MISCELLANEOUS	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant	5,924	6,221	6,532	6,858	7,201
Account Clerk	4,073	4,277	4,490	4,715	4,951
Accounting Technician	5,092	5,347	5,614	5,895	6,190
Administrative Secretary	4,873	5,116	5,372	5,641	5,923
Assistant Civil Engineer	7,032	7,384	7,753	8,141	8,548
Assistant Engineer	7,032	7,384	7,753	8,141	8,548
Assistant Planner	5,879	6,173	6,481	6,805	7,145
Associate Planner	6,820	7,161	7,519	7,894	8,289
Building Inspector Aide	5,545	5,822	6,113	6,419	6,739
Building Inspector	6,160	6,468	6,792	7,131	7,488
Building Inspector Supervisor	7,253	7,615	7,996	8,396	8,816
Building Permit Aide	4,447	4,669	4,903	5,148	5,405
Building Permit Technician	5,545	5,822	6,113	6,419	6,739
Business License Technician	4,584	4,813	5,053	5,306	5,571
City Clerk Specialist	4,804	5,044	5,296	5,561	5,839
Community Preservation Officer	5,542	5,819	6,110	6,415	6,736
Community Preservation Officer / CDBG Coordinator	5,819	6,110	6,415	6,736	7,073
Community Preservation Technician	3,974	4,172	4,381	4,600	4,830
Custodian	4,518	4,744	4,981	5,230	5,491
Deputy City Clerk	6,531	6,858	7,201	7,561	7,939
Engineering Aide	5,692	5,977	6,276	6,590	6,919
Facilities Maintenance Custodian	4,949	5,196	5,456	5,729	6,015
Facilities Maintenance Technician	5,210	5,470	5,744	6,031	6,332
GIS Analyst	7,166	7,524	7,900	8,295	8,710
Grading Inspector	6,046	6,348	6,665	6,999	7,348
Graphics Specialist	4,748	4,985	5,234	5,496	5,771
Housing & Redevelopment Specialist	6,820	7,161	7,519	7,894	8,289
IT Administrator	7,743	8,130	8,537	8,964	9,412
IT Analyst	7,743	8,130	8,537	8,964	9,412
IT Technician	5,977	6,276	6,590	6,919	7,265
Irrigation Technician	4,745	4,982	5,231	5,493	5,767
Junior Civil Engineer	6,395	6,715	7,050	7,403	7,773
Landscape Inspector	6,046	6,348	6,665	6,999	7,348
Leadworker	5,210	5,470	5,744	6,031	6,332
Librarian	5,357	5,624	5,906	6,201	6,511
Librarian Assistant	4,698	4,933	5,180	5,439	5,711
Library Clerk	3,349	3,516	3,692	3,877	4,070
Library Clerk Typist I	3,515	3,690	3,875	4,069	4,272
Library Clerk Typist II	3,684	3,868	4,061	4,264	4,477

MISCELLANEOUS	STEP A	STEP B	STEP C	STEP D	STEP E
Library Technician	4,189	4,399	4,619	4,850	5,092
Library Graphics Specialist	4,748	4,985	5,234	5,496	5,771
Library Technology Specialist	6,763	7,101	7,456	7,829	8,221
Maintenance Contract Administrator	7,111	7,467	7,840	8,232	8,644
Maintenance Worker I	4,016	4,217	4,427	4,649	4,881
Maintenance Worker II	4,518	4,744	4,981	5,230	5,491
Maintenance Worker I (Equipment)	4,016	4,217	4,427	4,649	4,881
Maintenance Worker II (Equipment)	4,518	4,744	4,981	5,230	5,491
Management Assistant	5,242	5,504	5,779	6,068	6,372
Office Assistant I	3,349	3,516	3,692	3,877	4,070
Office Assistant II	3,684	3,868	4,061	4,264	4,477
Park Maintenance Supervisor	6,514	6,839	7,181	7,540	7,917
Plan Check Engineer	8,008	8,408	8,828	9,270	9,733
Plan Checker	7,086	7,440	7,812	8,203	8,613
Planning Aide	4,908	5,153	5,411	5,682	5,966
Public Works Inspector	6,046	6,348	6,665	6,999	7,348
Recreation Coordinator	5,445	5,718	6,003	6,304	6,619
Recreation Supervisor	6,636	6,968	7,317	7,682	8,066
Senior Account Clerk	4,584	4,813	5,053	5,306	5,571
Senior Building Inspector	6,777	7,115	7,471	7,845	8,237
Senior Landscape Inspector	6,650	6,982	7,331	7,698	8,083
Senior Librarian	6,148	6,455	6,778	7,117	7,473
Senior Librarian Assistant	4,971	5,220	5,481	5,755	6,042
Senior Library Clerk	3,684	3,868	4,061	4,264	4,477
Senior Library Technician	4,523	4,750	4,987	5,236	5,498
Senior Office Assistant	4,052	4,255	4,467	4,691	4,925
Senior Public Works Inspector	6,650	6,982	7,331	7,698	8,083
Steno Clerk	4,035	4,237	4,448	4,671	4,904
Supervising Librarian	6,148	6,455	6,778	7,117	7,473
Supervisor-Technical & Circulation Svcs.	6,763	7,101	7,456	7,829	8,221

