

January 1, 2025

2.5%
ATB

*
Perf Zone
Max created
9%

Employee Group 06 Professional
Effective Date: January 1, 2025 Issued Date: 05/10/2023

Job Code & Description	Grade	Step	Hourly Rate
920310 CHILD CARE ENRICHMENT INSTRUCTOR	001	1	24.94
	001	2 2080	26.14
	001	3 2080	27.45
	001	4 2080	28.89
	001	5 2080	30.25
	001	6 2080	31.19
	001	7 2080	32.84
	001	8 PERF Zone Max	35.80
410000 DESIGN ASSOCIATE/CIVIL ENGINEER TRAINEE 400100 LANDSCAPE DESIGN TRAINEE	002	1	25.68
	002	2 2080	26.94
	002	3 2080	28.31
	002	4 2080	29.71
	002	5 2080	31.19
	002	6 2080	32.15
	002	7 2080	33.86
	002	8 Perf Zone Max	36.91
920320 CHILD CARE PROGRAM COORDINATOR 900010 EDUCATION SPECIALIST 150001 LAW CLERK (U) 150110 LEGAL ASSISTANT I (U)	003	1	26.42
	003	2 2080	27.78
	003	3 2080	29.12

950110 LIBRARY SPECIALIST~S~
 150310 VICTIM WITNESS ASSISTANT (U)

003	4	2080	30.65
003	5	2080	32.15
003	6	2080	33.12
003	7	2080	34.82
003	8	<i>Perf Zone Max</i>	37.95
004	1		27.23
004	2	2080	28.56
004	3	2080	30.03
004	4	2080	31.56
004	5	2080	33.12
004	6	2080	34.06
004	7	2080	35.90
004	8	<i>Perf Zone Max</i>	39.13
005	1		28.03
005	2	2080	29.48
005	3	2080	30.94
005	4	2080	32.48
005	5	2080	34.06
005	6	2080	35.08
005	7	2080	36.91
005	8	<i>Perf Zone Max</i>	40.23
006	1		28.92
006	2	2080	30.35
006	3	2080	31.90
006	4	2080	33.47
006	5	2080	35.08

340010 BUYER I
 900011 EDUCATION COORDINATOR
 110010 MANAGEMENT ASSISTANT I
 110101 VOLUNTEER COORDINATOR

210110 GRAPHIC ARTIST I

006	6 2080		36.18
006	7 2080		38.00
006	8 <i>Perf Zone Max</i>		41.42
007	1		29.80
007	2 2080		31.21
007	3 2080		32.83
007	4 2080		34.49
007	5 2080		36.18
007	6 2080		37.27
007	7 2080		39.17
007	8 <i>Perf Zone Max</i>		42.70
008	1		30.69
008	2 2080		32.22
008	3 2080		33.76
008	4 2080		35.50
008	5 2080		37.27
008	6 2080		38.39
008	7 2080		40.33
008	8 <i>Perf Zone Max</i>		43.96
009	1		31.43
009	2 2080		32.96
009	3 2080		34.65
009	4 2080		36.38
009	5 2080		38.19
009	6 2080		39.32
300110 ACCOUNTANT I			
120110 HUMAN RESOURCES CONSULTANT I			
950201 LIBRARY VOLUNTEER COORDINATOR			
160010 PUBLIC INFORMATION SPECIALIST I			
160110 RESEARCH ANALYST I			
130110 BUSINESS ASSISTANCE SPECIALIST			
130111 COMPLIANCE SPECIALIST			
400020 DESIGN ASSOCIATE I			
130310 LABOR STANDARDS INVESTIGATOR I			
950040 LIBRARIAN I			
900101 PROJECT MANAGER PARKS AND RECREATION			
700510 RECYCLING PROGRAMS SPECIALIST			
850112 VIDEO PRODUCTION SPECIALIST			
320040 BUSINESS ANALYST I			
340011 BUYER II			
520010 CRIMINALIST I			
520110 FORENSIC SCIENTIST I			
310010 GRANTS ASSISTANT			
210111 GRAPHIC ARTIST II			
400110 LANDSCAPE DESIGN APPRENTICE			
150111 LEGAL ASSISTANT II (U)			
950701 LIBRARY COMMUNITY SERVICES COORDINATOR			

