



# Resolution

OFFICE OF THE  
MAYOR  
CITY OF SAN LUIS

No. 2293

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, AMENDING THE CLASSIFICATION AND SALARY PLAN TO CREATE SEVEN NEW CLASSIFICATIONS; SUPERSEDING ANY CONFLICTING PROVISIONS OF EXISTING REGULATIONS OR POLICIES; AND PROVIDING FOR SEVERABILITY.**

**WHEREAS**, the City Council has established the positions of the Classification and Salary Plan of the City of San Luis; and

**WHEREAS**, during the current fiscal year 2023-2024, the needs of the city have expanded to require additional classifications or expanded responsibilities; and

**WHEREAS**, city staff conducted research for a restructure of several departments as a result of an evaluation of the city's needs due to the growth of the city; and

**WHEREAS**, Human Resources analyzed job descriptions, researched the structures for similar cities, and developed appropriate Classification and pay grades for the positions;

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and City Council of the City of San Luis, State of Arizona, as follows:

**Section 1:** The following positions' job descriptions and their respective salary ranges, on file in the Human Resources Department, are **created**:

<u>Classification</u>	<u>Department</u>	<u>Pay Grade</u>
1. Assistant Director	Development Services	206
2. Planning Coordinator	Development Services	201
3. Permit Services Coordinator	Development Services	109
4. City Engineer	Engineering Dept.	209
5. Engineer in Training	Engineering Dept.	205
6. Project Coordinator	Facilities	109
7. Operations Coordinator	Fire Department	200

**Section 2:** The Classification and Salary Plan of the City of San Luis is amended to reflect the changes in the positions and corresponding salary ranges for said positions, as stated in Section 1. Exhibit 1 is incorporated into this resolution as if written in full here. Exhibit 1 is shown in both alpha order by Classification and numerical order by pay grade.

**Section 3:** The Organizational Structure of the City of San Luis is amended to reflect the name change from Department of Planning and Zoning to Development Services. Exhibit 2 is incorporated into this resolution as if written in full here. Exhibit 2 outlines the changes in the Organizational Structure as City Council approved on September 13, 2023.

**Section 4:** If a conflict arises between the provisions of this resolution and any other ordinance, resolution, order, regulation, or policy of the City of San Luis, the conflicting provisions are amended, superseded, and replaced, and this resolution shall govern.

**Section 5:** If any section, subsection, sentence, clause phrase, or portion of this resolution is held to be invalid or unconstitutional by the final decision of any court of competent jurisdiction, or by controlling legislation, such decision or law shall not affect the validity of the remaining portion of this resolution.

**PASSED, APPROVED, AND ADOPTED** by the Mayor and City Council of the City of San Luis, Arizona, this \_\_\_\_\_ day of September 2023.

\_\_\_\_\_  
Nieves Riedel, Mayor

**ATTEST:**

**APPROVED AS TO FORM:**

\_\_\_\_\_  
Sonia Cornelio, City Clerk

\_\_\_\_\_  
Kay Marion Macuil, City Attorney

# Exhibit 1

**Classification Salary Plan - FY 2023-24 (Amended Effec. 10.27.23)**

Submitted to City Council on 09/27/23

Classification (title)	Proposed Classifications / New Classifications	Department	New Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Accountant I		Finance		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Accountant II		Finance		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Accounting Specialist		Finance		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Administrative Assistant		Various		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Administrative Coordinator		Various		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Ambulance Billing Coordinator		Finance - Ambulance		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Animal Control Officer		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Assistant City Attorney		City Attorney		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Assistant City Manager		Administration		300		\$57.11	\$73.21	\$89.32	\$118,789	\$152,277	\$185,786	Exempt
Assistant Director		Parks And Recreation		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Assistant Director		Finance		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Director		Public Works		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
<b>NEW</b>	<b>Assistant Director</b>		<b>Development Services</b>	<b>206</b>		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Fire Chief		Fire Department		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Assistant Planner		Planning And Zoning	<b>Development Services</b>	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Public Information Officer		Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Associate Planner		Planning And Zoning	<b>Development Services</b>	202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Bailiff		Municipal Court		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Building Inspector I		Planning And Zoning	<b>Development Services</b>	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Building Inspector II		Planning And Zoning	<b>Development Services</b>	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Building Maintenance Technician		Facilities		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Building Official		Planning And Zoning	<b>Development Services</b>	204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Building Plans Examiner		Planning And Zoning	<b>Development Services</b>	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Court Chief Clerk		Municipal Court		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	Exempt
Chief of Police		Police Department		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
City Attorney		City Attorney		300		\$57.11	\$73.21	\$89.32	\$118,789	\$152,277	\$185,786	Exempt
City Clerk		City Clerk		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
<b>NEW</b>	<b>City Engineer</b>	<b>Public Works</b>	<b>Engineering Dept.</b>	<b>209</b>		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
City Manager		Administration		302		\$69.10	\$88.59	\$108.08	\$143,728	\$184,267	\$224,806	Exempt
City Prosecutor		City Attorney		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Civil Engineer		Public Works		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Code Compliance Specialist		Public Works		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Code Enforcement Officer		Planning And Zoning	<b>Development Services</b>	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Contracts & Grants Coordinator		Finance		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Cook		Senior Center		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Court Administrator		Municipal Court		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Court Clerk I		Municipal Court		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Court Clerk II		Municipal Court		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Court Interpreter		Municipal Court		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Court Security Officer		Municipal Court		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Crew Leader Supervisor		PW and Parks & Rec		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Custodian		Facilities		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Customer Service Representative		Finance - Billing & Collections		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Deputy City Clerk		City Clerk		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Director of Finance		Finance		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Director of Human Resources		Human Resources		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Director of Parks & Rec		Parks And Recreation		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Director of Planning & Zoning		Planning And Zoning	<b>Development Services</b>	208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Director of Public Works		Public Works		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Driver		Senior Center		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Economic Development Assistant		Economic Development		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Electrician		Public Works		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	Exempt
<b>NEW</b>	<b>Engineer in Training (EIT)</b>		<b>Engineering Dept.</b>	<b>205</b>		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Engineering Technician		Public Works	<b>Engineering Dept.</b>	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Equipment Operator		Highway Users		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Executive Assistant		Administration		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	Exempt
<b>NEW</b>	<b>Project Coordinator</b>	<b>Facilities</b>		<b>109</b>		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Fire Battalion Chief		Fire Department		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	NE

