

<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	3595	3774	3963	4161	4369
ACCOUNT CLERK II	TCEA	3963	4161	4369	4588	4817
ACCOUNT CLERK, SR	TCEA	4369	4588	4817	5058	5311
ACCOUNT TECH	CONFIDENTIAL	4635	4866	5109	5366	5634
ACCOUNTANT I	TCEA	5577	5855	6148	6456	6778
ACCOUNTANT II	TCEA	6148	6456	6778	7117	7473
ACCOUNTANT III	TCEA	7847	8239	8651	9084	9538
ACCOUNTANT, PRINCIPAL	MANAGEMENT	10672	11206	11767	12354	12973
ACCOUNTING TECHNICIAN	TCEA	4817	5058	5311	5577	5855
ACCOUNTS PAYABLE CLERK	TCEA	4369	4588	4817	5058	5311
ADMIN ASST, PUBLIC SAFETY	TCEA	5008	5258	5521	5797	6087
ADMINISTRATIVE ANALYST	MANAGEMENT	7963	8361	8779	9218	9679
ADMINISTRATIVE ASSISTANT	TCEA	5008	5258	5521	5797	6087
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	7511	7886	8280	8694	9129
BACKGROUND COORDINATOR	CONFIDENTIAL	5915	6212	6522	6849	7192
BUILDING INSPECTOR I	TCEA	5549	5826	6118	6424	6745
BUILDING INSPECTOR II	TCEA	6424	6745	7082	7436	7808
BUILDING INSPECTOR, SR	TCEA	7436	7808	8198	8608	9039
BUILDING INSPECTOR, TRNEE	TCEA	4727	4964	5212	5472	5746
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	8825	9267	9730	10217	10727
CIVIL ENGINEER, PRINCIPAL	MANAGEMENT	10672	11206	11767	12354	12973
CIVIL ENGINEER, SR	TCEA	9730	10217	10727	11264	11827
CODE COMPLIANCE TECHNICIAN	TCEA	4369	4588	4817	5058	5311
CODE ENFORCEMENT OFFICER	TCEA	4588	4817	5058	5311	5577
CODE ENFORCEMENT SUPERVISOR	TAPO NON-SWORN	5945	6242	6554	6881	7225
COMMUNICATIONS SPECIALIST	CONFIDENTIAL	4635	4866	5109	5366	5634
COMMUNITY DEV-SERVICE TEC	TCEA	4841	5083	5338	5604	5885
COMMUNITY SERV COORDINATOR	TCEA	4120	4326	4542	4769	5008
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	6586	6915	7261	7624	8005
CRIME & COMMUNITY INFO ANALYST	TCEA	5311	5577	5855	6148	6456
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	6392	6711	7047	7399	7769
ELECT/INSTRUMENT TECH, SR	TCEA	7047	7399	7769	8157	8565
ELECT/MECH MAINTENANCE SUPV	TCEA	8565	8994	9443	9915	10411
ELECT/MECH MAINTENANCE SUPV, ASST	TCEA	7399	7769	8157	8565	8994
ELECTRICAL MECH TECH I	TCEA	5797	6087	6392	6711	7047
ELECTRICAL MECH TECH II	TCEA	6392	6711	7047	7399	7769
ELECTRICAL MECH TECH, SR	TCEA	7047	7399	7769	8157	8565
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	7261	7624	8005	8405	8825
ENGINEER, ASSOCIATE	TCEA	8005	8405	8825	9267	9730
ENGINEERING PROJECT COORDINATOR	TCEA	6586	6915	7261	7624	8005
ENVIRONMENTAL COMPL INSP	TCEA	6520	6846	7189	7548	7926
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	3595	3774	3963	4161	4369
FIELD SERVICES TECHNICIAN	TCEA	3963	4161	4369	4588	4817
FIN CUSTOMER SERVICE SUPV	TCEA	7548	7926	8322	8738	9175
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	5973	6272	6586	6915	7261
FIRE PREVENTION INSP	TCEA	5549	5826	6118	6424	6745
FIREFIGHTER	FIRE	5486	5761	6049	6352	6669
FLEET MAINT SERVICE WKR	TCEA	4104	4309	4525	4751	4988
FLEET MAINT. MECHANIC I	TCEA	4751	4988	5238	5500	5775
FLEET MAINT. MECHANIC II	TCEA	5238	5500	5775	6063	6367
FLEET MAINT. MECHANIC, SR	TCEA	5775	6063	6367	6685	7019
FLEET MAINT. SUPERVISOR	TCEA	6881	7225	7586	7965	8363
FLEET SERVICES MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
