City of Fort Bragg
Master Salary Schedule

Effective 7.13.2025

Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Administrative Services	**City Council**	Elected	**Step 1**	Filled (5)	235.38	510.00	6,120.00		DOES NOT INCLUDE COLA
			Plus $100/mo. for Special District Meeting						
Administrative Services	**City Manager**	Executive: At-Will; Contract	**Step 1**	Filled (1)	92.31	7,384.62	16,000.00	192,000.00	DOES NOT INCLUDE COLA Employment contract
Administration	**Assistant City Manager**	Executive; At-Will	**Step 1**	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	Eff. 7/1/2025
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Administration & Finance	**Director - Administration & Finance**	Executive; At-Will	**Step 1**	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	Eff. 7/1/2025
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Administrative Services	**Human Resources Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Administration	**Senior Administrative Analyst**	Confidential; Non-Bargaining	**Step 1**	Vacant (1)	32.38	2,590.64	5,613.05	67,356.64	NEW CLASSIFICATION
			Step 2		34.00	2,720.00	5,893.33	70,720.00	
			Step 3		35.70	2,856.00	6,188.00	74,256.00	
			Step 4		37.49	2,999.20	6,498.27	77,979.20	
			Step 5		39.36	3,148.80	6,822.40	81,868.80	
Administration	**Administrative Analyst**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	29.45	2,356.00	5,104.67	61,256.00	6% COLA
			Step 2		30.92	2,473.60	5,359.47	64,313.60	
			Step 3		32.47	2,597.60	5,628.13	67,537.60	
			Step 4		34.09	2,727.20	5,908.93	70,907.20	
			Step 5		35.79	2,863.20	6,203.60	74,443.20	
Administration	**Administrative Assistant - Administration**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	27.15	2,172.00	4,706.00	56,472.00	6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	
Administration	**City Clerk**	Mid-Management; Non-Bargaining	**Step 1**	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Administration	**City Clerk, Non-Certified**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	36.15	2,892.00	6,266.00	75,192.00	6% COLA
			Step 2		37.96	3,036.80	6,579.73	78,956.80	
			Step 3		39.86	3,188.80	6,909.07	82,908.80	
			Step 4		41.85	3,348.00	7,254.00	87,048.00	
			Step 5		43.94	3,515.20	7,616.27	91,395.20	
Administrative Services	**City Clerk Technician**	Confidential; Non-Bargaining	**Step 1**	Vacant (1)	27.15	2,172.00	4,706.00	56,472.00	6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	
Administrative Services	**Public Experience Liaison - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	22.00				NO COLA
Administrative Services	**Public Information Coordinator**	Confidential; Non-Bargaining	**Step 1**	Vacant (1)	30.52	2,441.60	5,290.13	63,481.60	6% COLA
			Step 2		32.05	2,564.00	5,555.33	66,664.00	
			Step 3		33.65	2,692.00	5,832.67	69,992.00	
			Step 4		35.33	2,826.40	6,123.87	73,486.40	
			Step 5		37.10	2,968.00	6,430.67	77,168.00	
Broadband & Digital Infrastructure	**Director of Broadband and Digital Infrastructure**	Executive; At-Will; Contract	**Step 1**	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	Eff. 7/1/2025
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Broadband & Digital Infrastructure	**Broadband Manager**	Mid-Manager; Non-Bargaining	**Step 1**	Filled (1)	42.24	3,379.20	7,321.60	87,859.20	3% COLA
			Step 2		44.35	3,548.00	7,687.33	92,248.00	
			Step 3		46.57	3,725.60	8,072.13	96,865.60	
			Step 4		48.90	3,912.00	8,476.00	101,712.00	
			Step 5		51.35	4,108.00	8,900.67	106,808.00	
Broadband & Digital Infrastructure	**Senior Network Administrator**	Broadband; Non-Bargaining	**Step 1**	Filled (1)	41.96	3,356.80	7,273.07	87,276.80	3% COLA
			Step 2		44.06	3,524.80	7,637.07	91,644.80	
			Step 3		46.26	3,700.80	8,018.40	96,220.80	
			Step 4		48.57	3,885.60	8,418.80	101,025.60	
