

CLASSIFICATION AND SALARY PLAN (FY: 2023-24)

Submitted to City Council on 05/31/23

Classification (title)	Proposed Classifications / New Classifications	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
NEW	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
Assistant Fire Chief		Fire Department	206	207	\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	NE
Assistant Planner		Planning And Zoning	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Assistant to Council / PIO	Public Information Officer	Administration	200	202	\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Assistant to the City Manager	DELETE CLASSIFICATION	Administration	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Associate Planner		Planning And Zoning	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	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Building Inspector II		Planning And Zoning	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	204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Building Permit Technician		Planning And Zoning	105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Building Plans Examiner		Planning And Zoning	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Chief Court 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
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	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	New Position in FY: 19-20	Senior Center	102	103	\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Court Administrator		Municipal Court	201	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		Public Works And Parks & Rec	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Custodian		Facilities	102	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

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Classification (title)	Proposed Classifications / New Classifications	Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Director of Planning & Zoning		Planning And Zoning	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
Engineering Technician	New Position in FY: 19/20	Public Works	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
Fire Battalion Chief	New Position in FY: 22-23	Fire Department	205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	NE
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
GIS Analyst		Info. Technology	202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
GIS Specialist		Planning And Zoning	200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Gov. & Foreign Affairs Coordinator	Operations Coordinator	Administration	202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Grant Writer	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 & Highway Users	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
NEW	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	102	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		Highway Users & Parks Grounds	108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Maintenance Technician		Highway Users & Parks Grounds	104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Maintenance Worker/Parts Runner	New Position in FY: 20/21	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
Manager, Economic Development		Economic Development	207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
NEW	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	208	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

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Classification (title)	Proposed Classifications / New Classifications	Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
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
NEW	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	102	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
Planning Technician		Planning And Zoning	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
Police Records Clerk	Police Records Specialist	Police Department	105	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	New Position in FY: 20/21	Planning And Zoning	203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Project Manager	New Position in FY: 22-23	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 Intern	Recreation Assistant	Parks And Recreation	102	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
NEW	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	109	201	\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Supervisor, Police Records		Police Department	109	201	\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Supervisor, Publics Works	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	104	106	\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Video Production and Operation Specialist	New Position in FY: 22-23	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
Water/Wastewater Chief Operator	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
Water/WW Operations Supervisor	Manager, Water/WW Operations	Water / Wastewater	204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt