

COMPENSATION STRUCTURE - Effective Jan 26 2013 through Dec 27 2013

Grade	Step 1							Maximum	Current Job Title	Previous Job Title(s)
	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6				
A		\$15,616	\$16,179	\$16,762	\$17,365	\$17,989	\$21,104			
		\$7.51	\$7.78	\$8.06	\$8.35	\$8.65	\$10.15			
		\$1,301	\$1,348	\$1,397	\$1,447	\$1,499	\$1,759			
B	\$21,882	\$22,670	\$23,487	\$24,332	\$25,207	\$26,115	\$30,636	Recreation Attendant	Recreation Attendant & Tennis Ctr Attendant	
	\$10.52	\$10.90	\$11.29	\$11.70	\$12.12	\$12.56	\$14.73			
	\$1,824	\$1,889	\$1,957	\$2,028	\$2,101	\$2,176	\$2,553			
C	\$23,414	\$24,257	\$25,131	\$26,035	\$26,973	\$27,944	\$32,780	Maintenance Worker I (Grounds)	Equip Oper1 - Parks, Equip Oper2 - Parks, & Maint Worker - Parks,	
	\$11.26	\$11.66	\$12.08	\$12.52	\$12.97	\$13.43	\$15.76	Support Services Technician	Clerk I, Clerk 2, & Gen Svcs Clerk	
	\$1,951	\$2,021	\$2,094	\$2,170	\$2,248	\$2,329	\$2,732			
D	\$25,053	\$25,955	\$26,890	\$27,858	\$28,860	\$29,899	\$35,075	Administrative Support Assistant	Access Svcs Clerk, Admin Sec, Clerk 2, Exec Sec, Fin Svcs Asst, Gen Ldgr ClerkHR Data Entry Tech, & Sec I	
	\$12.04	\$12.48	\$12.93	\$13.39	\$13.88	\$14.37	\$16.86			
	\$2,088	\$2,163	\$2,241	\$2,322	\$2,405	\$2,492	\$2,923			
E	\$26,807	\$27,772	\$28,772	\$29,807	\$30,881	\$31,993	\$37,530	Access Services Team Leader	Access Services Team Leader	
	\$12.89	\$13.35	\$13.83	\$14.33	\$14.85	\$15.38	\$18.04	Animal Care Specialist	Animal Care Specialist	
	\$2,234	\$2,314	\$2,398	\$2,484	\$2,573	\$2,666	\$3,128	Financial Services Technician I	A/P Clerk, Clerk 3	
F	\$28,684	\$29,716	\$30,786	\$31,894	\$33,043	\$34,232	\$40,157	Maintenance Worker II (Public Works)	Asphalt Crew Mmbr, Concrte Crew Mmbr - Parks, Streets, and Water, Field Service Rep, Meter Repairer, & Utilities Svce Repairer	
	\$13.79	\$14.29	\$14.80	\$15.33	\$15.89	\$16.46	\$19.31	Meter Reader	Meter Reader	
	\$2,390	\$2,476	\$2,566	\$2,658	\$2,754	\$2,853	\$3,346	Service Support Assistant	Cust Svc Reps & Dpty Court Clks	
								Signal Crew Member	Signal Crew Member	
								Signs & Markings Crew Member	Signs & Markings Installer	
								Code Enforcement Technician	Collctns Clerk, Docket Clerk, Prosecutor Clerk, & Warrant Clerk	
								Courts Specialist		
								Facility Maintenance Worker		
								Financial Services Technician II	HR/Payroll Data Maint Tech, & Payroll Clerk	
								Library Technician	Library Assistant	
								Maintenance Worker III		
								Senior Meter Reader	Sr. Meter Reader	
								Service Support Specialist	Res Ctr Comm Svcs Rep	

