

2024 Non-Rep WAGE CHART

MONTHLY RATE

JOB TITLE	DESCRIPTION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
	NONREP GRADE 1	2,783.40	2,853.00	2,924.32	2,997.42	3,072.35	3,149.17	3,227.90	3,308.62	3,391.32	3,476.10	3,563.01
	NONREP GRADE 2	2,853.00	2,924.32	2,997.42	3,072.35	3,149.17	3,227.90	3,308.62	3,391.32	3,476.10	3,563.01	3,652.06
	NONREP GRADE 4	2,924.32	2,997.42	3,072.35	3,149.17	3,227.90	3,308.62	3,391.32	3,476.10	3,563.01	3,652.06	3,743.38
	NONREP GRADE 4	2,997.42	3,072.35	3,149.17	3,227.90	3,308.62	3,391.32	3,476.10	3,563.01	3,652.06	3,743.38	3,836.94
	NONREP GRADE 5	3,072.35	3,149.17	3,227.90	3,308.62	3,391.32	3,476.10	3,563.01	3,652.06	3,743.38	3,836.94	3,932.90
	NONREP GRADE 6	3,149.17	3,227.90	3,308.62	3,391.32	3,476.10	3,563.01	3,652.06	3,743.38	3,836.94	3,932.90	4,031.21
	NONREP GRADE 7	3,227.90	3,308.62	3,391.32	3,476.10	3,563.01	3,652.06	3,743.38	3,836.94	3,932.90	4,031.21	4,131.99
	NONREP GRADE 8	3,308.62	3,391.32	3,476.10	3,563.01	3,652.06	3,743.38	3,836.94	3,932.90	4,031.21	4,131.99	4,235.30
	NONREP GRADE 9	3,391.32	3,476.10	3,563.01	3,652.06	3,743.38	3,836.94	3,932.90	4,031.21	4,131.99	4,235.28	4,341.19
	NONREP GRADE 10	3,476.10	3,563.01	3,652.06	3,743.38	3,836.94	3,932.90	4,031.21	4,131.99	4,235.28	4,341.19	4,449.69
JAS Animal Care Technician	NONREP GRADE 11	3,563.01	3,652.06	3,743.38	3,836.94	3,932.90	4,031.21	4,131.99	4,235.28	4,341.19	4,449.69	4,560.95
	NONREP GRADE 12	3,652.06	3,743.38	3,836.94	3,932.90	4,031.21	4,131.99	4,235.28	4,341.19	4,449.69	4,560.95	4,674.96
	NONREP GRADE 13	3,743.38	3,836.94	3,932.90	4,031.21	4,131.99	4,235.28	4,341.19	4,449.69	4,560.95	4,674.96	4,791.85
	NONREP GRADE 14	3,836.94	3,932.90	4,031.21	4,131.99	4,235.28	4,341.19	4,449.69	4,560.95	4,674.96	4,791.85	4,911.64
	NONREP GRADE 15	3,932.90	4,031.21	4,131.99	4,235.28	4,341.19	4,449.69	4,560.95	4,674.96	4,791.85	4,911.64	5,034.41
	NONREP GRADE 16	4,031.21	4,131.99	4,235.28	4,341.19	4,449.69	4,560.95	4,674.96	4,791.85	4,911.64	5,034.41	5,160.29
	NONREP GRADE 17	4,131.99	4,235.28	4,341.19	4,449.69	4,560.95	4,674.96	4,791.85	4,911.64	5,034.41	5,160.29	5,289.28
JAS Customer Service Specialist	NONREP GRADE 18	4,235.28	4,341.19	4,449.69	4,560.95	4,674.96	4,791.85	4,911.64	5,034.41	5,160.29	5,289.28	5,421.52
	NONREP GRADE 19	4,341.19	4,449.69	4,560.95	4,674.96	4,791.85	4,911.64	5,034.41	5,160.29	5,289.28	5,421.52	5,557.08
JAS Volunteer & Education Specialist JAS Animal Welfare & Positive Outcomes Coordinator	NONREP GRADE 20	4,449.69	4,560.95	4,674.96	4,791.85	4,911.64	5,034.41	5,160.29	5,289.28	5,421.52	5,557.08	5,695.99
	NONREP GRADE 21	4,560.95	4,674.96	4,791.85	4,911.64	5,034.41	5,160.29	5,289.28	5,421.52	5,557.08	5,695.99	5,838.40
Community Service Officer	NONREP GRADE 22	4,674.96	4,791.85	4,911.64	5,034.41	5,160.29	5,289.28	5,421.52	5,557.08	5,695.99	5,838.40	5,984.35
