	\$52.97	\$55.62	\$58.40	\$61.32	
				Annually	\$104,928	\$110,174	\$115,683	\$121,467	\$127,540	
Crime and Intelligence Analyst II	M422	6/23/2024	GEN MGMT	Bi-Weekly	\$4,439.25	\$4,661.21	\$4,894.27	\$5,138.99	\$5,395.94	
				Hourly	\$55.49	\$58.27	\$61.18	\$64.24	\$67.45	
				Annually	\$115,420	\$121,192	\$127,251	\$133,614	\$140,294	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Crime Prevention Specialist	V500	11/24/2024	CIVILIAN	Bi-Weekly	\$2,931.61	\$3,078.19	\$3,232.09	\$3,393.70	\$3,563.39	
				Hourly	\$36.65	\$38.48	\$40.40	\$42.42	\$44.54	
				Annually	\$76,222	\$80,033	\$84,034	\$88,236	\$92,648	
Deputy City Clerk	C325	6/23/2024	CONF	Bi-Weekly	\$3,488.92	\$3,663.36	\$3,846.53	\$4,038.86	\$4,240.79	
				Hourly	\$43.61	\$45.79	\$48.08	\$50.49	\$53.01	
				Annually	\$90,712	\$95,247	\$100,010	\$105,010	\$110,261	
Deputy City Manager	M530	6/23/2024	GEN MGMT	Bi-Weekly	\$5,788.43				\$8,103.80	
				Hourly	\$72.36				\$101.30	
				Annually	\$150,499				\$210,699	
Economic Development Manager	M260	6/23/2024	GEN MGMT	Bi-Weekly	\$5,262.22				\$7,367.10	
				Hourly	\$65.78				\$92.09	
				Annually	\$136,818				\$191,545	
Economic Development Specialist	C400	6/23/2024	CONF	Bi-Weekly	\$3,363.34	\$3,531.51	\$3,708.08	\$3,893.48	\$4,088.16	
				Hourly	\$42.04	\$44.14	\$46.35	\$48.67	\$51.10	
				Annually	\$87,447	\$91,819	\$96,410	\$101,231	\$106,292	
Emergency Management Program Analyst	M480	6/23/2024	GEN MGMT	Bi-Weekly	\$4,476.87	\$4,695.21	\$4,906.27	\$5,146.44	\$5,395.94	
				Hourly	\$55.96	\$58.69	\$61.33	\$64.33	\$67.45	
				Annually	\$116,399	\$122,076	\$127,563	\$133,807	\$140,294	
Engineering Inspection Supervisor	M340	6/23/2024	GEN MGMT	Bi-Weekly	\$4,605.62	\$4,824.69	\$5,058.04	\$5,305.63	\$5,565.45	
				Hourly	\$57.57	\$60.31	\$63.23	\$66.32	\$69.57	
				Annually	\$119,746	\$125,442	\$131,509	\$137,946	\$144,702	
Engineering Inspector	G330	6/23/2024	GEN EMP	Bi-Weekly	\$4,060.95	\$4,268.47	\$4,464.92	\$4,675.48	\$4,901.15	
				Hourly	\$50.76	\$53.36	\$55.81	\$58.44	\$61.26	
				Annually	\$105,585	\$110,980	\$116,088	\$121,563	\$127,430	
Engineering Technician I	G341	6/23/2024	GEN EMP	Bi-Weekly	\$3,597.54	\$3,768.76	\$3,951.88	\$4,135.01	\$4,327.89	
				Hourly	\$44.97	\$47.11	\$49.40	\$51.69	\$54.10	
				Annually	\$93,536	\$97,988	\$102,749	\$107,510	\$112,525	
Engineering Technician II	G342	6/23/2024	GEN EMP	Bi-Weekly	\$4,083.00	\$4,276.96	\$4,478.51	\$4,701.73	\$4,919.54	
				Hourly	\$51.04	\$53.46	\$55.98	\$58.77	\$61.49	
				Annually	\$106,158	\$111,201	\$116,441	\$122,245	\$127,908	
Equipment Mechanic I	G361	6/23/2024	GEN EMP	Bi-Weekly	\$3,288.28	\$3,445.96	\$3,603.65	\$3,771.37	\$3,956.18	
				Hourly	\$41.10	\$43.07	\$45.05	\$47.14	\$49.45	
				Annually	\$85,495	\$89,595	\$93,695	\$98,056	\$102,861	
Equipment Mechanic II	G362	6/23/2024	GEN EMP	Bi-Weekly	\$3,445.96	\$3,603.65	\$3,771.37	\$3,956.18	\$4,150.02	
				Hourly	\$43.07	\$45.05	\$47.14	\$49.45	\$51.88	
