

# Pay Class Structure

Grade	Title	Group	Step 1 Annually	Step 1 Monthly	Step 1 Hourly	Step 2 Annually	Step 2 Monthly	Step 2 Hourly	Step 3 Annually	Step 3 Monthly	Step 3 Hourly	Step 4 Annually	Step 4 Monthly	Step 4 Hourly	Step 5 Annually	Step 5 Monthly	Step 5 Hourly
8	Community Services Officer	OCEA	\$ 58,735.23	\$ 4,894.60	\$ 28.24	\$ 61,672.01	\$ 5,139.33	\$ 29.65	\$ 64,755.60	\$ 5,396.30	\$ 31.13	\$ 67,993.39	\$ 5,666.12	\$ 32.69	\$ 71,393.04	\$ 5,949.42	\$ 34.32
8	Maintenance Worker	OCEA	\$ 58,735.23	\$ 4,894.60	\$ 28.24	\$ 61,672.01	\$ 5,139.33	\$ 29.65	\$ 64,755.60	\$ 5,396.30	\$ 31.13	\$ 67,993.41	\$ 5,666.12	\$ 32.69	\$ 71,393.04	\$ 5,949.42	\$ 34.32
8	Recreation Specialist	OCEA	\$ 58,735.23	\$ 4,894.60	\$ 28.24	\$ 61,672.01	\$ 5,139.33	\$ 29.65	\$ 64,755.60	\$ 5,396.30	\$ 31.13	\$ 67,993.41	\$ 5,666.12	\$ 32.69	\$ 71,393.04	\$ 5,949.42	\$ 34.32
9	Accounting Tech	SBSPA	\$ 61,708.71	\$ 5,142.39	\$ 29.67	\$ 64,794.16	\$ 5,399.51	\$ 31.15	\$ 68,033.83	\$ 5,669.49	\$ 32.71	\$ 71,435.57	\$ 5,952.96	\$ 34.34	\$ 75,007.33	\$ 6,250.61	\$ 36.06
12	Senior Community Services Officer	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
12	Senior Maintenance Worker	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
12	Water Operator	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
12	Mechanic	OCEA	\$ 64,832.71	\$ 5,402.73	\$ 31.17	\$ 68,074.36	\$ 5,672.86	\$ 32.73	\$ 71,478.07	\$ 5,956.51	\$ 34.36	\$ 75,051.98	\$ 6,254.33	\$ 36.08	\$ 78,804.55	\$ 6,567.05	\$ 37.89
11	Senior Building Technician	SBSPA	\$ 64,832.65	\$ 5,402.72	\$ 31.17	\$ 68,074.27	\$ 5,672.86	\$ 32.73	\$ 71,478.09	\$ 5,956.51	\$ 34.36	\$ 75,052.05	\$ 6,254.34	\$ 36.08	\$ 78,804.57	\$ 6,567.05	\$ 37.89
13	Executive Assistant - Confidential	Mid-Mgmt	\$ 68,114.88	\$ 5,676.24	\$ 32.75	\$ 71,520.60	\$ 5,960.05	\$ 34.38	\$ 75,096.64	\$ 6,258.05	\$ 36.10	\$ 78,851.50	\$ 6,570.96	\$ 37.91	\$ 82,794.06	\$ 6,899.51	\$ 39.80
13	Executive Assant	SBSPA	\$ 68,114.88	\$ 5,676.24	\$ 32.75	\$ 71,520.60	\$ 5,960.05	\$ 34.38	\$ 75,096.64	\$ 6,258.05	\$ 36.10	\$ 78,851.50	\$ 6,570.96	\$ 37.91	\$ 82,794.06	\$ 6,899.51	\$ 39.80
13	Senior Accounting Technician	SBSPA	\$ 68,114.88	\$ 5,676.24	\$ 32.75	\$ 71,520.60	\$ 5,960.05	\$ 34.38	\$ 75,096.64	\$ 6,258.05	\$ 36.10	\$ 78,851.50	\$ 6,570.96	\$ 37.91	\$ 82,794.06	\$ 6,899.51	\$ 39.80
14	Community Services Coordinator	SBSPA	\$ 69,817.75	\$ 5,818.15	\$ 33.57	\$ 73,308.64	\$ 6,109.05	\$ 35.24	\$ 76,974.06	\$ 6,414.51	\$ 37.01	\$ 80,822.77	\$ 6,735.23	\$ 38.86	\$ 84,863.89	\$ 7,071.99	\$ 40.80
