

ORDINANCE NO. 2025-037

2025 MASTER ORDINANCE
Effective: January 12, 2026
(as approved by Council: December 9, 2025)

AN ORDINANCE

relating to City personnel; adopting a classification and compensation plan for City employees to be effective January 12, 2026; 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 12, 2026.

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	01/01/2026	35.60	37.34	39.19	41.20	43.26	
10302 ACCOUNTANT II CS: CHARTER Union: TEAMSTERS	975SA	01/01/2026	41.20	43.26	45.40	47.75	50.09	
11601 ADMIN ASST FOR COMMUNITY DEVELOPMENT CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
11610 ADMIN ASST FOR YAKIMA AIR TERMINAL CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
1331 ADMIN. ASST. TO THE CITY MANAGER CS: EXEMPT Union: NONE	972	01/01/2026	46.79	49.13	51.61	54.19	56.84	
11615 ADMINISTRATIVE ASSISTANT FOR WASTEWATER CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
10520 ADMINISTRATIVE ASSISTANT TO FINANCE CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
16101 ADMINISTRATIVE ASSISTANT TO FIRE CHIEF CS: FIRE Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
11701 ADMINISTRATIVE ASSISTANT TO POLICE CHIEF CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
8920 AIRPORT MAINTENANCE LEAD CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
8910 AIRPORT MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
1212 AIRPORT OPERATIONS & MAINTENANCE MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
6510 ANIMAL CONTROL OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
5267 AQUATIC LEADER CS: CHARTER Union: AFSCME	7.0	01/01/2026	17.99	18.80	19.64	20.52	21.44	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
8841 AQUATIC MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
5266 AQUATIC SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
5260 AQUATICS CONCESSIONS/CASHIER CS: CHARTER Union: NONE	914	01/01/2026	17.13					
1324 ASSISTANT CITY ATTORNEY I CS: EXEMPT Union: NONE	973	01/01/2026	44.52	46.79	49.13	51.61	54.19	
1323 ASSISTANT CITY ATTORNEY II CS: EXEMPT Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
1130 ASSISTANT CITY MANAGER CS: EXEMPT Union: NONE	963	01/01/2026	84.03	88.26	92.63	97.25	102.14	107.26
6212 ASSISTANT EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
6344 ASSISTANT FIRE MARSHAL CS: FIRE Union: IAFF	527	01/01/2027 01/01/2026	56.03 54.00	58.81 56.69	61.59 59.37	64.75 62.41	68.02 65.56	
150 ASSISTANT MAYOR CS: EXEMPT Union: NONE	952	12/01/1999	.00					
3311 ASSISTANT PLANNER CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
15101 ASSISTANT WASTEWATER MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
3321 ASSOCIATE PLANNER CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
8215 AUTOMOTIVE SERVICES ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
8213 AUTOMOTIVE STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	



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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	
13605 BUILDING OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2026	40.42	42.46	44.52	46.79	49.13	
13601PW BUILDING SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	978SA	01/01/2026	35.60	37.34	39.19	41.20	43.26	
2280 BUSINESS APPLICATIONS SPECIALIST CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
2231 BUYER I CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
2234 BUYER II CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
2251 CABLE TELEVISION COORDINATOR CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
8831 CEMETERY MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
13103 CEMETERY SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2026	35.60	37.34	39.19	41.20	43.26	
1423 CERTIFIED COURT INTERPRETER CS: EXEMPT Union: NONE	980	01/01/2026	31.68	33.26	34.85	36.66	38.42	
11107 CHIEF ENGINEER CS: CHARTER Union: TEAMSTERS	970SA	01/01/2026	52.61	55.22	57.94	60.90	63.98	
10102 CHIEF EXAMINER CS: CHARTER Union: NONE	973	01/01/2026	44.52	46.79	49.13	51.61	54.19	



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1120 CITY ATTORNEY CS: EXEMPT Union: NONE	963	01/01/2026	84.03	88.26	92.63	97.25	102.14	107.26
1234 CITY CLERK CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
200 CITY COUNCIL MEMBER CS: EXEMPT Union: NONE	955	12/01/1999	.00					
1271 CITY ENGINEER CS: CHARTER Union: NONE	965	01/01/2026	62.73	65.85	69.12	72.53	76.21	
1110 CITY MANAGER CS: EXEMPT Union: NONE	960CM	01/01/2026	107.16					
9125 CITY WORKER (INSIDE) CS: EXEMPT Union: NONE	914	01/01/2026	17.13					
9114 CITY WORKER (OUTSIDE) CS: EXEMPT Union: NONE	914	01/01/2026	17.13					
1252 CODE ADMINISTRATION MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
4415 CODE COMPLIANCE ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
4419 CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
4425 CODE COMPLIANCE PROJECT COORDINATOR CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
11602 CODE INSPECTIONS OFFICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2026	34.85	36.66	38.42	40.42	42.46	
4421 CODE INSPECTOR CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
2252 COMM. PROGRAMMING COORDINATOR CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	



