



PAY SCHEDULE

Effective June 11, 2024

<u>Classification</u>	<u>Class Code</u>	<u>Bargaining Group</u>	<u>MONTHLY SALARY</u>				
			<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
Accountant I	2381	SUPV	7,361.33	7,729.40	8,115.86	8,521.66	8,947.74
Accountant II	2382	SUPV	8,115.86	8,521.66	8,947.74	9,395.13	9,864.89
Accounting Assistant I	3301	MISC	5,060.63	5,313.67	5,579.35	5,858.31	6,151.23
Accounting Assistant II	3302	MISC	5,579.35	5,858.31	6,151.23	6,458.79	6,781.74
Accounting Manager	2420	MGMT	10,733.82	11,270.51	11,834.04	12,425.73	13,047.02
Accounting Specialist	3340	MISC	7,374.48	7,743.20	8,130.36	8,536.88	8,963.72
Accounting Supervisor	2390	SUPV	8,035.91	8,437.70	8,859.58	9,302.57	9,767.70
Accounting Technician	3320	MISC	6,418.20	6,739.11	7,076.06	7,429.86	7,801.35
Administrative Assistant I	3001	MISC	4,790.93	5,030.47	5,282.00	5,546.10	5,823.40
Administrative Assistant II	3002	MISC	5,282.00	5,546.10	5,823.40	6,114.58	6,420.30
Administrative Secretary	3020	MISC	6,114.58	6,420.30	6,741.32	7,078.39	7,432.31
Administrative Supervisor	3040	MISC	6,727.32	7,063.68	7,416.87	7,787.71	8,177.10
Assistant City Attorney	1200	ADDR	14,472.64	15,196.27	15,956.09	16,753.89	17,591.58
Assistant City Clerk	2020	SUPV	7,766.79	8,155.12	8,562.87	8,991.02	9,440.57
Assistant City Manager	1100	DIRS	16,567.80	17,396.19	18,266.00	19,179.31	20,138.27
Assistant Community Development Director	1215	ADDR	14,472.64	15,196.27	15,956.09	16,753.89	17,591.58
Assistant Director of Finance and Information Systems	1245	ADDR	14,870.77	15,614.30	16,395.02	17,214.77	18,075.51
Assistant Director of Public Works/Engineering	1232	ADDR	14,870.77	15,614.30	16,395.02	17,214.77	18,075.51
Assistant Director of Public Works/Operations	1231	ADDR	14,870.77	15,614.30	16,395.02	17,214.77	18,075.51
Assistant Engineer	2681	SUPV	9,256.84	9,719.68	10,205.66	10,715.95	11,251.74
Assistant Parks and Recreation Director	1250	ADDR	12,010.49	12,611.02	13,241.56	13,903.65	14,598.83
Assistant Planner	2121	SUPV	8,548.16	8,975.57	9,424.35	9,895.57	10,390.35
Associate Engineer	2682	SUPV	10,205.66	10,715.95	11,251.74	11,814.33	12,405.04
Associate Planner	2122	SUPV	9,424.35	9,895.57	10,390.35	10,909.87	11,455.36
Building Inspector I	3141	MISC	7,796.90	8,186.75	8,596.09	9,025.90	9,477.19
Building Inspector II	3142	MISC	8,596.09	9,025.90	9,477.19	9,951.05	10,448.60
Chief Building Official	2200	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Chief Financial Operations Officer	2480	MGMT	11,805.86	12,396.16	13,015.96	13,666.77	14,350.11
Chief Information Systems Officer	2540	MGMT	13,189.30	13,848.76	14,541.20	15,268.26	16,031.67
City Attorney (Effective June 11, 2024)	1015	CONTRACT					20,833.33
City Clerk	2040	MGMT	11,514.50	12,090.22	12,694.73	13,329.47	13,995.95
City Manager (Effective July 1, 2023)	1000	CONTRACT					23,936.92
City Treasurer/Director of Finance and Information Systems	1115	DIRS	16,567.80	17,396.19	18,266.00	19,179.31	20,138.27
Code Enforcement Officer I	3181	MISC	7,308.98	7,674.44	8,058.16	8,461.07	8,884.12
Code Enforcement Officer II	3182	MISC	8,058.16	8,461.07	8,884.12	9,328.33	9,794.74



