

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

**PROPOSED**  
**Compensation Plan**  
**Fiscal Year 2018-2019**

<u>Position Title</u>	<u>FLSA Status</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Accountant	Exempt	\$ 38,500.00	\$ 62,096.77	\$ 39,270.00	\$ 63,338.71
Accounting Manager	Exempt	\$ 48,960.00	\$ 77,540.78	\$ 49,939.20	\$ 79,091.60
Accounts Payable Specialist	Non-exempt	\$ 15.78	\$ 26.03	\$ 16.10	\$ 26.55
Administrative Services Manager	Exempt	\$ 53,580.60	\$ 72,011.26	\$ 54,652.21	\$ 73,451.49
Assistant City Manager	Exempt	\$ 84,964.90	\$ 114,263.85	\$ 86,664.20	\$ 116,549.13
Assistant Deputy City Clerk	Non-exempt	\$ 17.23	\$ 23.98	\$ 17.57	\$ 24.46
Assistant Recreation Director	Non-exempt	\$ 21.84	\$ 31.42	\$ 22.28	\$ 32.05
Building Assistant I	Non-exempt	\$ 15.16	\$ 22.29	\$ 15.46	\$ 22.74
Building Assistant II	Non-exempt	\$ 15.85	\$ 24.23	\$ 16.17	\$ 24.71
Building Inspector I	Non-exempt	\$ 21.39	\$ 33.16	\$ 21.82	\$ 33.82
Building Inspector II	Non-exempt	\$ 23.15	\$ 34.67	\$ 23.61	\$ 35.36
Building Official	Exempt	\$ 53,088.73	\$ 81,593.60	\$ 54,150.50	\$ 83,225.47
Cashier/Customer Service Representative I	Non-exempt	\$ 13.98	\$ 19.80	\$ 14.26	\$ 20.20
Cashier/Customer Service Representative II	Non-exempt	\$ 14.68	\$ 20.95	\$ 14.97	\$ 21.37
Cashier/Customer Service Team Lead	Non-exempt	\$ 15.79	\$ 24.79	\$ 16.11	\$ 25.29
Chief of Police	Exempt	\$ 80,041.92	\$ 112,838.60	\$ 81,642.76	\$ 115,095.37
City Manager	Exempt	\$ 138,034.35	\$ 242,540.09	\$ 140,795.04	\$ 247,390.89
Clerical Assistant	Non-exempt	\$ 12.00	\$ 16.36	\$ 12.24	\$ 16.69
Code Enforcement Officer	Non-exempt	\$ 23.02	\$ 35.82	\$ 23.48	\$ 36.54
Communications and Executive Project Manager	Exempt	\$ 68,500.00	\$ 108,730.16	\$ 69,870.00	\$ 110,904.76
Communications Operator I	Non-exempt	\$ 14.87	\$ 20.81	\$ 15.17	\$ 21.23
Communications Operator II	Non-exempt	\$ 15.98	\$ 23.38	\$ 16.30	\$ 23.85
Communications Operator Trainee	Non-exempt	\$ 14.17	\$ 15.59	\$ 14.45	\$ 15.90
Communications Supervisor	Non-exempt	\$ 17.12	\$ 26.88	\$ 17.46	\$ 27.42
Community Redevelopment Agency (CRA) Coordinator	Non-exempt	\$ 21.10	\$ 27.22	\$ 21.52	\$ 27.76
Compliance & Risk Management Director	Exempt	\$ 72,864.26	\$ 107,736.65	\$ 74,321.55	\$ 109,891.38
Compliance & Risk Management Specialist	Non-exempt	\$ 17.04	\$ 24.40	\$ 17.38	\$ 24.89
Contracts Manager	Exempt	\$ 46,600.00	\$ 75,161.29	\$ 47,532.00	\$ 76,664.52
Deputy Chief of Police	Exempt	\$ 60,894.36	\$ 95,224.52	\$ 62,112.25	\$ 97,129.01
Deputy City Clerk	Exempt	\$ 48,450.00	\$ 76,155.18	\$ 49,419.00	\$ 77,678.28
Distribution/Collections Crew Leader	Non-exempt	\$ 18.01	\$ 27.45	\$ 18.37	\$ 28.00
Distribution/Collections Supervisor	Non-exempt	\$ 22.19	\$ 38.81	\$ 22.63	\$ 39.59
Distribution/Collections Technician	Non-exempt	\$ 15.72	\$ 25.06	\$ 16.03	\$ 25.56
Distribution/Collections Technician Apprentice	Non-exempt	\$ 12.41	\$ 19.88	\$ 12.66	\$ 20.28
