

FY 2023-2024 Pay Plan

Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
E			12.33	14.80	17.26	
Kinder Care Attendant	Parks & Recreation	PT	12.33	14.80	17.26	Non-Exempt
Golf Cart Porter	Parks & Recreation	PT	12.33	14.80	17.26	Non-Exempt
Party Attendant	Parks & Recreation	PT	12.33	14.80	17.26	Non-Exempt
Fitness/Gym Attendant	Parks & Recreation	PT	12.33	14.80	17.26	Non-Exempt
F			12.83	15.40	17.96	
Lifeguard	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
Lifeguard/WSI	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
G			13.34	16.02	18.68	
Water Safety Instructor	Parks & Recreation	PT	13.34	16.02	18.68	Non-Exempt
Guest Services Representative	Parks & Recreation	PT	13.34	16.02	18.68	Non-Exempt
Recreation Instructor	Parks & Recreation	PTR/PT	13.34	16.02	18.68	Non-Exempt
H			13.88	16.66	19.43	
Lead Guest Services Representative	Parks & Recreation	PT	13.88	16.66	19.43	Non-Exempt
Lead Kinder Care Attendant	Parks & Recreation	PT	13.88	16.66	19.43	Non-Exempt
I			14.43	17.31	20.21	
Golf Assistant	Parks & Recreation	PTR/TEMP	14.43	17.31	20.21	Non-Exempt
Event Attendant	Economic & Community Development	PT	14.43	17.31	20.21	Non-Exempt
J			15.01	17.71	21.01	
Intern	Various	TEMP	15.01	17.71	21.01	Non-Exempt
Library Aide	Library	PTR/PT	15.01	17.71	21.01	Non-Exempt
Pool Manager	Parks & Recreation	PT/PTR	15.01	17.71	21.01	Non-Exempt
Lead Event Attendant	Economic & Community Development	PTR	15.01	17.71	21.01	Non-Exempt
K			15.61	18.73	21.86	
Custodian	Various	FT/PTR	15.61	18.73	21.86	Non-Exempt
Facility Specialist	Economic & Community Development/Public Works/Library	FT/PTR	15.61	18.73	21.86	Non-Exempt

Refuse Collector I	Public Works	FT	15.61	18.73	21.86	Non-Exempt
Ranger	Parks & Recreation	FT	15.61	18.73	21.86	Non-Exempt
Container Maintenance Worker I	Public Works	FT	15.61	18.73	21.86	Non-Exempt
L			16.23	19.48	20.67	
Maintenance Worker	Various	FT/PT	16.23	19.48	20.67	Non-Exempt
Refuse Collector II	Public Works	FT	16.23	19.48	20.67	Non-Exempt
Library Assistant I	Library	PTR	16.23	19.48	20.67	Non-Exempt
Recreation Specialist	Parks & Recreation	PTR	16.23	19.48	20.67	Non-Exempt
Athletic/Fitness Specialist	Parks & Recreation	PTR	16.23	19.48	20.67	Non-Exempt
Guest Services Specialist	Parks & Recreation	PTR	16.23	19.48	20.67	Non-Exempt
Kinder Care Specialist	Parks & Recreation	PTR	16.23	19.48	20.67	Non-Exempt
Party Specialist	Parks & Recreation	PTR	16.23	19.48	20.67	Non-Exempt
Container Maintenance Worker II	Public Works	FT	16.23	19.48	20.67	Non-Exempt
M			16.88	20.26	23.64	
Library Assistant II	Library	PTR/FT	16.88	20.26	23.64	Non-Exempt
Refuse Collector III	Public Works	FT	16.88	20.26	23.64	Non-Exempt
Maintenance Worker II	Parks & Recreation	FT	16.88	20.26	23.64	Non-Exempt
Container Maintenance Worker III	Public Works	FT	16.88	20.26	23.64	Non-Exempt
N			17.56	21.07	24.59	
Police Records Clerk	Police	FT/PT	17.56	21.07	24.59	Non-Exempt
Library Assistant III	Library	FT/PTR	17.56	21.07	24.59	Non-Exempt
Maintenance Worker III	Parks & Recreation	FT	17.56	21.07	24.59	Non-Exempt
Administrative Associate	Various	FT/PT	17.56	21.07	24.59	Non-Exempt
