	Inc. from 2012	2.00%	1.02	<calc. fac<="" th=""><th>ctor</th><th></th><th>СОМ</th><th>PENSATION STRUCTURE - Effective</th><th>Jan 26 2013 through Dec 27 2013</th></calc.>	ctor		СОМ	PENSATION STRUCTURE - Effective	Jan 26 2013 through Dec 27 2013
Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	Current Job Title	Previous Job Title(s)
Α		\$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		
В	\$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		Equip Oper1 - Parks, Equip Oper2 - Parks, & Maint Worker -
С	\$23,414	\$24,257	\$25,131	\$26,035	\$26,973	\$27,944	\$32,780	Maintenance Worker I (Grounds)	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		
								Administrative Support Assistant	Access Svcs Clerk, Admin Sec, Clerk 2, Exec Sec, Fin
D	\$25,053	\$25,955	\$26,890	\$27,858	\$28,860	\$29,899	\$35,075	Administrative Support Assistant	Srvcs 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 \$2.666	\$18.04	Animal Care Specialist	Animal Care Specialist A/P Clerk, Clerk 3
	\$2,234	\$2,314	\$2,398	\$2,484	\$2,573	\$2,666	\$3,128	Financial Services Technician I	Asphalt Crew Mmbr, Concrte Crew Mmbr - Parks, Streets,
								Maintenance Worker II (Public Works)	and Water, Field Service Rep, Meter Repairer, & Utilities Svce Repairer
								Meter Reader	Meter Reader
								Service Support Assistant	Cust Svc Reps & Dpty Court Clks
								Signal Crew Member	Signal Crew Member
F	\$28,684	\$29,716	\$30,786	\$31,894	\$33,043	\$34,232	\$40,157	Signs & Markings Crew Member Code Enforcement Technician	Signs & Markings Installer
-	Ψ=0,00.	Ψ=0,	ψοσ,, σο	φσ.,σσ.	φοσ,σ .σ	Ψο 1,202	Ψ.ο,.ο.		Collctns Clerk, Docket Clerk, Prosecutor Clerk, & Warrant
	\$13.79	\$14.29	\$14.80	\$15.33	\$15.89	\$16.46	\$19.31	Courts Specialist	Clerk
	\$2,390	\$2,476	\$2,566	\$2,658	\$2,754	\$2,853	\$3,346	Facility Maintenance Worker	
								Financial Services Technician II Library Technician	HR/Payroll Data Maint Tech, & Payroll Clerk Library Assistant
								Maintenance Worker III	Library Assistant
								Senior Meter Reader	Sr. Meter Reader
								Service Support Specialist	Res Ctr Comm Svcs Rep