			Step 5		51.00	4,080.00	8,840.00	106,080.00	
Broadband & Digital Infrastructure	**System Technician**	Broadband; Non-Bargaining	**Step 1**	Filled (3)	24.45	1,956.00	4,238.00	50,856.00	3% COLA
			Step 2		25.67	2,053.60	4,449.47	53,393.60	
			Step 3		26.95	2,156.00	4,671.33	56,056.00	
			Step 4		28.30	2,264.00	4,905.33	58,864.00	
			Step 5		29.72	2,377.60	5,151.47	61,817.60	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Broadband & Digital Infrastructure	**System Technician (PT)**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (1)	24.53	1,962.40	4,251.87	51,022.40	3% COLA MCN Sale Agreement
Broadband & Digital Infrastructure	**Broadband Finance Technician I**	Broadband; Non-Bargaining	**Step 1**	Filled (1)	23.77	1,901.60	4,120.13	49,441.60	3% COLA
			Step 2		24.96	1,996.80	4,326.40	51,916.80	
			Step 3		26.21	2,096.80	4,543.07	54,516.80	
			Step 4		27.52	2,201.60	4,770.13	57,241.60	
			Step 5		28.90	2,312.00	5,009.33	60,112.00	
C.V. Starr	**C.V. Starr Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
C.V. Starr	**Administrative Assistant**	C.V. Starr; Non-Bargaining	**Step 1**	Vacant (1)	18.74	1,499.20	3,248.27	38,979.20	3% COLA
			Step 2		19.68	1,574.40	3,411.20	40,934.40	
			Step 3		20.66	1,652.80	3,581.07	42,972.80	
			Step 4		21.69	1,735.20	3,759.60	45,115.20	
			Step 5		22.77	1,821.60	3,946.80	47,361.60	
C.V. Starr	**Administrative Assistant I - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (2)	18.00				NO COLA
C.V. Starr	**Administrative Assistant II - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	20.00				NO COLA
C.V. Starr	**Administrative Assistant III - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	22.66				NO COLA
C.V. Starr	**Administrative Coordinator**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	22.18	1,774.40	3,844.53	46,134.40	3% COLA
			Step 2		23.29	1,863.20	4,036.93	48,443.20	
			Step 3		24.45	1,956.00	4,238.00	50,856.00	
			Step 4		25.67	2,053.60	4,449.47	53,393.60	
			Step 5		26.95	2,156.00	4,671.33	56,056.00	
C.V. Starr	**Custodian I - CV Starr**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (1)	20.00				NO COLA
C.V. Starr	**Custodian II - CV Starr**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	22.00				NO COLA
C.V. Starr	**Custodian III - CV Starr**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	24.00				NO COLA

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
C.V. Starr	**Fitness Equipment Technician**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (1)	25.00				NO COLA
C.V. Starr	**Fitness Instructor I - CV Starr**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (5)	30.00				NO COLA
C.V. Starr	**Fitness Instructor IY - CV Starr**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	32.00				NO COLA
C.V. Starr	**Head Lifeguard**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	21.01	1,680.80	3,641.73	43,700.80	3% COLA
			Step 2		22.06	1,764.80	3,823.73	45,884.80	
			Step 3		23.16	1,852.80	4,014.40	48,172.80	
			Step 4		24.32	1,945.60	4,215.47	50,585.60	
			Step 5		25.54	2,043.20	4,426.93	53,123.20	
C.V. Starr	**Lifeguard - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Vacant (1)	20.45	1,636.00	3,544.67	42,536.00	3% COLA
			Step 2		21.47	1,717.60	3,721.47	44,657.60	
			Step 3		22.54	1,803.20	3,906.93	46,883.20	
			Step 4		23.67	1,893.60	4,102.80	49,233.60	
			Step 5		24.85	1,988.00	4,307.33	51,688.00	
C.V. Starr	**Lifeguard I - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (16)	19.00				NO COLA
C.V. Starr	**Lifeguard II - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**		21.00				NO COLA
C.V. Starr	**Lifeguard III - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**		23.00				NO COLA
C.V. Starr	**Maintenance Supervisor**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	30.90	2,472.00	5,356.00	64,272.00	3% COLA