**Classification Salary Plan - FY 2023-24 (Amended Effec. 10.27.23)**

Submitted to City Council on 09/27/23

Classification (title)	Proposed Classifications / New Classifications	Department	New Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Fire Captain		Fire Department		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	NE
Fire Chief		Fire Department		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Fire Engineer		Fire Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Fire Fighter		Fire Department		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Fire Fighter Recruit		Fire Department		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Fire Inspector		Fire Department		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
<b>NEW</b>	<b>Operations Coordinator</b>	Fire Department			<b>200</b>	\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
GIS Analyst		Info. Technology		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
GIS Specialist		Planning And Zoning	Development Services	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Operations Coordinator		Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Grants Coordinator		Economic Development		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Graphics & Media Specialist		Info. Technology		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Head Life Guard		Aquatic Center		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Heavy Equipment Operator		Solid Waste & HURF		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Human Resources Analyst		Human Resources		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Human Resources Coordinator		Human Resources		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Human Resources Senior Analyst		Human Resources		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Human Resources Technician		Human Resources		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Intern		Agency-Wide		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
IT Help Desk Technician		Info. Technology		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
IT Specialist - Public Safety		Info. Technology		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
IT Technician		Info. Technology		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
IT Technician - Senior		Info. Technology		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Lead Custodian		Facilities		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Legal Secretary		City Attorney		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Life Guard		Aquatic Center		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Magistrate		Municipal Court		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Maintenance Specialist		HURF & Parks Grounds		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Maintenance Technician		HURF & Parks Grounds		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Maintenance Worker/Parts Runner		Fleet Services		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Management Analyst		City Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Manager, Billing & Collections		Finance - Billing & Collections		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Director, Economic Development		Economic Development		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Manager, Facilities Management		Facilities		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Manager, Finance Accounting		Finance Department		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Manager, Finance Operations		Finance Department		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Manager, Human Resources		Human Resources		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Info Technology		Info. Technology		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Manager, Risk Management		Finance		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Manager, Senior Services		Senior Center		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Mechanic		Fleet Services		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Mechanic Assistant		Fleet Services		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Meter Reader		Finance - Billing & Collections		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Meter Reader Technician		Finance - Billing & Collections		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Network & IT Security Administrator		Info. Technology		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Office Assistant		Various		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Paralegal		City Attorney		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Building Permit Technician		Planning And Zoning	Development Services	105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
<b>NEW</b>	<b>Permit Services Coordinator</b>	Planning And Zoning	Development Services		<b>109</b>	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
<b>NEW</b>	<b>Planning Coordinator</b>	Planning And Zoning	Development Services		<b>201</b>	\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Planning Technician		Planning And Zoning	Development Services	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Police Administrator		Police Department		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Police Commander		Police Department		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Police Communications Officer		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Police Corporal		Police Department		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Police Lieutenant		Police Department		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Police Officer		Police Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Police Officer Recruit		Police Department		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE

