

FY 2026: AFSCME Job Titles / Wage Information
100 Series Bargaining Unit

Effective 06/22/25

Revised 8/11/25

| Job Title | Comp Grade | Entry | 1 Year | 3 Year |
|---|------------|---------|---------|---------|
| Advanced Metering Infrastructure Technician I | 117 | \$21.60 | \$24.29 | \$28.43 |
| Advanced Metering Infrastructure Technician II | 120 | \$23.63 | \$26.59 | \$31.10 |
| Airfield Maintenance Specialist I | 116 | \$20.99 | \$23.61 | \$27.59 |
| Airfield Maintenance Specialist II | 120 | \$23.63 | \$26.59 | \$31.10 |
| Airfield Maintenance Specialist III | 123 | \$25.86 | \$29.10 | \$34.02 |
| Airport Lead Sign Technician | 124 | \$26.62 | \$29.94 | \$35.03 |
| Airport Lighting & Sign Technician | 123 | \$25.86 | \$29.10 | \$34.02 |
| Airport Lighting & Sign Technician Lead | 126 | \$28.30 | \$31.84 | \$37.24 |
| Airport Maintenance Electrician I | 119 | \$22.94 | \$25.83 | \$30.21 |
| Airport Maintenance Electrician II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Airport Maintenance Electrician III | 124 | \$26.62 | \$29.94 | \$35.03 |
| Airport Maintenance Electrician IV | 127 | \$29.14 | \$32.79 | \$38.36 |
| Airport Maintenance Mechanic II | 122 | \$25.07 | \$28.22 | \$33.02 |
| Airport Operations Specialist - Ground Transportation | 119 | \$22.94 | \$25.83 | \$30.21 |
| Airport Operations Specialist – Terminal/Landside I | 121 - AIR | \$24.36 | \$27.37 | - |
| Arborist Crew Foreman | 124 | \$26.62 | \$29.94 | \$35.03 |
| Arborist I | 119 | \$22.94 | \$25.83 | \$30.21 |
| Arborist II | 120 | \$23.63 | \$26.59 | \$31.10 |
| Asphalt Equipment Operator I | 115 | \$20.35 | \$22.90 | \$26.81 |
| Asphalt Equipment Operator II | 119 | \$22.94 | \$25.83 | \$30.21 |
| Beautification Maintenance Worker | 109 | \$17.07 | \$19.21 | \$22.48 |
| Beautification Maintenance Worker II | 111 | \$18.09 | \$20.33 | \$23.80 |
| Building Equipment Operator II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Carpenter I | 119 | \$22.94 | \$25.83 | \$30.21 |
| Carpenter II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Cemetery Equipment Operator | 116 | \$20.99 | \$23.61 | \$27.59 |
| Central Control Irrigation Specialist | 121 | \$24.36 | \$27.37 | \$32.02 |
| Clean-up Equipment Operator I | 113 | \$19.19 | \$21.58 | \$25.24 |
| Clean-up Equipment Operator II | 116 | \$20.99 | \$23.61 | \$27.59 |
| Clean-up Equipment Operator III | 119 | \$22.94 | \$25.83 | \$30.21 |
| Community Response Specialist I | 120 | \$23.63 | \$26.59 | \$31.10 |
| Community Response Specialist II | 122 | \$25.07 | \$28.22 | \$33.02 |
| Compliance Enforcement Officer | 119 | \$22.94 | \$25.83 | \$30.21 |
| Concrete Finisher | 122 | \$25.07 | \$28.22 | \$33.02 |
| Concrete Saw & Grinder Operator | 119 | \$22.94 | \$25.83 | \$30.21 |
| Custodian II | 107 | \$16.06 | \$18.06 | \$21.12 |
| Drainage Maintenance Worker I | 115 | \$20.35 | \$22.90 | \$26.81 |
| Drainage Maintenance Worker II | 117 | \$21.60 | \$24.29 | \$28.43 |
| Drainage Maintenance Worker III | 120 | \$23.63 | \$26.59 | \$31.10 |
| Drainage Maintenance Worker Lead | 124 | \$26.62 | \$29.94 | \$35.03 |
| Equipment Operator | 116 | \$20.99 | \$23.61 | \$27.59 |
| Facilities & Building Maintenance Worker | 114 | \$19.77 | \$22.26 | \$26.00 |
| Facilities Contracts Compliance Specialist | 120 | \$23.63 | \$26.59 | \$31.10 |
| Facilities Maintenance Contracts Senior Repair Technician | 120 | \$23.63 | \$26.59 | \$31.10 |
| Fleet Body Repair / Painter | 123 | \$25.86 | \$29.10 | \$34.02 |
| Fleet Maintenance Coordinator | 125 | \$27.48 | \$30.92 | \$36.16 |
| Fleet Mechanic | 124 | \$26.62 | \$29.94 | \$35.03 |
| Fleet Mechanic Trainee | 117 | \$21.60 | \$24.29 | \$28.43 |
| Fleet Parts Delivery Driver | 109 | \$17.07 | \$19.21 | \$22.48 |

