

FY 2022 - AFSCME Job Titles / Wage Information (4.5%)
100 Series Bargaining Unit

Effective 6/27/21

Job Title	Pay Grade	Entry	1 Year	3 year
ADVANCED METER INFRASTRUCTURE TECH I	17	18.03	20.28	23.73
ADVANCED METER INFRASTRUCTURE TECH II	19	19.72	22.19	25.95
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR I	16	16.99	19.11	22.37
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR II	17	18.03	20.28	23.73
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR III	18	19.15	21.56	25.22
AIRFIELD MAINTENANCE EQUIPMENT OPERATOR IV	20	20.93	23.55	27.56
AIRPORT LANDSIDE OPERATIONS OFFICER	18	19.15	21.56	25.22
AIRPORT LEAD SIGN TECHNICIAN	21	22.22	24.99	29.23
AIRPORT MAINTENANCE ELECTRICIAN I	17	18.03	20.28	23.73
AIRPORT MAINTENANCE ELECTRICIAN II	18	19.15	21.56	25.22
AIRPORT MAINTENANCE ELECTRICIAN III	20	20.93	23.55	27.56
AIRPORT MAINTENANCE ELECTRICIAN IV	22	22.93	25.80	30.17
AIRPORT OPERATIONS SPECIALIST - GROUND TRANSPORTATION *	18	19.15	21.56	25.22
ARBORIST CREW FOREMAN *	21	22.22	24.99	29.23
ARBORIST I	18	19.15	21.56	25.22
ARBORIST II	19	19.72	22.19	25.95
ARBORIST III	21	22.22	24.99	29.23
ASPHALT EQUIPMENT OPERATOR I	16	16.99	19.11	22.37
ASPHALT EQUIPMENT OPERATOR II	18	19.15	21.56	25.22
BEAUTIFICATION MAINTENANCE WORKER I	12	14.25	16.03	18.77
BEAUTIFICATION MAINTENANCE WORKER II	13	15.09	16.97	19.86
CARPENTER I	18	19.15	21.56	25.22
CARPENTER II	20	20.33	22.85	26.72
CEMETERY EQUIPMENT OPERATOR	17	17.51	19.70	23.03
CENTRAL CONTROL IRRIGATION SPECIALIST *	20	20.33	22.85	26.72
COMPLIANCE ENFORCEMENT OFFICER	18	19.15	21.56	25.22
CONCRETE FINISHER	20	20.93	23.55	27.56
CONCRETE SAW & GRINDER OPERATOR	18	19.15	21.56	25.22
CONTAINER SERVICE WORKER	14	15.56	17.50	20.47
CUSTODIAN II	11	13.40	15.07	17.63
DRAINAGE MAINTENANCE WORKER I	16	16.99	19.11	22.37
DRAINAGE MAINTENANCE WORKER II	17	18.03	20.28	23.73
DRAINAGE MAINTENANCE WORKER III	19	19.72	22.19	25.95
EQUIPMENT OPERATOR	17	17.51	19.70	23.03
FACILITIES BUILDING MAINTENANCE WORKER	15	16.50	18.57	21.70
FACILITIES BUILDING MAINTENANCE WORKER SENIOR	18	19.15	21.56	25.22
FACILITIES MAINTENANCE CONTRACTS SENIOR REPAIR TECH	19	19.72	22.19	25.95
FLEET BODY REPAIR/PAINTER	20	20.33	22.85	26.72
FLEET MAINTENANCE COORDINATOR	18	19.15	21.56	25.22
FLEET MECHANIC	20	20.93	23.55	27.56
FLEET MECHANIC TRAINEE	16	16.99	19.11	22.37
FLEET PARTS DELIVERY DRIVER	11	13.40	15.07	17.63
FLEET SERVICES WORKER	15	16.01	18.01	21.06
FLORIST II	16	16.99	19.11	22.37
FLORIST III	17	18.03	20.28	23.73
GENERAL MAINTENANCE WORKER I	13	15.09	16.97	19.86
GENERAL MAINTENANCE WORKER II	16	16.99	19.11	22.37
GENERAL MAINTENANCE WORKER III	18	19.15	21.56	25.22
GRAFFITI RESPONSE FIELD TECHNICIAN	16	16.99	19.11	22.37
HVAC TECHNICIAN I	20	20.93	23.55	27.56
HVAC TECHNICIAN II	21	22.22	24.99	29.23