	Inc. from 2012	2.00%	1.02	<calc. fac<="" th=""><th>tor</th><th></th><th>СОМ</th><th>PENSATION STRUCTURE - Effective</th><th>Jan 26 2013 through Dec 27 2013</th></calc.>	tor		СОМ	PENSATION STRUCTURE - Effective	Jan 26 2013 through Dec 27 2013
Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	Current Job Title	Previous Job Title(s)
G	\$30,691 \$14.76 \$2,558	\$31,796 \$15.29 \$2,650	\$32,941 \$15.84 \$2,745	\$34,127 \$16.41 \$2,844	\$35,355 \$17.00 \$2,946	\$36,628 \$17.61 \$3,052	\$42,968 \$20.66 \$3,581	Billing Technician Detention Officer Equipment Operator Field Service Technician Permit Technician Property Evidence Technician Pump Station Operator Senior Library Technician Signs & Markings Technician	Ambulance Billing Clerk, Customer Srvc Tech Detention Officer & Detention Officer 2 Equipment Oper1 - Parks & Equipment Oper2 - Parks Utility Service Field Tech Permit Specialist Property Evidence Technician Pump Station Operator Clerk 2 & Library Asst Signs & Markings Tech II
Н	\$32,840 \$15.79 \$2,737	\$34,022 \$16.36 \$2,835	\$35,247 \$16.95 \$2,937	\$36,516 \$17.56 \$3,043	\$37,830 \$18.19 \$3,153	\$39,192 \$18.84 \$3,266	\$45,976 \$22.10 \$3,831	Water Quality Technician Administrative Support Specialist Animal Services Officer Buyer Community Service Officer Craft Technician Financial Services Specialist Juvenile Case Manager Marketing Assistant P. W. Heavy Equipment Operator Senior Permit Technician Senior Pump Station Operator Signal Technician	Water Quality Technician Admin Sec, Exec Asst, Exec Sec, & Sec I & II Animal Services Officer Purchasing Technician Police Equipment Specialist Craft Tech - Fac Maint, Craft Tech - Prks, & Pool Maint Tech, Chem Applic & Irrig Systems Tech-Parks A/P Coord, Asst Billing Coord, & Treasury Analyst Juvenile Case Manager New Equip Op2 - Drainage, Streets, and Water, Trackhoe Operator - Drainage and Streets, Tractor Trailer Op, & TV Van/Vactor Operator Sr. Permit Specialist Chief Pump Station Operator Signal Technician I
1	\$35,138 \$16.89 \$2,928	\$36,403 \$17.50 \$3,034	\$37,714 \$18.13 \$3,143	\$39,072 \$18.78 \$3,256	\$40,478 \$19.46 \$3,373	\$41,936 \$20.16 \$3,495	\$49,194 \$23.65 \$4,100	Water System Technician Access Services Supervisor Computer Information Specialist Detention Jail Immigration Officer Maintenance Crew Leader I Senior Financial Services Specialist Telecommunications Dispatcher	Maintenance Technician Access Services Supervisor Library Assistant Crew Leader - Parks Billing Coord Public Safety Dispatcher I
J	\$37,598 \$18.08 \$3,133	\$38,952 \$18.73 \$3,246	\$40,354 \$19.40 \$3,363	\$41,806 \$20.10 \$3,484	\$43,312 \$20.82 \$3,609	\$44,871 \$21.57 \$3,739	\$52,638 \$25.31 \$4,387	Bailiff Code Enforcement Officer Comm. Dev. Program Specialist Detention Shift Supervisors Engineering Technician Graphics & Production Coordinator Maintenance Crew Leader II (P.W.) Payroll Coordinator Recreation Coordinator Senior Animal Services Officer Senior Signal Technician Senior Water Quality Technician Sign Fabrication Technician	Bailiff Code Enforcement Officer New - grant funded Detention Officer II Civil CADD Engineering Tech Admin Projects Coordinator Crew Leader - Drainage, Streets, & Water Utility Payroll Accountant Athletic Coord, Rec Coord, Rec Facility Coord, & Sr. Center Prgm Coord Animal Services Officer Signal Technician II Senior Water Quality Technician Sign Fabrication Technician

	Inc. from 2012	2.00%	1.02	<calc. fac<="" th=""><th>ctor</th><th></th><th>СОМ</th><th>PENSATION STRUCTURE - Effective Ja</th><th>n 26 2013 through Dec 27 2013</th></calc.>	ctor		СОМ	PENSATION STRUCTURE - Effective Ja	n 26 2013 through Dec 27 2013
Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	Current Job Title	Previous Job Title(s)
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 Marshall
								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 Civ Pol Recrds & Info Sys Supervisor, Court Ops
								Support Services Supervisor	Supervisor, Operations Supervisor, Resolution Ctr Supervisor, & Utility Accounting Supervisor, Admin Services Supervisor
								Telecommunications Shift Supervisor	Dispatcher 3 Shift Supervisor
								Water Utilities Program Coordinator	Water Utilities Program Coordinator
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	Deputy City Secretary	
								Environmental Program Coordinator	Pollution Control Coord & Strm Water Prgrm Coord, Industrial Preatreatment Coord
								HRIS Administrator	System Generalist Athletic Supervisor, Field Supervisor - Water Utility and
								Maintenance Supervisor	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
								Signal Systems Operator	Signal Systems Operator
								Sr. Comm. Dev. Program Specialist	New - grant funded
								Senior Engineering Technician	Sr. Engineering Tech/GIS Mgr

		Inc. from 2012 Step 1	2.00%	1.02	<calc. fac<="" th=""><th>tor</th><th></th><th>СОМ</th><th>PENSATION STRUCTURE - Effective</th><th>Jan 26 2013 through Dec 27 2013</th></calc.>	tor		СОМ	PENSATION STRUCTURE - Effective	Jan 26 2013 through Dec 27 2013
Grade	e	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	Current Job Title	Previous Job Title(s)
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 Athletic Supervisor, Facility Supervisor, & Program
									Recreation Supervisor	Supervisor
									Telecommunications Center Manager	Telecommunications Section Manager
									Victim Advocate Program Manager	Social Services Section Manager
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
0		\$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
									Risk Coordinator	Risk Coordinator
		•		•			•		Senior Accountant	Senior Accountant
Р		\$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

