

Salary Schedule Management and Confidential Positions

Effective beginning the first pay period that includes July 1, 2017							
Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
City Manager		20,379					
Group 1 Exempt At-Will							
Assistant City Manager	92.5	13,707 - 16,661	79.0807	83.0348	87.1863	91.5458	96.1196
Director of Community Services	87.5	11,385 - 13,838	65.6815	68.9656	72.4139	76.0346	79.8364
Director of Development Services	88.5	12,417 - 15,091	71.6367	75.2185	78.9795	82.9283	87.0643
Director of Finance	87.5	11,385 - 13,838	65.6815	68.9656	72.4139	76.0346	79.8364
Director of Human Resources & Risk Mgt.	85.5	10,843 - 13,179	62.5538	65.6815	68.9656	72.4139	76.0347
Director of Public Works	88.5	12,417 - 15,091	71.6367	75.2185	78.9795	82.9283	87.0643
Director of Safety Services	88.5	12,417 - 15,091	71.6367	75.2185	78.9795	82.9283	87.0643
Group 2A Exempt At-Will							
Assist. Director of Public Wks. Operations	82.5	9,742 - 11,843	56.2036	59.0136	61.9644	65.0626	68.3244
Assist. Director of Public Wks. Utilities	82.5	9,742 - 11,843	56.2036	59.0136	61.9644	65.0626	68.3244
City Clerk	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
City Engineer	84.5	10,232 - 12,438	59.0291	61.9806	65.0796	68.3335	71.7567
City Planner	82.5	9,742 - 11,843	56.2036	59.0136	61.9644	65.0626	68.3244
Community Services Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Deputy Fire Chief	84.5	10,232 - 12,438	59.0291	61.9806	65.0796	68.3335	71.7567
Finance Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Fire Battalion Chief (not at-will/2912 hrs/yr)	78.5S	8,606 - 10,461	35.4629	37.2361	39.0980	41.0529	43.1080
Human Resources Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Information Technology Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Public Works Operations Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Group 2B Exempt							
Associate Civil Engineer	71.5	7,118 - 8,652	41.0679	43.1213	45.2772	47.5412	49.9181
Associate Planner	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Budget Administrator	75	7,592 - 9,228	43.8025	45.9938	48.2916	50.7054	53.2406
Economic Development Administrator	75	7,592 - 9,228	43.8025	45.9938	48.2916	50.7054	53.2406
GIS Analyst	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Information Technology Analyst	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Management Analyst	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Network & Computer Sys. Administrator	69	6,547 - 7,958	37.7706	39.6604	41.6418	43.7231	45.9092
Public Works Administrator	75	7,592 - 9,228	43.8025	45.9938	48.2916	50.7054	53.2406
Senior Accountant	68	6,387 - 7,764	36.8494	38.6931	40.6261	42.6567	44.7895
Senior Civil Engineer	78.7	8,697 - 10,571	50.1738	52.6824	55.3167	58.0824	60.9865
Senior Code Compliance Officer	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Senior Fire Safety Inspector	66	6,079 - 7,389	35.0738	36.8287	38.6685	40.6013	42.6313
Senior Management Analyst	69	6,547 - 7,958	37.7706	39.6604	41.6418	43.7231	45.9092
Senior Planner	70	6,711 - 8,157	38.7149	40.6519	42.6828	44.8162	47.0569
Special Projects Engineer	69	6,547 - 7,958	37.7706	39.6604	41.6418	43.7231	45.9092
Senior Recreation Supervisor	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Water Treatment Plant Supervisor	72	7,050 - 8,569	40.6749	42.7099	44.8436	47.0850	49.4391
Water Utilities Distribution Supervisor	72	7,050 - 8,569	40.6749	42.7099	44.8436	47.0850	49.4391

Salary Schedule Management and Confidential Positions

Effective beginning the first pay period that includes July 1, 2017							
Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
Group 3 Non-Exempt							
Accountant	58.5	5,221 - 6,348	30.1230	31.6290	33.2105	34.8710	36.6223
Assistant Engineer	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Assistant Planner	61	5,373 - 6,531	31.0001	32.5511	34.1774	35.8856	37.6799
Code Compliance Officer	58	4,990 - 6,065	28.7866	30.2269	31.7371	33.3233	34.9896
Construction Maintenance Supervisor	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Customer Services Supervisor	56	4,749 - 5,773	27.3995	28.7704	30.2078	31.7176	33.3036
Fire Safety Inspector	58	4,990 - 6,065	28.7866	30.2269	31.7371	33.3233	34.9896
Fleet Maintenance Supervisor	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Management Assistant	61	5,373 - 6,531	31.0001	32.5511	34.1774	35.8856	37.6799
Parks Maintenance Supervisor	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Public Works Supervisor	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Recreation Supervisor	56	4,749 - 5,773	27.3995	28.7704	30.2078	31.7176	33.3036
Senior Parks Maintenance Crew Leader	56	4,749 - 5,773	27.3995	28.7704	30.2078	31.7176	33.3036
Utility Systems Supervisor	70	6,711 - 8,157	38.7149	40.6519	42.6828	44.8162	47.0569
Wastewater Utilities Supervisor	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Group 4 Non-Exempt							
Accounting Technician II	44.5	3,648 - 4,434	21.0450	22.0974	23.2022	24.3625	25.5803
Senior Accounting Technician	49	3,995 - 4,856	23.0501	24.2036	25.4127	26.6829	28.0172
Administrative Assistant III	45	3,620 - 4,400	20.8822	21.9273	23.0226	24.1735	25.3822
Deputy City Clerk	57	4,868 - 5,917	28.0845	29.4897	30.9630	32.5105	34.1362
Executive Assistant to the City Manager	57	4,868 - 5,917	28.0845	29.4897	30.9630	32.5105	34.1362
Human Resources Technician I	53	4,410 - 5,360	25.4431	26.7162	28.0509	29.4530	30.9257
Human Resources Technician II	57	4,868 - 5,917	28.0845	29.4897	30.9630	32.5105	34.1362
Senior Administrative Assistant	49	3,995 - 4,856	23.0501	24.2036	25.4127	26.6829	28.0172