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| Job Title | Comp Grade | Entry | 1 Year | 3 Year |
|--|------------|---------|---------|---------|
| Fleet Service Worker | 113 | \$19.19 | \$21.58 | \$25.24 |
| Florist II | 115 | \$20.35 | \$22.90 | \$26.81 |
| Florist III | 117 | \$21.60 | \$24.29 | \$28.43 |
| General Maintenance Worker I | 115 | \$20.35 | \$22.90 | \$26.81 |
| General Maintenance Worker II | 119 | \$22.94 | \$25.83 | \$30.21 |
| General Maintenance Worker III | 123 | \$25.86 | \$29.10 | \$34.02 |
| Graffiti Response Field Technician | 115 | \$20.35 | \$22.90 | \$26.81 |
| HVAC Technician I | 123 | \$25.86 | \$29.10 | \$34.02 |
| HVAC Technician II | 125 | \$27.48 | \$30.92 | \$36.16 |
| Irrigation Operator I | 115 | \$20.35 | \$22.90 | \$26.81 |
| Irrigation Operator II | 118 | \$22.28 | \$25.03 | \$29.29 |
| Irrigation Technician | 118 | \$22.28 | \$25.03 | \$29.29 |
| Landscape Restoration Lead Worker | 117 | \$21.60 | \$24.29 | \$28.43 |
| Lead Building Maintenance Technician | 123 | \$25.86 | \$29.10 | \$34.02 |
| Lead Compliance Enforcement Officer | 121 - COMP | - | - | \$32.02 |
| Lead HVAC Technician | 126 | \$28.30 | \$31.84 | \$37.24 |
| Lead Watershed Ranger | 123 | \$25.86 | \$29.10 | \$34.02 |
| Maintenance Electrician I | 118 | \$22.28 | \$25.03 | \$29.29 |
| Maintenance Electrician II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Maintenance Electrician III | 124 | \$26.62 | \$29.94 | \$35.03 |
| Maintenance Electrician IV | 127 | \$29.14 | \$32.79 | \$38.36 |
| Maintenance Landscaper | 115 | \$20.35 | \$22.90 | \$26.81 |
| Maintenance Specialist I | 117 | \$21.60 | \$24.29 | \$28.43 |
| Maintenance Specialist II | 120 | \$23.63 | \$26.59 | \$31.10 |
| Maintenance Specialist III | 123 | \$25.86 | \$29.10 | \$34.02 |
| Metal Fabrication Technician | 125 | \$27.48 | \$30.92 | \$36.16 |
| Natural Resources Technician I | 113 | \$19.19 | \$21.58 | \$25.24 |
| Natural Resources Technician II | 116 | \$20.99 | \$23.61 | \$27.59 |
| Natural Resources Technician III | 119 | \$22.94 | \$25.83 | \$30.21 |
| Painter I | 119 | \$22.94 | \$25.83 | \$30.21 |
| Painter II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Park Ranger | 120 | \$23.63 | \$26.59 | \$31.10 |
| Park Ranger Lead | 124 | \$26.62 | \$29.94 | \$35.03 |
| Parks Maintenance Technician I | 113 | \$19.19 | \$21.58 | \$25.24 |
| Parks Maintenance Technician II | 116 | \$20.99 | \$23.61 | \$27.59 |
| Parks Maintenance Technician III | 119 | \$22.94 | \$25.83 | \$30.21 |
| Parks Maintenance Worker – Irrigation Specialist | 118 | \$22.28 | \$25.03 | \$29.29 |
| Plumber Apprentice | 118 | \$22.28 | \$25.03 | \$29.29 |
| Plumber I | 121 | \$24.36 | \$27.37 | \$32.02 |
| Plumber II | 123 | \$25.86 | \$29.10 | \$34.02 |
| Plumber III | 125 | \$27.48 | \$30.92 | \$36.16 |
| Pumps Maintenance Technician | 119 | \$22.94 | \$25.83 | \$30.21 |
| Regional Athletic Complex (RAC) Maintenance Worker | 118 | \$22.28 | \$25.03 | \$29.29 |
| Senior Advanced Metering Infrastructure Technician | 125 | \$27.48 | \$30.92 | \$36.16 |
| Senior Asphalt Equipment Operator | 122 | \$25.07 | \$28.22 | \$33.02 |
| Senior Beautification Maintenance Worker | 112 | \$18.64 | \$20.97 | \$24.52 |
| Senior Facilities Building Maintenance Worker | 119 | \$22.94 | \$25.83 | \$30.21 |
| Senior Facilities Landscaper | 115 | \$20.35 | \$22.90 | \$26.81 |
| Senior Fleet Mechanic | 128 | \$30.04 | \$33.78 | \$39.50 |

