

TITLE	BARGAINING UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ACCOUNT CLERK I	TCEA	3702	3888	4082	4286	4500
ACCOUNT CLERK II	TCEA	4082	4286	4500	4725	4962
ACCOUNT CLERK, SR.	TCEA	4500	4725	4962	5210	5470
ACCOUNT TECH	CONFIDENTIAL	4773	5011	5261	5523	5800
ACCOUNTANT I	TCEA	5744	6031	6332	6649	6981
ACCOUNTANT II	TCEA	6332	6649	6981	7330	7697
ACCOUNTANT III	TCEA	8082	8486	8910	9356	9824
ACCOUNTANT, PRINCIPAL	MANAGEMENT	10993	11542	12119	12725	13361
ACCOUNTING TECHNICIAN	TCEA	4962	5210	5470	5744	6031
ACCOUNTS PAYABLE CLERK	TCEA	4500	4725	4962	5210	5470
ADMINISTRATIVE ANALYST	MANAGEMENT	8203	8613	9044	9496	9971
ADMINISTRATIVE ASSISTANT	TCEA	5158	5416	5687	5971	6269
ADMINISTRATIVE ASSISTANT, PUBLIC SAFETY	TCEA	5158	5416	5687	5971	6269
ANIMAL CONTROL OFFICER	TAPO NON-SWORN	4799	5039	5291	5554	5832
ANIMAL CONTROL OFFICER, SR.	TAPO NON-SWORN	4914	5161	5418	5688	5974
ANIMAL CONTROL SUPERVISOR	TAPO NON-SWORN	6124	6431	6753	7090	7444
ASSET ANALYST	TCEA	7735	8122	8528	8955	9403
ASSISTANT MUNICIPAL SERVICES DIRECTOR	MANAGEMENT	12725	13361	14030	14731	15468
BACKGROUND COORDINATOR	CONFIDENTIAL	6089	6394	6713	7049	7402
BUILDING INSPECTOR I	TCEA	5715	6001	6301	6616	6947
BUILDING INSPECTOR II	TCEA	6616	6947	7294	7659	8042
BUILDING INSPECTOR, SR.	TCEA	7659	8042	8444	8866	9309
BUILDING INSPECTOR, TRAINEE	TCEA	4869	5112	5368	5636	5918
CHIEF BUILDING OFFICIAL	MANAGEMENT	11542	12119	12725	13361	14030
CITY ATTORNEY	MANAGEMENT	20039	21041	22092	23197	24357
CITY CLERK	MANAGEMENT	11542	12119	12725	13361	14030
CITY ENGINEER	MANAGEMENT	13361	14030	14731	15468	16242
CITY MANAGER	MANAGEMENT	18450	19372	20341	21358	22425
CIVIL ENGINEER, ASSOCIATE	TCEA	9090	9544	10021	10523	11049
CIVIL ENGINEER, PRINCIPAL	MANAGEMENT	10993	11542	12119	12725	13361
CIVIL ENGINEER, SR.	TCEA	10021	10523	11049	11601	12181
CODE COMPLIANCE TECHNICIAN	TCEA	4500	4725	4962	5210	5470
CODE ENFORCEMENT OFFICER	TCEA	4725	4962	5210	5470	5744
CODE ENFORCEMENT SUPERVISOR	TAPO NON-SWORN	6124	6431	6753	7090	7444
COMMUNICATIONS SPECIALIST	CONFIDENTIAL	4773	5011	5261	5523	5800
COMMUNITY DEV-SERVICE TEC	TCEA	4986	5236	5497	5772	6061
COMMUNITY SERV COORDINATOR	TCEA	4243	4456	4678	4912	5158
COMMUNITY SERVICE OFFICER I	TAPO NON-SWORN	4799	5039	5291	5554	5832
COMMUNITY SERVICE OFFICER II	TAPO NON-SWORN	4914	5161	5418	5688	5974
COORDINATOR FOR UNSHELTERED/HOMELESS PROGRAMS	TCEA	6783	7122	7478	7852	8245
CRIME AND COMMUNITY INFORMATION ANALYST	TCEA	5470	5744	6031	6332	6649
CRIME PREVENTION SPECIALIST	TAPO NON-SWORN	4914	5161	5418	5688	5974
DEPUTY CITY CLERK	CONFIDENTIAL	7049	7402	7771	8160	8568
DEPUTY CITY MANAGER	MANAGEMENT	15780	16569	17398	18267	19180
