

City of Ann Arbor Salary Structure

	Minimum	Midpoint	Maximum
Grade 1	\$38,933	\$44,773	\$50,613
	000930	COURT CLERK II*	
Grade 2	\$42,868	\$49,298	\$55,728
	000850	COURT BAILIFF*	
	000940	COURT CLERK III*	
	000390	FAMILY SELF SUFFICIENCY AND SUPPORTIVE SERVICES COORDINATOR (AAHC)*	
Grade 3	\$47,050	\$54,108	\$61,166
	000860	COURT RECORDER*	
	000840	EMPLOYEE BENEFITS COORDINATOR*	
	000880	JUDICIAL COORDINATOR*	
	000270	RECRUITING COORDINATOR*	



	Minimum	Midpoint	Maximum
Grade 4	\$51,773	\$59,538	\$67,304
000830		ACCOUNTANT I*	
000430		ADOPT-A-PARK COORDINATOR*	
000400		BUDGET ANALYST*	
000340		COMMUNITY RESILIENCE SPECIALIST*	
000895		COURT RECORDER/SPECIALTY COURT COORDINATOR*	
000450		COURT SUPPORT SPECIALIST*	
000360		EMERGENCY MANAGEMENT SPECIALIST*	
401730		EMPLOYEE BENEFITS AND WELLNESS SPECIALIST	
000480		FINANCE SPECIALIST*	
000960		GIS SPECIALIST*	
000920		LEGAL ASSISTANT PARALEGAL*	
000200		MANAGEMENT ASSISTANT*	
000440		NAP ENVIRONMENTAL EDUCATION AND ENGAGEMENT COORDINATOR*	
000470		PARKS & RECREATION COORDINATOR*	
000460		PAYROLL SPECIALIST*	
000800		PROBATION AGENT*	
000290		SAFETY SPECIALIST*	
000500		SOLID WASTE PROGRAM AND OUTREACH SPECIALIST*	



	Minimum	Midpoint	Maximum
Grade 5	\$57,157	\$65,730	\$74,304
000610		AAHC PLANNING SPECIALIST*	
402090		ASSISTANT MANAGER, COMMUNITY ENGAGEMENT AND EDUCATION	
401590		COMMUNICATIONS SPECIALIST	
402260		DDA COMMUNICATIONS SPECIALIST	
403930		DDA OFFICE MANAGER	
000420		SUPPORTIVE CONNECTIONS PROGRAM – CASE MANAGER*	
000970		ENGINEERING ANALYST I*	
000820		EXECUTIVE ASSISTANT*	
000900		HELP DESK SYSTEMS SPECIALIST*	
404900		HUMAN RESOURCES OFFICE/PROJECT MANAGER	
404550		JUNIOR INFRASTRUCTURE SPECIALIST	
402240		LANDSCAPE ARCHITECT CAPITAL PROJECTS MANAGER III	
000910		LEAD CLERK – SPECIAL PROJECTS*	
401430		MARKET MANAGER	
000240		OFFICE ADMINISTRATOR AND DOCKET MANAGER*	
403180		OFFICE MANAGER	
403950		OFFICE MANAGER – BOARDS AND COMMISSIONS	
401200		PARKING REFEREE	
401750		RECRUITER	
401950		SUSTAINABILITY & INNOVATIONS COORDINATOR	
402170		SUSTAINABILITY & INNOVATIONS COORDINATOR – ENERGY	
401960		SUSTAINABILITY & INNOVATIONS COORDINATOR – ENGAGEMENT	
401970		SUSTAINABILITY & INNOVATIONS COORDINATOR – COMMUNICATIONS	
401980		SUSTAINABILITY & INNOVATIONS COORDINATOR – CIRCULAR ECONOMY	
401990		SUSTAINABILITY & INNOVATIONS COORDINATOR – FOOD	