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1255 COMMUNICATION & PUBLIC AFFAIRS MANAGER CS: CHARTER Union: NONE	966	01/01/2026	59.75	62.73	65.85	69.12	72.53	
1291 COMMUNICATIONS AND TECHNOLOGY MANAGER CS: CHARTER Union: NONE	965	01/01/2026	62.73	65.85	69.12	72.53	76.21	
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
7111 COMMUNITY CENTER ASSISTANT CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
5210 COMMUNITY CENTER ATTENDANT CS: CHARTER Union: NONE	914	01/01/2026	17.13					
3320 COMMUNITY DEVELOPMENT SPECIALIST CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
2245 COMMUNITY OUTREACH SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
2253 COMMUNITY RELATIONS ASSISTANT CS: CHARTER Union: AFSCME	11.0	01/01/2026	20.77	21.66	22.80	23.67	24.86	
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
6215 COMMUNITY SERVICE OFFICER CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
20110 COMMUNITY TRANSPORTATION COORDINATOR CS: CHARTER Union: AFSCME	660	01/01/2026	22.14	23.27	24.23	25.37	26.52	27.85
1315 CONFIDENTIAL ADMINISTRATIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2026	33.26	34.85	36.66	38.42	40.42	
4141 CONSTRUCTION INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
11101 CONSTRUCTION SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	



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6235 CORRECTIONS ADMINISTRATIVE SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
1297 CORRECTIONS MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
6221 CORRECTIONS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
11720 CORRECTIONS SERGEANT CS: CHARTER Union: TEAMSTERS	977CS	01/01/2025	33.34	34.94	36.77	38.60	40.48	42.50
6265 CRIME & INTELLIGENCE ANALYST CS: CHARTER Union: AFSCME	22.0	01/01/2026	34.13	35.73	37.38	39.16	41.00	
11740 CRIME ANALYTICS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
8511 CUSTODIAN CS: CHARTER Union: AFSCME	4.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
7121 DEPARTMENT ASSISTANT I CS: CHARTER Union: AFSCME	5.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
7122 DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
7123 DEPARTMENT ASSISTANT III CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
7124 DEPARTMENT ASSISTANT IV CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
10502 DEPUTY CITY CLERK CS: CHARTER Union: TEAMSTERS	979SA	01/01/2026	33.90	35.60	37.34	39.19	41.20	
3120 DESIGN ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2026	34.93	36.55	38.29	40.02	41.91	
3130 DEVELOPMENT ENGINEER CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
1150 DIRECTOR OF COMMUNITY & ECONOMIC DEVELOP CS: EXEMPT Union: NONE	964	01/01/2026	65.85	69.12	72.53	76.21	80.02	84.05
1140 DIRECTOR OF FINANCE & BUDGET CS: EXEMPT Union: NONE	964	01/01/2026	65.85	69.12	72.53	76.21	80.02	84.05
1135 DIRECTOR OF HUMAN RESOURCES CS: EXEMPT Union: NONE	964	01/01/2026	65.85	69.12	72.53	76.21	80.02	84.05
1160 DIRECTOR OF PUBLIC WORKS CS: EXEMPT Union: NONE	962	01/01/2026	72.53	76.21	80.02	84.03	88.26	92.66
1170 DIRECTOR OF UTILITIES & ENGINEERING CS: EXEMPT Union: NONE	964	01/01/2026	65.85	69.12	72.53	76.21	80.02	84.05
1175 DIRECTOR OF YAKIMA AIR TERMINAL CS: EXEMPT Union: NONE	964	01/01/2026	65.85	69.12	72.53	76.21	80.02	84.05
1275 ECONOMIC DEVELOPMENT MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
7181 ECONOMIC DEVELOPMENT SERVICES ASST CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
1276 ECONOMIC DEVELOPMENT SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	
11275 ECONOMIC DEVELOPMENT SERVICES SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2026	44.52	46.79	49.13	51.61	54.19	
4521 ELECTRONICS TECHNICIAN CS: FIRE Union: IAFF	549	01/01/2025	31.26	32.85	34.49	36.17	38.00	39.91
6701 EMERGENCY MANAGEMENT SPECIALIST CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
10601 ENGINEERING CONTRACTS SPECIALIST CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
12103 EQUIPMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2026	41.20	43.26	45.40	47.75	50.09	



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Job Class Code & Title	Pay Grade	Effect Date	Step A	Step B	Step C	Step D	Step E	Step F
6211 EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
10506 EXECUTIVE ASSISTANT CS: CHARTER Union: NONE	980	01/01/2026	31.68	33.26	34.85	36.66	38.42	
1311 EXECUTIVE SECRETARY CS: EXEMPT Union: NONE	979	01/01/2026	33.26	34.85	36.66	38.42	40.42	
8542 FACILITY MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
2314 FINANCE DEPARTMENT ANALYST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2026	33.90	35.60	37.34	39.19	41.20	
1241 FINANCIAL SERVICES MANAGER CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	
10303 FINANCIAL SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2026	47.75	50.09	52.61	55.22	57.94	
2316 FINANCIAL SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
10305 FINANCIAL SERVICES TECHNICIAN CS: CHARTER Union: TEAMSTERS	981SA	01/01/2026	30.73	32.32	33.90	35.60	37.34	
6326 FIRE CAPTAIN (DAY) CS: FIRE Union: IAFF	506	01/01/2027 01/01/2026	61.94 59.70	65.03 62.68	68.42 65.94	71.86 69.26	75.09 72.38	
6325 FIRE CAPTAIN (SHIFT) CS: FIRE Union: IAFF	515	01/01/2027 01/01/2026	45.52 43.88	47.72 45.99	50.19 48.38	52.73 50.83	55.13 53.14	
1180 FIRE CHIEF CS: EXEMPT Union: NONE	963	01/01/2026	84.03	88.26	92.63	97.25	102.14	107.26
6380 FIRE DEPUTY CHIEF CS: FIRE Union: NONE	962PS	01/01/2026	72.53	76.21	80.02	84.03	88.26	
6339 FIRE INVESTIGATOR CS: FIRE Union: IAFF	520	01/01/2025	47.33	49.66	51.98	54.69	57.46	



