

Non-Bargaining Pay Table - FY26 (effective 7-1-25)
Updated 2-9-2026

Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
M61	Administrative Support II	22.3208	23.4638	24.6499	25.8795	27.1669	28.5267	29.9444
M61	Recreation & Wellness Administrative Support II	22.3208	23.4638	24.6499	25.8795	27.1669	28.5267	29.9444
M61	Senior Permit Technician	22.3208	23.4638	24.6499	25.8795	27.1669	28.5267	29.9444
M61	Treatment Court Coordinator	22.3208	23.4638	24.6499	25.8795	27.1669	28.5267	29.9444
M71	Deputy City Clerk	24.6045	25.8645	27.1719	28.5273	29.9464	31.4453	33.0081
M72	Community Service Officer	24.9101	26.1686	27.4852	28.8595	30.2770	31.8103	33.3871
M72	Recreation & Wellness Specialist	24.9101	26.1686	27.4852	28.8595	30.2770	31.8103	33.3871
M72	Recreation Specialist	24.9101	26.1686	27.4852	28.8595	30.2770	31.8103	33.3871
M73	IT Support Specialist	25.1850	26.4435	27.7309	29.1342	30.6097	32.1286	33.7201
M73	PC Support Specialist	25.1850	26.4435	27.7309	29.1342	30.6097	32.1286	33.7201
M76	GIS Technician	25.9517	27.2394	28.5844	30.0021	31.5355	33.0978	34.7469
M76	Land Management Coordinator	25.9517	27.2394	28.5844	30.0021	31.5355	33.0978	34.7469
M76	PW Inventory Coordinator	25.9517	27.2394	28.5844	30.0021	31.5355	33.0978	34.7469
M76	Special Assessment Coordinator	25.9517	27.2394	28.5844	30.0021	31.5355	33.0978	34.7469
M76	Traffic Technician	25.9517	27.2394	28.5844	30.0021	31.5355	33.0978	34.7469
M76	Volunteer Coordinator	25.9517	27.2394	28.5844	30.0021	31.5355	33.0978	34.7469
M78	Code Enforcement Officer	26.4579	27.7888	29.1344	30.6243	32.1576	33.7488	35.4268
M78	Executive Secretary	26.4579	27.7888	29.1344	30.6243	32.1576	33.7488	35.4268
M78	Internal Services Specialist	26.4579	27.7888	29.1344	30.6243	32.1576	33.7488	35.4268
M78	Investigation Analyst	26.4579	27.7888	29.1344	30.6243	32.1576	33.7488	35.4268
M80	Administrative Support III	26.9931	28.3240	29.7564	31.2316	32.8086	34.4430	36.1792
M80	Engineering Inspector II	26.9931	28.3240	29.7564	31.2316	32.8086	34.4430	36.1792
M80	Legal Secretary	26.9931	28.3240	29.7564	31.2316	32.8086	34.4430	36.1792
M80	Patron Services Manager	26.9931	28.3240	29.7564	31.2316	32.8086	34.4430	36.1792
M80	Public Safety Tech Supp Spec	26.9931	28.3240	29.7564	31.2316	32.8086	34.4430	36.1792
M80	Records Specialist	26.9931	28.3240	29.7564	31.2316	32.8086	34.4430	36.1792
M80	Tax Specialist	26.9931	28.3240	29.7564	31.2316	32.8086	34.4430	36.1792
M86	Legal Officer Manager	28.6423	30.0746	31.5935	33.1557	34.8193	36.5551	38.3780
M86	Paralegal	28.6423	30.0746	31.5935	33.1557	34.8193	36.5551	38.3780
M86	Payroll/HR Analyst	28.6423	30.0746	31.5935	33.1557	34.8193	36.5551	38.3780
M86	Payroll/HR Generalist	28.6423	30.0746	31.5935	33.1557	34.8193	36.5551	38.3780
M86	Public Works Financial Analyst	28.6423	30.0746	31.5935	33.1557	34.8193	36.5551	38.3780
M86	Transit Road Supervisor	28.6423	30.0746	31.5935	33.1557	34.8193	36.5551	38.3780
M86	Urban Forestry IRA Grant Technician	28.6423	30.0746	31.5935	33.1557	34.8193	36.5551	38.3780
M88	Code Enforcement Officer II	29.2065	30.6819	32.2443	33.8066	35.5136	37.3073	39.1446
M88	Commercial Code Enforcement Officer II	29.2065	30.6819	32.2443	33.8066	35.5136	37.3073	39.1446
M89	GIS Asset Analyst	29.4986	30.9888	32.5668	34.1447	35.8687	37.6803	39.5360
M90	Community Outreach & Engagement Coordinator	29.8140	31.2752	32.8664	34.5012	36.2370	38.0307	39.9402
M90	Forester/Natural Resources Supervisor	29.8140	31.2752	32.8664	34.5012	36.2370	38.0307	39.9402

