

<u>TITLE</u>	<u>BARGAINING UNIT</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
ACCOUNT CLERK I	TCEA	3473	3647	3829	4021	4222
ACCOUNT CLERK II	TCEA	3829	4021	4222	4433	4654
ACCOUNT CLERK, SR	TCEA	4222	4433	4654	4887	5131
ACCOUNT TECH	CONFIDENTIAL	4635	4866	5109	5366	5634
ACCOUNTANT I	TCEA	5388	5657	5940	6237	6549
ACCOUNTANT II	TCEA	5940	6237	6549	6877	7220
ACCOUNTANT III	TCEA	7581	7960	8358	8776	9215
ACCOUNTANT, PRINCIPAL	MANAGEMENT	10672	11206	11767	12354	12973
ACCOUNTING TECHNICIAN	TCEA	4654	4887	5131	5388	5657
ACCOUNTS PAYABLE CLERK	TCEA	4222	4433	4654	4887	5131
ADMIN ASST, PUBLIC SAFETY	TCEA	4839	5080	5334	5601	5881
ADMINISTRATIVE ANALYST	MANAGEMENT	7963	8361	8779	9218	9679
ADMINISTRATIVE ASSISTANT	TCEA	4839	5080	5334	5601	5881
ANIMAL SERVICES OFFICER	TAPO NON-SWORN	4659	4892	5136	5393	5662
ANIMAL SERVICES OFFICER, SR	TAPO NON-SWORN	4772	5010	5260	5522	5799
ANIMAL SERVICES SUPV.	TAPO NON-SWORN	5945	6242	6554	6881	7225
ASSET ANALYST	TCEA	7256	7619	8000	8400	8820
BACKGROUND COORDINATOR	CONFIDENTIAL	5915	6212	6522	6849	7192
BUILDING INSPECTOR I	TCEA	5361	5629	5911	6206	6517
BUILDING INSPECTOR II	TCEA	6206	6517	6842	7184	7544
BUILDING INSPECTOR, SR	TCEA	7184	7544	7921	8317	8733
BUILDING INSPECTOR, TRNEE	TCEA	4567	4796	5035	5287	5552
BUILDING OFFICIAL, CHIEF	MANAGEMENT	10164	10672	11206	11767	12354
CITY ENGINEER	MANAGEMENT	12973	13621	14302	15018	15768
CITY MANAGER	MANAGEMENT	16723	17559	18438	19359	20328
CIVIL ENGINEER, ASSOC	TCEA	8527	8953	9401	9871	10365
CIVIL ENGINEER, PRINCIPAL	MANAGEMENT	10672	11206	11767	12354	12973
CIVIL ENGINEER, SR	TCEA	9401	9871	10365	10883	11427
CODE COMPLIANCE TECHNICIAN	TCEA	4222	4433	4654	4887	5131
CODE ENFORCEMENT OFFICER	TCEA	4433	4654	4887	5131	5388
CODE ENFORCEMENT SUPERVISOR	TAPO NON-SWORN	5945	6242	6554	6881	7225
COMMUNICATIONS SPECIALIST	CONFIDENTIAL	4635	4866	5109	5366	5634
COMMUNITY DEV-SERVICE TEC	TCEA	4678	4911	5157	5415	5686
COMMUNITY SERV COORDINATOR	TCEA	3981	4180	4389	4608	4839
COMMUNITY SERVICE OFF. I	TAPO NON-SWORN	4659	4892	5136	5393	5662
COMMUNITY SERVICE OFF. II	TAPO NON-SWORN	4772	5010	5260	5522	5799
COORDINATOR FOR UNSHELTERED/HOMELESS PROGRAMS	TCEA	6363	6681	7015	7366	7734
CRIME & COMMUNITY INFO ANALYST	TCEA	5131	5388	5657	5940	6237
CRIME PREVENTION SPECIALIST	TAPO NON-SWORN	4772	5010	5260	5522	5799
DEPUTY CITY MANAGER	MANAGEMENT	14302	15018	15768	16557	17385
DEPUTY PUBLIC WORKS DIRECTOR	MANAGEMENT	12354	12973	13621	14302	15018
DEV SERV DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
ECONOMIC DEVELOPMENT DIRECTOR / COMMUNICATIONS OFFICE	MANAGEMENT	12973	13621	14302	15018	15768