**Classification Salary Plan - FY 2023-24 (Amended Effec. 10.27.23)**

*Submitted to City Council on 09/27/23*

<i>Classification (title)</i>	<i>Proposed Classifications / New Classifications</i>	<i>Department</i>	<i>New Department</i>	<i>Grade</i>	<i>Proposed Grade</i>	<i>Hrly Min</i>	<i>Hrly Mid</i>	<i>Hrly Max</i>	<i>Annual Min</i>	<i>Annual Mid</i>	<i>Annual Max</i>	<i>FLSA</i>
Police Records Specialist		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Police Sergeant		Police Department		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	NE
Principal Planner		Planning And Zoning	Development Services	203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Project Manager		Public Works		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Property & Evidence Technician		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Purchasing Coordinator		Finance		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Records Management Specialist		City Clerk		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Recreation Coordinator		Parks And Recreation		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Recreation Assistant		Parks And Recreation		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Recreation Specialist		Parks And Recreation		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Risk Property Analyst		Risk Management		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Safety Officer		Risk Management		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Senior Services Assistant		Senior Center		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Senior Services Assistant/Driver		Senior Center		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Supervisor, Facilities		Facilities		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Fleet Services		Fleet Services		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Maintenance		Public Works		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Supervisor, Parks		Parks Grounds		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Police Communications		Police Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Supervisor, Police Records		Police Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Manager, Public Works		Public Works		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Supervisor, Recreation		Parks And Recreation		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Systems Administrator		Info. Technology		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Transit Enforcement Officer		Police Department		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Video Production and Operation Specialist		Info. Technology		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Water/Wastewater Apprentice		Water / Wastewater		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Supervisor, Water/WW Operations		Water / Wastewater		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Water/Wastewater Plant Operator 1		Water / Wastewater		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Water/Wastewater Plant Operator 2		Water / Wastewater		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Water/Wastewater Plant Operator 3		Water / Wastewater		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Manager, Water/WW Operations		Water / Wastewater		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt

**Classification Salary Plan - FY 2023-24 (Amended Effec. 10.27.23)**

Submitted to City Council on 09.27.23

Classification (title)	Proposed Classifications / New Classifications	Department	New Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Cook		Senior Center		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Custodian		Facilities		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Life Guard		Aquatic Center		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Meter Reader		Finance - Billing & Collections		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Office Assistant		Various		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Recreation Assistant		Parks And Recreation		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Senior Services Assistant		Senior Center		103		\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Building Maintenance Technician		Facilities		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Court Clerk I		Municipal Court		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Customer Service Representative		Finance - Billing & Collections		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Head Life Guard		Aquatic Center		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Intern		Agency-Wide		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Maintenance Technician		HURF & Parks Grounds		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Maintenance Worker/Parts Runner		Fleet Services		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Building Permit Technician		Planning And Zoning	Development Services	105		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Mechanic Assistant		Fleet Services		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Meter Reader Technician		Finance - Billing & Collections		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
IT Help Desk Technician		Info. Technology		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Transit Enforcement Officer		Police Department		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Water/Wastewater Apprentice		Water / Wastewater		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Administrative Assistant		Various		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Animal Control Officer		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Bailiff		Municipal Court		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Court Clerk II		Municipal Court		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Court Security Officer		Municipal Court		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Driver		Senior Center		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Equipment Operator		Highway Users		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Human Resources Technician		Human Resources		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Police Communications Officer		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Police Records Specialist		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Property & Evidence Technician		Police Department		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Water/Wastewater Plant Operator 1		Water / Wastewater		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Accounting Specialist		Finance		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Court Interpreter		Municipal Court		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Fire Fighter Recruit		Fire Department		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Heavy Equipment Operator		Solid Waste & HURF		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Lead Custodian		Facilities		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Maintenance Specialist		HURF & Parks Grounds		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Mechanic		Fleet Services		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Police Officer Recruit		Police Department		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Recreation Specialist		Parks And Recreation		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Water/Wastewater Plant Operator 2		Water / Wastewater		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Administrative Coordinator		Various		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Building Inspector I		Planning And Zoning	Development Services	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Court Chief Clerk		Municipal Court		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	Exempt
Crew Leader Supervisor		PW and Parks & Rec		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Human Resources Coordinator		Human Resources		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
IT Technician		Info. Technology		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Legal Secretary		City Attorney		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Recreation Coordinator		Parks And Recreation		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Senior Services Assistant/Driver		Senior Center		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Video Production and Operation Specialist		Info. Technology		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Water/Wastewater Plant Operator 3		Water / Wastewater		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
<b>NEW</b>	<b>Permit Services Coordinator</b>	Planning And Zoning	Development Services		<b>109</b>	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
<b>NEW</b>	<b>Project Coordinator</b>	Facilities			<b>109</b>	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Ambulance Billing Coordinator		Finance - Ambulance		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Building Inspector II		Planning And Zoning	Development Services	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Code Compliance Specialist		Public Works		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE

**Classification Salary Plan - FY 2023-24 (Amended Effec. 10.27.23)**

Submitted to City Council on 09.27.23

Classification (title)	Proposed Classifications / New Classifications	Department	New Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Code Enforcement Officer		Planning And Zoning	Development Services	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Electrician		Public Works		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	Exempt
Engineering Technician		Public Works	Engineering Dept.	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Executive Assistant		Administration		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	Exempt
Fire Fighter		Fire Department		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
GIS Specialist		Planning And Zoning	Development Services	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Graphics & Media Specialist		Info. Technology		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Paralegal		City Attorney		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Planning Technician		Planning And Zoning	Development Services	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Records Management Specialist		City Clerk		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
<b>NEW</b>	<b>Operations Coordinator</b>	Fire Department			<b>200</b>	\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Accountant I		Finance		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Assistant Planner		Planning And Zoning	Development Services	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Building Plans Examiner		Planning And Zoning	Development Services	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Economic Development Assistant		Economic Development		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Fire Engineer		Fire Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Grants Coordinator		Economic Development		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Human Resources Analyst		Human Resources		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
IT Technician - Senior		Info. Technology		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Police Officer		Police Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Supervisor, Police Communications		Police Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Supervisor, Police Records		Police Department		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Supervisor, Water/WW Operations		Water / Wastewater		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
<b>NEW</b>	<b>Planning Coordinator</b>	Planning And Zoning	Development Services		<b>201</b>	\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Accountant II		Finance		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Public Information Officer		Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Associate Planner		Planning And Zoning	Development Services	202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Contracts & Grants Coordinator		Finance		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Court Administrator		Municipal Court		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Fire Inspector		Fire Department		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
GIS Analyst		Info. Technology		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Operations Coordinator		Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Human Resources Senior Analyst		Human Resources		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
IT Specialist - Public Safety		Info. Technology		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Management Analyst		City Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Manager, Senior Services		Senior Center		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Police Corporal		Police Department		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Purchasing Coordinator		Finance		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Risk Property Analyst		Risk Management		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Safety Officer		Risk Management		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Facilities		Facilities		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Fleet Services		Fleet Services		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Maintenance		Public Works		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Supervisor, Parks		Parks Grounds		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Recreation		Parks And Recreation		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Fire Captain		Fire Department		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	NE
Manager, Risk Management		Finance		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Principal Planner		Planning And Zoning	Development Services	203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Project Manager		Public Works		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Building Official		Planning And Zoning	Development Services	204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Deputy City Clerk		City Clerk		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Billing & Collections		Finance - Billing & Collections		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Human Resources		Human Resources		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Network & IT Security Administrator		Info. Technology		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Police Administrator		Police Department		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Police Sergeant		Police Department		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	NE
Manager, Public Works		Public Works		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Systems Administrator		Info. Technology		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt

**Classification Salary Plan - FY 2023-24 (Amended Effec. 10.27.23)**

Submitted to City Council on 09.27.23

Classification (title)	Proposed Classifications / New Classifications	Department	New Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Manager, Water/WW Operations		Water / Wastewater		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Assistant Director		Parks And Recreation		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Fire Battalion Chief		Fire Department		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	NE
Manager, Facilities Management		Facilities		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Manager, Info Technology		Info. Technology		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
<b>NEW</b>	<b>Engineer in Training (EIT)</b>		<b>Engineering Dept.</b>		<b>205</b>	\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Assistant Director		Finance		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Director		Public Works		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Civil Engineer		Public Works	<b>Engineering Dept.</b>	206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Manager, Finance Accounting		Finance Department		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Manager, Finance Operations		Finance Department		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Police Lieutenant		Police Department		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
<b>NEW</b>	<b>Assistant Director</b>		<b>Development Services</b>		<b>206</b>	\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Fire Chief		Fire Department		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
City Clerk		City Clerk		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
City Prosecutor		City Attorney		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Director of Parks & Rec		Parks And Recreation		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Police Commander		Police Department		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Assistant City Attorney		City Attorney		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Director of Human Resources		Human Resources		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Director of Planning & Zoning		Planning And Zoning	<b>Development Services</b>	208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Director, Economic Development		Economic Development		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Chief of Police		Police Department		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Director of Finance		Finance		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Director of Public Works		Public Works		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Fire Chief		Fire Department		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Magistrate		Municipal Court		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
<b>NEW</b>	<b>City Engineer</b>	<b>Public Works</b>	<b>Engineering Dept.</b>		<b>209</b>	\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Assistant City Manager		Administration		300		\$57.11	\$73.21	\$89.32	\$118,789	\$152,277	\$185,786	Exempt
City Attorney		City Attorney		300		\$57.11	\$73.21	\$89.32	\$118,789	\$152,277	\$185,786	Exempt
City Manager		Administration		302		\$69.10	\$88.59	\$108.08	\$143,728	\$184,267	\$224,806	Exempt

