

Grade	Title	Group	Step 1 Annually	Step 1 Monthly	Step 1 Hourly	Step 2 Annually	Step 2 Monthly	Step 2 Hourly	Step 3 Annually	Step 3 Monthly	Step 3 Hourly	Step 4 Annually	Step 4 Monthly	Step 4 Hourly	Step 5 Annually	Step 5 Monthly	Step 5 Hourly
8	Community Services Officer	OCEA	\$ 58,735.23	\$ 4,894.60	\$ 28.24	\$ 61,672.01	\$ 5,139.33	\$ 29.65	\$ 64,755.60	\$ 5,396.30	\$ 31.13	\$ 67,993.39	\$ 5,666.12	\$ 32.69	\$ 71,393.04	\$ 5,949.42	\$ 34.32
8	Maintenance Worker	OCEA	\$ 58,735.23	\$ 4,894.60	\$ 28.24	\$ 61,672.01	\$ 5,139.33	\$ 29.65	\$ 64,755.60	\$ 5,396.30	\$ 31.13	\$ 67,993.41	\$ 5,666.12	\$ 32.69	\$ 71,393.04	\$ 5,949.42	\$ 34.32
8	Recreation Specialist	OCEA	\$ 58,735.23	\$ 4,894.60	\$ 28.24	\$ 61,672.01	\$ 5,139.33	\$ 29.65	\$ 64,755.60	\$ 5,396.30	\$ 31.13	\$ 67,993.41	\$ 5,666.12	\$ 32.69	\$ 71,393.04	\$ 5,949.42	\$ 34.32
9	Accounting Tech	SBSPA	\$ 60,203.62	\$ 5,016.97	\$ 28.94	\$ 63,213.81	\$ 5,267.82	\$ 30.39	\$ 66,374.47	\$ 5,531.21	\$ 31.91	\$ 69,693.42	\$ 5,807.77	\$ 33.51	\$ 73,177.88	\$ 6,098.16	\$ 35.18
11	Senior Building Technician	SBSPA	\$ 63,251.37	\$ 5,270.95	\$ 30.41	\$ 66,413.92	\$ 5,534.49	\$ 31.93	\$ 69,734.72	\$ 5,811.23	\$ 33.53	\$ 73,221.51	\$ 6,101.79	\$ 35.20	\$ 76,882.51	\$ 6,406.88	\$ 36.96
12	Senior Community Services Officer	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
12	Senior Maintenance Worker	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
12	Water Operator	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
12	Mechanic	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
13	Executive Assistant - Confidential	Mid-Mgmt	\$ 66,453.54	\$ 5,537.80	\$ 31.95	\$ 69,776.20	\$ 5,814.68	\$ 33.55	\$ 73,265.01	\$ 6,105.42	\$ 35.22	\$ 76,928.29	\$ 6,410.69	\$ 36.98	\$ 80,774.69	\$ 6,731.22	\$ 38.83
13	Executive Asstant	SBSPA	\$ 66,453.54	\$ 5,537.80	\$ 31.95	\$ 69,776.20	\$ 5,814.68	\$ 33.55	\$ 73,265.01	\$ 6,105.42	\$ 35.22	\$ 76,928.29	\$ 6,410.69	\$ 36.98	\$ 80,774.69	\$ 6,731.22	\$ 38.83
13	Senior Accounting Technician	SBSPA	\$ 66,453.54	\$ 5,537.80	\$ 31.95	\$ 69,776.20	\$ 5,814.68	\$ 33.55	\$ 73,265.01	\$ 6,105.42	\$ 35.22	\$ 76,928.29	\$ 6,410.69	\$ 36.98	\$ 80,774.69	\$ 6,731.22	\$ 38.83