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IRRIGATION OPERATOR I	15	16.01	18.01	21.06
IRRIGATION OPERATOR II	17	18.03	20.28	23.73
LANDSCAPE RESTORATION LEAD WORKER	17	18.03	20.28	23.73
LEAD BUILDING MAINTENANCE TECH	21	21.59	24.29	28.39
LEAD COMPLIANCE ENFORCEMENT OFFICER	20	20.33	22.85	26.72
LEAD EQUIPMENT OPERATOR	19	19.72	22.19	25.95
LEAD HVAC TECHNICIAN *	22	22.93	25.80	30.17
LEAD WATERSHED RANGER *	21	21.59	24.29	28.39
MAINTENANCE SPECIALIST I *	17	18.03	20.28	23.73
MAINTENANCE SPECIALIST II *	19	19.72	22.19	25.95
MAINTENANCE SPECIALIST III *	21	21.59	24.29	28.39
MAINTENANCE ELECTRICIAN I	17	18.03	20.28	23.73
MAINTENANCE ELECTRICIAN II	18	19.15	21.56	25.22
MAINTENANCE ELECTRICIAN III	20	20.93	23.55	27.56
MAINTENANCE ELECTRICIAN IV	22	22.93	25.80	30.17
METAL FABRICATION TECHNICIAN	22	22.93	25.80	30.17
PAINTER I	18	19.15	21.56	25.22
PAINTER II	20	20.33	22.85	26.72
PARKS GROUNDSKEEPER	12	14.25	16.03	18.77
PARTS WAREHOUSE SUPPORT WORKER FLEET *	14	15.56	17.50	20.47
PLUMBER APPRENTICE	18	18.59	20.89	24.44
PLUMBER I	20	20.33	22.85	26.72
PLUMBER II	21	21.59	24.29	28.39
PUMPS MAINTENANCE TECHNICIAN	18	19.15	21.56	25.22
SANITATION ENFORCEMENT LEAD	19	19.72	22.19	25.95
SANITATION ENFORCEMENT SPECIALIST	15	16.50	18.57	21.70
SANITATION PERMIT COORDINATOR	20	20.33	22.85	26.72
SENIOR ASPHALT EQUIPMENT OPERATOR	20	20.93	23.55	27.56
SENIOR BEAUTIFICATION MAINTENANCE WORKER	14	15.56	17.50	20.47
SENIOR EQUIPMENT OPERATOR *	19	19.72	22.19	25.95
SENIOR FACILITIES BUILDING MAINTENANCE WORKER	18	19.15	21.56	25.22
SENIOR FACILITIES LANDSCAPER	16	16.99	19.11	22.37
SENIOR FLEET MECHANIC	21	21.59	24.29	28.39
SENIOR FLORIST	18	19.15	21.56	25.22
SENIOR IRRIGATION OPERATOR	20	20.93	23.55	27.56
SENIOR NATURAL RESOURCE TECHNICIAN *	16	16.99	19.11	22.37
SENIOR PARKS GROUNDSKEEPER	16	16.99	19.11	22.37
SENIOR PUMPS MAINTENANCE TECHNICIAN	20	20.93	23.55	27.56
SENIOR UTILITY LOCATOR	19	19.72	22.19	25.95
SENIOR WATER DISTRIBUTION SYSTEM OPERATOR	21	22.22	24.99	29.23
SENIOR WATER METER TECHNICIAN*	21	22.22	24.99	29.23
SENIOR WATER SYSTEM MAINTENANCE OPERATOR	21	22.22	24.99	29.23
SPRINKLER IRRIGATION TECH I	16	16.99	19.11	22.37
SPRINKLER IRRIGATION TECH II	18	18.59	20.89	24.44
SPRINKLER IRRIGATION TECH III	20	20.33	22.85	26.72
STREETS MAINTENANCE LEAD	21	22.22	24.99	29.23
STREETS RESPONSE TEAM I	18	18.59	20.89	24.44
STREETS RESPONSE TEAM II	19	19.72	22.19	25.95
STREETS RESPONSE TEAM LEAD	21	21.59	24.29	28.39
TRAFFIC MAINTENANCE LEAD	21	21.59	24.29	28.39
TRAFFIC MAINTENANCE OPERATOR I	16	16.99	19.11	22.37