			Step 2		32.45	2,596.00	5,624.67	67,496.00	
			Step 3		34.07	2,725.60	5,905.47	70,865.60	
			Step 4		35.77	2,861.60	6,200.13	74,401.60	
			Step 5		37.56	3,004.80	6,510.40	78,124.80	
C.V. Starr	**Maintenance Worker I - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	20.01	1,600.80	3,468.40	41,620.80	3% COLA
			Step 2		21.01	1,680.80	3,641.73	43,700.80	
			Step 3		22.06	1,764.80	3,823.73	45,884.80	
			Step 4		23.16	1,852.80	4,014.40	48,172.80	
			Step 5		24.32	1,945.60	4,215.47	50,585.60	
C.V. Starr	**Maintenance Worker II - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	23.28	1,862.40	4,035.20	48,422.40	3% COLA
			Step 2		24.44	1,955.20	4,236.27	50,835.20	
			Step 3		25.66	2,052.80	4,447.73	53,372.80	
			Step 4		26.94	2,155.20	4,669.60	56,035.20	
			Step 5		28.29	2,263.20	4,903.60	58,843.20	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
C.V. Starr	**Maintenance Worker III - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Vacant (1)	26.60	2,128.00	4,610.67	55,328.00	3% COLA
			Step 2		27.93	2,234.40	4,841.20	58,094.40	
			Step 3		29.33	2,346.40	5,083.87	61,006.40	
			Step 4		30.80	2,464.00	5,338.67	64,064.00	
			Step 5		32.34	2,587.20	5,605.60	67,267.20	
C.V. Starr	**Recreation Supervisor**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	30.90	2,472.00	5,356.00	64,272.00	3% COLA
			Step 2		32.45	2,596.00	5,624.67	67,496.00	
			Step 3		34.07	2,725.60	5,905.47	70,865.60	
			Step 4		35.77	2,861.60	6,200.13	74,401.60	
			Step 5		37.56	3,004.80	6,510.40	78,124.80	
C.V. Starr	**Recreation Coordinator**	C.V. Starr; Non-Bargaining	**Step 1**	Vacant (1)	24.99	1,999.20	4,331.60	51,979.20	3% COLA
			Step 2		26.24	2,099.20	4,548.27	54,579.20	
			Step 3		27.55	2,204.00	4,775.33	57,304.00	
			Step 4		28.93	2,314.40	5,014.53	60,174.40	
			Step 5		30.38	2,430.40	5,265.87	63,190.40	
C.V. Starr	**Recreation Instructor I**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (1)	21.00				NO COLA
C.V. Starr	**Recreation Instructor II**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (2)	23.00				NO COLA
C.V. Starr	**Recreation Instructor III**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (1)	25.00				NO COLA
C.V. Starr	**Senior Administrative Assistant**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (2)	18.93	1,514.40	3,281.20	39,374.40	3% COLA
			Step 2		19.88	1,590.40	3,445.87	41,350.40	
			Step 3		20.87	1,669.60	3,617.47	43,409.60	
			Step 4		21.91	1,752.80	3,797.73	45,572.80	
			Step 5		23.01	1,840.80	3,988.40	47,860.80	
C.V. Starr	**Senior Lifeguard**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	23.26	1,860.80	4,031.73	48,380.80	3% CP;A
			Step 2		24.42	1,953.60	4,232.80	50,793.60	
			Step 3		25.64	2,051.20	4,444.27	53,331.20	
			Step 4		26.92	2,153.60	4,666.13	55,993.60	
			Step 5		28.27	2,261.60	4,900.13	58,801.60	
Economic Development	**Economic Development Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Economic Development	**Grants Coordinator**	FBEO, Grant-Funded	**Step 1**	Filled (1)	32.79	2,623.20	5,683.60	68,203.20	6% COLA
			Step 2		34.43	2,754.40	5,967.87	71,614.40	
			Step 3		36.15	2,892.00	6,266.00	75,192.00	
			Step 4		37.96	3,036.80	6,579.73	78,956.80	
			Step 5		39.86	3,188.80	6,909.07	82,908.80	

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Economic Development	**Housing and Economic Development Coordinator**	Confidential; Non-Bargaining	**Step 1**	Vacant (1)	36.68	2,934.40	6,357.87	76,294.40	6% COLA
			Step 2		38.51	3,080.80	6,675.07	80,100.80	
			Step 3		40.44	3,235.20	7,009.60	84,115.20	
			Step 4		42.46	3,396.80	7,359.73	88,316.80	
			Step 5		44.58	3,566.40	7,727.20	92,726.40	
Finance	**Director - Finance/City Treasurer**	Executive; At-Will	**Step 1**	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	Eff. 6/1/2025