	Inc. from 2012	2.00%	1.02	<calc. fac<="" th=""><th>tor</th><th></th><th>COM</th><th>PENSATION STRUCTURE - Effective Ja</th><th>an 26 2013 through Dec 27 2013</th></calc.>	tor		COM	PENSATION STRUCTURE - Effective Ja	an 26 2013 through Dec 27 2013
	Step 1								J
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	Current Job Title	Previous Job Title(s)
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
S	\$69,123	\$71,612	\$74,190	\$76,859	\$79,627	\$82,494	\$96,772	Community Services Manager	Community Services Manager
	\$33.23	\$34.43	\$35.67	\$36.95	\$38.28	\$39.66	\$46.53	Environmental Quality Manager	Div Manager - Environmental Quality
	\$5,760	\$5,968	\$6,183	\$6,405	\$6,636	\$6,875	\$8,064	Senior Engineer	Sr. Civil Engineer & Sr. Traffic Engineer
								Water Utilities Manager	Div Manager - Water Utilities
								Workforce Services Manager	Workforce Services Manager
Т	\$73,962	\$76,624	\$79,383	\$82,240	\$85,201	\$88,269	\$103,546	Capital Improvement Project Manager	Capital Improvements Project Coord
	\$35.56	\$36.84	\$38.16	\$39.54	\$40.96	\$42.44	\$49.78	Chief Prosecutor	Chief Prosecutor
	\$6,164	\$6,385	\$6,615	\$6,853	\$7,100	\$7,356	\$8,629	PW Manager (Streets, Traffic, Drainage)	Div Manager (Drainage, Signals, Streets)
	\$79,138	\$81,987	\$84,939	\$87,997	\$91,165	\$94,447	\$110,795	Civil Engineering Manager	DM - Civil Engineering
U	\$38.05	\$39.42	\$40.84	\$42.31	\$43.83	\$45.41	\$53.27	Court Administrator	Municipal Court Administrator
	\$6,595	\$6,832	\$7,078	\$7,333	\$7,597	\$7,871	\$9,233	Internal Auditor	Internal Auditor
								Transportation Engineering Manager	Div Manager - Transportation
V	\$84,678	\$87,727	\$90,885	\$94,156	\$97,547	\$101,058	\$118,550	Building Official	New
	\$40.71	\$42.18	\$43.69	\$45.27	\$46.90	\$48.59	\$57.00	City Treasurer	City Treasurer
	\$7,057	\$7,311	\$7,574	\$7,846	\$8,129	\$8,422	\$9,879	Development Program Manager	
		•	•		•	•			

		Inc. from 2012	2.00%	1.02	<calc. fac<="" th=""><th>tor</th><th></th><th>СОМ</th><th>PENSATION STRUCTURE - Effective J</th><th>Jan 26 2013 through Dec 27 2013</th></calc.>	tor		СОМ	PENSATION STRUCTURE - Effective J	Jan 26 2013 through Dec 27 2013
Grade	9	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum	Current Job Title	Previous Job Title(s)
W		\$90,606	\$93,868	\$97,247	\$100,748	\$104,375	\$108,132	\$126,848	Admin. Services Director	Admin Srvcs Mgr/City Secretary
		\$43.56	\$45.13	\$46.75	\$48.44	\$50.18	\$51.99	\$60.98	Assistant City Attorney	Assistant City Attorney
		\$7,551	\$7,822	\$8,104	\$8,396	\$8,698	\$9,011	\$10,571	Fleet/Facility Services Director	
									IT/Solid Waste Director	Information Technology Manager
									Marketing Director	Marketing Director
Х		\$96,949	\$100,439	\$104,054	\$107,801	\$111,681	\$115,702	\$135,728	First Assistant City Attorney	First Assistant City Attorney
		\$46.61	\$48.29	\$50.03	\$51.83	\$53.69	\$55.63	\$65.25	Legal Advisor	Legal Advisor
		\$8,079	\$8,370	\$8,671	\$8,983	\$9,307	\$9,642	\$11,311	Library Director	Dir - Library
									Workforce Services Director	Workforce Services Director
Y		\$103,735	\$107,469	\$111,338	\$115,346	\$119,498	\$123,800	\$145,229	Controller (Finance Director)	Controller
		\$49.87	\$51.67	\$53.53	\$55.45	\$57.45	\$59.52	\$69.82	Economic Development Director	Director Economic Development
		\$8,645	\$8,956	\$9,278	\$9,612	\$9,958	\$10,317	\$12,102	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
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	e employee:	s' pay rang	es will be pr	orated bas	ed on number	of hours worke	ed.	*Minimum for Grade A.