

Benchmark Job Title	Average of P50
A/C and Heating Mechanic	\$ 53,130
Accelerated Production Operator 1	\$ 43,299
Accelerated Production Operator 2	\$ 45,482
Account Clerk I	\$ 41,653
Account Clerk II	\$ 45,327
Account Clerk, Senior	\$ 49,088
Account Representative, Sr.	\$ 88,142
Accountant I	\$ 49,088
Accountant II	\$ 55,375
Accountant, Senior	\$ 74,696
Accounting and Finance Director, Utilities	\$ 128,837
Accounting Manager, Utilities	\$ 97,301
Action Officer-City Hall	\$ 44,439
ADA Paratransit Coordinator	\$ 55,225
Administrative and Fuels Operations Director	\$ 133,439
Administrative Assistant to Fire Chief	\$ 64,181
Affirmative Action Manager and Chief Investigator	\$ 74,696
Analyst	\$ 66,387
Analyst, Lead	\$ 85,304
Analyst, Senior	\$ 74,696
Apparatus Repair Supervisor	\$ 66,243
Assistant City Attorney II	\$ 133,439
Assistant City Attorney Senior	\$ 151,549
Assistant City Auditor	\$ 111,335
Assistant City Manager	\$ 196,747
Assistant Cultural Affairs Manager	\$ 64,944
Assistant Facilities Manager	\$ 75,173
Assistant Finance Director	\$ 112,608
Assistant Manager, Park Operations	\$ 64,944
Assistant Operations Manager	\$ 75,173
Assistant Parks, Recreation and Cultural Affairs Director	\$ 91,996
Assistant Police Chief	\$ 136,160
Assistant Transit Maintenance Manager	\$ 81,291
Assistant Transit Operations Manager	\$ 81,291
Auditor, Information Technology	\$ 73,747
Auditor, Senior	\$ 73,747
Benefits Coordinator	\$ 53,130
Bicycle Pedestrian/Coordinator	\$ 41,829
Billing and Collections Supervisor	\$ 55,375
Budget Manager	\$ 85,304
Building Attendant, Cultural/Nature	\$ 34,193
Building Official	\$ 117,944
Business Efficiency Program Coordinator	\$ 67,938
Business Services Administrative Coordinator	\$ 74,696
Business Services Manager	\$ 85,304

Business Systems Analyst 2	\$ 83,830
Business Systems Analyst Senior	\$ 94,843
Carpenter	\$ 43,299
Cemetery Coordinator	\$ 50,134
Chief Business Services Officer	\$ 151,549
Chief Customer Officer	\$ 153,505
Chief Information Officer	\$ 237,214
Chief Inspector	\$ 87,298
Chief Operating Officer	\$ 245,395
Chief People Officer	\$ 135,933
Chief Plans Examiner	\$ 100,108
Citizen Engagement Program Manager	\$ 73,747
City Arborist	\$ 75,173
Civic Collaboration Specialist	\$ 73,747
Clerk 1	\$ 35,292
Clerk I	\$ 35,292
Code Enforcement Officer	\$ 50,134
Code Enforcement Supervisor	\$ 64,944
Collections Recovery Specialist	\$ 67,938
Communications and Marketing Manager	\$ 100,108
Communications Director	\$ 100,108
Communications Specialist, Senior	\$ 75,173
Community and Government Relations Officer	\$ 135,933
Community Program Coordinator	\$ 40,593
Community Relations Coordinator - Utilities	\$ 77,259
Community Resource Paramedic Program Coordinator	\$ 54,046
Compensation Assistant	\$ 53,130
Compensation Specialist	\$ 75,173
Compliance Officer	\$ 133,439
Computer Project Leader	\$ 104,379
Configuration Management Specialist	\$ 75,173
Construction Project Coordinator	\$ 75,173
Control Room Operator	\$ 66,243
Cost Accounting Manager	\$ 97,301
Cost and Property Accountant	\$ 85,304
CRA Business Operations Coordinator	\$ 66,243
CRA Director	\$ 117,944
CRA Manager	\$ 87,298
CRA Project Manager I	\$ 45,482
CRA Project Manager II	\$ 53,130
CRA Project Manager IV	\$ 75,173
Creative Services Specialist	\$ 45,482
Creative Services Supervisor	\$ 75,173
Cultural Affairs Manager	\$ 72,322
Custodial Worker	\$ 31,415
Customer Accounts Rep	\$ 41,653
Customer Operations Director	\$ 117,338

