

Grade	Classification	Type	Step 1 Annual	Step 1 Monthly	Step 1 Hourly	Step 2 Annual	Step 2 Monthly	Step 2 Hourly	Step 3 Annual	Step 3 Monthly	Step 3 Hourly	Step 4 Annual	Step 4 Monthly	Step 4 Hourly	Step 5 Annual	Step 5 Monthly	Step 5 Hourly
1																	
2																	
3																	
4																	
5																	
6																	
7																	
8	Community Services Officer	OCEA	\$ 57,302.66	\$ 4,775.22	\$27.55	\$ 60,167.81	\$ 5,013.98	\$ 28.93	\$ 63,176.20	\$ 5,264.68	\$ 30.37	\$ 66,335.01	\$ 5,527.92	\$ 31.89	\$ 69,651.75	\$ 5,804.31	\$ 33.49
8	Maintenance Worker	OCEA	\$ 57,302.66	\$ 4,775.22	\$27.55	\$ 60,167.81	\$ 5,013.98	\$ 28.93	\$ 63,176.20	\$ 5,264.68	\$ 30.37	\$ 66,335.01	\$ 5,527.92	\$ 31.89	\$ 69,651.75	\$ 5,804.31	\$ 33.49
8	Recreation Specialist	OCEA	\$ 57,302.66	\$ 4,775.22	\$27.55	\$ 60,167.81	\$ 5,013.98	\$ 28.93	\$ 63,176.20	\$ 5,264.68	\$ 30.37	\$ 66,335.01	\$ 5,527.92	\$ 31.89	\$ 69,651.75	\$ 5,804.31	\$ 33.49
9	Accounting Technician	SBSPA	\$ 58,735.24	\$ 4,894.60	\$28.24	\$ 61,672.01	\$ 5,139.33	\$ 29.65	\$ 64,755.58	\$ 5,396.30	\$ 31.13	\$ 67,993.40	\$ 5,666.12	\$ 32.69	\$ 71,393.05	\$ 5,949.42	\$ 34.32
10																	
11	Senior Building Technician	SBSPA	\$ 61,708.65	\$ 5,142.39	\$29.67	\$ 64,794.07	\$ 5,399.51	\$ 31.15	\$ 68,033.87	\$ 5,669.49	\$ 32.71	\$ 71,435.62	\$ 5,952.97	\$ 34.34	\$ 75,007.33	\$ 6,250.61	\$ 36.06
12	Mechanic	OCEA	\$ 63,251.42	\$ 5,270.95	\$30.41	\$ 66,414.01	\$ 5,534.50	\$ 31.93	\$ 69,734.70	\$ 5,811.23	\$ 33.53	\$ 73,221.44	\$ 6,101.79	\$ 35.20	\$ 76,882.49	\$ 6,406.87	\$ 36.96
12	Senior Community Services Officer	OCEA	\$ 63,251.42	\$ 5,270.95	\$30.41	\$ 66,414.01	\$ 5,534.50	\$ 31.93	\$ 69,734.70	\$ 5,811.23	\$ 33.53	\$ 73,221.44	\$ 6,101.79	\$ 35.20	\$ 76,882.49	\$ 6,406.87	\$ 36.96
12	Senior Maintenance Worker	OCEA	\$ 63,251.42	\$ 5,270.95	\$30.41	\$ 66,414.01	\$ 5,534.50	\$ 31.93	\$ 69,734.70	\$ 5,811.23	\$ 33.53	\$ 73,221.44	\$ 6,101.79	\$ 35.20	\$ 76,882.49	\$ 6,406.87	\$ 36.96
12	Water Operator	OCEA	\$ 63,251.42	\$ 5,270.95	\$30.41	\$ 66,414.01	\$ 5,534.50	\$ 31.93	\$ 69,734.70	\$ 5,811.23	\$ 33.53	\$ 73,221.44	\$ 6,101.79	\$ 35.20	\$ 76,882.49	\$ 6,406.87	\$ 36.96
13	Executive Assistant	SBSPA	\$ 64,832.72	\$ 5,402.73	\$31.17	\$ 68,074.34	\$ 5,672.86	\$ 32.73	\$ 71,478.06	\$ 5,956.51	\$ 34.36	\$ 75,051.99	\$ 6,254.33	\$ 36.08	\$ 78,804.58	\$ 6,567.05	\$ 37.89
