

**COMPARISON
Compensation Plan
Fiscal Year 2016 - 2017**

<u>Position Title</u>	<u>FLSA Status</u>	<u>Proposed</u>	<u>Minimum</u>	<u>Proposed</u>	<u>Maximum</u>	<u>Proposed</u>
Accountant	Non-exempt		\$ 15.87	\$ 16.19	\$ 28.78	\$ 29.36
Administrative Services Manager	Exempt		\$ 51,500.00	\$ 52,530.00	\$ 69,214.97	\$ 70,599.27
Assistant City Manager	Exempt		\$ 81,665.61	\$ 83,298.92	\$ 109,826.84	\$ 112,023.38
Assistant Deputy City Clerk	Non-exempt		\$ 16.56	\$ 16.89	\$ 23.05	\$ 23.51
Assistant Finance Director	Exempt		\$ 46,613.68	\$ 48,000.00	\$ 74,529.77	\$ 76,020.37
Assistant Public Services Director	Exempt		\$ 53,995.69	\$ 55,075.60	\$ 82,512.27	\$ 84,162.52
Assistant Recreation Director	Non-exempt		\$ 20.99	\$ 21.41	\$ 30.20	\$ 30.80
Building Assistant I	Non-exempt		\$ 14.57	\$ 14.86	\$ 21.42	\$ 21.85
Building Assistant II	Non-exempt		\$ 15.24	\$ 15.54	\$ 23.28	\$ 23.75
Building Inspector I	Exempt	Non-exempt	\$ 42,769.72	\$ 20.97	\$ 66,296.98	\$ 32.51
Building Inspector II	Exempt	Non-exempt	\$ 46,298.50	\$ 22.70	\$ 69,314.88	\$ 33.99
Building Inspector III	Exempt		\$ 49,643.94		\$ 73,429.73	
Building Official	Exempt		\$ 51,027.23	\$ 52,047.77	\$ 78,425.23	\$ 79,993.73
Cashier/Customer Service Specialist I	Non-exempt		\$ 13.44	\$ 13.71	\$ 19.03	\$ 19.41
Cashier/Customer Service Specialist II	Non-exempt		\$ 14.46	\$ 14.75	\$ 20.14	\$ 20.54
Chief of Police	Exempt		\$ 76,933.79	\$ 78,472.47	\$ 108,456.94	\$ 110,626.08
City Manager	Exempt		\$ 132,674.30	\$ 135,327.79	\$ 233,121.96	\$ 237,784.40
Clerical Assistant	Non-exempt		\$ 10.58	\$ 10.79	\$ 15.73	\$ 16.04
Code Enforcement Officer	Non-exempt		\$ 22.13	\$ 22.57	\$ 34.43	\$ 35.12
Communications Operator I	Non-exempt		\$ 13.89	\$ 14.58	\$ 22.47	\$ 20.40
Communications Operator II		Non-exempt		\$ 15.67		\$ 22.92
Communications Operator Trainee		Non-exempt		\$ 13.89		\$ 15.28
Communications Supervisor	Non-exempt		\$ 16.45	\$ 16.78	\$ 25.83	\$ 26.35
Community Redevelopment Agency (CRA) Coordinator		Non-exempt		\$ 20.69		\$ 26.69
Compliance & Risk Management Director	Exempt		\$ 70,034.85	\$ 71,435.55	\$ 103,553.11	\$ 105,624.17
Compliance & Risk Management Specialist	Non-exempt		\$ 16.38	\$ 16.71	\$ 23.45	\$ 23.92
Deputy Chief of Police	Exempt		\$ 58,529.75	\$ 59,700.35	\$ 91,526.83	\$ 93,357.37
Deputy City Clerk	Exempt		\$ 42,067.26	\$ 47,500.00	\$ 73,197.98	\$ 74,661.94
Distribution/Collections Crew Leader	Non-exempt		\$ 17.31	\$ 17.66	\$ 26.38	\$ 26.91
Distribution/Collections Supervisor		Non-exempt		\$ 21.75		\$ 38.05
Distribution/Collections Technician	Non-exempt		\$ 15.11	\$ 15.41	\$ 24.09	\$ 24.57
Distribution/Collections Technician Apprentice	Non-exempt		\$ 11.93	\$ 12.17	\$ 19.11	\$ 19.49