	NONREP GRADE 23	4,791.85	4,911.64	5,034.41	5,160.29	5,289.28	5,421.52	5,557.08	5,695.99	5,838.40	5,984.35	6,133.95
	NONREP GRADE 24	4,911.64	5,034.41	5,160.29	5,289.28	5,421.52	5,557.08	5,695.99	5,838.40	5,984.35	6,133.95	6,287.30
	NONREP GRADE 25	5,034.41	5,160.29	5,289.28	5,421.52	5,557.08	5,695.99	5,838.40	5,984.35	6,133.95	6,287.30	6,444.50
	NONREP GRADE 26	5,160.29	5,289.28	5,421.52	5,557.08	5,695.99	5,838.40	5,984.35	6,133.95	6,287.30	6,444.50	6,605.61
	NONREP GRADE 27	5,289.28	5,421.52	5,557.08	5,695.99	5,838.40	5,984.35	6,133.95	6,287.30	6,444.50	6,605.61	6,770.75
JAS Field Officer II	NONREP GRADE 28	5,421.52	5,557.08	5,695.99	5,838.40	5,984.35	6,133.95	6,287.30	6,444.50	6,605.61	6,770.75	6,940.01
	NONREP GRADE 29	5,557.08	5,695.99	5,838.40	5,984.35	6,133.95	6,287.30	6,444.50	6,605.61	6,770.75	6,940.01	7,113.50
Human Resources Specialist	NONREP GRADE 30	5,695.99	5,838.40	5,984.35	6,133.95	6,287.30	6,444.50	6,605.61	6,770.75	6,940.01	7,113.50	7,291.35
	NONREP GRADE 31	5,838.40	5,984.35	6,133.95	6,287.30	6,444.50	6,605.61	6,770.75	6,940.01	7,113.50	7,291.35	7,473.63
	NONREP GRADE 32	5,984.35	6,133.95	6,287.30	6,444.50	6,605.61	6,770.75	6,940.01	7,113.50	7,291.35	7,473.63	7,660.47
Executive Assistant I (Parks, Police, PW)	NONREP GRADE 33	6,133.95	6,287.30	6,444.50	6,605.61	6,770.75	6,940.01	7,113.50	7,291.35	7,473.63	7,660.47	7,851.98
JAS Animal & Vet Care Manager Recruitment Coordinator	NONREP GRADE 34	6,287.30	6,444.50	6,605.61	6,770.75	6,940.01	7,113.50	7,291.35	7,473.63	7,660.47	7,851.98	8,048.28
JAS Field Services Supervisor	NONREP GRADE 35	6,444.50	6,605.61	6,770.75	6,940.01	7,113.50	7,291.35	7,473.63	7,660.47	7,851.98	8,048.28	8,249.51
Communications Specialist	NONREP GRADE 36	6,605.61	6,770.75	6,940.01	7,113.50	7,291.35	7,473.63	7,660.47	7,851.98	8,048.28	8,249.51	8,455.74
Police Records Supervisor Management Analyst (CM, Police, PW) Community Relations Specialist	NONREP GRADE 37	6,770.75	6,940.01	7,113.50	7,291.35	7,473.63	7,660.47	7,851.98	8,048.28	8,249.51	8,455.74	8,667.13
Human Resources Analyst JAS Operations Manager	NONREP GRADE 38	6,940.01	7,113.50	7,291.35	7,473.63	7,660.47	7,851.98	8,048.28	8,249.51	8,455.74	8,667.13	8,883.82
Executive Assistant II	NONREP GRADE 39	7,113.50	7,291.35	7,473.63	7,660.47	7,851.98	8,048.28	8,249.51	8,455.74	8,667.13	8,883.82	9,105.89
	NONREP GRADE 40	7,291.35	7,473.63	7,660.47	7,851.98	8,048.28	8,249.51	8,455.74	8,667.13	8,883.82	9,105.89	9,333.57
Special Projects Administrator	NONREP GRADE 41	7,473.63	7,660.47	7,851.98	8,048.28	8,249.51	8,455.74	8,667.13	8,883.82	9,105.89	9,333.57	9,566.89
	NONREP GRADE 42	7,660.47	7,851.98	8,048.28	8,249.51	8,455.74	8,667.13	8,883.82	9,105.89	9,333.57	9,566.89	9,806.06
Senior Human Resources Analyst Equity and Inclusion Program Manager	NONREP GRADE 43	7,851.98	8,048.28	8,249.51	8,455.74	8,667.13	8,883.82	9,105.89	9,333.57	9,566.89	9,806.06	10,051.22
