

COMPARISON
Compensation Plan
Fiscal Year 2017 - 2018

<u>Position Title</u>	<u>FLSA Status</u>	<u>Current Minimum</u>	<u>Proposed Minimum</u>	<u>Current Maximum</u>	<u>Proposed Maximum</u>
Accountant	Exempt	\$ -	\$ 38,500.00	\$ -	\$ 62,096.77
Accounts Payable Specialist	Non-exempt	\$ 15.47	\$ 15.78	\$ 25.52	\$ 26.03
Administrative Services Manager	Exempt	\$ 52,530.00	\$ 53,580.60	\$ 70,599.27	\$ 72,011.26
Assistant City Manager	Exempt	\$ 83,298.92	\$ 84,964.90	\$ 112,023.38	\$ 114,263.85
Assistant Deputy City Clerk	Non-exempt	\$ 16.89	\$ 17.23	\$ 23.51	\$ 23.98
Assistant Finance Director	Exempt	\$ 48,000.00	\$ 48,960.00	\$ 76,020.37	\$ 77,540.78
Assistant Public Services Director	Exempt	\$ 55,075.60	\$ 56,177.11	\$ 84,162.52	\$ 85,845.77
Assistant Recreation Director	Non-exempt	\$ 21.41	\$ 21.84	\$ 30.80	\$ 31.42
Building Assistant I	Non-exempt	\$ 14.86	\$ 15.16	\$ 21.85	\$ 22.29
Building Assistant II	Non-exempt	\$ 15.54	\$ 15.85	\$ 23.75	\$ 24.23
Building Inspector I	Non-exempt	\$ 20.97	\$ 21.39	\$ 32.51	\$ 33.16
Building Inspector II	Non-exempt	\$ 22.70	\$ 23.15	\$ 33.99	\$ 34.67
Building Official	Exempt	\$ 52,047.77	\$ 53,088.73	\$ 79,993.73	\$ 81,593.60
Cashier/Customer Service Representative I	Non-exempt	\$ 13.71	\$ 13.98	\$ 19.41	\$ 19.80
Cashier/Customer Service Representative II	Non-exempt	\$ 14.75	\$ 15.05	\$ 20.54	\$ 20.95
Cashier/Customer Service Team Lead	Non-exempt	\$ 15.48	\$ 15.79	\$ 24.30	\$ 24.79
Chief of Police	Exempt	\$ 78,472.47	\$ 80,041.92	\$ 110,626.08	\$ 112,838.60
City Manager	Exempt	\$ 135,327.79	\$ 138,034.35	\$ 237,784.40	\$ 242,540.09
Clerical Assistant	Non-exempt	\$ 10.79	\$ 11.01	\$ 16.04	\$ 16.36
Code Enforcement Officer	Non-exempt	\$ 22.57	\$ 23.02	\$ 35.12	\$ 35.82
Communications and Executive Project Manager	Exempt	\$ -	\$ 68,500.00	\$ -	\$ 108,730.16
Communications Operator I	Non-exempt	\$ 14.58	\$ 14.87	\$ 20.40	\$ 20.81
Communications Operator II	Non-exempt	\$ 15.67	\$ 15.98	\$ 22.92	\$ 23.38
Communications Operator Trainee	Non-exempt	\$ 13.89	\$ 14.17	\$ 15.28	\$ 15.59
Communications Supervisor	Non-exempt	\$ 16.78	\$ 17.12	\$ 26.35	\$ 26.88
Community Redevelopment Agency (CRA) Coordinator	Non-exempt	\$ 20.69	\$ 21.10	\$ 26.69	\$ 27.22
Compliance & Risk Management Director	Exempt	\$ 71,435.55	\$ 72,864.26	\$ 105,624.17	\$ 107,736.65
Compliance & Risk Management Specialist	Non-exempt	\$ 16.71	\$ 17.04	\$ 23.92	\$ 24.40
Contracts Manager	Exempt	\$ -	\$ 46,600.00	\$ -	\$ 75,161.29
Deputy Chief of Police	Exempt	\$ 59,700.35	\$ 60,894.36	\$ 93,357.37	\$ 95,224.52
Deputy City Clerk	Exempt	\$ 47,500.00	\$ 48,450.00	\$ 74,661.94	\$ 76,155.18
Distribution/Collections Crew Leader	Non-exempt	\$ 17.66	\$ 18.01	\$ 26.91	\$ 27.45
Distribution/Collections Supervisor	Non-exempt	\$ 21.75	\$ 22.19	\$ 38.05	\$ 38.81
