

Classification Structure - FY: 2024-25

Job (Functional) Title	Department	Pay Grade	Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
Accountant I	Finance	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	2	8810
Accountant II	Finance	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	Exempt	2	8810
Accounting Specialist	Finance	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	8810
Accreditation & Compliance Coordinator	Police Department	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	4	8831
Administrative Assistant	Agency-wide	8	\$17.70	\$21.32	\$23.80	\$36,810	\$44,350	\$49,494	NE	6	8810
Administrative Coordinator	Agency-wide	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	6	8810
Ambulance Billing Coordinator	Finance - Ambulance	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	6	8810
Animal Control Officer	Police Department	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	4	8831
Assistant City Attorney	City Attorney	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	8820
Assistant City Manager	Administration	63	\$63.78	\$82.92	\$102.05	\$132,661	\$172,467	\$212,272	Exempt	1	8820
Assistant Director	Development Services	48	\$45.80	\$57.25	\$68.70	\$95,266	\$119,082	\$142,899	Exempt	1	5506
Assistant Director	Finance	48	\$45.80	\$57.25	\$68.70	\$95,266	\$119,082	\$142,899	Exempt	1	8810
Assistant Director	P&R - Administration	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	1	9063
Assistant Director	PW - Administration	48	\$45.80	\$57.25	\$68.70	\$95,266	\$119,082	\$142,899	Exempt	1	5506
Assistant Fire Chief	Fire Department	51	\$49.32	\$61.65	\$73.98	\$102,591	\$128,239	\$153,886	Exempt	1	7710
Assistant Planner	Development Services - Planning	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	Exempt	2	8810
Associate Planner	Development Services - Planning	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810
Bailiff	Municipal Court	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	4	8820
Building Inspector I	Development Services - Bldg	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	8810
Building Inspector II	Development Services - Bldg	22	\$24.10	\$30.13	\$36.15	\$50,132	\$62,665	\$75,198	NE	3	8810
Building Maintenance Lead	PW - Facilities	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	8	9015
Building Maintenance Technician	PW - Facilities	6	\$16.84	\$20.29	\$22.65	\$35,037	\$42,213	\$47,110	NE	8	9015
Building Official	Development Services - Bldg	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	1	8810
Building Permit Technician	Development Services - Bldg	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	3	8810
Building Plans Examiner	Development Services - Bldg	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	2	8810
Chief of Police	Police Department	60	\$59.23	\$77.00	\$94.77	\$123,189	\$160,152	\$197,116	Exempt	4	7720
City Attorney	City Attorney	59	\$57.78	\$75.12	\$92.46	\$120,185	\$156,246	\$192,308	Exempt	1	8820
City Clerk	City Clerk	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	8810
City Engineer	Engineering	53	\$51.82	\$64.77	\$77.73	\$107,784	\$134,731	\$161,677	Exempt	1	5506
City Manager	Administration	69	\$73.96	\$96.16	\$118.35	\$153,846	\$200,008	\$246,170	Exempt	1	8810
City Prosecutor	City Attorney	50	\$48.12	\$60.15	\$72.18	\$100,089	\$125,111	\$150,133	Exempt	2	8820
Civil Engineer	Engineering	40	\$37.59	\$46.99	\$56.39	\$78,189	\$97,736	\$117,284	Exempt	1	5506
Code Compliance Specialist	PW - Administration	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	5506
Code Enforcement Officer	Development Services - Bldg	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	8810
Contracts & Grants Coordinator	Finance	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	2	8810
Cook	P&R - Senior Center	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	8810
Court Administrator	Municipal Court	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	5	8820
Court Chief Clerk	Municipal Court	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	Exempt	5	8820
Court Clerk I	Municipal Court	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	5	8820
Court Clerk II	Municipal Court	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	5	8820
Court Interpreter	Municipal Court	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	5	8820
Court Security Officer	Municipal Court	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	5	8810
Custodian	PW - Facilities	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	9015
Customer Service Representative	Finance - Billing & Collections	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	8810

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Job (Functional) Title	Department	Pay Grade	Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
