|  | DBM/Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| A/11- | Administrative Assistant I | \$31,545 | \$32,806 | \$34,068 | \$35,330 | \$36,592 | \$37,854 | \$39,065 | \$40,276 |
|  | Maint. \& Operation Assistant I | \$2,629 | \$2,734 | \$2,839 | \$2,944 | \$3,049 | \$3,155 | \$3,255 | \$3,356 |
|  |  | \$15.17 | \$15.77 | \$16.38 | \$16.99 | \$17.59 | \$18.20 | \$18.78 | \$19.36 |
| A/12- | Administrative Assistant II | \$34,686 | \$36,075 | \$37,461 | \$38,850 | \$40,237 | \$41,625 | \$43,041 | \$44,460 |
|  | Maint. \& Operation Assistant II | \$2,891 | \$3,006 | \$3,122 | \$3,238 | \$3,353 | \$3,469 | \$3,587 | \$3,705 |
|  |  | \$16.68 | \$17.34 | \$18.01 | \$18.68 | \$19.34 | \$20.01 | \$20.69 | \$21.38 |
| A/13- | Administrative Assistant III | \$38,051 | \$39,571 | \$41,107 | \$42,626 | \$44,145 | \$45,664 | \$47,172 | \$48,634 |
|  |  | \$3,171 | \$3,298 | \$3,426 | \$3,552 | \$3,679 | \$3,805 | \$3,931 | \$4,053 |
|  |  | \$18.29 | \$19.02 | \$19.76 | \$20.49 | \$21.22 | \$21.95 | \$22.68 | \$23.38 |
| B/21- | Administrative Specialist I |  |  |  |  |  |  |  |  |
|  | Business Specialist I |  |  |  |  |  |  |  |  |
|  | Health Care Technician I | \$41,346 | \$43,197 | \$45,061 | \$46,913 | \$48,778 | \$50,645 | \$52,468 | \$54,252 |
|  | IT Specialist I | \$3,446 | \$3,600 | \$3,755 | \$3,909 | \$4,065 | \$4,220 | \$4,372 | \$4,521 |
|  | Maint. \& Operation Specialist I <br> Paraleal I <br> Proaram Specialist I <br> Technical Snecialist I | \$19.88 | \$20.77 | \$21.66 | \$22.55 | \$23.45 | \$24.35 | \$25.23 | \$26.08 |
| B/21MA- | Technical Specialist I |  |  |  |  |  |  |  |  |
|  | GIS Engineering Tech | \$49,616 | \$51,837 | \$54,075 | \$56,295 | \$58,534 | \$60,773 | \$62,961 | \$65,101 |
|  |  | \$4,135 | \$4,320 | \$4,506 | \$4,691 | \$4,878 | \$5,064 | \$5,247 | \$5,425 |
|  |  | \$23.85 | \$24.92 | \$26.00 | \$27.06 | \$28.14 | \$29.22 | \$30.27 | \$31.30 |
| B/22- | Administrative Specialist II |  |  |  |  |  |  |  |  |
|  | Business Specialist II |  |  |  |  |  |  |  |  |
|  | Health Care Technician II | \$45,394 | \$47,425 | \$49,471 | \$51,518 | \$53,563 | \$55,594 | \$57,596 | \$59,554 |
|  | Maint. \& Operation Specialist II | \$3,783 | \$3,952 | \$4,123 | \$4,293 | \$4,464 | \$4,633 | \$4,800 | \$4,963 |
|  | Paralegal II | \$21.82 | \$22.80 | \$23.78 | \$24.77 | \$25.75 | \$26.73 | \$27.69 | \$28.63 |
|  | Proaram Snecialist II Technical Specialist II |  |  |  |  |  |  |  |  |
| B/22MAEN- | Technical Specialist II | \$54,473 | \$56,909 | \$59,366 | \$61,821 | \$64,276 | \$66,713 | \$69,116 | \$71,464 |
|  | Enginering \& Survey Tech | \$4,539 | \$4,742 | \$4,947 | \$5,152 | \$5,356 | \$5,559 | \$5,760 | \$5,955 |
|  | IT Specialist II Service Desk Specialist | \$26.19 | \$27.36 | \$28.54 | \$29.72 | \$30.90 | \$32.07 | \$33.23 | \$34.36 |
| B/22MEC- | Maint. \& Operation Specialist II | \$56,742 | \$59,280 | \$61,838 | \$64,397 | \$66,955 | \$69,493 | \$71,995 | \$74,443 |