Airport Maintenance Technician	Economic & Community Development	FT	17.56	21.07	24.59	Non-Exempt
Technical Services Specialist I	Library	FT	17.56	21.07	24.59	Non-Exempt
Youth Services Specialist I	Library	FT	17.56	21.07	24.59	Non-Exempt
Program Specialist	Library	FT	17.56	21.07	24.59	Non-Exempt
O			18.26	21.92	25.56	
Permit Technician	Planning & Development Services	FT/PTR	18.26	21.92	25.56	Non-Exempt
Youth Services Specialist II	Library	FT	18.26	21.92	25.56	Non-Exempt
Technical Services Specialist II	Library	FT	18.26	21.92	25.56	Non-Exempt
Deputy Court Clerk	Municipal Court	FT/PTR	18.26	21.92	25.56	Non-Exempt
P			18.99	22.79	26.58	
Equipment Technician	Parks & Recreation	FT	18.99	22.79	26.58	Non-Exempt
Field Technician	Parks & Recreation	FT	18.99	22.79	26.58	Non-Exempt

Equipment Operator I	Parks & Recreation/Public Works	FT	18.99	22.79	26.58	Non-Exempt
Aquatic Maintenance Technician	Parks & Recreation	FT	18.99	22.79	26.58	Non-Exempt
Sign Shop Technician	Public Works	FT	18.99	22.79	26.58	Non-Exempt
Animal Welfare & Rescue Officer	Planning & Development Services	FT	18.99	22.79	26.58	Non-Exempt
Administrative Assistant	Various	FT/PTR	18.99	22.79	26.58	Non-Exempt
Customer Service Ambassador	City Secretary	FT	18.99	22.79	26.58	Non-Exempt
Customer Service Representative	Planning & Development Services	PTR	18.99	22.79	26.58	Non-Exempt
Maintenance Technician	Public Works	FT	18.99	22.79	26.58	Non-Exempt
Solid Waste Operator I	Public Works	FT	18.99	22.79	26.58	Non-Exempt
Evidence & Property Technician	Police	FT	18.99	22.79	26.58	Non-Exempt
Welder/Fabricator I	Public Works	FT	18.99	22.79	26.58	Non-Exempt
Deputy Court Clerk II	Municipal Court	FT	18.99	22.79	26.58	Non-Exempt
Q			19.75	23.70	27.66	
Solid Waste Operator II	Public Works	FT	19.75	23.70	27.66	Non-Exempt
Welder/Fabricator II	Public Works	FT	19.75	23.70	27.66	Non-Exempt
River Operations Specialist	Public Works	FT	19.75	23.70	27.66	Non-Exempt
Accounting Technician I	Finance	FT	19.75	23.70	27.66	Non-Exempt
Animal Welfare & Rescue Officer II	Planning & Development Services	FT	19.75	23.70	27.66	Non-Exempt
Assistant Guest Services Supervisor	Parks & Recreation	FTEX	41,077	49,297	57,523	Exempt
Assistant Aquatics Supervisor	Parks & Recreation	FTEX	41,077	49,297	57,523	Exempt
Assistant Athletic/Fitness Supervisor	Parks & Recreation	FTEX	41,077	49,297	57,523	Exempt
Assistant Recreation Supervisor	Parks & Recreation	FTEX	41,077	49,297	57,523	Exempt
R			20.55	24.66	28.76	
Fleet Technician I	Public Works	FT	20.55	24.66	28.76	Non-Exempt
Traffic Signal Technician I	Public Works	FT	20.55	24.66	28.76	Non-Exempt
Lead Police Records Clerk	Police	FT	20.55	24.66	28.76	Non-Exempt
Accounting Technician II	Finance	FT	20.55	24.66	28.76	Non-Exempt
Senior Deputy Court Clerk	Municipal Court	FT	20.55	24.66	28.76	Non-Exempt
Senior Permit Technician	Planning & Development Services	FT	20.55	24.66	28.76	Non-Exempt
Solid Waste Operator III	Public Works	FT	20.55	24.66	28.76	Non-Exempt
Equipment Operator II	Public Works	FT	20.55	24.66	28.76	Non-Exempt
Project Specialist	TCI	FT	20.55	24.66	28.76	Non-Exempt
Senior Administrative Assistant	Various	FT	20.55	24.66	28.76	Non-Exempt