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Code Enforcement Supervisor	2210	SUPV	10,256.62	10,769.44	11,307.92	11,873.32	12,466.98
Collection System Worker I	4041	PWKS	6,240.70	6,552.73	6,880.37	7,224.39	7,585.61
Collection System Worker II	4042	PWKS	6,880.37	7,224.39	7,585.61	7,964.89	8,363.14
Community Development Specialist	3260	MISC	8,510.90	8,936.44	9,383.26	9,852.42	10,345.04
Community Development Technician	3220	MISC	7,034.22	7,385.93	7,755.22	8,142.99	8,550.13
Community Service Officer I	6001	MISC	5,543.65	5,820.83	6,111.87	6,417.47	6,738.34
Community Service Officer II	6002	MISC	6,111.87	6,417.47	6,738.34	7,075.26	7,429.02
Construction Inspector I	3481	MISC	7,796.90	8,186.75	8,596.09	9,025.90	9,477.19
Construction Inspector II	3482	MISC	8,596.09	9,025.90	9,477.19	9,951.05	10,448.60
Cross-Connection Control Specialist	4060	PWKS	7,226.31	7,587.63	7,967.01	8,365.36	8,783.62
Deputy City Attorney	2100	ADDR	11,054.10	11,606.81	12,187.14	12,796.51	13,436.33
Deputy Director of Public Works/Operations	1260	ADDR	13,529.59	14,206.07	14,916.37	15,662.20	16,445.31
Development Services Manager	2170	MGMT	11,946.83	12,544.17	13,171.39	13,829.96	14,521.45
Director of Community Development	1130	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Engineering/City Engineer	1170	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Human Resources/Risk Manager	1180	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Parks and Recreation	1145	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Public Works	1160	DIRS	16,567.80	17,396.19	18,266.00	19,179.31	20,138.27
Economic Development Manager	2240	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Economic Development/Planning Manager	2190	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Electrician	4080	PWKS	7,508.78	7,884.22	8,278.43	8,692.35	9,126.97
Engineering Manager	2720	MGMT	12,955.76	13,603.55	14,283.73	14,997.91	15,747.80
Engineering Services Specialist	3540	MISC	9,031.29	9,482.85	9,957.00	10,454.85	10,977.58
Engineering Technician	3520	MISC	7,852.62	8,245.25	8,657.51	9,090.39	9,544.90
Environmental Compliance Inspector I	3621	MISC	7,796.90	8,186.75	8,596.09	9,025.90	9,477.19
Environmental Compliance Inspector II	3622	MISC	8,596.09	9,025.90	9,477.19	9,951.05	10,448.60
Equipment Mechanic	4100	PWKS	7,066.17	7,419.48	7,790.45	8,179.98	8,588.98
Executive Assistant	3060	MISC	7,396.72	7,766.55	8,154.88	8,562.63	8,990.75
Facilities Maintenance Supervisor	2610	SUPV	8,058.15	8,461.06	8,884.10	9,328.32	9,794.73
Facilities Maintenance Worker I	4031	PWKS	5,541.84	5,818.93	6,109.88	6,415.38	6,736.14
Facilities Maintenance Worker II	4032	PWKS	6,109.88	6,415.38	6,736.14	7,072.95	7,426.60
Finance/Special Projects Coordinator	3360	MISC	7,843.72	8,235.90	8,647.70	9,080.08	9,534.09
Fleet Supervisor	2750	SUPV	8,959.02	9,406.97	9,877.32	10,371.18	10,889.75
Fleet/Facilities Maintenance Manager	2770	MGMT	10,515.85	11,041.65	11,593.73	12,173.41	12,782.08
Geographic Information Systems Coordinator	2740	SUPV	10,704.91	11,240.15	11,802.16	12,392.26	13,011.87