Salary Schedule Management and Confidential Positions

Effective beginning the first pay period that includes July 1, 2018							
Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
City Manager		20,787					
Group 1 Exempt At-Will							
Assistant City Manager	92.5	13,981 - 16,994	80.6623	84.6955	88.9300	93.3767	98.0420
Director of Community Services	87.5	11,612 - 14,115	66.9951	70.3449	73.8622	77.5553	81.4331
Director of Development Services	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Director of Finance	87.5	11,612 - 14,115	66.9951	70.3449	73.8622	77.5553	81.4331
Director of Human Resources & Risk Mgt.	85.5	11,060 - 13,443	63.8049	66.9951	70.3450	73.8622	77.5553
Director of Public Works	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Director of Safety Services	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Group 2A Exempt At-Will							
Assist. Director of Public Wks. Operations	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Assist. Director of Public Wks. Utilities	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
City Clerk	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
City Engineer	84.5	10,436 - 12,687	60.2097	63.2202	66.3812	69.7002	73.1918
City Planner	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Community Services Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Deputy Fire Chief	84.5	10,436 - 12,687	60.2097	63.2202	66.3812	69.7002	73.1918
Finance Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Fire Battalion Chief (not at-will/2912 hrs/yr)	78.5S	8,778 - 10,670	36.1722	37.9809	39.8799	41.8739	43.9701
Human Resources Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Information Technology Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Public Works Operations Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Group 2B Exempt							
Associate Civil Engineer	71.5	7,261 - 8,826	41.8893	43.9837	46.1827	48.4920	50.9165
Associate Planner	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Budget Administrator	75	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
Economic Development Administrator	75	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
GIS Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Information Technology Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Management Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Network & Computer Sys. Administrator	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Accountant	68	6,515 - 7,919	37.5868	39.4644	41.4385	43.5098	45.6863
Senior Civil Engineer	78.7	8,871 - 10,782	51.1773	53.7360	56.4230	59.2440	62.2062
Senior Code Compliance Officer	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Senior Fire Safety Inspector	66	6,201 - 7,537	35.7756	37.5628	39.4418	41.4133	43.4849
Senior Management Analyst	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Planner	70	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Special Projects Engineer	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Recreation Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Water Treatment Plant Supervisor	72	7,191 - 8,741	41.4888	43.5614	45.7404	48.0266	50.4292
Water Utilities Distribution Supervisor	72	7,191 - 8,741	41.4888	43.5614	45.7404	48.0266	50.4292

Salary Schedule Management and Confidential Positions

Effective beginning the first pay period that includes July 1, 2018							
Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
Group 3 Non-Exempt							
Accountant	58.5	5,326 - 6,475	30.7255	32.2616	33.8747	35.5684	37.3547
Assistant Engineer	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Assistant Planner	61	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Code Compliance Officer	58	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Construction Maintenance Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Customer Services Supervisor	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Fire Safety Inspector	58	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Fleet Maintenance Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Management Assistant	61	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Parks Maintenance Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Public Works Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Recreation Supervisor	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Senior Parks Maintenance Crew Leader	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Utility Systems Supervisor	70	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Wastewater Utilities Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Group 4 Non-Exempt							
Accounting Technician II	44.5	3,721 - 4,523	21.4659	22.5393	23.6662	24.8498	26.0919
Senior Accounting Technician	49	4,075 - 4,954	23.5115	24.6860	25.9210	27.2166	28.5780
Administrative Assistant III	45	3,692 - 4,488	21.3002	22.3643	23.4831	24.6570	25.8903
Deputy City Clerk	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Executive Assistant to the City Manager	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Human Resources Technician I	53	4,498 - 5,468	25.9523	27.2488	28.6119	30.0420	31.5448
Human Resources Technician II	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Senior Administrative Assistant	49	4,075 - 4,954	23.5115	24.6860	25.9210	27.2166	28.5780