	NONREP GRADE 44	8,048.28	8,249.51	8,455.74	8,667.13	8,883.82	9,105.89	9,333.57	9,566.89	9,806.06	10,051.22	10,302.48
Utility Billing Supervisor	NONREP GRADE 45	8,249.51	8,455.74	8,667.13	8,883.82	9,105.89	9,333.57	9,566.89	9,806.06	10,051.22	10,302.48	10,560.06

Economic Development Coordinator												
Benefits Manager	NONREP GRADE 46	8,455.74	8,667.13	8,883.82	9,105.89	9,333.57	9,566.89	9,806.06	10,051.22	10,302.48	10,560.06	10,824.06
City Clerk												
Communications Manager												
City Surveyor												
JAS Veterinarian	NONREP GRADE 47	8,667.13	8,883.82	9,105.89	9,333.57	9,566.89	9,806.06	10,051.22	10,302.48	10,560.06	10,824.06	11,094.65
Facilities Maintenance Supervisor												
Equipment Maintenance Supervisor												
Parks Maintenance Supervisor	NONREP GRADE 48	8,883.82	9,105.89	9,333.57	9,566.89	9,806.06	10,051.22	10,302.48	10,560.06	10,824.06	11,094.65	11,372.04
Wastewater Maintenance Supervisor												
Transportation Maintenance Supervisor	NONREP GRADE 49	9,105.89	9,333.57	9,566.89	9,806.06	10,051.22	10,302.48	10,560.06	10,824.06	11,094.65	11,372.02	11,656.35
Recreation Manager												
Accounting Manager												
Labor Relations, Classification and Compensation Manager	NONREP GRADE 50	9,333.57	9,566.89	9,806.06	10,051.22	10,302.48	10,560.06	10,824.06	11,094.65	11,372.04	11,656.35	11,947.73
Water Maintenance Supervisor												
JAS Executive Director	NONREP GRADE 51	9,566.89	9,806.06	10,051.22	10,302.48	10,560.06	10,824.06	11,094.65	11,372.04	11,656.35	11,947.73	12,246.45
	NONREP GRADE 52	9,806.06	10,051.22	10,302.48	10,560.06	10,824.06	11,094.65	11,372.04	11,656.35	11,947.73	12,246.45	12,552.57
Construction and Design Manager												
Planning Manager												
Building Official												
Development Review Engineer Manager	NONREP GRADE 53	10,051.22	10,302.48	10,560.06	10,824.06	11,094.65	11,372.04	11,656.35	11,947.73	12,246.45	12,552.57	12,866.39
Transportation Design Manager												
Senior Utilities Engineer												
Senior Stormwater Engineer												
Financial Services Manager	NONREP GRADE 54	10,302.48	10,560.06	10,824.06	11,094.65	11,372.04	11,656.35	11,947.73	12,246.45	12,552.57	12,866.39	13,188.08
	NONREP GRADE 55	10,560.06	10,824.06	11,094.65	11,372.04	11,656.35	11,947.73	12,246.45	12,552.57	12,866.39	13,188.08	13,517.76
Public Works Operations Manager												
Planning and Development Services Manager	NONREP GRADE 56	10,824.06	11,094.65	11,372.04	11,656.35	11,947.73	12,246.45	12,552.57	12,866.39	13,188.08	13,517.76	13,855.71
	NONREP GRADE 57	11,094.65	11,372.04	11,656.35	11,947.73	12,246.45	12,552.57	12,866.39	13,188.08	13,517.76	13,855.71	14,202.10
Information Services Manager												
