

COMPENSATION STRUCTURE - updated 03/20/17

Grade	Minimum	Midpoint	Maximum	Current Job Title	Previous Job Title(s)
A	\$15,616	\$17,989	\$21,104		
	\$7.51	\$8.65	\$10.15		
	\$1,301	\$1,499	\$1,759		
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		
C	\$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		
D	\$25,053	\$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	\$14.37	\$16.86		
	\$2,088	\$2,492	\$2,923		
E	\$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, Field Service Rep, Meter Repairer, & Utilities Svce Repairer
	\$2,234	\$2,666	\$3,128	Meter Reader	Meter Reader
				Signal Crew Member	Signal Crew Member
F	\$28,684	\$34,232	\$40,157	Administrative Services Coordinator	New Position
	\$13.79	\$16.46	\$19.31	Code Enforcement Technician	Code Enforcement Technician
	\$2,390	\$2,853	\$3,346	Court Collector	New Position
				Craft Technician I	New Position
				Financial Services Technician I	A/P Clerk, Clerk 3
				Senior Meter Reader	Sr. Meter Reader
				Service Support Assistant	Cust Svc Reps & Dpty Court Clks

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G	\$30,691	\$36,628	\$42,968	Concrete Finisher	Maintenance Worker II - Concrete Crew Mmbr - Parks, Streets and Water
	\$14.76	\$17.61	\$20.66	Courts Specialist	Colcltns Clerk, Docket Clerk, Prosecutor Clerk, & Warrant Clerk
	\$2,558	\$3,052	\$3,581	Equipment Operator	Equipment Oper1 - Parks & Equipment Oper2 - Parks
				Field Service Technician	Utility Service Field Tech
				Financial Services Technician II	HR/Payroll Data Maint Tech, & Payroll Clerk
				Library Technician	Library Assistant
				Permit Technician	Permit Specialist
				Property Evidence Technician	Property Evidence Technician
				Senior Animal Care Specialist	New Position
				Service Support Specialist	Res Ctr Comm Svcs Rep
H				Signs & Markings Technician	Signs & Markings Tech II
	\$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	Billing Technician	Ambulance Billing Clerk, Customer Srvc Tech
				Community Service Officer	Police Equipment Specialist
				Senior Library Technician	Clerk 2 & Library Asst
				Senior Permit Technician	Sr. Permit Specialist
I				Service Support Specialist II	New Position
	\$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	Craft Technician - Parks	Craft Tech - Prks, & Pool Maint Tech, Chem Applic & Irrig Systems Tech-Parks
				Craft Technician II	Craft Tech - Facilities Maintenance
				Detention Officer (incl Part-Time)	Detention Officer & Detention Officer 2
				Financial Services Specialist	A/P Coord, Asst Billing Coord, & Treasury Analyst
				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
				Telecommunications Dispatcher	Public Safety Dispatcher I
			Water System Technician	Maintenance Technician	

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J	\$37,598	\$44,871	\$52,638	Code Enforcement Officer	Code Enforcement Officer
	\$18.08	\$21.57	\$25.31	Comm. Dev. Program Specialist	New - grant funded
	\$3,133	\$3,739	\$4,387	Detention Jail Immigration Officer	
				Juvenile Case Manager	Juvenile Case Manager
				Maintenance Crew Leader I	Crew Leader - Parks
				Recreation Coordinator	Athletic Coord, Rec Coord, Rec Facility Coord, & Sr. Center Prgm Coord
				Senior Animal Services Officer	Animal Services Officer
				Senior Financial Services Specialist	Billing Coord
				Senior Service Support Specialist	New Position
				Sign Fabrication Technician	Sign Fabrication Technician
K				Signal Technician	Signal Technician I
				Water Quality Technician	Water Quality Technician
	\$40,230	\$48,012	\$56,322	Business Systems Supervisor	New Position
	\$19.34	\$23.08	\$27.08	Buyer	Purchasing Technician
	\$3,353	\$4,001	\$4,694	Engineering Technician	Civil CADD Engineering Tech
				Librarian	Librarian 2
				Maintenance Crew Leader II (P.W.)	Crew Leader - Drainage, Streets, & Water Utility
				Marketing Coordinator	Marketing Assistant
				Payroll Coordinator	Payroll Accountant
				Police Media Specialist	New
			Special Events Coordinator	New Position	
			Telecommunications Shift Supervisor	Dispatcher 3 Shift Supervisor	
			Water Resource Management Specialist		