				Annually	\$89,595	\$93,695	\$98,056	\$102,861	\$107,901	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Executive Assistant	C150	6/23/2024	CONF	Bi-Weekly	\$3,080.08	\$3,233.59	\$3,388.01	\$3,546.18	\$3,713.69	
				Hourly	\$38.50	\$40.42	\$42.35	\$44.33	\$46.42	
				Annually	\$80,082	\$84,073	\$88,088	\$92,201	\$96,556	
Executive Assistant to the City Manager	C350	6/23/2024	CONF	Bi-Weekly	\$3,260.66	\$3,423.70	\$3,594.88	\$3,774.63	\$3,963.36	
				Hourly	\$40.76	\$42.80	\$44.94	\$47.18	\$49.54	
				Annually	\$84,777	\$89,016	\$93,467	\$98,140	\$103,047	
Finance Manager	M150	6/23/2024	GEN MGMT	Bi-Weekly	\$5,170.62				\$7,238.06	
				Hourly	\$64.63				\$90.48	
				Annually	\$134,436				\$188,189	
Financial Analyst	M130	6/23/2024	GEN MGMT	Bi-Weekly	\$4,479.35	\$4,703.32	\$4,938.49	\$5,185.41	\$5,444.68	
				Hourly	\$55.99	\$58.79	\$61.73	\$64.82	\$68.06	
				Annually	\$116,463	\$122,286	\$128,401	\$134,821	\$141,562	
General Maintenance Worker	G410	6/23/2024	GEN EMP	Bi-Weekly	\$2,585.56	\$2,704.81	\$2,842.47	\$2,972.37	\$3,115.85	
				Hourly	\$32.32	\$33.81	\$35.53	\$37.15	\$38.95	
				Annually	\$67,225	\$70,325	\$73,904	\$77,282	\$81,012	
Housing Administrator	M245	6/23/2024	GEN MGMT	Bi-Weekly	\$5,647.05	\$5,929.39	\$6,225.86	\$6,537.16	\$6,864.02	
				Hourly	\$70.59	\$74.12	\$77.82	\$81.71	\$85.80	
				Annually	\$146,823	\$154,164	\$161,872	\$169,966	\$178,464	
Housing Technician I	G521	6/23/2024	GEN EMP	Bi-Weekly	\$2,511.80	\$2,632.67	\$2,748.20	\$2,881.93	\$3,014.58	
				Hourly	\$31.40	\$32.91	\$34.35	\$36.02	\$37.68	
				Annually	\$65,307	\$68,449	\$71,453	\$74,930	\$78,379	
Housing Technician II	G522	6/23/2024	GEN EMP	Bi-Weekly	\$3,143.52	\$3,300.70	\$3,465.74	\$3,639.02	\$3,820.97	
				Hourly	\$39.29	\$41.26	\$43.32	\$45.49	\$47.76	
				Annually	\$81,732	\$85,818	\$90,109	\$94,615	\$99,345	
Human Resources Director	D150	7/7/2024	DEPT DIR	Bi-Weekly	\$6,981.43				\$9,725.56	
				Hourly	\$87.27				\$121.57	
				Annually	\$181,517				\$252,865	
Human Resources Manager	M170	6/23/2024	GEN MGMT	Bi-Weekly	\$5,170.62				\$7,238.06	
				Hourly	\$64.63				\$90.48	
				Annually	\$134,436				\$188,189	
Information Systems Analyst I	L101	6/23/2024	PROF	Bi-Weekly	\$3,997.42	\$4,198.14	\$4,404.70	\$4,627.93	\$4,858.00	
				Hourly	\$49.97	\$52.48	\$55.06	\$57.85	\$60.73	
				Annually	\$103,933	\$109,152	\$114,522	\$120,326	\$126,308	
Information Systems Analyst II	L102	6/23/2024	PROF	Bi-Weekly	\$4,642.63	\$4,874.64	\$5,117.44	\$5,375.92	\$5,645.14	
				Hourly	\$58.03	\$60.93	\$63.97	\$67.20	\$70.56	
				Annually	\$120,708	\$126,741	\$133,054	\$139,774	\$146,774	

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		EFFECTIVE DATE								
Information Systems Technician I	G161	6/23/2024	GEN EMP	Bi-Weekly	\$3,092.32	\$3,246.93	\$3,409.27	\$3,579.75	\$3,758.73	
				Hourly	\$38.65	\$40.59	\$42.62	\$44.75	\$46.98	
				Annually	\$80,400	\$84,420	\$88,641	\$93,073	\$97,727	
Information Systems Technician II	G162	6/23/2024	GEN EMP	Bi-Weekly	\$3,404.49	\$3,574.00	\$3,753.72	\$3,938.54	\$4,134.61	
				Hourly	\$42.56	\$44.68	\$46.92	\$49.23	\$51.68	
				Annually	\$88,517	\$92,924	\$97,597	\$102,402	\$107,500	
Junior Engineer	L160	6/23/2024	PROF	Bi-Weekly	\$4,205.45	\$4,396.91	\$4,613.44	\$4,839.43	\$5,073.75	
				Hourly	\$52.57	\$54.96	\$57.67	\$60.49	\$63.42	
				Annually	\$109,342	\$114,320	\$119,949	\$125,825	\$131,917	
Landscape Maintenance Worker	G420	6/23/2024	GEN EMP	Bi-Weekly	\$2,585.56	\$2,704.81	\$2,842.47	\$2,972.37	\$3,115.85	
				Hourly	\$32.32	\$33.81	\$35.53	\$37.15	\$38.95	
				Annually	\$67,225	\$70,325	\$73,904	\$77,282	\$81,012	
Lead Police Dispatcher/Assistant	V450	6/23/2024	CIVILIAN	Bi-Weekly	\$3,831.36	\$4,022.92	\$4,224.07	\$4,435.27	\$4,657.04	
				Hourly	\$47.89	\$50.29	\$52.80	\$55.44	\$58.21	
				Annually	\$99,615	\$104,596	\$109,826	\$115,317	\$121,083	
Lead Police Records Technician	V150	6/23/2024	CIVILIAN	Bi-Weekly	\$2,931.61	\$3,078.19	\$3,232.09	\$3,393.70	\$3,563.39	
				Hourly	\$36.65	\$38.48	\$40.40	\$42.42	\$44.54	
				Annually	\$76,222	\$80,033	\$84,034	\$88,236	\$92,648	
Lead Police Services Officer	V250	6/23/2024	CIVILIAN	Bi-Weekly	\$2,902.39	\$3,055.15	\$3,215.96	\$3,385.21	\$3,563.39	
				Hourly	\$36.28	\$38.19	\$40.20	\$42.32	\$44.54	
				Annually	\$75,462	\$79,434	\$83,615	\$88,016	\$92,648	
Manager of Engineering Services	M380	11/24/2024	GEN MGMT	Bi-Weekly	\$6,069.96				\$8,461.54	
				Hourly	\$75.87				\$105.77	
				Annually	\$157,819				\$220,000	
Multimedia Analyst	M460	6/23/2024	GEN MGMT	Bi-Weekly	\$4,476.87	\$4,695.21	\$4,906.27	\$5,146.44	\$5,395.94	
				Hourly	\$55.96	\$58.69	\$61.33	\$64.33	\$67.45	
				Annually	\$116,399	\$122,076	\$127,563	\$133,807	\$140,294	
Office Assistant I	G101	6/23/2024	GEN EMP	Bi-Weekly	\$2,259.33	\$2,357.75	\$2,466.86	\$2,583.46	\$2,700.08	
				Hourly	\$28.24	\$29.47	\$30.84	\$32.29	\$33.75	
				Annually	\$58,743	\$61,301	\$64,138	\$67,170	\$70,202	
Office Assistant II	G102	6/23/2024	GEN EMP	Bi-Weekly	\$2,511.80	\$2,632.67	\$2,748.20	\$2,881.93	\$3,014.58	
				Hourly	\$31.40	\$32.91	\$34.35	\$36.02	\$37.68	
				Annually	\$65,307	\$68,449	\$71,453	\$74,930	\$78,379	
Office Assistant II - Confidential	C102	6/23/2024	CONF	Bi-Weekly	\$2,537.63	\$2,660.07	\$2,780.47	\$2,915.17	\$3,044.74	
				Hourly	\$31.72	\$33.25	\$34.76	\$36.44	\$38.06	
				Annually	\$65,978	\$69,162	\$72,292	\$75,794	\$79,163	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Office Specialist	G110	6/23/2024	GEN EMP	Bi-Weekly	\$2,844.49	\$2,983.55	\$3,123.70	\$3,275.60	\$3,427.51	
				Hourly	\$35.56	\$37.29	\$39.05	\$40.95	\$42.84	
				Annually	\$73,957	\$77,572	\$81,216	\$85,166	\$89,115	
Office Specialist - Confidential	C110	6/23/2024	CONF	Bi-Weekly	\$2,923.32	\$3,069.24	\$3,224.31	\$3,384.50	\$3,554.92	
				Hourly	\$36.54	\$38.37	\$40.30	\$42.31	\$44.44	
				Annually	\$76,006	\$79,800	\$83,832	\$87,997	\$92,428	
Open Space Ranger	G380	6/23/2024	GEN EMP	Bi-Weekly	\$3,063.50	\$3,218.61	\$3,377.61	\$3,550.18	\$3,724.68	
				Hourly	\$38.29	\$40.23	\$42.22	\$44.38	\$46.56	
				Annually	\$79,651	\$83,684	\$87,818	\$92,305	\$96,842	
Open Space Supervisor	M300	6/23/2024	GEN MGMT	Bi-Weekly	\$4,717.43	\$4,933.39	\$5,174.64	\$5,427.48	\$5,690.83	
