

**PROPOSED
COMPENSATION PLAN
Fiscal Year 2020**

<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	\$39,270.00	\$39,500.00	\$63,338.71	\$61,225.00
Accounting Manager	Exempt	\$49,939.20	\$50,000.00	\$79,091.60	\$80,000.00
Accounts Payable Specialist	Non-exempt	\$16.10	\$16.11	\$26.55	\$24.96
Administrative Services Manager	Exempt	\$54,652.21	\$58,000.00	\$73,451.49	\$81,200.00
Assistant City Manager	Exempt	\$86,664.20	\$88,000.00	\$116,549.13	\$132,000.00
Assistant Recreation and Culture Director	Exempt		\$51,500.00		\$74,675.00
Building Assistant I	Non-exempt	\$15.46	\$15.63	\$22.74	\$23.44
Building Assistant II	Non-exempt	\$16.17	\$17.31	\$24.71	\$26.83
Building Inspector I	Non-exempt	\$21.82	\$21.88	\$33.82	\$33.91
Building Inspector II	Non-exempt	\$23.61	\$23.80	\$35.36	\$36.89
Building Official	Non-exempt	\$54,150.50	\$31.25	\$83,225.47	\$43.75
Cashier/Customer Service Representative I	Non-exempt	\$14.26	\$14.42	\$20.20	\$20.91
Cashier/Customer Service Representative II	Non-exempt	\$14.97	\$15.87	\$21.37	\$23.00
Cashier/Customer Service Team Lead	Non-exempt	\$16.11	\$16.35	\$25.29	\$25.34
Chief of Police	Exempt	\$81,642.76	\$82,000.00	\$115,095.37	\$123,000.00
Engineering Supervisor	Exempt	\$59,160.00	\$61,000.00	\$92,437.50	\$97,600.00
City Manager	Exempt	\$140,795.04	\$140,800.00	\$247,390.89	\$218,240.00
Code Enforcement Officer	Non-exempt	\$23.48	\$23.56	\$36.54	\$36.51
Communications and Executive Project Manager	Exempt	\$69,870.00	\$76,500.00	\$110,904.76	\$114,750.00
Communications Operator I	Non-exempt	\$15.17	\$16.11	\$21.23	\$23.35
Communications Operator II	Non-exempt	\$16.30	\$16.83	\$23.85	\$24.40
Communications Operator Trainee	Non-exempt	\$14.45	\$14.66	\$15.90	N/A
Communications Supervisor	Non-exempt	\$17.46	\$19.23	\$27.42	\$29.81
Community Redevelopment Agency Coordinator	Non-exempt	\$21.52	\$45,500.00	\$27.76	\$65,975.00
Compliance and Risk Management Coordinator	Non-exempt		\$19.95		\$28.93
Compliance and Risk Management Director	Exempt	\$74,321.55	\$74,500.00	\$109,891.38	\$119,200.00
Contracts Manager	Exempt	\$47,532.00	\$50,000.00	\$76,664.52	\$72,500.00
Deputy Chief of Police	Exempt	\$62,112.25	\$62,500.00	\$97,129.01	\$100,000.00
Deputy City Clerk	Exempt	\$49,419.00	\$52,000.00	\$77,678.28	\$83,200.00
Deputy City Clerk, Assistant	Non-exempt	\$17.57	\$17.79	\$24.46	\$27.57
Distribution/Collections Crew Leader	Non-exempt	\$18.37	\$18.99	\$28.00	\$29.44
Distribution/Collections Supervisor	Non-exempt	\$22.63	\$25.00	\$39.59	\$38.75
Distribution/Collections Technician	Non-exempt	\$16.03	\$16.11	\$25.56	\$25.77
Distribution/Collections Technician Apprentice	Non-exempt	\$12.66	\$12.74	\$20.28	N/A