Deputy City Clerk	City Clerk	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810
Director of Development Services	Development Services	56	\$55.80	\$69.75	\$83.71	\$116,072	\$145,090	\$174,108	Exempt	1	8810
Director of Finance	Finance	59	\$57.78	\$75.12	\$92.46	\$120,185	\$156,246	\$192,308	Exempt	1	8810
Director of Human Resources	Human Resources	56	\$55.80	\$69.75	\$83.71	\$116,072	\$145,090	\$174,108	Exempt	1	8810
Director of Parks & Rec	P&R - Administration	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	9063
Director of Public Works	PW - Administration	59	\$57.78	\$75.12	\$92.46	\$120,185	\$156,246	\$192,308	Exempt	1	5506
Director, Economic Development	Economic Development	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	8810
Driver	P&R - Senior Center	6	\$16.84	\$20.29	\$22.65	\$35,037	\$42,213	\$47,110	NE	8	7382
Economic Development Assistant	Economic Development	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	6	8810
Electrician	PW - Water / Wastewater	22	\$24.10	\$30.13	\$36.15	\$50,132	\$62,665	\$75,198	NE	7	7539
Engineer in Training (EIT)	Engineering	37	\$34.91	\$43.63	\$52.36	\$72,606	\$90,758	\$108,909	Exempt	3	5506
Engineering Technician	Engineering	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	3	5506
Engineering Technician, Senior	Engineering	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	3	5506
Equipment Operator	PW - Highway Users	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	8	7520
Executive Assistant	Administration	21	\$23.51	\$29.39	\$35.27	\$48,909	\$61,137	\$73,364	Exempt	6	8810
Fire Battalion Chief	Fire Department	42	\$29.81	\$49.37	\$59.24	\$82,147	\$102,684	\$123,221	NE	2	7710
Fire Captain	Fire Department	35	\$25.08	\$41.53	\$49.84	\$69,108	\$86,385	\$103,662	NE	2	7710
Fire Chief	Fire Department	60	\$59.23	\$77.00	\$94.77	\$123,189	\$160,152	\$197,116	Exempt	1	7710
Fire Engineer	Fire Department	27	\$20.58	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	4	7710
Fire Fighter	Fire Department	21	\$17.75	\$29.39	\$35.27	\$48,909	\$61,137	\$73,364	NE	4	7710
Fire Fighter Recruit	Fire Department	13	\$15.11	\$18.21	\$20.32	\$41,648	\$50,178	\$55,998	NE	4	7710
Fire Inspector	Fire Department	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	NE	4	7710
GIS Analyst	Development Services - GIS	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	3	9015
GIS Specialist	Development Services - GIS	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	8810
Grant Coordinator	Economic Development	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	2	8810
Graphics & Media Specialist	Administration - Communications	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	3	9015
Head Life Guard	P&R - Aquatic Center	4	\$16.03	\$19.32	\$21.56	\$33,348	\$40,179	\$44,840	NE	6	9063
Heavy Equipment Operator	PW - Highway Users & Solid Waste	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	8	5506
Heavy Equipment Operator, Senior	PW - Highway Users & Solid Waste	18	\$21.84	\$27.29	\$32.75	\$45,417	\$56,772	\$68,126	NE	8	5506
Human Resources Analyst	Human Resources	27	\$27.27	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	2	8810
Human Resources Analyst - Senior	Human Resources	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	NE	2	8810
Human Resources Assistant	Human Resources	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	6	8810
Human Resources Coordinator	Human Resources	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	8810
Human Resources Generalist	Human Resources	27	\$27.27	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	2	8810
Intern	Agency-wide	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	8810
IT Help Desk Technician	Info. Technology	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,998	NE	3	9015
IT Specialist	Info. Technology	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	3	9015
IT Technician	Info. Technology	19	\$22.38	\$27.98	\$33.57	\$46,553	\$58,191	\$69,829	NE	3	9015
IT Technician - Senior	Info. Technology	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	3	9015
Lead Custodian	PW - Facilities	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	8	9015
Lead Mechanic	PW - Fleet Services	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	8	9015
Legal Assistant	City Attorney	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	6	8820
Life Guard	P&R - Aquatic Center	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	9063
Magistrate	Municipal Court	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	5	8820

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<i>Job (Functional) Title</i>	<i>Department</i>	<i>Pay Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>FLSA</i>	<i>EEOC Cat</i>	<i>WC Code</i>
Maintenance Specialist	P&R - Grounds	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	8	8810