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Finance	**Assistant Finance Director**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Finance	**Senior Government Accountant**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Finance	**Finance Lead**	FBEO	**Step 1**	Vacant (1)	36.06	2,884.80	6,250.40	75,004.80	6% COLA
			Step 2		37.86	3,028.80	6,562.40	78,748.80	
			Step 3		39.75	3,180.00	6,890.00	82,680.00	
			Step 4		41.74	3,339.20	7,234.93	86,819.20	
			Step 5		43.83	3,506.40	7,597.20	91,166.40	
Finance	**Government Accountant I**	FBEO	**Step 1**	Filled (1)	32.79	2,623.20	5,683.60	68,203.20	6% COLA
			Step 2		34.43	2,754.40	5,967.87	71,614.40	
			Step 3		36.15	2,892.00	6,266.00	75,192.00	
			Step 4		37.96	3,036.80	6,579.73	78,956.80	
			Step 5		39.86	3,188.80	6,909.07	82,908.80	
Finance	**Finance Technician I**	FBEO	**Step 1**	Filled (2)	24.46	1,956.80	4,239.73	50,876.80	6% COLA
			Step 2		25.68	2,054.40	4,451.20	53,414.40	
			Step 3		26.96	2,156.80	4,673.07	56,076.80	
			Step 4		28.31	2,264.80	4,907.07	58,884.80	
			Step 5		29.73	2,378.40	5,153.20	61,838.40	
Finance	**Finance Technician II**	FBEO	**Step 1**	Vacant (1)	26.99	2,159.20	4,678.27	56,139.20	6% COLA
			Step 2		28.34	2,267.20	4,912.27	58,947.20	
			Step 3		29.76	2,380.80	5,158.40	61,900.80	
			Step 4		31.25	2,500.00	5,416.67	65,000.00	
			Step 5		32.81	2,624.80	5,687.07	68,244.80	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Finance	**Finance Technician III**	FBEO	**Step 1**	Filled (1)	29.74	2,379.20	5,154.93	61,859.20	6% COLA
			Step 2		31.23	2,498.40	5,413.20	64,958.40	
			Step 3		32.79	2,623.20	5,683.60	68,203.20	
			Step 4		34.43	2,754.40	5,967.87	71,614.40	
			Step 5		36.15	2,892.00	6,266.00	75,192.00	
Information Technology	**Director - Information Technology**	Executive; At-Will	**Step 1**	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	Eff. 7/1/2025
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Information Technology	**Audiovisual Technician**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	27.54				NO COLA
Information Technology	**Information Technology Technician**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	27.54				NO COLA
Information Technology	**Systems Analyst - Lead**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Information Technology	**Systems Analyst**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	32.79	2,623.20	5,683.60	68,203.20	6% COLA
			Step 2		34.43	2,754.40	5,967.87	71,614.40	
			Step 3		36.15	2,892.00	6,266.00	75,192.00	
			Step 4		37.96	3,036.80	6,579.73	78,956.80	
			Step 5		39.86	3,188.80	6,909.07	82,908.80	
Information Technology	**Systems Technician**	FBEO	**Step 1**	Vacant (1)	25.16	2,012.80	4,361.07	52,332.80	6% COLA
			Step 2		26.42	2,113.60	4,579.47	54,953.60	
			Step 3		27.74	2,219.20	4,808.27	57,699.20	
			Step 4		29.13	2,330.40	5,049.20	60,590.40	
			Step 5		30.59	2,447.20	5,302.27	63,627.20	
Parks & Recreation	**Director - Parks & Recreation**	Executive; At-Will	**Step 1**	Vacant (1)	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	Eff. 6/1/2025
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Planning, Housing & Building	**Director - Planning & Housing**	Executive; At-Will	**Step 1**	Not Authorized	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	Eff. 7/1/2025
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Planning, Housing & Building	**Administrative Assistant - Non-Confidential** *Working title Admin Assistant - Planning*	FBEO	**Step 1**	Filled (1)	27.15	2,172.00	4,706.00	56,472.00	6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	
Planning, Housing & Building	**Senior Planner**	Mid-Management; Non-Bargaining	**Step 1**	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Planning, Housing & Building	**Assistant Planner**	FBEO	**Step 1**	Filled (1)	34.93	2,794.40	6,054.53	72,654.40	6% COLA
