

ORDINANCE NO. 2023-044

2024 MASTER ORDINANCE
Effective: January 14, 2024
(as approved by Council: December 12, 2023)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective January 14, 2024; and repealing all preceding pay ordinances in the City of Yakima Municipal Code.

BE IT ORDAINED BY THE CITY OF YAKIMA:

A classification and compensation plan for city employees is hereby adopted to be effective: January 14, 2024.

Pay ranges and pay steps set out in the schedule for the classifications allocated to these pay ranges shall be in full force and effective on the date stated above. The pay rates shall constitute full compensation for those employees with a work week of forty hours as set out in other sections of this code. Employees whose work week is less than forty hours shall be paid at the rate which is in the same proportion to the rates set out herein within their applicable classification that their work week bears to forty hours. The hourly rate for those employees of the fire department whose work week exceeds forty hours shall be computed according to the provisions of Article 30 of the City of Yakima and International Association of Firefighters (IAFF) Local 469 Collective Bargaining Agreement.

The performance of employees shall be evaluated annually in accordance with a management performance evaluation plan. The result of the performance evaluations shall be used by the City Manager to determine the salary of each employee in the designated positions and shall be used by the City Council to determine the salary of the City Manager, said salaries to be no less than the minimum nor no greater than the maximum set out in the pay range applicable to the position according to the following schedule:



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
10306 ACCOUNTANT I CS: CHARTER Union: TEAMSTERS	978SA	01/01/2024	33.06	34.69	36.39	38.27	40.18	
10302 ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2024	38.27	40.18	42.16	44.34	46.52	
11601 ADMIN ASST FOR COMMUNITY DEVELOPMENT CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
11610 ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
1331 ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2024	43.46	45.64	47.93	50.33	52.79	
11615 ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
10520 ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
16101 ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
11701 ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
8920 AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME	18.0	01/01/2026 01/01/2025 01/01/2024	28.43 27.74 27.06	29.78 29.05 28.34	31.11 30.35 29.61	32.61 31.81 31.03	34.13 33.30 32.49	
8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026 01/01/2025 01/01/2024	26.60 25.95 25.32	27.83 27.15 26.49	29.04 28.33 27.64	30.49 29.75 29.02	31.91 31.13 30.37	
1212 AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME	7.0	01/01/2026	17.99	18.80	19.64	20.52	21.44	
		01/01/2025	17.55	18.34	19.16	20.02	20.92	
		01/01/2024	17.12	17.89	18.69	19.53	20.41	
8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
5266 AQUATIC SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
5260 AQUATICS CONCESSIONS/CASHIER CS: CHARTER Union: NONE	914	01/01/2024	16.28					
1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE	973	01/01/2024	41.35	43.46	45.64	47.93	50.33	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	963	01/01/2024	78.05	81.97	86.03	90.31	94.86	99.61
6212 ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2025	52.05	54.64	57.22	60.15	63.19	
		01/01/2024	49.93	52.41	54.89	57.70	60.61	
150 ASSISTANT MAYOR CS: EXEMPT Union: NONE	952	12/01/1999	.00					



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3311 ASSISTANT PLANNER CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
3321 ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
8215 AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
8213 AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
6328 BATTALION CHIEF (DAY) CS: FIRE Union: IAFF	968BCD	01/01/2013	38.69	39.95	42.69	44.81	47.07	49.42
6327 BATTALION CHIEF (SHIFT) CS: FIRE Union: IAFF	969	01/01/2013	30.66	32.17	33.77	35.50	37.26	39.13
8541 BUILDING MAINT. SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2024	37.54	39.44	41.35	43.46	45.64	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2024	33.06	34.69	36.39	38.27	40.18	



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2280 BUSINESS APPLICATIONS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
2231 BUYER I CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
2234 BUYER II CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
2251 CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
		01/01/2025	27.74	29.05	30.35	31.81	33.30	
		01/01/2024	27.06	28.34	29.61	31.03	32.49	
8831 CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
13103 CEMETERY SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2024	33.06	34.69	36.39	38.27	40.18	
1423 CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2024	29.42	30.89	32.37	34.05	35.69	
11107 CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2024	48.86	51.28	53.81	56.56	59.42	
10102 CHIEF EXAMINER CS: CHARTER Union: NONE	973	01/01/2024	41.35	43.46	45.64	47.93	50.33	
1120 CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2024	78.05	81.97	86.03	90.31	94.86	99.61
1234 CITY CLERK CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	



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200 CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
INT CITY COUNCIL MENTORSHIP - INTERNSHIP CS: EXEMPT Union: NONE	914	01/01/2024	16.28					
1271 CITY ENGINEER CS: CHARTER Union: NONE	965	01/01/2024	58.27	61.16	64.20	67.36	70.78	
1110 CITY MANAGER CS: EXEMPT Union: NONE	960	01/01/2024	94.80	99.52	104.54	109.73	115.24	
9125 CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2024	16.28					
9114 CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2024	16.28					
1252 CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
4415 CODE COMPLIANCE ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026 01/01/2025 01/01/2024	20.35 19.85 19.37	21.19 20.67 20.17	22.26 21.72 21.19	23.19 22.62 22.07	24.30 23.71 23.13	
4419 CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026 01/01/2025 01/01/2024	24.86 24.25 23.66	25.98 25.35 24.73	27.13 26.47 25.82	28.43 27.74 27.06	29.78 29.05 28.34	
4425 CODE COMPLIANCE PROJECT COORDINATOR CS: CHARTER Union: AFSCME	16.0	01/01/2026 01/01/2025 01/01/2024	25.98 25.35 24.73	27.13 26.47 25.82	28.43 27.74 27.06	29.78 29.05 28.34	31.11 30.35 29.61	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2024	32.37	34.05	35.69	37.54	39.44	