Electric Line Crew Foreman	Non-exempt	\$ 35.00	\$ 41.62	\$ 35.70	\$ 42.45
Electric Line Worker Apprentice	Non-exempt	\$ 17.10	\$ 22.00	\$ 17.44	\$ 22.44
Electric Line Worker I	Non-exempt	\$ 21.50	\$ 26.50	\$ 21.93	\$ 27.03
Electric Line Worker II	Non-exempt	\$ 26.07	\$ 31.82	\$ 26.59	\$ 32.46
Electric Line Worker III	Non-exempt	\$ 30.66	\$ 38.35	\$ 31.27	\$ 39.12
Electric Line Worker Trainee	Non-exempt	\$ 14.50	\$ 17.10	\$ 14.79	\$ 17.44
Electric System Planner	Non-exempt	\$ 26.07	\$ 41.62	\$ 26.59	\$ 42.45
Electric System Supervisor	Exempt	\$ 79,200.00	\$ 92,242.22	\$ 80,784.00	\$ 94,087.06
Engineer I	Exempt	\$ 37,000.00	\$ 50,000.00	\$ 37,740.00	\$ 51,000.00
Engineer II	Exempt	\$ 45,000.00	\$ 70,000.00	\$ 45,900.00	\$ 71,400.00
Engineering Supervisor	Exempt	\$ 58,000.00	\$ 90,625.00	\$ 59,160.00	\$ 92,437.50
Engineering Technician	Non-exempt	\$ 15.92	\$ 25.83	\$ 16.24	\$ 26.35
Event Coordinator	Non-exempt	\$ 18.82	\$ 26.04	\$ 19.20	\$ 26.56
Executive Assistant	Non-exempt	\$ 18.35	\$ 25.41	\$ 18.72	\$ 25.92
Facilities Custodial Worker	Non-exempt	\$ 12.00	\$ 15.79	\$ 12.24	\$ 16.11
Facilities Maintenance Manager	Non-exempt	\$ 22.94	\$ 35.65	\$ 23.40	\$ 36.36
Facilities Maintenance Supervisor	Non-exempt	\$ 19.95	\$ 31.00	\$ 20.35	\$ 31.62
Facilities Maintenance Technician	Non-exempt	\$ 14.40	\$ 19.61	\$ 14.69	\$ 20.00
Facilities Maintenance Worker	Non-exempt	\$ 12.00	\$ 15.80	\$ 12.24	\$ 16.12
Finance & Administrative Services Director	Exempt	\$ 69,197.20	\$ 107,736.65	\$ 70,581.14	\$ 109,891.38
Financial Management Analyst	Exempt	\$ 44,449.60	\$ 69,950.40	\$ 45,338.59	\$ 71,349.41
Grants Specialist	Exempt	\$ 41,849.60	\$ 65,894.40	\$ 42,686.59	\$ 67,212.29
Human Resources Generalist	Non-exempt	\$ 18.76	\$ 26.51	\$ 19.14	\$ 27.04
Human Resources Manager	Exempt	\$ 53,615.96	\$ 77,457.19	\$ 54,688.28	\$ 79,006.33

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<u>Position Title</u>	<u>FLSA Status</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Information Technology Systems Manager	Exempt	\$ 63,834.85	\$ 94,227.92	\$ 65,111.55	\$ 96,112.48
Information Technology Technical Assistant	Non-exempt	\$ 19.67	\$ 26.16	\$ 20.06	\$ 26.68
Lead Engineering Technician	Non-exempt	\$ 21.48	\$ 32.79	\$ 21.91	\$ 33.45
Meter Reader I	Non-exempt	\$ 12.73	\$ 19.21	\$ 12.98	\$ 19.59
Meter Reader II	Non-exempt	\$ 15.40	\$ 23.38	\$ 15.71	\$ 23.85
Meter Reader Supervisor	Non-exempt	\$ 19.04	\$ 30.76	\$ 19.42	\$ 31.38
Parks & Recreation Director	Exempt	\$ 67,500.00	\$ 89,500.00	\$ 68,850.00	\$ 91,290.00
Planner	Exempt	\$ 48,960.00	\$ 75,849.23	\$ 49,939.20	\$ 77,366.21
Planning & Community Development Director	Exempt	\$ 67,254.37	\$ 102,094.62	\$ 68,599.46	\$ 104,136.51
Planning Assistant	Non-exempt	\$ 13.88	\$ 21.64	\$ 14.16	\$ 22.07
Planning Technician	Non-exempt	\$ 16.44	\$ 26.57	\$ 16.77	\$ 27.10
Police Lieutenant	Non-exempt	\$ 26.20	\$ 41.12	\$ 26.72	\$ 41.94