			Step 2		36.68	2,934.40	6,357.87	76,294.40	
			Step 3		38.51	3,080.80	6,675.07	80,100.80	
			Step 4		40.44	3,235.20	7,009.60	84,115.20	
			Step 5		42.46	3,396.80	7,359.73	88,316.80	
Planning, Housing & Building	**Assistant Planner/Code Enforcement, Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Not Authorized	38.50				6% COLA
Planning, Housing & Building	**Associate Planner**	FBEO	**Step 1**	Filled (1)	36.17	2,893.60	6,269.47	75,233.60	6% COLA
			Step 2		37.98	3,038.40	6,583.20	78,998.40	
			Step 3		39.88	3,190.40	6,912.53	82,950.40	
			Step 4		41.87	3,349.60	7,257.47	87,089.60	
			Step 5		43.96	3,516.80	7,619.73	91,436.80	
Planning, Housing & Building	**Code Enforcement Officer**	FBEO	**Step 1**	Filled (1)	34.93	2,794.40	6,054.53	72,654.40	6% COLA
			Step 2		36.68	2,934.40	6,357.87	76,294.40	
			Step 3		38.51	3,080.80	6,675.07	80,100.80	
			Step 4		40.44	3,235.20	7,009.60	84,115.20	
			Step 5		42.46	3,396.80	7,359.73	88,316.80	
Planning, Housing & Building	**Planning Technician**	FBEO	**Step 1**	Not Authorized	27.15	2,172.00	4,706.00	56,472.00	6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	
Planning, Housing & Building	**Permit Technician, Part-Time**	60% Full-Time; At-Will	**Step 1**	Vacant (1)	25.61	2,048.80	4,439.07	53,268.80	NO COLA
			Step 2		26.89	2,151.20	4,660.93	55,931.20	
			Step 3		28.23	2,258.40	4,893.20	58,718.40	
			Step 4		29.64	2,371.20	5,137.60	61,651.20	
			Step 5		31.12	2,489.60	5,394.13	64,729.60	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Police	**Police Chief**	Executive; At-Will; Contract	**Step 1**	Not Authorized	79.87	6,839.40	13,843.70	166,127.39	DOES NOT INCLUDE COLA
			Step 2		83.86	6,708.80	14,535.73	174,428.80	Covered by Ord672
			Step 3		88.05	7,044.00	15,262.00	183,144.00	
			Step 4		92.45	7,396.00	16,024.67	192,296.00	
			Step 5		97.07	7,765.60	16,825.47	201,905.60	
Police	**Police Chief Executive POST**	Executive; At-Will; Contract	**Step 1**	Filled (1)	83.85	6,708.13	14,534.29	174,411.44	DOES NOT INCLUDE COLA
			Step 2		88.04	7,043.20	15,260.27	183,123.60	Employment contract
			Step 3		92.44	7,395.20	16,022.93	192,275.20	Covered by Ord672
			Step 4		97.06	7,764.80	16,823.73	201,884.80	
			Step 5		101.91	8,152.80	17,664.40	211,972.80	
Police	**Police Captain**	Mid-Management; Non-Bargaining;	**Step 1**	Filled (1)	68.83	5,506.40	11,930.53	143,166.40	NO COLA
			Step 2		72.27	5,781.60	12,526.80	150,321.60	Covered by Ord672
			Step 3		75.88	6,070.40	13,152.53	157,830.40	RESO 4939-2025
			Step 4		79.67	6,373.60	13,809.47	165,713.60	
			Step 5		83.65	6,692.00	14,499.33	173,992.00	
Police	**Captain - Special Ops**	Mid-Management; Non-Bargaining	**Step 1**	Vacant (1)	68.83	5,506.40	11,930.53	143,166.40	NEW CLASSIFICATION
			Step 2		72.27	5,781.60	12,526.80	150,321.60	Covered by Ord672
			Step 3		75.88	6,070.40	13,152.53	157,830.40	RESO 4939-2025
			Step 4		79.67	6,373.60	13,809.47	165,713.60	
			Step 5		83.65	6,692.00	14,499.33	173,992.00	
Police	**Commander - Field Ops**	Mid-Management; Non-Bargaining	**Step 1**	Vacant (1)	60.29	4,822.98	10,449.80	125,397.60	NEW CLASSIFICATION
			Step 2		63.30	5,064.13	10,972.29	131,667.48	Covered by Ord672
			Step 3		66.47	5,317.34	11,520.90	138,250.85	RESO 4939-2025
			Step 4		69.79	5,583.21	12,096.95	145,163.39	
			Step 5		73.28	5,862.37	12,701.80	152,421.56	
Police	**Community Services Officer**	FBPA	**Step 1**	Not Authorized	26.16	2,092.80	4,534.40	54,412.80	3% COLA
			Step 2		27.47	2,197.60	4,761.47	57,137.60	
			Step 3		28.84	2,307.20	4,998.93	59,987.20	
			Step 4		30.28	2,422.40	5,248.53	62,982.40	
			Step 5		31.79	2,543.20	5,510.27	66,123.20	
Police	**Administrative Analyst - Police**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	29.45	2,356.00	5,104.67	61,256.00	6% COLA
			Step 2		30.92	2,473.60	5,359.47	64,313.60	
