PROPOSED COMPENSATION PLAN Fiscal Year 2021-2022

Position Title	FLSA Status	<u>Minimum</u>	<u>Maximum</u>
Accountant	Exempt	\$39,500.00	\$61,225.00
Accounting Manager	Exempt	\$50,000.00	\$80,000.00
Accounts Payable Specialist	Non-exempt	\$16.11	\$24.96
Administrative Services Manager	Exempt	\$58,000.00	\$81,200.00
Assistant City Manager	Exempt	\$88,000.00	\$132,000.00
Assistant Recreation and Culture Director	Exempt	\$51,500.00	\$74,675.00
Assistant to the City Manager	Exempt	\$45,760.00	\$63,315.00
Building Assistant I	Non-exempt	\$15.63	\$23.44
Building Assistant II	Non-exempt	\$17.31	\$26.83
Building Inspector I	Non-exempt	\$21.88	\$33.91
Building Inspector II	Non-exempt	\$23.80	\$36.89
Building Official	Exempt	\$65,000.00	\$91,000.00
Cashier/Customer Service Representative I	Non-exempt	\$15.50	\$22.00
Cashier/Customer Service Representative II	Non-exempt	\$15.87	\$23.00
Cashier/Customer Service Team Lead	Non-exempt	\$16.35	\$25.34
Chief of Police	Exempt	\$82,000.00	\$123,000.00
City Manager	Exempt	\$140,800.00	\$218,240.00
Code Enforcement Officer	Non-exempt	\$23.56	\$36.51
Communications and Executive Project Manager	Exempt	\$76,500.00	\$114,750.00
Communications Operator I	Non-exempt	\$16.11	\$23.35
Communications Operator II	Non-exempt	\$16.83	\$24.40
Communications Operator Trainee	Non-exempt	\$14.66	N/A
Communications Supervisor	Non-exempt	\$19.23	\$29.81
Community Redevelopment Agency Coordinator	Exempt	\$45,500.00	\$65,975.00
Compliance and Risk Management Coordinator	Exempt	\$41,496.00	\$60,000.00
Compliance and Risk Management Director	Exempt	\$74,500.00	\$119,200.00
Compliance and Risk Management Specialist	Non-exempt	\$17.38	\$24.89
Contracts Manager	Exempt	\$50,000.00	\$72,500.00
Deputy Chief of Police	Exempt	\$62,500.00	\$100,000.00
Deputy City Clerk	Exempt	\$52,000.00	\$83,200.00
Deputy City Clerk, Assistant	Non-exempt	\$17.79	\$27.57
Distribution/Collections Crew Leader	Non-exempt	\$18.99	\$29.44
Distribution/Collections Supervisor	Exempt	\$56,000.00	\$84,000.00
Distribution/Collections Technician	Non-exempt	\$16.11	\$25.77
Distribution/Collections Technician Apprentice	Non-exempt	\$13.00	N/A
Economic Development Manager	Exempt	\$60,000.00	\$89,400.00
Electric Line Crew Foreman	Non-exempt	\$36.54	\$45.67
Electric Line Worker Apprentice	Non-exempt	\$17.55	N/A
Electric Line Worker I	Non-exempt	\$23.32	\$29.15
Electric Line Worker II	Non-exempt	\$26.68	\$33.35
Electric Line Worker III	Non-exempt	\$31.49	\$39.36
Electric Line Worker Trainee	Non-exempt	\$15.38	N/A
Electric System Planner	Non-exempt	\$29.09	\$40.72
Electric System Supervisor	Exempt	\$81,000.00	\$113,400.00
Electrical Engineer	Exempt	\$65,000.00	\$96,850.00
Engineer I	Exempt	\$53,500.00	\$77 <i>,</i> 575.00
Engineer II	Exempt	\$58,500.00	\$84,825.00

