

APPENDIX A
JOB TITLES / GRADES ASSIGNMENTS
 May 1, 2023 - June 30, 2024

CLERICAL / FINANCE	PAY GRADE
Account Clerk I	15
Account Clerk II	18
Computer Operator	15
Customer Service Clerk I	18
Customer Service Clerk II	21
Field Service Rep I	21
Field Service Rep II	22
Key Punch Operator	12
Office Assistant I	13
Office Assistant II	17
Receptionist	12
Secretary I	15
Secretary II	19
LIBRARY	PAY GRADE
Library Assistant	17
Library Clerk I	13
Library Clerk II	14
Library Page	12
Library Page (<i>hired after 1/26/15</i>)	12
INSPECTIONS / PLANNING	PAY GRADE
Inspector I	22
Inspector I, Fire Marshal's Office	26
Inspector II	25
Inspector II, Fire Marshal's Office	28
Inspector Aid	12
Planning Technician	17
POLICE	PAY GRADE
Animal Control Officer	18
Communications Operator	23
Parking Enforcement Officer	17
Evidence Technician	21
Police Clerk I	18
Police Clerk II	22
Police Clerk II/III (<i>closed 12/22/15</i>)	25
FIRE	PAY GRADE
Fire Dispatcher	23
WAREHOUSE PURCHASING	PAY GRADE
Central Mailroom Clerk	13
Inventory Clerk	15
Material Expeditor	17
Storekeeper/Buyer I	19
Storekeeper/Buyer II	21
VEHICLE MAINTENANCE	PAY GRADE
Mechanic Helper	12
Mechanic I	22
Mechanic II	26

LABOR, TRADES AND TRANSPORTATION	PAY GRADE
CAD Technician	23
Construction Inspector	26
Public Works Inspector	25
BUILDING MAINTENANCE	PAY GRADE
Building Maintenance Craftsperson I	18
Building Maintenance Craftsperson II	20
Building Maintenance Craftsperson III	22
Building Maintenance Utility Technician	17
Custodian I	12
Custodian II	13
GROUNDS MAINTENANCE	PAY GRADE
Arborist	20
Crew Leader	24
Laborer I	15
Laborer II	18
Lead Laborer	22
MEO I	17
MEO II	20
Gardener I	20
Gardener II	22
Small Enginer Mechanic	21
SANITATION / STREETS / CONSTRUCTION / WATER / WASTEWATER	PAY GRADE
Crew Leader	24
Heavy Equipment Operator I	22
Heavy Equipment Operator II	23
Laborer I	15
Laborer II	18
Lead Laborer	22
MEO I	17
MEO II	20
MEO III	22
Sign/Street Painter	20
Utility Construction Worker	21
Utility Construction Crew Leader	25
Utility Locator I	14
Utility Locator II	16
Utility Maintenance Mechanic I	22
Utility Maintenance Mechanic II	26
Water Service Person	23
Water Treatment Plant Operator I	22
Water Treatment Plant Operator II	26

Appendix D
DOE Wage Scale
May 1, 2023 - June 30, 2024

Grade	1 Step A	2 Step B	3 Step C	4 Step D	5 Step E	6 Step F	7 Step G	8 Step H	9 Step I	10 Step J	11 Step K
12	15.47	15.73	16.21	16.70	17.21	17.66	18.14	18.61	19.11	19.63	20.14
13	16.04	16.32	16.82	17.34	17.86	18.35	18.82	19.33	19.85	20.38	20.92
14	16.65	16.94	17.46	18.00	18.55	19.05	19.55	20.08	20.62	21.17	21.74
15	17.29	17.60	18.14	18.70	19.28	19.80	20.32	20.88	21.43	22.01	22.61
16	17.95	18.26	18.82	19.42	20.02	20.56	21.12	21.67	22.27	22.87	23.50
17	18.63	18.96	19.55	20.16	20.79	21.36	21.94	22.53	23.14	23.76	24.42
18	19.37	19.71	20.33	20.97	21.63	22.21	22.83	23.44	24.07	24.74	25.41
19	20.20	20.56	21.20	21.88	22.56	23.17	23.82	24.47	25.14	25.82	26.53
20	21.09	21.47	22.16	22.86	23.59	24.22	24.88	25.56	26.28	27.01	27.73
21	22.01	22.41	23.12	23.86	24.62	25.30	25.98	26.69	27.43	28.20	28.98
22	22.98	23.40	24.15	24.92	25.71	26.41	27.13	27.88	28.66	29.47	30.29
23	23.98	24.42	25.20	26.00	26.84	27.60	28.36	29.14	29.95	30.79	31.65
24	25.04	25.51	26.32	27.18	28.05	28.82	29.62	30.45	31.31	32.18	33.08
25	26.14	26.64	27.49	28.40	29.31	30.10	30.94	31.81	32.70	33.62	34.56
26	27.29	27.81	28.70	29.65	30.60	31.43	32.31	33.22	34.15	35.11	36.09
27	28.49	29.03	29.96	30.95	31.94	32.80	33.72	34.66	35.63	36.63	37.66
28	29.74	30.31	31.28	32.31	33.34	34.24	35.20	36.19	37.20	38.24	39.31

Appendix D
DOE Wage Scale
May 1, 2023 - June 30, 2024

Grade	12 Step L	13 Step M	14 Step N	15 Step O	16 Step P	17 Step Q	18 Step R	19 Step S	20 Step T	21 Step U	22 Step V
12	20.68	21.24	21.62	22.01	22.41	22.81	23.24	23.66	24.08	24.44	24.81
13	21.50	22.08	22.48	22.89	23.30	23.72	24.16	24.60	25.04	25.42	25.80
14	22.33	22.94	23.35	23.79	24.22	24.66	25.11	25.57	26.03	26.43	26.82
15	23.23	23.87	24.30	24.75	25.20	25.67	26.14	26.62	27.10	27.51	27.92
16	24.13	24.80	25.25	25.72	26.19	26.67	27.16	27.66	28.18	28.60	29.03
17	25.08	25.77	26.25	26.73	27.22	27.72	28.23	28.76	29.29	29.73	30.17
18	26.12	26.83	27.32	27.83	28.34	28.86	29.40	29.94	30.50	30.96	31.42
19	27.27	28.02	28.54	29.06	29.60	30.15	30.71	31.29	31.87	32.35	32.84
20	28.52	29.30	29.85	30.40	30.97	31.54	32.13	32.73	33.34	33.84	34.35
21	29.78	30.62	31.19	31.77	32.36	32.97	33.58	34.22	34.85	35.37	35.90
22	31.13	32.00	32.60	33.20	33.83	34.46	35.11	35.77	36.44	36.99	37.55
23	32.54	33.45	34.07	34.71	35.37	36.03	36.71	37.39	38.10	38.67	39.25
24	34.02	34.96	35.61	36.29	36.95	37.66	38.38	39.09	39.84	40.44	41.05
25	35.53	36.52	37.21	37.92	38.60	39.33	40.08	40.80	41.58	42.20	42.83
26	37.10	38.14	38.86	39.60	40.31	41.08	41.86	42.61	43.42	44.07	44.73
27	38.71	39.79	40.55	41.32	42.06	42.86	43.67	44.46	45.30	45.98	46.67
28	40.41	41.54	42.33	43.13	43.91	44.74	45.59	46.41	47.29	48.00	48.72

For any employee hired after July 1, 2021, upon hire, management reserves the right to place new hires in Step A-E.