

City of Ann Arbor Salary Structure

	Minimum	Midpoint	Maximum
Grade 1	\$40,726	\$46,800	\$52,894
Grade 2	\$44,387	\$51,022	\$57,658
000390			FAMILY SELF SUFFICIENCY AND SUPPORTIVE SERVICES COORDINATOR (AAHC)*
Grade 3	\$48,381	\$55,619	\$62,858
000880			JUDICIAL COORDINATOR*
Grade 4	\$53,227	\$61,173	\$69,118
000830			ACCOUNTANT I*
000430			ADOPT-A-PARK COORDINATOR*
000360			EMERGENCY MANAGEMENT SPECIALIST*
000840			EMPLOYEE BENEFITS COORDINATOR*
000960			GIS SPECIALIST*
000200			MANAGEMENT ASSISTANT*
000440			NAP ENVIRONMENTAL EDUCATION AND ENGAGEMENT COORDINATOR*
000470			PARKS & RECREATION COORDINATOR*
000460			PAYROLL SPECIALIST*
000270			RECRUITING COORDINATOR*
000290			SAFETY SPECIALIST*
000520			URBAN FOREST AND PARTNERSHIP OUTREACH COORDINATOR*



	Minimum	Midpoint	Maximum
Grade 5	\$57,200	\$67,288	\$77,376
402090		ASSISTANT MANAGER, COMMUNITY ENGAGEMENT AND EDUCATION	
401590		COMMUNICATIONS SPECIALIST	
000340		COMMUNITY RESILIENCE SPECIALIST*	
402310		COMPOST PROGRAM COORDINATOR	
402260		DDA COMMUNICATIONS SPECIALIST	
403930		DDA OFFICE MANAGER	
401730		EMPLOYEE BENEFITS AND WELLNESS SPECIALIST	
000480		FINANCE SPECIALIST*	
000900		HELP DESK SYSTEMS SPECIALIST*	
404550		JUNIOR INFRASTRUCTURE SPECIALIST	
000910		LEAD CLERK – SPECIAL PROJECTS*	
403180		OFFICE MANAGER	
403950		OFFICE MANAGER – BOARDS AND COMMISSIONS	
405010		OFFICE MANAGER – HR	
401750		RECRUITER	
000500		SOLID WASTE PROGRAM AND OUTREACH SPECIALIST*	
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	
402290		SUSTAINABILITY & INNOVATIONS ELECTRIC VEHICLE COORDINATOR	



	Minimum	Midpoint	Maximum
Grade 6	\$61,818	\$74,027	\$86,237
000610		AAHC PLANNING SPECIALIST*	
401770		ACCOUNTANT II – RETIREMENT SYSTEM	
000400		BUDGET ANALYST*	
401940		CLERK SUPERVISOR	
000220		DDA ACCOUNTING AND PROCUREMENT SPECIALIST*	
401920		DEPUTY CLERK – ELECTIONS & OUTREACH	
402270		DEPUTY CLERK – OPERATIONS	
000970		ENGINEERING ANALYST I*	
000820		EXECUTIVE ASSISTANT*	
404420		INFRASTRUCTURE SPECIALIST	
000920		LEGAL ASSISTANT PARALEGAL*	
401430		MARKET MANAGER	
404960		NETWORK SPECIALIST	
000240		OFFICE ADMINISTRATOR AND DOCKET MANAGER*	
401200		PARKING REFEREE	
403650		PENSION ANALYST	
404330		PUBLIC WORKS ADMINISTRATIVE MANAGER	
000490		PUBLIC WORKS ENGINEER I*	
000410		REAL ESTATE SPECIALIST – PARALEGAL*	
404870		SENIOR EMPLOYEE BENEFITS AND WELLNESS SPECIALIST	
403170		SOLID WASTE CONTRACT SPECIALIST	
000630		SUPPORTIVE CONNECTIONS PROGRAM – CASE MANAGER - CLINICAL*	
000620		SUPPORTIVE CONNECTIONS PROGRAM – CASE MANAGER - OUTREACH*	
000600		TRANSPORTATION ENGINEER I*	



	Minimum	Midpoint	Maximum
Grade 7	\$67,974	\$81,432	\$94,890
404880		ACCESSIBILITY COORDINATOR	
404950		BUILDING SERVICES LIAISON	
000990		CIVIL ENGINEER I*	
401860		COMMUNITY ENGAGEMENT SPECIALIST I	
404740		CONSTRUCTION PROJECT MANAGER	
403940		DDA PLANNING SPECIALIST	
404890		DEI DATA ANALYST	
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	
403610		FISCAL AND ADMINISTRATIVE MANAGER	
401710		GIS ANALYST	
402240		LANDSCAPE ARCHITECT CAPITAL PROJECTS MANAGER III	
403910		OPERATIONS & SPECIAL EVENTS MANAGER	
404650		PUBLIC WORKS ENGINEER II	
404320		SAFETY SERVICES ADMINISTRATIVE MANAGER	
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	