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6324 FIRE LIEUTENANT (DAY) CS: FIRE Union: IAFF	527	01/01/2027 01/01/2026	56.03 54.00	58.81 56.69	61.59 59.37	64.75 62.41	68.02 65.56	
6323 FIRE LIEUTENANT (SHIFT) CS: FIRE Union: IAFF	525	01/01/2027 01/01/2026	41.12 39.63	43.19 41.62	45.18 43.54	47.54 45.83	49.89 48.09	
8225 FIRE MECHANIC I CS: FIRE Union: IAFF	550	01/01/2025	33.05	34.73	36.46	38.26	40.19	42.21
8230 FIRE MECHANIC II CS: FIRE Union: IAFF	560	01/01/2025	36.58	38.40	40.30	42.31	44.45	46.68
6441 FIRE OFFICE ASSISTANT CS: FIRE Union: IAFF	580	01/01/2025	24.30	25.41	26.68	27.90	29.38	30.83
6330 FIRE SHIFT COMMANDER CS: FIRE Union: IAFF	513	01/01/2027 01/01/2026	51.41 49.55	53.94 51.99	56.73 54.68	59.57 57.42	62.31 60.06	
6331 FIRE SHIFT COMMANDER (DAY) CS: FIRE Union: IAFF	503	01/01/2027 01/01/2026	70.03 67.50	73.49 70.83	77.28 74.48	81.14 78.21	84.89 81.82	
6311 FIRE VOLUNTEERS - NON COMBAT CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
6321 FIREFIGHTER CS: FIRE Union: IAFF	530	01/01/2027 01/01/2026	32.51 31.71	35.07 34.21	37.11 36.20	38.69 37.75	44.07 43.00	
6310 FIREFIGHTER - COMBAT RESERVE CS: EXEMPT Union: NONE	500VF	12/01/2015	.00					
1263 FLEET AND FACILITIES MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2026	48.28	50.71	53.22	55.85	58.70	61.67
8203 FLEET MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
11730 FORENSIC SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2026	41.20	43.26	45.40	47.75	50.09	



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1236 GANG FREE INITIATIVE (GFI) PROGR MANAGER CS: CHARTER Union: NONE	970	01/01/2026	51.61	54.19	56.84	59.75	62.73	
2121 GIS SPECIALIST CS: CHARTER Union: AFSCME	24.0	01/01/2026	37.38	39.16	41.00	42.82	44.94	
5201 GOLF COURSE ASSISTANT CS: CHARTER Union: NONE	914	01/01/2026	17.13					
5202 GOLF COURSE ATTENDANT CS: CHARTER Union: AFSCME	8.5	01/01/2026	18.60	19.42	20.35	21.19	22.26	
8825 GOLF COURSE MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
5156 GRANT FINANCIAL SPECIALIST CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
2290 GRANT WRITER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
5130 HOME REMODELING TECHNICIAN CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
5151 HOUSING LOAN SPECIALIST CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
5121 HOUSING REHABILITATION ASST. CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
10115 HR SERVICES ADMINISTRATOR CS: CHARTER Union: NONE	975	01/01/2026	40.42	42.46	44.52	46.79	49.13	
10104 HUMAN RESOURCES ASSISTANT CS: CHARTER Union: TEAMSTERS	984SA	01/01/2026	26.58	27.91	29.35	30.73	32.32	
10103 HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	981SA	01/01/2026	30.73	32.32	33.90	35.60	37.34	
12201 INDUSTRIAL MAINT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2026	42.46	44.52	46.79	49.13	51.61	



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8241 INDUSTRIAL MAINT. MECHANIC II CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
8242 INDUSTRIAL MAINTENANCE MECHANIC I CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
4240 INSTRUMENT TECHNICIAN CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
6263 INVESTIGATIVE SUPPORT SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
8673 IRRIGATION CREW LEADER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
8671 IRRIGATION SPECIALIST I CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
8672 IRRIGATION SPECIALIST II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
13401 IRRIGATION SUPERVISOR CS: CHARTER Union: NONE	976	01/01/2026	38.42	40.42	42.46	44.52	46.79	
7171 IT SERVICES ASSISTANT CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
2107 IT SERVICE COMPUTR OPERATIONS TECHNICIAN CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
2114 IT SERVICES APPLICATION SUPPORT ANALYST CS: CHARTER Union: AFSCME	23.5	01/01/2026	36.55	38.29	40.02	41.91	43.70	
2109 IT SERVICES APPLICATIONS DEVELOPER CS: CHARTER Union: AFSCME	24.5	01/01/2026	38.29	40.02	41.91	43.70	45.94	
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	
2106 IT SERVICES COMPUTER OPERATIONS ASSISTAN CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	