			Step 3		32.47	2,597.60	5,628.13	67,537.60	
			Step 4		34.09	2,727.20	5,908.93	70,907.20	
			Step 5		35.79	2,863.20	6,203.60	74,443.20	
Police	**Administrative Assistant - Police**	FBEO	**Step 1**	Filled (1)	27.15	2,172.00	4,706.00	56,472.00	6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Police	**Administrative Assistant - Part-Time**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	22.00				NEW CLASSIFICATION
Police	**Grants Analyst**	<1.000 hours and/or <20 Hours Weekly; Grant-Funded; At-Will	**Step 1**	Filled (2)	28.00				DOES NOT INCLUDE COLA
Police	**Police Sergeant - Intermediate POST**	FBPA	**Step 1**	Filled (2)	49.57	3,965.60	8,592.13	103,105.60	3% COLA
			Step 2		52.05	4,164.00	9,022.00	108,264.00	
			Step 3		54.65	4,372.00	9,472.67	113,672.00	
			Step 4		57.38	4,590.40	9,945.87	119,350.40	
			Step 5		60.25	4,820.00	10,443.33	125,320.00	
Police	**Police Sergeant - Intermediate POST - Acting**	FBPA	**Step 1**	Not Authorized	49.57	3,965.60	8,592.13	103,105.60	3% COLA
			Step 2		52.05	4,164.00	9,022.00	108,264.00	
			Step 3		54.65	4,372.00	9,472.67	113,672.00	
			Step 4		57.38	4,590.40	9,945.87	119,350.40	
			Step 5		60.25	4,820.00	10,443.33	125,320.00	
Police	**Police Sergeant Advanced POST**	FBPA	**Step 1**	Filled (1)	52.42	4,193.60	9,086.13	109,033.60	3% COL.A
			Step 2		55.04	4,403.20	9,540.27	114,483.20	
			Step 3		57.79	4,623.20	10,016.93	120,203.20	
			Step 4		60.68	4,854.40	10,517.87	126,214.40	
			Step 5		63.71	5,096.80	11,043.07	132,516.80	
Police	**Police Officer Basic POST**	FBPA	**Step 1**	Filled (7)	38.73	3,098.40	6,713.20	80,558.40	3% COLA
			Step 2		40.67	3,253.60	7,049.47	84,593.60	
			Step 3		42.70	3,416.00	7,401.33	88,816.00	
			Step 4		44.84	3,587.20	7,772.27	93,267.20	
			Step 5		47.08	3,766.40	8,160.53	97,926.40	
Police	**Police Officer Intermediate POST**	FBPA	**Step 1**	Vacant	40.66	3,252.80	7,047.73	84,572.80	3% COLA
			Step 2		42.69	3,415.20	7,399.60	88,795.20	
			Step 3		44.82	3,585.60	7,768.80	93,225.60	
			Step 4		47.06	3,764.80	8,157.07	97,884.80	
			Step 5		49.41	3,952.80	8,564.40	102,772.80	
Police	**Police Officer Advanced POST**	FBPA	**Step 1**	Vacant	42.66	3,412.80	7,394.40	88,732.80	3% COLA
			Step 2		44.79	3,583.20	7,763.60	93,163.20	
			Step 3		47.03	3,762.40	8,151.87	97,822.40	
			Step 4		49.38	3,950.40	8,559.20	102,710.40	
			Step 5		51.85	4,148.00	8,987.33	107,848.00	
Police	**Police Recruit**	FBPA; 1,040 Hours	**Step 1**	Filled (1)	34.89				3% COLA
Police	**Police Transport Officer**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	28.56				DOES NOT INCLUDE COLA

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Police	**Seasonal Parking Attendant**	Temporary; Less Than 1,000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Not Authorized	18.00				DOES NOT INCLUDE COLA
Police	**Social Services Liaison-Crisis Worker**	Non-Bargaining; Grant-Funded	**Step 1**	Filled (3)	34.55	2,764.00	5,988.67	71,864.00	6% COLA
			Step 2		36.28	2,902.40	6,288.53	75,462.40	
			Step 3		38.09	3,047.20	6,602.27	79,227.20	
			Step 4		39.99	3,199.20	6,931.60	83,179.20	
			Step 5		41.99	3,359.20	7,278.27	87,339.20	
Police	**Special Investigator Basic POST**	FBPA	**Step 1**	Vacant (1)	40.66	3,252.80	7,047.73	84,572.80	3% COLA
			Step 2		42.69	3,415.20	7,399.60	88,795.20	
			Step 3		44.82	3,585.60	7,768.80	93,225.60	
			Step 4		47.06	3,764.80	8,157.07	97,884.80	
			Step 5		49.41	3,952.80	8,564.40	102,772.80	
Police	**Special Investigator Intermediate POST**	FBPA	**Step 1**	Vacant (1)	42.69	3,415.20	7,399.60	88,795.20	3% COLA
			Step 2		44.82	3,585.60	7,768.80	93,225.60	
			Step 3		47.06	3,764.80	8,157.07	97,884.80	
			Step 4		49.41	3,952.80	8,564.40	102,772.80	
			Step 5		51.88	4,150.40	8,992.53	107,910.40	
Police	**Special Investigator Advanced POST**	FBPA	**Step 1**	Filled (1)	44.81	3,584.80	7,767.07	93,204.80	3% COLA