Electric Line Crew Foreman	Non-exempt	\$35.70	\$36.54	\$42.45	\$45.67
Electric Line Worker Apprentice	Non-exempt	\$17.44	\$17.55	\$22.44	\$24.57
Electric Line Worker I	Non-exempt	\$21.93	\$23.32	\$27.03	\$29.15
Electric Line Worker II	Non-exempt	\$26.59	\$26.68	\$32.46	\$33.35
Electric Line Worker III	Non-exempt	\$31.27	\$31.49	\$39.12	\$39.36
Electric Line Worker Trainee	Non-exempt	\$14.79	\$15.38	\$17.44	\$19.23
Electric System Planner	Non-exempt	\$26.59	\$29.09	\$42.45	\$40.72
Electric System Supervisor	Exempt	\$80,784.00	\$81,000.00	\$94,087.06	\$113,400.00
Engineer I	Exempt	\$37,740.00	\$53,500.00	\$51,000.00	\$77,575.00
Engineer II	Exempt	\$45,900.00	\$58,500.00	\$71,400.00	\$84,825.00
Engineering Technician	Non-exempt	\$16.24	\$16.59	\$26.35	\$24.05
Engineering Technician, Lead	Non-exempt		\$21.88		\$31.72
Events Coordinator	Non-exempt	\$19.20	\$21.88	\$26.56	\$31.72
Executive Assistant	Non-exempt	\$18.72	\$18.75	\$25.92	\$27.19
Facilities Custodial Worker	Non-exempt	\$12.24	\$12.26	\$16.11	\$17.78
Facilities Maintenance Manager	Non-exempt	\$23.40	\$24.76	\$36.36	\$39.62
Facilities Maintenance Supervisor	Non-exempt	\$20.35	\$20.43	\$31.62	\$31.67
Facilities Maintenance Technician	Non-exempt	\$14.69	\$15.38	\$20.00	\$23.85
Facilities Maintenance Worker	Non-exempt	\$12.24	\$12.26	\$16.12	\$19.00

<u>Position Title</u>	<u>FLSA Status</u>	<u>Current Minimum</u>	<u>Proposed Minimum</u>	<u>Current Maximum</u>	<u>Proposed Maximum</u>
Finance and Administrative Services Director	Exempt	\$70,581.14	\$84,500.00	\$109,891.38	\$126,750.00
Grants Specialist	Exempt	\$42,686.59	\$49,000.00	\$67,212.29	\$71,050.00
Human Resources Director	Exempt		\$75,000.00		\$112,500.00
Human Resources Generalist	Non-exempt	\$19.14	\$19.23	\$27.04	\$29.81
Human Resources Manager	Exempt	\$54,688.28	\$69,000.00	\$79,006.33	\$103,500.00
Information Technology Manager	Exempt	\$65,111.55	\$69,000.00	\$96,112.48	\$103,500.00
Information Technology Specialist	Non-exempt	\$20.06	\$20.19	\$26.68	\$30.29
Information Technology Generalist	Non-exempt		\$22.36		\$33.53
Instrument and Control Technician	Non-exempt	\$21.91	\$20.91	\$33.45	\$32.42
Meter Technician I	Non-exempt	\$12.98	\$14.42	\$19.59	\$20.91
Meter Technician II	Non-exempt	\$15.71	\$17.07	\$23.85	\$24.75
Meter Technician Supervisor	Non-exempt	\$19.42	\$20.43	\$31.38	\$31.67
Planner	Exempt	\$49,939.20	\$50,000.00	\$77,366.21	\$72,500.00
Planning and Community Development Director	Exempt	\$68,599.46	\$75,000.00	\$104,136.51	\$112,500.00
Planning Assistant	Non-exempt	\$14.16	\$14.18	\$22.07	\$21.98
Planning Technician	Non-exempt	\$16.77	\$16.83	\$27.10	\$26.08
Police Lieutenant	Non-exempt	\$26.72	\$28.37	\$41.94	\$41.13