|  | Mechanic 1 | $\begin{aligned} & \$ 4.729 \\ & \$ 27.28 \end{aligned}$ | $\begin{aligned} & \$ 4.940 \\ & \$ 28.50 \end{aligned}$ | $\begin{aligned} & \$ 5.153 \\ & \$ 29.73 \end{aligned}$ | $\begin{aligned} & \$ 5.366 \\ & \$ 30.96 \end{aligned}$ | $\begin{aligned} & \$ 5.580 \\ & \$ 32.19 \end{aligned}$ | $\begin{aligned} & \$ 5.791 \\ & \$ 33.41 \end{aligned}$ | $\begin{aligned} & \$ 6.000 \\ & \$ 34.61 \end{aligned}$ | $\begin{aligned} & \$ 6.204 \\ & \$ 35.79 \end{aligned}$ |
| B/22MA2- | Technical Specialist II | \$49,934 | \$52,167 | \$54,418 | \$56,669 | \$58,920 | \$61,154 | \$63,355 | \$65,509 |
|  | Property Appraiser I | $\begin{aligned} & \$ 4.161 \\ & \$ 24.01 \end{aligned}$ | $\begin{aligned} & \$ 4.347 \\ & \$ 25.08 \end{aligned}$ | $\$ 4.535$ $\$ 26.16$ | $\$ 4.722$ $\$ 27.24$ | $\$ 4.910$ $\$ 28.33$ | \$5.096 $\$ 29.40$ | $\begin{aligned} & \$ 5.280 \\ & \$ 30.46 \end{aligned}$ | $\begin{aligned} & \$ 5.459 \\ & \$ 31.49 \end{aligned}$ |


| EGON | DBM/Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| B/23 | Administrative Specialist III Business Specialist III | \$49,441 | \$51,668 | \$53,894 | \$56,107 | \$58,334 | \$60,559 | \$62,740 | \$64,873 |
|  | Health Care Technician III | \$4,120 | \$4,306 | \$4,491 | \$4,676 | \$4,861 | \$5,047 | \$5,228 | \$5,406 |
|  | Maint. \& Operation Specialist III Program Specialist III | \$23.77 | \$24.84 | \$25.91 | \$26.97 | \$28.05 | \$29.11 | \$30.16 | \$31.19 |
|  | Technical Specialist III |  |  |  |  |  |  |  |  |
| B/23MEC- | Maint. \& Operation Specialist III | \$61,800 | \$64,585 | \$67,368 | \$70,133 | \$72,917 | \$75,700 | \$78,426 | \$81,093 |
|  | Mechanic 2 | \$5,150 | \$5,382 | \$5,614 | \$5,844 | \$6,076 | \$6,308 | \$6,536 | \$6,758 |
|  |  | \$29.71 | \$31.05 | \$29.42 | \$33.72 | \$35.06 | \$36.39 | \$37.70 | \$38.99 |
| B/23MA | Technical Specialist III | \$54,385 | \$56,833 | \$59,283 | \$61,717 | \$64,167 | \$66,617 | \$69,015 | \$71,361 |
|  | Property Appraiser II | $\begin{aligned} & \$ 4,532 \\ & \$ 26.15 \end{aligned}$ | $\begin{aligned} & \$ 4,736 \\ & \$ 27.32 \end{aligned}$ | $\begin{aligned} & \$ 4,940 \\ & \$ 28,50 \end{aligned}$ | $\begin{aligned} & \$ 5,143 \\ & \$ 29.67 \end{aligned}$ | $\begin{aligned} & \$ 5,347 \\ & \$ 30.85 \end{aligned}$ | $\begin{aligned} & \$ 5,551 \\ & \$ 32.03 \end{aligned}$ | $\begin{aligned} & \$ 5,751 \\ & \$ 33.18 \end{aligned}$ | $\begin{aligned} & \$ 5,947 \\ & \$ 34.31 \end{aligned}$ |
| B/24 | Health Care Technician IV | \$52,436 | \$55,053 | \$57,671 | \$60,289 | \$62,923 | \$65,540 | \$68,162 | \$70,751 |
|  | Maint. Operation Specialist IV | \$4,370 | \$4,588 | \$4,806 | \$5,024 | \$5,244 | \$5,462 | \$5,680 | \$5,896 |
|  | Technical Specialist IV | \$25.21 | \$26.47 | \$27.73 | \$28.99 | \$30.25 | \$31.51 | \$32.77 | \$34.01 |
| B/24MEC- | Maint. \& Operation Specialist IV | \$65,544 | \$68,815 | \$72,090 | \$75,360 | \$78,654 | \$81,925 | \$85,201 | \$88,440 |