ELECT/INSTRUMENT TECH	TCEA	6175	6484	6808	7149	7506
ELECT/INSTRUMENT TECH, SR	TCEA	6808	7149	7506	7881	8276
ELECT/MECH MAINTENANCE SUPV	TCEA	8276	8689	9124	9580	10059
ELECT/MECH MAINTENANCE SUPV, ASST	TCEA	7149	7506	7881	8276	8689
ELECTRICAL MECH TECH I	TCEA	5601	5881	6175	6484	6808
ELECTRICAL MECH TECH II	TCEA	6175	6484	6808	7149	7506
ELECTRICAL MECH TECH, SR	TCEA	6808	7149	7506	7881	8276
EMERGENCY SERVICES DISPATCHER I	TAPO NON-SWORN	5653	5936	6233	6545	6872
EMERGENCY SERVICES DISPATCHER II	TAPO NON-SWORN	5796	6086	6390	6710	7046
EMERGENCY SERVICES DISPATCHER TRAINEE	TAPO NON-SWORN	5206	5465	5738	6026	6326
EMERGENCY SERVICES DISPATCHER, LEAD	TAPO NON-SWORN	6233	6545	6872	7216	7577
ENGINEER, ASSISTANT	TCEA	7015	7366	7734	8121	8527
ENGINEER, ASSOCIATE	TCEA	7734	8121	8527	8953	9401
ENGINEERING PROJECT COORDINATOR	TCEA	6363	6681	7015	7366	7734
ENVIRONMENTAL COMPL INSP	TCEA	6300	6615	6945	7293	7657
EVIDENCE & PROPERTY SPEC I	TAPO NON-SWORN	4659	4892	5136	5393	5662
EVIDENCE & PROPERTY SPEC II	TAPO NON-SWORN	4772	5010	5260	5522	5799
EXEC ADMIN ASSIST/CITY MANAGER	CONFIDENTIAL	6849	7192	7551	7928	8325
EXEC ADMIN ASSIST/CM OFF/DEP CITY CLK	CONFIDENTIAL	6849	7192	7551	7928	8325
EXEC ADMIN ASSIST/PUBLIC SAFETY	CONFIDENTIAL	6849	7192	7551	7928	8325
EXEC ADMIN ASST/DEPUTY CITY CLERK	CONFIDENTIAL	5915	6212	6522	6849	7192

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EXEC ADMIN ASST/MUNI SERV	CONFIDENTIAL	6849	7192	7551	7928	8325
EXEC ADMIN ASST/PUBLIC WORKS	CONFIDENTIAL	6849	7192	7551	7928	8325
EXEC ASST TO CM/CITY CLERK TRAINEE	CONFIDENTIAL	7551	7928	8325	8741	9179
EXECUTIVE ASST TO CM/CITY CLERK	MANAGEMENT	10672	11206	11767	12354	12973
EXECUTIVE LEGAL ASSISTANT-PARALEGAL	CONFIDENTIAL	7551	7928	8325	8741	9179
FACILITIES MAINT. ASST	TCEA	3473	3647	3829	4021	4222
FIELD SERVICES TECHNICIAN	TCEA	3829	4021	4222	4433	4654
FIN CUSTOMER SERVICE SUPV	TCEA	7293	7657	8040	8442	8864
FINANCE DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
FIRE BATTALION CHIEF	FIRE	8106	8511	8936	9384	9853
FIRE CAPTAIN	FIRE	7353	7720	8106	8511	8936
FIRE CHIEF	MANAGEMENT	14302	15018	15768	16557	17385
FIRE DIVISION CHIEF	TMAPS	10732	11269	11833	12425	13046
FIRE ENGINEER	FIRE	6352	6669	7003	7353	7720
FIRE MARSHALL	TMAPS	10732	11269	11833	12425	13046
FIRE OPERATIONS SUPPORT ANALYST	TCEA	5771	6060	6363	6681	7015
FIRE PREVENTION INSP	TCEA	5361	5629	5911	6206	6517
FIREFIGHTER	FIRE	5486	5761	6049	6352	6669
FLEET MAINT SERVICE WKR	TCEA	3965	4163	4372	4590	4820
FLEET MAINT. MECHANIC I	TCEA	4590	4820	5061	5314	5579
FLEET MAINT. MECHANIC II	TCEA	5061	5314	5579	5858	6151