# Exhibit 2

# DEVELOPMENT SERVICES DEPARTMENT

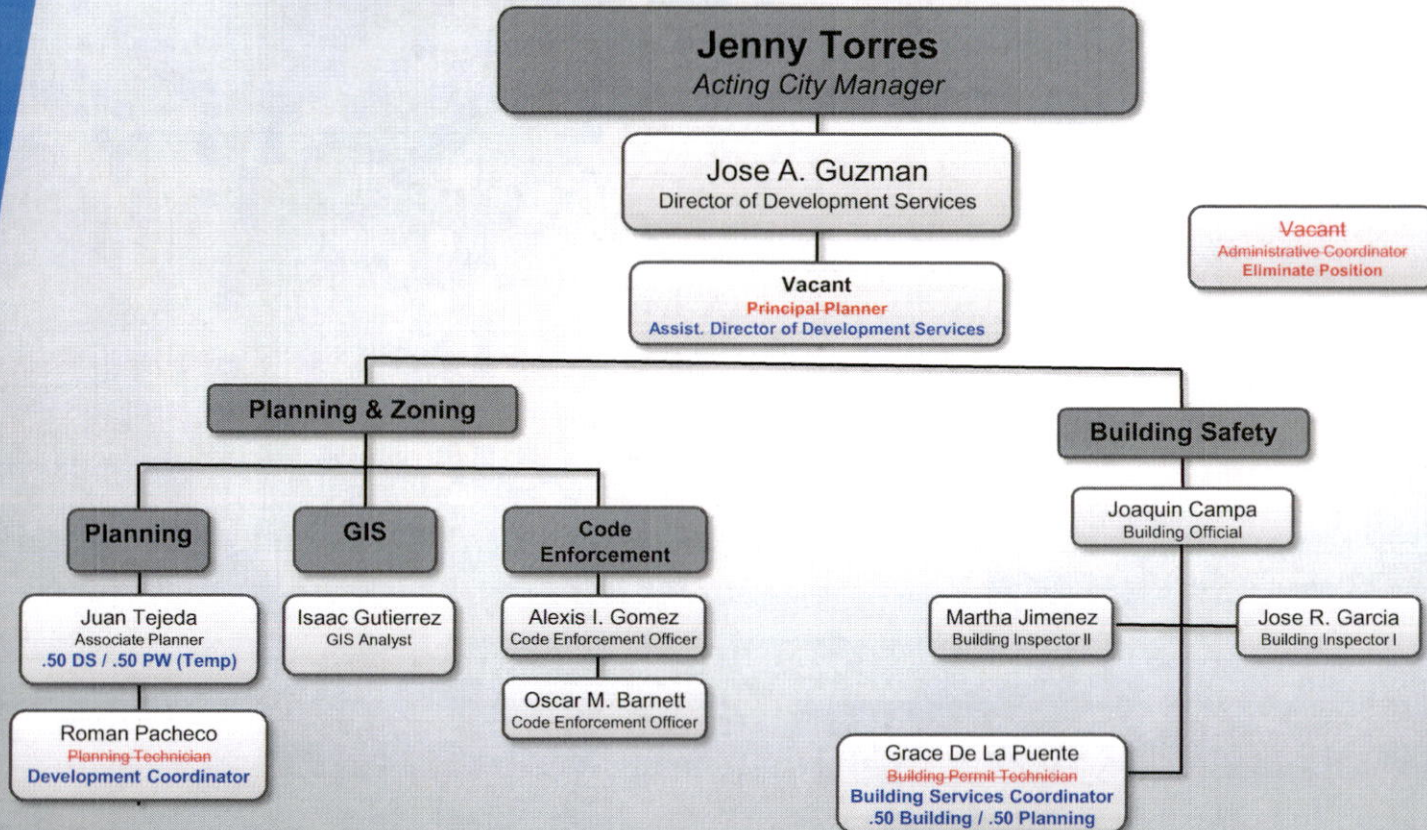


Exhibit 2