13	Executive Assistant (confidential)	Mid-Manager	\$ 64,832.72	\$ 5,402.73	\$31.17	\$ 68,074.34	\$ 5,672.86	\$ 32.73	\$ 71,478.06	\$ 5,956.51	\$ 34.36	\$ 75,051.99	\$ 6,254.33	\$ 36.08	\$ 78,804.58	\$ 6,567.05	\$ 37.89
13	Senior Accounting Technician	SBSPA	\$ 64,832.72	\$ 5,402.73	\$31.17	\$ 68,074.34	\$ 5,672.86	\$ 32.73	\$ 71,478.06	\$ 5,956.51	\$ 34.36	\$ 75,051.99	\$ 6,254.33	\$ 36.08	\$ 78,804.58	\$ 6,567.05	\$ 37.89
14	Community Services Coordinator	SBSPA	\$ 66,453.54	\$ 5,537.80	\$31.95	\$ 69,776.21	\$ 5,814.68	\$ 33.55	\$ 73,265.01	\$ 6,105.42	\$ 35.22	\$ 76,928.27	\$ 6,410.69	\$ 36.98	\$ 80,774.67	\$ 6,731.22	\$ 38.83
15	Code Enforcement Officer	SBSPA	\$ 68,114.85	\$ 5,676.24	\$32.75	\$ 71,520.62	\$ 5,960.05	\$ 34.38	\$ 75,096.64	\$ 6,258.05	\$ 36.10	\$ 78,851.46	\$ 6,570.96	\$ 37.91	\$ 82,794.04	\$ 6,899.50	\$ 39.80
15	Police Recruit	OCEA	\$ 68,114.87	\$ 5,676.24	\$32.75	\$ 71,520.62	\$ 5,960.05	\$ 34.38	\$ 75,096.64	\$ 6,258.05	\$ 36.10	\$ 78,851.47	\$ 6,570.96	\$ 37.91	\$ 82,794.04	\$ 6,899.50	\$ 39.80
16	Senior Water Operator	OCEA	\$ 69,817.74	\$ 5,818.15	\$33.57	\$ 73,308.66	\$ 6,109.06	\$ 35.24	\$ 76,974.08	\$ 6,414.51	\$ 37.01	\$ 80,822.75	\$ 6,735.23	\$ 38.86	\$ 84,863.91	\$ 7,071.99	\$ 40.80
17																	
18	Deputy City Clerk	Mid-Manager	\$ 73,352.26	\$ 6,112.69	\$35.27	\$ 77,019.86	\$ 6,418.32	\$ 37.03	\$ 80,870.86	\$ 6,739.24	\$ 38.88	\$ 84,914.41	\$ 7,076.20	\$ 40.82	\$ 89,160.15	\$ 7,430.01	\$ 42.87
18	Lead Community Services Officer	OCEA	\$ 73,352.26	\$ 6,112.69	\$35.27	\$ 77,019.86	\$ 6,418.32	\$ 37.03	\$ 80,870.86	\$ 6,739.24	\$ 38.88	\$ 84,914.41	\$ 7,076.20	\$ 40.82	\$ 89,160.15	\$ 7,430.01	\$ 42.87
18	Police Civilian Investigator	OCEA	\$ 73,352.26	\$ 6,112.69	\$35.27	\$ 77,019.86	\$ 6,418.32	\$ 37.03	\$ 80,870.86	\$ 6,739.24	\$ 38.88	\$ 84,914.41	\$ 7,076.20	\$ 40.82	\$ 89,160.15	\$ 7,430.01	\$ 42.87
19	Building Inspector	SBSPA	\$ 75,186.09	\$ 6,265.51	\$36.15	\$ 78,945.38	\$ 6,578.78	\$ 37.95	\$ 82,892.67	\$ 6,907.72	\$ 39.85	\$ 87,037.26	\$ 7,253.11	\$ 41.84	\$ 91,389.14	\$ 7,615.76	\$ 43.94
19	Electrician	OCEA	\$ 75,186.07	\$ 6,265.51	\$36.15	\$ 78,945.38	\$ 6,578.78	\$ 37.95	\$ 82,892.65	\$ 6,907.72	\$ 39.85	\$ 87,037.28	\$ 7,253.11	\$ 41.84	\$ 91,389.16	\$ 7,615.76	\$ 43.94
20	Fleet Maintenance Program Manager	SBSPA	\$ 77,065.72	\$ 6,422.14	\$37.05	\$ 80,919.02	\$ 6,743.25	\$ 38.90	\$ 84,964.94	\$ 7,080.41	\$ 40.85	\$ 89,213.20	\$ 7,434.43	\$ 42.89	\$ 93,673.87	\$ 7,806.16	\$ 45.04