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4421 CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
2252 COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE	966	01/01/2024	55.49	58.27	61.16	64.20	67.36	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE	967	01/01/2024	52.79	55.49	58.27	61.16	64.20	
18101 COMMUNICATIONS DIVISION OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2025	24.30	25.41	26.68	27.90	29.38	30.83
		01/01/2024	23.59	24.67	25.90	27.09	28.52	29.93
7111 COMMUNITY CENTER ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
5210 COMMUNITY CENTER ATTENDANT CS: CHARTER Union: NONE	914	01/01/2024	16.28					
3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
2245 COMMUNITY OUTREACH SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
2253 COMMUNITY RELATIONS ASSISTANT CS: CHARTER Union: AFSCME	11.0	01/01/2026	20.77	21.66	22.80	23.67	24.86	
		01/01/2025	20.26	21.13	22.24	23.09	24.25	
		01/01/2024	19.77	20.61	21.70	22.53	23.66	



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4420 COMMUNITY RISK REDUCTION SPECIALIST CS: FIRE Union: IAFF	548	01/01/2025	30.24	31.67	33.08	34.72	36.29	37.97
		01/01/2024	29.36	30.75	32.12	33.71	35.23	36.86
6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2024	30.89	32.37	34.05	35.69	37.54	
4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
1297 CORRECTIONS MANAGER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	
11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2023	31.06	32.55	34.26	35.96	37.71	
6265 CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME	22.0	01/01/2026	34.13	35.73	37.38	39.16	41.00	
		01/01/2025	33.30	34.86	36.47	38.20	40.00	
		01/01/2024	32.49	34.01	35.58	37.27	39.02	



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11740 CRIME ANALYTICS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
8511 CUSTODIAN CS: CHARTER Union: AFSCME	4.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
		01/01/2025	16.71	17.46	18.23	19.05	19.92	
		01/01/2024	16.30	17.03	17.79	18.59	19.43	
7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
		01/01/2025	16.71	17.46	18.23	19.05	19.92	
		01/01/2024	16.30	17.03	17.79	18.59	19.43	
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
		01/01/2025	16.71	17.46	18.23	19.05	19.92	
		01/01/2024	16.30	17.03	17.79	18.59	19.43	
7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2024	31.48	33.06	34.69	36.39	38.27	
6380 DEPUTY FIRE CHIEF CS: FIRE Union: NONE	965	01/01/2024	58.27	61.16	64.20	67.36	70.78	
1281 DEPUTY POLICE CHIEF CS: EXEMPT Union: NONE	962	01/01/2024	67.36	70.78	74.32	78.05	81.97	86.06
3120 DESIGN ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2026	34.93	36.55	38.29	40.02	41.91	
		01/01/2025	34.08	35.66	37.36	39.04	40.89	
		01/01/2024	33.25	34.79	36.45	38.09	39.89	



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3130 DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
1150 DIRECTOR OF COMMUNITY DEVELOPMENT CS: EXEMPT Union: NONE	964	01/01/2024	61.16	64.20	67.36	70.78	74.32	78.07
1140 DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2024	61.16	64.20	67.36	70.78	74.32	78.07
1135 DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2024	61.16	64.20	67.36	70.78	74.32	78.07
1160 DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2024	67.36	70.78	74.32	78.05	81.97	86.06
1170 DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2024	61.16	64.20	67.36	70.78	74.32	78.07
1175 DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2024	61.16	64.20	67.36	70.78	74.32	78.07
1275 ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
7181 ECONOMIC DEVELOPMENT SERVICES ASST CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
1276 ECONOMIC DEVELOPMENT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2024	50.33	52.79	55.49	58.27	61.16	
11275 ECONOMIC DEVELOPMENT SERVICES SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2024	41.35	43.46	45.64	47.93	50.33	
4521 ELECTRONICS TECHNICIAN CS: FIRE Union: IAFF	549	01/01/2025	31.26	32.85	34.49	36.17	38.00	39.91
		01/01/2024	30.35	31.89	33.49	35.12	36.89	38.75



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6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2024	38.27	40.18	42.16	44.34	46.52	
6211 EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2024	29.42	30.89	32.37	34.05	35.69	
1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2024	30.89	32.37	34.05	35.69	37.54	
8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	11.5	01/01/2026	21.19	22.26	23.19	24.30	25.47	
		01/01/2025	20.67	21.72	22.62	23.71	24.85	
		01/01/2024	20.17	21.19	22.07	23.13	24.24	
2314 FINANCE DEPARTMENT ANALYST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2024	31.48	33.06	34.69	36.39	38.27	
1241 FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2024	50.33	52.79	55.49	58.27	61.16	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2024	44.34	46.52	48.86	51.28	53.81	
2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	



