

**COMPENSATION STRUCTURE - updated 01/05/2015**

Grade	Minimum	Midpoint	Maximum	Current Job Title	Previous Job Title(s)
<b>A</b>	\$15,616	\$17,989	\$21,104		
	\$7.51	\$8.65	\$10.15		
	\$1,301	\$1,499	\$1,759		
<b>B</b>	\$21,882	\$26,115	\$30,636	Recreation Attendant	Recreation Attendant & Tennis Ctr Attendant
	\$10.52	\$12.56	\$14.73		
	\$1,824	\$2,176	\$2,553		
<b>C</b>	\$23,414	\$27,944	\$32,780	Maintenance Worker I (Grounds)	Equip Oper1 - Parks, Equip Oper2 - Parks, & Maint Worker - Parks,
	\$11.26	\$13.43	\$15.76	Support Services Technician	Clerk I, Clerk 2, & Gen Svcs Clerk
	\$1,951	\$2,329	\$2,732		
<b>D</b>	\$25,053	\$29,899	\$35,075	Administrative Support Assistant	Access Svcs Clerk, Admin Sec, Clerk 2, Exec Sec, Fin Svcs Asst, Gen
	\$12.04	\$14.37	\$16.86		Ldgr ClerkHR Data Entry Tech, & Sec I
	\$2,088	\$2,492	\$2,923		
<b>E</b>	\$26,807	\$31,993	\$37,530	Animal Care Specialist	Animal Care Specialist
	\$12.89	\$15.38	\$18.04	Maintenance Worker II (Public Works)	Asphalt Crew Mmbr, Concrte Crew Mmbr - Parks, Streets, and Water, Field
	\$2,234	\$2,666	\$3,128	Meter Reader	Service Rep, Meter Repairer, & Utilities Svce Repairer
				Service Support Assistant	Meter Reader
				Signal Crew Member	Cust Svc Reps & Dpty Court Clks
<b>F</b>	\$28,684	\$34,232	\$40,157	Administrative Services Coordinator	Signal Crew Member
	\$13.79	\$16.46	\$19.31	Code Enforcement Technician	Signs & Markings Installer
	\$2,390	\$2,853	\$3,346	Courts Specialist	New Position
				Craft Technician I	Code Enforcement Technician
				Financial Services Technician I	Collctns Clerk, Docket Clerk, Prosecutor Clerk, & Warrant Clerk
				Library Technician	New Position
				Senior Meter Reader	A/P Clerk, Clerk 3
				Service Support Specialist	Library Assistant
					Sr. Meter Reader
					Res Ctr Comm Svcs Rep

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<b>G</b>	\$30,691	\$36,628	\$42,968	Billing Technician	Ambulance Billing Clerk, Customer Srvc Tech
	\$14.76	\$17.61	\$20.66	Equipment Operator	Equipment Oper1 - Parks & Equipment Oper2 - Parks
	\$2,558	\$3,052	\$3,581	Field Service Technician	Utility Service Field Tech
				Financial Services Technician II	HR/Payroll Data Maint Tech, & Payroll Clerk
				Permit Technician	Permit Specialist
				Property Evidence Technician	Property Evidence Technician
				Senior Animal Care Specialist	New Position
				Senior Library Technician	Clerk 2 & Library Asst
				Signs & Markings Technician	Signs & Markings Tech II
<b>H</b>	\$32,840	\$39,192	\$45,976	Administrative Support Specialist	Admin Sec, Exec Asst, Exec Sec, & Sec I & II
	\$15.79	\$18.84	\$22.10	Animal Services Officer	Animal Services Officer
	\$2,737	\$3,266	\$3,831	Buyer	Purchasing Technician
				Community Service Officer	Police Equipment Specialist
				Craft Technician - Parks	Craft Tech - Prks, & Pool Maint Tech, Chem Applic & Irrig Systems Tech-Parks
				Craft Technician II	Craft Tech - Facilities Maintenance
				Detention Officer	Detention Officer & Detention Officer 2
				Financial Services Specialist	A/P Coord, Asst Billing Coord, & Treasury Analyst
				Juvenile Case Manager	Juvenile Case Manager
				Marketing Coordinator	Marketing Assistant
				Pump Station Operator	Pump Station Operator
				P. W. Heavy Equipment Operator	Equip Op2 - Drainage, Streets, and Water, Trackhoe Operator - Drainage and Streets, Tractor Trailer Op, & TV Van/Vactor Operator
				Senior Permit Technician	Sr. Permit Specialist
				Water System Technician	Maintenance Technician
<b>I</b>	\$35,138	\$41,936	\$49,194	Access Services Supervisor	Access Services Supervisor
	\$16.89	\$20.16	\$23.65	Computer Information Specialist	Library Assistant
	\$2,928	\$3,495	\$4,100	Detention Jail Immigration Officer	
				Maintenance Crew Leader I	Crew Leader - Parks
				Senior Financial Services Specialist	Billing Coord
				Senior Pump Station Operator	Chief Pump Station Operator
				Telecommunications Dispatcher	Public Safety Dispatcher I
			Water Quality Technician	Water Quality Technician	