15	Police Recruit	OCEA	\$ 69,817.74	\$ 5,818.15	\$ 33.57	\$ 73,308.64	\$ 6,109.05	\$ 35.24	\$ 76,974.06	\$ 6,414.51	\$ 37.01	\$ 80,822.76	\$ 6,735.23	\$ 38.86	\$ 84,863.89	\$ 7,071.99	\$ 40.80
15	Code Enforcement Officer	SBSPA	\$ 71,563.16	\$ 5,963.60	\$ 34.41	\$ 75,141.29	\$ 6,261.77	\$ 36.13	\$ 78,898.37	\$ 6,574.86	\$ 37.93	\$ 82,843.32	\$ 6,903.61	\$ 39.83	\$ 86,985.45	\$ 7,248.79	\$ 41.82
16	Senior Water Operator	OCEA	\$ 71,563.18	\$ 5,963.60	\$ 34.41	\$ 75,141.38	\$ 6,261.78	\$ 36.13	\$ 78,898.43	\$ 6,574.87	\$ 37.93	\$ 82,843.32	\$ 6,903.61	\$ 39.83	\$ 86,985.51	\$ 7,248.79	\$ 41.82
17	Cross Connection Specialist	OCEA	\$ 72,491.06	\$ 6,040.92	\$ 34.85	\$ 76,306.38	\$ 6,358.86	\$ 36.69	\$ 80,322.50	\$ 6,693.54	\$ 38.62	\$ 84,550.00	\$ 7,045.83	\$ 40.65	\$ 89,000.00	\$ 7,416.67	\$ 42.79
18	Police Civilian Investigator	OCEA	\$ 75,186.07	\$ 6,265.51	\$ 36.15	\$ 78,945.36	\$ 6,578.78	\$ 37.95	\$ 82,892.63	\$ 6,907.72	\$ 39.85	\$ 87,037.27	\$ 7,253.11	\$ 41.84	\$ 91,389.15	\$ 7,615.76	\$ 43.94
18	Deputy City Clerk	Mid-Mgmt	\$ 77,065.72	\$ 6,422.14	\$ 37.05	\$ 80,918.99	\$ 6,743.25	\$ 38.90	\$ 84,964.95	\$ 7,080.41	\$ 40.85	\$ 89,213.20	\$ 7,434.43	\$ 42.89	\$ 93,673.88	\$ 7,806.16	\$ 45.04
19	Electrician	OCEA	\$ 77,065.72	\$ 6,422.14	\$ 37.05	\$ 80,919.01	\$ 6,743.25	\$ 38.90	\$ 84,964.97	\$ 7,080.41	\$ 40.85	\$ 89,213.21	\$ 7,434.43	\$ 42.89	\$ 93,673.89	\$ 7,806.16	\$ 45.04
19	Bld Inspector	SBSPA	\$ 78,992.38	\$ 6,582.70	\$ 37.98	\$ 82,941.99	\$ 6,911.83	\$ 39.88	\$ 87,089.11	\$ 7,257.43	\$ 41.87	\$ 91,443.52	\$ 7,620.29	\$ 43.96	\$ 96,015.72	\$ 8,001.31	\$ 46.16
20	Fleet Maintenance Program Manager	SBSPA	\$ 80,967.17	\$ 6,747.26	\$ 38.93	\$ 85,015.55	\$ 7,084.63	\$ 40.87	\$ 89,266.29	\$ 7,438.86	\$ 42.92	\$ 93,729.62	\$ 7,810.80	\$ 45.06	\$ 98,416.11	\$ 8,201.34	\$ 47.32
20	Human Resources Specialist	Mid-Mgmt	\$ 80,967.17	\$ 6,747.26	\$ 38.93	\$ 85,015.55	\$ 7,084.63	\$ 40.87	\$ 89,266.29	\$ 7,438.86	\$ 42.92	\$ 93,729.62	\$ 7,810.80	\$ 45.06	\$ 98,416.11	\$ 8,201.34	\$ 47.32
20	Police Services Manager	SBSPA	\$ 80,967.17	\$ 6,747.26	\$ 38.93	\$ 85,015.55	\$ 7,084.63	\$ 40.87	\$ 89,266.29	\$ 7,438.86	\$ 42.92	\$ 93,729.62	\$ 7,810.80	\$ 45.06	\$ 98,416.11	\$ 8,201.34	\$ 47.32
23	Marine Safety Officer	SBMMSA	\$ 89,160.05	\$ 7,430.00	\$ 42.87	\$ 93,618.05	\$ 7,801.50	\$ 45.01	\$ 98,298.94	\$ 8,191.58	\$ 47.26	\$ 103,213.87	\$ 8,601.16	\$ 49.62	\$ 108,374.57	\$ 9,031.21	\$ 52.10