Electric Line Crew Foreman	Non-exempt		\$ 25.17	\$ 25.67	\$ 37.45	\$ 38.20
Electric Line Worker Apprentice	Non-exempt		\$ 16.43	\$ 16.76	\$ 25.28	\$ 25.79
Electric Line Worker I	Non-exempt		\$ 22.46	\$ 22.91	\$ 27.70	\$ 28.25
Electric Line Worker II	Non-exempt		\$ 25.06	\$ 25.56	\$ 30.59	\$ 31.20
Electric Line Worker III	Non-exempt		\$ 29.47	\$ 30.06	\$ 36.86	\$ 37.60
Electric Line Worker Trainee	Non-exempt		\$ 13.19	\$ 13.45	\$ 18.87	\$ 19.25
Electric System Planner	Non-exempt		\$ 25.06	\$ 25.56	\$ 40.00	\$ 40.80
Electric System Supervisor	Exempt		\$ 56,734.46	\$ 57,869.15	\$ 88,660.34	\$ 90,433.55
Engineer	Exempt		\$ 48,264.77	\$ 49,230.07	\$ 66,483.41	\$ 67,813.08
Engineering Supervisor	Exempt		\$ 52,000.00	\$ 53,040.00	\$ 79,000.00	\$ 80,580.00
Engineering Technician	Non-exempt		\$ 15.30	\$ 15.61	\$ 24.82	\$ 25.32
Event Coordinator		Non-exempt		\$ 18.45		\$ 25.53
Executive Assistant	Non-exempt		\$ 17.64	\$ 17.99	\$ 24.42	\$ 24.91
Facilities Custodial Worker	Non-exempt		\$ 8.73	\$ 10.00	\$ 15.18	\$ 15.48
Facilities Maintenance Manager	Non-exempt		\$ 22.05	\$ 22.49	\$ 34.26	\$ 34.95
Facilities Maintenance Supervisor	Non-exempt		\$ 19.18	\$ 19.56	\$ 29.79	\$ 30.39
Facilities Maintenance Technician	Non-exempt		\$ 12.11	\$ 12.35	\$ 18.85	\$ 19.23
Facilities Maintenance Worker	Non-exempt			\$ 10.15		\$ 15.49
Finance & Administrative Services Director	Exempt		\$ 66,510.19	\$ 67,840.39	\$ 103,553.11	\$ 105,624.17
Financial Management Analyst	Exempt	Non-exempt	\$ 42,721.31	\$ 20.95	\$ 67,233.25	\$ 32.97
Grants Specialist	Exempt	Non-exempt	\$ 44,109.75	\$ 19.73	\$ 69,442.60	\$ 31.06
Human Resources Generalist	Non-exempt		\$ 18.03	\$ 18.39	\$ 25.48	\$ 25.99
Human Resources Manager	Exempt		\$ 51,533.99	\$ 52,564.67	\$ 74,449.43	\$ 75,938.42
Information Technology Systems Manager	Exempt		\$ 61,356.07	\$ 62,583.19	\$ 90,568.93	\$ 92,380.31
Information Technology Technical Assistant	Non-exempt		\$ 18.90	\$ 19.28	\$ 25.15	\$ 25.65
Lead Engineering Technician	Non-exempt		\$ 20.65	\$ 21.06	\$ 31.52	\$ 32.15
Meter Reader I	Non-exempt		\$ 12.24	\$ 12.48	\$ 18.46	\$ 18.83
Meter Reader II	Non-exempt		\$ 14.80	\$ 15.10	\$ 22.47	\$ 22.92
Meter Reader Supervisor	Non-exempt		\$ 18.30	\$ 18.67	\$ 29.57	\$ 30.16
Parks & Recreation Director	Exempt		\$ 51,215.72	\$ 52,240.03	\$ 80,956.97	\$ 82,576.11
Parks Maintenance Supervisor	Non-exempt		\$ 15.01		\$ 21.20	
Parks Maintenance Worker	Non-exempt		\$ 9.45		\$ 14.73	
Planner	Exempt		\$ 42,658.48	\$ 48,000.00	\$ 66,086.86	\$ 74,361.99
Planning & Community Development Director	Exempt		\$ 64,642.80	\$ 65,935.66	\$ 98,130.16	\$ 100,092.76
Planning Assistant	Non-exempt		\$ 13.34	\$ 13.61	\$ 20.80	\$ 21.22