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L	\$43,046	\$51,373	\$60,265	Bailiff	Bailiff
	\$20.70	\$24.70	\$28.97	Building Inspector	Bldng/Zoning Codes Officer & Construction/Bldg Inspctr
	\$3,587	\$4,281	\$5,022	Craft Technician III	New Position
				Crime Analyst	
				Crime Scene Technician	New Position
				Construction Inspector	Construction Inspector
				Deputy City Secretary	
				Detention Shift Supervisors	Detention Officer II
				Detention Transfer Team Coordinator (PT)	New Position
				Graphics/Productions Designer	Graphics & Productions Coordinator
				Maintenance Crew Leader III (P.W. Utilities)	Senior Maintenance Techs
				Organizational Development Trainer	Human Resources Trainer
				Senior Code Enforcement Officer	Sr. Env Hlth Codes Officer
				Signal Systems Operator	Signal Systems Operator
				Senior Signal Technician	Signal Technician II
				Senior Water Quality Technician	Senior Water Quality Technician
				Water Utilities Program Coordinator	Water Utilities Program Coordinator
M	\$46,059	\$54,969	\$64,484	Business Services Coordinator	Support Services Supervisor - Records
	\$22.14	\$26.43	\$31.00	Crime Scene Investigator	New Position
	\$3,838	\$4,581	\$5,374	Deputy Marshal	City Marshall
				HRIS Administrator	System Generalist
				Meter Services Supervisor	Meter Shop Supervisor
				Permit Services Supervisor	
				Planner	Planner I
				Plans Examiner	Plans Examiner
				Property & Evidence Supervisor	New Position
				Recreation Supervisor	Athletic Supervisor, Facility Supervisor, & Program Supervisor
				Sanitarian	Registered Sanitarian
				Senior Building Inspector	Sr. Bldg/Zoning Code Officer
				Senior Construction Inspector	
				Senior Engineering Technician	Sr. Engineering Tech/GIS Mgr
				Sr. Comm. Dev. Program Specialist	New - grant funded
				Support Services Supervisor	Court Ops Supervisor, Operations Supervisor, Resolution Ctr Supervisor, & Utility Accounting Supervisor, Admin Services Supervisor

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N	\$49,283	\$58,816	\$68,998	Accountant	Accountant 1
	\$23.69	\$28.28	\$33.17	Benefits Coordinator	
	\$4,107	\$4,901	\$5,750	Budget & Management Analyst	Management Analyst
				Chief Deputy Marshal	Chief Deputy Marshal
				Contract Administrator	
				Deputy Court Administrator	
				Digital Content Specialist	
				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
				Marketing Specialist	Marketing Specialist
				Museum Curator	Museum Curator
				Paralegal	New Position
				Police Recog. Manager	
			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	Chief Construction Inspector	Construction Inspections Supervisor, Superintendent of Construction Inspection
				Criminalist	New Position
				Graphics & Production Supervisor	Graphics & Production Coordinator
				Library Supervisor	Library Supervisor, Library System Admin.
				Park Planner	New Position
				Park Superintendent	Equipment Operator
				Risk Coordinator	
				Senior Budget & Management Analyst	Senior Management Analyst
				Senior Plans Examiner	New Position
				Victim Advocate Program Manager	Social Services Section Manager
	P	\$56,425	\$67,339	\$78,994	Emergency Management Coordinator
\$27.13		\$32.37	\$37.98	Inspection Services Coordinator	Inspection Services Supervisor
\$4,702		\$5,612	\$6,583	Senior Planner	Senior Planner
Q	\$60,375	\$72,053	\$84,524	Administrative Services Manager	Management Analyst/City Secretary
	\$29.03	\$34.64	\$40.64	Chief Planner	Chief Planner
	\$5,031	\$6,004	\$7,044	Detention Center Manager	New Position
				Graduate Engineer (E.I.T.)	Grad Civil Engineer & Grad Transportation Engineer
				Library Branch Manager	Library Supervisor
				Marketing Manager	New Position
				Organizational Development Manager	New Position
				Senior Accountant	Senior Accountant
			Fleet & Facilities Manager	Special Projects Supervisor	
R	\$64,601	\$77,097	\$90,441	Animal Services Manager	Div Mgr - Animal Services
	\$31.06	\$37.07	\$43.48	Civil Engineer	Civil Engineer
	\$5,383	\$6,425	\$7,537	Communications Center Manager	
				EMS Training Coordinator	EMS Training Coordinator
				Purchasing Manager	Div Manager - Purchasing
			UCS Manager	Div Manager - Utility Accounting	