				Hourly	\$58.97	\$61.67	\$64.68	\$67.84	\$71.14	
				Annually	\$122,653	\$128,268	\$134,541	\$141,114	\$147,962	
Park Maintenance Supervisor	M310	6/23/2024	GEN MGMT	Bi-Weekly	\$4,717.43	\$4,933.39	\$5,174.64	\$5,427.48	\$5,690.83	
				Hourly	\$58.97	\$61.67	\$64.68	\$67.84	\$71.14	
				Annually	\$122,653	\$128,268	\$134,541	\$141,114	\$147,962	
Park Maintenance Worker	G430	6/23/2024	GEN EMP	Bi-Weekly	\$2,862.82	\$3,001.46	\$3,144.94	\$3,295.20	\$3,450.31	
				Hourly	\$35.79	\$37.52	\$39.31	\$41.19	\$43.13	
				Annually	\$74,433	\$78,038	\$81,769	\$85,675	\$89,708	
Payroll Supervisor	M560	6/23/2024	GEN MGMT	Bi-Weekly	\$4,476.87	\$4,695.21	\$4,906.27	\$5,146.44	\$5,395.94	
				Hourly	\$55.96	\$58.69	\$61.33	\$64.33	\$67.45	
				Annually	\$116,399	\$122,076	\$127,563	\$133,807	\$140,294	
Payroll Technician	C200	6/23/2024	CONF	Bi-Weekly	\$2,907.54	\$3,053.99	\$3,198.66	\$3,347.80	\$3,508.62	
				Hourly	\$36.34	\$38.17	\$39.98	\$41.85	\$43.86	
				Annually	\$75,596	\$79,404	\$83,165	\$87,043	\$91,224	
Permit Center Supervisor	M220	6/23/2024	GEN MGMT	Bi-Weekly	\$3,976.10	\$4,174.89	\$4,383.64	\$4,602.83	\$4,832.96	
				Hourly	\$49.70	\$52.19	\$54.80	\$57.54	\$60.41	
				Annually	\$103,379	\$108,547	\$113,975	\$119,674	\$125,657	
Permit Technician I	G251	6/23/2024	GEN EMP	Bi-Weekly	\$2,857.37	\$3,000.26	\$3,150.27	\$3,307.78	\$3,473.17	
				Hourly	\$35.72	\$37.50	\$39.38	\$41.35	\$43.41	
				Annually	\$74,292	\$78,007	\$81,907	\$86,002	\$90,302	
Permit Technician II	G252	6/23/2024	GEN EMP	Bi-Weekly	\$3,143.52	\$3,300.70	\$3,465.74	\$3,639.02	\$3,820.97	
				Hourly	\$39.29	\$41.26	\$43.32	\$45.49	\$47.76	
				Annually	\$81,732	\$85,818	\$90,109	\$94,615	\$99,345	
Plan Check Engineer	L150	6/23/2024	PROF	Bi-Weekly	\$5,598.89	\$5,878.20	\$6,169.91	\$6,479.11	\$6,804.84	
				Hourly	\$69.99	\$73.48	\$77.12	\$80.99	\$85.06	
				Annually	\$145,571	\$152,833	\$160,418	\$168,457	\$176,926	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Planning Manager	M270	11/24/2024	GEN MGMT	Bi-Weekly	\$6,069.96					\$8,461.54
				Hourly	\$75.87					\$105.77
				Annually	\$157,819				\$220,000	
Police Captain	Q300	9/29/2024	POL MGMT	Bi-Weekly	\$7,039.83					\$9,683.64
				Hourly	\$88.00					\$121.05
				Annually	\$183,035				\$251,775	
Police Dispatcher/Assistant	V400	6/23/2024	CIVILIAN	Bi-Weekly	\$3,517.56	\$3,679.49	\$3,855.10	\$4,037.06		\$4,233.66
				Hourly	\$43.97	\$45.99	\$48.19	\$50.46		\$52.92
				Annually	\$91,457	\$95,667	\$100,233	\$104,964		\$110,075
Police Lieutenant	Q200	9/29/2024	POL MGMT	Bi-Weekly	\$6,136.06					\$8,424.79
				Hourly	\$76.70					\$105.31
				Annually	\$159,538				\$219,044	
Police Manager	M430	6/23/2024	GEN MGMT	Bi-Weekly	\$5,086.91					\$7,122.10
				Hourly	\$63.59					\$89.03
				Annually	\$132,260				\$185,174	
Police Officer	P100	9/29/2024	POA	Bi-Weekly	\$4,446.82	\$4,673.73	\$4,909.60	\$5,147.70		\$5,402.68
				Hourly	\$55.59	\$58.42	\$61.37	\$64.35		\$67.53
				Annually	\$115,617	\$121,517	\$127,650	\$133,840		\$140,470