110011 MANAGEMENT ASSISTANT II	009	7 2080		41.32
150311 VICTIM WITNESS COORDINATOR (U)	009	8	<i>Perf Zone Max</i>	45.04
530030 WATER QUALITY SPECIALIST I	010	1		32.48
	010	2 2080		34.11
	010	3 2080		35.83
	010	4 2080		37.63
	010	5 2080		39.50
	010	6 2080		40.70
	010	7 2080		42.78
	010	8	<i>Perf Zone Max</i>	46.63
300111 ACCOUNTANT II	011	1		33.51
410010 CIVIL ENGINEER I	011	2 2080		35.17
410110 CIVIL ENGINEER I-SPRWS	011	3 2080		36.93
160060 COMMUNITY ENGAGEMENT SPECIALIST	011	4 2080		38.79
630401 CRIME PREVENTION COORDINATOR	011	5 2080		40.70
600010 EMERGENCY MANAGEMENT SPECIALIST	011	6 2080		41.83
120111 HUMAN RESOURCES CONSULTANT II	011	7 2080		44.08
800020 NATURAL RESOURCES COORDINATOR	011	8	<i>Perf Zone Max</i>	48.05
130022 ACCESSIBILITY COORDINATOR	012	1		34.51
130112 COMPLIANCE COORDINATOR	012	2 2080		36.21
130040 HUMAN RIGHTS INVESTIGATOR I	012	3 2080		38.02
130020 HUMAN RIGHTS SPECIALIST	012	4 2080		39.93
130021 HUMAN RIGHTS SPECIALIST - BILINGUAL	012	5 2080		41.92
130311 LABOR STANDARDS INVESTIGATOR II	012	6 2080		43.22
	012	7 2080		45.38

140410 IS SYSTEMS CONSULTANT I	012	8	Perf Zone May	49.46
	12T	1		34.51
	12T	2	1040	35.35
	12T	3	1040	36.21
	12T	4	1040	37.12
	12T	5	1040	38.02
	12T	6	1040	39.43
	12T	7	1040	40.77
	12T	8	1040	41.79
	12T	9	1040	42.82
	12T	10	1040	43.88
	12T	11	1040	44.96
	12T	12	1040	46.08
	12T	13	1040	47.20
	12T	14	1040	48.59
	12T	15	1040	50.99
	12T	16	Perf Zone May	55.58
320041 BUSINESS ANALYST II	013	1		35.56
340012 BUYER III	013	2	2080	37.33
400021 DESIGN ASSOCIATE II	013	3	2080	39.13
360210 ECONOMIC DEVELOPMENT SPECIALIST III~S~	013	4	2080	41.12
310011 GRANTS SPECIALIST	013	5	2080	43.22
150312 LEAD VICTIM WITNESS COORDINATOR (U)	013	6	2080	44.49
150112 LEGAL ASSISTANT III (U)	013	7	2080	46.66
110012 MANAGEMENT ASSISTANT III				
850120 MEDIA SERVICES COORDINATOR				
130401 POLICE-CIVILIAN INTERNAL AFFAIRS COMMISSION (PCIARC) COORDINATOR				

160011 PUBLIC INFORMATION SPECIALIST II	013	8	Perf Zone Map	50.86
510110 SAFETY OFFICER	014	1		36.58
950410 DIGITAL SERVICES COORDINATOR	014	2	2080	38.41
140520 GIS ANALYST	014	3	2080	40.37
720041 HISTORIC PRESERVATION SR PLANNER	014	4	2080	42.34
950041 LIBRARIAN II	014	5	2080	44.49
160112 RESEARCH ANALYST III	014	6	2080	45.79
720021 SENIOR CITY PLANNER	014	7	2080	48.10
950601 YOUTH SERVICES COORDINATOR	014	8	Perf Zone Map	52.43
300112 ACCOUNTANT III	015	1		37.69
410011 CIVIL ENGINEER II	015	2	2080	39.54
410111 CIVIL ENGINEER II - SPRWS	015	3	2080	41.55
520011 CRIMINALIST II	015	4	2080	43.61
700211 ENVIRONMENTAL HEALTH SPECIALIST II	015	5	2080	45.79
310101 HISTORIC PRESERVATION SPECIALIST~S~	015	6	2080	47.20
120112 HUMAN RESOURCES CONSULTANT III	015	7	2080	49.57
160040 INTELLIGENCE ANALYST - OPERATIONS	015	8	2080-Perf Zone Map	54.03
400111 LANDSCAPE ARCHITECT	016	1		38.81
110701 ADMINISTRATIVE ASSISTANT (U)	016	2	2080	40.77
130201 ADMINISTRATIVE ASSISTANT - DEPARTMENT OF HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY	016	3	2080	42.82
900301 ARTS AND GARDENING PROGRAM COORDINATOR	016	4	2080	44.96
320042 BUSINESS ANALYST III	016	5	2080	47.20
340013 BUYER IV	016	6	2080	48.59
520111 FORENSIC SCIENTIST II	016	7	2080	50.99
540210 HEALTH EDUCATOR II~S~	016	7	2080	50.99