Maintenance Specialist	PW - Highway Users	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	8	8810
Maintenance Technician	P&R - Grounds	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810
Maintenance Technician	PW - Highway Users	6	\$16.84	\$20.29	\$22.65	\$35,037	\$42,213	\$47,110	NE	8	8810
Maintenance Worker/Parts Runner	PW - Fleet Services	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	8810
Management Analyst	Administration	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	2	8810
Manager, Administrative Services	Administration	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	8810
Manager, Billing & Collections	Finance - Billing & Collections	36	\$34.06	\$42.57	\$51.08	\$70,835	\$88,544	\$106,253	Exempt	2	8810
Manager, Facilities	PW - Facilities	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	9015
Manager, Finance	Finance	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	2	9015
Manager, Human Resources	Human Resources	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	8810
Manager, Info Technology	Info. Technology	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	2	9015
Manager, Public Works	PW - Highway Users	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	7	7520
Manager, Risk Management	Human Resources - Risk	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	8810
Manager, Senior Services	P&R - Senior Center	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810
Manager, Water/Wastewater	PW - Water / Wastewater	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	7	7520
Mechanic	PW - Fleet Services	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	7	8380
Mechanic Assistant	PW - Fleet Services	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	7	8380
Meter Reader	Finance - Billing & Collections	7	\$17.27	\$20.80	\$23.21	\$35,913	\$43,268	\$48,287	NE	7	7520
Meter Reader Technician	Finance - Billing & Collections	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	7	7520
Multimedia Prod. & Operations Spec.	Administration - Communications	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	NE	3	9015
Network & IT Security Admin	Info. Technology	33	\$31.62	\$39.53	\$47.44	\$65,778	\$82,222	\$98,667	Exempt	3	9015
Office Assistant	Agency-wide	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	8810
Operations Coordinator	Fire Department	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	2	8820
Paralegal	City Attorney	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	2	8820
Permit Service Coordinator	Development Services - Bldg	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	3	8810
Planning Coordinator	Development Services - Planning	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	3	8810
Planning Technician	Development Services - Planning	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	Exempt	3	8810
Police Administrator	Police Department	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	4	7720
Police Commander	Police Department	50	\$48.12	\$60.15	\$72.18	\$100,089	\$125,111	\$150,133	NE	4	7720
Police Communications Officer	Police Department	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	4	7720
Police Corporal	Police Department	30	\$29.37	\$36.71	\$44.05	\$61,081	\$76,351	\$91,622	NE	4	7720
Police Lieutenant	Police Department	46	\$43.59	\$54.49	\$65.39	\$90,675	\$113,344	\$136,013	Exempt	4	7720
Police Officer	Police Department	26	\$26.60	\$33.26	\$39.91	\$55,337	\$69,171	\$83,005	NE	4	7720
Police Officer Recruit	Police Department	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	4	7720
Police Records Specialist	Police Department	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	6	8810
Police Sergeant	Police Department	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	NE	4	7720
Principal Planner	Development Services - Planning	36	\$34.06	\$42.57	\$51.08	\$70,835	\$88,544	\$106,253	Exempt	2	8810
Project Coordinator	PW - Facilities	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	8	9015
Project Manager	Engineering	33	\$31.62	\$39.53	\$47.44	\$65,778	\$82,222	\$98,667	Exempt	2	5506
Property & Evidence Technician	Police Department	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,998	NE	3	8810
Public Information Officer	Administration - Communications	30	\$29.37	\$36.71	\$44.05	\$61,081	\$76,351	\$91,622	NE	2	8810
Purchasing Coordinator	Finance	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	6	8810
Records Management Specialist	City Clerk	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	8810

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Recreation Assistant	P&R - Administration	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	9063
Recreation Coordinator	P&R - Administration	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	9063
Recreation Specialist	P&R - Recreation	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	6	9063