M90	Motor Vehicle Operator Trainer	29.8140	31.2752	32.8664	34.5012	36.2370	38.0307	39.9402
M90	Transit Training and Compliance Coordinator	29.8140	31.2752	32.8664	34.5012	36.2370	38.0307	39.9402
M92	Billing Services Coordinator	30.4072	31.9406	33.5317	35.1953	36.9604	38.8264	40.7503
M93	Victim Witness Specialist	30.7111	32.2588	33.8789	35.5571	37.3364	39.1735	41.1554
M96	Airport Police Supervisor	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Budget Analyst	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	City Clerk	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Designer/Cad Technician	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Development Project Coordinator	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Electrical Inspector I	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Emergency Serv Dispatch Supervisor	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Engineering Data Specialist	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Environmental Coordinator I	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Environmental Scientist	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Identification Supervisor	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Investment Debt Coordinator	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Library and Facility Coordinator	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Multi-Modal Planner	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Planner I	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Plans Examiner	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Plumbing Inspector I	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Police Records Supervisor	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Public Works Project & Communications Coordinator	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Senior Engineering Technician	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Telecommunications Systems Manager	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Transit Advertising & Marketing Specialist	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
M96	Transportation Planner I	31.6513	33.2279	34.8772	36.6274	38.4500	40.3743	42.3850
N03	Accountant II	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Airport Facilities Supt	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Airport Operations Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Animal Control Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Asset Management Analyst	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Comm Development Grant Coord	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Control Systems Programmer Analyst II	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Electrical Inspector II	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Environmental Scientist Senior	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Facilities Specialist	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Field Service Manager	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Fire Protection Engineer	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Fleet Services Shop Foreman	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	GIS Specialist	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Grants Administrator	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517

N03	Human Resources Associate	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Municipal Court Administrator	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Parking Manager	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Parks / Cemetery Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Plumbing Inspector II	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Project Manager / Asset Coordinator	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Recreation Facility Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Safety/Facilities Officer	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Solid Waste Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Street/Traffic Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	System Administrator	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Systems Analyst	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Systems Maintenance Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Traffic Signal Specialist	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Transit Maintenance Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Water Reclamation Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N03	Water Treatment Supervisor	33.9368	35.6440	37.3942	39.2603	41.2132	43.2817	45.4517
N06	Engineer I	34.9493	36.6998	38.5224	40.4608	42.5151	44.5981	46.8402
N06	Lib Inf Systems Coordinator	34.9493	36.6998	38.5224	40.4608	42.5151	44.5981	46.8402
N08	Assistant Communications Center Manager	35.6724	37.4229	39.3036	41.2566	43.3108	45.4806	47.7806
N08	Electrical Maintenance Supvr	35.6724	37.4229	39.3036	41.2566	43.3108	45.4806	47.7806
N08	Laboratory Supervisor	35.6724	37.4229	39.3036	41.2566	43.3108	45.4806	47.7806
N08	Purchasing Agent	35.6724	37.4229	39.3036	41.2566	43.3108	45.4806	47.7806
N08	Sr Combination Inspector	35.6724	37.4229	39.3036	41.2566	43.3108	45.4806	47.7806
N11	Information Security Engineer	36.7426	38.5456	40.4826	42.4943	44.6101	46.8450	49.2140
N13	Electrical Control Systems Specialist	37.4665	39.3407	41.3001	43.3684	45.5239	47.8241	50.1964
N13	Fiscal Services Manager	37.4665	39.3407	41.3001	43.3684	45.5239	47.8241	50.1964
N13	Public Safety Technician	37.4665	39.3407	41.3001	43.3684	45.5239	47.8241	50.1964
N13	Utility Business Manager	37.4665	39.3407	41.3001	43.3684	45.5239	47.8241	50.1964
N15	Deputy Building Official	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Environmental Compliance Coord	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	GIS Manager	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Planner II	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Public Information Officer	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Recreation Superintendent	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Superintendent of Parks, Cemetery, Urban Forestry & Natural Resources	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Transit Operations Coordinator	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Transit Plng & Dev Coordinator	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N15	Transportation Planner II	38.2477	40.1283	42.1390	44.2512	46.4355	48.8078	51.2236
N20	Application Manager	40.1861	42.1679	44.2944	46.5077	48.8367	51.2670	53.8275
N20	Code Enforcement Division Manager	40.1861	42.1679	44.2944	46.5077	48.8367	51.2670	53.8275
N20	Engineer II	40.1861	42.1679	44.2944	46.5077	48.8367	51.2670	53.8275
N20	Network Administrator	40.1861	42.1679	44.2944	46.5077	48.8367	51.2670	53.8275
N20	Transportation Planning Coordinator	40.1861	42.1679	44.2944	46.5077	48.8367	51.2670	53.8275
N20	Zoning Coordinator	40.1861	42.1679	44.2944	46.5077	48.8367	51.2670	53.8275