130041 HUMAN RIGHTS INVESTIGATOR II	016	8	<i>Perf Zone Max</i>	55.58
130312 LABOR STANDARDS INVESTIGATOR III	017	1		40.01
110013 MANAGEMENT ASSISTANT IV	017	2	2080	41.96
510020 PHYSICAL FITNESS COORDINATOR	017	3	2080	44.05
110601 PROGRAM COORDINATOR	017	4	2080	46.27
110501 ADMINISTRATIVE/LEGISLATIVE ASSISTANT - PED	017	5	2080	48.59
600020 EMERGENCY MANAGEMENT COORDINATOR	017	6	2080	50.08
620001 PUBLIC EDUCATION OFFICER - FIRE DEPT	017	7	2080	52.58
	017	8	<i>Perf Zone Max</i>	57.31
400230 CONSTRUCTION COORDINATOR	018	1		41.18
510030 HEALTH and WELLNESS COORDINATOR	018	2	2080	43.27
111901 PARKING MANAGER	018	3	2080	45.40
320043 SENIOR BUSINESS ANALYST	018	4	2080	47.72
530032 WATER QUALITY SPECIALIST III	018	5	2080	50.08
	018	6	2080	51.62
	018	7	2080	54.09
	018	8	<i>Perf Zone Max</i>	58.96
700301 ENERGY COORDINATOR	019	1		42.38
160041 INTELLIGENCE ANALYST - STRATEGIC	019	2	2080	44.54
530301 WATER RESOURCE COORDINATOR	019	3	2080	46.77
	019	4	2080	49.11
	019	5	2080	51.62
	019	6	2080	53.06

019	7 2080	55.72
019	8 <i>Prof Zone Max</i>	60.73
020	1	43.71
020	2 2080	45.89
020	3 2080	48.19
020	4 2080	50.59
020	5 2080	53.11
020	6 2080	54.68
020	7 2080	57.39
020	8 <i>Prof Zone Max</i>	62.56
20T	1	43.71
20T	2 1040	44.81
20T	3 1040	45.89
20T	4 1040	47.04
20T	5 1040	48.19
20T	6 1040	49.39
20T	7 1040	50.59
20T	8 1040	51.84
20T	9 1040	53.11
20T	10 1040	54.68
20T	11 1040	57.39
20T	12 1040 <i>Prof Zone Max</i>	62.56
021	1	45.00
021	2 2080	47.24
021	3 2080	49.63
021	4 2080	52.15

400030 ARCHITECT

410012 CIVIL ENGINEER III

410112 CIVIL ENGINEER III-SPRWS

740020 FIRE PROTECTION ENGINEER

520112 FORENSIC SCIENTIST III - QUALITY ASSURANCE

SPECIALIST

540220 HEALTH INFORMATION ADMINISTRATOR-S~

400112 LEAD LANDSCAPE ARCHITECT

720022 PRINCIPAL CITY PLANNER

160113 RESEARCH ANALYST IV

410201 STRUCTURAL ENGINEER

140411 IS SYSTEMS CONSULTANT II

021	5	2080		54.68
021	6	2080		56.32
021	7	2080		59.10
021	8	2080	Per Zone Map	64.42
022	1	2080		46.33
022	2	2080		48.68
022	3	2080		51.14
022	4	2080		53.68
022	5	2080		56.32
022	6	2080		58.04
022	7	2080		60.84
022	8	2080	Per Zone Map	66.32
22T	1	1040		46.33
22T	2	1040		47.97
22T	3	1040		48.68
22T	4	1040		49.90
22T	5	1040		51.10
22T	6	1040		52.40
22T	7	1040		53.68
22T	8	1040		55.01
22T	9	1040		56.32
22T	10	1040		58.04
22T	11	1040		60.84
22T	12	1040	Per Zone Map	66.32
023	1	2080		47.80
023	2	2080		50.14

140501 GIS SYSTEMS DEVELOPER

360022 PRINCIPAL PROJECT MANAGER

110901 PROJECT MANAGER IV - PUBLIC WORKS

140114 IS INFORMATION/TECHNICAL ANALYST V

140412 IS SYSTEMS CONSULTANT III

023	3	2080		52.60
023	4	2080		55.30
023	5	2080		58.04
023	6	2080		59.79
023	7	2080		62.68
023	8	2080	Perf Zone Mex	68.32
024	1	2080		49.16
024	2	2080		51.66
024	3	2080		54.22
024	4	2080		56.91
024	5	2080		59.79
024	6	2080		61.55
024	7	2080		64.51
024	8	2080	Perf Zone Mex	70.32
24T	1	1040		49.16
24T	2	1040		50.41
24T	3	1040		51.66
24T	4	1040		52.92
24T	5	1040		54.22
24T	6	1040		55.56
24T	7	1040		56.91
24T	8	1040		58.38
24T	9	1040		59.79
24T	10	1040		61.55
24T	11	1040		64.51
24T	12	1040	Perf Zone Mex	70.32