FY 2026: AFSCME Job Titles / Wage Information
100 Series Bargaining Unit

Effective 06/22/25

Revised 8/11/25

| Job Title | Comp Grade | Entry | 1 Year | 3 Year |
|--|------------|---------|---------|---------|
| Senior Florist | 120 | \$23.63 | \$26.59 | \$31.10 |
| Senior Irrigation Operator | 124 | \$26.62 | \$29.94 | \$35.03 |
| Senior Natural Resource Technician | 115 | \$20.35 | \$22.90 | \$26.81 |
| Senior Pumps Maintenance Technician | 124 | \$26.62 | \$29.94 | \$35.03 |
| Senior Utility Locator | 120 | \$23.63 | \$26.59 | \$31.10 |
| Senior Water Distribution System Operator | 125 | \$27.48 | \$30.92 | \$36.16 |
| Senior Water Meter Technician | 125 | \$27.48 | \$30.92 | \$36.16 |
| Senior Water System Maintenance Operator | 125 | \$27.48 | \$30.92 | \$36.16 |
| Sprinkler Irrigation Technician I | 115 | \$20.35 | \$22.90 | \$26.81 |
| Sprinkler Irrigation Technician II | 118 | \$22.28 | \$25.03 | \$29.29 |
| Sprinkler Irrigation Technician III | 121 | \$24.36 | \$27.37 | \$32.02 |
| Streets Equipment Operator I | 116 | \$20.99 | \$23.61 | \$27.59 |
| Streets Equipment Operator II | 119 | \$22.94 | \$25.83 | \$30.21 |
| Streets Maintenance Lead | 124 | \$26.62 | \$29.94 | \$35.03 |
| Streets Response Team I | 118 | \$22.28 | \$25.03 | \$29.29 |
| Streets Response Team II | 120 | \$23.63 | \$26.59 | \$31.10 |
| Streets Response Team Lead | 123 | \$25.86 | \$29.10 | \$34.02 |
| Traffic Maintenance Lead | 124 | \$26.62 | \$29.94 | \$35.03 |
| Traffic Maintenance Operator I | 115 | \$20.35 | \$22.90 | \$26.81 |
| Traffic Maintenance Operator II | 119 | \$22.94 | \$25.83 | \$30.21 |
| Utility Locator - Public Utilities | 117 | \$21.60 | \$24.29 | \$28.43 |
| Waste & Recycling Container Service Worker | 112 | \$18.64 | \$20.97 | \$24.52 |
| Waste & Recycling Education & Permits Lead | 121 | \$24.36 | \$27.37 | \$32.02 |
| Waste & Recycling Education Specialist I | 115 | \$20.35 | \$22.90 | \$26.81 |
| Waste & Recycling Education Specialist II | 117 | \$21.60 | \$24.29 | \$28.43 |
| Waste & Recycling Equipment Operator I | 115 | \$20.35 | \$22.90 | \$26.81 |
| Waste & Recycling Equipment Operator II | 119 | \$22.94 | \$25.83 | \$30.21 |
| Waste & Recycling Lead Equipment Operator | 124 | \$26.62 | \$29.94 | \$35.03 |
| Waste & Recycling Permit Coordinator | 120 | \$23.63 | \$26.59 | \$31.10 |
| Waste & Recycling Program Lead | 123 | \$25.86 | \$29.10 | \$34.02 |
| Waste & Recycling Senior Equipment Operator | 122 | \$25.07 | \$28.22 | \$33.02 |
| Wastewater Collection Maintenance Worker I | 118 | \$22.28 | \$25.03 | \$29.29 |
| Wastewater Collection Maintenance Worker II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Wastewater Collection Maintenance Worker Lead | 126 | \$28.30 | \$31.84 | \$37.24 |
| Wastewater Collection Maintenance Worker Trainee | 116 - PU | \$20.99 | - | - |
| Wastewater Lift Station Lead Worker | 126 | \$28.30 | \$31.84 | \$37.24 |
| Wastewater Lift Station Worker | 119 | \$22.94 | \$25.83 | \$30.21 |
| Wastewater Plant Maintenance Operator I | 116 | \$20.99 | \$23.61 | \$27.59 |
| Wastewater Plant Maintenance Operator II | 119 | \$22.94 | \$25.83 | \$30.21 |
| Wastewater Plant Maintenance Operator III | 124 | \$26.62 | \$29.94 | \$35.03 |
| Wastewater Plant Maintenance Operator IV | 126 | \$28.30 | \$31.84 | \$37.24 |
| Wastewater Preventative Maintenance Worker | 121 | \$24.36 | \$27.37 | \$32.02 |
| Water Distribution System Operator I | 120 | \$23.63 | \$26.59 | \$31.10 |
| Water Distribution System Operator II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Water Distribution Valve Operator | 114 | \$19.77 | \$22.26 | \$26.00 |
| Water Distribution Valve Operator Trainee | 112 - PU | \$18.64 | - | - |
| Water Maintenance Support Worker | 114 | \$19.77 | \$22.26 | \$26.00 |
| Water Meter Reader I | 112 | \$18.64 | \$20.97 | \$24.52 |
| Water Meter Reader II | 114 | \$19.77 | \$22.26 | \$26.00 |

