

Compensation Plan

Effective 07/02/16 (PPE 07/15/2016)

CLASSIFICATION TITLE	Salary Range Eff. PPE 07/15/2016	Beginning A step	to	E Step	Annual Salary	to	Annual Salary
Account Clerk	62.4	13.33		16.24	27,726.40		33,779.20
Accountant	93.1	28.44		34.65	59,155.20		72,072.00
Accounting Technician	78.7	19.93		24.28	41,454.40		50,502.40
Administrative Intern	67.9	15.26		18.60			
Administrative Secretary	80.9	21.04		25.64	43,763.20		53,331.20
Administrative Secretary (HR / CM)	82.0	21.62		26.34	44,969.60		54,787.20
Animal Care Attendant	71.2	16.56		20.18	34,444.80		41,974.40
Animal Control Manager	100.6	34.22		41.70	71,177.60		86,736.00
Animal Control Officer	77.1	19.16		23.34	39,852.80		48,547.20
Assistant Building and Fire Safety Inspector	79.9	20.53		25.01	42,702.40		52,020.80
Assistant City Manager	134.5	79.04		96.31	164,403.20		200,324.80
Assistant Engineer / Licensed Land Surveyor	99.8	33.55		40.88	69,784.00		85,030.40
Assistant Planner	90.0	26.34		32.09	54,787.20		66,747.20
Assistant Recreation Svcs Supervisor	80.5	20.83		25.39	43,326.40		52,811.20
Assistant to the City Manager	108.0	41.08		50.06	85,446.40		104,124.80
Associate Engineer	105.8	38.91		47.41	80,932.80		98,612.80
Associate Planner	95.9	30.47		37.13	63,377.60		77,230.40
Building & Fire Safety Inspector	90.8	26.87		32.74	55,889.60		68,099.20
Building Official/Fire Marshal	114.5	48.24		58.77	100,339.20		122,241.60
Business License Inspector	78.7	19.93		24.28	41,454.40		50,502.40
Buyer	86.0	23.86		29.08	49,628.80		60,486.40
City Attorney							147,737.18
City Clerk	114.2	47.88		58.33	99,590.40		121,326.40
City Engineer/Deputy Director of Public Works	119.5	54.58		66.50	113,526.40		138,320.00
City Manager							242,063.89
City Traffic Engineer	112.7	46.15		56.22	95,992.00		116,937.60
Clerk Typist	56.1	11.41		13.90	23,732.80		28,912.00
Code Compliance Officer	87.4	24.70		30.10	51,376.00		62,608.00

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Communications Center Manager	100.6	34.22		41.70	71,177.60		86,736.00
Crime Analyst	88.0	25.07		30.55	52,145.60		63,544.00
Crime Lab Manager	100.6	34.22		41.70	71,177.60		86,736.00
Criminalist	103.4	36.67		44.68	76,273.60		92,934.40
Custodian / Limited-Term Custodian	65.7	14.46		17.61	30,076.80		36,628.80
Customer Service Representative	69.2	15.76		19.20	32,780.80		39,936.00
Deputy City Clerk	89.5	26.02		31.70	54,121.60		65,936.00
Deputy City Manager/Director of Finance	127.7	66.83		81.43	139,006.40		169,374.40
Deputy Director of Administrative Services	116.0	50.06		60.98	104,124.80		126,838.40
Deputy Director of Community Development	114.7	48.48		59.07	100,838.40		122,865.60
Deputy Director of Public Works	115.6	49.57		60.39	103,105.60		125,611.20
Deputy Fire Chief	119.2	54.17		66.00	112,673.60		137,280.00
Deputy Fire Marshal	96.8	31.16		37.96	64,812.80		78,956.80
Director of Administrative Services	122.8	59.22		72.15	123,177.60		150,072.00
Director of Community Development	122.5	58.77		71.61	122,241.60		148,948.80
Director of Finance / City Treasurer	125.3	62.98		76.73	130,998.40		159,598.40
Director of Human Resources	120.9	56.50		68.84	117,520.00		143,187.20
Director of Public Works	125.8	63.77		77.70	132,641.60		161,616.00
Director of Recreation	116.8	51.07		62.21	106,225.60		129,396.80
Emergency Medical Technician - Basic Life Support (Non-Sworn)	62.4	13.33		16.24			
Engineering Aide	80.4	20.78		25.32	43,222.40		52,665.60
Engineering Technician	89.4	25.96		31.62	53,996.80		65,769.60
Equipment Mechanic	84.3	22.88		27.88	47,590.40		57,990.40
Executive Assistant to City Atty	92.1	27.74		33.80	57,699.20		70,304.00
Executive Assistant to City Mgr	92.1	27.74		33.80	57,699.20		70,304.00
Facilities Manager	110.8	44.03		53.64	91,582.40		111,571.20
Facilities Technician	79.5	20.33		24.77	42,286.40		51,521.60

