

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

<u>Position Title</u>	<u>FLSA Status</u>	<u>Minimum</u>	<u>PROPOSED</u> <u>MIN</u>	<u>Maximum</u>	<u>PROPOSED</u> <u>MAX</u>
Accountant	Non-exempt	16.19		29.36	
Accounts Payable Specialist			\$ 15.47		\$ 25.52
Administrative Services Manager	Exempt	\$ 52,530.00		\$ 70,599.27	
Assistant City Manager	Exempt	\$ 83,298.92		\$ 112,023.38	
Assistant Deputy City Clerk	Non-exempt	\$ 16.89		\$ 23.51	
Assistant Finance Director	Exempt	\$ 48,000.00		\$ 76,020.37	
Assistant Public Services Director	Exempt	\$ 55,075.60		\$ 84,162.52	
Assistant Recreation Director	Non-exempt	\$ 21.41		\$ 30.80	
Building Assistant I	Non-exempt	\$ 14.86		\$ 21.85	
Building Assistant II	Non-exempt	\$ 15.54		\$ 23.75	
Building Inspector I	Non-exempt	\$ 20.97		\$ 32.51	
Building Inspector II	Non-exempt	\$ 22.70		\$ 33.99	
Building Official	Exempt	\$ 52,047.77		\$ 79,993.73	
Cashier/Customer Service Specialist I	Non-exempt	\$ 13.71		\$ 19.41	
Cashier/Customer Service Specialist II	Non-exempt	\$ 14.75		\$ 20.54	
Chief of Police	Exempt	\$ 78,472.47		\$ 110,626.08	
City Manager	Exempt	\$ 135,327.79		\$ 237,784.40	
Clerical Assistant	Non-exempt	\$ 10.79		\$ 16.04	
Code Enforcement Officer	Non-exempt	\$ 22.57		\$ 35.12	
Communications Operator I	Non-exempt	\$ 14.58		\$ 20.40	
Communications Operator II	Non-exempt	\$ 15.67		\$ 22.92	
Communications Operator Trainee	Non-exempt	\$ 13.89		\$ 15.28	
Communications Supervisor	Non-exempt	\$ 16.78		\$ 26.35	
Community Redevelopment Agency (CRA) Coordinator	Non-exempt	\$ 20.69		\$ 26.69	
Compliance & Risk Management Director	Exempt	\$ 71,435.55		\$ 105,624.17	
Compliance & Risk Management Specialist	Non-exempt	\$ 16.71		\$ 23.92	
Deputy Chief of Police	Exempt	\$ 59,700.35		\$ 93,357.37	
Deputy City Clerk	Exempt	\$ 47,500.00		\$ 74,661.94	
Distribution/Collections Crew Leader	Non-exempt	\$ 17.66		\$ 26.91	
Distribution/Collections Supervisor	Non-exempt	\$ 21.75		\$ 38.05	
Distribution/Collections Technician	Non-exempt	\$ 15.41		\$ 24.57	
Distribution/Collections Technician Apprentice	Non-exempt	\$ 12.17		\$ 19.49	
Electric Line Crew Foreman	Non-exempt	\$ 25.67		\$ 38.20	
Electric Line Worker Apprentice	Non-exempt	\$ 16.76		\$ 25.79	
Electric Line Worker I	Non-exempt	\$ 22.91		\$ 28.25	
Electric Line Worker II	Non-exempt	\$ 25.56		\$ 31.20	
Electric Line Worker III	Non-exempt	\$ 30.06		\$ 37.60	
Electric Line Worker Trainee	Non-exempt	\$ 13.45		\$ 19.25	
Electric System Planner	Non-exempt	\$ 25.56		\$ 40.80	
Electric System Supervisor	Exempt	\$ 57,869.15		\$ 90,433.55	
Engineer	Exempt	\$ 49,230.07		\$ 67,813.08	
Engineering Supervisor	Exempt	\$ 53,040.00		\$ 80,580.00	
Engineering Technician	Non-exempt	\$ 15.61		\$ 25.32	
Event Coordinator	Non-exempt	\$ 18.45		\$ 25.53	
Executive Assistant	Non-exempt	\$ 17.99		\$ 24.91	
Facilities Custodial Worker	Non-exempt	\$ 10.00		\$ 15.48	
Facilities Maintenance Manager	Non-exempt	\$ 22.49		\$ 34.95	
Facilities Maintenance Supervisor	Non-exempt	\$ 19.56		\$ 30.39	
Facilities Maintenance Technician	Non-exempt	\$ 12.35		\$ 19.23	
Facilities Maintenance Worker	Non-exempt	\$ 10.15		\$ 15.49	
Finance & Administrative Services Director	Exempt	\$ 67,840.39		\$ 105,624.17	
Financial Management Analyst	Non-exempt	\$ 20.95		\$ 32.97	
Grants Specialist	Non-exempt	\$ 19.73		\$ 31.06	
Human Resources Generalist	Non-exempt	\$ 18.39		\$ 25.99	
Human Resources Manager	Exempt	\$ 52,564.67		\$ 75,938.42	
Information Technology Systems Manager	Exempt	\$ 62,583.19		\$ 92,380.31	
Information Technology Technical Assistant	Non-exempt	\$ 19.28		\$ 25.65	
Lead Engineering Technician	Non-exempt	\$ 21.06		\$ 32.15	
Meter Reader I	Non-exempt	\$ 12.48		\$ 18.83	
Meter Reader II	Non-exempt	\$ 15.10		\$ 22.92	