# PUBLIC WORKS DEPARTMENT

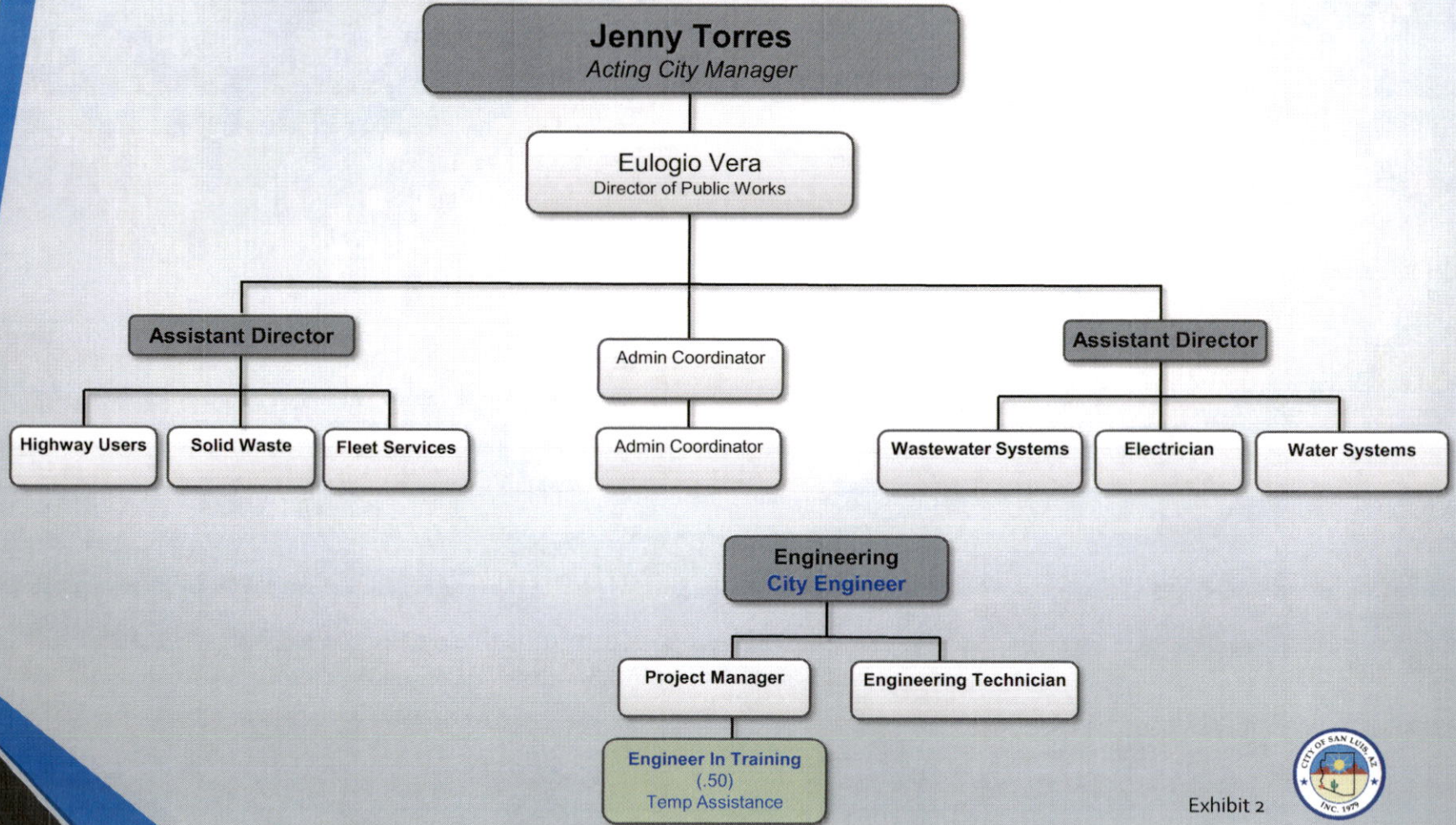


Exhibit 2



# FACILITIES MAINTENANCE DEPARTMENT