DEVELOPMENT SERVICES DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
ECONOMIC DEVELOPMENT DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
ELECT/MECH MAINTENANCE SUPV, ASST	TCEA	7621	8002	8402	8822	9263
ELECTRICAL/MECHANICAL MAINTENANCE SUPERVISOR	TCEA	8822	9263	9726	10212	10723
ELECTRICAL/MECHANICAL TECHNICIAN I	TCEA	5971	6269	6583	6912	7258
ELECTRICAL/MECHANICAL TECHNICIAN II	TCEA	6583	6912	7258	7621	8002
ELECTRICAL/MECHANICAL TECHNICIAN, SR.	TCEA	7258	7621	8002	8402	8822
ELECTRONIC/INSTRUMENTATION TECHNICIAN	TCEA	6583	6912	7258	7621	8002
ELECTRONIC/INSTRUMENTATION TECHNICIAN, SR.	TCEA	7258	7621	8002	8402	8822
EMERGENCY SERVICES DISPATCHER I	TAPO NON-SWORN	5993	6293	6608	6938	7285
EMERGENCY SERVICES DISPATCHER II	TAPO NON-SWORN	6144	6452	6775	7113	7469
EMERGENCY SERVICES DISPATCHER TRAINEE	TAPO NON-SWORN	5517	5795	6083	6388	6707
EMERGENCY SERVICES DISPATCHER, LEAD	TAPO NON-SWORN	6608	6938	7285	7649	8031
ENGINEER, ASSISTANT	TCEA	7478	7852	8245	8657	9090
ENGINEER, ASSOCIATE	TCEA	8245	8657	9090	9544	10021
ENGINEERING PROJECT COORDINATOR	TCEA	6783	7122	7478	7852	8245
ENVIRONMENTAL COMPLIANCE INSPECTOR	TCEA	6716	7051	7404	7774	8163
EVIDENCE AND PROPERTY SPECIALIST I	TAPO NON-SWORN	4799	5039	5291	5554	5832
EVIDENCE AND PROPERTY SPECIALIST II	TAPO NON-SWORN	4914	5161	5418	5688	5974
EXEC ADMIN ASST/PUBLIC WORKS	CONFIDENTIAL	7049	7402	7771	8160	8568
EXECUTIVE ADMINISTRATIVE ASSISTANT / MUNICIPAL SERVICES	CONFIDENTIAL	7049	7402	7771	8160	8568
EXECUTIVE ADMINISTRATIVE ASSISTANT / PUBLIC SAFETY	CONFIDENTIAL	7049	7402	7771	8160	8568
EXECUTIVE LEGAL ASSISTANT-PARALEGAL	CONFIDENTIAL	7771	8160	8568	8997	9446
FACILITIES MAINTENANCE ASSISTANT	TCEA	3702	3888	4082	4286	4500
FIELD SERVICES TECHNICIAN	TCEA	4082	4286	4500	4725	4962
FINANCE DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
FINANCIAL CUSTOMER SERVICES SUPERVISOR	TCEA	7774	8163	8571	9000	9450
FIRE BATTALION CHIEF	FIRE	9071	9524	10001	10501	11026
FIRE CAPTAIN	FIRE	8228	8639	9071	9524	10001
FIRE CHIEF	MANAGEMENT	14731	15468	16242	17054	17906
FIRE DIVISION CHIEF	TMAPS - FIRE	11216	11777	12366	12984	13633
FIRE ENGINEER	FIRE	7107	7463	7836	8228	8639
FIRE MARSHAL	TMAPS - FIRE	11216	11777	12366	12984	13633
FIRE OPERATIONS SUPPORT ANALYST	TCEA	6152	6460	6783	7122	7478
FIRE PREVENTION INSPECTOR	TCEA	5715	6001	6301	6616	6947
FIREFIGHTER	FIRE	6140	6446	6769	7107	7463
FLEET MAINT SERVICE WKR	TCEA	4227	4438	4660	4893	5138
FLEET MAINTENANCE MECHANIC I	TCEA	4893	5138	5395	5664	5948
FLEET MAINTENANCE MECHANIC II	TCEA	5395	5664	5948	6245	6557
FLEET MAINTENANCE MECHANIC, SR.	TCEA	5948	6245	6557	6885	7229
FLEET MAINTENANCE SUPERVISOR	TCEA	7087	7441	7813	8204	8614
FLEET SERVICES MANAGER	MANAGEMENT	10469	10993	11542	12119	12725