	Minimum	Midpoint	Maximum
Grade 6	\$62,135	\$71,455	\$80,776
	401770	ACCOUNTANT II – RETIREMENT SYSTEMS	
	000990	CIVIL ENGINEER I*	
	401940	CLERK SUPERVISOR	
	404740	CONSTRUCTION PROJECT MANAGER	
	000220	DDA ACCOUNTING AND PROCUREMENT SPECIALIST*	
	401920	DEPUTY CLERK – ELECTIONS & OUTREACH	
	402270	DEPUTY CLERK – OPERATIONS	
	402100	ENGINEERING ANALYST II	
	403340	FINANCIAL ANALYST – BUDGET, PLANNING, AND FORECASTING	
	401720	FINANCIAL ANALYST – FINANCE AND BUDGET	
	401420	FINANCIAL ANALYST – FLEET AND FACILITY SERVICES	
	403370	FINANCIAL ANALYST – HOUSING	
	401580	FINANCIAL ANALYST – PUBLIC SERVICES	
	404420	INFRASTRUCTURE SPECIALIST	
	404960	NETWORK SPECIALIST	
	403650	PENSION ANALYST	
	404330	PUBLIC WORKS ADMINISTRATIVE MANAGER	
	000410	REAL ESTATE SPECIALIST – PARALEGAL*	
	404320	SAFETY SERVICES ADMINISTRATIVE MANAGER	
	404870	SENIOR EMPLOYEE BENEFITS AND WELLNESS SPECIALIST	
	403170	SOLID WASTE CONTRACT SPECIALIST	
	000600	TRANSPORTATION ENGINEER I*	



	Minimum	Midpoint	Maximum
Grade 7	\$67,785	\$77,953	\$88,122
404880		ACCESSIBILITY COORDINATOR	
401670		ACCOUNTANT III	
404950		BUILDING SERVICES LIAISON	
401860		COMMUNITY ENGAGEMENT SPECIALIST I	
402040		CITY COMMUNICATIONS MANAGER	
403640		CIVIL ENGINEER II	
402030		COMMUNITY TELEVISION NETWORK MANAGER	
403940		DDA PLANNING SPECIALIST	
404890		DEI DATA ANALYST	
403610		FISCAL AND ADMINISTRATIVE MANAGER	
401710		GIS ANALYST	
404200		GOLF COURSE MAINTENANCE SUPERINTENDENT	
401380		LANDSCAPE ARCHITECT CAPITAL PROJECTS MANAGER IV	
403910		OPERATIONS & SPECIAL EVENTS MANAGER	
403150		PROBATION SUPERVISOR	
404650		PUBLIC WORKS ENGINEER II	
401260		SENIOR APPRAISER	
404460		SENIOR SAFETY COMPLIANCE SPECIALIST	
401630		STORMWATER AND FLOODPLAIN PROGRAMS COORDINATOR	
404590		SUSTAINABILITY AND INNOVATIONS ENERGY ANALYST	
404860		SUSTAINABILITY AND INNOVATIONS COMMUNITY ENGAGEMENT INNOVATOR	
404600		SUSTAINABILITY AND INNOVATIONS ENGAGEMENT SPECIALIST	
403600		TRANSPORTATION ENGINEER II	
401620		URBAN FORESTRY AND NATURAL RESOURCES PLANNING COORDINATOR	



	Minimum	Midpoint	Maximum
Grade 8	\$73,227	\$84,211	\$95,195
401690		APPLICATIONS SPECIALIST	
401760		APPLICATIONS SPECIALIST – PUBLIC WORKS	
404530		BUDGET AND FINANCE SUPERVISOR – PUBLIC SERVICES	
404430		CELLULAR INFRASTRUCTURE MANAGER	
404280		CHIEF DEPUTY CITY CLERK	
403620		CIVIL ENGINEER III	
401870		COMMUNITY ENGAGEMENT SPECIALIST II	
401830		DATA ANALYST	
402200		DDA PROGRAM SPECIALIST	
401250		FINANCIAL OPERATIONS AND CONTROL ANALYST	
401110		HUMAN RESOURCES TECHNOLOGY SPECIALIST	
40810		LAND ACQUISITION SUPERVISOR	
404120		PARKS AND RECREATION SERVICES DIRECTOR OF GOLF	
404050		PROFESSIONAL LICENSED LAND SURVEYOR	
404660		PUBLIC WORKS ENGINEER III	
401130		SENIOR INFRASTRUCTURE SPECIALIST	
404920		STORMWATER & WATER RESOURCES REGULATORY COORDINATOR	
404630		TRANSPORTATION ENGINEER III	



