

**PROPOSED
Compensation Plan
Fiscal Year 2015 - 2016**

<u>Position Title</u>	<u>FLSA Status</u>	<u>Minimum</u>	<u>Maximum</u>
Accountant	Non-exempt	\$ 15.87	\$ 28.78
Administrative Services Manager	Exempt	\$ 51,500.00	\$ 69,214.97
Assistant City Manager	Exempt	\$ 81,665.61	\$ 109,826.84
Assistant Deputy City Clerk	Non-exempt	\$ 16.56	\$ 23.05
Assistant Finance Director	Exempt	\$ 46,613.68	\$ 74,529.77
Assistant Public Services Director	Exempt	\$ 53,995.69	\$ 82,512.27
Assistant Recreation Director	Non-exempt	\$ 20.99	\$ 30.20
Building Assistant I	Non-exempt	\$ 14.57	\$ 21.42
Building Assistant II	Non-exempt	\$ 15.24	\$ 23.28
Building Inspector I	Exempt	\$ 42,769.72	\$ 66,296.98
Building Inspector II	Exempt	\$ 46,298.50	\$ 69,314.88
Building Inspector III	Exempt	\$ 49,643.94	\$ 73,429.73
Building Official	Exempt	\$ 51,027.23	\$ 78,425.23
Cashier/Customer Service Specialist I	Non-exempt	\$ 13.44	\$ 19.03
Cashier/Customer Service Specialist II	Non-exempt	\$ 14.46	\$ 20.14
Chief of Police	Exempt	\$ 76,933.79	\$ 108,456.94
City Manager	Exempt	\$ 132,674.30	\$ 233,121.96
Clerical Assistant	Non-exempt	\$ 10.58	\$ 15.73
Code Enforcement Officer	Non-exempt	\$ 22.13	\$ 34.43
Communications Operator	Non-exempt	\$ 13.89	\$ 22.47
Communications Supervisor	Non-exempt	\$ 16.45	\$ 25.83
Compliance & Risk Management Director	Exempt	\$ 70,034.85	\$ 103,553.11
Compliance & Risk Management Specialist	Non-exempt	\$ 16.38	\$ 23.45
Deputy Chief of Police	Exempt	\$ 58,529.75	\$ 91,526.83
Deputy City Clerk	Exempt	\$ 42,067.26	\$ 73,197.98
Distribution/Collections Crew Leader	Non-exempt	\$ 17.31	\$ 26.38
Distribution/Collections Technician	Non-exempt	\$ 15.11	\$ 24.09
Distribution/Collections Technician Apprentice	Non-exempt	\$ 11.93	\$ 19.11
Electric Line Crew Foreman	Non-exempt	\$ 25.17	\$ 37.45
Electric Line Worker Apprentice	Non-exempt	\$ 16.43	\$ 25.28
Electric Line Worker I	Non-exempt	\$ 22.46	\$ 27.70
Electric Line Worker II	Non-exempt	\$ 25.06	\$ 30.59
Electric Line Worker III	Non-exempt	\$ 29.47	\$ 36.86
Electric Line Worker Trainee	Non-exempt	\$ 13.19	\$ 18.87
Electric System Planner	Non-exempt	\$ 25.06	\$ 40.00
Electric System Supervisor	Exempt	\$ 56,734.46	\$ 88,660.34
Engineer	Exempt	\$ 48,264.77	\$ 66,483.41
Engineering Supervisor	Exempt	\$ 52,000.00	\$ 79,000.00
Engineering Technician	Non-exempt	\$ 15.30	\$ 24.82
Executive Assistant	Non-exempt	\$ 17.64	\$ 24.42
Facilities Custodial Worker	Non-exempt	\$ 8.73	\$ 15.18
Facilities Maintenance Manager	Non-exempt	\$ 22.05	\$ 34.26
Facilities Maintenance Supervisor	Non-exempt	\$ 19.18	\$ 29.79
Facilities Maintenance Technician	Non-exempt	\$ 12.11	\$ 18.85
Finance & Administrative Services Director	Exempt	\$ 66,510.19	\$ 103,553.11
Financial Management Analyst	Exempt	\$ 42,721.31	\$ 67,233.25
Grants Specialist	Exempt	\$ 44,109.75	\$ 69,442.60
Human Resources Generalist	Non-exempt	\$ 18.03	\$ 25.48
Human Resources Manager	Exempt	\$ 51,533.99	\$ 74,449.43
Information Technology Systems Manager	Exempt	\$ 61,356.07	\$ 90,568.93
Information Technology Technical Assistant	Non-exempt	\$ 18.90	\$ 25.15
Lead Engineering Technician	Non-exempt	\$ 20.65	\$ 31.52
Meter Reader I	Non-exempt	\$ 12.24	\$ 18.46
Meter Reader II	Non-exempt	\$ 14.80	\$ 22.47
Meter Reader Supervisor	Non-exempt	\$ 18.30	\$ 29.57

