| Non-Union Pay Plan (Rating Order) 7/1/2019 | |
|---|---|
| **Position Title** | **DBM Rating** |
| **Hourly Positions** | |
| Administrative Assistant | B 21 |
| Administrative Officer I | B 23 |
| Executive Assistant | B 23 |
| Administrative Officer II | B 24 |
| Human Resources Assistant | B 24 |
| Paralegal/Legal Assistant | B 24 |
| Senior Administrative Officer I | B 24 |
| Senior Executive Assistant | B 24 |
| Sustainability Associate | B 24 |
| Assistant Purchasing Manager | B 25 |
| Benefits Associate | B 25 |
| Litigation Paralegal | B 25 |
| Safety and Training Administrator | B 25 |
| Safety and Training Officer | B 25 |
| Senior Administrative Officer II | B 25 |
| Senior Human Services Counselor I | B 25 |
| Senior Human Services Counselor II | B 32 |
| **Salaried Positions** | |
| Food Service Manager | C 41 |
| Marketing Communications Manager | C 41 |
| Outreach & Initiatives Coordinator | C 41 |
| Principal Administrative Officer I | C 41 |
| Program Coordinator | C 41 |
| Business Development Representative | C 42 |
| Director Environmental Services | C 42 |
| Director of Operations | C 42 |
| Director of Project Management | C 42 |
| Golf Course Superintendent | C 42 |
| Ice Arena Manager | C 42 |
| Network Engineer | C 42 |
| Police Planning/Research Coordinator | C 42 |
| Programmer-Analyst | C 42 |
| RSD | C 42 |
| Solid Waste Manager | C 42 |

| Position Title | DBM Rating |
|---|---|
| Substance Use Disorder Liaison | C 42 |
| Waterfront Coordinator | C 42 |
| | |
| Airport Customer Experience Manager | C 43 |
| Airport Facilities Manager | C 43 |
| Airport Maintenance Manager | C 43 |
| Assistant to City Manager Constituent Services | C 43 |
| Behavioral Health Coordinator | C 43 |
| Emergency Management Coordinator | C 43 |
| GIS Manager | C 43 |
| MIS Coordinator | C 43 |
| Principal Administrative Officer II | C 43 |
| Principal Financial Officer | C 43 |
| SQL Database Administrator | C 43 |
| Sustainability Coordinator | C 43 |
| | |
| Assistant Treasurer | C 44 |
| Budget Analyst | C 44 |
| Deputy City Clerk | C 44 |
| Deputy Fire Chief | C 44 |
| Employment Services Manager | C 44 |
| Financial Administrator | C 44 |
| Golf Course Manager | C 44 |
| HCD Compliance Officer | C 44 |
| Housing Program Manager | C 44 |
| Manager of Advancing Services | C 44 |
| Purchasing Manager | C 44 |
| Risk Manager | C 44 |
| Transportation Administrator | C 44 |
| Transportation Program Manager | C 44 |
| Workforce Diversity & Inclusion Specialist | C 44 |
| | |
| Director of Cemeteries & Project Management | C 45 |
| Director Office of Economic Opportunity | C 45 |
| | |
| Assistant Controller | C 51 |
| Assistant Director Nursing Services | C 51 |
| Assistant Recreation Director | C 51 |
| Director Life Enrichment and Volunteers | C 51 |
| Director Nutrition & Central Medical Supply | C 51 |
| Director of Elder Affairs | C 51 |
| Director Social Services/Admissions (Barron Center) | C 51 |
| Financial Manager | C 51 |

**Note: Grades C44 to D72 earn 3 weeks of vacation at time of hire.**

| Position Title | DBM Rating |
|---|---|
| Payroll Manager | C 51 |
| Program Manager (PH/SS) | C 51 |
| Program Manager-Shelter Administrator | C 51 |
| | |
| Development Review Service Manager | C 52 |
| Director of Special Projects | C 52 |
| Survey/GIS/Archives Manager | C 52 |
| | |
| Airport Deputy Director-Finance & Administration | D 61 |
| Director of Innovation & Performance Management | D 61 |
| Director Occupational Health & Safety | D 61 |
| Director of Public Buildings | D 61 |
| Director Public Assembly Facilities | D 61 |
| Division Fire Chief | D 61 |
| Emergency Communications Director | D 61 |
| Fleet Manager | D 61 |
| HCD Service Director | D 61 |
| Intake & Review Manager | D 61 |
| Licensing & Housing Safety Manager | D 61 |
| Public Works Operations Manager | D 61 |
| Transportation System Engineer | D 61 |
| | |
| Airport Deputy Director Engineering & Facilities | D 62 |
| Airport Deputy Director Operations & Maintenance | D 62 |
| Benefits Manager | D 62 |
| Controller | D 62 |
| Engineering Manager | D 62 |
| Planning Division Director | D 62 |
| Treasurer | D 62 |
| Water Resources Manager | D 62 |
| | |
| Director of Nursing | D 63 |
| Public Health Administrator | D 63 |
| Social Services Administrator | D 63 |
| | |
| Police Major | D 64 |
| | |
| Associate Corporate Counsel | D 65 |
| Neighborhood Prosecutor | D 65 |
| Police Commander | D 65 |
| Police Legal Advisor | D 65 |
| | |
| Assistant Airport Director | D 72 |
| Assistant Fire Chief | D 72 |
| Assistant IT Manager | D 72 |