|  | Sr. Mechanic | \$5,462 | \$5,735 | \$6,008 | \$6,280 | \$6,555 | \$6,827 | \$7,100 | \$7,370 |
|  | Health Care Techncian II Dental Hygienist | \$31.51 | \$33.08 | \$34.66 | \$36.23 | \$37.81 | \$39.39 | \$40.96 | \$42.52 |
| B/24MA | Technical Specialist IV | \$57,680 | \$60,558 | \$63,440 | \$66,316 | \$69,214 | \$72,094 | \$74,978 | \$77,827 |
|  | Property Appraiser III | \$4,807 | \$5,047 | \$5,287 | \$5,526 | \$5,768 | \$6,008 | \$6,248 | \$6,486 |
|  | Sales Data Analyst | \$27.73 | \$29.11 | \$30.50 | \$31.88 | \$33.28 | \$34.66 | \$36.05 | \$37.42 |
| B/25 | Maint. Operation Specialist V | \$56,392 | \$59,222 | \$62,035 | \$64,864 | \$67,677 | \$70,505 | \$73,325 | \$76,112 |
|  | Technical Specialist V | \$4,699 | \$4,935 | \$5,170 | \$5,405 | \$5,640 | \$5,875 | \$6,110 | \$6,343 |
|  |  | \$27.11 | \$28.47 | \$29.82 | \$31.18 | \$32.54 | \$33.90 | \$35.25 | \$36.59 |
| B/25MEC | Maint. \& Operation Specialist V | \$70,492 | \$74,026 | \$77,542 | \$81,080 | \$84,596 | \$88,131 | \$91,657 | \$95,140 |
|  | Mechanic- Foreman | \$5,874 | \$6,169 | \$6,462 | \$6,757 | \$7,050 | \$7,344 | \$7,638 | \$7,928 |
|  | Technical Specialist V Building Insp | \$33.89 | \$35.59 | \$37.28 | \$38.98 | \$40.67 | \$42.37 | \$44.07 | \$45.74 |


| EGON | DBM/Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| C/41 | Business Analyst I |  |  |  |  |  |  |  |  |
|  | Health Care Professional I | \$57,790 | \$60,680 | \$63,569 | \$66,458 | \$69,347 | \$72,236 | \$75,125 | \$77,980 |
|  | Program Coordinator I | \$4,816 | \$5,057 | \$5,297 | \$5,538 | \$5,779 | \$6,020 | \$6,260 | \$6,498 |
|  | Technical Analyst I | \$27.78 | \$29.17 | \$30.56 | \$31.95 | \$33.34 | \$34.73 | \$36.12 | \$37.49 |
| C/42 | Business Analyst II |  |  |  |  |  |  |  |  |
|  | Health Care Professional II IT Analyst I | $\begin{gathered} \$ 61,448 \\ \$ 5,121 \end{gathered}$ | $\begin{gathered} \$ 64,531 \\ \$ 5,378 \end{gathered}$ | $\begin{aligned} & \$ 6 /, 603 \\ & \$ 5.634 \end{aligned}$ | $\begin{gathered} \$ / \cup, 6 / 2 \\ \$ 5.889 \end{gathered}$ | $\begin{gathered} \$ / 3,140 \\ \$ 6,145 \end{gathered}$ | $\begin{gathered} \$ / 6,824 \\ \$ 6.402 \end{gathered}$ | $\begin{gathered} \$ / y, 8 y / \\ \$ 6.658 \end{gathered}$ | $\begin{gathered} \$ 82,432 \\ \$ 6.911 \end{gathered}$ |
|  | Program Coordinator II Technical Analyst II | \$29.54 | \$31.02 | \$32.50 | \$33.98 | \$35.45 | \$36.93 | \$38.41 | \$39.87 |
| C/42MA | Technical Analyst II | \$70,206 | \$73,729 | \$77,237 | \$80,742 | \$84,250 | \$87,772 | \$91,283 | \$94,751 |
|  | Engineering Associate | $\begin{aligned} & \$ 5.851 \\ & \$ 33.75 \end{aligned}$ | $\begin{aligned} & \$ 6.144 \\ & \$ 35.45 \end{aligned}$ | $\begin{aligned} & \$ 6.436 \\ & \$ 37.13 \end{aligned}$ | $\begin{aligned} & \$ 6.729 \\ & \$ 38.82 \end{aligned}$ | $\begin{aligned} & \$ 7.021 \\ & \$ 40.50 \end{aligned}$ | $\begin{aligned} & \$ 7.314 \\ & \$ 42.20 \end{aligned}$ | $\begin{aligned} & \$ 7.607 \\ & \$ 43.89 \end{aligned}$ | $\begin{aligned} & \$ 7.896 \\ & \$ 45.55 \end{aligned}$ |