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Grants Program Manager	2440	SUPV	9,334.82	9,801.56	10,291.64	10,806.22	11,346.53
Housing Analyst	2260	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Human Resources Assistant I	3101	MISC	5,514.23	5,789.94	6,079.43	6,383.41	6,702.58
Human Resources Assistant II	3102	MISC	6,079.43	6,383.41	6,702.58	7,037.71	7,389.59
Human Resources Manager	2080	MGMT	11,514.50	12,090.22	12,694.73	13,329.47	13,995.95
Human Resources Specialist	3120	MISC	7,843.72	8,235.90	8,647.70	9,080.08	9,534.09
Information Systems Specialist	2520	SUPV	9,606.16	10,086.47	10,590.80	11,120.33	11,676.36
Information Systems Supervisor	2530	SUPV	10,566.78	11,095.12	11,649.88	12,232.36	12,844.00
Information Systems Technician	3380	MISC	7,688.05	8,072.45	8,476.07	8,899.87	9,344.87
Laboratory Technician I	4261	PWKS	6,807.15	7,147.50	7,504.88	7,880.12	8,274.12
Laboratory Technician II	4262	PWKS	7,504.88	7,880.12	8,274.12	8,687.84	9,122.23
Management Analyst	2000	SUPV	9,408.21	9,878.63	10,372.56	10,891.18	11,435.74
Occupational Health and Safety Specialist	3600	MISC	7,843.72	8,235.90	8,647.70	9,080.08	9,534.09
Park Maintenance Manager	2595	MGMT	10,996.27	11,546.09	12,123.39	12,729.56	13,366.03
Park Maintenance Supervisor	2590	SUPV	8,058.15	8,461.06	8,884.10	9,328.32	9,794.73
Park Maintenance Worker I	4010	PWKS	5,541.84	5,818.93	6,109.88	6,415.38	6,736.14
Park Maintenance Worker II	4011	PWKS	6,109.88	6,415.38	6,736.14	7,072.95	7,426.60
Parks Planner	2620	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Parks Planning Technician	3400	MISC	7,034.22	7,385.93	7,755.22	8,142.99	8,550.13
Permit Services Specialist	3170	MISC	8,595.40	9,025.18	9,476.43	9,950.25	10,447.76
Plan Check Engineer	3280	MISC	9,453.83	9,926.52	10,422.85	10,943.99	11,491.19
Planning Manager	2180	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Police Assistant	7050	MISC	4,467.13	4,578.46	4,691.80	4,811.22	4,930.65
Police Captain	1275	ADDR	15,113.04	15,868.69	16,662.12	17,495.24	18,367.00
Police Chief	1175	DIRS	17,787.55	18,676.93	19,610.77	20,591.31	21,620.88
Police Dispatch Supervisor	3432	MISC	8,227.84	8,639.23	9,071.18	9,524.74	10,000.98
Police Dispatcher I	3425	MISC	6,167.36	6,475.73	6,799.52	7,139.49	7,496.47
Police Dispatcher II	3430	MISC	6,803.28	7,143.44	7,500.61	7,875.64	8,269.43
Police Liaison	8301	MISC	8,424.31	8,845.52	9,287.80	9,752.19	10,239.80
Police Lieutenant	5000	LIEUT	13,169.40	13,827.86	14,519.26	15,245.21	16,007.49
Police Officer	6100	BPOA	8,694.96	9,129.71	9,586.19	10,065.50	10,568.78
Police Records Clerk I	3441	MISC	5,278.85	5,542.79	5,819.93	6,110.92	6,416.47
Police Records Clerk II	3442	MISC	5,819.93	6,110.92	6,416.47	6,737.30	7,074.16
Police Sergeant	6200	BPOA	10,319.06	10,835.01	11,376.76	11,945.59	12,542.88
Principal Planner	2160	SUPV	11,946.83	12,544.17	13,171.39	13,829.96	14,521.45