	Minimum	Midpoint	Maximum
Grade 9	\$79,108	\$90,975	\$102,840
404780		CAPITAL PROJECTS ASSET MANAGER	
403840		CIVIL ENGINEER IV	
401680		COMPENSATION & HRIS SUPERVISOR	
404840		DEPUTY PLANNING MANAGER	
401090		DEPUTY TREASURER	
404410		DIRECTOR OF OPERATIONS	
401820		EMERGENCY MANAGEMENT COORDINATOR	
401550		EMPLOYEE BENEFITS SUPERVISOR	
402240		LANDSCAPE ARCHITECT CAPITAL PROJECTS MANAGER V	
401880		MAGISTRATE	
402190		PAYROLL SUPERVISOR	
404310		PLAN REVIEW OFFICIAL	
404210		PURCHASING MANAGER	
401570		RECRUITING SUPERVISOR	
403190		SCADA NETWORK ADMINISTRATOR	
402180		SUSTAINABILITY AND INNOVATIONS – ENERGY ASSESSOR	
402130		SUSTAINABILITY AND INNOVATIONS SENIOR ANALYST – CIRCULAR ECONOMY	
402150		SUSTAINABILITY AND INNOVATIONS SENIOR ANALYST – ENERGY	
402210		SUSTAINABILITY AND INNOVATIONS SENIOR ANALYST – ENGAGEMENT	
402140		SUSTAINABILITY AND INNOVATIONS SENIOR ANALYST – MUNICIPAL OPERATIONS	
403830		SYSTEMS PLANNING ENGINEER IV	
404640		TRANSPORTATION ENGINEER IV	



	Minimum	Midpoint	Maximum
Grade 10	\$85,403	\$98,215	\$111,025
4039		CIVIL ENGINEER V	
403900		CIVIL ENGINEER V – WTP/WWTP	
404300		CODE COMPLIANCE OFFICIAL	
403430		DEPUTY ASSESSOR	
401810		DEPUTY ASSISTANT MANAGER – PUBLIC WORKS	
404290		DEPUTY BUILDING OFFICIAL	
404710		DEPUTY COURT ADMINISTRATOR	
404470		DEPUTY DIRECTOR – (AAHC)	
402110		ENVIRONMENTAL SERVICES MANAGER	
404160		FACILITIES AND MAINTENANCE MANAGER (AAHC)	
403770		FINANCE DIRECTOR (AAHC)	
403110		HUMAN RESOURCES SERVICES PARTNER	
402120		INFRASTRUCTURE DATA ASSET MANAGER	
401270		PARKS AND RECREATION SERVICES DEPUTY MANAGER	
402000		RESOURCE RECOVERY MANAGER	
401290		SAFETY MANAGER	
401050		SENIOR APPLICATION SPECIALIST	
404800		STRATEGIC COMMUNICATIONS MANAGER	
404730		SYSTEMS PLANNING ENGINEER V	
401930		TRANSPORTATION ENGINEER V	
404030		TRANSPORTATION PROGRAM MANAGER	
403820		WATER QUALITY MANAGER	



	Minimum	Midpoint	Maximum
Grade 11	\$92,258	\$106,097	\$119,936
403210		ASSISTANT CITY ATTORNEY	
403960		ASSISTANT CITY ATTORNEY – OFFICE OF SUSTAINABILITY & INNOVATION	
401140		ASSISTANT PUBLIC WORKS MANAGER	
401010		ASSISTANT WASTEWATER TREATMENT SERVICES MANAGER	
401020		ASSISTANT WATER TREATMENT SERVICES MANAGER	
403230		BUILDING OFFICIAL	
404490		DDA CAPITAL AND PRIVATE PROJECTS MANAGER	
403720		DDA DEPUTY DIRECTOR/ACCOUNTING DIRECTOR	
404480		DDA MANAGER OF PARKING SERVICES	
401000		DRINKING WATER QUALITY MANAGER	
403200		FLEET AND FACILITY SERVICES MANAGER	
403550		HELP DESK MANAGER	
403920		HUMAN RESOURCES SERVICES MANAGER	
401800		PARKS AND RECREATION SERVICES DEPUTY MANAGER – MAINTENANCE	
404790		PARKS AND RECREATION SERVICES DEPUTY MANAGER – OPEN SPACE AND PARKLAND ACQUISITION, SUSTAINABILITY AND NATURAL AREA PRESERVATION	
404670		SENIOR APPLICATIONS SPECIALIST LEAD	
404440		SENIOR INFRASTRUCTURE LEAD	
404230		SENIOR NETWORK LEAD	
404610		SUSTAINABILITY AND INNOVATIONS ENERGY MANAGER	
402160		SUSTAINABILITY AND INNOVATIONS MANAGER	
402220		SUSTAINABILITY AND INNOVATIONS PARTNERSHIPS MANAGER	
402230		SUSTAINABILITY AND INNOVATIONS RESILIENCE MANAGER	
404560		TRANSPORTATION MANAGER	



