

| Grade | 1st Step | Mid Step | Max Step | Department | Pelham Job Title |
|-------|----------|----------|----------|-------------------------------------|--|
| 110 | 19,507 | 23,047 | 26,587 | Racquet | Assistant Tennis Professional |
| 210 | 28,876 | 34,115 | 39,355 | Golf | Assistant Golf Professional |
| 220 | 30,031 | 35,480 | 40,929 | Admin/Finance | Receptionist I |
| 220 | 30,031 | 35,480 | 40,929 | Library | Library Assistant |
| 240 | 32,481 | 38,375 | 44,269 | Admin/Finance | Facilities Associate/Housekeeper |
| 250 | 33,780 | 39,910 | 46,039 | Dev't Svcs & Public Works (Streets) | Maintenance Technician |
| 250 | 33,780 | 39,910 | 46,039 | Dev't Svcs & Public Works (Streets) | Street Maintenance Technician I |
| 250 | 33,780 | 39,910 | 46,039 | Dev't Svcs & Public Works (Water) | Meter Reader |
| 250 | 33,780 | 39,910 | 46,039 | Dev't Svcs & Public Works (Water) | Water Technician I |
| 250 | 33,780 | 39,910 | 46,039 | Golf | Greenskeeper I Tech |
| 260 | 35,132 | 41,506 | 47,881 | Golf | Receptionist II (Golf) |
| 260 | 35,132 | 41,506 | 47,881 | Police | Receptionist II (Police) |
| 260 | 35,132 | 41,506 | 47,881 | Police | Records Clerk (Police) |
| 260 | 35,132 | 41,506 | 47,881 | Racquet | Receptionist II (Racquet) |
| 270 | 36,537 | 43,167 | 49,796 | Dev't Svcs & Public Works (Streets) | Maintenance Technician Lead |
| 270 | 36,537 | 43,167 | 49,796 | Dev't Svcs & Public Works (Streets) | Street Maintenance Technician II |
| 270 | 36,537 | 43,167 | 49,796 | Dev't Svcs & Public Works (Water) | Water Technician II |
| 270 | 36,537 | 43,167 | 49,796 | Golf | Greenskeeper Sr Tech |
| 270 | 36,537 | 43,167 | 49,796 | Parks & Recreation | Park Associate Tech II (P&R) |
| 270 | 36,537 | 43,167 | 49,796 | Racquet | Park Associate Tech II (Racquet) |
| 280 | 37,998 | 44,893 | 51,788 | Dev't Svcs & Public Works (Water) | CSR/Assistant Billing Specialist |
| 280 | 37,998 | 44,893 | 51,788 | Dev't Svcs & Public Works (Water) | Customer Service Representative |
| 280 | 37,998 | 44,893 | 51,788 | Library | Library Specialist |
| 280 | 37,998 | 44,893 | 51,788 | Library | Library Specialist/Accounts Payable |
| 280 | 37,998 | 44,893 | 51,788 | Library | Library Specialist/Cataloger |
| 290 | 39,518 | 46,689 | 53,860 | Racquet | Head Tennis Professional |
| 300 | 41,099 | 48,557 | 56,014 | Admin/Finance | Accounts Payable Clerk |
| 300 | 41,099 | 48,557 | 56,014 | Golf | Assistant Superintendent-Golf |
| 310 | 42,743 | 50,499 | 58,254 | Dev't Svcs & Public Works (Water) | Billing Coordinator |
| 310 | 42,743 | 50,499 | 58,254 | Dev't Svcs & Public Works (WWTP) | Operator 2-Sewer |
| 310 | 42,743 | 50,499 | 58,254 | Parks & Recreation | Recreation Coordinator |
| 320 | 44,453 | 52,519 | 60,585 | Admin/Finance | Community Relations Coordinator |
| 320 | 44,453 | 52,519 | 60,585 | Dev't Svcs & Public Works (Water) | Assistant Well Operator |
| 320 | 44,453 | 52,519 | 60,585 | Dev't Svcs & Public Works (Streets) | Equipment Operator |
| 320 | 44,453 | 52,519 | 60,585 | Dev't Svcs & Public Works (Water) | Equipment Operator |
| 320 | 44,453 | 52,519 | 60,585 | Golf | Food & Beverage Manager |
| 320 | 44,453 | 52,519 | 60,585 | Golf | Head Mechanic-Golf |
| 320 | 44,453 | 52,519 | 60,585 | Library | Librarian I |
| 330 | 46,231 | 54,619 | 63,008 | Dev't Svcs & Public Works (Admin) | Administrative Assistant (Dev't Svcs & Public Works) |
| 330 | 46,231 | 54,619 | 63,008 | Fire | Administrative Assistant (Fire) |
| 330 | 46,231 | 54,619 | 63,008 | HR | Administrative Assistant (HR) |
| 330 | 46,231 | 54,619 | 63,008 | Police | Administrative Assistant (Police) |
| 330 | 46,231 | 54,619 | 63,008 | Admin/Finance | Administrative Assistant (Finance) |
| 340 | 48,080 | 56,804 | 65,528 | Building Services | Permit/License Clerk |
| 340 | 48,080 | 56,804 | 65,528 | Court | Magistrate |
| 340 | 48,080 | 56,804 | 65,528 | Dev't Svcs & Public Works (WWTP) | Operator 3-Sewer |
| 350 | 50,003 | 59,076 | 68,149 | Golf | Membership Accountant |
| 350 | 50,003 | 59,076 | 68,149 | Dev't Svcs & Public works | Office Manager |
| 350 | 50,003 | 59,076 | 68,149 | Library | Sr Librarian/Adult Fiction |
| 370 | 54,084 | 63,897 | 73,710 | Admin/Finance | Executive Assistant |
| 370 | 54,084 | 63,897 | 73,710 | Admin/Finance | Financial Analyst |