MID-MANAGEMENT	STEP A	STEP B	STEP C	STEP D	STEP E
Adult Services Manager	6,148	6,455	6,778	7,117	7,473
Assessment District Manager	8,665	9,098	9,553	10,031	10,533
Assistant City Engineer	11,897	12,492	13,117	13,773	14,461
Assistant Library Director	9,402	9,872	10,365	10,883	11,428
Assistant to the City Manager	9,435	9,907	10,402	10,923	11,469
Borrower Services Manager	7,372	7,741	8,128	8,534	8,961
Building Official	11,206	11,766	12,354	12,972	13,620
Children Services Manager	7,372	7,741	8,128	8,534	8,961
City Clerk	10,408	10,928	11,475	12,048	12,651
Communications Coordinator	5,698	5,982	6,282	6,596	6,925
Deputy Public Works Director/Assistant City Engineer	12,492	13,117	13,773	14,461	15,184
Executive Assistant	6,100	6,405	6,725	7,061	7,415
Financial Services Manager	10,563	11,091	11,646	12,228	12,840
Economic Development Manager	10,365	10,883	11,427	11,999	12,598
Human Resources Manager	10,563	11,091	11,646	12,228	12,840
Human Resources & Risk Manager	11,620	12,201	12,811	13,451	14,124
Information & Technology Services Manager	9,706	10,192	10,701	11,236	11,798
IT Manager	12,098	12,703	13,339	14,005	14,706
Management Analyst	6,798	7,137	7,494	7,869	8,263
Parks & Facilities Manager	8,495	8,920	9,366	9,834	10,326
Parks & Facilities Maintenance Superintendent	10,339	10,856	11,399	11,969	12,567
Parks & Recreation Superintendent	10,339	10,856	11,399	11,969	12,567
Principal Civil Engineer	10,404	10,924	11,470	12,044	12,646
Principal Management Analyst	9,435	9,907	10,402	10,923	11,469
Principal Planner	10,273	10,787	11,326	11,893	12,487
Planning Manager	10,734	11,270	11,834	12,426	13,047
Public Information Officer	9,333	9,800	10,290	10,804	11,345
Public Works Superintendent	10,339	10,856	11,399	11,969	12,567
Recreation Superintendent	9,706	10,192	10,701	11,236	11,798
Senior Civil Engineer	9,458	9,931	10,428	10,949	11,497
Senior Community Preservation Officer	7,415	7,786	8,175	8,584	9,013
Senior Management Analyst	7,415	7,786	8,175	8,584	9,013
Senior Planner	8,086	8,490	8,915	9,360	9,828
Traffic Engineering Manager	11,312	11,878	12,472	13,096	13,750

MANAGEMENT	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Services Director	12,757	13,395	14,065	14,768	15,507
Assistant City Manager	15,419	16,190	16,999	17,849	18,741
City Manager <sup>1</sup>	22,062				
Community Development Director	13,840	14,532	15,259	16,022	16,823
Finance Director	13,981	14,680	15,414	16,185	16,994
Library Director	12,757	13,395	14,065	14,768	15,507
Parks and Recreation Director	13,252	13,915	14,611	15,341	16,108
Public Works Director/City Engineer	14,603	15,333	16,099	16,904	17,750

<sup>&</sup>lt;sup>1</sup> Contract salary effective October 1, 2021

PART-TIME	STEP A	STEP B	STEP C	STEP D	STEP E
Account Clerk	23.50	24.67	25.91	27.20	28.56
Community Preservation Officer	31.97	33.57	35.25	37.01	38.86
Emergency Management Coordinator	44.36	46.58	48.91	51.35	53.92
Intern	19.00	19.95	20.95	21.99	23.09
IT Technician	34.48	36.21	38.02	39.92	41.91
Librarian	30.90	32.45	34.07	35.77	37.56
Librarian Assistant	27.10	28.46	29.88	31.38	32.95
Library Clerk	19.32	20.29	21.30	22.36	23.48
Library Graphics Specialist	27.39	28.76	30.20	31.71	33.29
Library Page	16.00	16.80	17.64		
Library Technician	24.17	25.38	26.65	27.98	29.38
Maintenance Worker Trainee	15.00				
Management Assistant	30.24	31.75	33.34	35.01	36.76
Office Aide	15.00	15.75	16.54		
Office Assistant I	19.32	20.29	21.30	22.36	23.48
Office Assistant II	21.25	22.31	23.43	24.60	25.83
Office Clerk	15.00				
Recreation Aide	15.00				
Recreation Coordinator	31.42	32.99	34.64	36.37	38.19
Recreation Leader	16.00	16.80	17.64	18.52	19.45
Recreation Specialist	21.00	22.05	23.15	24.31	25.53
Senior Librarian Assistant	28.68	30.11	31.62	33.20	34.86
Senior Library Page	17.00	17.85	18.74		
Senior Office Assistant	23.38	24.55	25.77	27.06	28.41
Senior Recreation Leader	17.00	17.85	18.74	19.68	20.66