20	Police Services Manager	SBSPA	\$ 77,065.72	\$ 6,422.14	\$37.05	\$ 80,919.02	\$ 6,743.25	\$ 38.90	\$ 84,964.94	\$ 7,080.41	\$ 40.85	\$ 89,213.20	\$ 7,434.43	\$ 42.89	\$ 93,673.87	\$ 7,806.16	\$ 45.04
21																	
22																	
23	Marine Safety Officer	Marine Safety	\$ 84,863.81	\$ 7,071.98	\$40.80	\$ 89,107.00	\$ 7,425.58	\$ 42.84	\$ 93,562.34	\$ 7,796.86	\$ 44.98	\$ 98,240.45	\$ 8,186.70	\$ 47.23	\$ 103,152.48	\$ 8,596.04	\$ 49.59
24	Assistant Planner	SBSPA	\$ 85,360.46	\$ 7,113.37	\$41.04	\$ 89,628.48	\$ 7,469.04	\$ 43.09	\$ 94,109.94	\$ 7,842.50	\$ 45.25	\$ 98,815.44	\$ 8,234.62	\$ 47.51	\$ 103,756.20	\$ 8,646.35	\$ 49.88
25	Accountant	Mid-Manager	\$ 87,192.79	\$ 7,266.07	\$41.92	\$ 91,552.44	\$ 7,629.37	\$ 44.02	\$ 96,130.06	\$ 8,010.84	\$ 46.22	\$ 100,936.55	\$ 8,411.38	\$ 48.53	\$ 105,983.38	\$ 8,831.95	\$ 50.95
25	Maintenance Services Supervisor	SBSPA	\$ 87,192.79	\$ 7,266.07	\$41.92	\$ 91,552.44	\$ 7,629.37	\$ 44.02	\$ 96,130.06	\$ 8,010.84	\$ 46.22	\$ 100,936.55	\$ 8,411.38	\$ 48.53	\$ 105,983.38	\$ 8,831.95	\$ 50.95
25	Water Services Supervisor	SBSPA	\$ 87,192.79	\$ 7,266.07	\$41.92	\$ 91,552.44	\$ 7,629.37	\$ 44.02	\$ 96,130.06	\$ 8,010.84	\$ 46.22	\$ 100,936.55	\$ 8,411.38	\$ 48.53	\$ 105,983.38	\$ 8,831.95	\$ 50.95
26	Financial Analyst	Mid-Manager	\$ 89,372.59	\$ 7,447.72	\$42.97	\$ 93,841.23	\$ 7,820.10	\$ 45.12	\$ 98,533.29	\$ 8,211.11	\$ 47.37	\$ 103,459.96	\$ 8,621.66	\$ 49.74	\$ 108,632.98	\$ 9,052.75	\$ 52.23
26	Management Analyst	Mid-Manager	\$ 89,372.59	\$ 7,447.72	\$42.97	\$ 93,841.23	\$ 7,820.10	\$ 45.12	\$ 98,533.29	\$ 8,211.11	\$ 47.37	\$ 103,459.96	\$ 8,621.66	\$ 49.74	\$ 108,632.98	\$ 9,052.75	\$ 52.23
27	Police Officer	POA	\$ 102,072.50	\$ 8,506.04	\$49.07	\$ 107,176.09	\$ 8,931.34	\$ 51.53	\$ 112,534.92	\$ 9,377.91	\$ 54.10	\$ 118,161.68	\$ 9,846.81	\$ 56.81	\$ 124,069.74	\$ 10,339.15	\$ 59.65
28	Assistant Engineer	SBSPA	\$ 93,897.10	\$ 7,824.76	\$45.14	\$ 98,591.96	\$ 8,216.00	\$ 47.40	\$ 103,521.55	\$ 8,626.80	\$ 49.77	\$ 108,697.62	\$ 9,058.14	\$ 52.26	\$ 114,132.50	\$ 9,511.04	\$ 54.87
28	Associate Planner	SBSPA	\$ 93,897.10	\$ 7,824.76	\$45.14	\$ 98,591.96	\$ 8,216.00	\$ 47.40	\$ 103,521.55	\$ 8,626.80	\$ 49.77	\$ 108,698.62	\$ 9,058.22	\$ 52.26	\$ 114,132.50	\$ 9,511.04	\$ 54.87
