



3.00%	37	Airport Operators Coordinator	5,095	5,248	5,406	5,568	5,735	5,907	6,084	6,266	6,454	6,648
	37	Central Purchasing Coordinator	61,143	62,977	64,866	66,812	68,817	70,881	73,007	75,198	77,454	79,777
	37	Code Compliance Officer										
	37	Engineering Technician II										
	37	M&O Crew Chief										
	37	Stormwater Technician III										
	37	Wastewater Collection Systems Specialist III										
	37	Wastewater Treatment Plant Operator III										
	37	WWTPO/LAB-Pretreatment Specialist										
	37	Water Distribution Specialist III										
	37	Water Treatment Plant Operator III										
6.00%	38	GIS Analyst II	5,401	5,563	5,730	5,902	6,079	6,261	6,449	6,642	6,842	7,047
	38		64,811	66,755	68,758	70,821	72,946	75,134	77,388	79,710	82,101	84,564
6.20%	39	Engineer I - Associate Engineer	5,736	5,908	6,085	6,268	6,456	6,649	6,849	7,054	7,266	7,484
	39		68,829	70,894	73,021	75,212	77,468	79,792	82,186	84,652	87,191	89,807
6.00%	40	Combination Inspector	6,080	6,262	6,450	6,644	6,843	7,048	7,260	7,478	7,702	7,933
	40	Community Development Liaison	72,959	75,148	77,402	79,724	82,116	84,580	87,117	89,731	92,423	95,195

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EXEMPT															
Pay Spread between Grades	Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
	52	Planner II	4,803	4,947	5,095	5,248	5,406	5,568	5,735	5,907	6,084	6,267	6,455	6,648	6,848
	52		57,635	59,364	61,145	62,979	64,868	66,814	68,819	70,883	73,010	75,200	77,456	79,780	82,173
12.50%	54	Systems Administrator I	5,403	5,565	5,732	5,904	6,081	6,264	6,452	6,645	6,845	7,050	7,262	7,479	7,704
	54		64,839	66,784	68,788	70,851	72,977	75,166	77,421	79,744	82,136	84,600	87,138	89,752	92,445
12.50%	56	Planner III	6,079	6,261	6,449	6,642	6,842	7,047	7,258	7,476	7,700	7,931	8,169	8,414	8,667
	56	Water Resources Planner	72,944	75,132	77,386	79,708	82,099	84,562	87,099	89,712	92,403	95,175	98,030	100,971	104,000
6.20%	57	Systems Administrator II	6,456	6,649	6,849	7,054	7,266	7,484	7,708	7,939	8,178	8,423	8,676	8,936	9,204
	57		77,466	79,790	82,184	84,650	87,189	89,805	92,499	95,274	98,132	101,076	104,108	107,232	110,448