Customer Service Rep I	\$ 41,377
Customer Service Rep II	\$ 48,782
Customer Service Rep, Senior	\$ 55,483
Customer Service Supervisor-Utilities	\$ 76,771
Customer Service Support Specialist 1	\$ 45,327
Customer Service Support Specialist 2	\$ 49,088
Depot Park Manager	\$ 72,322
Digital Media Producer I	\$ 43,299
Digital Media Producer II	\$ 45,482
Director of Citizen-Centered Design	\$ 84,295
Director of Mobility	\$ 133,362
Director of Strategic Initiatives	\$ 142,455
Director of Technology	\$ 170,849
Dispatcher	\$ 40,060
Distribution System Operator I	\$ 53,130
Distribution System Operator II	\$ 66,243
Diversity and Inclusion Manager	\$ 74,696
Economic Development and Innovation Director	\$ 133,439
Electric Apparatus Technician	\$ 45,482
Electric Apparatus Technician, Apprentice	\$ 40,060
Electric Apparatus Technician, Lead	\$ 53,130
Electric Line Clearance Coordinator	\$ 45,482
Electric Line Worker	\$ 66,243
Electric Line Worker, Apprentice	\$ 43,299
Electric Measurement Supervisor	\$ 75,173
Electric Measurement Technician	\$ 53,130
Electric Reliability Compliance Analyst	\$ 87,298
Electric Systems Operations Coordinator	\$ 87,298
Electric Systems Operations Manager	\$ 100,108
Electric T & D Manager	\$ 133,439
Electric Transmission & Distribution Systems Inspector	\$ 53,130
Electric Utilities Inspector	\$ 43,299
Electrician	\$ 53,130
Employee and Labor Relations Manager	\$ 100,108
Employee Relations Specialist	\$ 66,243
Employee Relations Specialist Senior	\$ 75,173
Energy and Business Services Manager	\$ 117,338
Energy Delivery Engineering Manager	\$ 133,439
Energy Delivery Facilities Specialist I	\$ 43,299
Energy Delivery Facilities Specialist II	\$ 53,130
Energy Delivery Facilities Specialist Supervisor	\$ 66,243
Energy Delivery Officer	\$ 170,242
Energy Delivery Planner	\$ 66,243
Energy Delivery Training Coordinator	\$ 75,173
Energy Measurement & Regulation Manager	\$ 133,439
Energy Services Supervisor	\$ 66,243
Energy Supply Maintenance Planner	\$ 66,243

Energy Supply Officer	\$	170,242
Energy Systems Dispatcher	\$	43,299
Engineer II/ Utility Designer II	\$	66,315
Engineer III/ Utility Designer III	\$	75,078
Engineer IV/Utility Designer IV	\$	86,159
Entomologist	\$	66,243
Environmental Programs Coordinator	\$	67,288
Equal Opportunity Assistant	\$	55,375
ERP Director	\$	170,849
ERP Master Data Governance Lead	\$	104,379
Events Coordinator	\$	45,580
Executive Assistant	\$	66,387
Executive Assistant, Senior	\$	66,387
Facilities Coordinator	\$	50,134
Facilities Maintenance Coordinator	\$	66,243
Facilities Manager	\$	87,298
Facilities Protection Technician, Senior	\$	53,130
Field Collector - Landlord Permitting	\$	45,580
Field Collector - Occupational License	\$	45,327
Field Service Technician	\$	43,299
Finance Director	\$	166,134
Financial Services Coordinator	\$	55,375
Fire and Life Safety Educator	\$	49,031
Fire Assistant Chief	\$	117,490
Fire Chief	\$	148,956
Fire Chief Deputy	\$	132,370
Fire District Chief	\$	102,924
Fire Driver/Operator-52	\$	64,181
Fire Inspector-52	\$	73,583
Fire Investigative Services Officer-52	\$	87,827
Fire Lieutenant-52	\$	73,583
Fire Protection Specialist	\$	54,046
Fire Training Captain-52	\$	87,827
Firefighter, Certified-52	\$	54,046
Fleet Management Director	\$	110,729
Fleet Mechanic I	\$	50,134
Fleet Mechanic II	\$	55,225
Fleet Operations Supervisor	\$	85,139
Fleet Support Specialist	\$	38,837
Fleet Support Specialist, Lead	\$	46,257
Fleet Support Supervisor	\$	75,345
Fleet Technician I	\$	51,108
Fleet Technician II	\$	56,531
Forensic Crime Technician	\$	43,618
Forester, Utility	\$	66,243
Fuels Analyst	\$	85,304
Fuels Manager	\$	100,108