14	Community Services Coordinator	SBSPA	\$ 68,114.88	\$ 5,676.24	\$ 32.75	\$ 71,520.62	\$ 5,960.05	\$ 34.38	\$ 75,096.64	\$ 6,258.05	\$ 36.10	\$ 78,851.48	\$ 6,570.96	\$ 37.91	\$ 82,794.04	\$ 6,899.50	\$ 39.80
15	Code Enforcement Officer	SBSPA	\$ 69,817.72	\$ 5,818.14	\$ 33.57	\$ 73,308.58	\$ 6,109.05	\$ 35.24	\$ 76,974.02	\$ 6,414.51	\$ 37.01	\$ 80,822.75	\$ 6,735.23	\$ 38.86	\$ 84,863.85	\$ 7,071.99	\$ 40.80
15	Police Recruit	OCEA	\$ 69,817.74	\$ 5,818.15	\$ 33.57	\$ 73,308.64	\$ 6,109.05	\$ 35.24	\$ 76,974.06	\$ 6,414.51	\$ 37.01	\$ 80,822.76	\$ 6,735.23	\$ 38.86	\$ 84,863.89	\$ 7,071.99	\$ 40.80
16	Senior Water Operator	OCEA	\$ 71,563.18	\$ 5,963.60	\$ 34.41	\$ 75,141.38	\$ 6,261.78	\$ 36.13	\$ 78,898.43	\$ 6,574.87	\$ 37.93	\$ 82,843.32	\$ 6,903.61	\$ 39.83	\$ 86,985.51	\$ 7,248.79	\$ 41.82
18	Deputy City Clerk	Mid-Mgmt	\$ 75,186.07	\$ 6,265.51	\$ 36.15	\$ 78,945.36	\$ 6,578.78	\$ 37.95	\$ 82,892.63	\$ 6,907.72	\$ 39.85	\$ 87,037.27	\$ 7,253.11	\$ 41.84	\$ 91,389.15	\$ 7,615.76	\$ 43.94
18	Police Civilian Investigator	OCEA	\$ 75,186.07	\$ 6,265.51	\$ 36.15	\$ 78,945.36	\$ 6,578.78	\$ 37.95	\$ 82,892.63	\$ 6,907.72	\$ 39.85	\$ 87,037.27	\$ 7,253.11	\$ 41.84	\$ 91,389.15	\$ 7,615.76	\$ 43.94
19	Electrician	OCEA	\$ 77,065.72	\$ 6,422.14	\$ 37.05	\$ 80,919.01	\$ 6,743.25	\$ 38.90	\$ 84,964.97	\$ 7,080.41	\$ 40.85	\$ 89,213.21	\$ 7,434.43	\$ 42.89	\$ 93,673.89	\$ 7,806.16	\$ 45.04
19	Bid Inspector	SBSPA	\$ 77,065.74	\$ 6,422.15	\$ 37.05	\$ 80,919.01	\$ 6,743.25	\$ 38.90	\$ 84,964.99	\$ 7,080.42	\$ 40.85	\$ 89,213.19	\$ 7,434.43	\$ 42.89	\$ 93,673.87	\$ 7,806.16	\$ 45.04
20	Fleet Maintenance Program Manager	SBSPA	\$ 78,992.36	\$ 6,582.70	\$ 37.98	\$ 82,942.00	\$ 6,911.83	\$ 39.88	\$ 87,089.06	\$ 7,257.42	\$ 41.87	\$ 91,443.53	\$ 7,620.29	\$ 43.96	\$ 96,015.72	\$ 8,001.31	\$ 46.16
20	Police Services Manager	SBSPA	\$ 78,992.36	\$ 6,582.70	\$ 37.98	\$ 82,942.00	\$ 6,911.83	\$ 39.88	\$ 87,089.06	\$ 7,257.42	\$ 41.87	\$ 91,443.53	\$ 7,620.29	\$ 43.96	\$ 96,015.72	\$ 8,001.31	\$ 46.16
