

**CITY OF DUBUQUE, IOWA
GENERAL EMPLOYEES WAGE PLAN**

EFFECTIVE FIRST FULL PAYPERIOD FOLLOWING 07/06/2025 THROUGH THE LAST PAY PERIOD STARTING IN JUNE 2026

| POSITION CLASSIFICATION | SALARY GRADE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|---|-----------------|-----------|---------------|---------------|---------------|---------------|---------------|---------------|
| Assistant City Manager | NB23 | Hourly | \$ 70.65 | \$ 74.58 | \$ 78.51 | \$ 83.13 | \$ 87.75 | \$ 92.37 |
| | | Bi-weekly | \$ 5,652.00 | \$ 5,966.40 | \$ 6,280.80 | \$ 6,650.40 | \$ 7,020.00 | \$ 7,389.60 |
| | | Annually | \$ 146,952.00 | \$ 155,126.40 | \$ 163,300.80 | \$ 172,910.40 | \$ 182,520.00 | \$ 192,129.60 |
| Chief Financial Officer | NB21 | Hourly | \$ 60.90 | \$ 64.28 | \$ 67.67 | \$ 71.65 | \$ 75.63 | \$ 79.61 |
| Chief Human Resources Officer | | Bi-weekly | \$ 4,872.00 | \$ 5,142.40 | \$ 5,413.60 | \$ 5,732.00 | \$ 6,050.40 | \$ 6,368.80 |
| Chief Information Officer | | Annually | \$ 126,672.00 | \$ 133,702.40 | \$ 140,753.60 | \$ 149,032.00 | \$ 157,310.40 | \$ 165,588.80 |
| City Engineer | NB20 | Hourly | \$ 57.73 | \$ 60.95 | \$ 64.15 | \$ 67.92 | \$ 71.70 | \$ 75.47 |
| Director of Strategic Partnerships | | Bi-weekly | \$ 4,618.40 | \$ 4,876.00 | \$ 5,132.00 | \$ 5,433.60 | \$ 5,736.00 | \$ 6,037.60 |
| Parks and Recreation Director | | Annually | \$ 120,078.40 | \$ 126,776.00 | \$ 133,432.00 | \$ 141,273.60 | \$ 149,136.00 | \$ 156,977.60 |
| Public Works Director | NB19 | Hourly | \$ 54.67 | \$ 57.71 | \$ 60.75 | \$ 64.32 | \$ 67.90 | \$ 71.47 |
| Economic Development Director | | Bi-weekly | \$ 4,373.60 | \$ 4,616.80 | \$ 4,860.00 | \$ 5,145.60 | \$ 5,432.00 | \$ 5,717.60 |
| Housing and Community Development Director | | Annually | \$ 113,713.60 | \$ 120,036.80 | \$ 126,360.00 | \$ 133,785.60 | \$ 141,232.00 | \$ 148,657.60 |
| Senior Counsel | NB18 | Hourly | \$ 51.92 | \$ 54.81 | \$ 57.70 | \$ 61.09 | \$ 64.49 | \$ 67.88 |
| Airport Director | | Bi-weekly | \$ 4,153.60 | \$ 4,384.80 | \$ 4,616.00 | \$ 4,887.20 | \$ 5,159.20 | \$ 5,430.40 |
| Assistant City Engineer | | Annually | \$ 107,993.60 | \$ 114,004.80 | \$ 120,016.00 | \$ 127,067.20 | \$ 134,139.20 | \$ 141,190.40 |
| Budget Manager | NB17 | Hourly | \$ 47.67 | \$ 50.32 | \$ 52.97 | \$ 56.08 | \$ 59.20 | \$ 62.32 |
| Assistant Public Works Director - Project Manager | | Bi-weekly | \$ 3,813.60 | \$ 4,025.60 | \$ 4,237.60 | \$ 4,486.40 | \$ 4,736.00 | \$ 4,985.60 |
| Civil Engineer III | | Annually | \$ 99,153.60 | \$ 104,665.60 | \$ 110,177.60 | \$ 116,646.40 | \$ 123,136.00 | \$ 129,625.60 |
| Community Impact Director | NB17 | Hourly | \$ 47.67 | \$ 50.32 | \$ 52.97 | \$ 56.08 | \$ 59.20 | \$ 62.32 |
| Finance Manager | | Bi-weekly | \$ 3,813.60 | \$ 4,025.60 | \$ 4,237.60 | \$ 4,486.40 | \$ 4,736.00 | \$ 4,985.60 |
| Library Director | | Annually | \$ 99,153.60 | \$ 104,665.60 | \$ 110,177.60 | \$ 116,646.40 | \$ 123,136.00 | \$ 129,625.60 |
| Economic Mobility and Neighborhood Support Director | NB17 | Hourly | \$ 47.67 | \$ 50.32 | \$ 52.97 | \$ 56.08 | \$ 59.20 | \$ 62.32 |