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10305 FINANCIAL SERVICES TECHNICIAN CS: CHARTER Union: TEAMSTERS	981SA	01/01/2024	28.54	30.01	31.48	33.06	34.69	
6343 FIRE CAPTAIN (COMMUNITY RISK REDUCTION) CS: FIRE Union: IAFF	506	01/01/2025 01/01/2024	57.54 55.19	60.41 57.95	63.56 60.97	66.76 64.04	69.76 66.92	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	510	01/01/2025 01/01/2024	52.36 50.23	54.91 52.67	57.78 55.42	60.67 58.20	63.52 60.93	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2025 01/01/2024	42.29 40.57	44.33 42.52	46.63 44.73	48.99 46.99	51.22 49.13	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	962	01/01/2024	67.36	70.78	74.32	78.05	81.97	86.06
6338 FIRE INVESTIGATION AND EDUCATION OFFICER CS: FIRE Union: IAFF	510	01/01/2025 01/01/2024	52.36 50.23	54.91 52.67	57.78 55.42	60.67 58.20	63.52 60.93	
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2025 01/01/2024	47.33 45.40	49.66 47.64	51.98 49.86	54.69 52.46	57.46 55.12	
6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	526	01/01/2025 01/01/2024	47.33 45.40	49.66 47.64	51.98 49.86	54.69 52.46	57.46 55.12	
6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2025 01/01/2024	38.20 36.64	40.12 38.48	41.97 40.26	44.17 42.37	46.35 44.46	
8225 FIRE MECHANIC I CS: FIRE Union: IAFF	550	01/01/2025 01/01/2024	33.05 32.09	34.73 33.72	36.46 35.40	38.26 37.15	40.19 39.02	42.21 40.98
8230 FIRE MECHANIC II CS: FIRE Union: IAFF	560	01/01/2025 01/01/2024	36.58 35.51	38.40 37.28	40.30 39.13	42.31 41.08	44.45 43.16	46.68 45.32
6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2025 01/01/2024	24.30 23.59	25.41 24.67	26.68 25.90	27.90 27.09	29.38 28.52	30.83 29.93



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6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2025	47.76	50.11	52.70	55.34	57.89	
		01/01/2024	45.81	48.07	50.55	53.08	55.53	
6352 FIRE TRAINING ASSISTANT CS: FIRE Union: IAFF	527	01/01/2025	52.05	54.64	57.22	60.15	63.19	
		01/01/2024	49.93	52.41	54.89	57.70	60.61	
6351 FIRE TRAINING SUPERVISOR CS: FIRE Union: IAFF	506	01/01/2025	57.54	60.41	63.56	66.76	69.76	
		01/01/2024	55.19	57.95	60.97	64.04	66.92	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
6321 FIREFIGHTER CS: FIRE Union: IAFF	530	01/01/2025	30.94	33.38	35.32	36.83	41.95	
		01/01/2024	29.68	32.02	33.88	35.33	40.24	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
1263 FLEET AND FACILITIES MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2024	46.52	48.86	51.28	53.81	56.56	
8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2024	38.27	40.18	42.16	44.34	46.52	
1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE	970	01/01/2024	47.93	50.33	52.79	55.49	58.27	
2121 GIS SPECIALIST CS: CHARTER Union: AFSCME	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
		01/01/2025	36.47	38.20	40.00	41.78	43.84	
		01/01/2024	35.58	37.27	39.02	40.76	42.77	
5201 GOLF COURSE ASSISTANT CS: CHARTER Union: NONE	914	01/01/2024	16.28					



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5202 GOLF COURSE ATTENDANT CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
8825 GOLF COURSE MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
5156 GRANT FINANCIAL SPECIALIST CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
		01/01/2025	28.33	29.75	31.13	32.54	34.12	
		01/01/2024	27.64	29.02	30.37	31.75	33.29	
2290 GRANT WRITER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
5130 HOME REMODELING TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
5151 HOUSING LOAN SPECIALIST CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
5121 HOUSING REHABILITATION ASST. CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
10115 HR SERVICES ADMINISTRATOR CS: CHARTER Union: NONE	975	01/01/2024	37.54	39.44	41.35	43.46	45.64	
10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2024	24.68	25.93	27.25	28.54	30.01	



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10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2024	28.54	30.01	31.48	33.06	34.69	
12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2024	39.44	41.35	43.46	45.64	47.93	
8241 INDUSTRIAL MAINT. MECHANIC II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
8242 INDUSTRIAL MAINTENANCE MECHANIC I CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
4240 INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
		01/01/2025	28.33	29.75	31.13	32.54	34.12	
		01/01/2024	27.64	29.02	30.37	31.75	33.29	
6263 INVESTIGATIVE SUPPORT SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
8673 IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
8671 IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
8672 IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	



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13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2024	35.69	37.54	39.44	41.35	43.46	
7171 IT SERVICES ASSISTANT CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
2107 IT SERVICE COMPUTR OPERATIONS TECHNICIAN CS: CHARTER Union: AFSCME	11.5	01/01/2026	21.19	22.26	23.19	24.30	25.47	
		01/01/2025	20.67	21.72	22.62	23.71	24.85	
		01/01/2024	20.17	21.19	22.07	23.13	24.24	
2114 IT SERVICES APPLICATION SUPPORT ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
2109 IT SERVICES APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
2108 IT SERVICES COMPTR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
2106 IT SERVICES COMPUTER OPERATIONS ASSISTAN CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
2110 IT SERVICES DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
		01/01/2025	34.86	36.47	38.20	40.00	41.78	
		01/01/2024	34.01	35.58	37.27	39.02	40.76	
2117 IT SERVICES FULL STACK DEVELOPER CS: CHARTER Union: AFSCME	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
		01/01/2025	36.47	38.20	40.00	41.78	43.84	
		01/01/2024	35.58	37.27	39.02	40.76	42.77	