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Project Manager/Economic Development	2220	SUPV	10,833.91	11,375.60	11,944.38	12,541.60	13,168.68
Project Services Specialist	3560	MISC	8,208.44	8,618.87	9,049.81	9,502.29	9,977.41
Property and Evidence Technician I	6031	MISC	5,543.65	5,820.83	6,111.87	6,417.47	6,738.34
Property and Evidence Technician II	6032	MISC	6,111.87	6,417.47	6,738.34	7,075.26	7,429.02
Public Information Officer	1300	SUPV	9,408.21	9,878.62	10,372.57	10,891.18	11,435.74
Purchasing Agent	4140	PWKS	7,057.27	7,410.14	7,780.64	8,169.68	8,578.16
Purchasing Manager	2460	MGMT	8,485.19	8,909.45	9,354.92	9,822.67	10,313.80
Records Manager	2060	MGMT	7,766.79	8,155.12	8,562.87	8,991.02	9,440.57
Records Supervisor	3470	MISC	7,361.14	7,729.19	8,115.65	8,521.43	8,947.50
Recreation Coordinator	3420	MISC	6,989.74	7,339.23	7,706.19	8,091.50	8,496.07
Recreation Manager	2660	MGMT	9,641.75	10,123.84	10,630.03	11,161.53	11,719.61
Recreation Supervisor	2640	SUPV	8,035.91	8,437.70	8,859.58	9,302.57	9,767.70
Regulatory Compliance Supervisor	2920	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Right-of-Way Specialist	3580	MISC	8,510.90	8,936.44	9,383.26	9,852.42	10,345.04
Senior Accountant	2400	SUPV	9,395.13	9,864.89	10,358.13	10,876.03	11,419.84
Senior Analyst	2010	SUPV	10,836.13	11,377.93	11,946.83	12,544.17	13,171.39
Senior Associate Engineer	2683	SUPV	10,715.95	11,251.74	11,814.33	12,405.04	13,025.30
Senior Building Inspector	3160	MISC	9,453.83	9,926.52	10,422.85	10,943.99	11,491.19
Senior Code Enforcement Officer	3200	MISC	8,860.05	9,303.05	9,768.20	10,256.61	10,769.44
Senior Collection System Worker	4043	PWKS	7,585.61	7,964.89	8,363.14	8,781.29	9,220.36
Senior Community Service Officer	6020	MISC	7,025.33	7,376.59	7,745.42	8,132.69	8,539.32
Senior Construction Inspector	3500	MISC	9,453.83	9,926.52	10,422.85	10,943.99	11,491.19
Senior Engineer	2700	SUPV	11,776.95	12,365.80	12,984.09	13,633.30	14,314.96
Senior Equipment Mechanic	4120	PWKS	7,790.45	8,179.98	8,588.98	9,018.42	9,469.35
Senior Park Maintenance Worker	4015	PWKS	6,736.14	7,072.95	7,426.60	7,797.93	8,187.82
Senior Planner	2140	SUPV	10,836.13	11,377.93	11,946.83	12,544.17	13,171.39
Senior Police Records Clerk	3460	MISC	6,738.44	7,075.36	7,429.13	7,800.59	8,190.62
Senior Property and Evidence Technician	6033	MISC	7,025.33	7,376.59	7,745.42	8,132.69	8,539.32
Senior Solid Waste Equipment Operator	4180	PWKS	7,421.68	7,792.76	8,182.40	8,591.52	9,021.10
Senior Street Maintenance Worker	4220	PWKS	7,021.69	7,372.77	7,741.41	8,128.48	8,534.90
Senior Technician	3250	MISC	7,734.75	8,121.49	8,527.56	8,953.94	9,401.64
Senior Water Distribution Worker	4340	PWKS	7,973.09	8,371.74	8,790.33	9,229.85	9,691.33
Senior Water Service Worker	4420	PWKS	7,224.96	7,586.21	7,965.52	8,363.80	8,781.98
Solid Waste Equipment Operator I	4161	PWKS	6,105.83	6,411.12	6,731.68	7,068.27	7,421.68