Assistant Golf Professional	Parks & Recreation	FTEX	42,743	51,289	59,816	Exempt
S			21.36	25.63	29.91	
Fleet Technician II	Public Works	FT	21.36	25.63	29.91	Non-Exempt
GIS Technician	Information Technology	FT	21.36	25.63	29.91	Non-Exempt
Lead Solid Waste Operator	Public Works	FT	21.36	25.63	29.91	Non-Exempt
Welder/Fabricator III	Public Works	FT	21.36	25.63	29.91	Non-Exempt

T			22.22	26.66	31.11	
Event Coordinator	Parks & Recreation	FT	22.22	26.66	31.11	Non-Exempt
Code Enforcement Officer I	Planning & Development Services	FT	22.22	26.66	31.11	Non-Exempt
Crew Leader	Public Works	FT	22.22	26.66	31.11	Non-Exempt
Watershed Inspector	Public Works	FT	22.22	26.66	31.11	Non-Exempt
Claims Assistant	Human Resources	PTR	22.22	26.66	31.11	Non-Exempt
Fire Inspector (Civilian)	Fire	FT	22.22	26.66	31.11	Non-Exempt
Training Division Specialist	Police	PTR	22.22	26.66	31.11	Non-Exempt
Engineering Technician	Public Works	FTEX	46,212	55,445	64,700	Exempt
U			23.80	27.73	32.35	
Fleet Technician III	Public Works	FT	23.80	27.73	32.35	Non-Exempt
Emergency Dispatcher	Police	FT	23.80	27.73	32.35	Non-Exempt
Building Inspector	Planning & Development Services	FT	23.80	27.73	32.35	Non-Exempt
Construction Inspector	Public Works	FT	23.80	27.73	32.35	Non-Exempt
Golf Course Field Supervisor	Parks & Recreation	FT	23.80	27.73	32.35	Non-Exempt
Traffic Signal Technician II	Public Works	FT	23.80	27.73	32.35	Non-Exempt
Juvenile Case Manager	Municipal Court	FTEX	49,511	57,673	67,293	Exempt
V			49,963	59,965	69,967	
Lead Fleet Technician	Public Works	FT	24.02	28.83	33.64	Non-Exempt
Warrant Officer	Municipal Court	FT/PTR	24.02	28.83	33.64	Non-Exempt
Crime Scene Technician	Police	FT	24.02	28.83	33.64	Non-Exempt
Crime Victim Liaison	Police	FT	24.02	28.83	33.64	Non-Exempt
Code Enforcement Officer II	Planning & Development Services	FT	24.02	28.83	33.64	Non-Exempt
Contract Coordinator	Finance	FT	24.02	28.83	33.64	Non-Exempt
Treasury Accountant	Finance	PTR	24.02	28.83	33.64	Non-Exempt
Health Specialist I	Planning & Development Services	FT	24.02	28.83	33.64	Non-Exempt
Management Assistant	City Manager's Office	FTEX	49,963	59,965	69,967	Exempt
Engineering Coordinator	Public Works	FTEX	49,963	59,965	69,967	Exempt
Assistant Park Ranger Superintendent	Parks & Recreation	FTEX	49,963	59,965	69,967	Exempt
Records Management Coordinator	City Secretary's Office	FTEX	49,963	59,965	69,967	Exempt
Solid Waste Coordinator	Public Works	FTEX	49,963	59,965	69,967	Exempt
Accreditation Coordinator	Fire	FTEX	49,963	59,965	69,967	Exempt
W			51,973	62,357	72,766	
Plans Examiner	Planning & Development Services	FT	28.11	33.73	39.36	Non-Exempt
Senior Animal Rescue & Welfare Officer	Planning & Development Services	FT	24.99	29.98	34.98	Non-Exempt
Crime Analyst	Police	FT	24.99	29.98	34.98	Non-Exempt
Health Specialist II	Planning & Development Services	FT	24.99	29.98	34.98	Non-Exempt
Service Desk Technician	Information Technology	FT	24.99	29.98	34.98	Non-Exempt
Assistant Planner	Planning & Development Services	FTEX	51,973	62,357	72,766	Exempt
Librarian I	Library	FTEX	51,973	62,357	72,766	Exempt

Human Resources Generalist	Human Resources	FTEX	51,973	62,357	72,766	Exempt