FLEET MAINT. MECHANIC, SR	TCEA	5579	5858	6151	6459	6782
FLEET MAINT. SUPERVISOR	TCEA	6648	6980	7329	7696	8080
FLEET SERVICES MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
GIS COORDINATOR	TCEA	8776	9215	9676	10160	10668
HOUSING FINANCE SPEC I	TCEA	5686	5970	6268	6582	6911
HOUSING FINANCE SPEC II	TCEA	5970	6268	6582	6911	7256
HOUSING FINANCE SPECIALIST, TRAINEE	TCEA	5415	5686	5970	6268	6582
HOUSING PROGRAM MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
HOUSING PROGRAM SPEC I	TCEA	5686	5970	6268	6582	6911
HOUSING PROGRAM SPEC II	TCEA	5970	6268	6582	6911	7256
HOUSING REHABIL. SPEC I	TCEA	5686	5970	6268	6582	6911
HOUSING REHABIL. SPEC II	TCEA	5970	6268	6582	6911	7256
HOUSING REHABILITATION SPECIALIST / INSPECTOR I	TCEA	6206	6517	6842	7184	7544
HOUSING REHABILITATION SPECIALIST / INSPECTOR II	TCEA	6877	7220	7581	7960	8358
HOUSING REHABILITATION SPECIALIST / INSPECTOR TRAINEE	TCEA	5686	5970	6268	6582	6911
HUMAN RELATIONS ANALYST	CONFIDENTIAL	6849	7192	7551	7928	8325
HUMAN RELATIONS DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
HUMAN RELATIONS SPECIALIST	CONFIDENTIAL	5366	5634	5915	6212	6522
INFO TECH ANALYST I	TCEA	6237	6549	6877	7220	7581
INFO TECH ANALYST, II	TCEA	6877	7220	7581	7960	8358
INFO TECH ANALYST, SR	TCEA	8776	9215	9676	10160	10668
INFO TECH COORDINATOR	TCEA	9676	10160	10668	11201	11761
INFO TECH MANAGER	MANAGEMENT	11051	11604	12185	12793	13435
INFORMATION TECHNOLOGY DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
INFORMATION TECHNOLOGY TECH	TCEA	5657	5940	6237	6549	6877
INSTRUMENT AND CONTROL TECHNICIAN, SR	TCEA	6808	7149	7506	7881	8276
INVESTIGATIONS UNIT ANALYST	TAPO NON-SWORN	6242	6554	6881	7225	7587
LABORATORY ANALYST I	TCEA	4631	4863	5106	5361	5629
LABORATORY ANALYST II	TCEA	5361	5629	5911	6206	6517
LABORATORY ANALYST, SR	TCEA	5911	6206	6517	6842	7184
LAND SURVEYING TECH I	TCEA	5235	5497	5771	6060	6363
LAND SURVEYING TECH II	TCEA	6363	6681	7015	7366	7734
LAND SURVEYOR	TCEA	8527	8953	9401	9871	10365
LAND SURVEYOR, ASST	TCEA	7734	8121	8527	8953	9401
MAINTENANCE TECHNICIAN II	TCEA	6175	6484	6808	7149	7506
MAINTENANCE TECHNICIAN, SR	TCEA	6808	7149	7506	7881	8276
MAINTENANCE WKR I	TCEA	3829	4021	4222	4433	4654
MAINTENANCE WKR II	TCEA	4222	4433	4654	4887	5131
MAINTENANCE WKR, SR.	TCEA	4654	4887	5131	5388	5657
MUNICIPAL SERVICES DIR	MANAGEMENT	12973	13621	14302	15018	15768
MUNICIPAL SERVICES DIRECTOR / SRWA GENERAL MANAGER	MANAGEMENT	13621	14302	15018	15768	16557
NEIGHBORHOOD SERVICES TEC	TCEA	4608	4839	5080	5334	5601
OFFICE ASSISTANT I	CONFIDENTIAL	3309	3475	3649	3832	4024

