



AFSMCE Salary Schedule 2026-27

Pay Group	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	*Longevity 3.00%
500	Library Page	\$17.18	\$17.86	\$18.57	\$19.32	\$20.09	\$20.89	\$21.77	\$22.42
	Recreation Assistant	\$35,728	\$37,156	\$38,627	\$40,186	\$41,789	\$43,458	\$45,281	\$46,639
600	Seasonal Maintenance Worker	\$19.74	\$20.53	\$21.36	\$22.20	\$23.10	\$24.02	\$25.03	\$25.78
	Summer Camp Lead	\$41,065	\$42,712	\$44,425	\$46,181	\$48,048	\$49,958	\$52,067	\$53,629
700	Administrative Assistant I	\$21.71	\$22.57	\$23.48	\$24.42	\$25.39	\$26.42	\$27.52	\$28.35
	Legal Intern	\$45,149	\$46,950	\$48,838	\$50,793	\$52,813	\$54,943	\$57,249	\$58,966
	Library Assistant I								
	Kitchen Assistant I								
800	Administrative Assistant II	\$24.98	\$25.98	\$27.02	\$28.09	\$29.22	\$30.40	\$31.67	\$32.62
	Library Assistant II	\$51,957	\$54,043	\$56,195	\$58,435	\$60,785	\$63,222	\$65,879	\$67,856
	Maintenance Worker I								
900	City Records Technician	\$27.21	\$28.29	\$29.42	\$30.61	\$31.83	\$33.10	\$34.50	\$35.54
	Court Clerk I	\$56,590	\$58,852	\$61,202	\$63,661	\$66,209	\$68,844	\$71,764	\$73,917
	Engineering Technician I								
	Engineering Coordinator								
	Finance Technician I								
	Permit Specialist								
	Planning Technician								
	Recreation Specialist								
1000	Telecommunications Utility Worker I								
	Utility Billing Technician								
1100	Maintenance Worker II	\$29.40	\$30.59	\$31.80	\$33.08	\$34.40	\$35.78	\$37.29	\$38.41
	Police Records Specialist	\$61,158	\$63,617	\$66,143	\$68,800	\$71,545	\$74,422	\$77,562	\$79,889
1200	Broadband Install Tech	\$31.76	\$33.02	\$34.34	\$35.72	\$37.15	\$38.63	\$40.27	\$41.47
	City Volunteer Coordinator	\$66,055	\$68,690	\$71,435	\$74,290	\$77,276	\$80,351	\$83,754	\$86,267
	Court Clerk II								
	Deputy City Recorder								
	Engineering Coordinator								
	Engineering Program Associate								
	Engineering Technician II								
	Finance Technician II								
	Kitchen Coordinator								
	Lead Billing Technician								
	Lead Permit Specialist								
	Librarian I								
	Maintenance Worker III								
	Mechanic								
	Planning Coordinator								
1300	Program and Event Coordinator								
	Telecommunications Utility Worker II								
1400	Records Management Coordinator								
	Asset Management Specialist	\$34.29	\$35.66	\$37.09	\$38.57	\$40.12	\$41.72	\$43.49	\$44.79
	Assistant Planner	\$71,325	\$74,180	\$77,145	\$80,219	\$83,447	\$86,785	\$90,452	\$93,153
	Code Compliance Officer								
	Engineering Technician III								
1500	Lead Maintenance Worker								
	Accountant	\$38.06	\$39.58	\$41.16	\$42.81	\$44.52	\$46.31	\$48.25	\$49.70
1600	Associate Planner	\$79,165	\$82,327	\$85,621	\$89,047	\$92,604	\$96,315	\$100,356	\$103,367
	Building Inspector-Plans Examiner II								
	Engineering Associate I								
	Environmental Program Coordinator								
	GIS Programmer/Analyst								
	Lead Broadband Install Technician								
	Lead Telecommunications Utility Worker								
	Librarian II								
	Technical Services Librarian								
	Building Inspector-Plans Examiner III	\$40.72	\$42.36	\$44.05	\$45.81	\$47.65	\$49.55	\$51.64	\$53.19
1700	Senior Accountant	\$84,699	\$88,102	\$91,616	\$95,283	\$99,104	\$103,057	\$107,405	\$110,627
	Senior Planner	\$43.98	\$45.75	\$47.57	\$49.47	\$51.46	\$53.52	\$55.78	\$57.45
		\$91,484	\$95,151	\$98,951	\$102,903	\$107,032	\$111,314	\$116,013	\$119,494

* Longevity 3% after 4 years at Step 7

* On Call staff are eligible for annual increases if 400 hours worked in the last 12 months.

No 6-month Probation Step Increase

Step Increase Anniversary Date is 1 year after hire date – or for Seasonals is the rehire date

Step Increase is subject to the employee working a minimum of 400 hours in the previous 12 months period