Police Officer I	Non-exempt	\$17.05	\$19.47	\$26.90	\$27.26
Police Officer II	Non-exempt	\$18.97	\$20.43	\$29.08	\$28.61
Police Officer III	Non-exempt	\$20.63	\$21.88	\$30.10	\$30.63
Police Records Specialist	Non-exempt	\$14.74	\$15.14	\$23.86	\$23.47
Police Sergeant	Non-exempt	\$24.01	\$24.52	\$38.08	\$35.55
Principal Planner	Exempt	\$56,851.42	\$60,500.00	\$87,768.17	\$87,725.00
Project Coordinator	Exempt	\$44,765.76	\$45,500.00	\$57,749.95	\$68,250.00
Public Services Director	Exempt	\$70,581.14	\$84,500.00	\$115,890.02	\$126,750.00
Public Services Project Manager	Exempt	\$54,570.00	\$55,000.00	\$85,265.63	\$85,250.00
Public Services Technician	Non-exempt	\$13.85	\$13.94	\$22.16	\$21.61
Public Works Crew Leader	Non-exempt	\$16.74	\$17.55	\$25.63	\$27.20
Public Works Supervisor	Non-exempt	\$23.06	\$25.00	\$39.31	\$38.75
Public Works Technician I	Non-exempt	\$12.24	\$12.98	\$16.12	\$18.82
Public Works Technician II	Non-exempt	\$14.33	\$14.42	\$21.23	\$20.91
Purchasing Specialist	Exempt	\$34,412.35	\$38,000.00	\$50,642.59	\$58,900.00
Receptionist	Non-exempt	\$12.24	\$12.26	\$20.05	\$18.39
Recreation and Culture Director	Exempt	\$68,850.00	\$81,500.00	\$104,136.51	\$118,175.00
Recreation Assistant I	Non-exempt	\$12.24	\$12.98	\$16.12	\$18.82
Recreation Assistant II	Non-exempt	\$12.98	\$13.94	\$18.02	\$20.21
Recreation Crew Leader	Non-exempt	\$16.11	\$17.07	\$20.90	\$24.75
Safety Specialist	Exempt	\$49,419.00	\$51,500.00	\$76,968.79	\$74,675.00
Senior Accountant	Exempt	\$44,880.00	\$51,000.00	\$72,387.09	\$76,500.00
Staff Assistant	Non-exempt	\$14.10	\$15.38	\$21.37	\$23.08
Utility Billing Assistant	Non-exempt	\$15.73	\$16.35	\$24.39	\$24.52
Utility Billing Manager	Exempt	\$49,394.03	\$51,500.00	\$73,307.24	\$77,250.00
Utility Billing Supervisor	Non-exempt	\$18.45	\$18.51	\$30.46	\$27.76
Utility Line Locator	Non-exempt	\$16.28	\$16.35	\$28.56	\$25.34
Warehouse Coordinator	Non-exempt	\$15.29	\$15.63	\$24.10	\$24.22
Wastewater System Supervisor	Non-exempt	\$24.87	\$26.44	\$40.52	\$42.31
Wastewater Treatment Plant Operator Apprentice	Non-exempt	\$13.21	\$14.42	\$19.74	N/A
Wastewater Treatment Plant Operator I	Non-exempt	\$16.62	\$16.83	\$26.65	\$26.08
Wastewater Treatment Plant Operator II	Non-exempt	\$19.26	\$19.47	\$29.22	\$30.18
Wastewater Treatment Plant Operator III	Non-exempt	\$21.01	\$21.15	\$32.40	\$32.79
Water System Supervisor	Non-exempt	\$23.17	\$26.44	\$40.52	\$42.31
Water Treatment Plant Operator Apprentice	Non-exempt	\$13.32	\$14.42	\$19.71	N/A
Water Treatment Plant Operator I	Non-exempt	\$16.61	\$16.83	\$26.54	\$26.08
Water Treatment Plant Operator II	Non-exempt	\$18.87	\$19.47	\$29.22	\$30.18
Water Treatment Plant Operator III	Non-exempt	\$21.01	\$21.15	\$32.40	\$32.79