GIS COORDINATOR	TCEA	9356	9824	10315	10830	11372
HOUSING FINANCE SPECIALIST I	TCEA	6061	6364	6682	7016	7367
HOUSING FINANCE SPECIALIST II	TCEA	6364	6682	7016	7367	7735
HOUSING FINANCE SPECIALIST, TRAINEE	TCEA	5772	6061	6364	6682	7016
HOUSING PROGRAM MANAGER	MANAGEMENT	10469	10993	11542	12119	12725
HOUSING PROGRAM SPECIALIST I	TCEA	6061	6364	6682	7016	7367
HOUSING PROGRAM SPECIALIST II	TCEA	6364	6682	7016	7367	7735
HOUSING REHABIL. SPEC I	TCEA	6061	6364	6682	7016	7367
HOUSING REHABIL. SPEC II	TCEA	6364	6682	7016	7367	7735
HOUSING REHABILITATION SPECIALIST / INSPECTOR I	TCEA	6616	6947	7294	7659	8042
HOUSING REHABILITATION SPECIALIST / INSPECTOR II	TCEA	7330	7697	8082	8486	8910
HOUSING REHABILITATION SPECIALIST / INSPECTOR TRAINEE	TCEA	6061	6364	6682	7016	7367
HUMAN RELATIONS ANALYST	CONFIDENTIAL	7049	7402	7771	8160	8568
HUMAN RELATIONS DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
HUMAN RELATIONS SPECIALIST	CONFIDENTIAL	5523	5800	6089	6394	6713
INFO TECH COORDINATOR	TCEA	10315	10830	11372	11941	12538
INFORMATION TECHNOLOGY DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
INFORMATION TECHNOLOGY ANALYST I	TCEA	6649	6981	7330	7697	8082
INFORMATION TECHNOLOGY ANALYST II	TCEA	7330	7697	8082	8486	8910
INFORMATION TECHNOLOGY ANALYST, SR.	TCEA	9356	9824	10315	10830	11372

INFORMATION TECHNOLOGY MANAGER	MANAGEMENT	11384	11952	12550	13178	13835
INFORMATION TECHNOLOGY TECHNICIAN	TCEA	6031	6332	6649	6981	7330
INSTRUMENT AND CONTROL TECHNICIAN, SR.	TCEA	7258	7621	8002	8402	8822
INVESTIGATIONS UNIT ANALYST	TAPO NON-SWORN	6431	6753	7090	7444	7817
LABORATORY & ENVIRONMENTAL SUPERINTENDENT	MANAGEMENT	9496	9971	10469	10993	11542
LABORATORY ANALYST I	TCEA	4937	5184	5443	5715	6001
LABORATORY ANALYST II	TCEA	5715	6001	6301	6616	6947
LABORATORY ANALYST, SR.	TCEA	6301	6616	6947	7294	7659
LAND SURVEYING TECHNICIAN I	TCEA	5580	5859	6152	6460	6783
LAND SURVEYING TECHNICIAN II	TCEA	6783	7122	7478	7852	8245
LAND SURVEYOR	TCEA	9090	9544	10021	10523	11049
LAND SURVEYOR, ASST	TCEA	8245	8657	9090	9544	10021
MAINTENANCE SUPERVISOR	TCEA	8822	9263	9726	10212	10723
MAINTENANCE SUPERVISOR, ASSISTANT	TCEA	6396	6716	7051	7404	7774
MAINTENANCE TEAM LEADER	TCEA	5470	5744	6031	6332	6649
MAINTENANCE TECHNICIAN II	TCEA	6583	6912	7258	7621	8002
MAINTENANCE TECHNICIAN, SR.	TCEA	7258	7621	8002	8402	8822
MAINTENANCE WORKER I	TCEA	4082	4286	4500	4725	4962
MAINTENANCE WORKER II	TCEA	4500	4725	4962	5210	5470
MAINTENANCE WORKER, SR.	TCEA	4962	5210	5470	5744	6031
MANAGEMENT ANALYST	MANAGEMENT	9496	9971	10469	10993	11542
MUNICIPAL SERVICES DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