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OFFICE ASSISTANT II	CONFIDENTIAL	3649	3832	4024	4225	4436
OFFICE ASST I	TCEA	3262	3425	3597	3776	3965
OFFICE ASST II	TCEA	3597	3776	3965	4163	4372
PARKS,REC & PUB FAC SUPERVISOR	TCEA	6459	6782	7121	7477	7851
PARKS/STREETS & PUBLIC FACILITIES SUPERINTENDENT	MANAGEMENT	9218	9679	10164	10672	11206
PARTS CLERK	TCEA	4021	4222	4433	4654	4887
PERMIT TECHNICIAN	TCEA	4961	5209	5469	5743	6030
PLANNER, ASSISTANT	TCEA	5415	5686	5970	6268	6582
PLANNER, ASSOCIATE	TCEA	6268	6582	6911	7256	7619
PLANNER, PRINCIPAL	TCEA	8527	8953	9401	9871	10365
PLANNER, SENIOR	TCEA	7256	7619	8000	8400	8820
PLANNING ASSISTANT	TCEA	4222	4433	4654	4887	5131
PLANNING MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
PLANNING TECHNICIAN	TCEA	5080	5334	5601	5881	6175
PLANS EXAMINER I	TCEA	5771	6060	6363	6681	7015
PLANS EXAMINER II	TCEA	6681	7015	7366	7734	8121
PLANS EXAMINER, SR	TCEA	7734	8121	8527	8953	9401
PLANT OPERATOR, LEAD	TCEA	6459	6782	7121	7477	7851
POLICE BUSINESS UNIT SUPERVISOR	CONFIDENTIAL	6274	6588	6917	7264	7627
POLICE CAPTAIN	TMAPS	11833	12425	13046	13698	14384
POLICE CHIEF	MANAGEMENT	15018	15768	16557	17385	18255
POLICE DETECTIVE	TAPO SWORN	7664	8047	8449	8871	9314
POLICE LT	TMAPS	10732	11269	11833	12425	13046
POLICE OFFICER I	TAPO SWORN	6187	6497	6822	7163	7520
POLICE OFFICER II	TAPO SWORN	7163	7520	7897	8291	8705
POLICE OFFICER TRAINEE	N/A	4454	4677	4910	5158	5416
POLICE RECORDS TECH	TCEA	3848	4041	4243	4455	4678
POLICE RECORDS TECH, SR	TCEA	4243	4455	4678	4911	5157
POLICE SGT.	TAPO SWORN	8871	9314	9780	10269	10783
POLICE SUPPORT OPERATIONS MANAGER	MANAGEMENT	10672	11206	11767	12354	12973
PRINCIPAL HUMAN RELATIONS ANALYST	MANAGEMENT	9218	9679	10164	10672	11206
PUB FAC MAINT - TEAM LEADER	TCEA	5131	5388	5657	5940	6237
PUB FACIL MAINT SUPV, ASST	TCEA	6000	6300	6615	6945	7293
PUBLIC AFFAIRS ANALYST	CONFIDENTIAL	6458	6781	7120	7476	7850
PUBLIC MAINT SUPERVISOR	TCEA	8276	8689	9124	9580	10059
PUBLIC SAFETY BUSINESS ANALYST - FIRE	TCEA	5131	5388	5657	5940	6237
PUBLIC SAFETY BUSINESS ANALYST - POLICE	TCEA	5131	5388	5657	5940	6237
PUBLIC SAFETY COMM. ASST. SUPV.	TAPO NON-SWORN	6744	7081	7435	7807	8198
PUBLIC SAFETY COMM. SUPV.	TAPO NON-SWORN	8076	8480	8904	9350	9818
PUBLIC SAFETY RECORDS SUP	TCEA	5800	6090	6395	6714	7050
PUBLIC WORKS CONS INSP SR	TCEA	7184	7544	7921	8317	8733
PUBLIC WORKS CONST INSP	TCEA	6206	6517	6842	7184	7544
PUBLIC WORKS DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
PUBLIC WORKS SUPERVISOR/ CITY SURVEYOR	MANAGEMENT	10164	10672	11206	11767	12354
PURCHASING COORDINATOR	TCEA	5771	6060	6363	6681	7015