Risk Property Analyst	Human Resources - Risk	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	Exempt	2	8810
Safety Officer	Human Resources - Risk	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	Exempt	2	8810
Senior Services Assistant	P&R - Senior Center	7	\$17.27	\$20.80	\$23.21	\$35,913	\$43,268	\$48,287	NE	6	8810
Senior Services Coordinator	P&R - Senior Center	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	7382
Supervisor, Crew Leader	P&R - Grounds	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	8	5506
Supervisor, Crew Leader	PW - Highway Users	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	8	5506
Supervisor, Facilities	PW - Facilities	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	8	9015
Supervisor, Fleet Services	PW - Fleet Services	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	8	8810
Supervisor, IT Support	Info. Technology	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt		9015
Supervisor, Maintenance	PW - Highway Users	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	8	5506
Supervisor, Parks	P&R - Grounds	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	8	9102
Supervisor, Police Communications	Police Department	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	4	8810
Supervisor, Police Records	Police Department	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	4	8810
Supervisor, Recreation	P&R - Recreation	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	8	9063
Supervisor, Water/Wastewater	PW - Water / Wastewater	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	7	7520
Systems Administrator	Info. Technology	33	\$31.62	\$39.53	\$47.44	\$65,778	\$82,222	\$98,667	Exempt	3	9015
Transit Enforcement Officer	Police Department	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	4	7720
Water/Wastewater Apprentice	PW - Water / Wastewater	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	7	7520
Water/Wastewater Plant Operator 1	PW - Water / Wastewater	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	7	7520
Water/Wastewater Plant Operator 2	PW - Water / Wastewater	19	\$22.38	\$27.98	\$33.57	\$46,553	\$58,191	\$69,829	NE	7	7520
Water/Wastewater Plant Operator 3	PW - Water / Wastewater	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	7	7520

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<i>Job (Functional) Title</i>	<i>Department</i>	<i>Pay Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>FLSA</i>	<i>EEOC Cat</i>	<i>WC Code</i>
City Manager	Administration	69	\$73.96	\$96.16	\$118.35	\$153,846	\$200,008	\$246,170	Exempt	1	8810
Assistant City Manager	Administration	63	\$63.78	\$82.92	\$102.05	\$132,661	\$172,467	\$212,272	Exempt	1	8820
Fire Chief	Fire Department	60	\$59.23	\$77.00	\$94.77	\$123,189	\$160,152	\$197,116	Exempt	1	7710
Chief of Police	Police Department	60	\$59.23	\$77.00	\$94.77	\$123,189	\$160,152	\$197,116	Exempt	4	7720
City Attorney	City Attorney	59	\$57.78	\$75.12	\$92.46	\$120,185	\$156,246	\$192,308	Exempt	1	8820
Director of Finance	Finance	59	\$57.78	\$75.12	\$92.46	\$120,185	\$156,246	\$192,308	Exempt	1	8810
Director of Public Works	PW - Administration	59	\$57.78	\$75.12	\$92.46	\$120,185	\$156,246	\$192,308	Exempt	1	5506
Director of Development Services	Development Services	56	\$55.80	\$69.75	\$83.71	\$116,072	\$145,090	\$174,108	Exempt	1	8810
Director of Human Resources	Human Resources	56	\$55.80	\$69.75	\$83.71	\$116,072	\$145,090	\$174,108	Exempt	1	8810
City Engineer	Engineering	53	\$51.82	\$64.77	\$77.73	\$107,784	\$134,731	\$161,677	Exempt	1	5506
Assistant City Attorney	City Attorney	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	8820
City Clerk	City Clerk	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	8810
Director, Economic Development	Economic Development	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	8810
Magistrate	Municipal Court	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	5	8820
Director of Parks & Rec	P&R - Administration	52	\$50.56	\$63.19	\$75.83	\$105,156	\$131,444	\$157,733	Exempt	1	9063
Assistant Fire Chief	Fire Department	51	\$49.32	\$61.65	\$73.98	\$102,591	\$128,239	\$153,886	Exempt	1	7710
City Prosecutor	City Attorney	50	\$48.12	\$60.15	\$72.18	\$100,089	\$125,111	\$150,133	Exempt	2	8820
Police Commander	Police Department	50	\$48.12	\$60.15	\$72.18	\$100,089	\$125,111	\$150,133	NE	4	7720
Assistant Director	Development Services	48	\$45.80	\$57.25	\$68.70	\$95,266	\$119,082	\$142,899	Exempt	1	5506
Assistant Director	Finance	48	\$45.80	\$57.25	\$68.70	\$95,266	\$119,082	\$142,899	Exempt	1	8810
Assistant Director	PW - Administration	48	\$45.80	\$57.25	\$68.70	\$95,266	\$119,082	\$142,899	Exempt	1	5506
Police Lieutenant	Police Department	46	\$43.59	\$54.49	\$65.39	\$90,675	\$113,344	\$136,013	Exempt	4	7720