Gas Measurement Supervisor	\$	66,243
Gas Measurement Technician	\$	45,482
Gas Operations Supervisor	\$	66,243
Gas T&D Manager	\$	133,439
Gas Worker	\$	43,299
Gas Worker, Apprentice	\$	40,060
Generation Training Coordinator	\$	75,173
GIS Specialist	\$	55,375
GIS Supervisor	\$	74,696
GIS Tech, Utility	\$	53,130
Golf Course Concessions Supervisor	\$	50,134
Golf Course Manager	\$	72,322
Grant Fiscal Coordinator	\$	66,387
Grants Program Specialist	\$	45,327
GRU Business Development & Planning Manager	\$	87,298
GRUCom Account Manager	\$	87,298
GRUCom Business Director	\$	117,944
GRUCom Technology & Services Director	\$	115,088
Habitat Naturalist	\$	45,580
Health Services Coordinator	\$	45,482
Horticulturist	\$	50,134
Housing and Community Development Manager	\$	91,996
Housing and Community Development Supervisor	\$	72,322
Human Resources Analytics Specialist	\$	83,830
Human Resources Director	\$	170,242
Human Resources Technician	\$	45,482
Injury Care and Prevention Specialist	\$	66,243
Inspector I	\$	45,482
Inspector II	\$	53,130
Internal Control Manager	\$	97,301
Investment Manager	\$	97,301
IT Applications Development Manager	\$	142,868
IT Infrastructure & Administration Manager	\$	142,868
IT Infrastructure Designer & Administrator, Senior	\$	104,379
IT Infrastructure Designer & Administrator Architect	\$	94,843
IT Infrastructure Designer and Administrator	\$	83,830
IT Infrastructure Designer and Administrator, Lead	\$	115,088
IT Manager, Governance and Compliance	\$	142,868
IT Manager, Service Desk	\$	104,379
IT Network Analyst	\$	83,830
IT Security Analyst II	\$	83,830
IT Service Desk Analyst	\$	74,772
IT Service Desk Specialist	\$	63,636
IT Service Desk Technician	\$	57,294
IT Services Portfolio Manager	\$	104,379
IT Software Architect	\$	83,830
IT Software Architect Senior	\$	94,843

IT Supervisor	\$	104,379
Job Knowledge & Proficiency Development Manager	\$	100,108
Labor Crew Leader I	\$	41,829
Labor Crew Leader I - Public Works	\$	45,482
Labor Crew Leader II	\$	50,134
Labor Crew Leader II - Public Works	\$	53,130
Land Rights Coordinator	\$	66,387
Landlord Permitting Coordinator	\$	50,134
Latent Print Examiner, Senior	\$	59,082
Lead Gas Worker	\$	45,482
Lead Line Technician	\$	45,482
Lead Line Worker	\$	75,173
Lead Telecommunications Specialist	\$	74,772
Learning & Organizational Development Manager	\$	100,108
Learning & Organizational Development Specialist	\$	75,173
Legal Assistant II	\$	66,243
Legal Assistant, Sr.	\$	75,173
Licensed Practical Nurse	\$	45,482
Line Technician	\$	43,299
Line Technician, Apprentice	\$	40,060
Litigation Attorney	\$	170,242
Mail Services Supervisor, Utilities	\$	45,117
Maintenance Mechanic I	\$	45,327
Maintenance Mechanic II	\$	49,088
Maintenance Mechanic III	\$	55,375
Maintenance Mechanic Repair & Fabrication Small Equip	\$	43,299
Maintenance Worker I	\$	31,415
Maintenance Worker II	\$	33,076
Maintenance Worker III	\$	35,195
Major Maintenance Leader	\$	87,298
Manager of Outage Planning & Major Maintenance	\$	100,108
Managing Utility Analyst Plan	\$	100,108
Marketing & Communications Specialist, Senior	\$	66,243
Marketing Representative, Sr.	\$	87,298
Master Fleet Technician	\$	67,288
Master Fleet Technician, Lead	\$	75,345
Material Handling Equipment Operator II	\$	40,060
Media Relations Coordinator	\$	75,173
Meter Reader	\$	40,060
Meter Reader Crew Leader	\$	43,299
Meter Reader Supervisor	\$	53,130
Meter Services Supervisor	\$	66,243
Mosquito Control/Stormwater Services Technician	\$	33,076
Mosquito Control/Stormwater Services Technician, Lead	\$	40,060
Motor Equipment Operator I	\$	35,195
Motor Equipment Operator II	\$	40,060
Motor Equipment Operator III	\$	40,060