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2102 IT SERVICES GIS TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
2127 IT SERVICES JR FULL STACK DEVELOPER CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE	976	01/01/2024	35.69	37.54	39.44	41.35	43.46	
2116 IT SERVICES LEAD CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
		01/01/2025	34.86	36.47	38.20	40.00	41.78	
		01/01/2024	34.01	35.58	37.27	39.02	40.76	
1233 IT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2024	50.33	52.79	55.49	58.27	61.16	
2125 IT SERVICES NETWORK ANALYST CS: CHARTER Union: AFSCME	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
		01/01/2025	36.47	38.20	40.00	41.78	43.84	
		01/01/2024	35.58	37.27	39.02	40.76	42.77	
2112 IT SERVICES NETWORK SERVICES ENGINEER CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	972	01/01/2024	43.46	45.64	47.93	50.33	52.79	
7611 IT SERVICES PRINT SHOP OPERATOR CS: CHARTER Union: AFSCME	11.5	01/01/2026	21.19	22.26	23.19	24.30	25.47	
		01/01/2025	20.67	21.72	22.62	23.71	24.85	
		01/01/2024	20.17	21.19	22.07	23.13	24.24	
10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE	975	01/01/2024	37.54	39.44	41.35	43.46	45.64	



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2120 IT SERVICES SENIOR APPLICATION ANALYST CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
		01/01/2025	34.86	36.47	38.20	40.00	41.78	
		01/01/2024	34.01	35.58	37.27	39.02	40.76	
2113 IT SERVICES SR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
10201 IT SERVICES SR FULL STACK DEV/ANALYST CS: CHARTER Union: NONE	974	01/01/2024	39.44	41.35	43.46	45.64	47.93	
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE	972	01/01/2024	43.46	45.64	47.93	50.33	52.79	
2118 IT SERVICES SYSTEMS ADMINISTRATOR CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
2119 IT SERVICES TELEPHONE TECHNICIAN CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
9151 JUDGE PRO TEM CS: EXEMPT Union: NONE	941	11/22/2009	69.00					
8610 LABOR HELPER CS: CHARTER Union: AFSCME	3.0	01/01/2026	17.13	17.90	18.69	19.53	20.42	
		01/01/2025	16.71	17.46	18.23	19.05	19.92	
		01/01/2024	16.30	17.03	17.79	18.59	19.43	
12102 LEAD MECHANIC CS: CHARTER Union: TEAMSTERS	978SA	01/01/2024	33.06	34.69	36.39	38.27	40.18	
10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2024	24.68	25.93	27.25	28.54	30.01	
10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2024	25.93	27.25	28.54	30.01	31.48	



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10510 LEGAL ASSISTANT III CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2024	37.54	39.44	41.35	43.46	45.64	
1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2024	29.42	30.89	32.37	34.05	35.69	
9130 LEGAL INTERN - 1L CS: EXEMPT Union: NONE	930	01/01/2024	16.28	17.01	17.78	18.58	19.42	
9131 LEGAL INTERN - 2L CS: EXEMPT Union: NONE	931	12/19/2010	18.11	19.99	22.02			
5268 LIFEGUARD/INSTRUCTOR CS: CHARTER Union: AFSCME	3.0	01/01/2026 01/01/2025 01/01/2024	17.13 16.71 16.30	17.90 17.46 17.03	18.69 18.23 17.79	19.53 19.05 18.59	20.42 19.92 19.43	
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2023	28.89	30.27	31.70	33.17	34.71	
100 MAYOR CS: EXEMPT Union: NONE	950	12/01/1999	.00					
8211 MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2026 01/01/2025 01/01/2024	27.13 26.47 25.82	28.43 27.74 27.06	29.78 29.05 28.34	31.11 30.35 29.61	32.61 31.81 31.03	
1425 MUNICIPAL COURT ASSISTANT CS: EXEMPT Union: NONE	984	01/01/2024	24.18	25.43	26.69	27.97	29.42	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	987	01/01/2024	21.21	22.34	23.21	24.35	25.48	
1412 MUNICIPAL COURT COMMISSIONER CS: EXEMPT Union: NONE	966MC	07/01/2024 07/01/2023	63.29 60.41	66.41 63.40	69.74 66.57	73.20 69.87	76.83 73.34	



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1413 MUNICIPAL COURT JUDGE CS: EXEMPT Union: NONE	1000	07/01/2024 07/01/2023	99.26 94.54					
1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2024	25.43	26.69	27.97	29.42	30.89	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2024	29.42	30.89	32.37	34.05	35.69	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME	11.0	01/01/2026 01/01/2025 01/01/2024	20.77 20.26 19.77	21.66 21.13 20.61	22.80 22.24 21.70	23.67 23.09 22.53	24.86 24.25 23.66	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2024	41.35	43.46	45.64	47.93	50.33	
1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
11401 NEIGHBORHOOD DEVELP SVCS PROGRAM SUPV CS: CHARTER Union: NONE	978	01/01/2024	32.37	34.05	35.69	37.54	39.44	
1267 PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2024	48.86	51.28	53.81	56.56	59.42	
6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	13.0	01/01/2026 01/01/2025 01/01/2024	22.80 22.24 21.70	23.67 23.09 22.53	24.86 24.25 23.66	25.98 25.35 24.73	27.13 26.47 25.82	
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2024	30.89	32.37	34.05	35.69	37.54	
5203 PARKS BALLFIELD MAINT WORKER CS: CHARTER Union: NONE	914	01/01/2024	16.28					
5204 PARKS CONCESSION STAND WORKER CS: CHARTER Union: NONE	914	01/01/2024	16.28					