23	Marine Safety Officer	SBMSMA	\$ 86,985.41	\$ 7,248.78	\$ 41.82	\$ 91,334.68	\$ 7,611.22	\$ 43.91	\$ 95,901.49	\$ 7,991.78	\$ 46.11	\$ 100,696.43	\$ 8,391.37	\$ 48.41	\$ 105,731.29	\$ 8,810.94	\$ 50.83
24	Assistant Planner	SBSPA	\$ 87,494.47	\$ 7,291.21	\$ 42.06	\$ 91,869.19	\$ 7,655.77	\$ 44.17	\$ 96,462.69	\$ 8,038.56	\$ 46.38	\$ 101,285.83	\$ 8,440.49	\$ 48.70	\$ 106,350.10	\$ 8,862.51	\$ 51.13
25	Accountant	Mid-Mgmt	\$ 89,372.61	\$ 7,447.72	\$ 42.97	\$ 93,841.25	\$ 7,820.10	\$ 45.12	\$ 98,533.31	\$ 8,211.11	\$ 47.37	\$ 103,459.96	\$ 8,621.66	\$ 49.74	\$ 108,632.96	\$ 9,052.75	\$ 52.23
25	Water Services Supervisor	SBSPA	\$ 89,372.61	\$ 7,447.72	\$ 42.97	\$ 93,841.25	\$ 7,820.10	\$ 45.12	\$ 98,533.31	\$ 8,211.11	\$ 47.37	\$ 103,459.96	\$ 8,621.66	\$ 49.74	\$ 108,632.96	\$ 9,052.75	\$ 52.23
25	Maintenance Services Supervisor	SBSPA	\$ 89,372.61	\$ 7,447.72	\$ 42.97	\$ 93,841.25	\$ 7,820.10	\$ 45.12	\$ 98,533.31	\$ 8,211.11	\$ 47.37	\$ 103,459.96	\$ 8,621.66	\$ 49.74	\$ 108,632.96	\$ 9,052.75	\$ 52.23
28	Police Records Supervisor	PMA	\$ 96,153.90	\$ 8,012.83	\$ 46.23	\$ 100,961.60	\$ 8,413.47	\$ 48.54	\$ 106,009.66	\$ 8,834.14	\$ 50.97	\$ 111,310.13	\$ 9,275.84	\$ 53.51	\$ 116,875.64	\$ 9,739.64	\$ 56.19
26	Financial Analyst	Mid-Mgmt	\$ 91,606.90	\$ 7,633.91	\$ 44.04	\$ 96,187.26	\$ 8,015.61	\$ 46.24	\$ 100,996.62	\$ 8,416.39	\$ 48.56	\$ 106,046.46	\$ 8,837.21	\$ 50.98	\$ 111,348.80	\$ 9,279.07	\$ 53.53
26	Management Analyst	Mid-Mgmt	\$ 91,606.90	\$ 7,633.91	\$ 44.04	\$ 96,187.26	\$ 8,015.61	\$ 46.24	\$ 100,996.62	\$ 8,416.39	\$ 48.56	\$ 106,046.46	\$ 8,837.21	\$ 50.98	\$ 111,348.80	\$ 9,279.07	\$ 53.53
28	Asst Engineer	SBSPA	\$ 96,244.53	\$ 8,020.38	\$ 46.27	\$ 101,056.76	\$ 8,421.40	\$ 48.58	\$ 106,109.59	\$ 8,842.47	\$ 51.01	\$ 111,415.06	\$ 9,284.59	\$ 53.56	\$ 116,985.81	\$ 9,748.82	\$ 56.24
28	Assoc Planner	SBSPA	\$ 96,244.53	\$ 8,020.38	\$ 46.27	\$ 101,056.76	\$ 8,421.40	\$ 48.58	\$ 106,109.59	\$ 8,842.47	\$ 51.01	\$ 111,415.06	\$ 9,284.59	\$ 53.56	\$ 116,985.81	\$ 9,748.82	\$ 56.24
27	Police Officer	POA	\$ 107,239.92	\$ 8,936.66	\$ 51.56	\$ 112,601.88	\$ 9,383.49	\$ 54.14	\$ 118,232.00	\$ 9,852.67	\$ 56.84	\$ 124,143.61	\$ 10,345.30	\$ 59.68	\$ 130,350.77	\$ 10,862.56	\$ 62.67