N21	Police Sergeant	39.6510	41.6326	43.7303	45.9001	48.2291	50.6159	53.1475
N25	Communications Center Manager	42.1757	44.2801	46.5220	48.8222	51.2816	53.8274	56.5179
N25	Engineer III	42.1757	44.2801	46.5220	48.8222	51.2816	53.8274	56.5179
N25	Water Reclamation Facility Manager	42.1757	44.2801	46.5220	48.8222	51.2816	53.8274	56.5179
N25	Water Treatment Manager	42.1757	44.2801	46.5220	48.8222	51.2816	53.8274	56.5179
N28	Development Services Engineer	43.4987	45.6830	47.9688	50.3554	52.8871	55.5200	58.3261
N28	Police Lieutenant	43.4987	45.6830	47.9688	50.3554	52.8871	55.5200	58.3261
N34	Community Services Manager	46.1893	48.4751	50.9051	53.4512	56.1418	58.9338	61.8704
N35	Aviation & Trans Business Mgr	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Building Official & Division Manager	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Controller	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Criminal Deputy City Attorney	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Distribution & Collection Supt	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Environmental Affairs Manager	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Facilities Manager	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Fleet Services Mgr	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Information Technology Manager	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Planning Division Manager	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Solid Waste Superintendent	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Street/Traffic Superintendent	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N35	Water Quality Superintendent	46.6523	48.9524	51.4116	53.9576	56.6918	59.5269	62.4925
N37	Assistant Library Director	47.5900	49.9363	52.4450	55.0421	57.8313	60.7234	63.7486
N43	Police Captain	50.4583	52.9796	55.6378	58.4024	61.3185	64.3715	67.6069
N44	Chief Criminal Deputy City Attorney	50.9629	53.5095	56.1942	58.9864	61.9317	65.0153	68.2829
N44	Civil Deputy City Attorney	50.9629	53.5095	56.1942	58.9864	61.9317	65.0153	68.2829
N52	Assistant Aviation Director	55.2326	57.9897	60.9030	63.9422	67.1222	70.5056	74.0142
N52	Assistant Chief of Police	55.2326	57.9897	60.9030	63.9422	67.1222	70.5056	74.0142
N52	Assistant Dir Aviation & Transit-Transit	55.2326	57.9897	60.9030	63.9422	67.1222	70.5056	74.0142
N52	Assistant Fire Chief	55.2326	57.9897	60.9030	63.9422	67.1222	70.5056	74.0142
N52	City Engineer	55.2326	57.9897	60.9030	63.9422	67.1222	70.5056	74.0142
N52	Public Works Deputy Director	55.2326	57.9897	60.9030	63.9422	67.1222	70.5056	74.0142
N57	Assistant City Attorney	58.0501	60.9477	64.0096	67.2040	70.5461	74.1021	77.7898
N62	Library Director	61.0113	64.0567	67.2749	70.6320	74.1447	77.8821	81.7578
N62	Parks, Rec & Public Lands Director	61.0113	64.0567	67.2749	70.6320	74.1447	77.8821	81.7578
N67	Financial Services Director	64.1234	67.3242	70.7065	74.2350	77.9267	81.8548	85.9282
N67	Fire Chief	64.1234	67.3242	70.7065	74.2350	77.9267	81.8548	85.9282
N67	Human Resources Director	64.1234	67.3242	70.7065	74.2350	77.9267	81.8548	85.9282
N67	Information Technology Director	64.1234	67.3242	70.7065	74.2350	77.9267	81.8548	85.9282
N67	Planning Director	64.1234	67.3242	70.7065	74.2350	77.9267	81.8548	85.9282
N72	Chief of Police	67.3944	70.7584	74.3133	78.0216	81.9019	86.0302	90.3114
N72	Public Works Director	67.3944	70.7584	74.3133	78.0216	81.9019	86.0302	90.3114
N77	Aviation & Transit Director	70.8322	74.3678	78.1040	82.0016	86.0796	90.4185	94.9183
N77	City Attorney	70.8322	74.3678	78.1040	82.0016	86.0796	90.4185	94.9183
N87	Assistant City Administrator	78.2428	82.1482	86.2754	90.5808	95.0854	99.8784	104.8488