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Financial Operations Manager	116.2	50.31		61.29	104,644.80		127,483.20
Fire Battalion Chief <i>112 hour bi-weekly</i>	110.8	31.45		38.31	91,582.40		111,558.72
Fire Captain <i>112 hour bi-weekly</i>	104.2	26.72		32.55	77,808.64		94,785.60
Fire Chief	132.1	74.49		90.76	154,939.20		188,780.80
Fire Division Chief <i>40 hour weekly</i>	117.2	51.57		62.82	107,265.60		130,665.60
Fire Engineer <i>112 hour bi-weekly</i>	98.6	23.27		28.35	67,762.24		82,555.20
Firefighter <i>112 hour bi-weekly</i>	93.1	20.31		24.75	59,142.72		72,072.00
Fleet Manager	102.0	35.43		43.16	73,694.40		89,772.80
Forensic Evidence Technician	89.6	26.08		31.78	54,246.40		66,102.40
Geographic Information Systems Analyst	92.1	27.74		33.80	57,699.20		70,304.00
Geographic Information Systems Technician	85.0	23.28		28.37	48,422.40		59,009.60
Housing Manager	108.8	41.90		51.06	87,152.00		106,204.80
Human Resources Analyst	95.0	29.80		36.31	61,984.00		75,524.80
Information Technologies Manager	118.6	53.38		65.04	111,030.40		135,283.20
Information Technologies Technician	85.0	23.28		28.37	48,422.40		59,009.60
Intermediate Account Clerk	73.2	17.40		21.20	36,192.00		44,096.00
Junior Engineer	95.3	30.03		36.58	62,462.40		76,086.40
Junior Management Analyst	82.4	21.84		26.60	45,427.20		55,328.00
Junior Planner	82.4	21.84		26.60	45,427.20		55,328.00
Latent Print Examiner	102.0	35.43		43.16	73,694.40		89,772.80
Lead Custodian	68.5	15.49		18.88	32,219.20		39,270.40
Lead Equipment Mechanic	87.0	24.46		29.80	50,876.80		61,984.00
Lead Facilities Technician	87.0	24.46		29.80	50,876.80		61,984.00
Maintenance Aide	56.1	11.41		13.90			
Maintenance Supervisor	91.4	27.27		33.23	56,721.60		69,118.40
Maintenance Trainee	64.7	14.10		17.18	29,328.00		35,734.40
Management Analyst	92.3	27.88		33.97	57,990.40		70,657.60
Minutes Clerk	72.3	17.02		20.73	35,401.60		43,118.40