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Planning Technician	Non-exempt		\$ 15.80	\$ 16.12	\$ 25.54	\$ 26.05
Police Lieutenant	Non-exempt		\$ 25.19	\$ 25.69	\$ 39.52	\$ 40.31
Police Officer I	Non-exempt		\$ 16.07	\$ 16.39	\$ 25.34	\$ 25.85
Police Officer II	Non-exempt		\$ 17.88	\$ 18.24	\$ 27.40	\$ 27.95
Police Officer III	Non-exempt		\$ 19.44	\$ 19.83	\$ 28.36	\$ 28.93
Police Records Specialist	Non-exempt		\$ 13.89	\$ 14.17	\$ 22.48	\$ 22.93
Police Sergeant	Non-exempt		\$ 22.63	\$ 23.08	\$ 35.88	\$ 36.60
Principal Planner	Exempt		\$ 53,572.36	\$ 54,643.81	\$ 82,705.91	\$ 84,360.03
Project Coordinator	Exempt	Non-exempt	\$ 42,184.68	\$ 20.69	\$ 54,417.99	\$ 26.69
Public Services Director	Exempt		\$ 66,510.19	\$ 67,840.39	\$ 109,205.75	\$ 111,389.87
Public Services Technician	Non-exempt		\$ 13.05	\$ 13.31	\$ 20.88	\$ 21.30
Public Works Crew Leader	Non-exempt		\$ 15.77	\$ 16.09	\$ 24.16	\$ 24.64
Public Works Supervisor	Non-exempt		\$ 21.74	\$ 22.17	\$ 37.04	\$ 37.78
Public Works Technician I	Non-exempt		\$ 10.54	\$ 10.75	\$ 16.63	\$ 16.96
Public Works Technician II	Non-exempt		\$ 13.50	\$ 13.77	\$ 20.00	\$ 20.40
Purchasing Specialist	Exempt	Non-exempt	\$ 35,561.78	\$ 15.90	\$ 52,311.64	\$ 23.40
Receptionist	Non-exempt		\$ 10.82	\$ 11.04	\$ 18.89	\$ 19.27
Recreation Assistant I	Non-exempt		\$ 9.40	\$ 10.15	\$ 14.57	\$ 15.49
Recreation Assistant II	Non-exempt			\$ 11.67		\$ 17.81
Safety Specialist	Non-exempt		\$ 19.51	\$ 19.90	\$ 33.47	\$ 34.14
Staff Assistant	Non-exempt		\$ 13.28	\$ 13.55	\$ 20.14	\$ 20.54
Utility Billing Staff Assistant	Non-exempt		\$ 14.82	\$ 15.12	\$ 22.98	\$ 23.44
Utility Billing Manager	Exempt		\$ 43,482.27	\$ 47,476.00	\$ 64,533.41	\$ 70,460.63
Utility Line Locator	Non-exempt		\$ 15.34	\$ 15.65	\$ 26.91	\$ 27.45
Warehouse Coordinator	Non-exempt		\$ 11.51	\$ 14.70	\$ 20.99	\$ 23.17
Wastewater System Supervisor	Non-exempt		\$ 23.43	\$ 23.90	\$ 36.59	\$ 38.95
Wastewater Treatment Plant Operator Apprentice	Non-exempt		\$ 12.45	\$ 12.70	\$ 18.60	\$ 18.97
Wastewater Treatment Plant Operator I	Non-exempt		\$ 15.66	\$ 15.97	\$ 25.12	\$ 25.62
Wastewater Treatment Plant Operator II	Non-exempt		\$ 18.15	\$ 18.51	\$ 27.11	\$ 28.09
Wastewater Treatment Plant Operator III	Non-exempt		\$ 19.80	\$ 20.20	\$ 29.57	\$ 31.14
Water System Supervisor	Non-exempt		\$ 21.83	\$ 22.27	\$ 38.19	\$ 38.95
Water Treatment Plant Operator Apprentice	Non-exempt		\$ 12.55	\$ 12.80	\$ 18.57	\$ 18.94
Water Treatment Plant Operator I	Non-exempt		\$ 15.65	\$ 15.96	\$ 25.01	\$ 25.51
Water Treatment Plant Operator II	Non-exempt		\$ 17.78	\$ 18.14	\$ 27.54	\$ 28.09
Water Treatment Plant Operator III	Non-exempt		\$ 19.80	\$ 20.20	\$ 30.53	\$ 31.14
Water/Wastewater Instrument Technician	Non-exempt		\$ 17.11	\$ 17.45	\$ 27.04	\$ 27.58