Police Records Technician	V100	6/23/2024	CIVILIAN	Bi-Weekly	\$2,692.50	\$2,814.95	\$2,950.39	\$3,087.90		\$3,239.44
				Hourly	\$33.66	\$35.19	\$36.88	\$38.60		\$40.49
				Annually	\$70,005	\$73,189	\$76,710	\$80,285		\$84,225
Police Sergeant	Q100	9/29/2024	POL MGMT	Bi-Weekly			\$6,035.06	\$6,355.26		\$6,676.57
				Hourly			\$75.44	\$79.44		\$83.46
				Annually			\$156,912	\$165,237		\$173,591
Police Services Officer	V200	6/23/2024	CIVILIAN	Bi-Weekly	\$2,692.50	\$2,814.95	\$2,950.39	\$3,087.90		\$3,239.44
				Hourly	\$33.66	\$35.19	\$36.88	\$38.60		\$40.49
				Annually	\$70,005	\$73,189	\$76,710	\$80,285		\$84,225
Police Services Supervisor	M410	6/23/2024	GEN MGMT	Bi-Weekly	\$4,631.79	\$4,858.44	\$5,075.73	\$5,325.26		\$5,583.10
				Hourly	\$57.90	\$60.73	\$63.45	\$66.57		\$69.79
				Annually	\$120,426	\$126,319	\$131,969	\$138,457		\$145,161
Principal Planner	M250	6/23/2024	GEN MGMT	Bi-Weekly	\$5,813.55	\$6,090.43	\$6,397.73	\$6,696.93		\$7,021.47
				Hourly	\$72.67	\$76.13	\$79.97	\$83.71		\$87.77
				Annually	\$151,152	\$158,351	\$166,341	\$174,120		\$182,558



CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Program Assistant I	G181	6/23/2024	GEN EMP	Bi-Weekly	\$2,311.70	\$2,434.04	\$2,557.50	\$2,682.13	\$2,815.89	
				Hourly	\$28.90	\$30.43	\$31.97	\$33.53	\$35.20	
				Annually	\$60,104	\$63,285	\$66,495	\$69,735	\$73,213	
Program Assistant II	G182	6/23/2024	GEN EMP	Bi-Weekly	\$2,546.07	\$2,677.56	\$2,812.47	\$2,953.08	\$3,100.57	
				Hourly	\$31.83	\$33.47	\$35.16	\$36.91	\$38.76	
				Annually	\$66,198	\$69,616	\$73,124	\$76,780	\$80,615	
Program Coordinator	G210	6/23/2024	GEN EMP	Bi-Weekly	\$3,140.58	\$3,288.06	\$3,442.40	\$3,608.19	\$3,783.10	
				Hourly	\$39.26	\$41.10	\$43.03	\$45.10	\$47.29	
				Annually	\$81,655	\$85,490	\$89,502	\$93,813	\$98,361	
Program Manager	M190	6/23/2024	GEN MGMT	Bi-Weekly	\$5,121.20	\$5,374.91	\$5,626.46	\$5,892.18	\$6,175.42	
				Hourly	\$64.02	\$67.19	\$70.33	\$73.65	\$77.19	
				Annually	\$133,151	\$139,748	\$146,288	\$153,197	\$160,561	
Program Supervisor	M180	6/23/2024	GEN MGMT	Bi-Weekly	\$4,023.56	\$4,218.82	\$4,416.22	\$4,636.26	\$4,843.38	
				Hourly	\$50.29	\$52.74	\$55.20	\$57.95	\$60.54	
				Annually	\$104,613	\$109,689	\$114,822	\$120,543	\$125,928	
Project Manager	M110	6/23/2024	GEN MGMT	Bi-Weekly	\$5,083.34	\$5,335.41	\$5,601.49	\$5,882.55	\$6,178.62	
				Hourly	\$63.54	\$66.69	\$70.02	\$73.53	\$77.23	
				Annually	\$132,167	\$138,721	\$145,639	\$152,946	\$160,644	
Property and Evidence Technician	V301	11/24/2024	CIVILIAN	Bi-Weekly	\$2,931.61	\$3,078.19	\$3,232.09	\$3,393.70	\$3,563.39	
				Hourly	\$36.65	\$38.48	\$40.40	\$42.42	\$44.54	
				Annually	\$76,222	\$80,033	\$84,034	\$88,236	\$92,648	
Public Services Worker	G400	6/23/2024	GEN EMP	Bi-Weekly	\$2,201.65	\$2,302.48	\$2,412.99	\$2,523.52	\$2,651.48	
				Hourly	\$27.52	\$28.78	\$30.16	\$31.54	\$33.14	
				Annually	\$57,243	\$59,864	\$62,738	\$65,611	\$68,938	
Public Works Director	D300	7/7/2024	DEPT DIR	Bi-Weekly	\$7,666.20				\$10,600.19	