Museum Coordinator	\$	50,134
Natural Resource Maintenance Supervisor	\$	50,134
Nature Assistant	\$	38,614
Nature Center Education Supervisor	\$	64,944
Nature Operations Manager	\$	72,322
Nature Operations Supervisor	\$	64,944
Neighborhood Planning Coordinator	\$	72,322
Network Cabling Specialist II	\$	53,130
Network Technician II	\$	63,636
New Services Specialist	\$	55,483
Nurse Practitioner	\$	100,108
Occupational Health Nurse Senior	\$	75,173
Office Coordinator-City Manager	\$	73,747
Office Coordinator-General Manager, Utilities	\$	77,259
Operational Technology Network Analyst, Sr.	\$	75,173
Operations Assistant	\$	45,327
Operations Division Manager	\$	100,108
Operations Supervisor	\$	53,130
Painter	\$	35,195
Park Operations Manager	\$	72,322
Park Ranger	\$	41,829
Parking Enforcement Officer	\$	38,614
Parking Operations Attendant	\$	34,193
Parking Operations Attendant, Lead	\$	38,614
Parking Operations Supervisor	\$	55,225
Parks Maintenance Worker 1	\$	34,193
Parks Maintenance Worker 2	\$	36,203
Parks Maintenance Worker 3	\$	38,614
Parks Maintenance Worker 4	\$	38,614
Parks, Recreation and Cultural Affairs Director	\$	104,727
Parts Specialist, RTS	\$	38,614
Payroll & Payables Supervisor	\$	74,696
Pension Investment Analyst	\$	85,304
Performance & Data Analyst	\$	65,593
Permit Expeditor I	\$	40,060
Permit Expeditor II	\$	45,482
Planner I	\$	53,130
Planner II	\$	66,243
Planner III	\$	75,173
Planner IV	\$	75,173
Planning & Development Services Director	\$	170,242
Planning Manager, Public Works	\$	81,291
Plans Examiner I	\$	45,482
Plans Examiner II	\$	53,130
Police Captain	\$	108,525
Police Chief	\$	165,510
Police Corporal	\$	73,040

Police Crime Analyst	\$	46,495
Police Lieutenant	\$	90,631
Police Officer	\$	59,082
Police Officer - Helicopter Pilot	\$	59,082
Police Officer (non-certified)	\$	49,798
Police Personnel Clerk	\$	49,798
Police Planner, Senior	\$	59,082
Police Property Specialist	\$	43,618
Police Property/Evidence Specialist	\$	46,495
Police Property/Evidence Supervisor	\$	49,798
Police Records Shift Supervisor	\$	46,495
Police Records Supervisor	\$	49,798
Police Sergeant	\$	73,040
Police Service Technician I	\$	37,932
Police Service Technician II	\$	43,618
Police Service Technician III	\$	49,798
Power Plant Control Specialist	\$	66,243
Power Plant ICE Supervisor	\$	75,173
Power Plant ICE Technician	\$	66,243
Power Plant Journeyman Operator	\$	53,130
Power Plant Lab Supervisor	\$	66,243
Power Plant Lab Technician	\$	45,482
Power Plant Lab Technician, Apprentice	\$	43,299
Power Plant Maintenance Supervisor	\$	75,173
Power Plant Materials Handling Supervisor	\$	66,243
Power Plant Mechanic Journeyman	\$	53,130
Power Plant Shift Supervisor	\$	75,173
Power Systems Coordinator II	\$	75,173
Power Systems Operations Lead	\$	87,298
Principal Engineer/Principal Utility Designer	\$	117,944
Process Plant Operator I	\$	43,299
Process Plant Operator II	\$	45,482
Process Plant Supervisor	\$	66,243
Procurement Manager	\$	85,304
Procurement Specialist 2	\$	66,387
Procurement Specialist 3	\$	74,696
Production Assurance Support Director	\$	133,439
Production Director	\$	151,549
Production Leader	\$	87,298
Production Manager I	\$	87,298
Production Manager II	\$	100,108
Production Manager III	\$	117,944
Production Technician	\$	66,243
Program Assistant	\$	49,088
Program Coordinator	\$	55,375
Program Coordinator -PRCA	\$	55,225
Project Engineer	\$	100,108