	Minimum	Midpoint	Maximum
Grade 8	\$74,797	\$89,586	\$104,374
401670		ACCOUNTANT III	
402280		ACCOUNTANT III – RETIREMENT SYSTEM	
404530		BUDGET AND FINANCE SUPERVISOR – PUBLIC SERVICES	
404430		CELLULAR INFRASTRUCTURE MANAGER	
404280		CHIEF DEPUTY CITY CLERK	
403640		CIVIL ENGINEER II	
401870		COMMUNITY ENGAGEMENT SPECIALIST II	
402320		DDA PLANNING SPECIALIST II	
402200		DDA PROGRAM SPECIALIST	
402340		ENGINEERING ANALYST III	
401110		HUMAN RESOURCES TECHNOLOGY SPECIALIST	
404120		PARKS AND RECREATION SERVICES DIRECTOR OF GOLF	
404050		PROFESSIONAL LICENSED LAND SURVEYOR	
404660		PUBLIC WORKS ENGINEER III	
404980		SENIOR PENSION ANALYST	
404970		SUSTAINABILITY & INNOVATIONS COMMUNITY ENERGY OFFICIAL	
401620		URBAN AND COMMUNITY FORESTER	



	Minimum	Midpoint	Maximum
Grade 9	\$82,285	\$98,550	\$114,816
401690		APPLICATIONS SPECIALIST	
401760		APPLICATIONS SPECIALIST – PUBLIC WORKS	
404780		CAPITAL PROJECTS ASSET MANAGER	
402040		CITY COMMUNICATIONS MANAGER	
403620		CIVIL ENGINEER III	
402030		COMMUNITY TELEVISION NETWORK MANAGER	
401680		COMPENSATION & HRIS SUPERVISOR	
401830		DATA ANALYST	
404840		DEPUTY PLANNING MANAGER	
401090		DEPUTY TREASURER	
401550		EMPLOYEE BENEFITS SUPERVISOR	
401250		FINANCIAL OPERATIONS AND CONTROL ANALYST	
404200		GOLF COURSE MAINTENANCE SUPERINTENDENT	
401380		LANDSCAPE ARCHITECT CAPITAL PROJECTS MANAGER IV	
402190		PAYROLL SUPERVISOR	
404310		PLAN REVIEW OFFICIAL	
403150		PROBATION SUPERVISOR	
404210		PURCHASING MANAGER	
401570		RECRUITING SUPERVISOR	
401130		SENIOR INFRASTRUCTURE SPECIALIST	
404920		STORMWATER & WATER RESOURCES REGULATORY COORDINATOR	
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	
404630		TRANSPORTATION ENGINEER III	



	Minimum	Midpoint	Maximum
Grade 10	\$90,522	\$108,410	\$126,298
403840		CIVIL ENGINEER IV	
404300		CODE COMPLIANCE OFFICIAL	
403430		DEPUTY ASSESSOR	
401810		DEPUTY ASSISTANT MANAGER – PUBLIC WORKS	
404290		DEPUTY BUILDING OFFICIAL	
404410		DIRECTOR OF OPERATIONS	
401820		EMERGENCY MANAGEMENT COORDINATOR	
402110		ENVIRONMENTAL SERVICES MANAGER	
404160		FACILITIES AND MAINTENANCE MANAGER (AAHC)	
403110		HUMAN RESOURCES SERVICES PARTNER	
402120		INFRASTRUCTURE DATA ASSET MANAGER	
404810		LAND ACQUISITION SUPERVISOR	
402000		RESOURCE RECOVERY MANAGER	
401050		SENIOR APPLICATIONS SPECIALIST	
404800		STRATEGIC COMMUNICATIONS MANAGER	
404640		TRANSPORTATION ENGINEER IV	
403820		WATER QUALITY MANAGER	



	Minimum	Midpoint	Maximum
Grade 11	\$99,570	\$119,246	\$138,923
403210		ASSISTANT CITY ATTORNEY	
403960		ASSISTANT CITY ATTORNEY – OFFICE OF SUSTAINABILITY & INNOVATION	
402300		ASSISTANT CITY ATTORNEY – TRANSACTIONAL	
401140		ASSISTANT PUBLIC WORKS MANAGER	
401010		ASSISTANT WASTEWATER TREATMENT SERVICES MANAGER	
401020		ASSISTANT WATER TREATMENT SERVICES MANAGER	
403230		BUILDING OFFICIAL	
404710		DEPUTY COURT ADMINISTRATOR	
404470		DEPUTY DIRECTOR – AAHC	
401000		DRINKING WATER QUALITY MANAGER	
403770		FINANCE DIRECTOR – AAHC	
403200		FLEET AND FACILITY SERVICES MANAGER	
403550		HELP DESK MANAGER	
403920		HUMAN RESOURCES SERVICES MANAGER	
402250		LANDSCAPE ARCHITECT CAPITAL PROJECTS MANAGER V	
401880		MAGISTRATE	
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	
401290		SAFETY MANAGER	
403190		SCADA NETWORK ADMINISTRATOR	
404230		SENIOR NETWORK LEAD	
404610		SUSTAINABILITY AND INNOVATIONS ENERGY MANAGER	
402220		SUSTAINABILITY AND INNOVATIONS ENGAGEMENT MANAGER	
402160		SUSTAINABILITY AND INNOVATIONS MANAGER	
402230		SUSTAINABILITY AND INNOVATIONS RESILIENCE MANAGER	
403830		SYSTEMS PLANNING ENGINEER IV	
401930		TRANSPORTATION ENGINEER V	
404030		TRANSPORTATION PROGRAM MANAGER	