PROPOSED COMPENSATION PLAN Fiscal Year 2021-2022

Position Title FLAS status Minimum Maximum Engineering Supervisor Exempt \$61,000.00 \$97,600.00 Engineering Technician Non-exempt \$21.88 \$31.72 Events Coordinator Exempt \$46,000.00 \$69,000.00 Executive Assistant Non-exempt \$18.75 \$27.19 Facilities Guintenance Manager Non-exempt \$13.00 \$18.52 Facilities Maintenance Manager Non-exempt \$24.76 \$39.62 Facilities Maintenance Technician Non-exempt \$15.38 \$23.85 Facilities Maintenance Worker Non-exempt \$15.00 \$11.67 Facilities Maintenance Technician Non-exempt \$13.00 \$126,750.00 Grants Specialist Exempt \$49,000.00 \$71,050.00 Human Resources Director Exempt \$39,998.00 \$62,000.00 Human Resources Manager Exempt \$59,000.00 \$112,500.00 Human Resources Manager Exempt \$59,000.00 \$103,500.00 Information Technology Generalist Non-exempt	Position Title		Minire	Mayire
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Police Records Specialist Police Sergeant Non-exempt Project Coordinator Public Services Coordinator Public Services Assistant Director Public Services Project Manager Public Services Technician Public Works Crew Leader Public Works Supervisor Police Records Specialist Non-exempt Stat. 14 Stat. 23.47 Stat. 25 Stat. 26 Stat. 25 Stat. 26 Stat. 2		•	\$21.88	· · · · · · · · · · · · · · · · · · ·
Police Sergeant Non-exempt \$24.52 \$35.55 Principal Planner Exempt \$60,500.00 \$87,725.00 Project Coordinator Exempt \$45,500.00 \$68,250.00 Public Services Coordinator Exempt \$36,000.00 \$50,377.00 Public Services Director Exempt \$84,500.00 \$126,750.00 Public Services Assistant Director Exempt \$80,000.00 \$120,000.00 Public Services Project Manager Exempt \$55,000.00 \$85,250.00 Public Services Technician Non-exempt \$13.94 \$21.61 Public Works Crew Leader Non-exempt \$17.55 \$27.20 Public Works Supervisor Non-exempt \$25.00 \$38.75		Non-exempt	\$15.00	\$15.00
Principal Planner Exempt \$60,500.00 \$87,725.00 Project Coordinator Exempt \$45,500.00 \$68,250.00 Public Services Coordinator Exempt \$36,000.00 \$50,377.00 Public Services Director Exempt \$84,500.00 \$126,750.00 Public Services Assistant Director Exempt \$80,000.00 \$120,000.00 Public Services Project Manager Exempt \$55,000.00 \$85,250.00 Public Services Technician Non-exempt \$13.94 \$21.61 Public Works Crew Leader Non-exempt \$17.55 \$27.20 Public Works Supervisor Non-exempt \$25.00 \$38.75	Police Records Specialist	Non-exempt	\$15.14	\$23.47
Project Coordinator Exempt \$45,500.00 \$68,250.00 Public Services Coordinator Exempt \$36,000.00 \$50,377.00 Public Services Director Exempt \$84,500.00 \$126,750.00 Public Services Assistant Director Exempt \$80,000.00 \$120,000.00 Public Services Project Manager Exempt \$55,000.00 \$85,250.00 Public Services Technician Non-exempt \$13.94 \$21.61 Public Works Crew Leader Non-exempt \$17.55 \$27.20 Public Works Supervisor Non-exempt \$25.00 \$38.75	Police Sergeant	Non-exempt	\$24.52	\$35.55
Public Services CoordinatorExempt\$36,000.00\$50,377.00Public Services DirectorExempt\$84,500.00\$126,750.00Public Services Assistant DirectorExempt\$80,000.00\$120,000.00Public Services Project ManagerExempt\$55,000.00\$85,250.00Public Services TechnicianNon-exempt\$13.94\$21.61Public Works Crew LeaderNon-exempt\$17.55\$27.20Public Works SupervisorNon-exempt\$25.00\$38.75	Principal Planner	Exempt	\$60,500.00	\$87,725.00
Public Services DirectorExempt\$84,500.00\$126,750.00Public Services Assistant DirectorExempt\$80,000.00\$120,000.00Public Services Project ManagerExempt\$55,000.00\$85,250.00Public Services TechnicianNon-exempt\$13.94\$21.61Public Works Crew LeaderNon-exempt\$17.55\$27.20Public Works SupervisorNon-exempt\$25.00\$38.75	Project Coordinator	Exempt	\$45,500.00	\$68,250.00
Public Services Assistant DirectorExempt\$80,000.00\$120,000.00Public Services Project ManagerExempt\$55,000.00\$85,250.00Public Services TechnicianNon-exempt\$13.94\$21.61Public Works Crew LeaderNon-exempt\$17.55\$27.20Public Works SupervisorNon-exempt\$25.00\$38.75	Public Services Coordinator	Exempt	\$36,000.00	\$50,377.00
Public Services Project ManagerExempt\$55,000.00\$85,250.00Public Services TechnicianNon-exempt\$13.94\$21.61Public Works Crew LeaderNon-exempt\$17.55\$27.20Public Works SupervisorNon-exempt\$25.00\$38.75	Public Services Director	Exempt	\$84,500.00	\$126,750.00
Public Services TechnicianNon-exempt\$13.94\$21.61Public Works Crew LeaderNon-exempt\$17.55\$27.20Public Works SupervisorNon-exempt\$25.00\$38.75	Public Services Assistant Director	Exempt	\$80,000.00	\$120,000.00
Public Works Crew LeaderNon-exempt\$17.55\$27.20Public Works SupervisorNon-exempt\$25.00\$38.75	Public Services Project Manager	Exempt	\$55,000.00	\$85,250.00
Public Works Supervisor Non-exempt \$25.00 \$38.75	Public Services Technician	Non-exempt	\$13.94	\$21.61
Public Works Supervisor Non-exempt \$25.00 \$38.75	Public Works Crew Leader		· · · · · · · · · · · · · · · · · · ·	•
	Public Works Supervisor	Non-exempt	· · · · · · · · · · · · · · · · · · ·	
	·	Non-exempt	\$13.00	\$18.84
Public Works Technician II Non-exempt \$14.42 \$20.91	Public Works Technician II			
Purchasing Coordinator Exempt \$38,000.00 \$58,900.00	Purchasing Coordinator	•	· · · · · · · · · · · · · · · · · · ·	
Receptionist Non-exempt \$13.00 \$19.13		•		
Recreation and Culture Director Exempt \$81,500.00 \$118,175.00	•			-

