

City of Austin
Council Meeting Backup: March 12, 2026

EXHIBIT A

City of Austin
MCS Meeting 01.26.2026

File ID: 26-1159

Dept.	Title	Min Education Requirement	Min Experience	Code	Pay Grade
Multi	Accountant I	Bachelor's with major course work in a field related to the job	0	19497	Exempt 9
Multi	Accounting Associate I	High school or equivalent; substitutions allowed	2	19484	Non-Exempt 2
Multi	Administrative Assistant	High school or equivalent; substitutions allowed	3	11181	Non-Exempt 2
AE	AE Utility Chemist I	Bachelor's with major course work in a field related to the job, substitutions allowed	0	11377	Non-Exempt 8
Aviation	Airport Access Control Tech	High school or equivalent	2	10462	Non-Exempt 5
Aviation	Airport Agent	Associate Degree, substitutions allowed	2	10446	Non-Exempt 5
Aviation	Airport Facility Representative	High school or equivalent; substitutions allowed	2	10224	Non-Exempt 3
Aviation	Guest Services Specialist	High school or equivalent	2	10242	Non-Exempt 5
Aviation	Airport Operations Communications Specialist	High school or equivalent	3	18655	Non-Exempt 8
Aviation	Airport Operations Specialist	Bachelor's with major course work in a field related to the job, substitutions allowed	0	10405	Non-Exempt 9
Multi	Architect	Bachelor's with major course work in a field related to the job	3	10640	Exempt 14
ARR	ARR Associate	None	0.5	18188	Non-Exempt 3
ARR	ARR Operator Trainee	None	1	10188	Non-Exempt 4
Auditor	Auditor I	Bachelor's with major course work in a field related to the job	0	11036	n/a
APH	Breastfeeding Peer Counselor	High school or equivalent	0.5	11630	Non-Exempt 2
Multi	Budget Analyst I	Bachelor's with major course work in a field related to the job	0	10220	Exempt 10
Multi	Building & Grounds Assistant	None	1	10134	Non-Exempt 2
SMBR	Business Development Counselor I	Bachelor's with major course work in a field related to the job, substitutions allowed	0	19490	Exempt 6
AFM	Carpenter	High school or equivalent; substitutions allowed	2	11325	Non-Exempt 7
Multi	Cashier I	High school or equivalent	0	14083	Non-Exempt 2
Muni Court	Clinical Case Manager	Master's Degree with major course work in a field related to the job	0	11650	Exempt 9
APH	Community Health Worker I	High school or equivalent	1	10203	Non-Exempt 2
APH	Community Worker	High school or equivalent	1	11765	Non-Exempt 2
Multi	Contract Management Specialist I	Bachelor's with major course work in a field related to the job, substitutions allowed	0	19489	Non-Exempt 6
Muni Court	Court Clerk Assistant	High school or equivalent	4	12167	Non-Exempt 5
Muni Court	Court Clerk Assistant, Bilingual	High school or equivalent	4	10217	Non-Exempt 5
Parks	Culture & Arts Instructor	Associate Degree, substitutions allowed	1	12276	Non-Exempt 2
Multi	Customer Service Representative	High school or equivalent	2	12340	Non-Exempt 5
Multi	Customer Svc Assoc	High school or equivalent	1	16580	Non-Exempt 2
APH	Disease Surveillance Specialist	Bachelor's with major course work in a field related to the job	1	13001	Exempt 2
AE	Distribution Electrician Helper	High school or equivalent	0	12974	Non-Exempt 6
Multi	Drainage Operations & Maintenance Assistant	None	0.5	13083	Non-Exempt 3
Multi	Electrician I	High school or equivalent	1	13220	Non-Exempt 10
AE	EMS/ADMS SCADA Analyst I	Bachelor's with major course work in a field related to the job, substitutions allowed	0	17651	Exempt 14
Multi	Engineering Associate A	Bachelor's with major course work in a field related to the job, substitutions allowed	0	13530	Non-Exempt 10
Multi	Engineering Technician A	High school or equivalent; substitutions allowed	1	13590	Non-Exempt 4
AE	Elec Power Grid (EPG) GIS Analyst I	High school or equivalent; substitutions allowed	1	10326	Non-Exempt 10
Multi	Equipment Technician I	High school or equivalent; substitutions allowed	2	13755	Non-Exempt 4
Multi	Facility Svcs Representative	Associate Degree, substitutions allowed	1	16624	Non-Exempt 2
Multi	Financial Analyst I	Bachelor's with major course work in a field related to the job	0	19485	Exempt 9
APD	Fingerprint Technician	High school or equivalent	1	13968	Non-Exempt 2
Fleet	Fleet Equipment Technician I	High school or equivalent	0.5	13715	Non-Exempt 4
Fleet	Fleet Tire Technician	High school or equivalent; substitutions allowed	0.5	14083	Non-Exempt 2