Building Official	Development Services - Bldg	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	1	8810
Manager, Finance	Finance	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	2	9015
Manager, Info Technology	Info. Technology	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	2	9015
Manager, Water/Wastewater	PW - Water / Wastewater	43	\$40.48	\$50.60	\$60.72	\$84,201	\$105,251	\$126,302	Exempt	7	7520
Fire Battalion Chief	Fire Department	42	\$29.81	\$49.37	\$59.24	\$82,147	\$102,684	\$123,221	NE	2	7710
Civil Engineer	Engineering	40	\$37.59	\$46.99	\$56.39	\$78,189	\$97,736	\$117,284	Exempt	1	5506
Manager, Administrative Services	Administration	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	8810
Manager, Human Resources	Human Resources	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	8810
Manager, Risk Management	Human Resources - Risk	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	8810
Manager, Facilities	PW - Facilities	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	2	9015
Manager, Public Works	PW - Highway Users	39	\$36.67	\$45.84	\$54.87	\$76,282	\$95,353	\$114,123	Exempt	7	7520
Court Administrator	Municipal Court	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	5	8820
Assistant Director	P&R - Administration	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	1	9063
Police Administrator	Police Department	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	Exempt	4	7720
Police Sergeant	Police Department	38	\$35.78	\$44.72	\$53.67	\$74,421	\$93,027	\$111,632	NE	4	7720
Engineer in Training (EIT)	Engineering	37	\$34.91	\$43.63	\$52.36	\$72,606	\$90,758	\$108,909	Exempt	3	5506
Principal Planner	Development Services - Planning	36	\$34.06	\$42.57	\$51.08	\$70,835	\$88,544	\$106,253	Exempt	2	8810
Manager, Billing & Collections	Finance - Billing & Collections	36	\$34.06	\$42.57	\$51.08	\$70,835	\$88,544	\$106,253	Exempt	2	8810
Fire Captain	Fire Department	35	\$25.08	\$41.53	\$49.84	\$69,108	\$86,385	\$103,662	NE	2	7710
Project Manager	Engineering	33	\$31.62	\$39.53	\$47.44	\$65,778	\$82,222	\$98,667	Exempt	2	5506
Network & IT Security Admin	Info. Technology	33	\$31.62	\$39.53	\$47.44	\$65,778	\$82,222	\$98,667	Exempt	3	9015
Systems Administrator	Info. Technology	33	\$31.62	\$39.53	\$47.44	\$65,778	\$82,222	\$98,667	Exempt	3	9015
Deputy City Clerk	City Clerk	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810
Associate Planner	Development Services - Planning	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810

Classification Structure - FY: 2024-25

Job (Functional) Title	Department	Pay Grade	Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
Supervisor, IT Support	Info. Technology	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	3	9015
Manager, Senior Services	P&R - Senior Center	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	2	8810
Supervisor, Fleet Services	PW - Fleet Services	32	\$30.85	\$38.57	\$46.28	\$64,173	\$80,217	\$96,260	Exempt	8	8810
Multimedia Prod. & Operations Spec.	Administration - Communications	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	NE	3	9015
Fire Inspector	Fire Department	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	NE	4	7710
Human Resources Analyst - Senior	Human Resources	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	NE	2	8810
Risk Property Analyst	Human Resources - Risk	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	Exempt	2	8810
Safety Officer	Human Resources - Risk	31	\$30.10	\$37.63	\$45.15	\$62,608	\$78,260	\$93,912	Exempt	2	8810
Public Information Officer	Administration - Communications	30	\$29.37	\$36.71	\$44.05	\$61,081	\$76,351	\$91,622	NE	2	8810
Police Corporal	Police Department	30	\$29.37	\$36.71	\$44.05	\$61,081	\$76,351	\$91,622	NE	4	7720
Management Analyst	Administration	29	\$28.65	\$35.81	\$42.97	\$59,591	\$74,489	\$89,387	NE	2	8810
GIS Analyst	Development Services - GIS	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	3	9015
Assistant Planner	Development Services - Planning	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	Exempt	2	8810
Accountant II	Finance	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	Exempt	2	8810
IT Specialist	Info. Technology	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	3	9015
Supervisor, Police Communications	Police Department	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	4	8810
Supervisor, Police Records	Police Department	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	4	8810
Supervisor, Maintenance	PW - Highway Users	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	8	5506
Supervisor, Water/Wastewater	PW - Water / Wastewater	28	\$27.95	\$34.94	\$41.93	\$58,138	\$72,672	\$87,207	NE	7	7520
Fire Engineer	Fire Department	27	\$20.58	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	4	7710