| Planning Services Director | | Bi-weekly | \$ 3,813.60 | \$ 4,025.60 | \$ 4,237.60 | \$ 4,486.40 | \$ 4,736.00 | \$ 4,985.60 |
| Senior Project and Facilities Manager | | Annually | \$ 99,153.60 | \$ 104,665.60 | \$ 110,177.60 | \$ 116,646.40 | \$ 123,136.00 | \$ 129,625.60 |
| Water Department Director | NB17 | Hourly | \$ 47.67 | \$ 50.32 | \$ 52.97 | \$ 56.08 | \$ 59.20 | \$ 62.32 |
| Water Resource Recover Center Director | | Bi-weekly | \$ 3,813.60 | \$ 4,025.60 | \$ 4,237.60 | \$ 4,486.40 | \$ 4,736.00 | \$ 4,985.60 |
| Assistant City Attorney II | | Annually | \$ 99,153.60 | \$ 104,665.60 | \$ 110,177.60 | \$ 116,646.40 | \$ 123,136.00 | \$ 129,625.60 |
| Chief Information Security Officer | NB17 | Hourly | \$ 47.67 | \$ 50.32 | \$ 52.97 | \$ 56.08 | \$ 59.20 | \$ 62.32 |
| Economic Mobility Opportunity Special Assistant | | Bi-weekly | \$ 3,813.60 | \$ 4,025.60 | \$ 4,237.60 | \$ 4,486.40 | \$ 4,736.00 | \$ 4,985.60 |
| Emergency Communications Director | | Annually | \$ 99,153.60 | \$ 104,665.60 | \$ 110,177.60 | \$ 116,646.40 | \$ 123,136.00 | \$ 129,625.60 |
| Human Rights Director | NB17 | Hourly | \$ 47.67 | \$ 50.32 | \$ 52.97 | \$ 56.08 | \$ 59.20 | \$ 62.32 |
| Public Health Director | | Bi-weekly | \$ 3,813.60 | \$ 4,025.60 | \$ 4,237.60 | \$ 4,486.40 | \$ 4,736.00 | \$ 4,985.60 |
| Transportation Services Director | | Annually | \$ 99,153.60 | \$ 104,665.60 | \$ 110,177.60 | \$ 116,646.40 | \$ 123,136.00 | \$ 129,625.60 |

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| Assistant Airport Director | NB16 | Hourly | \$ 43.78 | \$ 46.21 | \$ 48.65 | \$ 51.50 | \$ 54.36 | \$ 57.23 |
| Assistant Housing and Community Development Director | | Bi-weekly | \$ 3,502.40 | \$ 3,696.80 | \$ 3,892.00 | \$ 4,120.00 | \$ 4,348.80 | \$ 4,578.40 |
| Benefits and Compensation Manager | | Annually | \$ 91,062.40 | \$ 96,116.80 | \$ 101,192.00 | \$ 107,120.00 | \$ 113,068.80 | \$ 119,038.40 |
| Employee Relations Manager | | | | | | | | |
| Finance Project Manager | | | | | | | | |
| Park Division Manager | | | | | | | | |
| Plant Manager | | | | | | | | |
| Public Information Officer | | | | | | | | |
| Purchasing Risk Manager | | | | | | | | |
| Recreation Division Manager | | | | | | | | |
| Solid Waste Agency Administrator | | | | | | | | |
| Assistant City Attorney I | NB15 | Hourly | \$ 40.19 | \$ 42.42 | \$ 44.65 | \$ 47.28 | \$ 49.90 | \$ 52.53 |
| Assistant Economic Development Director | | Bi-weekly | \$ 3,215.20 | \$ 3,393.60 | \$ 3,572.00 | \$ 3,782.40 | \$ 3,992.00 | \$ 4,202.40 |
| Civil Engineer II | | Annually | \$ 83,595.20 | \$ 88,233.60 | \$ 92,872.00 | \$ 98,342.40 | \$ 103,792.00 | \$ 109,262.40 |
| Criminal Computer Forensics Analyst | | | | | | | | |
| Data Scientist | | | | | | | | |
| Director of Sustainability | | | | | | | | |
| Field Operations Supervisor | | | | | | | | |
| Fleet Manager | | | | | | | | |
| Learning and Development Manager | | | | | | | | |
| Multicultural Family Center Director | | | | | | | | |
| Senior Network System Administrator | | | | | | | | |
| Talent Acquisition Manger | | | | | | | | |