31	Marine Safety Lieutenant	SBMSMA	\$ 105,983.24	\$ 8,831.94	\$ 50.95	\$ 111,282.44	\$ 9,273.54	\$ 53.50	\$ 116,846.53	\$ 9,737.21	\$ 56.18	\$ 122,688.85	\$ 10,224.07	\$ 58.99	\$ 128,823.32	\$ 10,735.28	\$ 61.93
30	Senior Planner	Mid-Mgmt	\$ 105,869.11	\$ 8,822.43	\$ 50.90	\$ 111,162.51	\$ 9,263.54	\$ 53.44	\$ 116,720.69	\$ 9,726.72	\$ 56.12	\$ 122,556.70	\$ 10,213.06	\$ 58.92	\$ 128,684.51	\$ 10,723.71	\$ 61.87
29	Police Corporal	POA	\$ 112,668.92	\$ 9,389.08	\$ 54.17	\$ 118,302.38	\$ 9,858.53	\$ 56.88	\$ 124,217.51	\$ 10,351.46	\$ 59.72	\$ 130,428.38	\$ 10,869.03	\$ 62.71	\$ 136,949.76	\$ 11,412.48	\$ 65.84
36	Associate Engineer	Mid-Mgmt	\$ 117,264.61	\$ 9,772.05	\$ 56.38	\$ 123,127.85	\$ 10,260.65	\$ 59.20	\$ 129,284.21	\$ 10,773.68	\$ 62.16	\$ 135,748.44	\$ 11,312.37	\$ 65.26	\$ 142,535.86	\$ 11,877.99	\$ 68.53
36	Finance Manager	Mid-Mgmt	\$ 117,264.61	\$ 9,772.05	\$ 56.38	\$ 123,127.85	\$ 10,260.65	\$ 59.20	\$ 129,284.21	\$ 10,773.68	\$ 62.16	\$ 135,748.44	\$ 11,312.37	\$ 65.26	\$ 142,535.86	\$ 11,877.99	\$ 68.53
36	IT Manager	Mid-Mgmt	\$ 117,264.61	\$ 9,772.05	\$ 56.38	\$ 123,127.85	\$ 10,260.65	\$ 59.20	\$ 129,284.21	\$ 10,773.68	\$ 62.16	\$ 135,748.44	\$ 11,312.37	\$ 65.26	\$ 142,535.86	\$ 11,877.99	\$ 68.53
36	Planning Manager	Mid-Mgmt	\$ 117,264.61	\$ 9,772.05	\$ 56.38	\$ 123,127.85	\$ 10,260.65	\$ 59.20	\$ 129,284.21	\$ 10,773.68	\$ 62.16	\$ 135,748.44	\$ 11,312.37	\$ 65.26	\$ 142,535.86	\$ 11,877.99	\$ 68.53
36	Recreation Manager	Mid-Mgmt	\$ 117,264.61	\$ 9,772.05	\$ 56.38	\$ 123,127.85	\$ 10,260.65	\$ 59.20	\$ 129,284.21	\$ 10,773.68	\$ 62.16	\$ 135,748.44	\$ 11,312.37	\$ 65.26	\$ 142,535.86	\$ 11,877.99	\$ 68.53
38	Building Official	Mid-Mgmt	\$ 123,201.21	\$ 10,266.77	\$ 59.23	\$ 129,361.24	\$ 10,780.10	\$ 62.19	\$ 135,829.31	\$ 11,319.11	\$ 65.30	\$ 142,620.72	\$ 11,885.06	\$ 68.57	\$ 149,751.79	\$ 12,479.32	\$ 72.00
39	Dep. Dir. of PW / Maint & Utilities	Mid-Mgmt	\$ 126,281.18	\$ 10,523.43	\$ 60.71	\$ 132,595.23	\$ 11,049.60	\$ 63.75	\$ 139,224.98	\$ 11,602.08	\$ 66.94	\$ 146,186.21	\$ 12,182.18	\$ 70.28	\$ 153,495.52	\$ 12,791.29	\$ 73.80