X			54,054	64,870	75,685	
Foreman	Parks & Recreation/Public Works	FT	25.99	31.19	36.39	Non-Exempt
Senior Emergency Dispatcher	Police	FT	25.99	31.19	36.39	Non-Exempt
IT Specialist	Police	PT	25.99	31.19	36.39	Non-Exempt
Facility Operations Supervisor	Parks & Recreation/Public Works	FTEX	54,054	64,870	75,685	Exempt
Y			56,225	67,469	78,715	
Senior Construction Inspector	Public Works	FT	27.03	32.44	37.84	Non-Exempt
Senior Building Inspector	Planning & Development Services	FT	27.03	32.44	37.84	Non-Exempt
Senior Foreman	Parks & Recreation	FT	27.03	32.44	37.84	Non-Exempt
Senior Code Enforcement Officer	Planning & Development Services	FT	27.03	32.44	37.84	Non-Exempt
Planner	Planning & Development Services	FTEX	56,225	67,469	78,715	Exempt
Historic Preservation Planner	Planning & Development Services	FTEX	56,225	67,469	78,715	Exempt
Digital Strategies Coordinator	Communications & Community Engagement	FTEX	56,225	67,469	78,715	Exempt
Creative Marketing Coordinator	Communications & Community Engagement	FTEX	56,225	67,469	78,715	Exempt
Special Events Coordinator	Communications & Community Engagement	FTEX	56,225	67,469	78,715	Exempt
Paralegal	City Attorney's Office	FTEX	56,225	67,469	78,715	Exempt
Librarian II	Library	FTEX	56,225	67,469	78,715	Exempt
Parks Analyst	Parks & Recreation	FTEX	56,225	67,469	78,715	Exempt
Recreation Supervisor	Parks & Recreation	FTEX	56,225	67,469	78,715	Exempt
Aquatics Supervisor	Parks & Recreation	FTEX	56,225	67,469	78,715	Exempt
Athletics Supervisor	Parks & Recreation	FTEX	56,225	67,469	78,715	Exempt
Athletic/Fitness Supervisor	Parks & Recreation	FTEX	56,225	67,469	78,715	Exempt
Guest Services Supervisor	Parks & Recreation	FTEX	56,225	67,469	78,715	Exempt
Watershed Supervisor	Public Works	FTEX	56,225	67,469	78,715	Exempt
Senior Human Resources Generalist	Human Resources	FTEX	56,225	67,469	78,715	Exempt
Judicial Services Coordinator	Municipal Court	FTEX	56,225	67,469	78,715	Exempt
Z			58,474	70,168	81,863	
Fitness Instructor	Parks & Recreation	PT	28.11	33.73	39.36	Non-Exempt
Staff Accountant	Finance	FTEX	58,474	70,168	81,863	Exempt
Records Supervisor	Police	FTEX	58,474	70,168	81,863	Exempt
Budget Analyst	Finance	FTEX	58,474	70,168	81,863	Exempt
GIS Analyst	Information Technology	FTEX	58,474	70,168	81,863	Exempt
Senior Health Specialist	Planning & Development Services	FTEX	58,474	70,168	81,863	Exempt
Court Operations Supervisor	Municipal Court	FTEX	58,474	70,168	81,863	Exempt
Grants Coordinator	Finance	FTEX	58,474	70,168	81,863	Exempt

Benefits Coordinator	Human Resources	FTEX	58,474	70,168	81,863	Exempt
HR & Risk Management Coordinator	Human Resources	FTEX	58,474	70,168	81,863	Exempt
Learning & Development Coordinator	Human Resources	FTEX	58,474	70,168	81,863	Exempt
Human Resources Coordinator	Human Resources	FTEX	58,474	70,168	81,863	Exempt
Senior Plans Examiner	Planning & Development Services	FTEX	58,474	70,168	81,863	Exempt
Buyer	Finance	FTEX	58,474	70,168	81,863	Exempt
Transportation Planner	Transportation & Capital Improvements	FTEX	58,474	70,168	81,863	Exempt
AA			60,813	72,974	85,137	
MIH Paramedic	Fire	FT	60,813	72,974	85,137	Non-Exempt