| 370 | 54,084 | 63,897 | 73,710 | Building Services | Plans Examiner |
| 370 | 54,084 | 63,897 | 73,710 | Dev't Svcs & Public Works (Streets) | Crew Supervisor-Landscape |
| 370 | 54,084 | 63,897 | 73,710 | Dev't Svcs & Public Works (Streets) | Crew Supervisor-Streets |
| 370 | 54,084 | 63,897 | 73,710 | Dev't Svcs & Public Works (Water) | Crew Supervisor-Water |

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| 370 | 54,084 | 63,897 | 73,710 | Dev't Svcs & Public Works (Water) | Well Operator |
| 370 | 54,084 | 63,897 | 73,710 | Dev't Svcs & Public Works (WWTP) | Operator 4-Sewer |
| 370 | 54,084 | 63,897 | 73,710 | IT | It Specialist |
| 370 | 54,084 | 63,897 | 73,710 | Library | Sr Librarian/Technology |
| 370 | 54,084 | 63,897 | 73,710 | Parks & Recreation | Operations Supervisor (Parks) |
| 370 | 54,084 | 63,897 | 73,710 | Parks & Recreation | Park Supervisor |
| 370 | 54,084 | 63,897 | 73,710 | Parks & Recreation | Recreation Programs Supervisor |
| 370 | 54,084 | 63,897 | 73,710 | Racquet | Racquet Club Supervisor |
| 380 | 56,247 | 66,453 | 76,659 | Building Services | Building Inspector |
| 380 | 56,247 | 66,453 | 76,659 | Dev't Svcs & Public Works (Admin) | Manager-Building Maintenance |
| 380 | 56,247 | 66,453 | 76,659 | Golf | Head Golf Professional |
| 380 | 56,247 | 66,453 | 76,659 | Dev't Svcs & Public Works (Water) | Zoning Compliance Inspector |
| 380 | 56,247 | 66,453 | 76,659 | IT | GIS/IT Systems Analyst |
| 390 | 58,497 | 69,111 | 79,725 | Police | Communications and Records Manager |
| 390 | 58,497 | 69,111 | 79,725 | Dev't Svcs & Public Works (Water) | Manager-Customer Service and Billing |
| 390 | 58,497 | 69,111 | 79,725 | Administration | Assistant to the City Manager |
| 400 | 60,837 | 71,875 | 82,914 | Admin/Finance | Staff Accountant |
| 400 | 60,837 | 71,875 | 82,914 | Admin/Finance | Tax Accountant |
| 400 | 60,837 | 71,875 | 82,914 | Library | Library Supervisor/Adult |
| 400 | 60,837 | 71,875 | 82,914 | Library | Library Supervisor/Children |
| 410 | 63,270 | 74,751 | 86,231 | Dev't Svcs & Public Works (WWTP) | Plant Supervisor-Sewer |
| 420 | 65,801 | 77,741 | 89,680 | Court | Court Clerk |
| 420 | 65,801 | 77,741 | 89,680 | HR | Payroll & Benefits Analyst |
| 440 | 71,170 | 84,084 | 96,998 | Parks & Recreation | Assistant Director-Parks & Recreation |
| 460 | 76,978 | 90,945 | 104,913 | Dev't Svcs & Public Works (Admin) | Manager-Streets Landscape & Maintenance |
| 460 | 76,978 | 90,945 | 104,913 | Dev't Svcs & Public Works (Admin) | Project Manager |
| 470 | 80,057 | 94,583 | 109,110 | Admin/Finance | City Clerk |
| 470 | 80,057 | 94,583 | 109,110 | Building Services | Building Official |
| 470 | 80,057 | 94,583 | 109,110 | Building Services | Planning & Zoning Administrator |
| 470 | 80,057 | 94,583 | 109,110 | Golf | Superintendent-Golf |
| 480 | 83,259 | 98,367 | 113,474 | Admin/Finance | Communication & Branding Manager |
| 480 | 83,259 | 98,367 | 113,474 | Dev't Svcs & Public Works (Water) | Manager of Water & Sewer |
| 490 | 86,590 | 102,301 | 118,013 | Admin/Finance | Economic Development Director |
| 490 | 86,590 | 102,301 | 118,013 | Admin/Finance | Manager-Accounting |
| 500 | 90,053 | 106,393 | 122,733 | Golf | General Manager-Ballantrae |
| 500 | 90,053 | 106,393 | 122,733 | IT | It Manager |
| 500 | 90,053 | 106,393 | 122,733 | Library | Director-Library |
| 500 | 90,053 | 106,393 | 122,733 | Racquet | Director-Racquet |
| 510 | 93,655 | 110,649 | 127,643 | Parks & Recreation | Director-Parks & Recreation |
| 520 | 97,402 | 115,075 | 132,748 | Admin/Finance | City Clerk/Treasurer |
| 520 | 97,402 | 115,075 | 132,748 | Dev't Svcs & Public Works (Admin) | Deputy Director/City Engineer |
| 540 | 105,350 | 124,465 | 143,581 | Admin/Finance | Director-Finance |
| 540 | 105,350 | 124,465 | 143,581 | IT | Director - Information Technology |
| 560 | 113,946 | 134,621 | 155,297 | Admin/Finance | Director-Finance/Treasurer |
| 560 | 113,946 | 134,621 | 155,297 | HR | Director-Human Resources |
| 570 | 118,504 | 140,006 | 161,509 | Dev't Svcs & Public Works (Admin) | Director-Development Services & Public Works |
| 570 | 118,504 | 140,006 | 161,509 | Fire | Chief-Fire |
| 570 | 118,504 | 140,006 | 161,509 | Police | Chief of Police |