MUNICIPAL SERVICES DIRECTOR / SRWA GENERAL MANAGER	MANAGEMENT	14030	14731	15468	16242	17054
NEIGHBORHOOD SERVICES TEC	TCEA	4912	5158	5416	5687	5971
OFFICE ASSISTANT I	CONFIDENTIAL	3410	3581	3760	3947	4144
OFFICE ASSISTANT II	CONFIDENTIAL	3760	3947	4144	4351	4569
OFFICE ASST I	TCEA	3477	3651	3834	4026	4227
OFFICE ASST II	TCEA	3834	4026	4227	4438	4660
PARKS, STREETS AND PUBLIC FACILITIES SUPERINTENDENT	MANAGEMENT	9496	9971	10469	10993	11542
PARKS, REC & PUB FAC SUPERVISOR	TCEA	6885	7229	7591	7970	8369
PARTS CLERK	TCEA	4286	4500	4725	4962	5210
PERMIT TECHNICIAN	TCEA	5288	5553	5830	6122	6428
PLANNER, ASSISTANT	TCEA	5772	6061	6364	6682	7016
PLANNER, ASSOCIATE	TCEA	6682	7016	7367	7735	8122
PLANNER, PRINCIPAL	TCEA	9090	9544	10021	10523	11049
PLANNER, SR.	TCEA	7735	8122	8528	8955	9403
PLANNING ASSISTANT	TCEA	4500	4725	4962	5210	5470
PLANNING MANAGER	MANAGEMENT	10469	10993	11542	12119	12725
PLANNING TECHNICIAN	TCEA	5416	5687	5971	6269	6583
PLANS EXAMINER I	TCEA	6152	6460	6783	7122	7478
PLANS EXAMINER II	TCEA	7122	7478	7852	8245	8657
PLANS EXAMINER, SR.	TCEA	8245	8657	9090	9544	10021
PLANT OPERATOR, LEAD	TCEA	6885	7229	7591	7970	8369
POLICE BUSINESS UNIT SUPERVISOR	CONFIDENTIAL	6458	6781	7119	7476	7849
POLICE CAPTAIN	TMAPS - POLICE	12661	13294	13958	14656	15389
POLICE CHIEF	MANAGEMENT	16652	17485	18358	19276	20240
POLICE DETECTIVE	TAPO SWORN	8124	8530	8957	9405	9875
POLICE LIEUTENANT	TMAPS - POLICE	11484	12058	12661	13294	13958
POLICE OFFICER I	TAPO SWORN	6558	6886	7231	7593	7972
POLICE OFFICER II	TAPO SWORN	7593	7972	8371	8790	9229
POLICE OFFICER TRAINEE	UNREPRESENTED	4454	4677	4910	5158	5416
POLICE RECORDS SUPERVISOR	TCEA	7774	8163	8571	9000	9450
POLICE RECORDS TECHNICIAN	TCEA	4912	5158	5416	5687	5971
POLICE RECORDS TECHNICIAN, SR.	TCEA	5580	5859	6152	6460	6783
POLICE SERGEANT	TAPO SWORN	9405	9875	10369	10887	11432
POLICE SUPPORT OPERATIONS MANAGER	MANAGEMENT	12725	13361	14030	14731	15468
PRINCIPAL HUMAN RELATIONS ANALYST	MANAGEMENT	9496	9971	10469	10993	11542
PUBLIC AFFAIRS ANALYST	CONFIDENTIAL	6647	6979	7328	7694	8079
PUBLIC INFORMATION OFFICER	MANAGEMENT	8203	8613	9044	9496	9971
PUBLIC SAFETY BUSINESS ANALYST	TCEA	5470	5744	6031	6332	6649
PUBLIC SAFETY COMMUNICATIONS ASSISTANT SUPERVISOR	TAPO NON-SWORN	7149	7506	7881	8275	8689
PUBLIC SAFETY COMMUNICATIONS SUPERVISOR	TAPO NON-SWORN	8560	8988	9438	9910	10406
PUBLIC WORKS CONSTRUCTION INSPECTOR	TCEA	6616	6947	7294	7659	8042
PUBLIC WORKS CONSTRUCTION INSPECTOR, SR.	TCEA	7659	8042	8444	8866	9309
PUBLIC WORKS CONSTRUCTION INSPECTOR, SENIOR - ROADS	TCEA	8444	8866	9309	9775	10263
PUBLIC WORKS DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
PUBLIC WORKS SUPERVISOR / CITY SURVEYOR	MANAGEMENT	10469	10993	11542	12119	12725