	Minimum	Midpoint	Maximum
Grade 12	\$109,533	\$131,165	\$152,797
403800		ACCOUNTING SERVICES MANAGER	
403540		APPLICATIONS DELIVERY AND ENTERPRISE BUSINESS INTELLIGENCE MANAGER	
401330		CIVIL ENGINEER V	
403900		CIVIL ENGINEER V – WTP/WWTP	
403530		COMMUNICATIONS UNIT MANAGER	
404490		DDA CAPITAL AND PRIVATE PROJECTS MANAGER	
403720		DDA DEPUTY DIRECTOR/ACCOUNTING DIRECTOR	
404480		DDA MANAGER OF PARKING SERVICES	
403740		EXECUTIVE DIRECTOR – PENSION ADMINISTRATION	
404110		PLANNING MANAGER	
404670		SENIOR APPLICATIONS SPECIALIST LEAD	
404700		SENIOR DATA ARCHITECT	
404440		SENIOR INFRASTRUCTURE LEAD	
404820		SUPPORTIVE CONNECTIONS PROGRAM DIRECTOR	
404730		SYSTEMS PLANNING ENGINEER V	
403590		TECHNOLOGY AND CHANGE MANAGER	



	Minimum	Midpoint	Maximum
Grade 13	\$120,474	\$144,290	\$168,106
403220		ASSESSOR SERVICES MANAGER	
404500		BUILDING AND RENTAL SERVICES MANAGER	
404520		CHIEF OF STAFF	
404240		CITY CLERK	
404910		DEPUTY DIRECTOR HUMAN RESOURCES/LABOR RELATIONS	
404850		DIRECTOR OF HOUSING AND ECONOMIC DEVELOPMENT	
401070		FINANCIAL MANAGER	
404680		INFRASTRUCTURE AND CYBER SECURITY MANAGER	
404690		NETWORK MANAGER	
403480		PARKS AND RECREATION SERVICES MANAGER	
403450		PUBLIC WORKS MANAGER	
403300		SENIOR ASSISTANT CITY ATTORNEY	
403970		SENIOR ASSISTANT CITY ATTORNEY – LAND USE	
404340		SENIOR ASSISTANT CITY ATTORNEY – LITIGATION	
404930		SOLID WASTE MANAGER	
404560		TRANSPORTATION MANAGER	
 Grade 14	 \$132,538	 \$158,725	 \$184,912
403160		CITY ENGINEER	
403470		CITY TREASURER	
404450		COURT ADMINISTRATOR	
404570		DEPUTY CITY ATTORNEY	
403700		DIRECTOR OF INFORMATION TECHNOLOGY SERVICES	
404770		DIRECTOR OF ORGANIZATIONAL EQUITY	
403290		DOWNTOWN DEVELOPMENT AUTHORITY EXECUTIVE DIRECTOR	
404900		EXECUTIVE DEPUTY POLICE CHIEF	
401300		WASTEWATER TREATMENT SERVICES UNIT MANAGER	
401310		WATER TREATMENT PLANT SERVICES MANAGER	



	Minimum	Midpoint	Maximum
Grade 15	\$145,538	\$178,568	\$211,598
404720		CHIEF DEPUTY CITY ATTORNEY	
403520		CHIEF FINANCIAL OFFICER/FINANCIAL AND ADMINISTRATIVE SERVICES AREA ADMINISTRATOR	
403630		COMMUNITY SERVICES AREA ADMINISTRATOR	
401910		DIRECTOR OF SUSTAINABILITY AND INNOVATION	
404940		ECONOMIC DEVELOPMENT DIRECTOR	
403330		EXECUTIVE DIRECTOR – AAHC	
405000		EXECUTIVE DIRECTOR OF SUSTAINABLE ENERGY UTILITY	
403680		FIRE CHIEF	
403890		HUMAN RESOURCES AND LABOR RELATIONS DIRECTOR	
403710		POLICE CHIEF	
403410		PUBLIC SERVICES AREA ADMINISTRATOR	

Grade 16	\$163,717	\$200,886	\$238,056
404510		DEPUTY CITY ADMINISTRATOR	

Pay Determined by City Council

403120	CITY ADMINISTRATOR
403280	CITY ATTORNEY

Last Updated 7/31/2025