				Hourly	\$95.83				\$132.50	
				Annually	\$199,321				\$275,605	
Public Works Manager	M390	11/24/2024	GEN MGMT	Bi-Weekly	\$5,369.65				\$7,483.77	
				Hourly	\$67.12				\$93.55	
				Annually	\$139,611				\$194,578	
Senior Accountant	M140	6/23/2024	GEN MGMT	Bi-Weekly	\$4,710.67	\$4,944.75	\$5,194.76	\$5,453.75	\$5,723.71	
				Hourly	\$58.88	\$61.81	\$64.93	\$68.17	\$71.55	
				Annually	\$122,477	\$128,564	\$135,064	\$141,798	\$148,817	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Senior Building Trades Worker	G300	6/23/2024	GEN EMP	Bi-Weekly	\$3,495.89	\$3,655.84	\$3,836.17	\$4,009.69	\$4,197.77	
				Hourly	\$43.70	\$45.70	\$47.95	\$50.12	\$52.47	
				Annually	\$90,893	\$95,052	\$99,740	\$104,252	\$109,142	
Senior Civil Engineer	M360	6/23/2024	GEN MGMT	Bi-Weekly	\$5,761.74	\$6,051.37	\$6,352.34	\$6,669.81	\$7,003.75	
				Hourly	\$72.02	\$75.64	\$79.40	\$83.37	\$87.55	
				Annually	\$149,805	\$157,336	\$165,161	\$173,415	\$182,097	
Senior Custodian	G320	6/23/2024	GEN EMP	Bi-Weekly	\$2,585.56	\$2,704.81	\$2,842.47	\$2,972.37	\$3,115.85	
				Hourly	\$32.32	\$33.81	\$35.53	\$37.15	\$38.95	
				Annually	\$67,225	\$70,325	\$73,904	\$77,282	\$81,012	
Senior Equipment Mechanic	G370	6/23/2024	GEN EMP	Bi-Weekly	\$3,771.37	\$3,956.18	\$4,150.01	\$4,348.90	\$4,565.04	
				Hourly	\$47.14	\$49.45	\$51.88	\$54.36	\$57.06	
				Annually	\$98,056	\$102,861	\$107,900	\$113,071	\$118,691	
Senior Information Systems Analyst	L110	6/23/2024	PROF	Bi-Weekly	\$5,108.71	\$5,364.14	\$5,632.35	\$5,913.97	\$6,209.66	
				Hourly	\$63.86	\$67.05	\$70.40	\$73.92	\$77.62	
				Annually	\$132,827	\$139,468	\$146,441	\$153,763	\$161,451	
Senior Open Space Ranger	G390	6/23/2024	GEN EMP	Bi-Weekly	\$3,371.79	\$3,542.42	\$3,716.93	\$3,901.12	\$4,098.89	
				Hourly	\$42.15	\$44.28	\$46.46	\$48.76	\$51.24	
				Annually	\$87,667	\$92,103	\$96,640	\$101,429	\$106,571	
Senior Park Maintenance Worker	G440	6/23/2024	GEN EMP	Bi-Weekly	\$3,051.48	\$3,204.06	\$3,364.26	\$3,532.47	\$3,709.09	
				Hourly	\$38.14	\$40.05	\$42.05	\$44.16	\$46.36	
				Annually	\$79,338	\$83,305	\$87,471	\$91,844	\$96,436	
Senior Permit Technician	G260	6/23/2024	GEN EMP	Bi-Weekly	\$3,457.47	\$3,630.35	\$3,811.87	\$4,002.46	\$4,202.57	
				Hourly	\$43.22	\$45.38	\$47.65	\$50.03	\$52.53	
				Annually	\$89,894	\$94,389	\$99,108	\$104,064	\$109,267	
Senior Planner	L140	6/23/2024	PROF	Bi-Weekly	\$4,932.18	\$5,173.57	\$5,429.16	\$5,677.63	\$5,968.71	
				Hourly	\$61.65	\$64.67	\$67.86	\$70.97	\$74.61	
				Annually	\$128,237	\$134,513	\$141,158	\$147,618	\$155,186	
Senior Program Assistant	G190	6/23/2024	GEN EMP	Bi-Weekly	\$2,805.60	\$2,946.23	\$3,093.70	\$3,248.05	\$3,409.25	
				Hourly	\$35.07	\$36.83	\$38.67	\$40.60	\$42.62	
				Annually	\$72,946	\$76,602	\$80,436	\$84,449	\$88,640	
Senior Street Maintenance Worker	G470	6/23/2024	GEN EMP	Bi-Weekly	\$3,397.88	\$3,506.20	\$3,671.25	\$3,840.42	\$4,024.03	
				Hourly	\$42.47	\$43.83	\$45.89	\$48.01	\$50.30	
				Annually	\$88,345	\$91,161	\$95,452	\$99,851	\$104,625	