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G	\$30,691	\$31,796	\$32,941	\$34,127	\$35,355	\$36,628	\$42,968	Billing Technician	Ambulance Billing Clerk, Customer Srvc Tech
	\$14.76	\$15.29	\$15.84	\$16.41	\$17.00	\$17.61	\$20.66	Detention Officer	Detention Officer & Detention Officer 2
	\$2,558	\$2,650	\$2,745	\$2,844	\$2,946	\$3,052	\$3,581	Equipment Operator	Equipment Oper1 - Parks & Equipment Oper2 - Parks
								Field Service Technician	Utility Service Field Tech
								Permit Technician	Permit Specialist
								Property Evidence Technician	Property Evidence Technician
								Pump Station Operator	Pump Station Operator
								Senior Library Technician	Clerk 2 & Library Asst
								Signs & Markings Technician	Signs & Markings Tech II
H								Water Quality Technician	Water Quality Technician
	\$32,840	\$34,022	\$35,247	\$36,516	\$37,830	\$39,192	\$45,976	Administrative Support Specialist	Admin Sec, Exec Asst, Exec Sec, & Sec I & II
	\$15.79	\$16.36	\$16.95	\$17.56	\$18.19	\$18.84	\$22.10	Animal Services Officer	Animal Services Officer
	\$2,737	\$2,835	\$2,937	\$3,043	\$3,153	\$3,266	\$3,831	Buyer	Purchasing Technician
								Community Service Officer	Police Equipment Specialist
								Craft Technician	Craft Tech - Fac Maint, Craft Tech - Prks, & Pool Maint Tech, Chem Applic & Irrig Systems Tech-Parks
								Financial Services Specialist	A/P Coord, Asst Billing Coord, & Treasury Analyst
								Juvenile Case Manager	Juvenile Case Manager
								Marketing Assistant	New
								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
								Senior Pump Station Operator	Chief Pump Station Operator
I								Signal Technician	Signal Technician I
								Water System Technician	Maintenance Technician
	\$35,138	\$36,403	\$37,714	\$39,072	\$40,478	\$41,936	\$49,194	Access Services Supervisor	Access Services Supervisor
	\$16.89	\$17.50	\$18.13	\$18.78	\$19.46	\$20.16	\$23.65	Computer Information Specialist	Library Assistant
	\$2,928	\$3,034	\$3,143	\$3,256	\$3,373	\$3,495	\$4,100	Detention Jail Immigration Officer	
								Maintenance Crew Leader I	Crew Leader - Parks
							Senior Financial Services Specialist	Billing Coord	
							Telecommunications Dispatcher	Public Safety Dispatcher I	

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	Minimum								
J	\$37,598	\$38,952	\$40,354	\$41,806	\$43,312	\$44,871	\$52,638	Bailiff	Bailiff
	\$18.08	\$18.73	\$19.40	\$20.10	\$20.82	\$21.57	\$25.31	Code Enforcement Officer	Code Enforcement Officer
	\$3,133	\$3,246	\$3,363	\$3,484	\$3,609	\$3,739	\$4,387	Comm. Dev. Program Specialist	New - grant funded
								Detention Shift Supervisors	Detention Officer II
								Engineering Technician	Civil CADD Engineering Tech
								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
								Senior Signal Technician	Signal Technician II
								Senior Water Quality Technician	Senior Water Quality Technician
								Sign Fabrication Technician	Sign Fabrication Technician
K	\$40,230	\$41,678	\$43,179	\$44,733	\$46,344	\$48,012	\$56,322	Building Inspector	Bldng/Zoning Codes Officer & Construction/Bldg Inspctr
	\$19.34	\$20.04	\$20.76	\$21.51	\$22.28	\$23.08	\$27.08	Construction Inspector	Construction Inspector
	\$3,353	\$3,473	\$3,598	\$3,728	\$3,862	\$4,001	\$4,694	Deputy Marshal	City Marshal
								Librarian	Librarian 2
								Maintenance Crew Leader III (P.W. Utilities)	Senior Maintenance Techs
								Marketing Specialist	Marketing Specialist
								Meter Services Supervisor	Meter Shop Supervisor
								Police Media Specialist	New
								Sanitarian	Registered Sanitarian
								Senior Code Enforcement Officer	Sr. Env Hlth Codes Officer
								Support Services Supervisor	Civ Pol Recrds & Info Sys Supervisor, Court Ops Supervisor, Operations Supervisor, Resolution Ctr Supervisor, & Utility Accounting Supervisor, Admin Services Supervisor
								Telecommunications Shift Supervisor	Dispatcher 3 Shift Supervisor
								Water Resource Management Specialist	
							Water Utilities Program Coordinator	Water Utilities Program Coordinator	

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	Minimum								
L	\$43,046	\$44,596	\$46,201	\$47,865	\$49,588	\$51,373	\$60,265	Accountant	Accountant 1
	\$20.70	\$21.44	\$22.21	\$23.01	\$23.84	\$24.70	\$28.97	Claims Administrator	Claims Administrator
	\$3,587	\$3,716	\$3,850	\$3,989	\$4,132	\$4,281	\$5,022	Crime Analyst	
								Deputy City Secretary	
								Environmental Program Coordinator	Pollution Control Coord & Strm Water Prgrm Coord, Industrial Preatreatment Coord
								HRIS Administrator	System Generalist
								Maintenance Supervisor	Athletic Supervisor, Parks Maint. Supervisor, Field Supervisor - Water Utility and Water Waste & Maintenance Supervisor - Drainage and Streets, Water Quality Production Supervisor
								Organizational Development Trainer	Human Resources Trainer
								Permit Services Supervisor	
								Planner	Planner I
								Plans Examiner	Plans Examiner
								Senior Building Inspector	Sr. Bldg/Zoning Code Officer
								Senior Construction Inspector	
								Signal Systems Operator	Signal Systems Operator
							Sr. Comm. Dev. Program Specialist	New - grant funded	
							Senior Engineering Technician	Sr. Engineering Tech/GIS Mgr	
M	\$46,059	\$47,718	\$49,436	\$51,215	\$53,059	\$54,969	\$64,484	Budget & Management Analyst	Management Analyst
	\$22.14	\$22.94	\$23.77	\$24.62	\$25.51	\$26.43	\$31.00	Library Supervisor	Library Supervisor, Library System Admin.
	\$3,838	\$3,977	\$4,120	\$4,268	\$4,422	\$4,581	\$5,374	Museum Curator	Museum Curator
								Police Recog. Manager	
								Recreation Supervisor	Athletic Supervisor, Facility Supervisor, & Program Supervisor
								Telecommunications Center Manager	Telecommunications Section Manager
								Victim Advocate Program Manager	Social Services Section Manager