	Minimum	Midpoint	Maximum
Grade 12	\$99,651	\$114,599	\$129,547
403800		ACCOUNTING SERVICES MANAGER	
403540		APPLICATIONS DELIVERY AND ENTERPRISE BUSINESS INTELLIGENCE MANAGER	
404240		CITY CLERK	
403530		COMMUNICATIONS UNIT MANAGER	
404450		COURT ADMINISTRATOR	
404910		DEPUTY DIRECTOR HUMAN RESOURCES/LABOR RELATIONS	
404850		DIRECTOR OF HOUSING AND ECONOMIC DEVELOPMENT	
404770		DIRECTOR OF ORGANIZATIONAL EQUITY	
403740		EXECUTIVE DIRECTOR – PENSION ADMINISTRATION	
401070		FINANCIAL MANAGER	
404680		INFRASTRUCTURE AND CYBER SECURITY MANAGER	
404690		NETWORK MANAGER	
404110		PLANNING MANAGER	
404700		SENIOR DATA ARCHITECT	
404820		SUPPORTIVE CONNECTIONS PROGRAM DIRECTOR	
403590		TECHNOLOGY AND CHANGE MANAGER	



	Minimum	Midpoint	Maximum
Grade 13	\$107,603	\$123,744	\$139,884
403220		ASSESSOR SERVICES MANAGER	
404500		BUILDING AND RENTAL SERVICES MANAGER	
404520		CHIEF OF STAFF	
403160		CITY ENGINEER	
403470		CITY TREASURER	
403480		PARKS AND RECREATION SERVICES MANAGER	
403450		PUBLIC WORKS MANAGER	
403300		SENIOR ASSISTANT CITY ATTORNEY	
403970		SENIOR ASSISTANT CITY ATTORNEY – LAND USE	
404930		SOLID WASTE MANAGER	
401300		WASTEWATER TREATMENT SERVICES UNIT MANAGER	
401310		WATER TREATMENT PLANT SERVICES MANAGER	
Grade 14	\$121,024	\$139,177	\$157,330
403890		HUMAN RESOURCES AND LABOR RELATIONS DIRECTOR	
404570		DEPUTY CITY ATTORNEY	
403700		DIRECTOR OF INFORMATION TECHNOLOGY SERVICES	
401910		DIRECTOR OF SUSTAINABILITY AND INNOVATION	
403290		DOWNTOWN DEVELOPMENT AUTHORITY EXECUTIVE DIRECTOR	
403330		EXECUTIVE DIRECTOR (AAHC)	



	Minimum	Midpoint	Maximum
Grade 15	\$139,164	\$160,039	\$180,913
404720		CHIEF DEPUTY CITY ATTORNEY	
403520		CHIEF FINANCIAL OFFICER/FINANCIAL AND ADMINISTRATIVE SERVICES AREA ADMINISTRATOR	
403630		COMMUNITY SERVICES AREA ADMINISTRATOR	
404510		DEPUTY CITY ADMINISTRATOR	
403680		FIRE CHIEF	
403710		POLICE CHIEF	
403410		PUBLIC SERVICES AREA ADMINISTRATOR	

Pay Determined by City Council

403120	CITY ADMINISTRATOR
403280	CITY ATTORNEY

Last Updated 9/10/2024