Police Officer I	Non-exempt	\$ 16.72	\$ 26.37	\$ 17.05	\$ 26.90
Police Officer II	Non-exempt	\$ 18.60	\$ 28.51	\$ 18.97	\$ 29.08
Police Officer III	Non-exempt	\$ 20.23	\$ 29.51	\$ 20.63	\$ 30.10
Police Records Specialist	Non-exempt	\$ 14.45	\$ 23.39	\$ 14.74	\$ 23.86
Police Sergeant	Non-exempt	\$ 23.54	\$ 37.33	\$ 24.01	\$ 38.08
Principal Planner	Exempt	\$ 55,736.69	\$ 86,047.23	\$ 56,851.42	\$ 87,768.17
Project Coordinator	Exempt	\$ 43,888.00	\$ 56,617.60	\$ 44,765.76	\$ 57,749.95
Public Services Director	Exempt	\$ 69,197.20	\$ 113,617.67	\$ 70,581.14	\$ 115,890.02
Public Services Project Manager	Exempt	\$ 53,500.00	\$ 83,593.75	\$ 54,570.00	\$ 85,265.63
Public Services Technician	Non-exempt	\$ 13.58	\$ 21.73	\$ 13.85	\$ 22.16
Public Works Crew Leader	Non-exempt	\$ 16.41	\$ 25.13	\$ 16.74	\$ 25.63
Public Works Supervisor	Non-exempt	\$ 22.61	\$ 38.54	\$ 23.06	\$ 39.31
Public Works Technician I	Non-exempt	\$ 12.00	\$ 15.80	\$ 12.24	\$ 16.12
Public Works Technician II	Non-exempt	\$ 14.05	\$ 20.81	\$ 14.33	\$ 21.23
Purchasing Specialist	Exempt	\$ 33,737.60	\$ 49,649.60	\$ 34,412.35	\$ 50,642.59
Receptionist	Non-exempt	\$ 12.00	\$ 19.66	\$ 12.24	\$ 20.05
Recreation Assistant I	Non-exempt	\$ 12.00	\$ 15.80	\$ 12.24	\$ 16.12
Recreation Assistant II	Non-exempt	\$ 13.20	\$ 18.17	\$ 13.46	\$ 18.53
Recreation Crew Leader	Non-exempt	\$ 15.79	\$ 20.49	\$ 16.11	\$ 20.90
Safety Specialist	Exempt	\$ 48,450.00	\$ 75,459.60	\$ 49,419.00	\$ 76,968.79
Senior Accountant	Exempt	\$ 44,000.00	\$ 70,967.74	\$ 44,880.00	\$ 72,387.09
Staff Assistant	Non-exempt	\$ 13.82	\$ 20.95	\$ 14.10	\$ 21.37
Utility Billing Assistant	Non-exempt	\$ 15.42	\$ 23.91	\$ 15.73	\$ 24.39
Utility Billing Manager	Exempt	\$ 48,425.52	\$ 71,869.84	\$ 49,394.03	\$ 73,307.24
Utility Billing Supervisor	Non-exempt	\$ 18.09	\$ 29.86	\$ 18.45	\$ 30.46
Utility Line Locator	Non-exempt	\$ 15.96	\$ 28.00	\$ 16.28	\$ 28.56
Warehouse Coordinator	Non-exempt	\$ 14.99	\$ 23.63	\$ 15.29	\$ 24.10
Wastewater System Supervisor	Non-exempt	\$ 24.38	\$ 39.73	\$ 24.87	\$ 40.52
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$ 12.95	\$ 19.35	\$ 13.21	\$ 19.74
Wastewater Treatment Plant Operator I	Non-exempt	\$ 16.29	\$ 26.13	\$ 16.62	\$ 26.65
Wastewater Treatment Plant Operator II	Non-exempt	\$ 18.88	\$ 28.65	\$ 19.26	\$ 29.22
Wastewater Treatment Plant Operator III	Non-exempt	\$ 20.60	\$ 31.76	\$ 21.01	\$ 32.40
Water System Supervisor	Non-exempt	\$ 22.72	\$ 39.73	\$ 23.17	\$ 40.52
Water Treatment Plant Operator Apprentice	Non-exempt	\$ 13.06	\$ 19.32	\$ 13.32	\$ 19.71
Water Treatment Plant Operator I	Non-exempt	\$ 16.28	\$ 26.02	\$ 16.61	\$ 26.54
Water Treatment Plant Operator II	Non-exempt	\$ 18.50	\$ 28.65	\$ 18.87	\$ 29.22
Water Treatment Plant Operator III	Non-exempt	\$ 20.60	\$ 31.76	\$ 21.01	\$ 32.40
Water/Wastewater Instrument Technician	Non-exempt	\$ 20.47	\$ 32.35	\$ 20.88	\$ 33.00