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TRAFFIC MAINTENANCE OPERATOR II	18	18.59	20.89	24.44
UTILITY LOCATOR-PUBLIC UTILITIES	17	18.03	20.28	23.73
WASTE & RECYCLING EDUCATION SPECIALIST *	15	16.01	18.01	21.06
WASTE & RECYCLING EQUIPMENT OPERATOR I *	16	16.99	19.11	22.37
WASTE & RECYCLING EQUIPMENT OPERATOR II *	18	18.59	20.89	24.44
WASTE & RECYCLING PERMIT COORDINATOR *	19	19.72	22.19	25.95
WASTE & RECYCLING PROGRAM LEAD *	20	20.93	23.55	27.56
WASTEWATER COLLECT MAINTENANCE WORKER LEAD	21	22.22	24.99	29.23
WASTEWATER COLLECTION MAINTENANCE TRAINEE	16	16.99	19.11	22.37
WASTEWATER COLLECTION MAINTENANCE WORKER I	17	18.03	20.28	23.73
WASTEWATER COLLECTION MAINTENANCE WORKER II	19	19.72	22.19	25.95
WASTEWATER LIFT STATION LEAD WORKER	20	20.93	23.55	27.56
WASTEWATER LIFT STATION WORKER	18	18.59	20.89	24.44
WASTEWATER PLANT MAINTENANCE OPERATOR I	15	16.01	18.01	21.06
WASTEWATER PLANT MAINTENANCE OPERATOR II	17	18.03	20.28	23.73
WASTEWATER PLANT MAINTENANCE OPERATOR III	20	20.33	22.85	26.72
WASTEWATER PLANT MAINTENANCE OPERATOR IV	21	22.22	24.99	29.23
WASTEWATER PREVENTIVE MAINTENANCE WORKER	19	19.72	22.19	25.95
WATER DISTRIBUTION SYSTEM OPERATOR I	19	19.72	22.19	25.95
WATER DISTRIBUTION SYSTEM OPERATOR II	20	20.33	22.85	26.72
WATER DISTRIBUTION VALVE OPERATOR	15	16.50	18.57	21.70
WATER DISTRIBUTION VALVE OPERATOR TRAINEE	13	15.09	16.97	19.86
WATER MAINTENANCE SUPPORT WORKER	14	15.56	17.50	20.47
WATER METER READER I	13	14.69	16.53	19.33
WATER METER READER II	14	15.56	17.50	20.47
WATER METER READER III	18	18.59	20.89	24.44
WATER METER TECHNCIAN I	16	16.99	19.11	22.37
WATER METER TECHNICIAN II	18	18.59	20.89	24.44
WATER METER TECHNICIAN III	19	19.72	22.19	25.95
WATER PLANT OPERATOR I	18	18.59	20.89	24.44
WATER PLANT OPERATOR II	21	22.22	24.99	29.23
WATER RECLAMATION FACILITY OPERATOR I	18	19.15	21.56	25.22
WATER RECLAMATION FACILITY OPERATOR II	20	20.93	23.55	27.56
WATER RECLAMATION FACILITY OPERATOR III	21	22.22	24.99	29.23
WATER SYSTEM MAINTENANCE OPERATOR I	17	18.03	20.28	23.73
WATER SYSTEM MAINTENANCE OPERATOR II	19	19.72	22.19	25.95
WATERSHED RANGER	19	19.72	22.19	25.95