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2110 IT SERVICES DATABASE ADMINISTRATOR CS: CHARTER Union: AFSCME	25.5	01/01/2026	40.02	41.91	43.70	45.94	48.20	
2117 IT SERVICES FULL STACK DEVELOPER CS: CHARTER Union: AFSCME	27.5	01/01/2026	43.70	45.94	48.20	50.62	53.11	
2102 IT SERVICES GIS TECHNICIAN CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
2127 IT SERVICES JR FULL STACK DEVELOPER CS: CHARTER Union: AFSCME	23.5	01/01/2026	36.55	38.29	40.02	41.91	43.70	
10203 IT SERVICES LEAD APP SYSTEM DESIGNER CS: CHARTER Union: NONE	970	01/01/2026	51.61	54.19	56.84	59.75	62.73	
2116 IT SERVICES LEAD CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	25.5	01/01/2026	40.02	41.91	43.70	45.94	48.20	
1233 IT SERVICES MANAGER CS: CHARTER Union: NONE	965	01/01/2026	62.73	65.85	69.12	72.53	76.21	
2125 IT SERVICES NETWORK ANALYST CS: CHARTER Union: AFSCME	24.5	01/01/2026	38.29	40.02	41.91	43.70	45.94	
2112 IT SERVICES NETWORK SERVICES ENGINEER CS: CHARTER Union: AFSCME	26.5	01/01/2026	41.91	43.70	45.94	48.20	50.62	
11902 IT SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	
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	
10202 IT SERVICES PROJECT MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
2120 IT SERVICES SENIOR APPLICATION ANALYST CS: CHARTER Union: AFSCME	28.5	01/01/2026	45.94	48.20	50.62	53.11	55.81	
2113 IT SERVICES SR CLIENT SERVICES TECH CS: CHARTER Union: AFSCME	23.5	01/01/2026	36.55	38.29	40.02	41.91	43.70	



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10201 IT SERVICES SR FULL STACK DEV/ANALYST CS: CHARTER Union: NONE	970	01/01/2026	51.61	54.19	56.84	59.75	62.73	
11901 IT SERVICES SUPERVISING SENIOR ANALYST CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	
2118 IT SERVICES SYSTEMS ADMINISTRATOR CS: CHARTER Union: AFSCME	26.5	01/01/2026	41.91	43.70	45.94	48.20	50.62	
2119 IT SERVICES TELEPHONE TECHNICIAN CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
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	
12102 LEAD MECHANIC CS: CHARTER Union: TEAMSTERS	978SA	01/01/2026	35.60	37.34	39.19	41.20	43.26	
10512 LEGAL ASSISTANT I CS: CHARTER Union: TEAMSTERS	984SA	01/01/2026	26.58	27.91	29.35	30.73	32.32	
10511 LEGAL ASSISTANT II CS: CHARTER Union: TEAMSTERS	983SA	01/01/2026	27.91	29.35	30.73	32.32	33.90	
10509 LEGAL ASSISTANT III - CIVIL DIVISION CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
10510 LEGAL ASSISTANT III - CRIMINAL DIVISION CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
11810 LEGAL DEPARTMENT OFFICE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2026	40.42	42.46	44.52	46.79	49.13	
1325 LEGAL INTERN CS: EXEMPT Union: NONE	980	01/01/2026	31.68	33.26	34.85	36.66	38.42	
9130 LEGAL INTERN - 1L CS: EXEMPT Union: NONE	930	01/01/2026	17.13	17.90	18.71	19.55	20.43	



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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	17.13	17.90	18.69	19.53	20.42	
20101 MARKETING & PROGRAM ADMINISTRATOR CS: CHARTER Union: AFSCME	675	01/01/2026	31.51	33.01	34.57	36.17	37.84	39.74
100 MAYOR CS: EXEMPT Union: NONE	950	12/01/1999	.00					
8211 MECHANIC CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
1425 MUNICIPAL COURT ASSISTANT CS: EXEMPT Union: NONE	984	01/01/2026	26.03	27.38	28.74	30.12	31.68	
1424 MUNICIPAL COURT CASHIER CS: EXEMPT Union: NONE	987	01/01/2026	22.82	24.06	24.99	26.23	27.44	
1412 MUNICIPAL COURT COMMISSIONER CS: EXEMPT Union: NONE	966MC	07/01/2026 07/01/2025	67.80 65.82	71.14 69.07	74.71 72.53	78.41 76.13	82.30 79.90	
1413 MUNICIPAL COURT JUDGE CS: EXEMPT Union: NONE	1000	07/01/2026 07/01/2025	106.38 103.27					
1422 MUNICIPAL COURT JUDICIAL SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2026	27.38	28.74	30.12	31.68	33.26	
1420 MUNICIPAL COURT JUDICIAL SPECIALIST LEAD CS: EXEMPT Union: NONE	980	01/01/2026	31.68	33.26	34.85	36.66	38.42	
1421 MUNICIPAL COURT SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
2254 MUNICIPAL PRODUCER CS: CHARTER Union: AFSCME	11.0	01/01/2026	20.77	21.66	22.80	23.67	24.86	
11410 ND SERVICES OPERATIONS SUPERVISOR CS: CHARTER Union: NONE	973	01/01/2026	44.52	46.79	49.13	51.61	54.19	