Project Systems Analyst, Senior	\$	83,830
Public Transit Maintenance & Safety Training Specialist	\$	64,944
Public Works Administrative Services Manager	\$	75,173
Public Works Contract Coordinator	\$	43,299
Public Works Director	\$	151,549
Rates & Economic Analysis Manager	\$	97,301
Rates & Investment Director	\$	112,608
Records Management Coordinator	\$	64,944
Records Technician	\$	37,932
Recreation Aide I	\$	38,614
Recreation Aide II	\$	41,829
Recreation Leader	\$	50,134
Recreation Manager	\$	72,322
Recreation Supervisor	\$	64,944
Rehabilitation Specialist II	\$	55,225
Reichert House Youth Program Assistant Dir	\$	59,082
Reichert House Youth Program Director	\$	73,040
Reichert House Youth Program Intervention Specialist	\$	40,593
Reichert House Youth Program Manager	\$	54,288
Relay Technician	\$	66,243
Relay Technician, Apprentice	\$	45,482
Residential Efficiency Program Coordinator 2	\$	55,483
Residential Efficiency Program Coordinator 3	\$	67,938
Revenue Protection Investigator	\$	53,130
Right of Way Crew Leader - Public Works	\$	40,060
Risk Management Director	\$	133,439
Safety Specialist	\$	75,173
Scada Systems Database Analyst	\$	75,173
Service Operator	\$	51,108
Service Operator Trainee	\$	42,262
Small, Minority & Veteran Business Procurement Program Coordinator	\$	66,387
Solid Waste Collection Inspector	\$	45,482
Solid Waste Field Operations Supervisor	\$	53,130
Solid Waste Manager	\$	75,173
Special Events and Assignments Coordinator	\$	46,495
Staff Assistant	\$	49,088
Staff Specialist	\$	49,088
Storekeeper I	\$	33,076
Storekeeper II	\$	35,195
Stormwater Services Coordinator	\$	40,060
Strategic Customer Experience Manager	\$	87,298
Strategic Planner, Senior	\$	73,747
Street Sweeper Crew Leader - Public Works	\$	40,060
Street Sweeper Operator	\$	35,195
Substation Electrician	\$	53,130
Substation Electrician, Lead	\$	66,243
Substation Operations Supervisor	\$	75,173

Supervising Engineer/Project Team Leader	\$	117,944
Supervising Engineer/Supervisor Utility Designer	\$	117,944
Supply Chain Manager	\$	76,771
Supply Chain Specialist	\$	45,117
Survey Party Chief	\$	43,299
Survey Technician II	\$	35,195
Surveyor	\$	66,243
System Operations Training Coordinator	\$	100,108
System Protection and Control Supervisor	\$	87,298
Systems Control Manager	\$	133,439
Systems Operations Manager	\$	100,108
Systems Operator II	\$	87,298
Talent Acquisition Manager	\$	100,108
Talent Acquisition Representative	\$	66,243
Talent Acquisition Specialist	\$	75,173
Technical Support Specialist II	\$	45,327
Technical Support Specialist III	\$	49,088
Technical Support Specialist, Senior	\$	55,375
Technical Systems Analyst 1	\$	55,375
Technical Systems Analyst II	\$	66,387
Technical Systems Analyst, Sr	\$	74,696
Technical Systems Coordinator	\$	85,304
Telecomm Specialist II	\$	53,130
Telecommunications Supervisor	\$	75,173
TelServ Operator	\$	35,107
Traffic Management System Specialist II	\$	64,944
Traffic Management System Supervisor	\$	72,322
Traffic Operations Manager	\$	91,996
Traffic Signal Supervisor	\$	64,944
Traffic Signal Technician II	\$	45,580
Traffic Signal Technician, Lead	\$	55,225
Traffic Signs/Markings Supervisor	\$	45,482
Traffic Signs/Markings Technician I	\$	33,076
Traffic Signs/Markings Technician II	\$	35,195
Traffic Signs/Markings Technician III	\$	40,060
Traffic Signs/Markings Technician, Lead	\$	43,299
Training Technician	\$	45,482
Transit Customer Advocate	\$	72,322
Transit Director	\$	120,351
Transit Facilities Supervisor	\$	64,944
Transit Fleet Supervisor	\$	72,322
Transit Maintenance Manager	\$	91,996
Transit Marketing & Communications Assistant	\$	50,134
Transit Operations Supervisor	\$	64,944
Transit Operations Trainer	\$	55,225
Transit Operator	\$	38,154
Transit Operator Trainee	\$	34,193