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5205 PARKS FACILITY PROGRAM ATTENDANT CS: CHARTER Union: NONE	914	01/01/2024	16.28					
8820 PARKS MAINTENANCE CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
		01/01/2025	16.71	17.46	18.23	19.05	19.92	
		01/01/2024	16.30	17.03	17.79	18.59	19.43	
8824 PARKS MAINTENANCE LABORER CS: CHARTER Union: NONE	914	01/01/2024	16.28					
8818 PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
8817 PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
8819 PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	972SA	01/01/2024	44.34	46.52	48.86	51.28	53.81	
13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
5207 PARKS YOUTH PROGRAM ASSISTANT CS: CHARTER Union: NONE	914	01/01/2024	16.28					
5206 PARKS YOUTH PROGRAM LEADER CS: CHARTER Union: NONE	915	01/01/2024	17.09					
10301 PAYROLL ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2024	38.27	40.18	42.16	44.34	46.52	



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4430 PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
4441 PERMIT TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2026	22.80	23.67	24.86	25.98	27.13	
		01/01/2025	22.24	23.09	24.25	25.35	26.47	
		01/01/2024	21.70	22.53	23.66	24.73	25.82	
1254 PLANNING MANAGER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
3310 PLANNING SPECIALIST CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
		01/01/2025	18.15	18.95	19.85	20.67	21.72	
		01/01/2024	17.71	18.49	19.37	20.17	21.19	
3312 PLANNING TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2026	22.80	23.67	24.86	25.98	27.13	
		01/01/2025	22.24	23.09	24.25	25.35	26.47	
		01/01/2024	21.70	22.53	23.66	24.73	25.82	
4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2024	68.59	72.01				



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1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2024	78.05	81.97	86.03	90.31	94.86	99.61
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2023	52.88	55.49				
8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2026 01/01/2025 01/01/2024	25.47 24.85 24.24	26.60 25.95 25.32	27.83 27.15 26.49	29.04 28.33 27.64	30.49 29.75 29.02	
6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2026 01/01/2025 01/01/2024	25.98 25.35 24.73	27.13 26.47 25.82	28.43 27.74 27.06	29.78 29.05 28.34	31.11 30.35 29.61	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2024	62.26	65.40				
6121 POLICE OFFICER CS: POLICE Union: YPPA	400	01/01/2023	37.16	40.15	42.39	44.20	50.34	
6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA	400	01/01/2023	37.16	40.15	42.39	44.20	50.34	
6120 POLICE OFFICER ACADEMY GRADUATE ENTRY CS: POLICE Union: YPPA	400	01/01/2023	37.16	40.15	42.39	44.20	50.34	
6124 POLICE SERGEANT CS: POLICE Union: YPPA	450	01/01/2023	58.39	61.25				
6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME	16.0	01/01/2026 01/01/2025 01/01/2024	25.98 25.35 24.73	27.13 26.47 25.82	28.43 27.74 27.06	29.78 29.05 28.34	31.11 30.35 29.61	
1295 POLICE SERVICES MANAGER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	



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6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2024	33.06	34.69	36.39	38.27	40.18	
1432 PROBATION OFFICER CS: EXEMPT Union: NONE	978	01/01/2024	32.37	34.05	35.69	37.54	39.44	
1434 PROBATION SERVICES CASE SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2024	25.43	26.69	27.97	29.42	30.89	
1431 PROBATION SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
3115 PROJECT ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2026	34.93	36.55	38.29	40.02	41.91	
		01/01/2025	34.08	35.66	37.36	39.04	40.89	
		01/01/2024	33.25	34.79	36.45	38.09	39.89	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2024	41.35	43.46	45.64	47.93	50.33	
7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE	968	01/01/2024	50.33	52.79	55.49	58.27	61.16	
6415 PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR CS: FIRE Union: IAFF	558	01/01/2025	32.57	34.20	35.95	37.71	39.57	41.54
		01/01/2024	31.62	33.20	34.90	36.61	38.42	40.33



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6416 PUBLIC SAFETY TRAINING SUPERVISOR CS: FIRE Union: IAFF	558	01/01/2025	32.57	34.20	35.95	37.71	39.57	41.54
		01/01/2024	31.62	33.20	34.90	36.61	38.42	40.33
11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2024	25.93	27.25	28.54	30.01	31.48	
2233 PURCHASING ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
1232 PURCHASING MANAGER CS: CHARTER Union: NONE	968	01/01/2024	50.33	52.79	55.49	58.27	61.16	
2262 PW SAFETY & TRAINING COORDINATOR CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	
10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
7141 RECORDS ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
5256 RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
		01/01/2025	16.71	17.46	18.23	19.05	19.92	
		01/01/2024	16.30	17.03	17.79	18.59	19.43	