PURCHASING COORDINATOR	TCEA	6152	6460	6783	7122	7478
PURCHASING MANAGER	MANAGEMENT	9496	9971	10469	10993	11542
PURCHASING SPECIALIST	TCEA	5416	5687	5971	6269	6583
PURCHASING SUPERVISOR	TCEA	7774	8163	8571	9000	9450
RECREATION COORDINATOR	TCEA	5416	5687	5971	6269	6583
RECREATION SUPERINTENDENT	MANAGEMENT	9496	9971	10469	10993	11542
RECREATION SUPERVISOR	TCEA	6885	7229	7591	7970	8369
REDEV/ECON DEV ANALYST	TCEA	6682	7016	7367	7735	8122
REGULATORY AFFAIRS MANAGER	MANAGEMENT	10469	10993	11542	12119	12725
RISK MANAGEMENT DIRECTOR	MANAGEMENT	13361	14030	14731	15468	16242
ROADS PROGRAM MANAGER	MANAGEMENT	10469	10993	11542	12119	12725
SECRETARY	TCEA	4500	4725	4962	5210	5470
SECRETARY, SR.	CONFIDENTIAL	4869	5111	5367	5635	5916
SECRETARY, SR.	TCEA	4962	5210	5470	5744	6031
SECRETARY, SUPERVISING	CONFIDENTIAL	5367	5635	5916	6212	6522
SECRETARY, SUPERVISING	TCEA	5470	5744	6031	6332	6649
SHIPPING & RECEIVING INVENTORY SPECIALIST	TCEA	4082	4286	4500	4725	4962
STAFF SERVICES ANALYST	TCEA	6912	7258	7621	8002	8402
STAFF SERVICES ASSISTANT	TCEA	4912	5158	5416	5687	5971
STAFF SERVICES TECHNICIAN	TCEA	5416	5687	5971	6269	6583
TRAFFIC TECHNICIAN I	TCEA	4591	4821	5062	5315	5580
TRAFFIC TECHNICIAN II	TCEA	5580	5859	6152	6460	6783
TRAFFIC TECHNICIAN TRAINEE	TCEA	3966	4164	4372	4591	4821
TRAFFIC TECHNICIAN, SR.	TCEA	6152	6460	6783	7122	7478
TRANSIT ANALYST	TCEA	7735	8122	8528	8955	9403
TRANSIT MANAGER	MANAGEMENT	10993	11542	12119	12725	13361
TRANSIT PLANNER	TCEA	6682	7016	7367	7735	8122
UTILITIES MAINTENANCE WORKER I	TCEA	4545	4773	5011	5262	5525
UTILITIES MAINTENANCE WORKER II	TCEA	5011	5262	5525	5801	6091
UTILITIES MAINTENANCE WORKER, SR.	TCEA	5525	5801	6091	6396	6716
UTILITIES MANAGER	MANAGEMENT	10469	10993	11542	12119	12725
UTILITIES SUPERVISOR	TCEA	7774	8163	8571	9000	9450
UTILITIES SUPERVISOR, ASSISTANT	TCEA	6396	6716	7051	7404	7774
WASTEWATER PLANT OPERATOR I	TCEA	5138	5395	5664	5948	6245
WASTEWATER PLANT OPERATOR II	TCEA	5664	5948	6245	6557	6885
WASTEWATER PLANT OPERATOR, SR.	TCEA	6245	6557	6885	7229	7591
WATER CONSERVATION WORKER	TCEA	4545	4773	5011	5262	5525
WATER QUALITY CONTROL DIVISION MANAGER	MANAGEMENT	10469	10993	11542	12119	12725
WATER QUALITY CONTROL LABORATORY SUPERVISOR	TCEA	7774	8163	8571	9000	9450

WATER QUALITY CONTROL SUPERVISOR	TCEA	7774	8163	8571	9000	9450
WATER TREATMENT PLANT MANAGER	MANAGEMENT	11542	12119	12725	13361	14030
WATER TREATMENT PLANT OPERATIONS SUPERVISOR	TCEA	8822	9263	9726	10212	10723
WATER TREATMENT PLANT OPERATOR I	TCEA	5138	5395	5664	5948	6245
WATER TREATMENT PLANT OPERATOR II	TCEA	6583	6912	7258	7621	8002
WATER TREATMENT PLANT OPERATOR, SR.	TCEA	7258	7621	8002	8402	8822