| C/43 | Business Analyst III |  |  |  |  |  |  |  |  |
|  | Health Care Professional III IT Analyst II | $\begin{gathered} \$ 65,11 y \\ \$ 5,427 \end{gathered}$ | $\begin{gathered} \$ 68,369 \\ \$ 5,697 \end{gathered}$ | $\begin{gathered} \$ 71,634 \\ \$ 5,970 \end{gathered}$ | $\begin{gathered} \$ 74,884 \\ \$ 6,240 \end{gathered}$ | $\begin{gathered} \$ 78,149 \\ \$ 6,512 \end{gathered}$ | $\begin{gathered} \$ 81,3 y 9 \\ \$ 6,783 \end{gathered}$ | $\begin{gathered} \$ 84,655 \\ \$ 7,055 \end{gathered}$ | $\begin{gathered} \$ 87,872 \\ \$ 7,323 \end{gathered}$ |
|  | Program Coordinator III | \$31.31 | \$32.87 | \$34.44 | \$36.00 | \$37.57 | \$39.13 | \$40.70 | \$42.25 |
|  | Technical Analyst III |  |  |  |  |  |  |  |  |
| C/43MA | Technical Analyst III | \$74,399 | \$78,113 | \$81,843 | \$85,557 | \$89,286 | \$92,997 | \$96,717 | \$100,393 |
|  | Land Surveyor | \$6,200 | \$6,509 | \$6,820 | \$7,130 | \$7,441 | \$7,750 | \$8,060 | \$8,366 |
|  | Civil Engineer | \$35.77 | \$37.55 | \$39.35 | \$41.13 | \$42.93 | \$44.71 | \$46.50 | \$48.27 |
| C/44 | Health Care Professional IV | \$68,790 | \$72,236 | \$75,681 | \$79,112 | \$82,558 | \$85,989 | \$89,428 | \$92,826 |
|  |  | \$5,733 | \$6,020 | \$6,307 | \$6,593 | \$6,880 | \$7,166 | \$7,452 | \$7,736 |
|  |  | \$33.07 | \$34.73 | \$36.39 | \$34.55 | \$39.69 | \$41.34 | \$42.99 | \$44.63 |
| C/45 | Health Care Professional V | \$72,462 | \$76,087 | \$79,698 | \$83,325 | \$86,950 | \$90,577 | \$94,200 | \$97,780 |
|  | IT Analyst III | \$6,039 | \$6,341 | \$6,642 | \$6,944 | \$7,246 | \$7,548 | \$7,850 | \$8,148 |
|  | Technical Analyst V | \$34.84 | \$36.58 | \$38.32 | \$40.06 | \$41.80 | \$43.55 | \$45.29 | \$47.01 |
| C/45MA | Technical Analyst V | \$82,788 | \$86,929 | \$91,057 | \$95,201 | \$99,342 | \$103,484 | \$107,624 | \$111,713 |
|  | Sr. Civil Engineer | \$6,899 | \$7,244 | \$7,588 | \$7,933 | \$8,279 | \$8,624 | \$8,969 | \$9,309 |
|  | Land Surveyor (County) | \$39.80 | \$41.79 | \$43.78 | \$45.77 | \$47.76 | \$49.75 | \$51.74 | \$53.71 |
| C/4premB | Health Care Professional IV | \$98,378 | \$101,692 | \$106,992 | \$112,277 | \$117,564 | \$122,976 | \$128,387 | \$133,779 |
|  | Physician Assistant | \$8,198 | \$8,474 | \$8,916 | \$9,356 | \$9,797 | \$10,248 | \$10,699 | \$11,148 |
|  |  | \$47.30 | \$48.89 | \$51.44 | \$53.98 | \$56.52 | \$59.12 | \$61.72 | \$64.32 |

*** Salary Ranges listed in red are representative of a specific job that is compensated at a different rate than others within that classification due to market***
Note: The monthly is based on the annual divided by 12; the hourly is based on the annual divided by 2080. Employees who are paid on a salary basis are paid the same salary each pay period regardless of the hours in that pay period. Semi-monthly salary is based on the annual salary divided by 24 .