| Traffic Project Supervisor | | | | | | | | |
| Water Project Supervisor | | | | | | | | |
| Water Resources Project Supervisor | | | | | | | | |

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|---|-----------------|-----------|--------------|--------------|--------------|--------------|--------------|---------------|
| Assisted Housing Supervisor | NB14 | Hourly | \$ 37.03 | \$ 39.08 | \$ 41.14 | \$ 43.56 | \$ 45.98 | \$ 48.40 |
| Associate Planner | | Bi-weekly | \$ 2,962.40 | \$ 3,126.40 | \$ 3,291.20 | \$ 3,484.80 | \$ 3,678.40 | \$ 3,872.00 |
| Budget Financial Analyst | | Annually | \$ 77,022.40 | \$ 81,286.40 | \$ 85,571.20 | \$ 90,604.80 | \$ 95,638.40 | \$ 100,672.00 |
| Business Development Manager | | | | | | | | |
| Circulation Supervisor | | | | | | | | |
| Deputy Code Official | | | | | | | | |
| Facilities Manager | | | | | | | | |
| Fire Prevention Inspector | | | | | | | | |
| Fixed Base Operation Supervisor | | | | | | | | |
| GIS Coordinator Analyst | | | | | | | | |
| Landfill Supervisor | | | | | | | | |
| Lead Application Network Analyst (Supervisor) | | | | | | | | |
| Lead Environmental Sanitarian | | | | | | | | |
| Librarian II | | | | | | | | |
| Library Information Technology Systems Manager | | | | | | | | |
| Multimedia Specialist | | | | | | | | |
| Plans Examiner | | | | | | | | |
| Project and Facilities Manager | | | | | | | | |
| Recreation Program Supervisor | | | | | | | | |
| Resource Management Supervisor | | | | | | | | |
| Transportation Services Operations Supervisor | | | | | | | | |
| Water Distribution Supervisor | | | | | | | | |
| Water Operations Supervisor | | | | | | | | |
| Water Resource Recovery Center Maintenance Supervisor | | | | | | | | |
| Assistant Field Operations Manager | NB13 | Hourly | \$ 34.00 | \$ 35.89 | \$ 37.78 | \$ 40.01 | \$ 42.22 | \$ 44.44 |
| Assistant Fixed Based Operations Supervisor | | Bi-weekly | \$ 2,720.00 | \$ 2,871.20 | \$ 3,022.40 | \$ 3,200.80 | \$ 3,377.60 | \$ 3,555.20 |
| Civil Engineer I | | Annually | \$ 70,720.00 | \$ 74,651.20 | \$ 78,582.40 | \$ 83,220.80 | \$ 87,817.60 | \$ 92,435.20 |
| Combination Inspector | | | | | | | | |
| Data Analyst | | | | | | | | |
| Executive Assistant | | | | | | | | |
| Head Golf Professional | | | | | | | | |
| Industrial Pretreatment Coordinator | | | | | | | | |
| Laboratory Supervisor | | | | | | | | |
| Lead Application Network Analyst | | | | | | | | |

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|--|-----------------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| Americorps Director | NB12 | Hourly | \$ 32.02 | \$ 33.80 | \$ 35.58 | \$ 37.68 | \$ 39.77 | \$ 41.86 |
| Arts and Cultural Affairs Manager | | Bi-weekly | \$ 2,561.60 | \$ 2,704.00 | \$ 2,846.40 | \$ 3,014.40 | \$ 3,181.60 | \$ 3,348.80 |
| Assistant Planner | | Annually | \$ 66,601.60 | \$ 70,304.00 | \$ 74,006.40 | \$ 78,374.40 | \$ 82,721.60 | \$ 87,068.80 |
| Assisted Housing Administrator | | | | | | | | |
| Climate Action Coordinator | | | | | | | | |
| Community Engagement Coordinator | | | | | | | | |