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11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2024	30.01	31.48	33.06	34.69	36.39	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2024	36.39	38.27	40.18	42.16	44.34	
6440 SECRETARY I CS: FIRE Union: IAFF	585	01/01/2025	18.25	19.29	20.30	21.40	22.54	23.64
		01/01/2024	17.72	18.73	19.71	20.78	21.88	22.95
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2024	55.49	58.27	61.16	64.20	67.36	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2024	61.16	64.20	67.36	70.78	74.32	78.07
11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2024	36.39	38.27	40.18	42.16	44.34	
2246 SENIOR COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
		01/01/2025	29.75	31.13	32.54	34.12	35.68	
		01/01/2024	29.02	30.37	31.75	33.29	34.81	
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2024	44.34	46.52	48.86	51.28	53.81	
6210 SENIOR EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
		01/01/2025	27.74	29.05	30.35	31.81	33.30	
		01/01/2024	27.06	28.34	29.61	31.03	32.49	
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2024	31.48	33.06	34.69	36.39	38.27	
8212 SENIOR MECHANIC CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	

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3322 SENIOR PLANNER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
8664 SENIOR TRAFFIC SIGN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
		01/01/2025	38.20	40.00	41.78	43.84	46.05	
		01/01/2024	37.27	39.02	40.76	42.77	44.93	
10111 SENIOR TRAINING COORDINATOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2024	31.48	33.06	34.69	36.39	38.27	
1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2024	48.86	51.28	53.81	56.56	59.42	
8434 SOLID WASTE CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
8640 SOLID WASTE LABORER CS: CHARTER Union: NONE	915	01/01/2024	17.09					
8430 SOLID WASTE LEAD CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
		01/01/2025	28.33	29.75	31.13	32.54	34.12	
		01/01/2024	27.64	29.02	30.37	31.75	33.29	



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8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
		01/01/2025	21.72	22.62	23.71	24.85	25.95	
		01/01/2024	21.19	22.07	23.13	24.24	25.32	
7155 SOLID WASTE SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2024	31.48	33.06	34.69	36.39	38.27	
8681 STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE	968	01/01/2024	50.33	52.79	55.49	58.27	61.16	
1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2024	48.86	51.28	53.81	56.56	59.42	
8701 STREET INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
8709 STREET LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
8713 STREET MAINT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	



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8711 STREET MAINT. SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
8710 STREET MAINT. WORKER CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
8715 STREET OPERATIONS LEAD CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
SW STUDENT WORKER CS: EXEMPT Union: NONE	914	01/01/2024	16.28					
11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE	973	01/01/2024	41.35	43.46	45.64	47.93	50.33	
11201 SUPERVISING PLANNER CS: CHARTER Union: NONE	973	01/01/2024	41.35	43.46	45.64	47.93	50.33	
11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
6412 TELECOMMUNICATOR CS: FIRE Union: IAFF	575	01/01/2025	26.93	28.21	29.55	31.08	34.40	36.07
		01/01/2024	26.15	27.39	28.69	30.17	33.40	35.02
6410 TELECOMMUNICATOR I CS: FIRE Union: IAFF	590	01/01/2025	23.38	24.54	25.83	27.09	28.48	29.90
		01/01/2024	22.70	23.83	25.08	26.30	27.65	29.03

01/01/2024 - 12/31/2026, CS ALL, BG ALL, Union ALL, Dept ALL, By Job Title



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4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2024	37.54	39.44	41.35	43.46	45.64	
4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
8660 TRAFFIC SIGNS & MARKINGS LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
		01/01/2025	18.55	19.44	20.26	21.13	22.24	
		01/01/2024	18.10	18.97	19.77	20.61	21.70	
8662 TRAFFIC SIGNS & MARKINGS SPECIALIST 1 CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
8663 TRAFFIC SIGNS & MARKINGS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	



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4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
		01/01/2025	25.95	27.15	28.33	29.75	31.13	
		01/01/2024	25.32	26.49	27.64	29.02	30.37	
10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2024	28.54	30.01	31.48	33.06	34.69	
14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	645	01/01/2024	16.28	17.01	17.78	18.58	19.42	
22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME	665	01/01/2023	23.78	24.94	26.04	27.22	28.48	
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2024	33.06	34.69	36.39	38.27	40.18	
23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
1262 TRANSIT MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2024	46.52	48.86	51.28	53.81	56.56	
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2023	20.30	21.34	22.21	23.26	24.32	
20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2023	27.34	28.63	29.92	31.39	32.80	
22101 TRANSIT OPERATOR CS: CHARTER Union: AFSCME	655	01/01/2023	20.39	21.26	22.37	23.27	24.38	
20102 TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME	675	01/01/2023	28.89	30.27	31.70	33.17	34.71	
21101 TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME	665	01/01/2023	23.78	24.94	26.04	27.22	28.48	