Distribution/Collections Technician	Non-exempt	\$ 15.41	\$ 15.72	\$ 24.57	\$ 25.06
Distribution/Collections Technician Apprentice	Non-exempt	\$ 12.17	\$ 12.41	\$ 19.49	\$ 19.88
Electric Line Crew Foreman	Non-exempt	\$ 25.67	\$ 26.18	\$ 38.20	\$ 38.96
Electric Line Worker Apprentice	Non-exempt	\$ 16.76	\$ 17.10	\$ 25.79	\$ 26.31
Electric Line Worker I	Non-exempt	\$ 22.91	\$ 23.37	\$ 28.25	\$ 28.82
Electric Line Worker II	Non-exempt	\$ 25.56	\$ 26.07	\$ 31.20	\$ 31.82
Electric Line Worker III	Non-exempt	\$ 30.06	\$ 30.66	\$ 37.60	\$ 38.35
Electric Line Worker Trainee	Non-exempt	\$ 13.45	\$ 13.72	\$ 19.25	\$ 19.64
Electric System Planner	Non-exempt	\$ 25.56	\$ 26.07	\$ 40.80	\$ 41.62
Electric System Supervisor	Exempt	\$ 57,869.15	\$ 59,026.53	\$ 90,433.55	\$ 92,242.22
Engineer	Exempt	\$ 49,230.07	\$ 50,214.67	\$ 67,813.08	\$ 69,169.34
Engineering Supervisor	Exempt	\$ 53,040.00	\$ 58,000.00	\$ 80,580.00	\$ 90,625.00
Engineering Technician	Non-exempt	\$ 15.61	\$ 15.92	\$ 25.32	\$ 25.83
Event Coordinator	Non-exempt	\$ 18.45	\$ 18.82	\$ 25.53	\$ 26.04
Executive Assistant	Non-exempt	\$ 17.99	\$ 18.35	\$ 24.91	\$ 25.41
Facilities Custodial Worker	Non-exempt	\$ 10.00	\$ 10.20	\$ 15.48	\$ 15.79
Facilities Maintenance Manager	Non-exempt	\$ 22.49	\$ 22.94	\$ 34.95	\$ 35.65
Facilities Maintenance Supervisor	Non-exempt	\$ 19.56	\$ 19.95	\$ 30.39	\$ 31.00
Facilities Maintenance Technician	Non-exempt	\$ 12.35	\$ 12.60	\$ 19.23	\$ 19.61
Facilities Maintenance Worker	Non-exempt	\$ 10.15	\$ 10.35	\$ 15.49	\$ 15.80
Finance & Administrative Services Director	Exempt	\$ 67,840.39	\$ 69,197.20	\$ 105,624.17	\$ 107,736.65
Financial Management Analyst	Non-Exempt	\$ 20.95	\$ 44,449.60	\$ 32.97	\$ 69,950.40
Grants Specialist	Non-Exempt	\$ 19.73	\$ 41,849.60	\$ 31.06	\$ 65,894.40
Human Resources Generalist	Non-exempt	\$ 18.39	\$ 18.76	\$ 25.99	\$ 26.51
Human Resources Manager	Exempt	\$ 52,564.67	\$ 53,615.96	\$ 75,938.42	\$ 77,457.19
Information Technology Systems Manager	Exempt	\$ 62,583.19	\$ 63,834.85	\$ 92,380.31	\$ 94,227.92
Information Technology Technical Assistant	Non-exempt	\$ 19.28	\$ 19.67	\$ 25.65	\$ 26.16
Lead Engineering Technician	Non-exempt	\$ 21.06	\$ 21.48	\$ 32.15	\$ 32.79
Meter Reader I	Non-exempt	\$ 12.48	\$ 12.73	\$ 18.83	\$ 19.21
Meter Reader II	Non-exempt	\$ 15.10	\$ 15.40	\$ 22.92	\$ 23.38

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Meter Reader Supervisor	Non-exempt	\$ 18.67	\$ 19.04	\$ 30.16	\$ 30.76
Parks & Recreation Director	Exempt	\$ 52,240.03	\$ 53,284.83	\$ 82,576.11	\$ 84,227.63
Planner	Exempt	\$ 48,000.00	\$ 48,960.00	\$ 74,361.99	\$ 75,849.23
Planning & Community Development Director	Exempt	\$ 65,935.66	\$ 67,254.37	\$ 100,092.76	\$ 102,094.62
Planning Assistant	Non-exempt	\$ 13.61	\$ 13.88	\$ 21.22	\$ 21.64
Planning Technician	Non-exempt	\$ 16.12	\$ 16.44	\$ 26.05	\$ 26.57
