

<u>Job Classification</u>	<u>Monthly</u>					<u>Hourly Equivalents</u>				
	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>
<b>MANAGEMENT</b>										
Administrative Services Director	\$12,869.94	\$13,513.91	\$14,189.31	\$14,899.65	\$15,643.76	\$74.25	\$77.96	\$81.86	\$85.96	\$90.25
Assistant City Manager	\$13,270.75	\$13,933.96	\$14,631.54	\$15,362.40	\$16,130.96	\$76.56	\$80.39	\$84.41	\$88.63	\$93.06
City Manager					\$20,959.00					\$120.92
Community Development Director	\$12,869.94	\$13,513.91	\$14,189.31	\$14,899.65	\$15,643.76	\$74.25	\$77.96	\$81.86	\$85.96	\$90.25
Community Services Director	\$12,502.19	\$13,126.58	\$13,784.24	\$14,472.95	\$15,197.15	\$72.13	\$75.73	\$79.52	\$83.50	\$87.68
Fire Chief	\$13,401.62	\$14,072.59	\$14,775.72	\$15,514.34	\$16,290.66	\$77.32	\$81.19	\$85.24	\$89.51	\$93.98
Police Chief	\$13,945.05	\$14,642.63	\$15,374.60	\$16,143.16	\$16,950.54	\$80.45	\$84.48	\$88.70	\$93.13	\$97.79
Public Works Director	\$13,007.91	\$13,657.81	\$14,342.08	\$15,059.63	\$15,813.78	\$75.05	\$78.80	\$82.74	\$86.88	\$91.23
Utilities Director	\$14,368.70	\$15,087.36	\$15,841.50	\$16,634.46	\$17,467.35	\$82.90	\$87.04	\$91.39	\$95.97	\$100.77

<b>MID-MGT &amp; PROF EMPS ASSOC. (MMPEA)</b>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>
Accountant	\$6,880.47	\$7,230.93	\$7,600.24	\$7,988.40	\$8,395.42	\$39.70	\$41.72	\$43.85	\$46.09	\$48.44
Accounting Manager	\$8,268.06	\$8,681.46	\$9,115.54	\$9,571.31	\$10,049.87	\$47.70	\$50.09	\$52.59	\$55.22	\$57.98
Administrative Analyst II	\$6,880.47	\$7,230.93	\$7,600.24	\$7,988.40	\$8,395.42	\$39.70	\$41.72	\$43.85	\$46.09	\$48.44
Associate Civil Engineer	\$7,830.92	\$8,230.17	\$8,649.39	\$9,090.79	\$9,554.36	\$45.18	\$47.48	\$49.90	\$52.45	\$55.12
Building Official	\$9,366.02	\$9,834.31	\$10,326.03	\$10,842.33	\$11,384.45	\$54.03	\$56.74	\$59.57	\$62.55	\$65.68
Central Services Manager	\$8,268.06	\$8,681.46	\$9,115.54	\$9,571.31	\$10,049.87	\$47.70	\$50.09	\$52.59	\$55.22	\$57.98
City Clerk	\$8,434.66	\$8,856.39	\$9,299.22	\$9,764.17	\$10,252.39	\$48.66	\$51.09	\$53.65	\$56.33	\$59.15
Deputy City Clerk	\$6,222.67	\$6,538.13	\$6,872.67	\$7,222.80	\$7,592.00	\$35.90	\$37.72	\$39.65	\$41.67	\$43.80
Electric Operations Superintendent	\$11,958.93	\$12,556.86	\$13,184.71	\$13,843.95	\$14,536.14	\$68.99	\$72.44	\$76.07	\$79.87	\$83.86
Finance Manager	\$9,090.79	\$9,554.36	\$10,042.34	\$10,554.72	\$11,092.60	\$52.45	\$55.12	\$57.94	\$60.89	\$64.00
Fire Marshal	\$9,935.55	\$10,444.83	\$10,974.66	\$11,535.33	\$12,123.40	\$57.32	\$60.26	\$63.32	\$66.55	\$69.94
Fire Marshal/Division Chief	\$10,825.97	\$11,367.27	\$11,935.64	\$12,532.42	\$13,159.04	\$62.46	\$65.58	\$68.86	\$72.30	\$75.92