| Position Title | DBM Rating |
|---|---|
| Assistant Police Chief | D 72 |
| Deputy Director of Human Resources | D 72 |
| Deputy Director of Parks, Recreation & Facilities | D 72 |
| Deputy Director of Public Works | D 72 |
| Deputy Finance Director | D 72 |
| | |
| Director Communication & Digital Services | E 81 |
| Economic Development Director | E 81 |
| Parking Division Director | E 81 |
| Tax Assessor | E 81 |
| | |
| Director of Human Resources | E 82 |
| Director of Permitting & Inspections | E 82 |
| Director of Planning & Development | E 82 |
| Long Term Care Administrator (Barron Center) | E 82 |
| | |
| Airport Director | E 83 |
| Director of Health & Human Services | E 83 |
| Director of Information Technology | E 83 |
| Director of Public Works | E 83 |
| Director of Recreation & Facilities Management | E 83 |
| Finance Director | E 83 |
| Fire Chief | E 83 |
| Police Chief | E 83 |
| | |
| Assistant City Manager | E 92 |

# FY20

## NON-UNION BASE PAY PLAN

(07/07/19 - 06/30/20)

*Groups: 1100 & 2000* (01 & 02)

*COLA:* *2.50%*

| Tyler Grade / Step | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PAY GRADE | STEP | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | MAX 11 |
| B21 | Annual | 34,749 | 35,802 | 36,875 | 37,986 | 39,117 | 40,287 | 41,516 | 42,744 | 44,031 | 45,357 | 46,703 |
| 2002 | Weekly | 668.25 | 688.50 | 709.13 | 730.50 | 752.25 | 774.75 | 798.38 | 822.00 | 846.75 | 872.25 | 898.13 |
| | Hourly | 17.82 | 18.36 | 18.91 | 19.48 | 20.06 | 20.66 | 21.29 | 21.92 | 22.58 | 23.26 | 23.95 |
| B22 | Annual | 37,908 | 39,059 | 40,229 | 41,438 | 42,666 | 43,953 | 45,279 | 46,625 | 48,029 | 49,472 | 50,973 |
| --- | Weekly | 729.00 | 751.13 | 773.63 | 796.88 | 820.50 | 845.25 | 870.75 | 896.63 | 923.63 | 951.38 | 980.25 |
| | Hourly | 19.44 | 20.03 | 20.63 | 21.25 | 21.88 | 22.54 | 23.22 | 23.91 | 24.63 | 25.37 | 26.14 |
| B23 | Annual | 41,067 | 42,315 | 43,583 | 44,889 | 46,235 | 47,619 | 49,043 | 50,525 | 52,026 | 53,586 | 55,205 |
| 2004 | Weekly | 789.75 | 813.75 | 838.13 | 863.25 | 889.13 | 915.75 | 943.13 | 971.63 | 1,000.50 | 1,030.50 | 1,061.63 |
| | Hourly | 21.06 | 21.70 | 22.35 | 23.02 | 23.71 | 24.42 | 25.15 | 25.91 | 26.68 | 27.48 | 28.31 |
| B24 | Annual | 45,026 | 46,391 | 47,775 | 49,218 | 50,681 | 52,202 | 53,762 | 55,380 | 57,038 | 58,773 | 60,528 |
| 2006 | Weekly | 865.88 | 892.13 | 918.75 | 946.50 | 974.63 | 1,003.88 | 1,033.88 | 1,065.00 | 1,096.88 | 1,130.25 | 1,164.00 |
| | Hourly | 23.09 | 23.79 | 24.50 | 25.24 | 25.99 | 26.77 | 27.57 | 28.40 | 29.25 | 30.14 | 31.04 |
| B31 | Annual | 45,026 | 46,391 | 47,775 | 49,218 | 50,681 | 52,202 | 53,762 | 55,380 | 57,038 | 58,773 | 60,528 |
| --- | Weekly | 865.88 | 892.13 | 918.75 | 946.50 | 974.63 | 1,003.88 | 1,033.88 | 1,065.00 | 1,096.88 | 1,130.25 | 1,164.00 |
| | Hourly | 23.09 | 23.79 | 24.50 | 25.24 | 25.99 | 26.77 | 27.57 | 28.40 | 29.25 | 30.14 | 31.04 |
| B25 | Annual | 49,764 | 51,266 | 52,806 | 54,386 | 56,024 | 57,701 | 59,417 | 61,230 | 63,044 | 64,935 | 66,905 |
| 2008 | Weekly | 957.00 | 985.88 | 1,015.50 | 1,045.88 | 1,077.38 | 1,109.63 | 1,142.63 | 1,177.50 | 1,212.38 | 1,248.75 | 1,286.63 |
| | Hourly | 25.52 | 26.29 | 27.08 | 27.89 | 28.73 | 29.59 | 30.47 | 31.40 | 32.33 | 33.30 | 34.31 |
| B32 | Annual | 49,764 | 51,266 | 52,806 | 54,386 | 56,024 | 57,701 | 59,417 | 61,230 | 63,044 | 64,935 | 66,905 |
| 2010 | Weekly | 957.00 | 985.88 | 1,015.50 | 1,045.88 | 1,077.38 | 1,109.63 | 1,142.63 | 1,177.50 | 1,212.38 | 1,248.75 | 1,286.63 |
| | Hourly | 25.52 | 26.29 | 27.08 | 27.89 | 28.73 | 29.59 | 30.47 | 31.40 | 32.33 | 33.30 | 34.31 |

| Tyler Grade / Step | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PAY GRADE | STEP | 1 | 2 | 3 | 4 | 5 | 6 | Control Point 7 | 8 | 9 | 10 | 11 | 12 | MAX 13 |
| C41 | Annual | 59,826 | 61,620 | 63,473 | 65,384 | 67,334 | 69,362 | 71,429 | | | | | | 85,313 |
| 2020 | Weekly | 1,150.50 | 1,185.00 | 1,220.63 | 1,257.38 | 1,294.88 | 1,333.88 | 1,373.63 | | | | | | 1,640.63 |
| | Hourly | 30.68 | 31.60 | 32.55 | 33.53 | 34.53 | 35.57 | 36.63 | | | Open Range | | | 43.75 |
| C42 | Annual | 62,829 | 64,701 | 66,632 | 68,640 | 70,688 | 72,833 | 75,017 | | | | | | 89,564 |
| 2022 | Weekly | 1,208.25 | 1,244.25 | 1,281.38 | 1,320.00 | 1,359.38 | 1,400.63 | 1,442.63 | | | | | | 1,722.38 |
| | Hourly | 32.22 | 33.18 | 34.17 | 35.20 | 36.25 | 37.35 | 38.47 | | | Open Range | | | 45.93 |
| C43 | Annual | 65,969 | 67,938 | 69,986 | 72,072 | 74,237 | 76,479 | 78,761 | | | | | | 94,049 |
| 2024 | Weekly | 1,268.63 | 1,306.50 | 1,345.88 | 1,386.00 | 1,427.63 | 1,470.75 | 1,514.63 | | | | | | 1,808.63 |
| | Hourly | 33.83 | 34.84 | 35.89 | 36.96 | 38.07 | 39.22 | 40.39 | | | Open Range | | | 48.23 |
| C44 | Annual | 69,576 | 71,663 | 73,808 | 76,031 | 78,312 | 80,652 | 83,070 | | | | | | 99,197 |
| 2026 | Weekly | 1,338.00 | 1,378.13 | 1,419.38 | 1,462.13 | 1,506.00 | 1,551.00 | 1,597.50 | | | | | | 1,907.63 |
| | Hourly | 35.68 | 36.75 | 37.85 | 38.99 | 40.16 | 41.36 | 42.60 | | | Open Range | | | 50.87 |
| C44/DC | Annual | 77,925 | 80,262 | 82,664 | 85,154 | 87,709 | 90,330 | 93,038 | | | | | | 111,100 |
| 42 hrs | Weekly | 1,498.56 | 1,543.50 | 1,589.70 | 1,637.58 | 1,686.72 | 1,737.12 | 1,789.20 | | | | | | 2,136.54 |
| 2028 | Hourly | 35.68 | 36.75 | 37.85 | 38.99 | 40.16 | 41.36 | 42.60 | | | Open Range | | | 50.87 |
| C51 | Annual | 69,576 | 71,663 | 73,808 | 76,031 | 78,312 | 80,652 | 83,070 | | | | | | 99,197 |
| 2032 | Weekly | 1,338.00 | 1,378.13 | 1,419.38 | 1,462.13 | 1,506.00 | 1,551.00 | 1,597.50 | | | | | | 1,907.63 |
| | Hourly | 35.68 | 36.75 | 37.85 | 38.99 | 40.16 | 41.36 | 42.60 | | | Open Range | | | 50.87 |
| C45 | Annual | 74,588 | 76,830 | 79,151 | 81,510 | 83,967 | 86,483 | 89,057 | | | | | | 106,353 |
| 2030 | Weekly | 1,434.38 | 1,477.50 | 1,522.13 | 1,567.50 | 1,614.75 | 1,663.13 | 1,712.63 | | | | | | 2,045.25 |
| | Hourly | 38.25 | 39.40 | 40.59 | 41.80 | 43.06 | 44.35 | 45.67 | | | Open Range | | | 54.54 |
| C52 | Annual | 74,588 | 76,830 | 79,151 | 81,510 | 83,967 | 86,483 | 89,057 | | | | | | 106,353 |
| 2034 | Weekly | 1,434.38 | 1,477.50 | 1,522.13 | 1,567.50 | 1,614.75 | 1,663.13 | 1,712.63 | | | | | | 2,045.25 |
| | Hourly | 38.25 | 39.40 | 40.59 | 41.80 | 43.06 | 44.35 | 45.67 | | | Open Range | | | 54.54 |