Dept.	Title	Min Education Requirement	Min Experience	Code	Pay Grade
Parks	Golf Shop Associate	High school or equivalent; substitutions allowed	0.5	14214	Non-Exempt 2
Multi	Graduate Engineer - A	Bachelor's with major course work in a field related to the job	0	13495	Exempt 13
Aviation	Ground Transportation Controller	High school or equivalent	3	18590	Non-Exempt 3
Multi	Human Resources Assistant	High school or equivalent; substitutions allowed	2	14648	Non-Exempt 2
Multi	Inventory Control Specialist II	High school or equivalent; substitutions allowed	3	19483	Non-Exempt 3
Multi	Inventory Planner I	Bachelor's with major course work in a field related to the job, substitutions allowed	0	19494	Exempt 7
ATS	IT Application Analyst	Bachelor's with major course work in a field related to the job, substitutions allowed	0	12243	Exempt 12
ATS	IT Business Systems Analyst	Bachelor's with major course work in a field related to the job, substitutions allowed	0	11251	Non-Exempt 14
ATS	IT Geospatial Analyst	2 years of education related to the job, substitutions allowed	0	14929	Non-Exempt 10
ATS	IT Geospatial Technician	1 years of education related to the job, substitutions allowed	0	14938	Non-Exempt 7
ATS	IT Support Specialist	2 years of education related to the job, substitutions allowed	0	11241	Non-Exempt 9
APL	Landscape Technician	High school or equivalent	3	15015	Non-Exempt 4
APD	Law Enf Records Spec	High school or equivalent	5	10156	Non-Exempt 5
APL	Library Associate	Associate Degree, substitutions allowed	1	15140	Non-Exempt 2
APL	Library Security Specialist	High school or equivalent	1	10278	Non-Exempt 4
Parks	Lifeguard I	High school or equivalent; substitutions allowed	1	10274	Non-Exempt 2
Multi	Mail Services Clerk	High school or equivalent	1	19497	Non-Exempt 2
Multi	Maintenance Worker II	High school or equivalent; substitutions allowed	2	15235	Non-Exempt 3
APH	Medical Assistant	High school or equivalent	0	15165	Non-Exempt 2
AE	Meter Electrician I	High school or equivalent	1	15635	Non-Exempt 10
AE	Meter Service Rep	High school or equivalent	1	15665	Non-Exempt 5
Parks	Park Construction Worker	None	1	16529	Non-Exempt 3
Parks	Park Ranger I	High school or equivalent	1	16545	Non-Exempt 2
Parks	Parks Grounds Assistant	None	1	16609	Non-Exempt 2
APH	Patient Representative	Associate Degree, substitutions allowed	2	16648	Non-Exempt 2
APH	Phlebotomist	High school or equivalent	0.5	16760	Non-Exempt 2
AW	Pipeline Technician Worker, AW	High school or equivalent	0	19422	Non-Exempt 2
Multi	Planner I	Bachelor's with major course work in a field related to the job, substitutions allowed	0	16915	Non-Exempt 8
Multi	Plans Examiner A	Bachelor's with major course work in a field related to the job, substitutions allowed	1	19538	Non-Exempt 10
Multi	Plumber I	High school or equivalent; substitutions allowed	3	16995	Non-Exempt 10
Multi	Plumber II	High school or equivalent; substitutions allowed	4	17000	Non-Exempt 11
APD	Police Digital A/V Spec	Associate Degree, substitutions allowed	0	14139	Non-Exempt 5
AE	Power Control System Tech I	2 years of education related to the job, substitutions allowed	0	17090	Non-Exempt 11
AE	Power Plant Apprentice	High school or equivalent	0	16370	Non-Exempt 6
EDD	Program Specialist	Bachelor's with major course work in a field related to the job, substitutions allowed	3	17187	Non-Exempt 4
APH	Public Health Educator I	Bachelor's with major course work in a field related to the job, substitutions allowed	2	17290	Exempt 6
APH	Public Health Program Specialist I	Bachelor's with major course work in a field related to the job, substitutions allowed	0	17365	Non-Exempt 3
APH	Public Health Youth Prgm Spec	Bachelor's with major course work in a field related to the job, substitutions allowed	0	17361	Non-Exempt 3
AE	Relay Technician I	2 years of education related to the job, substitutions allowed	0	10283	Non-Exempt 11
AFM	Security Guard	High school or equivalent	1	18100	Non-Exempt 2
Multi	Shuttle Driver	High school or equivalent	0.5	14653	Non-Exempt 2
APH	Social Worker	Bachelor's with major course work in a field related to the job	2	18185	Exempt 8
AE	Substation Electrician Helper	High school or equivalent	0	10268	Non-Exempt 6

Dept.	Title	Min Education Requirement	Min Experience	Code	Pay Grade
AW	Treatment Plant Worker, AW	High school or equivalent	0	18830	Non-Exempt 2
APH	Vital Records Assistant	High school or equivalent	3	17701	Non-Exempt 2