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| Job Title | Comp Grade | Entry | 1 Year | 3 Year |
|---|------------|---------|---------|---------|
| Water Meter Reader III | 118 | \$22.28 | \$25.03 | \$29.29 |
| Water Meter Technician I | 117 | \$21.60 | \$24.29 | \$28.43 |
| Water Meter Technician II | 120 | \$23.63 | \$26.59 | \$31.10 |
| Water Meter Technician III | 122 | \$25.07 | \$28.22 | \$33.02 |
| Water Plant Operator I | 118 | \$22.28 | \$25.03 | \$29.29 |
| Water Plant Operator II | 125 | \$27.48 | \$30.92 | \$36.16 |
| Water Reclamation Facility Operator I | 120 - PU | \$23.63 | - | - |
| Water Reclamation Facility Operator II | 123 - PU | \$25.86 | \$29.10 | - |
| Water Reclamation Facility Operator III | 125 - PU | - | \$30.92 | \$36.16 |
| Water Reclamation Facility Operator IV | 126 - PU | - | - | \$37.24 |
| Water System Maintenance Operator I | 118 | \$22.28 | \$25.03 | \$29.29 |
| Water System Maintenance Operator II | 121 | \$24.36 | \$27.37 | \$32.02 |
| Watershed Ranger | 120 | \$23.63 | \$26.59 | \$31.10 |