PROPOSED COMPENSATION PLAN Fiscal Year 2021-2022

Position Title	FLSA Status	Minimum	<u>Maximum</u>
Recreation Assistant I	Non-exempt	\$13.00	\$18.84
Recreation Assistant II	Non-exempt	\$14.00	\$20.27
Recreation Crew Leader	Non-exempt	\$17.07	\$24.75
Safety Specialist	Exempt	\$51,500.00	\$74,675.00
Senior Accountant	Exempt	\$51,000.00	\$76,500.00
Staff Assistant	Non-exempt	\$15.38	\$23.08
Utility Billing Assistant	Non-exempt	\$16.35	\$24.52
Utility Billing Manager	Exempt	\$51,500.00	\$77,250.00
Utility Billing Supervisor	Non-exempt	\$18.51	\$27.76
Utility Line Locator	Non-exempt	\$16.35	\$25.34
Warehouse Coordinator	Exempt	\$36,000.00	\$50,377.00
Wastewater System Supervisor	Exempt	\$60,000.00	\$90,000.00
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$14.42	N/A
Wastewater Treatment Plant Operator I	Non-exempt	\$16.83	\$26.08
Wastewater Treatment Plant Operator II	Non-exempt	\$19.47	\$30.18
Wastewater Treatment Plant Operator III	Non-exempt	\$21.15	\$32.79
Water System Supervisor	Non-exempt	\$26.44	\$42.31
Water Treatment Plant Operator Apprentice	Non-exempt	\$14.42	N/A
Water Treatment Plant Operator I	Non-exempt	\$16.83	\$26.08
Water Treatment Plant Operator II	Non-exempt	\$19.47	\$30.18
Water Treatment Plant Operator III	Non-exempt	\$21.15	\$32.79