

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> |
|--|--------------------|----------------|-------------------------------|----------------|-------------------------------|
| Accounts Payable Specialist | Non-exempt | \$ 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 Representative I | Non-exempt | \$ 13.71 | \$ | \$ 19.41 | |
| Cashier/Customer Service Specialist II Representative II | Non-exempt | \$ 14.75 | \$ | \$ 20.54 | |
| Cashier/Customer Service Team Lead | Non-exempt | | \$ 15.48 | | \$ 24.30 |
| 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 | \$ 47,500.00 | \$ 34.14 | \$ 73,980.00 |
| 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 Biling Supervisor | Non-exempt | | \$ 17.74 | | \$ 29.27 |
| 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 | |