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1253 NEIGHBORHOOD DEVELOPMENT SERVICES MGR CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
11401 NEIGHBORHOOD DEVELP SVCS PROGRAM SUPV CS: CHARTER Union: NONE	978	01/01/2026	34.85	36.66	38.42	40.42	42.46	
1267 PARK AND RECREATION MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2026	50.71	53.22	55.85	58.70	61.67	64.75
6610 PARKING ENFORCEMENT OFFICER CS: CHARTER Union: AFSCME	13.0	01/01/2026	22.80	23.67	24.86	25.98	27.13	
11604 PARKS AND RECREATION ADMIN ASSOCIATE CS: CHARTER Union: NONE	979	01/01/2026	33.26	34.85	36.66	38.42	40.42	
5203 PARKS BALLFIELD MAINT WORKER CS: CHARTER Union: NONE	914	01/01/2026	17.13					
5204 PARKS CONCESSION STAND WORKER CS: CHARTER Union: NONE	914	01/01/2026	17.13					
5205 PARKS FACILITY PROGRAM ATTENDANT CS: CHARTER Union: NONE	914	01/01/2026	17.13					
8820 PARKS MAINTENANCE CARETAKER CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
8824 PARKS MAINTENANCE LABORER CS: CHARTER Union: NONE	914	01/01/2026	17.13					
8818 PARKS MAINTENANCE SPECIALIST CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
8817 PARKS MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
8819 PARKS MAINTENANCE WORKER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
13101 PARKS OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	972SA	01/01/2026	47.75	50.09	52.61	55.22	57.94	



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13102 PARKS SUPERINTENDENT CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
5207 PARKS YOUTH PROGRAM ASSISTANT CS: CHARTER Union: NONE	914	01/01/2026	17.13					
5206 PARKS YOUTH PROGRAM LEADER CS: CHARTER Union: NONE	915	01/01/2026	17.99					
10301 PAYROLL ADMINISTRATOR CS: EXEMPT Union: NONE	975	01/01/2026	40.42	42.46	44.52	46.79	49.13	
10310 PAYROLL ANALYST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2026	33.90	35.60	37.34	39.19	41.20	
4430 PERMIT PROJECT COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
4441 PERMIT TECHNICIAN CS: CHARTER Union: AFSCME	13.0	01/01/2026	22.80	23.67	24.86	25.98	27.13	
1254 PLANNING MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
3310 PLANNING SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
3312 PLANNING TECHNICIAN CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
4310 PLANS EXAMINER I (RESIDENTIAL) CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
4315 PLANS EXAMINER II (COMMERCIAL) CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
6270 POLICE APPLICATION SPECIALIST CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
6275 POLICE APPLICATIONS SUPPORT ANALYST CS: CHARTER Union: AFSCME	23.5	01/01/2026	36.55	38.29	40.02	41.91	43.70	



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6127 POLICE CAPTAIN CS: POLICE Union: TEAMSTERS	966P	01/01/2026	77.26	81.12				
1190 POLICE CHIEF CS: EXEMPT Union: NONE	963	01/01/2026	84.03	88.26	92.63	97.25	102.14	107.26
6123 POLICE CORPORAL CS: POLICE Union: YPPA	425	01/01/2026	57.60	60.59				
1281 POLICE DEPUTY CHIEF CS: EXEMPT Union: NONE	962PS	01/01/2026	72.53	76.21	80.02	84.03	88.26	
8205 POLICE FLEET SPECIALIST CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
6241 POLICE INFORMATION SPECIALIST CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
6126 POLICE LIEUTENANT CS: POLICE Union: TEAMSTERS	968P	01/01/2026	70.23	73.75				
6121 POLICE OFFICER CS: POLICE Union: YPPA	400	01/01/2026	41.80	45.16	47.68	49.72	56.63	
6120 POLICE OFFICER (ACADEMY GRADUATE ENTRY) CS: POLICE Union: YPPA	400	01/01/2026	41.80	45.16	47.68	49.72	56.63	
6122 POLICE OFFICER (LATERAL) CS: POLICE Union: YPPA	400	01/01/2026	41.80	45.16	47.68	49.72	56.63	
6124 POLICE SERGEANT CS: POLICE Union: YPPA	450	01/01/2026	63.27	66.53				
6256 POLICE SERVICES LEAD CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
1295 POLICE SERVICES MANAGER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
6252 POLICE SERVICES SPECIALIST I CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	



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6253 POLICE SERVICES SPECIALIST II CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
11710 POLICE SERVICES SUPERVISOR CS: CHARTER Union: TEAMSTERS	978SA	01/01/2026	35.60	37.34	39.19	41.20	43.26	
1432 PROBATION OFFICER CS: EXEMPT Union: NONE	978	01/01/2026	34.85	36.66	38.42	40.42	42.46	
1434 PROBATION SERVICES CASE SPECIALIST CS: EXEMPT Union: NONE	983	01/01/2026	27.38	28.74	30.12	31.68	33.26	
1431 PROBATION SERVICES MANAGER CS: EXEMPT Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
3115 PROJECT ENGINEER CS: CHARTER Union: AFSCME	22.5	01/01/2026	34.93	36.55	38.29	40.02	41.91	
17101 PUB SAFETY ASSIST COMMUNICATIONS MANAGER CS: FIRE Union: NONE	973	01/01/2026	44.52	46.79	49.13	51.61	54.19	
7161 PUBLIC RECORDS OFFICER CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
1274 PUBLIC SAFETY COMMUNICATIONS MANAGER CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	
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
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
11603 PUBLIC WORKS OFFICE ASSISTANT CS: CHARTER Union: TEAMSTERS	983SA	01/01/2026	27.91	29.35	30.73	32.32	33.90	
2233 PURCHASING ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
1232 PURCHASING MANAGER CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	