Business Analyst	Information Technology	FTEX	60,813	72,974	85,137	Exempt
911 Center Supervisor	Police	FTEX	60,813	72,974	85,137	Exempt
Outreach Coordinator	Library	FTEX	60,813	72,974	85,137	Exempt
Urban Forester	Parks & Recreation	FTEX	60,813	72,974	85,137	Exempt
Assistant Project Manager	Transportation & Capital Improvements	FTEX	60,813	72,974	85,137	Exempt
Chief Building Inspector	Planning & Development Services	FTEX	60,813	72,974	85,137	Exempt
Transit Coordinator	Transportation & Capital Improvements	FTEX	60,813	72,974	85,137	Exempt
BB			63,245	75,893	88,543	
Customer Experience Manager	Library	FTEX	63,245	75,893	88,543	Exempt
Graduate Engineer	Public Works	FTEX	63,245	75,893	88,543	Exempt
Librarian III	Library	FTEX	63,245	75,893	88,543	Exempt
Development Coordinator	Public Works	FTEX	63,245	75,893	88,543	Exempt
Capital Projects Coordinator	Transportation & Capital Improvements	FTEX	63,245	75,893	88,543	Exempt
Accounting Supervisor	Finance	FTEX	63,245	75,893	88,543	Exempt
Senior Budget Analyst	Finance	FTEX	63,245	75,893	88,543	Exempt
CC			65,775	78,929	92,084	
Park Ranger Superintendent	Parks & Recreation	FTEX	65,775	78,929	92,084	Exempt
Golf Course Superintendent	Parks & Recreation	FTEX	65,775	78,929	92,084	Exempt
Assistant City Secretary	City Secretary's Office	FTEX	65,775	78,929	92,084	Exempt
Senior Planner	Planning & Development Services	FTEX	65,775	78,929	92,084	Exempt
DD			69,234	86,542	103,850	
Network Administrator	Information Technology	FTEX	69,234	86,542	103,850	Exempt
Systems Administrator	Information Technology	FTEX	69,234	86,542	103,850	Exempt
Economic & Community Development	Economic & Community Development	FTEX	69,234	86,542	103,850	Exempt
Capital Projects Manager	Public Works	FTEX	69,234	86,542	103,850	Exempt
Assistant Recreation Center Manager	Parks & Recreation	FTEX	69,234	86,542	103,850	Exempt
Assistant Purchasing Manager	Finance	FTEX	69,234	86,542	103,850	Exempt
EE			72,876	91,094	109,313	

Assistant Building Official	Planning & Development Services	FTEX	72,876	91,094	109,313	Exempt
Parks Development Manager	Parks & Recreation	FTEX	72,876	91,094	109,313	Exempt
Parks Superintendent	Parks & Recreation	FTEX	72,876	91,094	109,313	Exempt
Communications Manager	Communications & Community	FTEX	72,876	91,094	109,313	Exempt
Emergency Management Coordinator	Fire	FTEX	72,876	91,094	109,313	Exempt
Business Systems Manager	Information Technology	FTEX	72,876	91,094	109,313	Exempt
Golf Manager	Parks & Recreation	FTEX	72,876	91,094	109,313	Exempt
Recreation Center Manager	Parks & Recreation	FTEX	72,876	91,094	109,313	Exempt
Civic/Convention Center Manager	Parks & Recreation	FTEX	72,876	91,094	109,313	Exempt
Principal Planner	Planning & Development Services	FTEX	72,876	91,094	109,313	Exempt
HH			76,709	95,886	115,061	
GIS Manager	Information Technology	FTEX	76,709	95,886	115,061	Exempt
Network Manager	Information Technology	FTEX	76,709	95,886	115,061	Exempt
Accounting & Treasury Manager	Finance	FTEX	76,709	95,886	115,061	Exempt
Purchasing Manager	Finance	FTEX	76,709	95,886	115,061	Exempt
Budget Manager	Finance	FTEX	76,709	95,886	115,061	Exempt