GIS COORDINATOR	TCEA	9084	9538	10015	10516	11041
HOUSING FINANCE SPEC I	TCEA	5885	6179	6488	6812	7153
HOUSING FINANCE SPEC II	TCEA	6179	6488	6812	7153	7511
HOUSING FINANCE SPECIALIST, TRAINEE	TCEA	5604	5885	6179	6488	6812
HOUSING PROGRAM MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
HOUSING PROGRAM SPEC I	TCEA	5885	6179	6488	6812	7153
HOUSING PROGRAM SPEC II	TCEA	6179	6488	6812	7153	7511
HOUSING REHABIL. SPEC I	TCEA	5885	6179	6488	6812	7153
HOUSING REHABIL. SPEC II	TCEA	6179	6488	6812	7153	7511
HOUSING REHABILITATION SPECIALIST / INSPECTOR I	TCEA	6424	6745	7082	7436	7808
HOUSING REHABILITATION SPECIALIST / INSPECTOR II	TCEA	7117	7473	7847	8239	8651
HOUSING REHABILITATION SPECIALIST / INSPECTOR TRAINEE	TCEA	5885	6179	6488	6812	7153
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	6456	6778	7117	7473	7847
INFO TECH ANALYST, II	TCEA	7117	7473	7847	8239	8651
INFO TECH ANALYST, SR	TCEA	9084	9538	10015	10516	11041
INFO TECH COORDINATOR	TCEA	10015	10516	11041	11593	12173
INFO TECH MANAGER	MANAGEMENT	11051	11604	12185	12793	13435
INFORMATION TECHNOLOGY DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
INFORMATION TECHNOLOGY TECH	TCEA	5855	6148	6456	6778	7117
INSTRUMENT AND CONTROL TECHNICIAN, SR	TCEA	7047	7399	7769	8157	8565
INVESTIGATIONS UNIT ANALYST	TAPO NON-SWORN	6242	6554	6881	7225	7587
LABORATORY ANALYST I	TCEA	4793	5033	5285	5549	5826
LABORATORY ANALYST II	TCEA	5549	5826	6118	6424	6745
LABORATORY ANALYST, SR	TCEA	6118	6424	6745	7082	7436
LAND SURVEYING TECH I	TCEA	5418	5689	5973	6272	6586
LAND SURVEYING TECH II	TCEA	6586	6915	7261	7624	8005
LAND SURVEYOR	TCEA	8825	9267	9730	10217	10727
LAND SURVEYOR, ASST	TCEA	8005	8405	8825	9267	9730
MAINTENANCE TECHNICIAN II	TCEA	6392	6711	7047	7399	7769
MAINTENANCE TECHNICIAN, SR	TCEA	7047	7399	7769	8157	8565
MAINTENANCE WKR I	TCEA	3963	4161	4369	4588	4817
MAINTENANCE WKR II	TCEA	4369	4588	4817	5058	5311
MAINTENANCE WKR, SR.	TCEA	4817	5058	5311	5577	5855
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	4769	5008	5258	5521	5797
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	3376	3545	3722	3909	4104
OFFICE ASST II	TCEA	3722	3909	4104	4309	4525
PARKS,REC & PUB FAC SUPERVISOR	TCEA	6685	7019	7370	7739	8126
PARKS/STREETS & PUBLIC FACILITIES SUPERINTENDENT	MANAGEMENT	9218	9679	10164	10672	11206
PARTS CLERK	TCEA	4161	4369	4588	4817	5058
PERMIT TECHNICIAN	TCEA	5134	5391	5661	5944	6241
PLANNER, ASSISTANT	TCEA	5604	5885	6179	6488	6812
PLANNER, ASSOCIATE	TCEA	6488	6812	7153	7511	7886
PLANNER, PRINCIPAL	TCEA	8825	9267	9730	10217	10727
PLANNER, SENIOR	TCEA	7511	7886	8280	8694	9129
PLANNING ASSISTANT	TCEA	4369	4588	4817	5058	5311
PLANNING MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
PLANNING TECHNICIAN	TCEA	5258	5521	5797	6087	6392
PLANS EXAMINER I	TCEA	5973	6272	6586	6915	7261
PLANS EXAMINER II	TCEA	6915	7261	7624	8005	8405
PLANS EXAMINER, SR	TCEA	8005	8405	8825	9267	9730
PLANT OPERATOR, LEAD	TCEA	6685	7019	7370	7739	8126
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	3983	4182	4391	4611	4841
POLICE RECORDS TECH, SR	TCEA	4391	4611	4841	5083	5338
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	5311	5577	5855	6148	6456
