

**PROPOSED  
Compensation Plan  
Fiscal Year 2017 - 2018**

<b><u>Position Title</u></b>	<b><u>FLSA Status</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
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 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	\$ 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	\$ 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	\$ 35.00	\$ 41.62
Electric Line Worker Apprentice	Non-exempt	\$ 17.10	\$ 22.00
Electric Line Worker I	Non-exempt	\$ 21.50	\$ 26.50
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	\$ 14.50	\$ 17.10
Electric System Planner	Non-exempt	\$ 26.07	\$ 41.62
Electric System Supervisor	Exempt	\$ 79,200.00	\$ 92,242.22
Engineer I	Exempt	\$ 37,000.00	\$ 50,000.00

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Engineer II	Exempt	\$ 45,000.00	\$ 70,000.00
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	\$ 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	\$ 14.40	\$ 19.61
Facilities Maintenance Worker	Non-exempt	\$ 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
Meter Reader Supervisor	Non-exempt	\$ 19.04	\$ 30.76
Parks & Recreation Director	Exempt	\$ 67,500.00	\$ 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	\$ 12.00	\$ 15.80
Public Works Technician II	Non-exempt	\$ 14.05	\$ 20.81
Purchasing Specialist	Exempt	\$ 33,737.60	\$ 49,649.60
Receptionist	Non-exempt	\$ 12.00	\$ 19.66

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Recreation Assistant I	Non-exempt	\$ 12.00	\$ 15.80
Recreation Assistant II	Non-exempt	\$ 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