Water Resources Manager	NONREP GRADE 58	11,372.04	11,656.35	11,947.73	12,246.45	12,552.57	12,866.39	13,188.08	13,517.76	13,855.71	14,202.10	14,557.14
	NONREP GRADE 59	11,656.35	11,947.73	12,246.45	12,552.57	12,866.39	13,188.08	13,517.76	13,855.71	14,202.10	14,557.14	14,921.07
City Engineer	NONREP GRADE 60	11,947.73	12,246.45	12,552.57	12,866.39	13,188.08	13,517.76	13,855.71	14,202.10	14,557.14	14,921.07	15,294.10
	NONREP GRADE 61	12,246.45	12,552.57	12,866.39	13,188.08	13,517.76	13,855.71	14,202.10	14,557.14	14,921.07	15,294.10	15,676.47
	NONREP GRADE 62	12,552.57	12,866.39	13,188.08	13,517.76	13,855.71	14,202.10	14,557.14	14,921.07	15,294.10	15,676.47	16,068.38
Assistant City Manager												
Parks, Culture and Recreation Director	NONREP GRADE 63	12,866.39	13,188.08	13,517.76	13,855.71	14,202.10	14,557.14	14,921.07	15,294.10	15,676.47	16,068.38	16,470.08
Human Resources Director												
	NONREP GRADE 64	13,188.08	13,517.76	13,855.71	14,202.10	14,557.14	14,921.07	15,294.10	15,676.47	16,068.38	16,470.08	16,881.85
Finance Director												
Deputy Chief	NONREP GRADE 65	13,517.76	13,855.71	14,202.10	14,557.14	14,921.07	15,294.10	15,676.47	16,068.38	16,470.08	16,881.85	17,303.90
Community Development Director												
Public Works Director	NONREP GRADE 66	13,855.71	14,202.10	14,557.14	14,921.07	15,294.10	15,676.47	16,068.38	16,470.08	16,881.85	17,303.90	17,736.49
	NONREP GRADE 67	14,202.10	14,557.14	14,921.07	15,294.10	15,676.47	16,068.38	16,470.08	16,881.85	17,303.90	17,736.49	18,179.88
Police Chief	NONREP GRADE 68	14,557.14	14,921.07	15,294.10	15,676.47	16,068.38	16,470.08	16,881.85	17,303.90	17,736.49	18,179.88	18,634.41
	NONREP GRADE 69	14,921.07	15,294.10	15,676.47	16,068.38	16,470.08	16,881.85	17,303.90	17,736.49	18,179.88	18,634.41	19,100.22
	NONREP GRADE 70	15,294.10	15,676.47	16,068.38	16,470.08	16,881.85	17,303.90	17,736.49	18,179.88	18,634.41	19,100.22	19,577.74
	NONREP GRADE 71	15,676.47	16,068.38	16,470.08	16,881.85	17,303.90	17,736.49	18,179.88	18,634.41	19,100.22	19,577.74	20,067.18
	NONREP GRADE 72	16,068.38	16,470.08	16,881.85	17,303.90	17,736.49	18,179.88	18,634.41	19,100.22	19,577.74	20,067.18	20,568.86
	NONREP GRADE 73	16,470.08	16,881.85	17,303.90	17,736.49	18,179.88	18,634.41	19,100.22	19,577.74	20,067.18	20,568.86	21,083.10
	NONREP GRADE 74	16,881.85	17,303.90	17,736.49	18,179.88	18,634.41	19,100.22	19,577.74	20,067.18	20,568.86	21,083.10	21,610.16
	NONREP GRADE 75	17,303.90	17,736.49	18,179.88	18,634.41	19,100.22	19,577.74	20,067.18	20,568.86	21,083.10	21,610.16	22,150.44

City Manager	NONREP GRADE 76	17,736.49	18,179.88	18,634.41	19,100.22	19,577.74	20,067.18	20,568.86	21,083.10	21,610.16	22,150.44	22,704.17
	NONREP GRADE 77	18,179.88	18,634.41	19,100.22	19,577.74	20,067.18	20,568.86	21,083.10	21,610.16	22,150.44	22,704.17	23,271.82
	NONREP GRADE 78	18,634.41	19,100.22	19,577.74	20,067.18	20,568.86	21,083.10	21,610.16	22,150.44	22,704.17	23,271.82	23,853.60