Police Lieutenant	Non-exempt	\$ 25.69	\$ 26.20	\$ 40.31	\$ 41.12
Police Officer I	Non-exempt	\$ 16.39	\$ 16.72	\$ 25.85	\$ 26.37
Police Officer II	Non-exempt	\$ 18.24	\$ 18.60	\$ 27.95	\$ 28.51
Police Officer III	Non-exempt	\$ 19.83	\$ 20.23	\$ 28.93	\$ 29.51
Police Records Specialist	Non-exempt	\$ 14.17	\$ 14.45	\$ 22.93	\$ 23.39
Police Sergeant	Non-exempt	\$ 23.08	\$ 23.54	\$ 36.60	\$ 37.33
Principal Planner	Exempt	\$ 54,643.81	\$ 55,736.69	\$ 84,360.03	\$ 86,047.23
Project Coordinator	Non-Exempt	\$ 20.69	\$ 43,888.00	\$ 26.69	\$ 56,617.60
Public Services Director	Exempt	\$ 67,840.39	\$ 69,197.20	\$ 111,389.87	\$ 113,617.67
Public Services Project Manager	Exempt	\$ -	\$ 53,500.00	\$ -	\$ 83,593.75
Public Services Technician	Non-exempt	\$ 13.31	\$ 13.58	\$ 21.30	\$ 21.73
Public Works Crew Leader	Non-exempt	\$ 16.09	\$ 16.41	\$ 24.64	\$ 25.13
Public Works Supervisor	Non-exempt	\$ 22.17	\$ 22.61	\$ 37.78	\$ 38.54
Public Works Technician I	Non-exempt	\$ 10.75	\$ 10.97	\$ 16.96	\$ 17.30
Public Works Technician II	Non-exempt	\$ 13.77	\$ 14.05	\$ 20.40	\$ 20.81
Purchasing Specialist	Non-Exempt	\$ 15.90	\$ 33,737.60	\$ 23.40	\$ 49,649.60
Receptionist	Non-exempt	\$ 11.04	\$ 11.26	\$ 19.27	\$ 19.66
Recreation Assistant I	Non-exempt	\$ 10.15	\$ 10.35	\$ 15.49	\$ 15.80
Recreation Assistant II	Non-exempt	\$ 11.67	\$ 11.90	\$ 17.81	\$ 18.17
Safety Specialist	Exempt	\$ 47,500.00	\$ 48,450.00	\$ 73,980.00	\$ 75,459.60
Senior Accountant	Exempt	\$ -	\$ 44,000.00	\$ -	\$ 70,967.74
Staff Assistant	Non-exempt	\$ 13.55	\$ 13.82	\$ 20.54	\$ 20.95
Utility Billing Assistant	Non-exempt		\$ 15.42		\$ 23.91
Utility Billing Manager	Exempt	\$ 47,476.00	\$ 48,425.52	\$ 70,460.63	\$ 71,869.84
Utility Billing Supervisor	Non-exempt	\$ 17.74	\$ 18.09	\$ 29.27	\$ 29.86
Utility Line Locator	Non-exempt	\$ 15.65	\$ 15.96	\$ 27.45	\$ 28.00
Warehouse Coordinator	Non-exempt	\$ 14.70	\$ 14.99	\$ 23.17	\$ 23.63
Wastewater System Supervisor	Non-exempt	\$ 23.90	\$ 24.38	\$ 38.95	\$ 39.73
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$ 12.70	\$ 12.95	\$ 18.97	\$ 19.35
Wastewater Treatment Plant Operator I	Non-exempt	\$ 15.97	\$ 16.29	\$ 25.62	\$ 26.13
Wastewater Treatment Plant Operator II	Non-exempt	\$ 18.51	\$ 18.88	\$ 28.09	\$ 28.65
Wastewater Treatment Plant Operator III	Non-exempt	\$ 20.20	\$ 20.60	\$ 31.14	\$ 31.76
Water System Supervisor	Non-exempt	\$ 22.27	\$ 22.72	\$ 38.95	\$ 39.73
Water Treatment Plant Operator Apprentice	Non-exempt	\$ 12.80	\$ 13.06	\$ 18.94	\$ 19.32
Water Treatment Plant Operator I	Non-exempt	\$ 15.96	\$ 16.28	\$ 25.51	\$ 26.02
Water Treatment Plant Operator II	Non-exempt	\$ 18.14	\$ 18.50	\$ 28.09	\$ 28.65
Water Treatment Plant Operator III	Non-exempt	\$ 20.20	\$ 20.60	\$ 31.14	\$ 31.76
Water/Wastewater Instrument Technician	Non-exempt	\$ 17.45	\$ 20.47	\$ 27.58	\$ 32.35