

Salary Schedule for Classifications within the Management/Confidential Group

Effective August 11, 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
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 Human Resources Analyst	69	6,547 - 7,958	37.7706	39.6604	41.6418	43.7231	45.9092
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

Effective August 11, 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 for Classifications within the Management/Confidential Group

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
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 Human Resources Analyst	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
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

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