

APPROVED
Compensation Plan
Fiscal Year 2014 - 2015

PROPOSED
Compensation Plan
Fiscal Year 2015-2016

<u>Classification:</u>	<u>FLSA Class</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Accountant	Non-exempt	\$ 15.41	\$ 27.94	\$ 15.87	\$ 28.78
Administrative Services Manager	Exempt	\$ 50,000.00	\$ 67,199.00	\$ 51,500.00	\$ 69,214.97
Assistant City Manager	Exempt	\$ 79,287.00	\$ 106,628.00	\$ 81,665.61	\$ 109,826.84
Assistant Deputy City Clerk	Non-exempt	\$ 16.08	\$ 22.38	\$ 16.56	\$ 23.05
Assistant Finance Director	Exempt	\$ 45,256.00	\$ 72,359.00	\$ 46,613.68	\$ 74,529.77
Assistant Public Services Director	Exempt	\$ 52,423.00	\$ 80,109.00	\$ 53,995.69	\$ 82,512.27
Assistant Recreation Director	Non-exempt	\$ 20.38	\$ 29.32	\$ 20.99	\$ 30.20
Building Assistant I	Non-exempt	\$ 14.15	\$ 20.80	\$ 14.57	\$ 21.42
Building Assistant II	Non-exempt	\$ 14.80	\$ 22.60	\$ 15.24	\$ 23.28
Building Inspector I	Exempt	\$ 41,524.00	\$ 64,366.00	\$ 42,769.72	\$ 66,296.98
Building Inspector II	Exempt	\$ 44,950.00	\$ 67,296.00	\$ 46,298.50	\$ 69,314.88
Building Inspector III	Exempt	\$ 48,198.00	\$ 71,291.00	\$ 49,643.94	\$ 73,429.73
Building Official	Exempt	\$ 49,541.00	\$ 76,141.00	\$ 51,027.23	\$ 78,425.23
Cashier/Customer Service Specialist I	Non-exempt	\$ 13.05	\$ 18.48	\$ 13.44	\$ 19.03
Cashier/Customer Service Specialist II	Non-exempt	\$ 14.04	\$ 19.55	\$ 14.46	\$ 20.14
Chief of Police	Exempt	\$ 74,693.00	\$ 105,298.00	\$ 76,933.79	\$ 108,456.94
City Manager	Exempt	\$ 128,810.00	\$ 226,332.00	\$ 132,674.30	\$ 233,121.96
Clerical Assistant	Non-exempt	\$ 10.27	\$ 15.27	\$ 10.58	\$ 15.73
Code Enforcement Officer	Non-exempt	\$ 21.49	\$ 33.43	\$ 22.13	\$ 34.43
Communications Operator	Non-exempt	\$ 13.48	\$ 21.82	\$ 13.89	\$ 22.47
Communications Supervisor	Non-exempt	\$ 15.97	\$ 25.08	\$ 16.45	\$ 25.83
Compliance & Risk Management Director	Exempt	\$ 67,995.00	\$ 100,537.00	\$ 70,034.85	\$ 103,553.11
Compliance & Risk Management Specialist	Non-exempt	\$ 15.90	\$ 22.77	\$ 16.38	\$ 23.45
Deputy Chief of Police	Exempt	\$ 56,825.00	\$ 88,861.00	\$ 58,529.75	\$ 91,526.83
Deputy City Clerk	Exempt	\$ 40,842.00	\$ 71,066.00	\$ 42,067.26	\$ 73,197.98
Distribution/Collections Crew Leader	Non-exempt	\$ 16.81	\$ 25.61	\$ 17.31	\$ 26.38
Distribution/Collections Technician	Non-exempt	\$ 14.67	\$ 23.39	\$ 15.11	\$ 24.09
Distribution/Collections Technician Apprentice	Non-exempt	\$ 11.58	\$ 18.55	\$ 11.93	\$ 19.11