FY 2026: AFSCME Job Titles / Wage Information
200 Series Bargaining Unit

Effective 06/23/24
Revised 8/11/25

| Job Profile Name | Comp Grade | Entry | Year 2 | Year 4 | Year 6 | Year 8 |
|--|-------------------|--------------|---------------|---------------|---------------|---------------|
| Access Control Specialist | 220 | \$20.13 | \$21.56 | \$24.45 | \$25.86 | \$30.26 |
| Airport Operations Coordinator | 226 | \$25.91 | \$27.75 | \$31.46 | \$33.29 | \$38.96 |
| Airport Operations Lead Coordinator | 227 | \$27.21 | \$29.10 | \$33.03 | \$34.95 | \$40.90 |
| Airport Operations Security Specialist | 222 | \$22.14 | \$23.71 | \$26.88 | \$28.46 | \$33.28 |
| Building Inspector I | 226 | \$25.91 | \$27.75 | \$31.46 | \$33.29 | \$38.96 |
| Business License Liaison | 225 | \$24.68 | \$26.43 | \$29.97 | \$31.71 | \$37.11 |
| Business License Officer | 222 | \$22.14 | \$23.71 | \$26.88 | \$28.46 | \$33.28 |
| Business Licensing Processor II | 221 | \$21.40 | \$22.92 | \$25.99 | \$27.51 | \$32.18 |
| City Payments Processor | 220 | \$20.13 | \$21.56 | \$24.45 | \$25.86 | \$30.26 |
| Civil Enforcement Officer I | 222 | \$22.14 | \$23.71 | \$26.88 | \$28.46 | \$33.28 |
| Civil Enforcement Officer II | 225 | \$24.68 | \$26.43 | \$29.97 | \$31.71 | \$37.11 |
| Contracts Process Coordinator | 222 | \$22.14 | \$23.71 | \$26.88 | \$28.46 | \$33.28 |
| Contracts Technician | 222 | \$22.14 | \$23.71 | \$26.88 | \$28.46 | \$33.28 |
| Cross Connection Control Inspector | 223 | \$22.97 | \$24.64 | \$27.91 | \$29.54 | \$34.57 |
| Customer Service Collector / Investigator Utilities Specialist | 223 | \$22.97 | \$24.64 | \$27.91 | \$29.54 | \$34.57 |
| Hearing Officer / Referee Coordinator | 223 | \$22.97 | \$24.64 | \$27.91 | \$29.54 | \$34.57 |
| Industrial Wastewater Pretreatment Program Sampler | 224 | \$23.83 | \$25.53 | \$28.94 | \$30.63 | \$35.84 |
| Industrial Wastewater Pretreatment Program Senior Sampler | 226 | \$25.91 | \$27.75 | \$31.46 | \$33.29 | \$38.96 |
| Judicial Assistant I | 220 | \$20.13 | \$21.56 | \$24.45 | \$25.86 | \$30.26 |
| Judicial Assistant II | 221 | \$21.40 | \$22.92 | \$25.99 | \$27.51 | \$32.18 |
| Judicial Assistant III | 222 | \$22.14 | \$23.71 | \$26.88 | \$28.46 | \$33.28 |
| Lead Hearing Officer / Referee Coordinator | 225 | \$24.68 | \$26.43 | \$29.97 | \$31.71 | \$37.11 |
| Lead Judicial Assistant | 225 | \$24.68 | \$26.43 | \$29.97 | \$31.71 | \$37.11 |
| Office Technician I | 216 | \$17.48 | \$18.73 | \$21.23 | \$22.47 | \$26.30 |
| Office Technician II | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Parts / Warehouse Support Worker - Fleet | 218 | \$18.75 | \$20.08 | \$22.79 | \$24.12 | \$28.20 |