PUB FACIL MAINT SUPV, ASST	TCEA	6210	6520	6846	7189	7548
PUBLIC AFFAIRS ANALYST	CONFIDENTIAL	6458	6781	7120	7476	7850
PUBLIC MAINT SUPERVISOR	TCEA	8565	8994	9443	9915	10411
PUBLIC SAFETY BUSINESS ANALYST - FIRE	TCEA	5311	5577	5855	6148	6456
PUBLIC SAFETY BUSINESS ANALYST - POLICE	TCEA	5311	5577	5855	6148	6456
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	6003	6303	6619	6950	7297
PUBLIC WORKS CONS INSP SR	TCEA	7436	7808	8198	8608	9039
PUBLIC WORKS CONST INSP	TCEA	6424	6745	7082	7436	7808
PUBLIC WORKS DIRECTOR	MANAGEMENT	12973	13621	14302	15018	15768
PUBLIC WORKS SUPERVISOR/ CITY SURVEYOR	MANAGEMENT	10164	10672	11206	11767	12354
PURCHASING COORDINATOR	TCEA	5973	6272	6586	6915	7261
PURCHASING MANAGER	MANAGEMENT	9218	9679	10164	10672	11206
PURCHASING SPECIALIST	TCEA	5258	5521	5797	6087	6392
PURCHASING SUPERVISOR	TCEA	7548	7926	8322	8738	9175
RECREATION COORDINATOR	TCEA	5258	5521	5797	6087	6392
RECREATION SUPERINTENDENT	MANAGEMENT	9218	9679	10164	10672	11206
RECREATION SUPERVISOR	TCEA	6685	7019	7370	7739	8126
REDEV/ECON DEV ANALYST	TCEA	6488	6812	7153	7511	7886
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	4369	4588	4817	5058	5311
SECRETARY, SR	CONFIDENTIAL	4728	4964	5213	5474	5747
SECRETARY, SR.	TCEA	4817	5058	5311	5577	5855
SECRETARY, SUPERVISING	CONFIDENTIAL	5213	5474	5747	6035	6337
SECRETARY, SUPERVISING	TCEA	5311	5577	5855	6148	6456
SECRETARY/DEPUTY CITY CLERK	CONFIDENTIAL	5109	5366	5634	5915	6212
SHIPPING & RECEV INV SPEC	TCEA	3963	4161	4369	4588	4817
STAFF SERVICES ANALYST	TCEA	6711	7047	7399	7769	8157
STAFF SERVICES ASSISTANT	TCEA	4769	5008	5258	5521	5797

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STAFF SERVICES TECHNICIAN	TCEA	5258	5521	5797	6087	6392
TRAFFIC TECHNICIAN I	TCEA	4457	4680	4914	5160	5418
TRAFFIC TECHNICIAN II	TCEA	5418	5689	5973	6272	6586
TRAFFIC TECHNICIAN TRAINEE	TCEA	3851	4043	4245	4457	4680
TRAFFIC TECHNICIAN, SR.	TCEA	5973	6272	6586	6915	7261
TRANSIT ANALYST	TCEA	7511	7886	8280	8694	9129
TRANSIT MANAGER	MANAGEMENT	10672	11206	11767	12354	12973
TRANSIT PLANNER	TCEA	6488	6812	7153	7511	7886
UTILITIES MANAGER	MANAGEMENT	10164	10672	11206	11767	12354
UTILITIES SUPERVISOR	TCEA	7548	7926	8322	8738	9175
UTILITIES SUPERVISOR, ASST	TCEA	6210	6520	6846	7189	7548
UTILITY MAINT WKR I	TCEA	4413	4634	4866	5109	5364
UTILITY MAINT WKR II	TCEA	4866	5109	5364	5633	5914
UTILITY MAINT WKR, SR	TCEA	5364	5633	5914	6210	6520
WASTEWATER PLT OPR I	TCEA	4988	5238	5500	5775	6063
WASTEWATER PLT OPR II	TCEA	5500	5775	6063	6367	6685
WASTEWATER PLT OPR, SR	TCEA	6063	6367	6685	7019	7370
WATER CONSERVATION WORKER	TCEA	4413	4634	4866	5109	5364
WATER TREATMENT PLANT MANAGER	MANAGEMENT	11206	11767	12354	12973	13621
WATER TREATMENT PLANT OPERATOR I	TCEA	4988	5238	5500	5775	6063
WATER TREATMENT PLANT OPERATOR II	TCEA	6392	6711	7047	7399	7769
WATER TREATMENT PLANT OPERATOR, SR	TCEA	7047	7399	7769	8157	8565
WATER TREATMENT PLANT SUPERVISOR	TCEA	8565	8994	9443	9915	10411
WQC DIVISION MGR	MANAGEMENT	10164	10672	11206	11767	12354
WQC LABORATORY SUPERVISOR	TCEA	7548	7926	8322	8738	9175
WQC SUPERVISOR	TCEA	7548	7926	8322	8738	9175