			Step 2		47.05	3,764.00	8,155.33	97,864.00	
			Step 3		49.40	3,952.00	8,562.67	102,752.00	
			Step 4		51.87	4,149.60	8,990.80	107,889.60	
			Step 5		54.46	4,356.80	9,439.73	113,276.80	
Public Works	**Director of Public Works**	Executive; At-Will	**Step 1**	Filled (1)	54.36	4,348.80	9,422.40	113,068.80	6% COLA
			Step 2		57.08	4,566.40	9,893.87	118,726.40	
			Step 3		59.93	4,794.40	10,387.87	124,654.40	
			Step 4		62.93	5,034.40	10,907.87	130,894.40	
			Step 5		66.08	5,286.40	11,453.87	137,446.40	
Public Works	**Assistant Director - Engineering Division**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	
Public Works	**Operations Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	41.79	3,343.20	7,243.60	86,923.20	6% COLA
			Step 2		43.88	3,510.40	7,605.87	91,270.40	
			Step 3		46.07	3,685.60	7,985.47	95,825.60	
			Step 4		48.37	3,869.60	8,384.13	100,609.60	
			Step 5		50.79	4,063.20	8,803.60	105,643.20	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Assistant City Engineer**	FBEO	**Step 1**	Filled (2)	36.65	2,932.00	6,352.67	76,232.00	6% COLA
			Step 2		38.48	3,078.40	6,669.87	80,038.40	
			Step 3		40.40	3,232.00	7,002.67	84,032.00	
			Step 4		42.42	3,393.60	7,352.80	88,233.60	
			Step 5		44.54	3,563.20	7,720.27	92,643.20	
Public Works	**Administrative Assistant - Non-Confidential** *Working Title: Admin Assistant - Planning*	FBEO	**Step 1**	Filled (1)	27.15	2,172.00	4,706.00	56,472.00	6% COLA
			Step 2		28.51	2,280.80	4,941.73	59,300.80	
			Step 3		29.94	2,395.20	5,189.60	62,275.20	
			Step 4		31.44	2,515.20	5,449.60	65,395.20	
			Step 5		33.01	2,640.80	5,721.73	68,660.80	
Public Works	**Construction Project Manager**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	46.75	3,528.38	7,644.83	91,737.98	6% COLA
			Step 2		49.09	3,927.20	8,508.93	102,107.20	
			Step 3		51.54	4,123.20	8,933.60	107,203.20	
			Step 4		54.12	4,329.60	9,380.80	112,569.60	
			Step 5		56.83	4,546.40	9,850.53	118,206.40	
Public Works	**Construction Project Manager**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Not Authorized	44.10				NO COLA
			Step 2		46.31				
			Step 3		48.63				
			Step 4		51.06				
			Step 5		53.61				
Public Works	**Engineering Technician**	FBEO	**Step 1**	Filled (2)	33.25	2,660.00	5,763.33	69,160.00	6% COLA
			Step 2		34.91	2,792.80	6,051.07	72,612.80	
			Step 3		36.66	2,932.80	6,354.40	76,252.80	
			Step 4		38.49	3,079.20	6,671.60	80,059.20	
			Step 5		40.41	3,232.80	7,004.40	84,052.80	
Public Works	**Engineering Technician II**	FBEO	**Step 1**	Vacant (1)	36.65	2,932.00	6,352.67	76,232.00	6% COLA
			Step 2		38.48	3,078.40	6,669.87	80,038.40	
			Step 3		40.40	3,232.00	7,002.67	84,032.00	
			Step 4		42.42	3,393.60	7,352.80	88,233.60	
			Step 5		44.54	3,563.20	7,720.27	92,643.20	
Public Works	**Senior Engineering Technician**	FBEO	**Step 1**	Vacant (1)	40.18	3,214.40	6,964.53	83,574.40	6% COLA
			Step 2		42.19	3,375.20	7,312.93	87,755.20	
			Step 3		44.30	3,544.00	7,678.67	92,144.00	
			Step 4		46.52	3,721.60	8,063.47	96,761.60	
			Step 5		48.85	3,908.00	8,467.33	101,608.00	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Environmental Compliance Coordinator**	FBEO	**Step 1**	Filled (1)	38.46	3,076.80	6,666.40	79,996.80	6% COLA
			Step 2		40.38	3,230.40	6,999.20	83,990.40	
			Step 3		42.40	3,392.00	7,349.33	88,192.00	
			Step 4		44.52	3,561.60	7,716.80	92,601.60	
			Step 5		46.75	3,740.00	8,103.33	97,240.00	
Public Works	**Laborer-Public Works**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (1)	21.42				NO COLA
Public Works	**Laborer-Water/Wastewater**	< 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Filled (1)	21.42				NO COLA
Public Works	**Maintenance Division Supervisor**	FBEO	**Step 1**	Filled (1)	38.38	3,070.40	6,652.53	79,830.40	6% COLA
