

PROPOSED
Compensation Plan
Fiscal Year 2016 - 2017

<u>Position Title</u>	<u>FLSA Status</u>	<u>Minimum</u>	<u>Maximum</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 Representative I	Non-exempt	\$ 13.71	\$ 19.41
Cashier/Customer Service 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

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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
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	Exempt	\$ 47,500.00	\$ 73,980.00
Staff Assistant	Non-exempt	\$ 13.55	\$ 20.54
Utility Billing Manager	Exempt	\$ 47,476.00	\$ 70,460.63
Utility Billing 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

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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