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<u>Position Title</u>	<u>FLSA Status</u>	<u>Minimum</u>	<u>Maximum</u>
Parks & Recreation Director	Exempt	\$ 51,215.72	\$ 80,956.97
Parks Maintenance Supervisor	Non-exempt	\$ 15.01	\$ 21.20
Parks Maintenance Worker	Non-exempt	\$ 9.45	\$ 14.73
Planner	Exempt	\$ 42,658.48	\$ 66,086.86
Planning & Community Development Director	Exempt	\$ 64,642.80	\$ 98,130.16
Planning Assistant	Non-exempt	\$ 13.34	\$ 20.80
Planning Technician	Non-exempt	\$ 15.80	\$ 25.54
Police Lieutenant	Non-exempt	\$ 25.19	\$ 39.52
Police Officer I	Non-exempt	\$ 16.07	\$ 25.34
Police Officer II	Non-exempt	\$ 17.88	\$ 27.40
Police Officer III	Non-exempt	\$ 19.44	\$ 28.36
Police Records Specialist	Non-exempt	\$ 13.89	\$ 22.48
Police Sergeant	Non-exempt	\$ 22.63	\$ 35.88
Principal Planner	Exempt	\$ 53,572.36	\$ 82,705.91
Project Coordinator	Exempt	\$ 42,184.68	\$ 54,417.99
Public Services Director	Exempt	\$ 66,510.19	\$ 109,205.75
Public Services Technician	Non-exempt	\$ 13.05	\$ 20.88
Public Works Crew Leader	Non-exempt	\$ 15.77	\$ 24.16
Public Works Supervisor	Non-exempt	\$ 21.74	\$ 37.04
Public Works Technician I	Non-exempt	\$ 10.54	\$ 16.63
Public Works Technician II	Non-exempt	\$ 13.50	\$ 20.00
Purchasing Specialist	Exempt	\$ 35,561.78	\$ 52,311.64
Receptionist	Non-exempt	\$ 10.82	\$ 18.89
Recreation Assistant	Non-exempt	\$ 9.40	\$ 14.57
Safety Specialist	Non-exempt	\$ 19.51	\$ 33.47
Staff Assistant	Non-exempt	\$ 13.28	\$ 20.14
Utility Billing Staff Assistant	Non-exempt	\$ 14.82	\$ 22.98
Utility Billing Manager	Exempt	\$ 43,482.27	\$ 64,533.41
Utility Line Locator	Non-exempt	\$ 15.34	\$ 26.91
Warehouse Coordinator	Non-exempt	\$ 11.51	\$ 20.99
Wastewater System Supervisor	Non-exempt	\$ 23.43	\$ 36.59
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$ 12.45	\$ 18.60
Wastewater Treatment Plant Operator I	Non-exempt	\$ 15.66	\$ 25.12
Wastewater Treatment Plant Operator II	Non-exempt	\$ 18.15	\$ 27.11
Wastewater Treatment Plant Operator III	Non-exempt	\$ 19.80	\$ 29.57
Water System Supervisor	Non-exempt	\$ 21.83	\$ 38.19
Water Treatment Plant Operator Apprentice	Non-exempt	\$ 12.55	\$ 18.57
Water Treatment Plant Operator I	Non-exempt	\$ 15.65	\$ 25.01
Water Treatment Plant Operator II	Non-exempt	\$ 17.78	\$ 27.54
Water Treatment Plant Operator III	Non-exempt	\$ 19.80	\$ 30.53
Water/Wastewater Instrument Technician	Non-exempt	\$ 17.11	\$ 27.04