* = New job title

FY 2022 - AFSCME Job Titles / Wage Information (4.5%)
200 Series Bargaining Unit

Effective 6/27/21

Job Title	Pay Grade	Entry	1 Year	4 Year	6 Year	8 Year
ACCESS CONTROL SPECIALIST	15	16.80	17.99	20.40	21.59	25.25
AIRPORT OPERATIONS COORDINATOR I	15	16.20	17.36	19.68	20.83	24.37
AIRPORT OPERATIONS COORDINATOR II	16	17.87	19.13	21.69	22.96	26.86
AIRPORT OPERATIONS LEAD COORDINATOR	18	19.18	20.56	23.29	24.65	28.85
AIRPORT OPERATIONS SECURITY SPECIALIST	17	18.48	19.79	22.44	23.76	27.78
BUILDING INSPECTOR I	19	20.59	22.06	25.01	26.47	30.97
BUSINESS LICENSE ENFORCEMENT OFFICER	17	18.48	19.79	22.44	23.76	27.78
BUSINESS LICENSING PROCESSOR I	14	15.65	16.76	19.02	20.13	23.54
BUSINESS LICENSING PROCESSOR II	16	17.87	19.13	21.69	22.96	26.86
CITY PAYMENTS PROCESSOR	15	16.80	17.99	20.40	21.59	25.25
CIVIL ENFORCEMENT OFFICER I	17	18.48	19.79	22.44	23.76	27.78
CIVIL ENFORCEMENT OFFICER II	19	20.59	22.06	25.01	26.47	30.97
CONTRACTS PROCESS COORDINATOR	17	18.48	19.79	22.44	23.76	27.78
CONTRACTS TECHNICIAN	15	16.80	17.99	20.40	21.59	25.25
CROSS CONNECTION CONTROL INSPECTOR	17	18.48	19.79	22.44	23.76	27.78
CROSSING GUARD COORDINATOR*	13	15.12	16.20	18.36	19.44	22.75
CUSTOMER SERVICE ACCOUNTS COLLECTOR/INVESTIGATOR	18	19.18	20.56	23.29	24.65	28.85
HEARING OFFICER REFEREE COORD I	15	16.20	17.36	19.68	20.83	24.37
HEARING OFFICER REFEREE COORD II	18	19.18	20.56	23.29	24.65	28.85
JUDICIAL ASSISTANT I	15	16.80	17.99	20.40	21.59	25.25
JUDICIAL ASSISTANT II	16	17.87	19.13	21.69	22.96	26.86
JUDICIAL ASSISTANT III	17	18.48	19.79	22.44	23.76	27.78
LEAD HEARING OFFICER REFEREE COORDINATOR	19	20.59	22.06	25.01	26.47	30.97
LEAD JUDICIAL ASSISTANT	19	20.59	22.06	25.01	26.47	30.97
OFFICE TECHNICIAN I	12	14.59	15.63	17.71	18.76	21.95
OFFICE TECHNICIAN II	15	16.20	17.36	19.68	20.83	24.37
PARTS WAREHOUSE SUPPORT WORKER - FLEET	14	15.65	16.76	19.02	20.13	23.54
PERMIT PROCESSOR I	14	15.65	16.76	19.02	20.13	23.54
PERMIT PROCESSOR II	16	17.87	19.13	21.69	22.96	26.86
POLICE INFORMATION SPECIALIST	13	15.12	16.20	18.36	19.44	22.75
PRETREATMENT SENIOR SAMPLER/INSPECTOR	19	20.59	22.06	25.01	26.47	30.97
PROGRAM ASSISTANT	13	15.12	16.20	18.36	19.44	22.75
PUBLIC SAFETY DISPATCHER*	16	17.87	19.13	21.69	22.96	26.86
QUALITY ASSURANCE SAMPLER - CULINARY WATER	15	16.20	17.36	19.68	20.83	24.37
QUALITY ASSURANCE SENIOR SAMPLER - CULINARY WATER	17	18.48	19.79	22.44	23.76	27.78
QUARTERMASTER TECHNICIAN	15	16.80	17.99	20.40	21.59	25.25
RECEPTIONIST	10	13.06	13.97	15.85	16.77	19.63
SENIOR COMMUNICATIONS COORDINATOR	15	16.20	17.36	19.68	20.83	24.37
SENIOR POLICE INFORMATION SPECIALIST	15	16.80	17.99	20.40	21.59	25.25
SENIOR PUBLIC SAFETY DISPATCHER*	18	19.18	20.56	23.29	24.65	28.85
SENIOR SECRETARY	15	16.20	17.36	19.68	20.83	24.37
SENIOR UTILITIES REPRESENTATIVE - ALL TYPES including BILLING/ CONTRACTS/ CUSTOMER SVC/ OFFICE TECH	15	16.20	17.36	19.68	20.83	24.37
SENIOR UTILITIES REPRESENTATIVE - GENERALIST	15	16.80	17.99	20.40	21.59	25.25
SENIOR WAREHOUSE OPERATOR	15	16.80	17.99	20.40	21.59	25.25
UTILITIES DEVELOPMENT REVIEW SPECIALIST	16	17.87	19.13	21.69	22.96	26.86
UTILITIES REPRESENTATIVE II - All types including BILLING/ CONTRACTS/ CUSTOMER SVC/ OFFICE TECH	12	14.59	15.63	17.71	18.76	21.95
UTILITIES REPRESENTATIVE I - All types including BILLING/ CONTRACTS/ CUSTOMER SVC/ OFFICE TECH	10	13.06	13.97	15.85	16.77	19.63
WAREHOUSE OFFICE TECHNICIAN II	15	16.20	17.36	19.68	20.83	24.37
WAREHOUSE SUPPORT WORKER - AIRPORT/ FLEET	14	15.65	16.76	19.02	20.13	23.54