| Permit Processor I | 218 | \$18.75 | \$20.08 | \$22.79 | \$24.12 | \$28.20 |
| Permit Processor II | 221 | \$21.40 | \$22.92 | \$25.99 | \$27.51 | \$32.18 |
| Program Assistant | 218 | \$18.75 | \$20.08 | \$22.79 | \$24.12 | \$28.20 |
| Public Safety Dispatcher | 226 | \$25.91 | \$27.75 | \$31.46 | \$33.29 | \$38.96 |
| Quality Assurance Sampler – Culinary Water | 220 | \$20.13 | \$21.56 | \$24.45 | \$25.86 | \$30.26 |
| Quality Assurance Senior Sampler – Culinary Water | 223 | \$22.97 | \$24.64 | \$27.91 | \$29.54 | \$34.57 |
| Quartermaster Technician | 220 | \$20.13 | \$21.56 | \$24.45 | \$25.86 | \$30.26 |
| Receptionist | 213 | \$15.65 | \$16.74 | \$18.99 | \$20.09 | \$23.52 |
| Records Technician | 221 | \$21.40 | \$22.92 | \$25.99 | \$27.51 | \$32.18 |
| Senior Communications Coordinator | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Senior Secretary | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Senior Utilities Representative - Billing | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Senior Utilities Representative - Contracts | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Senior Utilities Representative - Customer Service | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Senior Utilities Representative - Generalist | 220 | \$20.13 | \$21.56 | \$24.45 | \$25.86 | \$30.26 |
| Senior Utilities Representative – Office/Technical | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Senior Warehouse Operator | 220 | \$20.13 | \$21.56 | \$24.45 | \$25.86 | \$30.26 |
| Utilities Development Review Specialist | 222 | \$22.14 | \$23.71 | \$26.88 | \$28.46 | \$33.28 |
| Utilities Representative I - Billing | 213 | \$15.65 | \$16.74 | \$18.99 | \$20.09 | \$23.52 |
| Utilities Representative I - Contracts | 213 | \$15.65 | \$16.74 | \$18.99 | \$20.09 | \$23.52 |
| Utilities Representative I - Customer Service | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Utilities Representative II - Billing | 216 | \$17.48 | \$18.73 | \$21.23 | \$22.47 | \$26.30 |
| Utilities Representative II - Contracts | 216 | \$17.48 | \$18.73 | \$21.23 | \$22.47 | \$26.30 |
| Utilities Representative II - Customer Service | 216 | \$17.48 | \$18.73 | \$21.23 | \$22.47 | \$26.30 |
| Utilities Representative II - Office/Technical | 216 | \$17.48 | \$18.73 | \$21.23 | \$22.47 | \$26.30 |
| Warehouse Office Technician II | 219 | \$19.42 | \$20.80 | \$23.59 | \$24.96 | \$29.20 |
| Warehouse Support Worker | 218 | \$18.75 | \$20.08 | \$22.79 | \$24.12 | \$28.20 |