Human Resources Generalist	Human Resources	27	\$27.27	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	2	8810
Human Resources Analyst	Human Resources	27	\$27.27	\$34.09	\$40.90	\$56,720	\$70,900	\$85,080	NE	2	8810
Police Officer	Police Department	26	\$26.60	\$33.26	\$39.91	\$55,337	\$69,171	\$83,005	NE	4	7720
Graphics & Media Specialist	Administration - Communications	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	3	9015
Building Plans Examiner	Development Services - Bldg	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	2	8810
Planning Coordinator	Development Services - Planning	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	3	8810
Economic Development Assistant	Economic Development	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	6	8810
Grant Coordinator	Economic Development	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	2	8810
Purchasing Coordinator	Finance	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	6	8810
Contracts & Grants Coordinator	Finance	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	2	8810
Accountant I	Finance	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	2	8810
IT Technician - Senior	Info. Technology	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	3	9015
Supervisor, Parks	P&R - Grounds	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	8	9102
Supervisor, Recreation	P&R - Recreation	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	8	9063
Supervisor, Facilities	PW - Facilities	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	Exempt	8	9015
Water/Wastewater Plant Operator 3	PW - Water / Wastewater	24	\$25.32	\$31.65	\$37.98	\$52,670	\$65,838	\$79,005	NE	7	7580
Building Inspector II	Development Services - Bldg	22	\$24.10	\$30.13	\$36.15	\$50,132	\$62,665	\$75,198	NE	3	8810
Electrician	PW - Water / Wastewater	22	\$24.10	\$30.13	\$36.15	\$50,132	\$62,665	\$75,198	NE	7	7539
Executive Assistant	Administration	21	\$23.51	\$29.39	\$35.27	\$48,909	\$61,137	\$73,364	Exempt	6	8810
Fire Fighter	Fire Department	21	\$17.75	\$29.39	\$35.27	\$48,909	\$61,137	\$73,364	NE	4	7710
Paralegal	City Attorney	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	2	8820
Permit Service Coordinator	Development Services - Bldg	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	3	8810
Engineering Technician, Senior	Engineering	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	3	5506
Ambulance Billing Coordinator	Finance - Ambulance	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	6	8810
Operations Coordinator	Fire Department	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	2	8820
Supervisor, Crew Leader	P&R - Grounds	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	8	5506

Classification Structure - FY: 2024-25

Job (Functional) Title	Department	Pay Grade	Min	Mid	Max	Min	Mid	Max	FLSA	EEOC Cat	WC Code
Accreditation & Compliance Coordinator	Police Department	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	4	8831
Lead Mechanic	PW - Fleet Services	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	8	9015
Supervisor, Crew Leader	PW - Highway Users	20	\$22.94	\$28.68	\$34.41	\$47,717	\$59,646	\$71,575	NE	8	5506
IT Technician	Info. Technology	19	\$22.38	\$27.98	\$33.57	\$46,553	\$58,191	\$69,829	NE	3	9015
Water/Wastewater Plant Operator 2	PW - Water / Wastewater	19	\$22.38	\$27.98	\$33.57	\$46,553	\$58,191	\$69,829	NE	7	7520
Heavy Equipment Operator, Senior	PW - Highway Users & Solid Waste	18	\$21.84	\$27.29	\$32.75	\$45,417	\$56,772	\$68,126	NE	8	5506
Building Inspector I	Development Services - Bldg	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	8810
Code Enforcement Officer	Development Services - Bldg	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	8810
GIS Specialist	Development Services - GIS	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	8810
Planning Technician	Development Services - Planning	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	Exempt	3	8810
Police Communications Officer	Police Department	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	4	7720
Code Compliance Specialist	PW - Administration	17	\$21.30	\$26.63	\$31.95	\$44,310	\$55,387	\$66,464	NE	3	5506
Records Management Specialist	City Clerk	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	8810
Engineering Technician	Engineering	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	3	5506
Human Resources Coordinator	Human Resources	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	8810
Court Chief Clerk	Municipal Court	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	Exempt	5	8820
Recreation Coordinator	P&R - Administration	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	9063
Senior Services Coordinator	P&R - Senior Center	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	7382
Project Coordinator	PW - Facilities	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	8	9015