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Solid Waste Equipment Operator II	4162	PWKS	6,731.68	7,068.27	7,421.68	7,792.76	8,182.40
Solid Waste Manager	2800	MGMT	10,660.42	11,193.45	11,753.11	12,340.77	12,957.81
Solid Waste Supervisor	2780	SUPV	8,885.54	9,329.81	9,796.31	10,286.12	10,800.42
Street Maintenance Worker I	4201	PWKS	5,541.84	5,818.93	6,109.88	6,415.38	6,736.14
Street Maintenance Worker II	4202	PWKS	6,109.88	6,415.38	6,736.14	7,072.95	7,426.60
Street Sweeper Operator	4240	PWKS	6,412.27	6,732.88	7,069.53	7,423.00	7,794.15
Streets Manager	2840	MGMT	10,515.85	11,041.65	11,593.73	12,173.41	12,782.08
Streets Supervisor	2820	SUPV	9,147.99	9,605.39	10,085.66	10,589.94	11,119.44
Technical Assistant I	3081	MISC	5,788.84	6,078.28	6,382.19	6,701.30	7,036.36
Technical Assistant II	3082	MISC	6,382.19	6,701.30	7,036.36	7,388.19	7,757.60
Utilities Maintenance Mechanic	4130	PWKS	8,011.45	8,412.01	8,832.61	9,274.25	9,737.96
Wastewater Operations Manager	2900	MGMT	10,756.06	11,293.87	11,858.55	12,451.49	13,074.06
Wastewater Treatment Plant Operator Assistant	4280	PWKS	5,333.54	5,600.23	5,880.23	6,174.25	6,482.96
Wastewater Treatment Plant Operator I	4301	PWKS	6,482.96	6,807.11	7,147.46	7,504.84	7,880.08
Wastewater Treatment Plant Operator II	4302	PWKS	7,147.46	7,504.84	7,880.08	8,274.08	8,687.79
Wastewater Treatment Plant Operator III	4303	PWKS	7,880.08	8,274.08	8,687.79	9,122.18	9,578.29
Wastewater Treatment Plant Senior Operator	4304	PWKS	8,687.79	9,122.18	9,578.29	10,057.20	10,560.06
Wastewater Treatment Plant Supervisor	2880	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Water Conservation Specialist	4380	PWKS	6,552.39	6,880.01	7,224.01	7,585.21	7,964.47
Water Distribution Supervisor	2940	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Water Distribution Worker I	4321	PWKS	6,559.48	6,887.46	7,231.83	7,593.42	7,973.09
Water Distribution Worker II	4322	PWKS	7,231.83	7,593.42	7,973.09	8,371.74	8,790.33
Water Operations Manager	2980	MGMT	10,756.06	11,293.87	11,858.55	12,451.49	13,074.06
Water Production Supervisor	2960	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Water Production Worker I	4361	PWKS	6,245.60	6,557.88	6,885.78	7,230.07	7,591.57
Water Production Worker II	4362	PWKS	6,885.78	7,230.07	7,591.57	7,971.15	8,369.70
Water Service Worker I	4401	PWKS	5,943.99	6,241.19	6,553.25	6,880.91	7,224.96
Water Service Worker II	4402	PWKS	6,553.25	6,880.91	7,224.96	7,586.21	7,965.52
Webmaster	2500	SUPV	8,071.50	8,475.07	8,898.82	9,343.76	9,810.95



Pay Schedule Limited Service

Minimum Wage Based Effective 1/1/2024

	A	B	C	D	E
Pool Manager	\$ 22.78	\$ 23.92	\$ 25.12	\$ 26.37	\$ 27.69
Assistant Pool Manager	\$ 20.66	\$ 21.70	\$ 22.78	\$ 23.92	\$ 25.12
Senior Lifeguard	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.78
Lifeguard	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66
Aquatics Instructor	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.78
Aquatics Assistant	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45
Skate Park Supervisor	\$ 21.44	\$ 22.51	\$ 23.64	\$ 24.82	\$ 26.06
Recreation Leader III	\$ 21.44	\$ 22.51	\$ 23.64	\$ 24.82	\$ 26.06
Recreation Leader II	\$ 18.52	\$ 19.45	\$ 20.42	\$ 21.44	\$ 22.51
Park/Rec Leader Referee	\$ 18.52	\$ 19.45	\$ 20.42	\$ 21.44	\$ 22.51
General Laborer	\$ 16.00				\$ 22.51
Recreation Leader I (min wage/benchmark)	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45

Non-Minimum Wage Based Effective 7/1/2023

	A	B	C	D	E
Office Assistant	\$ 21.87				\$ 33.27
Police Officer Trainee	\$ 36.45				