FY 2026: AFSCME Job Titles / Wage Information
330 Series Bargaining Unit

Effective 06/22/25
Revised 8/11/25

| Job Profile Name | Comp Grade | Entry | Year 2 | Year 4 | Year 6 |
|---|-------------------|--------------|---------------|---------------|---------------|
| Administrative Secretary I - Union | 318 | \$23.38 | \$24.74 | \$26.14 | \$28.94 |
| Airfield Maintenance Electrician | 330 | \$40.45 | \$43.92 | \$46.39 | \$51.90 |
| Airport Airfield Operations Specialist | 325 | \$32.49 | \$34.40 | \$36.31 | \$40.23 |
| Airport Engineering Records Program Specialist | 320 | \$25.45 | \$26.93 | \$28.43 | \$31.49 |
| Airport Environmental Specialist I | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Airport Environmental Specialist II | 327 | \$35.82 | \$37.90 | \$40.02 | \$44.35 |
| Airport Operations Specialist – Terminal/Landside II | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Airport Operations Specialist—Terminal/Landside III | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Airport Procurement Specialist | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Architectural Associate IV | 326 | \$34.10 | \$36.12 | \$38.12 | \$42.23 |
| Building Inspector II | 325 | \$32.49 | \$34.40 | \$36.31 | \$40.23 |
| Building Inspector III | 328 | \$37.61 | \$39.82 | \$42.03 | \$46.12 |
| Civil Enforcement Legal Investigator | 328 | \$37.61 | \$39.82 | \$42.03 | \$46.12 |
| Civil Enforcement Officer III | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Communication and GIS Coordinator | 318 | \$23.38 | \$24.74 | \$26.14 | \$28.94 |
| Crime Scene Investigator I | 317 | \$21.99 | \$23.26 | \$24.54 | \$26.95 |
| Crime Scene Investigator II | 320 | \$25.45 | \$26.93 | \$28.43 | \$31.49 |
| Cross Connection Control Technician | 322 | \$28.05 | \$29.73 | \$31.38 | \$34.76 |
| Development Review Planner I - UNION | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Development Review Planner II | 327 | \$35.82 | \$37.90 | \$40.02 | \$44.35 |
| Engineering Contracts Coordinator – Public Utilities | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Engineering Information & Records Specialist | 320 | \$25.45 | \$26.93 | \$28.43 | \$31.49 |
| Engineering Technician I | 317 | \$21.99 | \$23.26 | \$24.54 | \$26.95 |
| Engineering Technician II | 319 | \$24.36 | \$25.78 | \$27.23 | \$30.16 |
| Engineering Technician III | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Engineering Technician IV | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Engineering Technician V | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Events Coordinator | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Evidence Technician I | 316 | \$21.13 | \$22.41 | \$23.64 | \$26.19 |
| Evidence Technician II | 319 | \$24.36 | \$25.78 | \$27.23 | \$30.16 |
| Fire Protection Engineer | 330 | \$40.45 | \$43.92 | \$46.39 | \$51.90 |
| Fleet Customer Service Advisor | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Fleet Maintenance Coordinator - Public Utilities | 326 | \$34.10 | \$36.12 | \$38.12 | \$42.23 |
| Forest Area Service Coordinator | 322 | \$28.05 | \$29.73 | \$31.38 | \$34.76 |
| Geographic Information Systems Technician II | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| GIS Leak Detection Systems Technician I | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| GIS Leak Detection Systems Technician II | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Industrial Electrician I | 321 - PU | \$26.72 | - | - | - |
| Industrial Electrician II | 323 - PU | \$29.47 | - | - | - |
| Industrial Electrician III | 324 - PU | \$30.94 | \$32.76 | \$34.57 | - |
| Industrial Electrician IV | 327 | \$35.82 | \$37.90 | \$40.02 | \$44.35 |
| Industrial Wastewater Pretreatment Program Permit Writer | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Industrial Wastewater Pretreatment Program Senior Permit Writer | 326 | \$34.10 | \$36.12 | \$38.12 | \$42.23 |
| Laboratory Analyst | 320 | \$25.45 | \$26.93 | \$28.43 | \$31.49 |
| Laboratory Chemist | 326 | \$34.10 | \$36.12 | \$38.12 | \$42.23 |
| Lead Fleet Customer Advisor | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Lead Traffic Technician | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Park Usage Coordinator | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Parking Pay Station Technician | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Plans Examiner I | 327 | \$35.82 | \$37.90 | \$40.02 | \$44.35 |
| Plans Examiner II | 328 | \$37.61 | \$39.82 | \$42.03 | \$46.12 |
| Plans Examiner III | 330 | \$40.45 | \$43.92 | \$46.39 | \$51.90 |
| Police Fleet Services Coordinator | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Police Services Coordinator | 320 | \$25.45 | \$26.93 | \$28.43 | \$31.49 |
| Pretreatment Inspector / Permit Writer | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Project Coordinator I - Airport | 318 | \$23.38 | \$24.74 | \$26.14 | \$28.94 |
| Project Coordinator II - Airport | 320 | \$25.45 | \$26.93 | \$28.43 | \$31.49 |
| Project Coordinator III - Airport | 322 | \$28.05 | \$29.73 | \$31.38 | \$34.76 |