* = New job title

FY 2022 - AFSCME Job Titles / Wage Information (4.5%)

Effective 6/27/21

330 Series Bargaining Unit

Job Title	Pay Grade	Entry	2 year	4 year	6 year
ADMINISTRATIVE SECRETARY I	18	19.51	20.65	21.81	24.15
AIRFIELD MAINTENANCE ELECTRICIAN	25	27.11	28.71	30.31	33.58
AIRPORT ENGINEERING RECORDS PROGRAM SPECIALIST	20	21.23	22.48	23.73	26.29
AIRPORT OPERATIONS SPECIALIST - AIRFIELD	23	24.59	26.03	27.48	30.44
AIRPORT OPERATIONS SPECIALIST - TERMINALS	23	24.59	26.03	27.48	30.44
AIRPORT PROCUREMENT SPECIALIST	21	22.30	23.62	24.92	27.62
ARCHITECTURAL ASSOCIATE III	23	24.59	26.03	27.48	30.44
ARCHITECTURAL ASSOCIATE IV	24	25.82	27.34	28.85	31.97
BUILDING INSPECTOR II	24	25.82	27.34	28.85	31.97
BUILDING INSPECTOR III	27	29.89	31.63	33.40	37.01
COMMUNICATION AND GIS COORDINATOR*	18	19.51	20.65	21.81	24.15
CRIME SCENE TECHNICIAN I	16	17.64	18.70	19.73	21.86
CRIME SCENE TECHNICIAN II	19	20.33	21.52	22.72	25.17
CROSS CONNECTION CONTROL TECHNICIAN*	21	22.30	23.62	24.92	27.62
DEVELOPMENT REVIEW PLANNER I	21	22.30	23.62	24.92	27.62
DEVELOPMENT REVIEW PLANNER II	25	27.11	28.71	30.31	33.58
ENGINEERING CONTRACTS COORD - PUBLIC UTILITIES	22	23.42	24.81	26.18	29.00
ENGINEERING INFORMATION AND RECORDS SPECIALIST	20	21.23	22.48	23.73	26.29
ENGINEERING TECHNICIAN II	19	20.33	21.52	22.72	25.17
ENGINEERING TECHNICIAN III	21	22.30	23.62	24.92	27.62
ENGINEERING TECHNICIAN IV	23	24.59	26.03	27.48	30.44
ENGINEERING TECHNICIAN V	24	25.82	27.34	28.85	31.97
ENVIRONMENTAL SPECIALIST II *	26	28.46	30.14	31.81	35.25
EVENTS COORDINATOR - RAC	21	22.30	23.62	24.92	27.62
EVENTS COORDINATOR - SORENSEN	21	22.30	23.62	24.92	27.62
EVIDENCE TECHNICIAN I	15	16.57	17.62	18.60	20.60
EVIDENCE TECHNICIAN II	18	19.51	20.65	21.81	24.15
FIRE PROTECTION ENGINEER	26	28.46	30.14	31.81	35.25
FLEET CUSTOMER SERVICE ADVISOR	19	20.33	21.52	22.72	25.17
FLEET MAINTENANCE COORD - PUBLIC UTILITIES	21	22.30	23.62	24.92	27.62
FORENSIC SCIENTIST I	23	24.59	26.03	27.48	30.44
FOREST AREA SERVICE COORDINATOR	22	23.42	24.81	26.18	29.00
GIS LEAK DETECTION SYSTEMS TECHNICIAN II	23	24.59	26.03	27.48	30.44
HOUSING & ZONING LEGAL INVESTIGATOR	27	29.89	31.63	33.40	37.01
HOUSING REHAB SPECIALIST I	23	24.59	26.03	27.48	30.44
HOUSING REHAB SPECIALIST II	25	27.11	28.71	30.31	33.58
LAB CHEMIST	24	25.82	27.34	28.85	31.97
LEAD FLEET CUSTOMER ADVISOR *	21	22.30	23.62	24.92	27.62
PARKING PAY STATION TECHNICIAN	21	22.30	23.62	24.92	27.62
PARKS USAGE COORDINATOR	21	22.30	23.62	24.92	27.62
PLANS EXAMINER I	25	27.11	28.71	30.31	33.58
PLANS EXAMINER II	26	28.46	30.14	31.81	35.25
PLANS EXAMNER III	27	29.89	31.63	33.40	37.01
POLICE FLEET SERVICES COORDINATOR	18	19.51	20.65	21.81	24.15
POLICE INTELLIGENCE SPECIALIST	21	22.30	23.62	24.92	27.62
POLICE SERVICES COORDINATOR	20	21.23	22.48	23.73	26.29