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2262 PW SAFETY & TRAINING COORDINATOR CS: CHARTER Union: AFSCME	17.5	01/01/2026	27.83	29.04	30.49	31.91	33.35	
10501 RECORDS ADMINISTRATOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
7141 RECORDS ASSISTANT CS: CHARTER Union: AFSCME	12.5	01/01/2026	22.26	23.19	24.30	25.47	26.60	
5256 RECREATION ACTIVITIES COORDINATOR CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
5235 RECREATION ACTIVITIES SPECIALIST CS: CHARTER Union: AFSCME	10.5	01/01/2026	20.35	21.19	22.26	23.19	24.30	
5234 RECREATION LEADER CS: CHARTER Union: AFSCME	6.5	01/01/2026	17.13	17.90	18.69	19.53	20.42	
11501 RECREATION PROGRAM SUPERVISOR CS: CHARTER Union: TEAMSTERS	980SA	01/01/2026	32.32	33.90	35.60	37.34	39.19	
11503 RECREATION SUPERVISOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2026	39.19	41.20	43.26	45.40	47.75	
6440 SECRETARY I CS: FIRE Union: IAFF	585	01/01/2025	18.25	19.29	20.30	21.40	22.54	23.64
1322 SENIOR ASSISTANT CITY ATTY I CS: EXEMPT Union: NONE	966	01/01/2026	59.75	62.73	65.85	69.12	72.53	
1321 SENIOR ASSISTANT CITY ATTY II CS: EXEMPT Union: NONE	964	01/01/2026	65.85	69.12	72.53	76.21	80.02	84.05
11805 SENIOR BUYER CS: CHARTER Union: TEAMSTERS	976SA	01/01/2026	39.19	41.20	43.26	45.40	47.75	
2246 SENIOR COMMUNITY RELATIONS SPECIALIST CS: CHARTER Union: AFSCME	19.5	01/01/2026	30.49	31.91	33.35	34.97	36.57	
11104 SENIOR ENGINEER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2026	47.75	50.09	52.61	55.22	57.94	



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6210 SENIOR EVIDENCE TECHNICIAN CS: CHARTER Union: AFSCME	18.0	01/01/2026	28.43	29.78	31.11	32.61	34.13	
10105 SENIOR HUMAN RESOURCES SPECIALIST CS: CHARTER Union: TEAMSTERS	979SA	01/01/2026	33.90	35.60	37.34	39.19	41.20	
8212 SENIOR MECHANIC CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
3322 SENIOR PLANNER CS: CHARTER Union: AFSCME	25.5	01/01/2026	40.02	41.91	43.70	45.94	48.20	
8664 SENIOR TRAFFIC SIGN SPECIALIST CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
4224 SENIOR TRAFFIC SYSTEMS TECHNICIAN CS: CHARTER Union: AFSCME	25.0	01/01/2026	39.16	41.00	42.82	44.94	47.20	
10111 SENIOR TRAINING COORDINATOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2026	33.90	35.60	37.34	39.19	41.20	
1266 SOLID WASTE AND RECYCLING MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2026	50.71	53.22	55.85	58.70	61.67	64.75
8434 SOLID WASTE CODE COMPLIANCE OFFICER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
8433 SOLID WASTE COLLECTOR/DRIVER CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
8640 SOLID WASTE LABORER CS: CHARTER Union: NONE	915	01/01/2026	17.99					
8430 SOLID WASTE LEAD CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
8641 SOLID WASTE MAINTENANCE WORKER CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
7155 SOLID WASTE SERVICES SPECIALIST CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	



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14101 SOLID WASTE SUPERVISOR CS: CHARTER Union: TEAMSTERS	979SA	01/01/2026	33.90	35.60	37.34	39.19	41.20	
8681 STOREKEEPER CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
1239 STRATEGIC PROJECT MANAGER CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	
1261 STREET AND TRAFFIC OPS MANAGER CS: CHARTER Union: TEAMSTERS	970PW	01/01/2026	50.71	53.22	55.85	58.70	61.67	64.75
8701 STREET INSPECTOR CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
8709 STREET LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
8713 STREET MAINT CREW LEADER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
8711 STREET MAINT. SPECIALIST CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
8710 STREET MAINT. WORKER CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
13302 STREET MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
8715 STREET OPERATIONS LEAD CS: CHARTER Union: AFSCME	22.0	01/01/2026	34.13	35.73	37.38	39.16	41.00	
SW STUDENT WORKER CS: EXEMPT Union: NONE	914	01/01/2026	17.13					
11251 SUPERVISING CODE INSPECTOR CS: CHARTER Union: NONE	973	01/01/2026	44.52	46.79	49.13	51.61	54.19	
11201 SUPERVISING PLANNER CS: CHARTER Union: NONE	973	01/01/2026	44.52	46.79	49.13	51.61	54.19	



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11103 SUPERVISING TRAFFIC ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
11106 SURFACE WATER ENGINEER CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
6412 TELECOMMUNICATOR CS: FIRE Union: IAFF	575	01/01/2025	26.93	28.21	29.55	31.08	34.40	36.07
6410 TELECOMMUNICATOR I CS: FIRE Union: IAFF	590	01/01/2025	23.38	24.54	25.83	27.09	28.48	29.90
4632 TRAFFIC ASSOCIATE CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	
11301 TRAFFIC OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
13701 TRAFFIC SIGN SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2026	40.42	42.46	44.52	46.79	49.13	
4635 TRAFFIC SIGNAL SYSTEM ANALYST CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
8660 TRAFFIC SIGNS & MARKINGS LABORER CS: CHARTER Union: AFSCME	9.0	01/01/2026	19.01	19.93	20.77	21.66	22.80	
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	
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	
4222 TRAFFIC SYSTEMS TECHNICIAN 1 CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
4223 TRAFFIC SYSTEMS TECHNICIAN II CS: CHARTER Union: AFSCME	20.5	01/01/2026	31.91	33.35	34.97	36.57	38.29	
4622 TRAFFIC TECHNICIAN II CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	