38	City Clerk	Executive	\$ 126,705.17	\$ 10,558.76	\$ 60.92	\$ 133,040.40	\$ 11,086.70	\$ 63.96	\$ 139,692.42	\$ 11,641.04	\$ 67.16	\$ 146,677.05	\$ 12,223.09	\$ 70.52	\$ 154,010.90	\$ 12,834.24	\$ 74.04
39	Marine Safety Chief	Executive	\$ 129,872.75	\$ 10,822.73	\$ 62.44	\$ 136,366.38	\$ 11,363.87	\$ 65.56	\$ 143,184.67	\$ 11,932.06	\$ 68.84	\$ 150,343.88	\$ 12,528.66	\$ 72.28	\$ 157,861.11	\$ 13,155.09	\$ 75.89
37	Police Sergeant	PMA	\$ 137,276.04	\$ 11,439.67	\$ 66.00	\$ 144,139.96	\$ 12,011.66	\$ 69.30	\$ 151,346.95	\$ 12,612.25	\$ 72.76	\$ 158,914.29	\$ 13,242.86	\$ 76.40	\$ 166,860.03	\$ 13,905.00	\$ 80.22
37A	Police Lieutenant	PMA	\$ 140,708.04	\$ 11,725.67	\$ 67.65	\$ 147,743.45	\$ 12,311.95	\$ 71.03	\$ 155,130.62	\$ 12,927.55	\$ 74.58	\$ 162,887.16	\$ 13,573.93	\$ 78.31	\$ 171,031.51	\$ 14,252.63	\$ 82.23
47	Dep. Dir. of PW / City Engineer	Mid-Mgmt	\$ 153,861.35	\$ 12,821.78	\$ 73.97	\$ 161,554.41	\$ 13,462.87	\$ 77.67	\$ 169,632.13	\$ 14,136.01	\$ 81.55	\$ 178,113.72	\$ 14,842.81	\$ 85.63	\$ 187,019.38	\$ 15,584.95	\$ 89.91
44	Police Captain	PMA	\$ 163,178.21	\$ 13,598.18	\$ 78.45	\$ 171,337.11	\$ 14,278.09	\$ 82.37	\$ 179,903.96	\$ 14,992.00	\$ 86.49	\$ 188,899.17	\$ 15,741.60	\$ 90.82	\$ 198,344.13	\$ 16,528.68	\$ 95.36
51	Director of Finance	Executive	\$ 174,664.42	\$ 14,555.37	\$ 83.97	\$ 183,397.67	\$ 15,283.14	\$ 88.17	\$ 192,567.47	\$ 16,047.29	\$ 92.58	\$ 202,195.79	\$ 16,849.65	\$ 97.21	\$ 212,305.68	\$ 17,692.14	\$ 102.07
52	Director of Community Development	Executive	\$ 174,664.42	\$ 14,555.37	\$ 83.97	\$ 183,397.67	\$ 15,283.14	\$ 88.17	\$ 192,567.47	\$ 16,047.29	\$ 92.58	\$ 202,195.79	\$ 16,849.65	\$ 97.21	\$ 212,305.68	\$ 17,692.14	\$ 102.07
55	Director of Public Works	Executive	\$ 192,796.80	\$ 16,066.40	\$ 92.69	\$ 202,436.63	\$ 16,869.72	\$ 97.33	\$ 212,558.42	\$ 17,713.20	\$ 102.19	\$ 223,186.37	\$ 18,598.86	\$ 107.30	\$ 234,345.66	\$ 19,528.81	\$ 112.67
57	Assistant City Manager	Executive	\$ 199,760.48	\$ 16,646.71	\$ 96.04	\$ 209,748.50	\$ 17,479.04	\$ 100.84									