FY 2026: AFSCME Job Titles / Wage Information
330 Series Bargaining Unit

Effective 06/22/25
Revised 8/11/25

| Job Profile Name | Comp Grade | Entry | Year 2 | Year 4 | Year 6 |
|--|-------------------|--------------|---------------|---------------|---------------|
| Public Utilities Records Program Specialist | 320 | \$25.45 | \$26.93 | \$28.43 | \$31.49 |
| Residential Construction Rehabilitation Specialist I | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Residential Construction Rehabilitation Specialist II | 326 | \$34.10 | \$36.12 | \$38.12 | \$42.23 |
| Residential Construction Rehabilitation Specialist III | 328 | \$37.61 | \$39.82 | \$42.03 | \$46.12 |
| Senior Crime Scene Investigator | 322 | \$28.05 | \$29.73 | \$31.38 | \$34.76 |
| Senior Evidence Technician | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Senior Laboratory Analyst | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Senior Plans Examiner | 331 | \$43.55 | \$46.12 | \$46.89 | \$54.45 |
| Senior Pretreatment Inspector / Permit Writer | 326 | \$34.10 | \$36.12 | \$38.12 | \$42.23 |
| Senior Quartermaster Technician | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Senior Utilities Inspector | 327 | \$35.82 | \$37.90 | \$40.02 | \$44.35 |
| Special Event Permit Coordinator | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Special Events Administrative Assistant | 318 | \$23.38 | \$24.74 | \$26.14 | \$28.94 |
| Survey Crew Chief | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Traffic Control Center Operator I | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Traffic Control Center Operator II | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Traffic Signal Lead | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Traffic Signal Technician I | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Traffic Signal Technician II | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Traffic Technician I | 317 | \$21.99 | \$23.26 | \$24.54 | \$26.95 |
| Traffic Technician II | 319 | \$24.36 | \$25.78 | \$27.23 | \$30.16 |
| Traffic Technician III | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Traffic Technician IV | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Utilities Engineering Procurement and Contracts Specialist I | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Utilities Inspector I | 321 | \$26.72 | \$28.30 | \$29.86 | \$33.09 |
| Utilities Inspector II | 323 | \$29.47 | \$31.19 | \$32.94 | \$36.47 |
| Utilities Inspector III | 325 | \$32.49 | \$34.40 | \$36.31 | \$40.23 |
| Utilities Planner | 326 | \$34.10 | \$36.12 | \$38.12 | \$42.23 |
| Volunteer & Outreach Coordinator | 319 | \$24.36 | \$25.78 | \$27.23 | \$30.16 |
| Water Conservation Specialist | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Water Quality Coordinator | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Water Quality Technician | 322 | \$28.05 | \$29.73 | \$31.38 | \$34.76 |
| Water Reclamation Planner Scheduler | 324 | \$30.94 | \$32.76 | \$34.57 | \$38.30 |
| Youth Intervention Advocate | 319 | \$24.36 | \$25.78 | \$27.23 | \$30.16 |