Housing Administrator	\$9,090.79	\$9,554.36	\$10,042.34	\$10,554.72	\$11,092.60	\$52.45	\$55.12	\$57.94	\$60.89	\$64.00
Human Resources Analyst	\$7,377.32	\$7,753.29	\$8,148.10	\$8,563.99	\$9,000.95	\$42.56	\$44.73	\$47.01	\$49.41	\$51.93
Human Resources Manager	\$9,090.79	\$9,554.36	\$10,042.34	\$10,554.72	\$11,092.60	\$52.45	\$55.12	\$57.94	\$60.89	\$64.00
Information Technology Manager	\$9,747.28	\$10,234.64	\$10,746.37	\$11,283.69	\$11,847.88	\$56.23	\$59.05	\$62.00	\$65.10	\$68.35
Parks and Open Space Superintendent	\$8,392.70	\$8,812.34	\$9,252.95	\$9,715.60	\$10,201.38	\$48.42	\$50.84	\$53.38	\$56.05	\$58.85
Police Lieutenant	\$11,148.33	\$11,705.75	\$12,291.03	\$12,905.59	\$13,550.55	\$64.32	\$67.53	\$70.91	\$74.46	\$78.18
Police Social Services Team Member	\$6,509.22	\$6,834.68	\$7,176.41	\$7,535.23	\$7,911.99	\$37.55	\$39.43	\$41.40	\$43.47	\$45.65
Principal Civil Engineer	\$10,373.94	\$10,894.08	\$11,438.62	\$12,009.77	\$12,610.87	\$59.85	\$62.85	\$65.99	\$69.29	\$72.76
Public Information and Community Outreach Coordinator	\$6,672.10	\$7,005.71	\$7,355.99	\$7,723.79	\$8,109.98	\$38.49	\$40.42	\$42.44	\$44.56	\$46.79
Recreation Manager	\$8,064.42	\$8,467.65	\$8,891.02	\$9,335.57	\$9,802.35	\$46.53	\$48.85	\$51.29	\$53.86	\$56.55
Recreation Supervisor	\$6,291.57	\$6,612.09	\$6,949.23	\$7,304.13	\$7,676.76	\$36.30	\$38.15	\$40.09	\$42.14	\$44.29
Senior Civil Engineer	\$9,181.73	\$9,650.85	\$10,142.15	\$10,660.08	\$11,203.50	\$52.97	\$55.68	\$58.51	\$61.50	\$64.64
Senior Planner	\$9,090.79	\$9,554.36	\$10,042.34	\$10,554.72	\$11,092.60	\$52.45	\$55.12	\$57.94	\$60.89	\$64.00
Utilities Engineering Manager	\$11,433.98	\$12,005.68	\$12,605.97	\$13,236.26	\$13,898.07	\$65.97	\$69.26	\$72.73	\$76.36	\$80.18
Utility Maintenance Superintendent	\$9,554.75	\$10,032.48	\$10,534.11	\$11,060.81	\$11,613.86	\$55.12	\$57.88	\$60.77	\$63.81	\$67.00
Utility Safety Compliance Coordinator	\$7,013.32	\$7,363.99	\$7,732.18	\$8,118.79	\$8,524.73	\$40.46	\$42.48	\$44.61	\$46.84	\$49.18
Water and Wastewater Operations Superintendent	\$10,093.60	\$10,598.27	\$11,128.19	\$11,684.60	\$12,268.83	\$58.23	\$61.14	\$64.20	\$67.41	\$70.78

<b>HBG POLICE OFFICERS ASSOC (HPOA)</b>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>F step</u>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>F step</u>
Police Dispatcher I	\$4,880.88	\$5,130.41	\$5,392.14	\$5,666.08	\$5,955.54	\$6,253.31	\$28.16	\$29.60	\$31.11	\$32.69	\$34.36	\$36.08
Police Dispatcher II	\$5,130.41	\$5,392.14	\$5,666.08	\$5,955.53	\$6,253.86	\$6,566.56	\$29.60	\$31.11	\$32.69	\$34.36	\$36.08	\$37.88