Mechanic	PW - Fleet Services	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	7	8380
Accounting Specialist	Finance	16	\$21.56	\$25.98	\$28.99	\$44,850	\$54,036	\$60,304	NE	6	8810
Police Officer Recruit	Police Department	15	\$21.04	\$25.35	\$28.29	\$43,756	\$52,718	\$58,833	NE	4	7720
Court Interpreter	Municipal Court	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	5	8820
Animal Control Officer	Police Department	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	4	8831
Maintenance Specialist	PW - Highway Users	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	8	8810
Heavy Equipment Operator	PW - Highway Users & Solid Waste	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	8	5506
Water/Wastewater Plant Operator 1	PW - Water / Wastewater	14	\$20.52	\$24.73	\$27.60	\$42,689	\$51,432	\$57,398	NE	7	7520
Fire Fighter Recruit	Fire Department	13	\$15.11	\$18.21	\$20.32	\$41,648	\$50,178	\$55,998	NE	4	7710
IT Help Desk Technician	Info. Technology	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,998	NE	3	9015
Property & Evidence Technician	Police Department	13	\$20.02	\$24.12	\$26.92	\$41,648	\$50,178	\$55,998	NE	3	8810
Administrative Coordinator	Agency-wide	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	6	8810
Bailiff	Municipal Court	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	4	8820
Court Clerk II	Municipal Court	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	5	8820
Court Security Officer	Municipal Court	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	5	8810
Maintenance Specialist	P&R - Grounds	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	8	8810
Recreation Specialist	P&R - Recreation	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	6	9063
Building Maintenance Lead	PW - Facilities	12	\$19.53	\$23.54	\$26.27	\$40,632	\$48,954	\$54,633	NE	8	9015
Legal Assistant	City Attorney	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	6	8820
Building Permit Technician	Development Services - Bldg	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	3	8810
Equipment Operator	PW - Highway Users	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	8	7520
Water/Wastewater Apprentice	PW - Water / Wastewater	11	\$19.06	\$22.96	\$25.63	\$39,641	\$47,760	\$53,300	NE	7	7580
Human Resources Assistant	Human Resources	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	6	8810
Transit Enforcement Officer	Police Department	10	\$18.59	\$22.40	\$25.00	\$38,674	\$46,595	\$52,000	NE	4	7720
Meter Reader Technician	Finance - Billing & Collections	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	7	7520
Court Clerk I	Municipal Court	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	5	8820
Police Records Specialist	Police Department	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	6	8810

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<i>Job (Functional) Title</i>	<i>Department</i>	<i>Pay Grade</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>FLSA</i>	<i>EEOC Cat</i>	<i>WC Code</i>
Lead Custodian	PW - Facilities	9	\$18.14	\$21.86	\$24.39	\$37,731	\$45,459	\$50,732	NE	8	9015
Administrative Assistant	Agency-wide	8	\$17.70	\$21.32	\$23.80	\$36,810	\$44,350	\$49,494	NE	6	8810
Meter Reader	Finance - Billing & Collections	7	\$17.27	\$20.80	\$23.21	\$35,913	\$43,268	\$48,287	NE	7	7520
Senior Services Assistant	P&R - Senior Center	7	\$17.27	\$20.80	\$23.21	\$35,913	\$43,268	\$48,287	NE	6	8810
Driver	P&R - Senior Center	6	\$16.84	\$20.29	\$22.65	\$35,037	\$42,213	\$47,110	NE	8	7382
Building Maintenance Technician	PW - Facilities	6	\$16.84	\$20.29	\$22.65	\$35,037	\$42,213	\$47,110	NE	8	9015
Maintenance Technician	PW - Highway Users	6	\$16.84	\$20.29	\$22.65	\$35,037	\$42,213	\$47,110	NE	8	8810
Head Life Guard	P&R - Aquatic Center	4	\$16.03	\$19.32	\$21.56	\$33,348	\$40,179	\$44,840	NE	6	9063
Maintenance Technician	P&R - Grounds	3	\$15.64	\$18.85	\$21.03	\$32,535	\$39,199	\$43,746	NE	8	8810
Office Assistant	Agency-wide	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	8810
Intern	Agency-wide	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	8810
Customer Service Representative	Finance - Billing & Collections	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	8810
Recreation Assistant	P&R - Administration	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	9063
Life Guard	P&R - Aquatic Center	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	6	9063
Cook	P&R - Senior Center	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	8810
Custodian	PW - Facilities	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	9015
Mechanic Assistant	PW - Fleet Services	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	7	8380
Maintenance Worker/Parts Runner	PW - Fleet Services	2	\$15.26	\$18.39	\$20.52	\$31,741	\$38,243	\$42,679	NE	8	8810