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Job Title	Pay Grade	Entry	2 year	4 year	6 year
PRETREATMENT INSPECTOR/PERMIT WRITER	23	24.59	26.03	27.48	30.44
PROJECT COORDINATOR III AIRPORT	22	23.42	24.81	26.18	29.00
PUBLIC UTILITIES RECORDS PROGRAM SPECIALIST	20	21.23	22.48	23.73	26.29
REAL ESTATE SERVICES PERMIT SPECIALIST *	21	22.30	23.62	24.92	27.62
SENIOR LAB ANALYST	21	22.30	23.62	24.92	27.62
SENIOR PLANS EXAMINER	29	32.97	34.91	36.85	40.83
SENIOR POLICE INTELLIGENCE SPECIALIST	23	24.59	26.03	27.48	30.44
SENIOR TRAFFIC TECHNICIAN I	21	22.30	23.62	24.92	27.62
SENIOR TRAFFIC TECHNICIAN II	23	24.59	26.03	27.48	30.44
SPECIAL EVENT PERMITS COORDINATOR *	21	22.30	23.62	24.92	27.62
STORMWATER QUALITY COORDINATOR	23	24.59	26.03	27.48	30.44
STORMWATER TECHNICIAN	21	22.30	23.62	24.92	27.62
TRAFFIC CONTROL CENTER OPERATOR I	21	22.30	23.62	24.92	27.62
TRAFFIC CONTROL CENTER OPERATOR II	23	24.59	26.03	27.48	30.44
TRAFFIC SIGNAL LEAD	24	25.82	27.34	28.85	31.97
TRAFFIC SIGNAL TECHNICIAN I	21	22.30	23.62	24.92	27.62
TRAFFIC SIGNAL TECHNICIAN II	23	24.59	26.03	27.48	30.44
TRAFFIC TECHNICIAN	19	20.33	21.52	22.72	25.17
UTILITIES PLANNER	24	25.82	27.34	28.85	31.97
VOLUNTEER & OUTREACH COORDINATOR *	19	20.33	21.52	22.72	25.17
WATER RECLAMATION PLANNER/SCHEDULER	23	24.59	26.03	27.48	30.44

* = New job title