Police Officer	\$6,676.93	\$7,010.77	\$7,361.32	\$7,729.38	\$8,115.85	\$8,521.64	\$38.52	\$40.45	\$42.47	\$44.59	\$46.82	\$49.16
Police Records Technician	\$4,851.31	\$5,098.95	\$5,358.01	\$5,631.90	\$5,919.48	\$6,215.46	\$27.99	\$29.42	\$30.91	\$32.49	\$34.15	\$35.86
Police Sergeant	\$8,356.99	\$8,774.83	\$9,213.58	\$9,674.25	\$10,157.96	\$10,665.86	\$48.21	\$50.62	\$53.16	\$55.81	\$58.60	\$61.53
Police Technician	\$4,263.58	\$4,479.27	\$4,708.65	\$4,948.31	\$5,200.52	\$5,460.54	\$24.60	\$25.84	\$27.17	\$28.55	\$30.00	\$31.50

<b>INT'L ASSOC OF FIREFIGHTERS (IAFF)</b>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>
Fire Captain (56 hr. work week)	\$7,980.18	\$8,386.55	\$8,814.61	\$9,264.35	\$9,736.93	\$32.89	\$34.56	\$36.32	\$38.18	\$40.12
Fire Engineer (56 hr. work week)	\$6,874.07	\$7,224.51	\$7,593.21	\$7,980.18	\$8,386.55	\$28.33	\$29.77	\$31.29	\$32.89	\$34.56
Fire Engineer (40 hr. work week)	\$6,874.07	\$7,224.51	\$7,593.21	\$7,980.18	\$8,386.55	\$39.66	\$41.68	\$43.81	\$46.04	\$48.38
Firefighter (56 hr. work week)	\$6,539.61	\$6,874.07	\$7,224.51	\$7,593.21	\$7,980.18	\$26.95	\$28.33	\$29.77	\$31.29	\$32.89
Firefighter (40 hr. work week)	\$6,539.61	\$6,874.07	\$7,224.51	\$7,593.21	\$7,980.18	\$37.73	\$39.66	\$41.68	\$43.81	\$46.04
Fire Inspector (40 hr. work week)	\$7,224.52	\$7,593.21	\$7,980.17	\$8,386.54	\$8,814.61	\$41.68	\$43.81	\$46.04	\$48.38	\$50.85

**INT'L BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)**

	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>	<u>A step</u>	<u>B step</u>	<u>C step</u>	<u>D step</u>	<u>E step</u>
Accounting Assistant I	\$4,216.82	\$4,427.66	\$4,649.05	\$4,881.50	\$5,125.57	\$24.33	\$25.54	\$26.82	\$28.16	\$29.57
Accounting Assistant II	\$4,621.36	\$4,863.80	\$5,104.90	\$5,365.53	\$5,638.35	\$26.66	\$28.06	\$29.45	\$30.96	\$32.53
Accounting Technician	\$5,365.53	\$5,638.35	\$5,926.70	\$6,228.35	\$6,546.66	\$30.96	\$32.53	\$34.19	\$35.93	\$37.77
Administrative Technician	\$5,926.70	\$6,228.36	\$6,546.65	\$6,880.47	\$7,230.93	\$34.19	\$35.93	\$37.77	\$39.70	\$41.72
Assistant Planner	\$5,831.48	\$6,123.05	\$6,429.21	\$6,750.67	\$7,088.20	\$33.64	\$35.33	\$37.09	\$38.95	\$40.89
Building Inspector I	\$6,612.09	\$6,949.23	\$7,304.13	\$7,676.76	\$8,068.25	\$38.15	\$40.09	\$42.14	\$44.29	\$46.55
Building Inspector II	\$7,019.10	\$7,377.32	\$7,753.29	\$8,148.10	\$8,563.99	\$40.49	\$42.56	\$44.73	\$47.01	\$49.41
Building Maintenance Technician I	\$4,705.85	\$4,941.15	\$5,188.21	\$5,447.61	\$5,719.99	\$27.15	\$28.51	\$29.93	\$31.43	\$33.00
Building Maintenance Technician II	\$5,155.92	\$5,418.76	\$5,694.91	\$5,985.48	\$6,291.57	\$29.75	\$31.26	\$32.86	\$34.53	\$36.30
