

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	
Accounting Manager	Exempt		\$ 48,960.00		\$ 77,540.78
Accounts Payable Specialist	Non-exempt	\$ 15.78		\$ 26.03	
Administrative Services Manager	Exempt	\$ 53,580.60		\$ 72,011.26	
Assistant City Manager	Exempt	\$ 84,964.90		\$ 114,263.85	
Assistant Deputy City Clerk	Non-exempt	\$ 17.23		\$ 23.98	
Assistant Finance Director	Exempt	\$ 48,960.00		\$ 77,540.78	
Assistant Recreation Director	Non-exempt	\$ 21.84		\$ 31.42	
Building Assistant I	Non-exempt	\$ 15.16		\$ 22.29	
Building Assistant II	Non-exempt	\$ 15.85		\$ 24.23	
Building Inspector I	Non-exempt	\$ 21.39		\$ 33.16	
Building Inspector II	Non-exempt	\$ 23.15		\$ 34.67	
Building Official	Exempt	\$ 53,088.73		\$ 81,593.60	
Cashier/Customer Service Representative I	Non-exempt	\$ 13.98		\$ 19.80	
Cashier/Customer Service Representative II	Non-exempt	\$ 15.05	\$ 14.68	\$ 20.95	
Cashier/Customer Service Team Lead	Non-exempt	\$ 15.79		\$ 24.79	
Chief of Police	Exempt	\$ 80,041.92		\$ 112,838.60	
City Manager	Exempt	\$ 138,034.35		\$ 242,540.09	
Clerical Assistant	Non-exempt	\$ 11.01	\$ 12.00	\$ 16.36	
Code Enforcement Officer	Non-exempt	\$ 23.02		\$ 35.82	
Communications and Executive Project Manager	Exempt	\$ 68,500.00		\$ 108,730.16	
Communications Operator I	Non-exempt	\$ 14.87		\$ 20.81	
Communications Operator II	Non-exempt	\$ 15.98		\$ 23.38	
Communications Operator Trainee	Non-exempt	\$ 14.17		\$ 15.59	
Communications Supervisor	Non-exempt	\$ 17.12		\$ 26.88	
Community Redevelopment Agency (CRA) Coordinator	Non-exempt	\$ 21.10		\$ 27.22	
Compliance & Risk Management Director	Exempt	\$ 72,864.26		\$ 107,736.65	
Compliance & Risk Management Specialist	Non-exempt	\$ 17.04		\$ 24.40	
Contracts Manager	Exempt	\$ 46,600.00		\$ 75,161.29	
Deputy Chief of Police	Exempt	\$ 60,894.36		\$ 95,224.52	
Deputy City Clerk	Exempt	\$ 48,450.00		\$ 76,155.18	
Distribution/Collections Crew Leader	Non-exempt	\$ 18.01		\$ 27.45	
Distribution/Collections Supervisor	Non-exempt	\$ 22.19		\$ 38.81	
Distribution/Collections Technician	Non-exempt	\$ 15.72		\$ 25.06	
Distribution/Collections Technician Apprentice	Non-exempt	\$ 12.41		\$ 19.88	
Electric Line Crew Foreman	Non-exempt	\$ 26.18	\$ 32.00	\$ 38.96	
Electric Line Worker Apprentice	Non-exempt	\$ 17.10		\$ 26.31	
Electric Line Worker I	Non-exempt	\$ 23.37		\$ 28.82	
Electric Line Worker II	Non-exempt	\$ 26.07		\$ 31.82	
Electric Line Worker III	Non-exempt	\$ 30.66		\$ 38.35	
Electric Line Worker Trainee	Non-exempt	\$ 13.72		\$ 19.64	
Electric System Planner	Non-exempt	\$ 26.07		\$ 41.62	
Electric System Supervisor	Exempt	\$ 59,026.53	\$ 72,000.00	\$ 92,242.22	
Engineer	Exempt	\$ 50,214.67		\$ 69,169.34	
Engineering Supervisor	Exempt	\$ 58,000.00		\$ 90,625.00	
Engineering Technician	Non-exempt	\$ 15.92		\$ 25.83	
Event Coordinator	Non-exempt	\$ 18.82		\$ 26.04	
Executive Assistant	Non-exempt	\$ 18.35		\$ 25.41	
Facilities Custodial Worker	Non-exempt	\$ 10.20	\$ 12.00	\$ 15.79	
Facilities Maintenance Manager	Non-exempt	\$ 22.94		\$ 35.65	
Facilities Maintenance Supervisor	Non-exempt	\$ 19.95		\$ 31.00	
Facilities Maintenance Technician	Non-exempt	\$ 12.60	\$ 14.40	\$ 19.61	
Facilities Maintenance Worker	Non-exempt	\$ 10.35	\$ 12.00	\$ 15.80	
Finance & Administrative Services Director	Exempt	\$ 69,197.20		\$ 107,736.65	