2020 AFSCME Pay Plan												
Pay Spread between Grades	Pay Grade	Position Title	Step A	Step B 3.00%	Step C 3.00%	Step D 3.00%	Step E 3.00%	Step F 3.00%	Step G 3.00%	Step H 3.00%	Step I 3.00%	Step J 3.00%
	25	Intern- Airport Management	3,174	3,269	3,367	3,468	3,572	3,679	3,790	3,903	4,020	4,141
	25		38,085	39,227	40,404	41,616	42,864	44,150	45,475	46,839	48,244	49,692
6.20%	26		3,370	3,472	3,576	3,683	3,794	3,907	4,025	4,145	4,270	4,398
	26		40,446	41,659	42,909	44,196	45,522	46,888	48,294	49,743	51,235	52,773
6.20%	27		3,579	3,687	3,797	3,911.36	4,029	4,150	4,274	4,402	4,534	4,670
	27		42,953	44,242	45,569	46,936	48,344	49,795	51,289	52,827	54,412	56,044
6.00%	28	Administrative Technician I	3,794	3,908	4,025	4,146	4,270	4,399	4,530	4,666	4,806	4,951
	28	Finance Technician I	45,531	46,897	48,303	49,753	51,245	52,782	54,366	55,997	57,677	59,407
6.00%	29		4,022	4,143	4,267	4,395	4,527	4,662	4,802	4,946	5,095	5,248
	29		48,262	49,710	51,202	52,738	54,320	55,949	57,628	59,357	61,137	62,972
3.00%	30	Finance Technician II	4,143	4,267	4,395	4,527	4,662	4,802	4,946	5,095	5,248	5,405
	30	GIS Technician	49,710	51,202	52,738	54,320	55,949	57,628	59,357	61,137	62,972	64,861
	30	Permit Technician I										
3.00%	31		4,267	4,395	4,527	4,662	4,802	4,946	5,095	5,248	5,405	5,567
	31		51,202	52,738	54,320	55,949	57,628	59,357	61,137	62,972	64,861	66,807
3.00%	32	Administrative Specialist II	4,395	4,527	4,662	4,802	4,946	5,095	5,248	5,405	5,567	5,734
	32	Finance Technician III	52,738	54,320	55,949	57,628	59,357	61,137	62,972	64,861	66,807	68,811
	32	M&O / Cemetery Coordinator										
	32	Maintenance Worker I										
	32	Permit Technician II										
	32	Police Services Technician II										
	32	Wastewater Collection Systems Specialist I										
	32	Water Distribution Specialist I										
3.20%	33	Biosolids Compost Facility Operator I	4,535	4,672	4,812	4,956	5,105	5,258	5,416	5,578	5,745	5,918
	33	IT Technician	54,425	56,058	57,740	59,472	61,256	63,094	64,987	66,936	68,944	71,013
	33	Payroll Finance Coordinator										
	33	Police Support Officer										
	33	Stormwater Technician II										
	33	Wastewater Treatment Plant Operator I										
	33	Water Treatment Plant Operator I										
5.90%	34	Airport Operations Specialist	4,803	4,947	5,096	5,248	5,406	5,568	5,735	5,907	6,084	6,267
	34	Biosolids Compost Facility Operator II	57,636	59,365	61,146	62,981	64,870	66,816	68,821	70,885	73,012	75,202
	34	GIS Analyst I										
	34	Maintenance Worker II										
	34	Plans Examiner/ Building Inspector										
	34	Wastewater Collection System Operator II										
	34	Water Distribution Specialist II										
	34	Water Distribution Spec.- Cross Connection Spec. II										
3.00%	35	Wastewater Treatment Plant Operator II	4,947	5,096	5,248	5,406	5,568	5,735	5,907	6,084	6,267	6,455
	35	Water Treatment Plant Operator II	59,365	61,146	62,981	64,870	66,816	68,821	70,885	73,012	75,202	77,458
3.00%	36		5,096	5,248	5,406	5,568	5,735	5,907	6,084	6,267	6,455	6,649
	36		61,146	62,981	64,870	66,816	68,821	70,885	73,012	75,202	77,458	79,782
3.00%	37	Airport Operations Coordinator	5,248	5,406	5,568	5,735	5,907	6,084	6,267	6,455	6,649	6,848
	37	Central Purchasing Coordinator	62,981	64,870	66,816	68,821	70,885	73,012	75,202	77,458	79,782	82,176
	37	Code Compliance Officer										
	37	Engineering Technician II										
	37	M&O Crew Chief										
	37	Stormwater Technician III										
	37	Wastewater Collection Systems Specialist III										
	37	Wastewater Treatment Plant Operator III										
	37	WWTPO/LAB-Pretreatment Specialist										
	37	Water Distribution Specialist III										
	37	Water Treatment Plant Operator III										
6.00%	38	GIS Analyst II	5,563	5,730	5,902	6,079	6,262	6,449	6,643	6,842	7,047	7,259
	38		66,760	68,762	70,825	72,950	75,139	77,393	79,715	82,106	84,569	87,106
6.20%	39	Engineer I - Associate Engineer	5,908	6,085	6,268	6,456	6,650	6,849	7,055	7,266	7,484	7,709
	39		70,899	73,026	75,217	77,473	79,797	82,191	84,657	87,197	89,812	92,507
6.00%	40	Combination Inspector	6,263	6,451	6,644	6,843	7,049	7,260	7,478	7,702	7,933	8,171
	40	Community Development Liaison	75,153	77,407	79,730	82,121	84,585	87,123	89,736	92,428	95,201	98,057

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EXEMPT															
Pay Spread between Grades	Pay Grade	Position Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
				3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
	52	Planner II	4,947	5,096	5,249	5,406	5,568	5,735	5,907	6,085	6,267	6,455	6,649	6,848	7,054
	52		59,367	61,148	62,983	64,872	66,818	68,823	70,887	73,014	75,204	77,461	79,784	82,178	84,643
12.50%	54	Systems Administrator I	5,566	5,733	5,905	6,082	6,264	6,452	6,646	6,845	7,050	7,262	7,480	7,704	7,935
	54		66,788	68,792	70,855	72,981	75,170	77,426	79,748	82,141	84,605	87,143	89,757	92,450	95,224
12.50%	56	Planner III	6,261	6,449	6,643	6,842	7,047	7,259	7,476	7,701	7,932	8,170	8,415	8,667	8,927
	56	Water Resources Planner	75,136	77,391	79,712	82,104	84,567	87,104	89,717	92,408	95,181	98,036	100,977	104,006	107,127
6.20%	57	Systems Administrator II	6,650	6,849	7,055	7,266	7,484	7,709	7,940	8,178	8,423	8,676	8,936	9,205	9,481
	57		79,795	82,189	84,654	87,194	89,810	92,504	95,279	98,138	101,082	104,114	107,238	110,455	113,768