

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

<u>Classification: Position Title</u>	<u>FLSA Status</u>	<u>Minimum</u>	<u>Proposed</u>	<u>Maximum</u>	<u>Proposed</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		\$ 28.01	\$ 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	\$ 65,335.99	\$ 66,510.19	\$ 101,181.02	\$ 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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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	\$ 40,576.85	\$ 19.51	\$ 69,624.91	\$ 33.47
Staff Assistant	Non-exempt	\$ 13.28		\$ 20.14	
Utility Billing Staff Assistant	Non-exempt	\$ 14.82		\$ 22.98	
Utility Billing Supervisor-Manager	Exempt	\$ 39,529.34	\$ 43,482.27	\$ 58,666.74	\$ 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	