28	Police Records Supervisor	PMA	\$ 91,520.66	\$ 7,626.72	\$44.00	\$ 96,096.70	\$ 8,008.06	\$ 46.20	\$ 100,901.52	\$ 8,408.46	\$ 48.51	\$ 105,946.59	\$ 8,828.88	\$ 50.94	\$ 111,243.91	\$ 9,270.33	\$ 53.48
29	Police Corporal	POA	\$ 107,239.90	\$ 8,936.66	\$51.56	\$ 112,601.91	\$ 9,383.49	\$ 54.14	\$ 118,232.01	\$ 9,852.67	\$ 56.84	\$ 124,143.61	\$ 10,345.30	\$ 59.68	\$ 130,350.75	\$ 10,862.56	\$ 62.67
30	Senior Planner	Mid-Manager	\$ 103,286.94	\$ 8,607.25	\$49.66	\$ 108,451.23	\$ 9,037.60	\$ 52.14	\$ 113,873.84	\$ 9,489.49	\$ 54.75	\$ 119,567.51	\$ 9,963.96	\$ 57.48	\$ 125,545.86	\$ 10,462.16	\$ 60.36
31	Marine Safety Lieutenant	Marine Safety	\$ 103,398.28	\$ 8,616.52	\$49.71	\$ 108,568.23	\$ 9,047.35	\$ 52.20	\$ 113,996.61	\$ 9,499.72	\$ 54.81	\$ 119,696.44	\$ 9,974.70	\$ 57.55	\$ 125,681.29	\$ 10,473.44	\$ 60.42
36	Associate Engineer	Mid-Manager	\$ 114,404.50	\$ 9,533.71	\$55.00	\$ 120,124.73	\$ 10,010.39	\$ 57.75	\$ 126,130.94	\$ 10,510.91	\$ 60.64	\$ 132,437.50	\$ 11,036.46	\$ 63.67	\$ 139,059.38	\$ 11,588.28	\$ 66.86
36	Finance Manager	Mid-Manager	\$ 114,404.50	\$ 9,533.71	\$55.00	\$ 120,124.73	\$ 10,010.39	\$ 57.75	\$ 126,130.94	\$ 10,510.91	\$ 60.64	\$ 132,437.50	\$ 11,036.46	\$ 63.67	\$ 139,059.38	\$ 11,588.28	\$ 66.86
36	Recreation Manager	Mid-Manager	\$ 114,404.50	\$ 9,533.71	\$55.00	\$ 120,124.73	\$ 10,010.39	\$ 57.75	\$ 126,130.94	\$ 10,510.91	\$ 60.64	\$ 132,437.50	\$ 11,036.46	\$ 63.67	\$ 139,059.38	\$ 11,588.28	\$ 66.86
36	Planning Manager	Mid-Manager	\$ 114,404.50	\$ 9,533.71	\$55.00	\$ 120,124.73	\$ 10,010.39	\$ 57.75	\$ 126,130.94	\$ 10,510.91	\$ 60.64	\$ 132,437.50	\$ 11,036.46	\$ 63.67	\$ 139,059.38	\$ 11,588.28	\$ 66.86
37	Police Sergeant	PMA	\$ 130,661.31	\$ 10,888.44	\$62.82	\$ 137,194.49	\$ 11,432.87	\$ 65.96	\$ 144,054.20	\$ 12,004.52	\$ 69.26	\$ 151,256.91	\$ 12,604.74	\$ 72.72	\$ 158,819.78	\$ 13,234.98	\$ 76.36
37A	Police Lieutenant	PMA	\$ 133,927.94	\$ 11,160.66	\$64.39	\$ 140,624.34	\$ 11,718.70	\$ 67.61	\$ 147,655.56	\$ 12,304.63	\$ 70.99	\$ 155,038.34	\$ 12,919.86	\$ 74.54	\$ 162,790.25	\$ 13,565.85	\$ 78.26
38	Building Official	Mid-Manager	\$ 120,196.30	\$ 10,016.36	\$57.79	\$ 126,206.09	\$ 10,517.17	\$ 60.68	\$ 132,516.40	\$ 11,043.03	\$ 63.71	\$ 139,142.17	\$ 11,595.18	\$ 66.90	\$ 146,099.31	\$ 12,174.94	\$ 70.24
38	City Clerk	Executive	\$ 121,949.15	\$ 10,162.43	\$58.63	\$ 128,046.58	\$ 10,670.55	\$ 61.56	\$ 134,448.91	\$ 11,204.08	\$ 64.64	\$ 141,171.37	\$ 11,764.28	\$ 67.87	\$ 148,229.93	\$ 12,352.49	\$ 71.26