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10110 TRAINING PROGRAM COORDINATOR CS: CHARTER Union: TEAMSTERS	981SA	01/01/2026	30.73	32.32	33.90	35.60	37.34	
14205 TRANSIT ASSISTANT MANAGER CS: CHARTER Union: TEAMSTERS	973TS	01/01/2026	45.52	47.87	50.21	52.74	55.36	58.12
24101 TRANSIT DEPARTMENT ASSISTANT II CS: CHARTER Union: AFSCME	645	01/01/2026	17.76	18.56	19.39	20.26	21.18	22.23
22102 TRANSIT DISPATCHER CS: CHARTER Union: AFSCME	665	01/01/2026	25.93	27.19	28.40	29.68	31.07	32.61
14202 TRANSIT FIELD OPERATIONS SUPERVISOR CS: CHARTER Union: TEAMSTERS	978TS	01/01/2026	35.69	37.45	39.28	41.31	43.37	45.55
23105 TRANSIT MAINTENANCE CREWLEADER CS: CHARTER Union: AFSCME	660	01/01/2026	22.14	23.27	24.23	25.37	26.52	27.85
1262 TRANSIT MANAGER CS: CHARTER Union: TEAMSTERS	971PW	01/01/2026	48.28	50.71	53.22	55.85	58.70	61.67
24105 TRANSIT OFFICE ASSISTANT CS: CHARTER Union: AFSCME	660	01/01/2026	22.14	23.27	24.23	25.37	26.52	27.85
20103 TRANSIT OPERATIONS SPECIALIST CS: CHARTER Union: AFSCME	673	01/01/2026	29.82	31.22	32.64	34.23	35.77	37.57
22101 TRANSIT OPERATOR CS: CHARTER Union: AFSCME	655	01/01/2026	22.23	23.18	24.39	25.38	26.59	27.91
20102 TRANSIT PROJECT PLANNER CS: CHARTER Union: AFSCME	675	01/01/2026	31.51	33.01	34.57	36.17	37.84	39.74
21101 TRANSIT ROUTE SUPERVISOR CS: CHARTER Union: AFSCME	665	01/01/2026	25.93	27.19	28.40	29.68	31.07	32.61
23101 TRANSIT SERVICE WORKER CS: CHARTER Union: AFSCME	650	01/01/2026	19.38	20.23	21.21	22.14	23.27	24.43
23102 TRANSIT VEHICLE CLEANER CS: CHARTER Union: AFSCME	630	01/01/2026	17.76	18.56	19.39	20.26	21.18	22.23



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22103 TRANSIT VEHICLE DRIVER CS: CHARTER Union: AFSCME	645	01/01/2026	17.76	18.56	19.39	20.26	21.18	22.23
10304 TREASURY SERVICES OFFICER CS: CHARTER Union: TEAMSTERS	972SA	01/01/2026	47.75	50.09	52.61	55.22	57.94	
8751 UTILITIES LOCATOR/SAFETY COORDINATOR CS: CHARTER Union: AFSCME	16.5	01/01/2026	26.60	27.83	29.04	30.49	31.91	
1242 UTILITY CUSTOMER SERVICES MANAGER CS: CHARTER Union: NONE	970	01/01/2026	51.61	54.19	56.84	59.75	62.73	
11102 UTILITY ENGINEER CS: CHARTER Union: NONE	971	01/01/2026	49.13	51.61	54.19	56.84	59.75	
11108 UTILITY PROJECT MANAGER CS: CHARTER Union: NONE	972	01/01/2026	46.79	49.13	51.61	54.19	56.84	
7315 UTILITY SERVICE REPRESENTATIVE CS: CHARTER Union: AFSCME	12.0	01/01/2026	21.66	22.80	23.67	24.86	25.98	
14301 UTILITY SERVICE SUPERVISOR CS: CHARTER Union: NONE	978	01/01/2026	34.85	36.66	38.42	40.42	42.46	
7330 UTILITY SERVICES BILLING LEAD CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
7320 UTILITY SERVICES BILLING SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
7325 UTILITY SERVICES SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
8204 VEHICLE MAINTENANCE ATTENDANT CS: CHARTER Union: AFSCME	10.0	01/01/2026	19.93	20.77	21.66	22.80	23.67	
10525 VICTIM ADVOCACY COORDINATOR CS: CHARTER Union: TEAMSTERS	983SA	01/01/2026	27.91	29.35	30.73	32.32	33.90	
3155 VICTIM SERVICES COORDINATOR CS: CHARTER Union: AFSCME	19.0	01/01/2026	29.78	31.11	32.61	34.13	35.73	