PURCHASING MANAGER	MANAGEMENT	9218	9679	10164	10672	11206
PURCHASING SPECIALIST	TCEA	5080	5334	5601	5881	6175
PURCHASING SUPERVISOR	TCEA	7293	7657	8040	8442	8864
RECREATION COORDINATOR	TCEA	5080	5334	5601	5881	6175
RECREATION SUPERINTENDENT	MANAGEMENT	9218	9679	10164	10672	11206
RECREATION SUPERVISOR	TCEA	6459	6782	7121	7477	7851
REDEV/ECON DEV ANALYST	TCEA	6268	6582	6911	7256	7619
REGULATORY AFFAIRS MGR	MANAGEMENT	10164	10672	11206	11767	12354
RISK MANAGEMENT DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
ROADS PROGRAM MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
SECRETARY	TCEA	4222	4433	4654	4887	5131
SECRETARY, SR	CONFIDENTIAL	4728	4964	5213	5474	5747
SECRETARY, SR.	TCEA	4654	4887	5131	5388	5657
SECRETARY, SUPERVISING	CONFIDENTIAL	5213	5474	5747	6035	6337
SECRETARY, SUPERVISING	TCEA	5131	5388	5657	5940	6237
SECRETARY/DEPUTY CITY CLERK	CONFIDENTIAL	5109	5366	5634	5915	6212
SHIPPING & RECEV INV SPEC	TCEA	3829	4021	4222	4433	4654
STAFF SERVICES ANALYST	TCEA	6484	6808	7149	7506	7881
STAFF SERVICES ASSISTANT	TCEA	4608	4839	5080	5334	5601

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STAFF SERVICES TECHNICIAN	TCEA	5080	5334	5601	5881	6175
TRAFFIC TECHNICIAN I	TCEA	4307	4522	4748	4986	5235
TRAFFIC TECHNICIAN II	TCEA	5235	5497	5771	6060	6363
TRAFFIC TECHNICIAN TRAINEE	TCEA	3720	3906	4102	4307	4522
TRAFFIC TECHNICIAN, SR.	TCEA	5771	6060	6363	6681	7015
TRANSIT ANALYST	TCEA	7256	7619	8000	8400	8820
TRANSIT MANAGER	MANAGEMENT	10672	11206	11767	12354	12973
TRANSIT PLANNER	TCEA	6268	6582	6911	7256	7619
UTILITIES MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
UTILITIES SUPERVISOR	TCEA	7293	7657	8040	8442	8864
UTILITIES SUPERVISOR, ASST	TCEA	6000	6300	6615	6945	7293
UTILITY MAINT WKR I	TCEA	4264	4477	4701	4936	5183
UTILITY MAINT WKR II	TCEA	4701	4936	5183	5442	5714
UTILITY MAINT WKR, SR	TCEA	5183	5442	5714	6000	6300
WASTEWATER PLT OPR I	TCEA	4820	5061	5314	5579	5858
WASTEWATER PLT OPR II	TCEA	5314	5579	5858	6151	6459
WASTEWATER PLT OPR, SR	TCEA	5858	6151	6459	6782	7121
WATER CONSERVATION WORKER	TCEA	4264	4477	4701	4936	5183
WATER TREATMENT PLANT MANAGER	MANAGEMENT	11206	11767	12354	12973	13621
WATER TREATMENT PLANT OPERATOR I	TCEA	4820	5061	5314	5579	5858
WATER TREATMENT PLANT OPERATOR II	TCEA	6175	6484	6808	7149	7506
WATER TREATMENT PLANT OPERATOR, SR	TCEA	6808	7149	7506	7881	8276
WATER TREATMENT PLANT SUPERVISOR	TCEA	8276	8689	9124	9580	10059
WQC DIVISION MGR	MANAGEMENT	10164	10672	11206	11767	12354
WQC LABORATORY SUPERVISOR	TCEA	7293	7657	8040	8442	8864
WQC SUPERVISOR	TCEA	7293	7657	8040	8442	8864