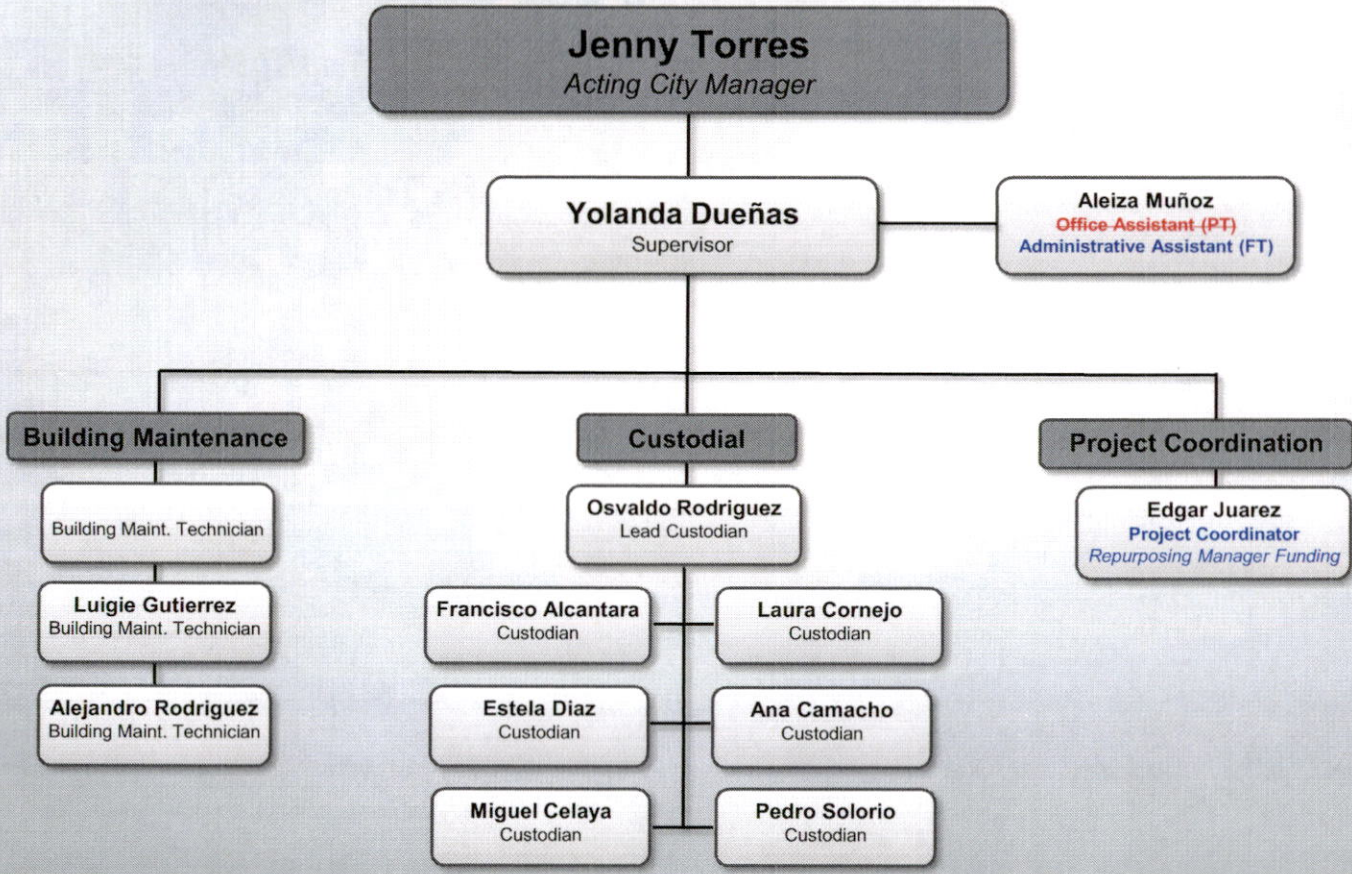


Exhibit 2



# PARKS & RECREATION DEPARTMENT