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Meter Reader Supervisor	Non-exempt	\$ 18.67	\$	\$ 30.16	
Parks & Recreation Director	Exempt	\$ 52,240.03	\$	\$ 82,576.11	
Planner	Exempt	\$ 48,000.00	\$	\$ 74,361.99	
Planning & Community Development Director	Exempt	\$ 65,935.66	\$	\$ 100,092.76	
Planning Assistant	Non-exempt	\$ 13.61	\$	\$ 21.22	
Planning Technician	Non-exempt	\$ 16.12	\$	\$ 26.05	
Police Lieutenant	Non-exempt	\$ 25.69	\$	\$ 40.31	
Police Officer I	Non-exempt	\$ 16.39	\$	\$ 25.85	
Police Officer II	Non-exempt	\$ 18.24	\$	\$ 27.95	
Police Officer III	Non-exempt	\$ 19.83	\$	\$ 28.93	
Police Records Specialist	Non-exempt	\$ 14.17	\$	\$ 22.93	
Police Sergeant	Non-exempt	\$ 23.08	\$	\$ 36.60	
Principal Planner	Exempt	\$ 54,643.81	\$	\$ 84,360.03	
Project Coordinator	Non-exempt	\$ 20.69	\$	\$ 26.69	
Public Services Director	Exempt	\$ 67,840.39	\$	\$ 111,389.87	
Public Services Technician	Non-exempt	\$ 13.31	\$	\$ 21.30	
Public Works Crew Leader	Non-exempt	\$ 16.09	\$	\$ 24.64	
Public Works Supervisor	Non-exempt	\$ 22.17	\$	\$ 37.78	
Public Works Technician I	Non-exempt	\$ 10.75	\$	\$ 16.96	
Public Works Technician II	Non-exempt	\$ 13.77	\$	\$ 20.40	
Purchasing Specialist	Non-exempt	\$ 15.90	\$	\$ 23.40	
Receptionist	Non-exempt	\$ 11.04	\$	\$ 19.27	
Recreation Assistant I	Non-exempt	\$ 10.15	\$	\$ 15.49	
Recreation Assistant II	Non-exempt	\$ 11.67	\$	\$ 17.81	
Safety Specialist	Non-exempt	\$ 19.90	\$	\$ 34.14	
Staff Assistant	Non-exempt	\$ 13.55	\$	\$ 20.54	
Utility Billing Staff Assistant	Non-exempt	\$ 15.12	\$	\$ 23.44	
Utility Billing Manager	Exempt	\$ 47,476.00	\$	\$ 70,460.63	
Utility Line Locator	Non-exempt	\$ 15.65	\$	\$ 27.45	
Warehouse Coordinator	Non-exempt	\$ 14.70	\$	\$ 23.17	
Wastewater System Supervisor	Non-exempt	\$ 23.90	\$	\$ 38.95	
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$ 12.70	\$	\$ 18.97	
Wastewater Treatment Plant Operator I	Non-exempt	\$ 15.97	\$	\$ 25.62	
Wastewater Treatment Plant Operator II	Non-exempt	\$ 18.51	\$	\$ 28.09	
Wastewater Treatment Plant Operator III	Non-exempt	\$ 20.20	\$	\$ 31.14	
Water System Supervisor	Non-exempt	\$ 22.27	\$	\$ 38.95	
Water Treatment Plant Operator Apprentice	Non-exempt	\$ 12.80	\$	\$ 18.94	
Water Treatment Plant Operator I	Non-exempt	\$ 15.96	\$	\$ 25.51	
Water Treatment Plant Operator II	Non-exempt	\$ 18.14	\$	\$ 28.09	
Water Treatment Plant Operator III	Non-exempt	\$ 20.20	\$	\$ 31.14	
Water/Wastewater Instrument Technician	Non-exempt	\$ 17.45	\$	\$ 27.58	