Financial Management Analyst	Exempt	\$ 44,449.60		\$ 69,950.40	
Grants Specialist	Exempt	\$ 41,849.60		\$ 65,894.40	
Human Resources Generalist	Non-exempt	\$ 18.76		\$ 26.51	
Human Resources Manager	Exempt	\$ 53,615.96		\$ 77,457.19	
Information Technology Systems Manager	Exempt	\$ 63,834.85		\$ 94,227.92	
Information Technology Technical Assistant	Non-exempt	\$ 19.67		\$ 26.16	
Lead Engineering Technician	Non-exempt	\$ 21.48		\$ 32.79	
Meter Reader I	Non-exempt	\$ 12.73		\$ 19.21	
Meter Reader II	Non-exempt	\$ 15.40		\$ 23.38	

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Meter Reader Supervisor	Non-exempt	\$ 19.04		\$ 30.76	
Parks & Recreation Director	Exempt	\$ 53,284.83	\$ 67,500.00	\$ 84,227.63	\$ 89,500.00
Planner	Exempt	\$ 48,960.00		\$ 75,849.23	
Planning & Community Development Director	Exempt	\$ 67,254.37		\$ 102,094.62	
Planning Assistant	Non-exempt	\$ 13.88		\$ 21.64	
Planning Technician	Non-exempt	\$ 16.44		\$ 26.57	
Police Lieutenant	Non-exempt	\$ 26.20		\$ 41.12	
Police Officer I	Non-exempt	\$ 16.72		\$ 26.37	
Police Officer II	Non-exempt	\$ 18.60		\$ 28.51	
Police Officer III	Non-exempt	\$ 20.23		\$ 29.51	
Police Records Specialist	Non-exempt	\$ 14.45		\$ 23.39	
Police Sergeant	Non-exempt	\$ 23.54		\$ 37.33	
Principal Planner	Exempt	\$ 55,736.69		\$ 86,047.23	
Project Coordinator	Exempt	\$ 43,888.00		\$ 56,617.60	
Public Services Director	Exempt	\$ 69,197.20		\$ 113,617.67	
Public Services Project Manager	Exempt	\$ 53,500.00		\$ 83,593.75	
Public Services Technician	Non-exempt	\$ 13.58		\$ 21.73	
Public Works Crew Leader	Non-exempt	\$ 16.41		\$ 25.13	
Public Works Supervisor	Non-exempt	\$ 22.61		\$ 38.54	
Public Works Technician I	Non-exempt	\$ 10.97	\$ 12.00	\$ 17.30	\$ 15.80
Public Works Technician II	Non-exempt	\$ 14.05		\$ 20.81	
Purchasing Specialist	Exempt	\$ 33,737.60		\$ 49,649.60	
Receptionist	Non-exempt	\$ 11.26	\$ 12.00	\$ 19.66	
Recreation Assistant I	Non-exempt	\$ 10.35	\$ 12.00	\$ 15.80	
Recreation Assistant II	Non-exempt	\$ 11.90	\$ 13.20	\$ 18.17	
Recreation Crew Leader	Non-exempt		\$ 15.79		\$ 20.49
Safety Specialist	Exempt	\$ 48,450.00		\$ 75,459.60	
Senior Accountant	Exempt	\$ 44,000.00		\$ 70,967.74	
Staff Assistant	Non-exempt	\$ 13.82		\$ 20.95	
Utility Billing Assistant	Non-exempt	\$ 15.42		\$ 23.91	
Utility Billing Manager	Exempt	\$ 48,425.52		\$ 71,869.84	
Utility Billing Supervisor	Non-exempt	\$ 18.09		\$ 29.86	
Utility Line Locator	Non-exempt	\$ 15.96		\$ 28.00	
Warehouse Coordinator	Non-exempt	\$ 14.99		\$ 23.63	
Wastewater System Supervisor	Non-exempt	\$ 24.38		\$ 39.73	
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$ 12.95		\$ 19.35	
Wastewater Treatment Plant Operator I	Non-exempt	\$ 16.29		\$ 26.13	
Wastewater Treatment Plant Operator II	Non-exempt	\$ 18.88		\$ 28.65	
Wastewater Treatment Plant Operator III	Non-exempt	\$ 20.60		\$ 31.76	
Water System Supervisor	Non-exempt	\$ 22.72		\$ 39.73	
Water Treatment Plant Operator Apprentice	Non-exempt	\$ 13.06		\$ 19.32	
Water Treatment Plant Operator I	Non-exempt	\$ 16.28		\$ 26.02	
Water Treatment Plant Operator II	Non-exempt	\$ 18.50		\$ 28.65	
Water Treatment Plant Operator III	Non-exempt	\$ 20.60		\$ 31.76	
Water/Wastewater Instrument Technician	Non-exempt	\$ 20.47		\$ 32.35	