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23101 TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME	650	01/01/2023	17.77	18.55	19.45	20.30	21.34	
23102 TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME	630	01/01/2024	16.28	17.01	17.78	18.58	19.42	
22103 TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME	645	01/01/2024	16.28	17.01	17.78	18.58	19.42	
10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2024	44.34	46.52	48.86	51.28	53.81	
8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME	16.5	01/01/2026 01/01/2025 01/01/2024	26.60 25.95 25.32	27.83 27.15 26.49	29.04 28.33 27.64	30.49 29.75 29.02	31.91 31.13 30.37	
1242 UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE	970	01/01/2024	47.93	50.33	52.79	55.49	58.27	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2024	45.64	47.93	50.33	52.79	55.49	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2024	43.46	45.64	47.93	50.33	52.79	
7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME	12.0	01/01/2026 01/01/2025 01/01/2024	21.66 21.13 20.61	22.80 22.24 21.70	23.67 23.09 22.53	24.86 24.25 23.66	25.98 25.35 24.73	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2024	32.37	34.05	35.69	37.54	39.44	
7330 UTILITY SERVICES BILLING LEAD CS: CHARTER Union: AFSCME	20.0	01/01/2026 01/01/2025 01/01/2024	31.11 30.35 29.61	32.61 31.81 31.03	34.13 33.30 32.49	35.73 34.86 34.01	37.38 36.47 35.58	

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7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
		01/01/2025	23.09	24.25	25.35	26.47	27.74	
		01/01/2024	22.53	23.66	24.73	25.82	27.06	
7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME	10.0	01/01/2026	19.93	20.77	21.66	22.80	23.67	
		01/01/2025	19.44	20.26	21.13	22.24	23.09	
		01/01/2024	18.97	19.77	20.61	21.70	22.53	
10525 VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS	983SA	01/01/2024	25.93	27.25	28.54	30.01	31.48	
3155 VICTIM SERVICES COORDINATOR CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
8324 WASTEWATER ENVIRONMENTAL COMPLIANCE SPCL CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
15301 WASTEWATER LAB COORDINATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2024	38.27	40.18	42.16	44.34	46.52	
8326 WASTEWATER LABORATORY CHEMIST CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
		01/01/2025	29.05	30.35	31.81	33.30	34.86	
		01/01/2024	28.34	29.61	31.03	32.49	34.01	
8321 WASTEWATER LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	

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8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2024	37.54	39.44	41.35	43.46	45.64	
1272 WASTEWATER MANAGER CS: CHARTER Union: NONE	968	01/01/2024	50.33	52.79	55.49	58.27	61.16	
15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2024	43.46	45.64	47.93	50.33	52.79	
8323 WASTEWATER PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
		01/01/2025	27.15	28.33	29.75	31.13	32.54	
		01/01/2024	26.49	27.64	29.02	30.37	31.75	
15104 WASTEWATER PRETREATMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2024	38.27	40.18	42.16	44.34	46.52	
8322 WASTEWATER PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
		01/01/2025	24.85	25.95	27.15	28.33	29.75	
		01/01/2024	24.24	25.32	26.49	27.64	29.02	
8252 WATER DEVICE CREW LEADER CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
		01/01/2025	27.74	29.05	30.35	31.81	33.30	
		01/01/2024	27.06	28.34	29.61	31.03	32.49	

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8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2024	37.54	39.44	41.35	43.46	45.64	
8253 WATER METER INFRASTRUCTURE CREW LDR CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
		01/01/2025	28.33	29.75	31.13	32.54	34.12	
		01/01/2024	27.64	29.02	30.37	31.75	33.29	
8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
8331 WATER TREAT PLANT OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
		01/01/2025	23.71	24.85	25.95	27.15	28.33	
		01/01/2024	23.13	24.24	25.32	26.49	27.64	
8332 WATER TREATMENT PLANT OPERATOR II CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
		01/01/2025	30.35	31.81	33.30	34.86	36.47	
		01/01/2024	29.61	31.03	32.49	34.01	35.58	
8333 WATER TREATMENT PLANT OPERATOR III CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2024	39.44	41.35	43.46	45.64	47.93	



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7151 WATER/IRRIG DIV ADMIN SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
		01/01/2025	21.13	22.24	23.09	24.25	25.35	
		01/01/2024	20.61	21.70	22.53	23.66	24.73	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2024	43.46	45.64	47.93	50.33	52.79	
1273 WATER/IRRIGATION MANAGER CS: CHARTER Union: NONE	970	01/01/2024	47.93	50.33	52.79	55.49	58.27	
8251 WATERWORKS DEVICE TECHNICIAN CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
		01/01/2025	25.35	26.47	27.74	29.05	30.35	
		01/01/2024	24.73	25.82	27.06	28.34	29.61	
8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
		01/01/2025	22.62	23.71	24.85	25.95	27.15	
		01/01/2024	22.07	23.13	24.24	25.32	26.49	
8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
15103 WWTP CHIEF OPERATOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2024	36.39	38.27	40.18	42.16	44.34	
4260 WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
		01/01/2025	32.54	34.08	35.66	37.36	39.04	
		01/01/2024	31.75	33.25	34.79	36.45	38.09	
12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	974SA	01/01/2024	40.18	42.16	44.34	46.52	48.86	