Development Services Technician I	\$5,411.13	\$5,681.68	\$5,965.77	\$6,264.06	\$6,577.26	\$31.22	\$32.78	\$34.42	\$36.14	\$37.95
Development Services Technician II	\$5,926.70	\$6,228.36	\$6,546.65	\$6,880.47	\$7,230.93	\$34.19	\$35.93	\$37.77	\$39.70	\$41.72
Electric Engineering Technician I	\$6,983.61	\$7,332.96	\$7,700.05	\$8,084.89	\$8,489.69	\$40.29	\$42.31	\$44.42	\$46.64	\$48.98
Electric Engineering Technician II	\$7,340.72	\$7,707.82	\$8,093.76	\$8,498.56	\$8,923.32	\$42.35	\$44.47	\$46.69	\$49.03	\$51.48
Electric Coordinator/Inspector	\$7,520.52	\$7,896.55	\$8,291.38	\$8,705.95	\$9,141.24	\$43.39	\$45.56	\$47.83	\$50.23	\$52.74
Electric Line Foreman	\$10,043.38	\$10,545.55	\$11,072.82	\$11,626.47	\$12,207.79	\$57.94	\$60.84	\$63.88	\$67.08	\$70.43
Electric Materials Technician	\$6,315.91	\$6,631.71	\$6,963.29	\$7,311.45	\$7,677.03	\$36.44	\$38.26	\$40.17	\$42.18	\$44.29
Electric Meter Technician	\$7,715.58	\$8,101.52	\$8,506.32	\$8,932.19	\$9,379.14	\$44.51	\$46.74	\$49.07	\$51.53	\$54.11
Electric Meter Technician- Apprentice	\$6,129.71	\$6,436.19	\$6,758.00	\$7,095.90	\$7,450.70	\$35.36	\$37.13	\$38.99	\$40.94	\$42.98
Engineering Technician	\$5,926.70	\$6,228.36	\$6,546.65	\$6,880.47	\$7,230.93	\$34.19	\$35.93	\$37.77	\$39.70	\$41.72
Facility Worker	\$4,225.44	\$4,440.59	\$4,667.94	\$4,905.28	\$5,155.92	\$24.38	\$25.62	\$26.93	\$28.30	\$29.75
Fleet Mechanic	\$6,481.22	\$6,812.82	\$7,159.95	\$7,524.82	\$7,908.55	\$37.39	\$39.30	\$41.31	\$43.41	\$45.63
Geographic Information System Technician	\$6,645.36	\$6,978.07	\$7,327.42	\$7,693.40	\$8,078.23	\$38.34	\$40.26	\$42.27	\$44.39	\$46.61
Industrial Electrician	\$7,984.38	\$8,383.60	\$8,802.77	\$9,242.91	\$9,705.06	\$46.06	\$48.37	\$50.79	\$53.32	\$55.99
Industrial Mechanic	\$6,513.38	\$6,839.44	\$7,181.02	\$7,540.35	\$7,917.42	\$37.58	\$39.46	\$41.43	\$43.50	\$45.68
Instrumentation Technician	\$7,984.38	\$8,383.60	\$8,802.77	\$9,242.91	\$9,705.06	\$46.06	\$48.37	\$50.79	\$53.32	\$55.99
Information Technology Engineering Specialist	\$6,546.20	\$6,873.51	\$7,217.19	\$7,578.05	\$7,956.95	\$37.77	\$39.65	\$41.64	\$43.72	\$45.91
Laboratory Analyst	\$6,672.10	\$7,005.71	\$7,355.99	\$7,723.79	\$8,109.98	\$38.49	\$40.42	\$42.44	\$44.56	\$46.79
Lineworker/Troubleshooter	\$9,089.89	\$9,544.39	\$10,021.60	\$10,522.69	\$11,048.81	\$52.44	\$55.06	\$57.82	\$60.71	\$63.74
Lineworker/Troubleshooter Apprentice	\$6,605.88	\$6,936.18	\$7,282.98	\$7,647.13	\$8,029.49	\$38.11	\$40.02	\$42.02	\$44.12	\$46.32
Mechanic - Equipment Service Writer	\$7,450.52	\$7,830.92	\$8,230.17	\$8,649.39	\$9,090.78	\$42.98	\$45.18	\$47.48	\$49.90	\$52.45
Office Assistant I	\$4,092.50	\$4,297.13	\$4,511.98	\$4,737.58	\$4,974.46	\$23.61	\$24.79	\$26.03	\$27.33	\$28.70