# FY20

## NON-UNION BASE PAY PLAN

(07/07/19 - 06/30/20)

*Groups: 1100 & 2000* (01 & 02)

*COLA:* *2.50%*

| Tyler Grade / Step | | 0 | 1 | 2 | 3 | 4 | 5 | 6 Control Point | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PAY GRADE | STEP | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | MAX 13 |
| D61 | Annual | 79,073 | 81,432 | 83,870 | 86,385 | 88,979 | 91,670 | 94,400 | | | | | | 112,730 |
| 2040 | Weekly | 1,520.63 | 1,566.00 | 1,612.88 | 1,661.25 | 1,711.13 | 1,762.88 | 1,815.38 | | | | | | 2,167.88 |
| | Hourly | 40.55 | 41.76 | 43.01 | 44.30 | 45.63 | 47.01 | 48.41 | | | Open Range | | | 57.81 |
| D62 | Annual | 83,012 | 85,508 | 88,062 | 90,695 | 93,444 | 96,233 | 99,119 | | | | | | 118,365 |
| 2042 | Weekly | 1,596.38 | 1,644.38 | 1,693.50 | 1,744.13 | 1,797.00 | 1,850.63 | 1,906.13 | | | | | | 2,276.25 |
| | Hourly | 42.57 | 43.85 | 45.16 | 46.51 | 47.92 | 49.35 | 50.83 | | | Open Range | | | 60.70 |
| D63 | Annual | 87,165 | 89,778 | 92,489 | 95,238 | 98,105 | 101,049 | 104,072 | | | | | | 124,274 |
| 2044 | Weekly | 1,676.25 | 1,726.50 | 1,778.63 | 1,831.50 | 1,886.63 | 1,943.25 | 2,001.38 | | | | | | 2,389.88 |
| | Hourly | 44.70 | 46.04 | 47.43 | 48.84 | 50.31 | 51.82 | 53.37 | | | Open Range | | | 63.73 |
| D64 | Annual | 91,943 | 94,692 | 97,539 | 100,484 | 103,467 | 106,587 | 109,785 | | | | | | 131,099 |
| 2047 | Weekly | 1,768.13 | 1,821.00 | 1,875.75 | 1,932.38 | 1,989.75 | 2,049.75 | 2,111.25 | | | | | | 2,521.13 |
| | Hourly | 47.15 | 48.56 | 50.02 | 51.53 | 53.06 | 54.66 | 56.30 | | | Open Range | | | 67.23 |
| D71 | Annual | 91,943 | 94,692 | 97,539 | 100,484 | 103,467 | 106,587 | 109,785 | | | | | | 131,099 |
| --- | Weekly | 1,768.13 | 1,821.00 | 1,875.75 | 1,932.38 | 1,989.75 | 2,049.75 | 2,111.25 | | | | | | 2,521.13 |
| | Hourly | 47.15 | 48.56 | 50.02 | 51.53 | 53.06 | 54.66 | 56.30 | | | Open Range | | | 67.23 |
| D65 | Annual | 98,573 | 101,537 | 104,579 | 107,718 | 110,955 | 114,290 | 117,702 | | | | | | 140,556 |
| 2045 | Weekly | 1,895.63 | 1,952.63 | 2,011.13 | 2,071.50 | 2,133.75 | 2,197.88 | 2,263.50 | | | | | | 2,703.00 |
| | Hourly | 50.55 | 52.07 | 53.63 | 55.24 | 56.90 | 58.61 | 60.36 | | | Open Range | | | 72.08 |
| D72 | Annual | 98,573 | 101,537 | 104,579 | 107,718 | 110,955 | 114,290 | 117,702 | | | | | | 140,556 |
| 2048 | Weekly | 1,895.63 | 1,952.63 | 2,011.13 | 2,071.50 | 2,133.75 | 2,197.88 | 2,263.50 | | | | | | 2,703.00 |