24	Assistant Planner	SBSPA	\$ 89,681.83	\$ 7,473.49	\$ 43.12	\$ 94,165.92	\$ 7,847.16	\$ 45.27	\$ 98,874.26	\$ 8,239.52	\$ 47.54	\$ 103,817.98	\$ 8,651.50	\$ 49.91	\$ 109,008.85	\$ 9,084.07	\$ 52.41
25	Accountant	Mid-Mgmt	\$ 91,606.93	\$ 7,633.91	\$ 44.04	\$ 96,187.28	\$ 8,015.61	\$ 46.24	\$ 100,996.64	\$ 8,416.39	\$ 48.56	\$ 106,046.46	\$ 8,837.21	\$ 50.98	\$ 111,348.78	\$ 9,279.07	\$ 53.53
25	Water Services Supervisor	SBSPA	\$ 91,606.93	\$ 7,633.91	\$ 44.04	\$ 96,187.28	\$ 8,015.61	\$ 46.24	\$ 100,996.64	\$ 8,416.39	\$ 48.56	\$ 106,046.46	\$ 8,837.21	\$ 50.98	\$ 111,348.78	\$ 9,279.07	\$ 53.53
25	Maintenance Services Supervisor	SBSPA	\$ 91,606.93	\$ 7,633.91	\$ 44.04	\$ 96,187.28	\$ 8,015.61	\$ 46.24	\$ 100,996.64	\$ 8,416.39	\$ 48.56	\$ 106,046.46	\$ 8,837.21	\$ 50.98	\$ 111,348.78	\$ 9,279.07	\$ 53.53
26	Financial Analyst	Mid-Mgmt	\$ 93,897.07	\$ 7,824.76	\$ 45.14	\$ 98,591.94	\$ 8,216.00	\$ 47.40	\$ 103,521.54	\$ 8,626.80	\$ 49.77	\$ 108,697.62	\$ 9,058.14	\$ 52.26	\$ 114,132.52	\$ 9,511.04	\$ 54.87
26	Management Analyst	Mid-Mgmt	\$ 93,897.07	\$ 7,824.76	\$ 45.14	\$ 98,591.94	\$ 8,216.00	\$ 47.40	\$ 103,521.54	\$ 8,626.80	\$ 49.77	\$ 108,697.62	\$ 9,058.14	\$ 52.26	\$ 114,132.52	\$ 9,511.04	\$ 54.87
28	Police Records Supervisor	PMA	\$ 98,557.75	\$ 8,213.15	\$ 47.39	\$ 103,485.64	\$ 8,623.81	\$ 49.75	\$ 108,659.90	\$ 9,054.99	\$ 52.24	\$ 114,092.88	\$ 9,507.74	\$ 54.85	\$ 119,797.53	\$ 9,983.13	\$ 57.59
28	Asst Engineer	SBSPA	\$ 98,650.64	\$ 8,220.89	\$ 47.43	\$ 103,583.18	\$ 8,631.93	\$ 49.80	\$ 108,762.33	\$ 9,063.53	\$ 52.29	\$ 114,200.44	\$ 9,516.70	\$ 54.90	\$ 119,910.46	\$ 9,992.54	\$ 57.65
28	Assoc Planner	SBSPA	\$ 98,650.64	\$ 8,220.89	\$ 47.43	\$ 103,583.18	\$ 8,631.93	\$ 49.80	\$ 108,762.33	\$ 9,063.53	\$ 52.29	\$ 114,200.44	\$ 9,516.70	\$ 54.90	\$ 119,910.46	\$ 9,992.54	\$ 57.65
30	Senior Planner	Mid-Mgmt	\$ 108,515.84	\$ 9,042.99	\$ 52.17	\$ 113,941.57	\$ 9,495.13	\$ 54.78	\$ 119,638.71	\$ 9,969.89	\$ 57.52	\$ 125,620.62	\$ 10,468.39	\$ 60.39	\$ 131,901.62	\$ 10,991.80	\$ 63.41
31	Marine Safety Lieutenant	SBMMSA	\$ 108,632.82	\$ 9,052.74	\$ 52.23	\$ 114,064.50	\$ 9,505.38	\$ 54.84	\$ 119,767.69	\$ 9,980.64	\$ 57.58	\$ 125,756.07	\$ 10,479.67	\$ 60.46	\$ 132,043.90	\$ 11,003.66	\$ 63.48
37	Police Officer	POA	\$ 109,920.92	\$ 9,160.08	\$ 52.85	\$ 115,416.93	\$ 9,618.08	\$ 55.49	\$ 121,187.80	\$ 10,098.98	\$ 58.26	\$ 127,247.20	\$ 10,603.93	\$ 61.18	\$ 133,609.54	\$ 11,134.13	\$ 64.24