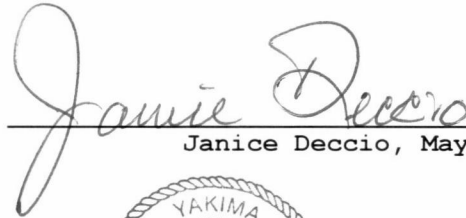
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8311 WWTP OPERATOR I CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
		01/01/2025	24.25	25.35	26.47	27.74	29.05	
		01/01/2024	23.66	24.73	25.82	27.06	28.34	
8312 WWTP OPERATOR II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
		01/01/2025	26.47	27.74	29.05	30.35	31.81	
		01/01/2024	25.82	27.06	28.34	29.61	31.03	
8313 WWTP OPERATOR III CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
		01/01/2025	31.81	33.30	34.86	36.47	38.20	
		01/01/2024	31.03	32.49	34.01	35.58	37.27	
8310 WWTP OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
		01/01/2025	19.85	20.67	21.72	22.62	23.71	
		01/01/2024	19.37	20.17	21.19	22.07	23.13	
15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: TEAMSTERS	973SA	01/01/2024	42.16	44.34	46.52	48.86	51.28	
4250 WWTP SCADA/TELEMETRY MAINTENANCE TECH CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
		01/01/2025	31.13	32.54	34.12	35.68	37.36	
		01/01/2024	30.37	31.75	33.29	34.81	36.45	

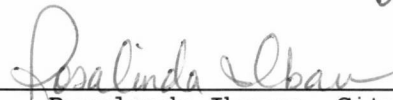
Section This ordinance shall be in full force and effect thirty days after its passage, approval and publication as provided by law and by the City Charter.

PASSED BY THE CITY COUNCIL, signed and approved this 12th day of December, 2023.



Janice Deccio, Mayor

ATTEST



Rosalinda Ibarra, City Clerk



Publication Date: December 15, 2023
Effective Date: January 14, 2024



**BUSINESS OF THE CITY COUNCIL
YAKIMA, WASHINGTON
AGENDA STATEMENT**

Item No. 7.J.
For Meeting of: December 12, 2023

ITEM TITLE: Ordinance updating Classification and Compensation Plan for City Employees Section 2.20.100

SUBMITTED BY: Debbie Korevaar, Chief Examiner

SUMMARY EXPLANATION:

This Master Pay Ordinance includes classification and compensation changes approved and recommended by the Charter Civil Service Commission, City Management, AFSCME, and the Yakima Municipal Court.

Charter Civil Service:

New Classification: 3155 Victim Services Coordinator, AFSCME, Pay Code 19.0 (\$28.34-\$34.01)

Title changes:

8321 Laboratory Technician to Wastewater Laboratory Technician

8322 Pretreatment Technician to Wastewater Pretreatment Technician

8323 Pretreatment Crew Leader to Wastewater Pretreatment Crew Leader

8324 Environmental Compliance Specialist to Wastewater Environmental Compliance Specialist

8326 Laboratory Chemist to Wastewater Laboratory Chemist

15104 Pretreatment Supervisor to Wastewater Pretreatment Supervisor

15301 Lab Coordinator to Wastewater Lab Coordinator

11401 Senior Program Supervisor to Neighborhood Development Services Program Supervisor

Pay allocation changes due to minimum wage increase from \$15.74 to \$16.28 effective 1/1/2024.

Change in Pay Code 914 from \$15.74 to \$16.28 affecting the following classifications:

5201 – Golf Course Assistant

5203 – Parks Ballfield Maintenance Worker

5204 – Parks Concession Stand Worker
 5205 – Parks Facility Program Attendant
 5207 – Parks Youth Program Assistant
 5210 – Community Center Attendant
 5260 – Aquatics Concessions/Cashier
 8824 – Parks Maintenance Laborer
 9114 – City Worker (Outside)
 9125 – City Worker (Inside)

Pay Code 915 which is set at 5% above minimum wage to be increased from \$16.53 to \$17.09 effective 1/1/23 affecting the following classifications:

5206 – Parks Youth Program Leader
 8640 – Solid Waste Laborer

Adjust Pay Grade 930, 630 and 645 to start at \$16.28 (\$16.28-\$19.42)

Police and Fire Civil Service:

Adjust Pay Code 968P for 6126 Police Lieutenant range to possess only steps A and B at \$62.26 and \$65.40 respectively.

Adjust Pay Code 966P for 6127 Police Captain range to only possess steps A and B at \$68.59 and \$72.01 respectively.

Citizens Commission on Salaries for Elected Officials (Commission) recently updated court judges' salary to \$206,988 effective July 1, 2023 and \$217,337 effective July 1, 2024.

The City of Yakima must certify that Municipal Court Judges be reimbursed accordingly. As a result, the pay ordinance reflects the following change:

Reallocation of 1413 Municipal Court Judge Pay Code 1000 to \$94.54 effective 7/1/23 and \$99.26 effective 7/1/24.

Accordingly, reallocation of 1412 Municipal Court Commissioner Pay code 966MC to \$60.41-\$73.34 effective 7/1/23 and \$63.29-\$76.83 effective 7/1/24.

Added classifications effective 1/1/24

1431 Probation Manager; unrepresented; Pay Code 971 (\$45.64 - \$55.49).
 1432 Probation Officer; unrepresented; Pay Code 978 (\$32.37 - \$39.44).
 1434 Probation Services Case Specialist; Pay Code 983 (\$25.43 - \$30.89).

ITEM BUDGETED: Yes
STRATEGIC PRIORITY: Public Trust and Accountability

APPROVED FOR SUBMITTAL BY THE CITY MANAGER

RECOMMENDATION:

Pass Ordinance.

ATTACHMENTS:

Description	Upload Date	Type
📄 Master Pay Ordinance	11/29/2023	Ordinance