| | Hourly | 50.55 | 52.07 | 53.63 | 55.24 | 56.90 | 58.61 | 60.36 | | | Open Range | | | 72.08 |
| E81 | Annual | 104,481 | 107,621 | 110,858 | 114,173 | 117,585 | 121,134 | 124,761 | | | | | | 148,961 |
| 1101 | Weekly | 2,009.25 | 2,069.63 | 2,131.88 | 2,195.63 | 2,261.25 | 2,329.50 | 2,399.25 | | | | | | 2,864.63 |
| | Hourly | 53.58 | 55.19 | 56.85 | 58.55 | 60.30 | 62.12 | 63.98 | | | Open Range | | | 76.39 |
| E82 | Annual | 109,707 | 112,983 | 116,396 | 119,886 | 123,455 | 127,179 | 131,001 | | | | | | 156,410 |
| 1102 | Weekly | 2,109.75 | 2,172.75 | 2,238.38 | 2,305.50 | 2,374.13 | 2,445.75 | 2,519.25 | | | | | | 3,007.88 |
| | Hourly | 56.26 | 57.94 | 59.69 | 61.48 | 63.31 | 65.22 | 67.18 | | | Open Range | | | 80.21 |
| E83 | Annual | 115,187 | 118,638 | 122,207 | 125,853 | 129,636 | 133,536 | 137,534 | | | | | | 164,229 |
| 1103 | Weekly | 2,215.13 | 2,281.50 | 2,350.13 | 2,420.25 | 2,493.00 | 2,568.00 | 2,644.88 | | | | | | 3,158.25 |
| | Hourly | 59.07 | 60.84 | 62.67 | 64.54 | 66.48 | 68.48 | 70.53 | | | Open Range | | | 84.22 |
| E84 | Annual | 121,505 | 125,151 | 128,895 | 132,776 | 136,754 | 140,849 | 145,080 | | | | | | 173,238 |
| --- | Weekly | 2,336.63 | 2,406.75 | 2,478.75 | 2,553.38 | 2,629.88 | 2,708.63 | 2,790.00 | | | | | | 3,331.50 |
| | Hourly | 62.31 | 64.18 | 66.10 | 68.09 | 70.13 | 72.23 | 74.40 | | | Open Range | | | 88.84 |
| E91 | Annual | 121,505 | 125,151 | 128,895 | 132,776 | 136,754 | 140,849 | 145,080 | | | | | | 173,238 |
| --- | Weekly | 2,336.63 | 2,406.75 | 2,478.75 | 2,553.38 | 2,629.88 | 2,708.63 | 2,790.00 | | | | | | 3,331.50 |
| | Hourly | 62.31 | 64.18 | 66.10 | 68.09 | 70.13 | 72.23 | 74.40 | | | Open Range | | | 88.84 |
| E85 | Annual | 130,280 | 134,180 | 138,216 | 142,350 | 146,621 | 151,028 | 155,552 | | | | | | 185,738 |
| --- | Weekly | 2,505.38 | 2,580.38 | 2,658.00 | 2,737.50 | 2,819.63 | 2,904.38 | 2,991.38 | | | | | | 3,571.88 |
| | Hourly | 66.81 | 68.81 | 70.88 | 73.00 | 75.19 | 77.45 | 79.77 | | | Open Range | | | 95.25 |
| E92 | Annual | 130,280 | 134,180 | 138,216 | 142,350 | 146,621 | 151,028 | 155,552 | | | | | | 185,738 |
| 1104 | Weekly | 2,505.38 | 2,580.38 | 2,658.00 | 2,737.50 | 2,819.63 | 2,904.38 | 2,991.38 | | | | | | 3,571.88 |
| | Hourly | 66.81 | 68.81 | 70.88 | 73.00 | 75.19 | 77.45 | 79.77 | | | Open Range | | | 95.25 |