Electric Line Crew Foreman	Non-exempt	\$ 24.44	\$ 36.36	\$ 25.17	\$ 37.45
Electric Line Worker Apprentice	Non-exempt	\$ 15.95	\$ 24.54	\$ 16.43	\$ 25.28
Electric Line Worker I	Non-exempt	\$ 21.81	\$ 26.89	\$ 22.46	\$ 27.70
Electric Line Worker II	Non-exempt	\$ 24.33	\$ 29.70	\$ 25.06	\$ 30.59
Electric Line Worker III	Non-exempt	\$ 28.61	\$ 35.79	\$ 29.47	\$ 36.86
Electric Line Worker Trainee	Non-exempt	\$ 12.81	\$ 18.32	\$ 13.19	\$ 18.87
Electric System Supervisor	Exempt	\$ 55,082.00	\$ 86,078.00	\$ 56,734.46	\$ 88,660.34
Engineer	Exempt	\$ 46,859.00	\$ 64,547.00	\$ 48,264.77	\$ 66,483.41
Engineering Technician	Non-exempt	\$ 14.85	\$ 27.19	\$ 15.30	\$ 28.01
Executive Assistant	Non-exempt	\$ 17.13	\$ 23.71	\$ 17.64	\$ 24.42
Facilities Custodial Worker	Non-exempt	\$ 8.48	\$ 14.74	\$ 8.73	\$ 15.18
Facilities Maintenance Supervisor	Non-exempt	\$ 18.62	\$ 28.92	\$ 19.18	\$ 29.79
Facilities Maintenance Technician	Non-exempt	\$ 11.76	\$ 18.30	\$ 12.11	\$ 18.85
Finance Director	Exempt	\$ 63,433.00	\$ 98,234.00	\$ 65,335.99	\$ 101,181.02
Financial Management Analyst	Exempt	\$ 41,477.00	\$ 65,275.00	\$ 42,721.31	\$ 67,233.25
Grants Specialist	Exempt	\$ 42,825.00	\$ 67,420.00	\$ 44,109.75	\$ 69,442.60
Human Resources Manager	Exempt	\$ 50,033.00	\$ 72,281.00	\$ 51,533.99	\$ 74,449.43
Information Technology Systems Manager	Exempt	\$ 59,569.00	\$ 87,931.00	\$ 61,356.07	\$ 90,568.93
Information Technology Technical Assistant	Non-exempt	\$ 18.35	\$ 24.42	\$ 18.90	\$ 25.15
Meter Reader I	Non-exempt	\$ 11.88	\$ 17.92	\$ 12.24	\$ 18.46
Meter Reader II	Non-exempt	\$ 14.37	\$ 21.82	\$ 14.80	\$ 22.47
Meter Reader Supervisor	Non-exempt	\$ 17.77	\$ 28.71	\$ 18.30	\$ 29.57
Parks & Recreation Director	Exempt	\$ 49,724.00	\$ 78,599.00	\$ 51,215.72	\$ 80,956.97
Parks Maintenance Supervisor	Non-exempt	\$ 14.57	\$ 20.58	\$ 15.01	\$ 21.20
Parks Maintenance Worker	Non-exempt	\$ 9.17	\$ 14.30	\$ 9.45	\$ 14.73
Planner	Exempt	\$ 41,416.00	\$ 64,162.00	\$ 42,658.48	\$ 66,086.86
Planning & Community Development Director	Exempt	\$ 62,760.00	\$ 95,272.00	\$ 64,642.80	\$ 98,130.16
Planning Assistant	Non-exempt	\$ 12.95	\$ 20.19	\$ 13.34	\$ 20.80
Planning Technician	Non-exempt	\$ 15.34	\$ 24.80	\$ 15.80	\$ 25.54
Police Lieutenant	Non-exempt	\$ 24.46	\$ 38.37	\$ 25.19	\$ 39.52

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Police Officer I	Non-exempt	\$ 15.60	\$ 24.60	\$ 16.07	\$ 25.34