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Grade	Minimum	Midpoint	Maximum	Current Job Title	Previous Job Title(s)
<b>J</b>	\$37,598	\$44,871	\$52,638	Bailiff	Bailiff
	\$18.08	\$21.57	\$25.31	Code Enforcement Officer	Code Enforcement Officer
	\$3,133	\$3,739	\$4,387	Comm. Dev. Program Specialist	New - grant funded
				Detention Shift Supervisors	Detention Officer II
				Graphics & Production Coordinator	Admin Projects Coordinator
				Maintenance Crew Leader II (P.W.)	Crew Leader - Drainage, Streets, & Water Utility
				Payroll Coordinator	Payroll Accountant
				Recreation Coordinator	Athletic Coord, Rec Coord, Rec Facility Coord, & Sr. Center Prgm Coord
				Senior Animal Services Officer	Animal Services Officer
				Sign Fabrication Technician	Sign Fabrication Technician
				Signal Technician	Signal Technician I
				Special Projects Supervisor	
	<b>K</b>	\$40,230	\$48,012	\$56,322	Business Systems Supervisor
\$19.34		\$23.08	\$27.08	Craft Technician III	New Position
\$3,353		\$4,001	\$4,694	Deputy Marshal	City Marshal
				Engineering Technician	Civil CADD Engineering Tech
				Librarian	Librarian 2
				Maintenance Crew Leader III (P.W. Utilities)	Senior Maintenance Techs
				Marketing Specialist	Marketing Specialist
				Police Media Specialist	New
				Senior Code Enforcement Officer	Sr. Env Hlth Codes Officer
				Senior Water Quality Technician	Senior Water Quality Technician
				Telecommunications Shift Supervisor	Dispatcher 3 Shift Supervisor
				Water Resource Management Specialist	
				Water Utilities Program Coordinator	Water Utilities Program Coordinator

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Grade	Minimum	Midpoint	Maximum	Current Job Title	Previous Job Title(s)
<b>L</b>	\$43,046	\$51,373	\$60,265	Accountant	Accountant 1
	\$20.70	\$24.70	\$28.97	Building Inspector	Bldng/Zoning Codes Officer & Construction/Bldg Inspctr
	\$3,587	\$4,281	\$5,022	Chief Deputy Marshal	Chief Deputy Marshal
				Crime Analyst	
				Crime Scene Technician	New Position
				Construction Inspector	Construction Inspector
				Deputy City Secretary	
				Environmental Program Coordinator	Pollution Control Coord & Strm Water Prgm Coord, Industrial Preatreatment Coord
				Maintenance Supervisor	Athletic Supervisor, Parks Maint. Supervisor, Field Supervisor - Water Utility and Water Waste & Maintenance Supervisor - Drainage and Streets, Water Quality Production Supervisor
				Meter Services Supervisor	Meter Shop Supervisor
				Organizational Development Trainer	Human Resources Trainer
				Paralegal	New Position
				Permit Services Supervisor	
				Sanitarian	Registered Sanitarian
				Signal Systems Operator	Signal Systems Operator
				Senior Signal Technician	Signal Technician II
				Sr. Comm. Dev. Program Specialist	New - grant funded
				Support Services Supervisor	Civ Pol Recrds & Info Sys Supervisor, Court Ops Supervisor, Operations Supervisor, Resolution Ctr Supervisor, & Utility Accounting Supervisor, Admin Services Supervisor
<b>M</b>	\$46,059	\$54,969	\$64,484	Budget & Management Analyst	Management Analyst
	\$22.14	\$26.43	\$31.00	Crime Scene Investigator	New Position
	\$3,838	\$4,581	\$5,374	HRIS Administrator	System Generalist
				Police Recog. Manager	
				Planner	Planner I
				Plans Examiner	Plans Examiner
				Recreation Supervisor	Athletic Supervisor, Facility Supervisor, & Program Supervisor
				Senior Building Inspector	Sr. Bldg/Zoning Code Officer
				Senior Construction Inspector	
				Senior Engineering Technician	Sr. Engineering Tech/GIS Mgr
				Telecommunications Center Manager	Telecommunications Section Manager