| Engineering Technician III | | | | | | | | |
| Environmental Coordinator | | | | | | | | |
| Environmental Sanitarian-Public Health Emergency | | | | | | | | |
| Preparedness Planner | | | | | | | | |
| GIS Specialist | | | | | | | | |
| Golf Course Superintendent | | | | | | | | |
| Human Resources Employment Specialist | | | | | | | | |
| Inspector II | | | | | | | | |
| Librarian I | | | | | | | | |
| Payroll Accountant | | | | | | | | |
| Purchasing Safety Coordinator | | | | | | | | |
| Survey Party Chief | | | | | | | | |
| Transportation Services Analyst | | | | | | | | |
| Urban Development Housing Rehabilitation Project Manager | | | | | | | | |
| Utility Billing Supervisor | | | | | | | | |

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|--|-----------------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| Accountant | NB11 | Hourly | \$ 30.35 | \$ 32.03 | \$ 33.72 | \$ 35.71 | \$ 37.69 | \$ 39.68 |
| Assistant Multicultural Family Center Director | | Bi-weekly | \$ 2,428.00 | \$ 2,562.40 | \$ 2,697.60 | \$ 2,856.80 | \$ 3,015.20 | \$ 3,174.40 |
| Camera Systems Technician | | Annually | \$ 63,128.00 | \$ 66,622.40 | \$ 70,137.60 | \$ 74,276.80 | \$ 78,395.20 | \$ 82,534.40 |
| CDL Training Specialist | | | | | | | | |
| Communications Specialist | | | | | | | | |
| Community Development Specialist | | | | | | | | |
| Community Diversion and Prevention Coordinator | | | | | | | | |
| Community Outreach and Public Communications Coordinator | | | | | | | | |
| Community Service and Outreach Coordinator | | | | | | | | |
| Crime Analyst | | | | | | | | |
| Economic Development Financial Specialist | | | | | | | | |
| Engineering Administrator | | | | | | | | |
| Engineering Technician II | | | | | | | | |
| Environmental Sanitarian | | | | | | | | |
| Human Rights Specialist | | | | | | | | |
| Human Resources Payroll and Benefits Specialist | | | | | | | | |
| Lab Technician II | | | | | | | | |
| Paralegal | | | | | | | | |
| Right-of-Way Management Technician | | | | | | | | |
| Survey Technician III | | | | | | | | |
| Video Producer | | | | | | | | |
| Zoning Enforcement Officer | | | | | | | | |
| Assistant City Clerk | NB10 | Hourly | \$ 28.76 | \$ 30.35 | \$ 31.96 | \$ 33.84 | \$ 35.72 | \$ 37.60 |
| Engineering Technician I | | Bi-weekly | \$ 2,300.80 | \$ 2,428.00 | \$ 2,556.80 | \$ 2,707.20 | \$ 2,857.60 | \$ 3,008.00 |
| Grants Project Manager | | Annually | \$ 59,820.80 | \$ 63,128.00 | \$ 66,476.80 | \$ 70,387.20 | \$ 74,297.60 | \$ 78,208.00 |
| Lead Public Safety Dispatcher | | | | | | | | |
| Maintenance Supervisor | | | | | | | | |
| Payroll Systems Analyst and Administrator | | | | | | | | |
| Records Supervisor | | | | | | | | |
| Survey Technician II | | | | | | | | |
| Management and Grant Analyst | | | | | | | | |
| Teen Empowerment Coordinator | | | | | | | | |
| User Technology Support Specialist | | | | | | | | |

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|--|-----------------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| Animal Control Officer | NB09 | Hourly | \$ 27.22 | \$ 28.74 | \$ 30.25 | \$ 32.03 | \$ 33.80 | \$ 35.59 |
