

**PROPOSED
COMPENSATION PLAN
Fiscal Year 2023**

<u>Position Title</u>	<u>FLSA Status</u>	<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	\$47.00
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	\$77,575.00
Engineer II	Exempt	\$58,500.00	\$84,825.00

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Engineering Supervisor	Exempt	\$61,000.00	\$97,600.00
Engineering Technician	Non-exempt	\$16.59	\$24.05
Engineering Technician, Lead	Non-exempt	\$21.88	\$31.72
Events Coordinator	Exempt	\$46,000.00	\$69,000.00
Executive Assistant	Non-exempt	\$18.75	\$27.19
Facilities Custodial Worker	Non-exempt	\$13.00	\$18.52
Facilities Maintenance Manager	Non-exempt	\$24.76	\$39.62
Facilities Maintenance Supervisor	Non-exempt	\$20.43	\$31.67
Facilities Maintenance Technician	Non-exempt	\$15.38	\$23.85
Facilities Maintenance Worker	Non-exempt	\$13.00	\$19.74
Finance and Administrative Services Director	Exempt	\$84,500.00	\$126,750.00
Grants Specialist	Exempt	\$49,000.00	\$71,050.00
Human Resources Director	Exempt	\$75,000.00	\$112,500.00
Human Resources Generalist	Exempt	\$39,998.00	\$62,000.00
Human Resources Manager	Exempt	\$59,000.00	\$103,500.00
Information Technology Generalist	Non-exempt	\$22.36	\$33.53
Information Technology Manager	Exempt	\$69,000.00	\$103,500.00
Information Technology Project Coordinator	Non-exempt	\$25.90	\$38.85
Information Technology Specialist	Non-exempt	\$20.19	\$30.29
Instrument and Control Technician	Non-exempt	\$20.91	\$32.42
Meter Technician I	Non-exempt	\$14.42	\$20.91
Meter Technician II	Non-exempt	\$17.07	\$24.75
Meter Technician Supervisor	Non-exempt	\$20.43	\$31.67
Planner	Exempt	\$50,000.00	\$72,500.00
Planning and Community Development Director	Exempt	\$75,000.00	\$112,500.00
Planning Assistant	Non-exempt	\$14.18	\$21.98
Planning Technician	Non-exempt	\$16.83	\$26.08
Police Lieutenant	Non-exempt	\$28.37	\$41.13
Police Officer I	Non-exempt	\$19.47	\$27.26
Police Officer II	Non-exempt	\$20.43	\$28.61
Police Officer III	Non-exempt	\$21.88	\$30.63
Police Officer Recruit	Non-exempt	\$15.00	\$15.00
Police Records Specialist	Non-exempt	\$15.14	\$23.47
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
Property/Evidence Specialist	Non-exempt	\$16.00	\$24.80
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
Public Works Technician I	Non-exempt	\$13.00	\$18.84
Public Works Technician II	Non-exempt	\$14.42	\$20.91
Purchasing Coordinator	Exempt	\$38,000.00	\$58,900.00

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Receptionist	Non-exempt	\$13.00	\$19.13
Recreation and Culture Director	Exempt	\$81,500.00	\$118,175.00
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