Transit Planner	\$	64,944
Transit Planning Assistant	\$	50,134
Transit Planning Manager	\$	81,291
Transit Program Coordinator	\$	55,225
Transit Safety & Security Officer	\$	72,322
Transit Scheduler	\$	72,322
Transit Vehicle Collision Repair Technician	\$	55,225
Treasury Manager, Utilities	\$	97,301
Tree Surgeon I	\$	40,060
Tree Surgeon II	\$	43,299
Tree Surgeon III	\$	53,130
Urban Forestry Inspector	\$	66,243
Utilities Facilities Manager	\$	76,771
Utilities Facilities Technician	\$	37,128
Utilities Facilities Technician, Lead	\$	55,483
Utilities Facilities Technician, Senior	\$	45,117
Utilities Location Coordinator	\$	75,173
Utilities Location Supervisor	\$	53,130
Utilities Location Technician	\$	45,482
Utilities Materials Specialist I	\$	34,705
Utilities Materials Specialist, Sr.	\$	41,377
Utility Billing and Customer Solutions Specialist	\$	48,782
Utility Billing and Customer Solutions Specialist, Senior	\$	55,483
Utility Billing and Customer Solutions Supervisor	\$	76,771
Utility Project/Team Leader I	\$	87,298
Utility Project/Team Leader III	\$	117,944
Utility Revenue Assurance Supervisor	\$	76,771
Utility Safety Specialist	\$	75,173
Utility Security Coordinator	\$	76,771
Utility Services Supervisor	\$	76,771
Vehicle Service Attendant	\$	34,193
W/WW Facilities Ops & Maintenance Manager	\$	85,139
Warehouse Supervisor	\$	43,299
Wastewater Crew Leader	\$	56,531
Wastewater ICE Technician	\$	67,288
Wastewater Lab Technician, Sr	\$	56,531
Wastewater Maintenance Mechanic	\$	51,108
Wastewater Maintenance Mechanic Apprentice	\$	46,257
Wastewater Plant Operator II	\$	51,108
Wastewater Plant Operator III	\$	56,531
Water Distribution & Wastewater Collection Sys Director	\$	127,789
Water Plant Manager	\$	96,828
Water Plant Operator/Mechanic	\$	56,531
Water Plant Operator/Mechanic Apprentice	\$	46,257
Water Plant Operator/Mechanic Trainee	\$	42,262
Water Reclamation Laboratory Technician	\$	51,108
Water Reclamation Plant Operator	\$	56,531

Water Reclamation Plant Operator Apprentice	\$	46,257
Water Reclamation Plant Operator Trainee	\$	42,262
Water/Wastewater Engineering Director	\$	127,789
Water/Wastewater Laboratory Supervisor	\$	67,288
Water/Wastewater Officer	\$	144,412
Water/Wastewater Supervisor	\$	67,288
Water/Wastewater Training Coordinator	\$	75,173
Water/Wastewater Treatment Operations Director	\$	127,789
Wellness Assistant	\$	45,482
Wellness Coordinator	\$	53,130
Wild Spaces Public Places Director	\$	91,996
Work & Resource Management Manager	\$	133,439
Workers' Compensation & Loss Control Manager	\$	87,298