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3156 VICTIM SERVICES SENIOR COORDINATOR CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
8324 WASTEWATER ENVIRONMENTAL COMPLIANCE SPCL CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
15301 WASTEWATER LAB COORDINATOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2026	41.20	43.26	45.40	47.75	50.09	
8326 WASTEWATER LABORATORY CHEMIST CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
8321 WASTEWATER LABORATORY TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	
8733 WASTEWATER MAINTENANCE CREW LEADER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
8731 WASTEWATER MAINTENANCE SPECIALIST I CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
8732 WASTEWATER MAINTENANCE SPECIALIST II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
13201 WASTEWATER MAINTENANCE SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2026	40.42	42.46	44.52	46.79	49.13	
1272 WASTEWATER MANAGER CS: CHARTER Union: NONE	968	01/01/2026	54.19	56.84	59.75	62.73	65.85	
15105 WASTEWATER OPERATIONS SUPERINTENDENT CS: CHARTER Union: NONE	972	01/01/2026	46.79	49.13	51.61	54.19	56.84	
8323 WASTEWATER PRETREATMENT CREW LEADER CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
15104 WASTEWATER PRETREATMENT SUPERVISOR CS: CHARTER Union: TEAMSTERS	975SA	01/01/2026	41.20	43.26	45.40	47.75	50.09	
8322 WASTEWATER PRETREATMENT TECHNICIAN CS: CHARTER Union: AFSCME	15.5	01/01/2026	25.47	26.60	27.83	29.04	30.49	



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8744 WATER DISTRIBUTION CREW LEADER CS: CHARTER Union: AFSCME	20.0	01/01/2026	31.11	32.61	34.13	35.73	37.38	
13501 WATER DISTRIBUTION SUPERVISOR CS: CHARTER Union: NONE	975	01/01/2026	40.42	42.46	44.52	46.79	49.13	
8335 WATER QUALITY SPECIALIST CS: CHARTER Union: AFSCME	23.0	01/01/2026	35.73	37.38	39.16	41.00	42.82	
7311 WATER SERVICE SPECIALIST CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
8253 WATER SYSTEM INFRASTRUCTURE CREW LEADER CS: CHARTER Union: AFSCME	18.5	01/01/2026	29.04	30.49	31.91	33.35	34.97	
8251 WATER SYSTEM INFRASTRUCTURE TECHNICIAN CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	
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	
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	
8333 WATER TREATMENT PLANT OPERATOR III CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
15201 WATER TREATMENT PLANT SUPERVISOR CS: CHARTER Union: NONE	974	01/01/2026	42.46	44.52	46.79	49.13	51.61	
7151 WATER/IRRIG DIV ADMIN SPECIALIST CS: CHARTER Union: AFSCME	14.0	01/01/2026	23.67	24.86	25.98	27.13	28.43	
11105 WATER/IRRIGATION ENGINEER CS: CHARTER Union: NONE	972	01/01/2026	46.79	49.13	51.61	54.19	56.84	
1273 WATER/IRRIGATION MANAGER CS: CHARTER Union: NONE	970	01/01/2026	51.61	54.19	56.84	59.75	62.73	
8745 WATERWORKS DRAFTING/SERVICE REP CS: CHARTER Union: AFSCME	16.0	01/01/2026	25.98	27.13	28.43	29.78	31.11	



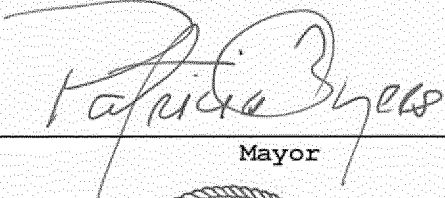
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8741 WATERWORKS SPECIALIST I CS: CHARTER Union: AFSCME	14.5	01/01/2026	24.30	25.47	26.60	27.83	29.04	
8742 WATERWORKS SPECIALIST II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
15103 WWTP CHIEF OPERATOR CS: CHARTER Union: TEAMSTERS	976SA	01/01/2026	39.19	41.20	43.26	45.40	47.75	
4260 WWTP LEAD MAINTENANCE TECHNICIAN CS: CHARTER Union: AFSCME	21.5	01/01/2026	33.35	34.93	36.55	38.29	40.02	
12202 WWTP MAINTENANCE SUPERVISOR CS: CHARTER Union: TEAMSTERS	974SA	01/01/2026	43.26	45.40	47.75	50.09	52.61	
8311 WWTP OPERATOR I CS: CHARTER Union: AFSCME	15.0	01/01/2026	24.86	25.98	27.13	28.43	29.78	
8312 WWTP OPERATOR II CS: CHARTER Union: AFSCME	17.0	01/01/2026	27.13	28.43	29.78	31.11	32.61	
8313 WWTP OPERATOR III CS: CHARTER Union: AFSCME	21.0	01/01/2026	32.61	34.13	35.73	37.38	39.16	
8310 WWTP OPERATOR-IN-TRAINING CS: CHARTER Union: AFSCME	13.5	01/01/2026	23.19	24.30	25.47	26.60	27.83	
15102 WWTP PROCESS CONTROL SUPV CS: CHARTER Union: TEAMSTERS	973SA	01/01/2026	45.40	47.75	50.09	52.61	55.22	
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	

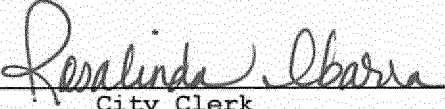
Section This ordinance shall be in full force and effect thirty days after its passage, approval and publication as provided by law and by the City Charter.

PASSED BY THE CITY COUNCIL, signed and approved this 9th day of December, 2025.



Mayor

ATTEST



City Clerk



Publication Date: December 13, 2025
Effective Date: January 12, 2026