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S	\$69,123	\$82,494	\$96,772	Assistant City Attorney I	Prosecutor, Assistant City Attorney
	\$33.23	\$39.66	\$46.53	Athletics Manager	Athletics Manager
	\$5,760	\$6,875	\$8,064	Community Services Manager	Community Services Manager
				Economic Development Manager	
				Environmental Quality Manager	Div Manager - Environmental Quality
				Leisure Services Manager	Leisure Services Manager
				Parks Manager	Parks Manager
				Transportation Engineer	Transportation Engineer
				Workforce Services Manager	Workforce Services Manager
T	\$73,962	\$88,269	\$103,546	Assistant City Attorney II	Chief Prosecutor
	\$35.56	\$42.44	\$49.78	PW Manager (Streets, Traffic, Drainage)	Div Manager (Drainage, Signals, Streets)
	\$6,164	\$7,356	\$8,629	Senior Engineer	Sr. Civil Engineer & Sr. Traffic Engineer
				Water Utilities Manager	Div Manager - Water Utilities
U	\$79,138	\$94,447	\$110,795	Capital Improvement Project Manager	Capital Improvements Project Coord
	\$38.05	\$45.41	\$53.27	Court Administrator	Municipal Court Administrator
	\$6,595	\$7,871	\$9,233	Internal Auditor	Internal Auditor
V	\$84,678	\$101,058	\$118,550	Building Official	New
	\$40.71	\$48.59	\$57.00	City Treasurer	City Treasurer
	\$7,057	\$8,422	\$9,879	Civil Engineering Manager	DM - Civil Engineering
				Development Program Manager Transportation Engineering Manager	Div Manager - Transportation
W	\$90,606	\$108,132	\$126,848	Admin. Services Director	Admin Servcs Mgr/City Secretary
	\$43.56	\$51.99	\$60.98	Assistant City Attorney III	Assistant City Attorney
	\$7,551	\$9,011	\$10,571		
X	\$96,949	\$115,702	\$135,728	Assistant City Attorney IV	Deputy City Attorney, First Assistant City Attorney
	\$46.61	\$55.63	\$65.25		
	\$8,079	\$9,642	\$11,311		
Y	\$103,735	\$123,800	\$145,229	Fleet/Facility Services Director	
	\$49.87	\$59.52	\$69.82	IT/Solid Waste Director	Information Technology Manager
	\$8,645	\$10,317	\$12,102		
Z	\$110,997	\$132,467	\$155,394	Library Director	Dir - Library
	\$53.36	\$63.69	\$74.71	Marketing Director	Marketing Director
	\$9,250	\$11,039	\$12,950	Workforce Services Director	Workforce Services Director
AA	\$118,765	\$141,740	\$166,272	Controller (Finance Director)	Controller
	\$57.10	\$68.14	\$79.94	Engineering Director	Engineering Director
	\$9,897	\$11,812	\$13,856	Environmental Services Director	Environmental Services Director
				Managed Competition Director	Competition Director
				Parks and Recreation Director	Parks and Recreation Director
				Public Works Director Urban Development Director	Public Works Director Urban Development Director

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AB	\$127,080	\$151,661	\$177,911	Economic Development Director	Director Economic Development
	\$61.10	\$72.91	\$85.53		
	\$10,590	\$12,638	\$14,826		
AC	\$135,975	\$162,277	\$190,365		
	\$65.37	\$78.02	\$91.52		
	\$11,331	\$13,523	\$15,864		
AD	\$145,493	\$173,636	\$203,691	Fire Chief	Fire Chief
	\$69.95	\$83.48	\$97.93	Police Chief	Police Chief
	\$12,124	\$14,470	\$16,974		
AE	\$155,678	\$185,791	\$217,949	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.