Planning Manager	Planning & Development Services	FTEX	76,709	95,886	115,061	Exempt
Neighborhood Services Manager	Planning & Development Services	FTEX	76,709	95,886	115,061	Exempt
Human Resources Manager	Human Resources	FTEX	76,709	95,886	115,061	Exempt
Fleet Manager	Public Works	FTEX	76,709	95,886	115,061	Exempt
Facilities Manager	Public Works	FTEX	76,709	95,886	115,061	Exempt
Recreation Services Manager	Parks & Recreation	FTEX	76,709	95,886	115,061	Exempt
Solid Waste Manager	Public Works	FTEX	76,709	95,886	115,061	Exempt
Streets & Drainage Manager	Public Works	FTEX	76,709	95,886	115,061	Exempt
River & Watershed Manager	Public Works	FTEX	76,709	95,886	115,061	Exempt
II			83,226	104,031	124,836	
Engineer	Public Works	FTEX	83,226	104,031	124,836	Exempt
City Secretary	City Secretary's Office	FTEX	83,226	104,031	124,836	Exempt
Municipal Court Administrator	Municipal Court	FTEX	83,226	104,031	124,836	Exempt
JJ			86,555	105,598	129,832	
Assistant City Attorney	City Attorney's Office	FTEX	86,555	105,598	129,832	Exempt
KK			90,017	109,821	135,023	
Building Official	Planning & Development Services	FTEX	90,017	109,821	135,023	Exempt
Assistant City Engineer	Public Works	FTEX	90,017	109,821	135,023	Exempt
LL			93,618	114,214	140,424	
Senior Assistant City Attorney	City Attorney's Office	FTEX	93,618	114,214	140,424	Exempt

EX-1						
Assistant Library Director	Library	FTEX				Exempt
Assistant Director of Human Resources	Human Resources	FTEX				Exempt
Assistant Director of Information Technology	Information Technology	FTEX				Exempt
Assistant Director of Parks & Recreation	Parks & Recreation	FTEX				Exempt
Assistant Director of Finance	Finance	FTEX				Exempt
Assistant Director of Public Works	Public Works	FTEX	95,544	128,983	162,423	Exempt
Assistant Director of Transportation & Capital Improvements	Transportation & Capital Improvements	FTEX				Exempt
Assistant Director of Planning & Development Services	Planning & Development Services	FTEX				Exempt
Airport Director	Economic & Community Development	FTEX				Exempt
First Assistant City Attorney	City Attorney's Office	FTEX				Exempt
Assistant Fire Chief	Fire	FTEX				Exempt
Assistant Police Chief	Police	FTEX				Exempt
City Secretary	City Secretary's Office	FTEX				Exempt
EX-2						
Library Director	Library	FTEX				Exempt
Director of Communications & Community Engagement	Communication & Community Engagement	FTEX				Exempt
Director of Economic & Community Development	Economic & Community Development	FTEX				Exempt
Director of Human Resources	Human Resources	FTEX				Exempt
Director of Parks & Recreation	Parks & Recreation	FTEX				Exempt
Director of Planning & Development Services	Planning & Dev Services	FTEX	118,696	160,240	201,785	Exempt
Director of Finance	Finance	FTEX				Exempt
Director of Information Technology	Information Technology	FTEX				Exempt
Director of Transportation & Capital Improvements	Transportation & Capital Improvements	FTEX				Exempt
Director of Public Works	Public Works	FTEX				Exempt
Chief of Police	Police	FTEX				Exempt
Fire Chief	Fire	FTEX				Exempt
EX-3						
Assistant City Manager	City Manager's Office	FTEX	149,138	201,336	253,534	Exempt