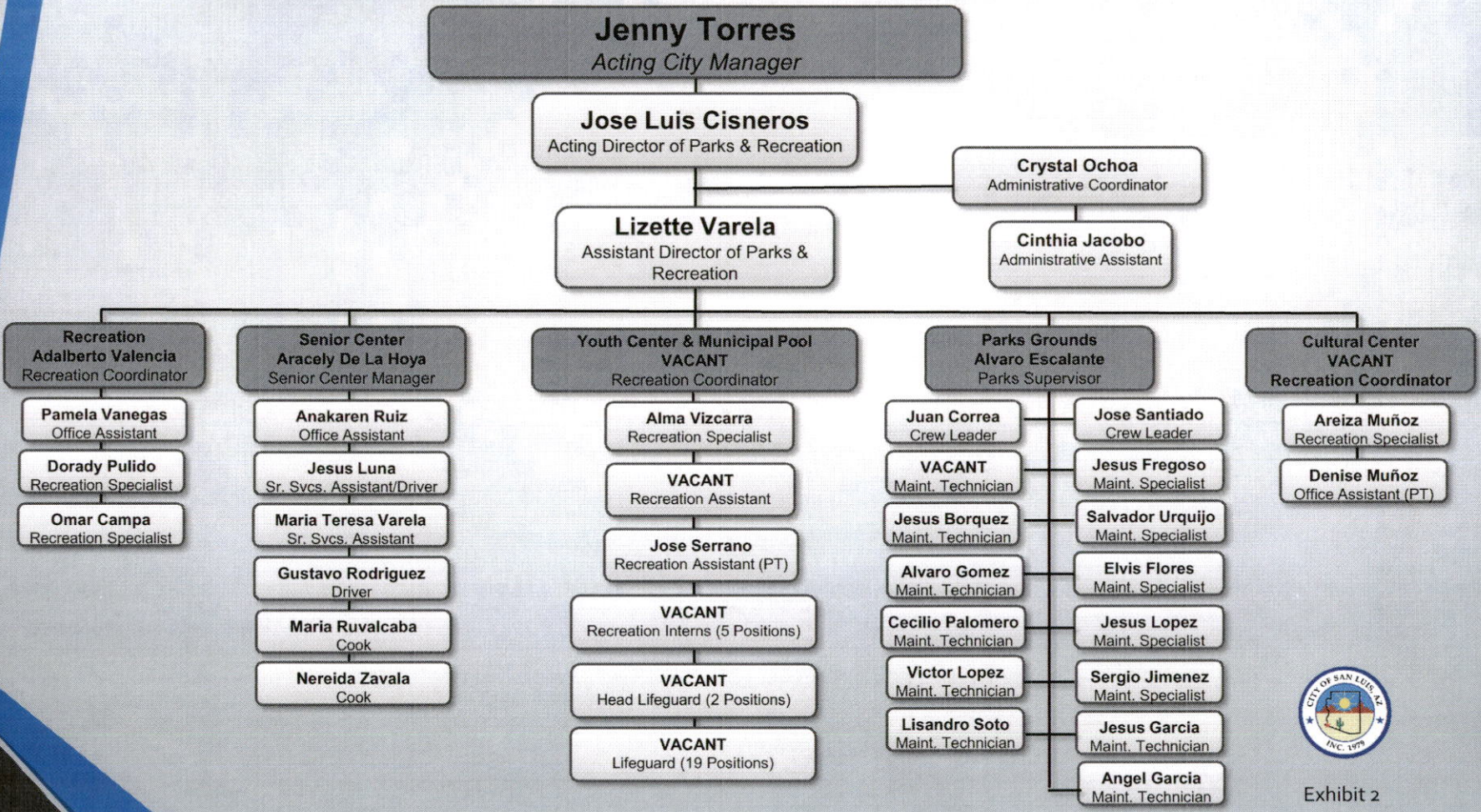


Exhibit 2

# FIRE DEPARTMENT

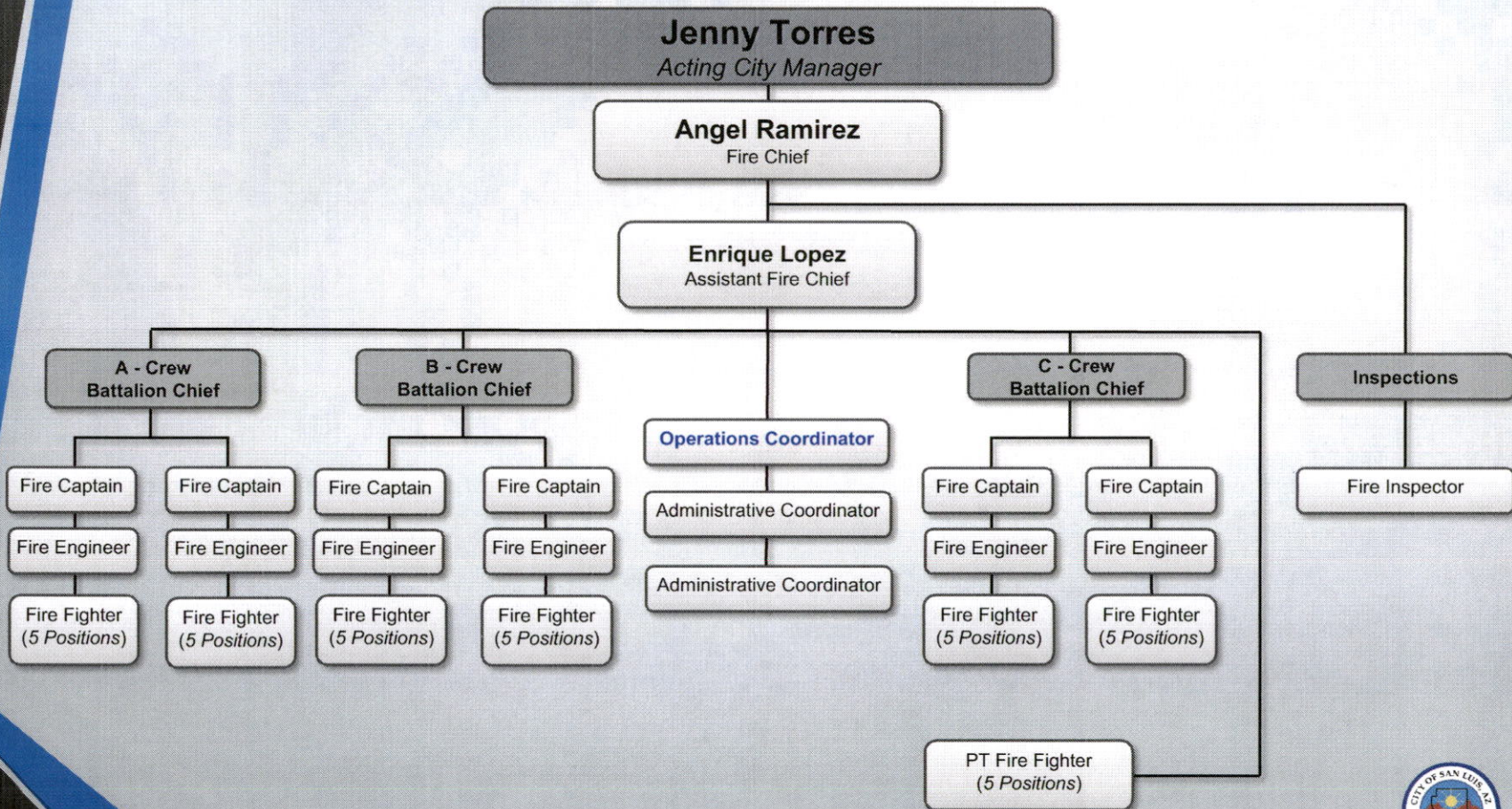


Exhibit 2

