



Resolution

OFFICE OF THE
MAYOR
CITY OF SAN LUIS

No. 2263

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN LUIS, ARIZONA, AMENDING THE 2021-2022 CLASSIFICATION AND SALARY PLAN TO CREATE 16 NEW CLASSIFICATIONS, CHANGE/AMEND 14 CLASSIFICATIONS AND DELETE 1 CLASSIFICATION; SUPERSEDING ANY CONFLICTING PROVISIONS OF EXISTING REGULATIONS OR POLICIES; AND PROVIDING FOR SEVERABILITY.

WHEREAS, 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, CPS and Human Resources analyzed Job Descriptions 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. Public Information Officer	Administration	202
2. Video Prod. & Operation Spec.	Administration	109
3. Facilities Manager	Facilities	205
4. Ambulance Billing Coordinator	Finance (Ambulance)	200
5. Fire Battalion Chief	Fire	205
6. Principal Planner	Planning/Zoning	203
7. Police Records Specialist	Police	107
8. Cook	P&R Senior Center	104
9. Engineering Technician	PW – Admin	200
10. Project Manager	PW – Admin	203
11. Maintenance Worker/Parts Runner	PW – Fleet Services	104
12. Public Works Manager	PW – HURF	204
13. Water Operations Manager	PW – Water	204

14. Wastewater Operations Manager	PW – Wastewater	204
15. Safety Officer	Risk Management	202
16. Intern	Agency-wide	104

The following existing Classifications, Pay Grades and the respective salary ranges, on file in the Human Resources Department, are amended:

<u>Department</u>	<u>From</u>	<u>Classification</u>	<u>To</u>	<u>Pay Grade</u>	
				<u>From</u>	<u>To</u>
1. Agency-wide	Office Assistant	N/A		102	103
2. Senior Center	Cook	N/A		102	103
3. Facilities	Custodian	N/A		102	103
4. Parks & Recreation	Lifeguard	N/A		102	103
5. Parks & Recreation	Recreation Intern	Recreation Assistant		102	103
6. Administration	Gov. & Foreign Affrs. Coord.	Operations Coordinator		202	N/A
7. Econ. Development	Grant Writer	Grant Coordinator		201	N/A
8. Econ. Development	Econ. Development Manager	Econ. Development Director		207	208
9. Fire	Assistant Fire Chief	N/A		206	207
10. Human Resources	Human Resources Manager	N/A		208	204
11. Municipal Court	Court Administrator	N/A		201	202
12. Police	Records Supervisor	N/A		109	201
13. Police	Communications Supervisor	N/A		109	201
14. Police	Transit Enforcement Officer	N/A		104	106

The following classification and the respective salary range on file in the Human Resources Department are deleted:

<u>Department</u>	<u>Classification</u>	<u>Pay Grade</u>
1. Administration	Assistant to the City Manager	109

Section 2: The Classification and Salary Plan of the City of San Luis is amended to reflect the addition/deletion/changes of 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: If a conflict arises between the provisions of this resolution and any other ordinance, resolution, regulation, or policy of the City of San Luis, the conflicting provisions are amended, superseded, and replaced, and this resolution shall govern.

Section 4: If any section, subsection, sentence, clause phrase, or a portion of this resolution is held to be invalid or unconstitutional by the final decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portion of this resolution.

PASSED, ADOPTED, AND RATIFIED by the Mayor and City Council of the City of San Luis, Arizona, this _____ day of May 2023.

Nieves Riedel, Mayor

ATTEST:

Sonia Cornelio, City Clerk

APPROVED AS TO FORM:

Kay Marion Macuil, City Attorney

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

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
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	Director, Economic Development	Economic Development	207	208	\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	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

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
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

CLASSIFICATION AND SALARY PLAN (FY: 2023-24)

Submitted to City Council on 05/31/2023

Classification (title)	Proposed Classifications / New Classifications	Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Cook	New Position in FY: 19-20	Senior Center	102	103	\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Custodian		Facilities	102	103	\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Life Guard		Aquatic Center	102	103	\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Office Assistant		Various	102	103	\$13.85	\$16.45	\$19.04	\$28,808	\$34,216	\$39,603	NE
Recreation Intern	Recreation Assistant	Parks And Recreation	102	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
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
NEW	Intern	Agency-Wide	104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	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
Building Permit Technician		Planning And Zoning	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
NEW	Mechanic Assistant	Fleet Services		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
Water/Wastewater Apprentice		Water / Wastewater	106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Transit Enforcement Officer		Police Department	104	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
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
Police Records Clerk	Police Records Specialist	Police Department	105	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 & Highway Users	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

CLASSIFICATION AND SALARY PLAN (FY: 2023-24)

Submitted to City Council on 05/31/2023

Classification (title)	Proposed Classifications / New Classifications	Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Maintenance Specialist		Highway Users & 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
Assistant to the City Manager	DELETE CLASSIFICATION	Administration	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Building Inspector I		Planning And Zoning	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Chief Court Clerk		Municipal Court	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	Exempt
Crew Leader Supervisor		Public Works 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	New Position in FY: 22-23	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
Building Inspector II		Planning And Zoning	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
Code Enforcement Officer		Planning And Zoning	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	New Position in FY: 19/20	Public Works	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	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	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
NEW	Ambulance Billing Coordinator	Finance - Ambulance		200	\$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	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Building Plans Examiner		Planning And Zoning	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
Grant Writer	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

CLASSIFICATION AND SALARY PLAN (FY: 2023-24)

Submitted to City Council on 05/31/2023

Classification (title)	Proposed Classifications / New Classifications	Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Water/Wastewater Chief Operator	Supervisor, Water/WW Operations	Water / Wastewater	201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
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
Accountant II		Finance	202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Associate Planner		Planning And Zoning	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
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
Gov. & Foreign Affairs Coordinator	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
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
Assistant to Council / PIO	Public Information Officer	Administration	200	202	\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Court Administrator		Municipal Court	201	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
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	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
Building Official		Planning And Zoning	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
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
Supervisor, Publics Works	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
Water/WW Operations Supervisor	Manager, Water/WW Operations	Water / Wastewater	204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Human Resources		Human Resources	208	204	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt

CLASSIFICATION AND SALARY PLAN (FY: 2023-24)

Submitted to City Council on 05/31/2023

Classification (title)	Proposed Classifications / New Classifications	Department	Grade	Proposed Grade	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max	FLSA
Assistant Director		Parks And Recreation	205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	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
Manager, Info Technology		Info. Technology	205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
NEW	Manager, Facilities Management	Facilities		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
Civil Engineer		Public Works	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
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
Manager, Economic Development		Economic Development	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 Fire Chief		Fire Department	206	207	\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	NE
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	208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Manager, Economic Development	Director, Economic Development	Economic Development	207	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
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