| Community Development and Grants Administrator | | Bi-weekly | \$ 2,177.60 | \$ 2,299.20 | \$ 2,420.00 | \$ 2,562.40 | \$ 2,704.00 | \$ 2,847.20 |
| Lead Administrative Support Professional | | Annually | \$ 56,617.60 | \$ 59,779.20 | \$ 62,920.00 | \$ 66,622.40 | \$ 70,304.00 | \$ 74,027.20 |
| Lead Paint Healthy Homes Inspector | | | | | | | | |
| Library Aide | | | | | | | | |
| Planning Technician | | | | | | | | |
| Police Payroll Specialist | | | | | | | | |
| Survey Technician I | | | | | | | | |
| Utility Locator II | | | | | | | | |
| Airport Operations Specialist (112 hours/pay period) | NB08 | Hourly | \$ 25.20 | \$ 26.60 | \$ 28.01 | \$ 29.65 | \$ 31.30 | \$ 32.95 |
| Assisted Housing Specialist | | Bi-weekly | \$ 2,016.00 | \$ 2,128.00 | \$ 2,240.80 | \$ 2,372.00 | \$ 2,504.00 | \$ 2,636.00 |
| Construction Permit Clerk | | Annually | \$ 52,416.00 | \$ 55,328.00 | \$ 58,260.80 | \$ 61,672.00 | \$ 65,104.00 | \$ 68,536.00 |
| Environmental Justice Tree Coordinator | | | | | | | | |
| Housing Financial Specialist | | | | | | | | |
| Library User Support Specilaist | | | | | | | | |
| Multicultural Family Center Site Supervisor | | | | | | | | |
| Police Precision Technician | | | | | | | | |
| Self Sufficiency Coordinator | | | | | | | | |
| Sidewalk Inspector | | | | | | | | |
| Utility Locator I | | | | | | | | |
| Administrative Support Professional | NB07 | Hourly | \$ 23.29 | \$ 24.59 | \$ 25.88 | \$ 27.40 | \$ 28.92 | \$ 30.45 |
| Accounts Payable/Accounts Receivable Clerk | | Bi-weekly | \$ 1,863.20 | \$ 1,967.20 | \$ 2,070.40 | \$ 2,192.00 | \$ 2,313.60 | \$ 2,436.00 |
| Help Desk Support Technician | | Annually | \$ 48,443.20 | \$ 51,147.20 | \$ 53,830.40 | \$ 56,992.00 | \$ 60,153.60 | \$ 63,336.00 |
| Lead Library Assistant | | | | | | | | |
| Maintenance Technician Apprentice | | | | | | | | |
| Nuisance Specialist | | | | | | | | |
| Permit Clerk | | | | | | | | |
| Custodian | NB06 | Hourly | \$ 22.01 | \$ 23.24 | \$ 24.46 | \$ 25.90 | \$ 27.34 | \$ 28.78 |
| Line Service Worker | | Bi-weekly | \$ 1,760.80 | \$ 1,859.20 | \$ 1,956.80 | \$ 2,072.00 | \$ 2,187.20 | \$ 2,302.40 |
| Records Clerk | | Annually | \$ 45,780.80 | \$ 48,339.20 | \$ 50,876.80 | \$ 53,872.00 | \$ 56,867.20 | \$ 59,862.40 |
| Library Assistant | NB05 | Hourly | \$ 20.85 | \$ 22.01 | \$ 23.16 | \$ 24.52 | \$ 25.89 | \$ 27.25 |
| Office Assistant | | Bi-weekly | \$ 1,668.00 | \$ 1,760.80 | \$ 1,852.80 | \$ 1,961.60 | \$ 2,071.20 | \$ 2,180.00 |
| | | Annually | \$ 43,368.00 | \$ 45,780.80 | \$ 48,172.80 | \$ 51,001.60 | \$ 53,851.20 | \$ 56,680.00 |
| Revenue Collector | NB04 | Hourly | \$ 19.73 | \$ 20.84 | \$ 21.93 | \$ 23.23 | \$ 24.51 | \$ 25.80 |
| | | Bi-weekly | \$ 1,578.40 | \$ 1,667.20 | \$ 1,754.40 | \$ 1,858.40 | \$ 1,960.80 | \$ 2,064.00 |
| | | Annually | \$ 41,038.40 | \$ 43,347.20 | \$ 45,614.40 | \$ 48,318.40 | \$ 50,980.80 | \$ 53,664.00 |

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| Assistant Golf Professional (Steps 2 - 6) | NB03 | Hourly | \$ 17.63 | \$ 18.61 | \$ 19.58 | \$ 20.74 | \$ 21.89 | \$ 23.04 |
| Concession Manager (Steps 2 - 5) | | Bi-weekly | \$ 1,410.40 | \$ 1,488.80 | \$ 1,566.40 | \$ 1,659.20 | \$ 1,751.20 | \$ 1,843.20 |
| Economic Development Intern (Step 2) | | Annually | \$ 36,670.40 | \$ 38,708.80 | \$ 40,726.40 | \$ 43,139.20 | \$ 45,531.20 | \$ 47,923.20 |
| Engineering Intern (Step 5) | | | | | | | | |
| Finance Intern (Step 4) | | | | | | | | |
| GIS Technician I Intern (Step 1) | | | | | | | | |
| Envinvonmental Sanitarian Intern (Step 2) | | | | | | | | |
| Marina Assistant Manager (Step 2) | | | | | | | | |
| Marina Manager (Step 6) | | | | | | | | |
| OSHA Construction Safety Engineering Intern (Step 4) | | | | | | | | |
| Library Clerk | | | | | | | | |
| Lifeguard Swim Instructor (returning Step 2) | | | | | | | | |
| Park Ranger (Step 5) | | | | | | | | |
| Pool Manager (Step 5) | | | | | | | | |
| Preschool Instructor (Steps 2 - 6) | | | | | | | | |
| Planning Intern (Step 5) | | | | | | | | |
| Recreation Program Coordinator | | | | | | | | |
| Summer Teen Empowerment Coordinator (Step 6) | | | | | | | | |
| Alcohol and Tobacco Compliance Monitor (Step 4) | NB02 | Hourly | \$ 13.24 | \$ 13.97 | \$ 14.71 | \$ 15.57 | \$ 16.44 | \$ 17.30 |
| Clerical Assistant | | Bi-weekly | \$ 1,059.20 | \$ 1,117.60 | \$ 1,176.80 | \$ 1,245.60 | \$ 1,315.20 | \$ 1,384.00 |
| Community Resource Officer Police Intern (Step 4) | | Annually | \$ 27,539.20 | \$ 29,057.60 | \$ 30,596.80 | \$ 32,385.60 | \$ 34,195.20 | \$ 35,984.00 |
| Concession Worker - Golf (Step 1 & tip eligible) | | | | | | | | |
| Concession Worker - Pools & Softball (Step 5) | | | | | | | | |
| Criminal Analyst Intern (Step 4) | | | | | | | | |
| Fire Department Intern (Step 5) | | | | | | | | |
| Information Technology Intern (Step 4) | | | | | | | | |
| Law Enforcement Technology Intern (Step 4) | | | | | | | | |
| Library Information Technology Intern (Step 4) | | | | | | | | |
| Lifeguard Swim Instructor (new Step 5) | | | | | | | | |
| Marina Dock Attendant (Step 5) | | | | | | | | |
| Pool Cashier (Step 5) | | | | | | | | |
| Pro Shop Attendant (Step 5) | | | | | | | | |
| Office Specialist | | | | | | | | |
| Recreation Field Supervisor (Step 4 - 6) | | | | | | | | |
| Recreation Leader (Steps 4 and 6) | | | | | | | | |
| Sustainable Dubuque Intern (Step 4) | | | | | | | | |
| Video Production/Digital Media Intern (Step 6) | | | | | | | | |
| Waste Reduction Intern (Step 4) | | | | | | | | |

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| Parks Fee Collector (Step 2) | NB01 | Hourly | \$ - | \$ 15.96 | \$ 16.80 | \$ - | \$ 19.01 | \$ - |
| Parks Groundskeeper (Step 3) | | Bi-weekly | \$ - | \$ 1,276.80 | \$ 1,344.00 | \$ - | \$ 1,520.80 | \$ - |
| Parks Landscape Crew Member (Step 3) | | Annually | \$ - | \$ 33,196.80 | \$ 34,944.00 | \$ - | \$ 39,540.80 | \$ - |
| Pool Laborer (Step 3) | | | | | | | | |
| Softball Landscape Crew (Step 3) | | | | | | | | |
| Golf Course and Facilities Groundskeeper (Step 3) | | | | | | | | |
| Parks Sanitation Driver (Step 5) | | | | | | | | |
| Forestry Laborer (Step 5) | | | | | | | | |