Senior Ticket Office Clerk	G230	6/23/2024	GEN EMP	Bi-Weekly	\$2,692.50	\$2,827.14	\$2,968.49	\$3,116.92	\$3,272.78	
				Hourly	\$33.66	\$35.34	\$37.11	\$38.96	\$40.91	
				Annually	\$70,005	\$73,506	\$77,181	\$81,040	\$85,092	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Senior Traffic Maintenance Worker	G490	6/23/2024	GEN EMP	Bi-Weekly	\$3,397.88	\$3,506.20	\$3,671.25	\$3,840.42	\$4,024.03	
				Hourly	\$42.47	\$43.83	\$45.89	\$48.01	\$50.30	
				Annually	\$88,345	\$91,161	\$95,452	\$99,851	\$104,625	
Senior Traffic Signal Technician	G510	6/23/2024	GEN EMP	Bi-Weekly	\$3,803.26	\$3,993.43	\$4,193.10	\$4,402.76	\$4,622.90	
				Hourly	\$47.54	\$49.92	\$52.41	\$55.03	\$57.79	
				Annually	\$98,885	\$103,829	\$109,020	\$114,472	\$120,195	
Street Maintenance Supervisor	M320	6/23/2024	GEN MGMT	Bi-Weekly	\$4,717.43	\$4,933.39	\$5,174.64	\$5,427.48	\$5,690.83	
				Hourly	\$58.97	\$61.67	\$64.68	\$67.84	\$71.14	
				Annually	\$122,653	\$128,268	\$134,541	\$141,114	\$147,962	
Street Maintenance Worker	G450	6/23/2024	GEN EMP	Bi-Weekly	\$2,862.82	\$3,001.46	\$3,144.94	\$3,295.20	\$3,450.31	
				Hourly	\$35.79	\$37.52	\$39.31	\$41.19	\$43.13	
				Annually	\$74,433	\$78,038	\$81,769	\$85,675	\$89,708	
Street Sweeper Operator	G460	6/23/2024	GEN EMP	Bi-Weekly	\$3,193.41	\$3,295.20	\$3,450.31	\$3,609.31	\$3,781.88	
				Hourly	\$39.92	\$41.19	\$43.13	\$45.12	\$47.27	
				Annually	\$83,029	\$85,675	\$89,708	\$93,842	\$98,329	
Ticket Office Clerk	G220	6/23/2024	GEN EMP	Bi-Weekly	\$2,480.00	\$2,600.47	\$2,714.24	\$2,845.22	\$2,975.24	
				Hourly	\$31.00	\$32.51	\$33.93	\$35.57	\$37.19	
				Annually	\$64,480	\$67,612	\$70,570	\$73,976	\$77,356	
Traffic Control Supervisor	M330	6/23/2024	GEN MGMT	Bi-Weekly	\$4,717.43	\$4,933.39	\$5,174.64	\$5,427.48	\$5,690.83	
				Hourly	\$58.97	\$61.67	\$64.68	\$67.84	\$71.14	
				Annually	\$122,653	\$128,268	\$134,541	\$141,114	\$147,962	
Traffic Engineer	M350	6/23/2024	GEN MGMT	Bi-Weekly	\$5,761.74	\$6,051.37	\$6,352.34	\$6,669.81	\$7,003.75	
				Hourly	\$72.02	\$75.64	\$79.40	\$83.37	\$87.55	
				Annually	\$149,805	\$157,336	\$165,161	\$173,415	\$182,097	
Traffic Maintenance Worker	G480	6/23/2024	GEN EMP	Bi-Weekly	\$2,862.82	\$3,001.46	\$3,144.94	\$3,295.20	\$3,450.31	
				Hourly	\$35.79	\$37.52	\$39.31	\$41.19	\$43.13	
				Annually	\$74,433	\$78,038	\$81,769	\$85,675	\$89,708	
Traffic Signal Technician I	G501	6/23/2024	GEN EMP	Bi-Weekly	\$3,032.48	\$3,175.96	\$3,329.14	\$3,487.16	\$3,649.05	
				Hourly	\$37.91	\$39.70	\$41.61	\$43.59	\$45.61	
				Annually	\$78,844	\$82,575	\$86,558	\$90,666	\$94,875	
Traffic Signal Technician II	G502	6/23/2024	GEN EMP	Bi-Weekly	\$3,487.16	\$3,649.05	\$3,812.90	\$4,000.97	\$4,202.62	
				Hourly	\$43.59	\$45.61	\$47.66	\$50.01	\$52.53	
				Annually	\$90,666	\$94,875	\$99,135	\$104,025	\$109,268	

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
Traffic Technician	G350	6/23/2024	GEN EMP	Bi-Weekly	\$4,008.22	\$4,202.19	\$4,392.91	\$4,593.37	\$4,818.76	
				Hourly	\$50.10	\$52.53	\$54.91	\$57.42	\$60.23	
				Annually	\$104,214	\$109,257	\$114,216	\$119,428	\$125,288	