Office Assistant II	\$4,484.95	\$4,714.52	\$4,955.18	\$5,206.93	\$5,474.21	\$25.87	\$27.20	\$28.59	\$30.04	\$31.58
Park Maintenance Worker I	\$4,621.36	\$4,857.59	\$5,104.90	\$5,365.53	\$5,638.35	\$26.66	\$28.02	\$29.45	\$30.96	\$32.53
Park Maintenance Worker II	\$5,053.89	\$5,312.29	\$5,582.90	\$5,867.92	\$6,167.36	\$29.16	\$30.65	\$32.21	\$33.85	\$35.58
Park Maintenance Foreman	\$5,694.91	\$5,985.48	\$6,291.57	\$6,612.09	\$6,949.23	\$32.86	\$34.53	\$36.30	\$38.15	\$40.09
Payroll Technician	\$5,926.70	\$6,228.36	\$6,546.65	\$6,880.47	\$7,230.93	\$34.19	\$35.93	\$37.77	\$39.70	\$41.72
Public Works and Utilities Materials Technician	\$5,694.91	\$5,985.48	\$6,291.57	\$6,612.09	\$6,949.23	\$32.86	\$34.53	\$36.30	\$38.15	\$40.09
Public Works Field Technician	\$6,612.09	\$6,949.23	\$7,304.13	\$7,676.76	\$8,068.25	\$38.15	\$40.09	\$42.14	\$44.29	\$46.55
Public Works Inspector	\$6,612.09	\$6,949.23	\$7,304.13	\$7,676.76	\$8,068.25	\$38.15	\$40.09	\$42.14	\$44.29	\$46.55
Recreation Coordinator I	\$4,051.88	\$4,254.47	\$4,467.20	\$4,690.56	\$4,925.09	\$23.38	\$24.55	\$25.77	\$27.06	\$28.41
Recreation Coordinator II	\$4,476.91	\$4,700.75	\$4,935.78	\$5,182.58	\$5,441.70	\$25.83	\$27.12	\$28.48	\$29.90	\$31.39
Senior Accounting Assistant	\$5,104.90	\$5,365.53	\$5,638.35	\$5,926.70	\$6,228.36	\$29.45	\$30.96	\$32.53	\$34.19	\$35.93
Senior Building Inspector	\$8,148.10	\$8,563.99	\$9,000.95	\$9,460.10	\$9,942.53	\$47.01	\$49.41	\$51.93	\$54.58	\$57.36
Senior Electric Engineering Technician	\$8,647.64	\$9,080.03	\$9,534.04	\$10,010.73	\$10,511.27	\$49.89	\$52.38	\$55.00	\$57.75	\$60.64
Senior Laboratory Analyst	\$7,371.98	\$7,740.58	\$8,127.60	\$8,533.99	\$8,960.69	\$42.53	\$44.66	\$46.89	\$49.23	\$51.70
Senior Public Works Inspector	\$8,148.10	\$8,563.99	\$9,000.95	\$9,460.10	\$9,942.53	\$47.01	\$49.41	\$51.93	\$54.58	\$57.36
Utility Conservation Analyst	\$7,298.80	\$7,663.75	\$8,046.93	\$8,449.28	\$8,871.74	\$42.11	\$44.21	\$46.42	\$48.75	\$51.18
Utility Maintenance Foreman	\$5,978.73	\$6,277.68	\$6,591.56	\$6,921.14	\$7,264.06	\$34.49	\$36.22	\$38.03	\$39.93	\$41.93
Utility Operator	\$7,304.13	\$7,676.76	\$8,068.25	\$8,479.71	\$8,912.23	\$42.14	\$44.29	\$46.55	\$48.92	\$51.42
Utility Worker I	\$4,621.36	\$4,863.80	\$5,104.90	\$5,365.53	\$5,638.35	\$26.66	\$28.06	\$29.45	\$30.96	\$32.53
Utility Worker II	\$5,411.13	\$5,681.68	\$5,965.77	\$6,264.06	\$6,577.26	\$31.22	\$32.78	\$34.42	\$36.14	\$37.95
Wastewater Operations Foreman	\$8,068.25	\$8,479.71	\$8,912.23	\$9,366.94	\$9,844.93	\$46.55	\$48.92	\$51.42	\$54.04	\$56.80
Water Operations Foreman	\$8,068.25	\$8,479.71	\$8,912.23	\$9,366.94	\$9,844.93	\$46.55	\$48.92	\$51.42	\$54.04	\$56.80