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N	\$49,283	\$51,058	\$52,896	\$54,800	\$56,773	\$58,816	\$68,998	Arborist	Arborist	
	\$23.69	\$24.55	\$25.43	\$26.35	\$27.29	\$28.28	\$33.17	Benefits Coordinator		
	\$4,107	\$4,255	\$4,408	\$4,567	\$4,731	\$4,901	\$5,750	Construction Inspections Supervisor	Superintendent of Construction Inspection	
								Contract Administrator		
								Deputy Court Administrator		
								Inspection Services Supervisor		
								Library Branch Manager	Library Supervisor	
								Senior Budget & Management Analyst	Senior Management Analyst	
								Senior Planner	Senior Planner	
								Senior Plans Examiner	New Position	
							Traffic Operations Supervisor	Traffic Operations Supervisor		
O	\$52,733	\$54,632	\$56,599	\$58,636	\$60,747	\$62,934	\$73,827	Chief Planner	Chief Planner	
	\$25.35	\$26.27	\$27.21	\$28.19	\$29.21	\$30.26	\$35.49	Graduate Engineer (E.I.T.)	Grad Civil Engineer & Grad Transportation Engineer	
	\$4,394	\$4,553	\$4,717	\$4,886	\$5,062	\$5,245	\$6,152	Real Estate Program Manager	Right of Way Agent	
								Senior Accountant	Senior Accountant	
P	\$56,425	\$58,456	\$60,561	\$62,740	\$64,999	\$67,339	\$78,994	Emergency Management Coordinator	Emergency Management Coordinator	
	\$27.13	\$28.10	\$29.12	\$30.16	\$31.25	\$32.37	\$37.98	EMS Training Coordinator	EMS Training Coordinator	
	\$4,702	\$4,871	\$5,047	\$5,228	\$5,417	\$5,612	\$6,583			
Q	\$60,375	\$62,548	\$64,799	\$67,133	\$69,549	\$72,053	\$84,524	Animal Services Manager	Div Mgr - Animal Services	
	\$29.03	\$30.07	\$31.15	\$32.28	\$33.44	\$34.64	\$40.64	Civil Engineer	Civil Engineer	
	\$5,031	\$5,212	\$5,400	\$5,594	\$5,796	\$6,004	\$7,044	Communications Center Manager		
								Organizational Development Manager	New Position	
								Prosecutor	Assistant City Attorney	
							UCS Manager	Div Manager - Utility Accounting		
R	\$64,601	\$66,926	\$69,336	\$71,832	\$74,417	\$77,097	\$90,441	Athletics Manager	Athletics Manager	
	\$31.06	\$32.18	\$33.33	\$34.53	\$35.78	\$37.07	\$43.48	Economic Development Manager		
	\$5,383	\$5,577	\$5,778	\$5,986	\$6,201	\$6,425	\$7,537	Leisure Services Manager	Leisure Services Manager	
								Parks Manager	Parks Manager	
								Purchasing Manager	Div Manager - Purchasing	
								Transportation Engineer	Transportation Engineer	

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	Minimum								
Z	\$110,997	\$114,992	\$119,132	\$123,420	\$127,864	\$132,467	\$155,394		
AA	\$118,765	\$123,041	\$127,471	\$132,060	\$136,814	\$141,740	\$166,272		
AB	\$127,080	\$131,654	\$136,394	\$141,304	\$146,391	\$151,661	\$177,911	Fire Chief	Fire Chief
	\$61.10	\$63.30	\$65.57	\$67.93	\$70.38	\$72.91	\$85.53	Police Chief	Police Chief
	\$10,590	\$10,971	\$11,366	\$11,775	\$12,199	\$12,638	\$14,826		
AC	\$135,975	\$140,870	\$145,941	\$151,195	\$156,639	\$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.