28A	Senior Utilities Supervisor	SBSPA	\$ 110,657.69	\$ 9,221.47	\$ 53.20	\$ 116,481.79	\$ 9,706.82	\$ 56.00	\$ 122,612.41	\$ 10,217.70	\$ 58.95	\$ 129,065.69	\$ 10,755.47	\$ 62.05	\$ 135,858.62	\$ 11,321.55	\$ 65.32
29	Police Corporal	POA	\$ 115,485.64	\$ 9,623.80	\$ 55.52	\$ 121,259.94	\$ 10,105.00	\$ 58.30	\$ 127,322.95	\$ 10,610.25	\$ 61.21	\$ 133,689.09	\$ 11,140.76	\$ 64.27	\$ 140,373.50	\$ 11,697.79	\$ 67.49
28B	Public Works Superintendent	SBSPA	\$ 114,335.30	\$ 9,527.94	\$ 54.97	\$ 120,352.95	\$ 10,029.41	\$ 57.86	\$ 126,687.31	\$ 10,557.28	\$ 60.91	\$ 133,355.06	\$ 11,112.92	\$ 64.11	\$ 140,373.75	\$ 11,697.81	\$ 67.49
36	Associate Engineer	Mid-Mgmt	\$ 120,196.23	\$ 10,016.35	\$ 57.79	\$ 126,206.05	\$ 10,517.17	\$ 60.68	\$ 132,516.32	\$ 11,043.03	\$ 63.71	\$ 139,142.15	\$ 11,595.18	\$ 66.90	\$ 146,099.26	\$ 12,174.94	\$ 70.24
36	Finance Manager	Mid-Mgmt	\$ 120,196.23	\$ 10,016.35	\$ 57.79	\$ 126,206.05	\$ 10,517.17	\$ 60.68	\$ 132,516.32	\$ 11,043.03	\$ 63.71	\$ 139,142.15	\$ 11,595.18	\$ 66.90	\$ 146,099.26	\$ 12,174.94	\$ 70.24
36	Human Resources Manager	Mid-Mgmt	\$ 120,196.23	\$ 10,016.35	\$ 57.79	\$ 126,206.05	\$ 10,517.17	\$ 60.68	\$ 132,516.32	\$ 11,043.03	\$ 63.71	\$ 139,142.15	\$ 11,595.18	\$ 66.90	\$ 146,099.26	\$ 12,174.94	\$ 70.24
36	IT Manager	Mid-Mgmt	\$ 120,196.23	\$ 10,016.35	\$ 57.79	\$ 126,206.05	\$ 10,517.17	\$ 60.68	\$ 132,516.32	\$ 11,043.03	\$ 63.71	\$ 139,142.15	\$ 11,595.18	\$ 66.90	\$ 146,099.26	\$ 12,174.94	\$ 70.24
36	Planning Manager	Mid-Mgmt	\$ 120,196.23	\$ 10,016.35	\$ 57.79	\$ 126,206.05	\$ 10,517.17	\$ 60.68	\$ 132,516.32	\$ 11,043.03	\$ 63.71	\$ 139,142.15	\$ 11,595.18	\$ 66.90	\$ 146,099.26	\$ 12,174.94	\$ 70.24
36	Recreation Manager	Mid-Mgmt	\$ 120,196.23	\$ 10,016.35	\$ 57.79	\$ 126,206.05	\$ 10,517.17	\$ 60.68	\$ 132,516.32	\$ 11,043.03	\$ 63.71	\$ 139,142.15	\$ 11,595.18	\$ 66.90	\$ 146,099.26	\$ 12,174.94	\$ 70.24
38	Building Official	Mid-Mgmt	\$ 126,281.24	\$ 10,523.44	\$ 60.71	\$ 132,595.27	\$ 11,049.61	\$ 63.75	\$ 139,225.04	\$ 11,602.09	\$ 66.94	\$ 146,186.24	\$ 12,182.19	\$ 70.28	\$ 153,495.58	\$ 12,791.30	\$ 73.80
39	Dep. Dir. of PW / Maint & Utilities	Mid-Mgmt	\$ 129,438.21	\$ 10,786.52	\$ 62.23	\$ 135,910.11	\$ 11,325.84	\$ 65.34	\$ 142,705.60	\$ 11,892.13	\$ 68.61	\$ 149,840.87	\$ 12,486.74	\$ 72.04	\$ 157,332.91	\$ 13,111.08	\$ 75.64
38	City Clerk	Executive	\$ 130,506.33														