			Step 2		40.30	3,224.00	6,985.33	83,824.00	
			Step 3		42.32	3,385.60	7,335.47	88,025.60	
			Step 4		44.44	3,555.20	7,702.93	92,435.20	
			Step 5		46.66	3,732.80	8,087.73	97,052.80	
Public Works	**Maintenance Worker I**	FBEO	**Step 1**	Filled (3)	22.94	1,835.20	3,976.27	47,715.20	6% COLA
			Step 2		24.09	1,927.20	4,175.60	50,107.20	
			Step 3		25.29	2,023.20	4,383.60	52,603.20	
			Step 4		26.55	2,124.00	4,602.00	55,224.00	
			Step 5		27.88	2,230.40	4,832.53	57,990.40	
Public Works	**Maintenance Worker II**	FBEO	**Step 1**	Filled (3)	26.07	2,085.60	4,518.80	54,225.60	6% COLA
			Step 2		27.37	2,189.60	4,744.13	56,929.60	
			Step 3		28.74	2,299.20	4,981.60	59,779.20	
			Step 4		30.18	2,414.40	5,231.20	62,774.40	
			Step 5		31.69	2,535.20	5,492.93	65,915.20	
Public Works	**Maintenance Worker III**	FBEO	**Step 1**	Not Authorized	27.38	2,190.40	4,745.87	56,950.40	6% COLA
			Step 2		28.75	2,300.00	4,983.33	59,800.00	
			Step 3		30.19	2,415.20	5,232.93	62,795.20	
			Step 4		31.70	2,536.00	5,494.67	65,936.00	
			Step 5		33.29	2,663.20	5,770.27	69,243.20	
Public Works	**Maintenance Worker IV**	FBEO	**Step 1**	Filled (1)	31.06	2,484.80	5,383.73	64,604.80	6% COLA
			Step 2		32.61	2,608.80	5,652.40	67,828.80	
			Step 3		34.24	2,739.20	5,934.93	71,219.20	
			Step 4		35.95	2,876.00	6,231.33	74,776.00	
			Step 5		37.75	3,020.00	6,543.33	78,520.00	
Public Works	**Mechanic**	FBEO	**Step 1**	Filled (1)	29.45	2,356.00	5,104.67	61,256.00	6% COLA
			Step 2		30.92	2,473.60	5,359.47	64,313.60	
			Step 3		32.47	2,597.60	5,628.13	67,537.60	
			Step 4		34.09	2,727.20	5,908.93	70,907.20	
			Step 5		35.79	2,863.20	6,203.60	74,443.20	

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Department	Position	Class	Step	Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Seasonal Laborer**	Temporary; < 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Vacant (2)	21.42				20% Adjustment Due to Minimum Wage Increases
Public Works	**Treatment Division Supervisor**	FBEO	**Step 1**	Filled (1)	38.38	3,070.40	6,652.53	79,830.40	6% COLA
			Step 2		40.30	3,224.00	6,985.33	83,824.00	
			Step 3		42.32	3,385.60	7,335.47	88,025.60	
			Step 4		44.44	3,555.20	7,702.93	92,435.20	
			Step 5		46.66	3,732.80	8,087.73	97,052.80	
Public Works	**Treatment Plant Operator-in-Training**	FBEO	**Step 1**	Filled (1)	22.36	1,788.80	3,875.73	46,508.80	6% COLA
			Step 2		23.48	1,878.40	4,069.87	48,838.40	
			Step 3		24.65	1,972.00	4,272.67	51,272.00	
			Step 4		25.88	2,070.40	4,485.87	53,830.40	
			Step 5		27.17	2,173.60	4,709.47	56,513.60	
Public Works	**Treatment Plant Operator I**	FBEO	**Step 1**	Filled (1)	27.74	2,219.20	4,808.27	57,699.20	6% COLA
			Step 2		29.13	2,330.40	5,049.20	60,590.40	
			Step 3		30.59	2,447.20	5,302.27	63,627.20	
			Step 4		32.12	2,569.60	5,567.47	66,809.60	
			Step 5		33.73	2,698.40	5,846.53	70,158.40	
Public Works	**Treatment Plant Operator II**	FBEO	**Step 1**	Filled (3)	29.15	2,332.00	5,052.67	60,632.00	6% COLA
			Step 2		30.61	2,448.80	5,305.73	63,668.80	
			Step 3		32.14	2,571.20	5,570.93	66,851.20	
			Step 4		33.75	2,700.00	5,850.00	70,200.00	
			Step 5		35.44	2,835.20	6,142.93	73,715.20	
Public Works	**Treatment Plant Operator III**	FBEO	**Step 1**	Filled (2)	32.13	2,570.40	5,569.20	66,830.40	6% COLA
			Step 2		33.74	2,699.20	5,848.27	70,179.20	
			Step 3		35.43	2,834.40	6,141.20	73,694.40	
			Step 4		37.20	2,976.00	6,448.00	77,376.00	
			Step 5		39.06	3,124.80	6,770.40	81,244.80	
Multiple Departments	**Intern**	Temporary; < 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Not Authorized	18.00				DOES NOT INCLUDE COLA
Multiple Departments	**Office Assistant**	Temporary; < 1000 Hours and/or <20 Hours Weekly; At-Will	**Step 1**	Not Authorized	20.00				DOES NOT INCLUDE COLA
			Step 2		21.00				
			Step 3		22.05				
			Step 4		23.15				
			Step 5		24.31				