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Grade	Minimum	Midpoint	Maximum	Current Job Title	Previous Job Title(s)
N	\$49,283	\$58,816	\$68,998	Benefits Coordinator	
	\$23.69	\$28.28	\$33.17	Contract Administrator	
	\$4,107	\$4,901	\$5,750	Deputy Court Administrator	
				Museum Curator	Museum Curator
				Senior Budget & Management Analyst	Senior Management Analyst
				Traffic Operations Supervisor	Traffic Operations Supervisor
O	\$52,733	\$62,934	\$73,827	Arborist	Arborist
	\$25.35	\$30.26	\$35.49	Chief Building Inspector	New Position
	\$4,394	\$5,245	\$6,152	Construction Inspections Supervisor	Superintendent of Construction Inspection
				Criminalist	New Position
				Library Supervisor	Library Supervisor, Library System Admin.
				Risk Coordinator	
				Senior Accountant	Senior Accountant
				Senior Planner	Senior Planner
				Senior Plans Examiner	New Position
			Victim Advocate Program Manager	Social Services Section Manager	
P	\$56,425	\$67,339	\$78,994	Chief Planner	Chief Planner
	\$27.13	\$32.37	\$37.98	Inspection Services Coordinator	Inspection Services Supervisor
	\$4,702	\$5,612	\$6,583	Emergency Management Coordinator	Emergency Management Coordinator
				Real Estate Program Manager	Right of Way Agent
Q	\$60,375	\$72,053	\$84,524	Animal Services Manager	Div Mgr - Animal Services
	\$29.03	\$34.64	\$40.64	Communications Center Manager	
	\$5,031	\$6,004	\$7,044	Graduate Engineer (E.I.T.)	Grad Civil Engineer & Grad Transportation Engineer
				Library Branch Manager	Library Supervisor
				Management Analyst/City Secretary	New Position
				Organizational Development Manager	New Position
R	\$64,601	\$77,097	\$90,441	Athletics Manager	Athletics Manager
	\$31.06	\$37.07	\$43.48	Civil Engineer	Civil Engineer
	\$5,383	\$6,425	\$7,537	EMS Training Coordinator	EMS Training Coordinator
				Leisure Services Manager	Leisure Services Manager
				Parks Manager	Parks Manager
				Purchasing Manager	Div Manager - Purchasing
				UCS Manager	Div Manager - Utility Accounting

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Grade	Minimum	Midpoint	Maximum	Current Job Title	Previous Job Title(s)
<b>S</b>	\$69,123	\$82,494	\$96,772	Community Services Manager	Community Services Manager
	\$33.23	\$39.66	\$46.53	Economic Development Manager	
	\$5,760	\$6,875	\$8,064	Environmental Quality Manager	Div Manager - Environmental Quality
				Prosecutor	Assistant City Attorney
				Transportation Engineer	Transportation Engineer
				Water Utilities Manager	Div Manager - Water Utilities
<b>T</b>	\$73,962	\$88,269	\$103,546	Workforce Services Manager	Workforce Services Manager
	\$35.56	\$42.44	\$49.78	Chief Prosecutor	Chief Prosecutor
	\$6,164	\$7,356	\$8,629	PW Manager (Streets, Traffic, Drainage)	Div Manager (Drainage, Signals, Streets)
<b>U</b>	\$79,138	\$94,447	\$110,795	Senior Engineer	Sr. Civil Engineer & Sr. Traffic Engineer
	\$38.05	\$45.41	\$53.27	Capital Improvement Project Manager	Capital Improvements Project Coord
	\$6,595	\$7,871	\$9,233	Court Administrator	Municipal Court Administrator
<b>V</b>	\$84,678	\$101,058	\$118,550	Internal Auditor	Internal Auditor
	\$40.71	\$48.59	\$57.00	Building Official	New
	\$7,057	\$8,422	\$9,879	City Treasurer	City Treasurer
				Civil Engineering Manager	DM - Civil Engineering
<b>W</b>	\$90,606	\$108,132	\$126,848	Development Program Manager	Div Manager - Transportation
	\$43.56	\$51.99	\$60.98	Transportation Engineering Manager	
	\$7,551	\$9,011	\$10,571	Admin. Services Director	Admin Svcs Mgr/City Secretary
				Assistant City Attorney	Assistant City Attorney
				Fleet/Facility Services Director	
<b>X</b>	\$96,949	\$115,702	\$135,728	IT/Solid Waste Director	Information Technology Manager
	\$46.61	\$55.63	\$65.25	Marketing Director	Marketing Director
	\$8,079	\$9,642	\$11,311	Deputy City Attorney	First Assistant City Attorney
				Legal Advisor	Legal Advisor
<b>Y</b>	\$103,735	\$123,800	\$145,229	Library Director	Dir - Library
	\$49.87	\$59.52	\$69.82	Workforce Services Director	Workforce Services Director
	\$8,645	\$10,317	\$12,102	Controller (Finance Director)	Controller
				Engineering Director	Engineering Director
				Environmental Services Director	Environmental Services Director
				Managed Competition Director	Competition Director
				Parks and Recreation Director	Parks and Recreation Director
			Public Works Director	Public Works Director	
			Urban Development Director	Urban Development Director	

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Grade	Minimum	Midpoint	Maximum	Current Job Title	Previous Job Title(s)
<b>Z</b>	\$110,997	\$132,467	\$155,394	Economic Development Director	Director Economic Development
	\$53.36	\$63.69	\$74.71		
	\$9,250	\$11,039	\$12,950		
<b>AA</b>	\$118,765	\$141,740	\$166,272		
<b>AB</b>	\$127,080	\$151,661	\$177,911	Fire Chief	Fire Chief
	\$61.10	\$72.91	\$85.53	Police Chief	Police Chief
	\$10,590	\$12,638	\$14,826		
<b>AC</b>	\$135,975	\$162,277	\$190,365	Assistant City Manager	Assistant City Manager

Note: Part-time employees' pay ranges will be prorated based on number of hours worked.

\*Minimum for Grade A.