140115 IS INFORMATION/TECHNICAL ANALYST VI

028	3 2080		61.06
028	4 2080		64.03
028	5 2080		67.27
028	6 2080		69.31
028	7 2080		72.60
028	8 <i>Perf Zone Max</i>		79.13
029	1		57.03
029	2 2080		59.85
029	3 2080		62.83
029	4 2080		66.00
029	5 2080		69.31
029	6 2080		71.37
029	7 2080		74.76
029	8 2080 <i>Perf Zone Max</i>		81.49
030	1		58.74
030	2 2080		61.65
030	3 2080		64.71
030	4 2080		68.00
030	5 2080		71.37
030	6 2080		73.45
030	7 2080		77.02
030	8 <i>Perf Zone Max</i>		83.95
031	1		60.51
031	2 2080		63.51
031	3 2080		66.71
031	4 2080		70.00

031	5	2080		73.50
031	6	2080		75.72
031	7	2080		79.28
031	8	2080	<i>Perf Zone May</i>	86.42
032	1			62.27
032	2	2080		65.46
032	3	2080		68.68
032	4	2080		72.13
032	5	2080		75.72
032	6	2080		77.99
032	7	2080		81.62
032	8	2080	<i>Perf Zone May</i>	88.97
033	1			64.12
033	2	2080		67.38
033	3	2080		70.75
033	4	2080		74.31
033	5	2080		77.99
033	6	2080		80.34
033	7	2080		84.10
033	8	2080	<i>Perf Zone May</i>	91.67
034	1			66.07
034	2	2080		69.42
034	3	2080		72.90
034	4	2080		76.52
034	5	2080		80.34
034	6	2080		82.72

034	7	2080		86.65
034	8	2080	Surf Zone Max	94.45
035	1			68.08
035	2	2080		71.52
035	3	2080		75.06
035	4	2080		78.78
035	5	2080		82.72
035	6	2080		85.26
035	7	2080		89.20
035	8	2080	Surf Zone Max	97.23
036	1			70.10
036	2	2080		73.61
036	3	2080		77.32
036	4	2080		81.19
036	5	2080		85.24
036	6	2080		87.79
036	7	2080		91.87
036	8	2080	Surf Zone Max	100.14
037	1			72.21
037	2	2080		75.80
037	3	2080		79.58
037	4	2080		83.60
037	5	2080		87.79
037	6	2080		90.39
037	7	2080		94.61
037	8	2080	Surf Zone Max	103.12

038	1		74.38
038	2	2080	78.11
038	3	2080	82.01
038	4	2080	86.11
038	5	2080	90.39
038	6	2080	93.16
038	7	2080	97.43
038	8	<i>Perf Zone May</i>	106.20
039	1		76.61
039	2	2080	80.44
039	3	2080	84.47
039	4	2080	88.73
039	5	2080	93.16
039	6	2080	95.89
039	7	2080	100.35
039	8	<i>Perf Zone May</i>	109.38
040	1		78.94
040	2	2080	82.88
040	3	2080	87.02
040	4	2080	91.31
040	5	2080	95.93
040	6	2080	98.98
040	7	2080	103.37
040	8	<i>Perf Zone May</i>	112.67
041	1		81.27
041	2	2080	85.35

041	3	2080		89.61
041	4	2080		94.08
041	5	2080		98.78
041	6	2080		101.93
041	7	2080		106.43
041	8	2080	<i>Prof Tom May</i>	116.01
042	1	2080		83.71
042	2	2080		87.87
042	3	2080		92.27
042	4	2080		96.85
042	5	2080		101.73
042	6	2080		104.96
042	7	2080		109.63
042	8	2080	<i>Prof Tom May</i>	119.50
043	1	2080		86.20
043	2	2080		90.52
043	3	2080		95.04
043	4	2080		99.81
043	5	2080		104.80
043	6	2080		108.11
043	7	2080		113.10
043	8	2080	<i>Prof Tom May</i>	123.28
044	1	2080		88.80
044	2	2080		93.26
044	3	2080		97.95
044	4	2080		102.86

044	5	2080		107.94
044	6	2080		111.39
044	7	2080		116.30
044	8	2080	Pay Zone May	126.77
045	1			91.48
045	2	2080		96.01
045	3	2080		100.84
045	4	2080		105.86
045	5	2080		111.17
045	6	2080		114.69
045	7	2080		119.76
045	8	2080	Pay Zone May	130.54