	NONREP GRADE 79	19,100.22	19,577.74	20,067.18	20,568.86	21,083.10	21,610.16	22,150.44	22,704.17	23,271.82	23,853.60	24,449.93
	NONREP GRADE 80	19,577.74	20,067.18	20,568.86	21,083.10	21,610.16	22,150.44	22,704.17	23,271.82	23,853.60	24,449.93	25,061.17
	NONREP GRADE 81	20,067.18	20,568.86	21,083.10	21,610.16	22,150.44	22,704.17	23,271.82	23,853.60	24,449.93	25,061.17	25,687.69
	NONREP GRADE 82	20,568.86	21,083.10	21,610.16	22,150.44	22,704.17	23,271.82	23,853.60	24,449.93	25,061.17	25,687.69	26,329.90
	NONREP GRADE 83	21,083.10	21,610.16	22,150.44	22,704.17	23,271.82	23,853.60	24,449.93	25,061.17	25,687.69	26,329.90	26,988.14
	NONREP GRADE 84	21,610.16	22,150.44	22,704.17	23,271.82	23,853.60	24,449.93	25,061.17	25,687.69	26,329.90	26,988.14	27,662.84
	NONREP GRADE 85	22,150.44	22,704.17	23,271.82	23,853.60	24,449.93	25,061.17	25,687.69	26,329.90	26,988.14	27,662.84	28,354.42
	NONREP GRADE 86	22,704.17	23,271.82	23,853.60	24,449.93	25,061.17	25,687.69	26,329.90	26,988.14	27,662.84	28,354.42	29,063.27
	NONREP GRADE 87	23,271.82	23,853.60	24,449.93	25,061.17	25,687.69	26,329.90	26,988.14	27,662.84	28,354.42	29,063.27	29,789.88
	NONREP GRADE 88	23,853.60	24,449.93	25,061.17	25,687.69	26,329.90	26,988.14	27,662.84	28,354.42	29,063.27	29,789.88	30,534.61
	NONREP GRADE 89	24,449.93	25,061.17	25,687.69	26,329.90	26,988.14	27,662.84	28,354.42	29,063.27	29,789.88	30,534.61	31,297.97
	NONREP GRADE 90	25,061.17	25,687.69	26,329.90	26,988.14	27,662.84	28,354.42	29,063.27	29,789.88	30,534.61	31,297.97	32,080.43
	NONREP GRADE 91	25,687.69	26,329.90	26,988.14	27,662.84	28,354.42	29,063.27	29,789.88	30,534.61	31,297.97	32,080.43	32,882.42
	NONREP GRADE 92	26,329.90	26,988.14	27,662.84	28,354.42	29,063.27	29,789.88	30,534.61	31,297.97	32,080.43	32,882.42	33,704.49
	NONREP GRADE 93	26,988.14	27,662.84	28,354.42	29,063.27	29,789.88	30,534.61	31,297.97	32,080.43	32,882.42	33,704.49	34,547.10
	NONREP GRADE 94	27,662.84	28,354.42	29,063.27	29,789.88	30,534.61	31,297.97	32,080.43	32,882.42	33,704.49	34,547.10	35,410.77
	NONREP GRADE 95	28,354.42	29,063.27	29,789.88	30,534.61	31,297.97	32,080.43	32,882.42	33,704.49	34,547.10	35,410.77	36,296.05
	NONREP GRADE 96	29,063.27	29,789.88	30,534.61	31,297.97	32,080.43	32,882.42	33,704.49	34,547.10	35,410.77	36,296.05	37,203.47
	NONREP GRADE 97	29,789.88	30,534.61	31,297.97	32,080.43	32,882.42	33,704.49	34,547.10	35,410.77	36,296.05	37,203.47	38,133.54
	NONREP GRADE 98	30,534.61	31,297.97	32,080.43	32,882.42	33,704.49	34,547.10	35,410.77	36,296.05	37,203.47	38,133.54	39,086.87
	NONREP GRADE 99	31,297.97	32,080.43	32,882.42	33,704.49	34,547.10	35,410.77	36,296.05	37,203.47	38,133.54	39,086.87	40,064.06
	NONREP GRADE 100	32,080.43	32,882.42	33,704.49	34,547.10	35,410.77	36,296.05	37,203.47	38,133.54	39,086.87	40,064.06	41,065.66