Vehicle & Equipment Maintenance Supervisor	M290	6/23/2024	GEN MGMT	Bi-Weekly	\$4,717.43	\$4,933.39	\$5,174.64	\$5,427.48	\$5,690.83	
				Hourly	\$58.97	\$61.67	\$64.68	\$67.84	\$71.14	
				Annually	\$122,653	\$128,268	\$134,541	\$141,114	\$147,962	
Video Production Analyst	M470	6/23/2024	GEN MGMT	Bi-Weekly	\$4,476.87	\$4,695.21	\$4,906.27	\$5,146.44	\$5,395.94	
				Hourly	\$55.96	\$58.69	\$61.33	\$64.33	\$67.45	
				Annually	\$116,399	\$122,076	\$127,563	\$133,807	\$140,294	

CLASS TITLE	CLASS CODE	SALARY EFFECTIVE DATE	GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
<b><u>ELECTED/APPOINTED POSITIONS</u></b>									
City Manager	A200	7/7/2024		Bi-Weekly	\$12,521.65				
City Attorney	A100								
City Council	E200	12/1/2002		Monthly	\$650				
City Treasurer	E100	5/7/2002		Monthly	\$150				

CLASS TITLE	CLASS CODE	SALARY		GROUP	SALARY RATE	STEP A	STEP B	STEP C	STEP D	STEP E
		EFFECTIVE DATE								
<b><u>HOURLY/TEMPORARY CLASSES</u></b>										
<b>CITY-WIDE</b>										
Intern	Z100	12/24/2023			\$16.00	-		\$25.00		
Administrative/Clerical Support	Z150	12/24/2023			\$16.00	-		\$49.00		
Program Support/Paraprofessional	Z200	12/24/2023			\$16.00	-		\$50.00		
Maintenance	Z250	12/24/2023			\$16.00	-		\$54.00		
Technician	Z300	12/24/2023			\$16.00	-		\$58.00		
Professional/Management	Z350	6/25/2023			\$20.00	-		\$130.00		
<b>POLICE DEPARTMENT</b>										
Police Dispatcher	Z400	6/23/2024			\$30.00	-		\$53.00		
Police Officer - Trainee	Z410	7/7/2024			\$32.00	-		\$40.00		
Sworn - Officer	Z420	9/29/2024			\$40.00	-		\$68.00		
Sworn - Supervisor/Manager	Z430	9/29/2024			\$50.00	-		\$122.00		
<b>ARTS + RECREATION DEPARTMENT</b>										
Arts + Rec Leader	Z600	7/7/2024			\$16.00	-		\$25.00		
Senior Arts + Rec Leader	Z605	7/7/2024			\$16.00	-		\$35.00		
Lifeguard <sup>1</sup>	Z610	7/7/2024			\$16.00	-		\$25.00		
Senior Lifeguard <sup>1</sup>	Z615	7/7/2024			\$16.00	-		\$32.00		
Facility Attendant	Z620	7/7/2024			\$16.00	-		\$35.00		
Assistant Preschool Teacher	Z625	7/7/2024			\$16.00	-		\$30.00		
Preschool Teacher	Z630	7/7/2024			\$16.00	-		\$35.00		
Actor - Equity <sup>2</sup>	Z635	7/7/2024								
					Weekly salaries per contract: \$532 - \$1,600					
Actor - Non-Equity	Z640	7/7/2024			\$16.00	-		\$25.00		
Production Assistant	Z645	7/7/2024			\$16.00	-		\$32.00		
Theater Assistant	Z655	7/7/2024			\$16.00	-		\$32.00		
House Manager <sup>3</sup>	Z660	7/7/2024			\$16.00	-		\$28.00		
Ticket Agent	Z665	7/7/2024			\$16.00	-		\$25.00		
Ticket Scanner	Z670	12/24/2023			\$16.00	-		\$20.00		

**NOTES**

<sup>1</sup> Eligible for premium pay of up to a maximum of \$2.00 per hour for performing swim instructor duties. Maximum hourly rate for a Lifeguard/Swim Instructor is \$27.00 and for a Senior Lifeguard/Swim Instructor is \$34.00.

<sup>2</sup> Per agreement with Actors' Equity Association.

<sup>3</sup> Eligible for premium pay of \$1.25 per hour when assigned to the Hofmann Theatre. Maximum hourly rate for a House Manager with premium pay is \$29.25.