

## Classification Structure - FY: 2024-25

<i>Job (Functional) Title</i>	<i>Proposed Job Title</i>	<i>Department</i>	<i>Proposed Department</i>	<i>Grade</i>	<i>Proposed Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>FLSA</i>
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
<b>NEW</b>	<b>Accreditation &amp; Compliance</b>	Police Department		<b>NEW</b>	<b>200</b>	\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Administrative Assistant		Agency-wide		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Administrative Coordinator		Agency-wide		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		Development Services		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Director		Finance		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Director		P&R - Administration		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Assistant Director		PW - Administration		206		\$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		Development Services - Planning		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Associate Planner		Development Services - Planning		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		Development Services - Bldg		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Building Inspector II		Development Services - Bldg		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
<b>NEW</b>	<b>Building Maintenance Lead</b>	<b>Administration - Facilities</b>	<b>PW - Facilities</b>	<b>NEW</b>	<b>109</b>	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Building Maintenance Technician		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Building Official		Development Services - Bldg		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Building Permit Technician		Development Services - Bldg		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Building Plans Examiner		Development Services - Bldg		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
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 Engineer		PW - Engineering Division		209		\$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		PW - Engineering Division		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Code Compliance Specialist		PW - Administration		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Code Enforcement Officer		Development Services - Bldg		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		P&R - Senior Center		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Court Administrator		Municipal Court		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Court Chief Clerk		Municipal Court		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	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
Custodian		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	103		\$14.35	\$16.45	\$19.04	\$29,848	\$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 Development Services		Development Services		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	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		P&R - Administration		207		\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	Exempt
Director of Public Works		PW - Administration		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Director, Economic Development		Economic Development		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Driver		P&R - Senior Center		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE

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<i>Job (Functional) Title</i>	<i>Proposed Job Title</i>	<i>Department</i>	<i>Proposed Department</i>	<i>Grade</i>	<i>Proposed Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>FLSA</i>
Economic Development Assistant		Economic Development		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Electrician		PW - Water / Wastewater		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Engineer in Training (EIT)		PW - Engineering Division		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Engineering Technician		PW - Engineering Division		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
<b>NEW</b>	<b>Engineering Technician, Senior</b>	PW - Engineering Division		<b>NEW</b>	<b>202</b>	\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Equipment Operator		PW - 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		Fire Department		205		\$26.76	\$33.45	\$40.14	\$73,751	\$92,188	\$110,626	NE
Fire Captain		Fire Department		203		\$22.12	\$27.65	\$33.17	\$60,963	\$76,203	\$91,417	NE
Fire Chief		Fire Department		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Fire Engineer		Fire Department		201		\$18.28	\$22.85	\$27.42	\$50,380	\$62,975	\$75,570	NE
Fire Fighter		Fire Department		200		\$16.62	\$20.77	\$24.92	\$45,805	\$57,242	\$68,680	NE
Fire Fighter Recruit		Fire Department		108		\$14.35	\$17.22	\$20.33	\$39,549	\$47,458	\$56,029	NE
Fire Inspector		Fire Department		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
GIS Analyst		Development Services - GIS		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
GIS Specialist		Development Services - GIS		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Grant Coordinator		Economic Development		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Graphics & Media Specialist		Administration - Communications		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Head Life Guard		P&R - Aquatic Center		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Heavy Equipment Operator		PW - Highway Users & Solid Waste		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
<b>NEW</b>	<b>Heavy Equipment Operator, Senior</b>	PW - Highway Users & Solid Waste		<b>NEW</b>	<b>109</b>	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Human Resources Analyst		Human Resources		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Human Resources Analyst - Senior		Human Resources		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Human Resources Technician	<b>Human Resources Assistant</b>	Human Resources		107	<b>N/A</b>	\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Human Resources Coordinator		Human Resources		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
<b>NEW</b>	<b>Human Resources Generalist</b>	Human Resources		<b>NEW</b>	<b>201</b>	\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	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		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		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Lead Mechanic		PW - Fleet Services		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Legal Secretary		City Attorney		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Life Guard		P&R - Aquatic Center		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Magistrate		Municipal Court		209		\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	Exempt
Maintenance Specialist		PW - Highway Users & Parks Grounds		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Maintenance Technician		PW - Highway Users & Parks Grounds		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Maintenance Worker/Parts Runner		PW - Fleet Services		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Management Analyst		Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Manager, Billing & Collections		Finance - Billing & Collections		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Facilities		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Manager, Finance		Finance		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, Public Works		PW - Highway Users		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Risk Management		Human Resources - Risk		203	<b>204</b>	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Senior Services		P&R - Senior Center		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Manager, Water/Wastewater		PW - Water / Wastewater		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Mechanic		PW - Fleet Services		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Mechanic Assistant		PW - Fleet Services		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Meter Reader		Finance - Billing & Collections		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE

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Meter Reader Technician		Finance - Billing & Collections		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Office Assistant		Agency-wide		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Operations Coordinator	<b>Administrative Services Manager</b>	Administration		202	<b>204</b>	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Operations Coordinator		Fire Department		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
Permit Service Coordinator		Development Services - Bldg		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Planning Coordinator		Development Services - Planning		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
Planning Technician		Development Services - Planning		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	Exempt
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	NE
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 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		Development Services - Planning		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Project Coordinador		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Project Manager		PW - Engineering Division		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
Public Information Officer		Administration - Communications		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
Records Management Specialist		City Clerk		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Recreation Assistant		P&R - Administration		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Recreation Coordinator		P&R - Administration		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Recreation Specialist		P&R - Recreation		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Risk Property Analyst		Human Resources - Risk		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Safety Officer		Human Resources - Risk		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Senior Services Assistant		P&R - Senior Center		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Senior Services Assistant/Driver	<b>Senior Services Coordinator</b>	P&R - Senior Center		109	<b>N/A</b>	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Supervisor, Crew Leader		PW - Highway Users & Parks Grounds		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Supervisor, Facilities		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Fleet Services		PW - Fleet Services		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
<b>NEW</b>	<b>Supervisor, IT Support</b>	Info. Technology		NEW	204	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Network & IT Security Admin		Info. Technology		204	<b>N/A</b>	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Supervisor, Maintenance		PW - Highway Users		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Supervisor, Parks		P&R - 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
Supervisor, Recreation		P&R - Recreation		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Supervisor, Water/WW		PW - Water / Wastewater		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	NE
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 Prod. and Operations Spec.	<b>Multimedia Production &amp; Operations</b>	Administration - Communications		109	<b>202</b>	\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Water/Wastewater Apprentice		PW - Water / Wastewater		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Water/Wastewater Plant Operator 1		PW - Water / Wastewater		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Water/Wastewater Plant Operator 2		PW - Water / Wastewater		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Water/Wastewater Plant Operator 3		PW - Water / Wastewater		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE

## Classification Structure - FY 2024-25

<i>Job (Functional) Title</i>	<i>Proposed Job Title</i>	<i>Department</i>	<i>Proposed Department</i>	<i>Grade</i>	<i>Proposed Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>FLSA</i>
Cook		P&R - Senior Center		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Custodian		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Life Guard		P&R - Aquatic Center		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Meter Reader		Finance - Billing & Collections		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Office Assistant		Agency-wide		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Recreation Assistant		P&R - Administration		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Senior Services Assistant		P&R - Senior Center		103		\$14.35	\$16.45	\$19.04	\$29,848	\$34,216	\$39,603	NE
Building Maintenance Technician		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	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		P&R - 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		PW - Highway Users & Parks Grounds		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Maintenance Worker/Parts Runner		PW - Fleet Services		104		\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	NE
Building Permit Technician		Development Services - Bldg		105		\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	NE
Mechanic Assistant		PW - 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		PW - Water / Wastewater		106		\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	NE
Administrative Assistant		Agency-wide		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		P&R - Senior Center		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Equipment Operator		PW - Highway Users		107		\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	NE
Human Resources Technician	<b>Human Resources Assistant</b>	Human Resources		107	<b>N/A</b>	\$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		PW - 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		\$14.35	\$17.22	\$20.33	\$39,549	\$47,458	\$56,029	NE
Heavy Equipment Operator		PW - Highway Users & Solid Waste		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Lead Custodian		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Maintenance Specialist		PW - Highway Users & Parks Grounds		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Mechanic		PW - 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		P&R - Recreation		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Water/Wastewater Plant Operator 2		PW - Water / Wastewater		108		\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	NE
Administrative Coordinator		Agency-wide		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Building Inspector I		Development Services - Bldg		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
<b>NEW</b>	<b>Building Maintenance Lead</b>	<b>Administration - Facilities</b>	<b>PW - Facilities</b>	<b>NEW</b>	<b>109</b>	\$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
<b>NEW</b>	<b>Heavy Equipment Operator, Senior</b>	PW - Highway Users & Solid Waste		<b>NEW</b>	<b>109</b>	\$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
Permit Service Coordinator		Development Services - Bldg		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Project Coordinador		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE

## Classification Structure - FY 2024-25

Job (Functional) Title	Proposed Job Title	Department	Proposed Department	Grade	Proposed Grade	Min	Mid	Max	Min	Mid	Max	FLSA
Recreation Coordinator		P&R - Administration		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Senior Services Assistant/Driver	<b>Senior Services Coordinator</b>	P&R - Senior Center		109	<b>N/A</b>	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Supervisor, Crew Leader		PW - Highway Users & Parks Grounds		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
Water/Wastewater Plant Operator 3		PW - Water / Wastewater		109		\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	NE
<b>NEW</b>	<b>Accreditation &amp; Compliance Coordinator</b>	Police Department		<b>NEW</b>	<b>200</b>	\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Ambulance Billing Coordinator		Finance - Ambulance		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Building Inspector II		Development Services - Bldg		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Code Compliance Specialist		PW - Administration		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Code Enforcement Officer		Development Services - Bldg		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Electrician		PW - Water / Wastewater		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Engineering Technician		PW - Engineering Division		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		\$16.62	\$20.77	\$24.92	\$45,805	\$57,242	\$68,680	NE
GIS Specialist		Development Services - GIS		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Graphics & Media Specialist		Administration - Communications		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Lead Mechanic		PW - Fleet Services		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	NE
Operations Coordinator		Fire Department		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		Development Services - Planning		200		\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	Exempt
Records Management Specialist		City Clerk		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		Development Services - Planning		201		\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	Exempt
Building Plans Examiner		Development Services - Bldg		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		\$18.28	\$22.85	\$27.42	\$50,380	\$62,975	\$75,570	NE
Grant 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
<b>NEW</b>	<b>Human Resources Generalist</b>	Human Resources		<b>NEW</b>	<b>201</b>	\$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
Planning Coordinator		Development Services - Planning		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		PW - Water / Wastewater		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		Development Services - Planning		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
<b>NEW</b>	<b>Engineering Technician, Senior</b>	PW - Engineering Division		<b>NEW</b>	<b>202</b>	\$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		Development Services - GIS		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Human Resources Analyst - Senior		Human Resources		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
IT Specialist		Info. Technology		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Management Analyst		Administration		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Manager, Senior Services		P&R - Senior Center		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Video Prod. and Operations Spec.	<b>Multimedia Production &amp; Operations</b>	Administration - Communications		109	<b>202</b>	\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Police Corporal		Police Department		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Public Information Officer		Administration - Communications		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		Human Resources - Risk		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Safety Officer		Human Resources - Risk		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Facilities		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt

## Classification Structure - FY 2024-25

Job (Functional) Title	Proposed Job Title	Department	Proposed Department	Grade	Proposed Grade	Min	Mid	Max	Min	Mid	Max	FLSA
Supervisor, Fleet Services		PW - Fleet Services		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Maintenance		PW - Highway Users		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Supervisor, Parks		P&R - Grounds		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	Exempt
Supervisor, Recreation		P&R - Recreation		202		\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	NE
Fire Captain		Fire Department		203		\$22.12	\$27.65	\$33.17	\$60,963	\$76,203	\$91,417	NE
Principal Planner		Development Services - Planning		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Project Manager		PW - Engineering Division		203		\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	Exempt
Operations Coordinator	<b>Administrative Services Manager</b>	Administration		202	<b>204</b>	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Building Official		Development Services - Bldg		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
Manager, Public Works		PW - Highway Users		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Risk Management		Human Resources - Risk		203	<b>204</b>	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Manager, Water/Wastewater		PW - Water / Wastewater		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
<b>NEW</b>	<b>Supervisor, IT Support</b>	Info. Technology		NEW	<b>204</b>	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Network & IT Security Admin		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
Systems Administrator		Info. Technology		204		\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	Exempt
Assistant Director		P&R - Administration		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Engineer in Training (EIT)		PW - Engineering Division		205		\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	Exempt
Fire Battalion Chief		Fire Department		205		\$26.76	\$33.45	\$40.14	\$73,751	\$92,188	\$110,626	NE
Manager, Facilities		<b>Administration - Facilities</b>	<b>PW - Facilities</b>	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
Assistant Director		Development Services		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Director		Finance		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Assistant Director		PW - Administration		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Civil Engineer		PW - Engineering Division		206		\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	Exempt
Manager, Finance		Finance		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
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		P&R - Administration		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	NE
Assistant City Attorney		City Attorney		208		\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	Exempt
Director of Development Services		Development Services		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, 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
City Engineer		PW - Engineering Division		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		PW - Administration		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