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Multi-Media Technician (3/4 time position)	64.0	13.86		16.89	21,621.60		26,348.40
Network Administrator	101.6	35.08		42.74	72,966.40		88,899.20
Operations Manager	108.8	41.90		51.06	87,152.00		106,204.80
Paramedic Engineer <i>112 hour bi-weekly</i>	103.7	26.39		32.16	76,847.68		93,649.92
Paramedic Firefighter <i>112 hour bi-weekly</i>	98.0	22.92		27.93	66,743.04		81,332.16
Park Maintenance Worker	74.0	17.74		21.62	36,899.20		44,969.60
Parts Storekeeper	73.0	17.31		21.09	36,004.80		43,867.20
Planning Manager	110.8	44.03		53.64	91,582.40		111,571.20
Planning Technician	82.4	21.84		26.60	45,427.20		55,328.00
Plans Examiner	94.8	29.66		36.13	61,692.80		75,150.40
Police Agent (rate from 7/14/06 comp. plan)	94.3	29.29		35.69	60,923.20		74,235.20
Police Captain	122.5	58.77		71.61	122,241.60		148,948.80
Police Chief	132.3	74.86		91.21	155,708.80		189,716.80
Police Dispatcher	83.0	22.16		27.00	46,092.80		56,160.00
Police Lieutenant	116.9	51.20		62.37	106,496.00		129,729.60
Police Officer <i>A - E steps</i>	97.6	31.78		38.72	66,102.40		80,537.60
Police Officer (Academy Graduate)	95.6	30.25			62,920.00		
Police Records Manager	92.4	27.95		34.06	58,136.00		70,844.80
Police Records Specialist	72.7	17.18		20.94	35,734.40		43,555.20
Police Records Supervisor	79.8	20.48		24.95	42,598.40		51,896.00
Police Recruit	93.0	28.37			59,009.60		
Police Sergeant	105.5	38.63		47.06	80,350.40		97,884.80
Police Services Officer	83.8	22.60		27.54	47,008.00		57,283.20
Principal Civil Engineer	111.5	44.80		54.58	93,184.00		113,526.40
Principal Human Resources Analyst	110.2	43.38		52.85	90,230.40		109,928.00
Property Clerk	76.5	18.88		23.00	39,270.40		47,840.00
Public Information Officer	92.1	27.74		33.80	57,699.20		70,304.00
Public Safety Background Investigator	95.7	30.32		36.95	63,065.60		76,856.00

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Public Safety Communications Operator	73.1	17.35		21.14	36,088.00		43,971.20
Public Works Crew Leader	85.6	23.63		28.79	49,150.40		59,883.20
Public Works Equipment Operator	82.6	21.94		26.74	45,635.20		55,619.20
Public Works Inspector	91.4	27.27		33.23	56,721.60		69,118.40
Public Works Maintenance Worker II	73.6	17.57		21.41	36,545.60		44,532.80
Public Works Supervisor	91.4	27.27		33.23	56,721.60		69,118.40
Purchasing Agent	102.2	35.60		43.38	74,048.00		90,230.40
Recreation Services Manager	102.3	35.69		43.49	74,235.20		90,459.20
Recreation Services Supervisor	89.0	25.70		31.31	53,456.00		65,124.80
Recreation Specialist I (<i>Beginning at B step</i>)	50.3	10.38		12.04			
Recreation Specialist II	59.2	12.31		15.00			
Recreation Specialist III	68.0	15.30		18.64			
Recreation Specialist IV	77.0	19.11		23.28			
Recreation Specialist V	85.9	23.81		29.00			
Reprographics Assistant	70.7	16.36		19.93	34,028.80		41,454.40
Reprographics Technician	73.1	17.35		21.14	36,088.00		43,971.20
Secretary	68.0	15.30		18.64	31,824.00		38,771.20
Secretary to the Chief of Police	84.9	23.22		28.30	48,297.60		58,864.00
Senior Accountant	102.2	35.60		43.38	74,048.00		90,230.40
Senior Building and Fire Safety Inspector	94.8	29.66		36.13	61,692.80		75,150.40
Senior Buyer	90.0	26.34		32.09	54,787.20		66,747.20
Senior Engineering Technician	96.4	30.85		37.59	64,168.00		78,187.20
Senior Human Resources Analyst	102.2	35.60		43.38	74,048.00		90,230.40
Senior Management Analyst	102.2	35.60		43.38	74,048.00		90,230.40
Senior Management Analyst (Finance)	102.2	35.60		43.38	74,048.00		90,230.40
Senior Planner	99.7	33.47		40.78	69,617.60		84,822.40
Senior Public Works Maintenance Worker	80.0	20.58		25.07	42,806.40		52,145.60
Senior Risk Management Analyst	102.2	35.60		43.38	74,048.00		90,230.40

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Supervising Building and Fire Safety Inspector	96.8		31.16		37.96		64,812.80		78,956.80
Supervising Engineering Technician	100.3		33.97		41.39		70,657.60		86,091.20
Supervising Police Dispatcher	90.2		26.47		32.25		55,057.60		67,080.00
Utility Worker	68.1		15.34		18.69		31,907.20		38,875.20
Weed Abatement Inspector	85.3		23.46		28.58				