Police Officer II	Non-exempt	\$ 17.36	\$ 26.60	\$ 17.88	\$ 27.40
Police Officer III	Non-exempt			\$ 19.44	\$ 28.36
Police Records Specialist	Non-exempt	\$ 13.43	\$ 21.65	\$ 13.83	\$ 22.30
Police Sergeant	Non-exempt	\$ 21.97	\$ 34.83	\$ 22.63	\$ 35.87
Principal Planner	Exempt	\$ 52,012.00	\$ 80,297.00	\$ 53,572.36	\$ 82,705.91
Project Coordinator	Exempt	\$ 40,956.00	\$ 52,833.00	\$ 42,184.68	\$ 54,417.99
Public Services Director	Exempt	\$ 64,573.00	\$ 106,025.00	\$ 66,510.19	\$ 109,205.75
Public Services Technician	Non-exempt	\$ 12.67	\$ 20.27	\$ 13.05	\$ 20.88
Public Works Crew Leader	Non-exempt	\$ 15.31	\$ 23.46	\$ 15.77	\$ 24.16
Public Works Supervisor	Non-exempt	\$ 21.11	\$ 35.96	\$ 21.74	\$ 37.04
Public Works Technician I	Non-exempt	\$ 10.23	\$ 16.15	\$ 10.54	\$ 16.63
Public Works Technician II	Non-exempt	\$ 13.11	\$ 19.42	\$ 13.50	\$ 20.00
Purchasing Specialist	Exempt	\$ 34,526.00	\$ 50,788.00	\$ 35,561.78	\$ 52,311.64
Receptionist	Non-exempt	\$ 10.50	\$ 18.34	\$ 10.82	\$ 18.89
Recreation Assistant	Non-exempt	\$ 9.13	\$ 14.15	\$ 9.40	\$ 14.57
Safety Specialist	Exempt	\$ 39,395.00	\$ 67,597.00	\$ 40,576.85	\$ 69,624.91
Staff Assistant	Non-exempt	\$ 12.89	\$ 19.55	\$ 13.28	\$ 20.14
Utility Billing Staff Assistant	Non-exempt	\$ 14.39	\$ 22.31	\$ 14.82	\$ 22.98
Utility Billing Supervisor	Exempt	\$ 38,378.00	\$ 56,958.00	\$ 39,529.34	\$ 58,666.74
Utility Line Locator	Non-exempt	\$ 14.89	\$ 26.13	\$ 15.34	\$ 26.91
Warehouse Coordinator	Non-exempt	\$ 11.17	\$ 20.38	\$ 11.51	\$ 20.99
Wastewater System Supervisor	Non-exempt	\$ 22.75	\$ 35.52	\$ 23.43	\$ 36.59
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$ 12.09	\$ 18.06	\$ 12.45	\$ 18.60
Wastewater Treatment Plant Operator I	Non-exempt	\$ 15.20	\$ 24.39	\$ 15.66	\$ 25.12
Wastewater Treatment Plant Operator II	Non-exempt	\$ 17.62	\$ 26.32	\$ 18.15	\$ 27.11
Wastewater Treatment Plant Operator III	Non-exempt	\$ 19.22	\$ 28.71	\$ 19.80	\$ 29.57
Water System Supervisor	Non-exempt	\$ 21.19	\$ 37.08	\$ 21.83	\$ 38.19
Water Treatment Plant Operator Apprentice	Non-exempt	\$ 12.18	\$ 18.03	\$ 12.55	\$ 18.57
Water Treatment Plant Operator I	Non-exempt	\$ 15.19	\$ 24.28	\$ 15.65	\$ 25.01
Water Treatment Plant Operator II	Non-exempt	\$ 17.26	\$ 26.74	\$ 17.78	\$ 27.54
Water Treatment Plant Operator III	Non-exempt	\$ 19.22	\$ 29.64	\$ 19.80	\$ 30.53
Water/Wastewater Instrument Technician	Non-exempt	\$ 16.61	\$ 26.25	\$ 17.11	\$ 27.04