

COMPENSATION STRUCTURE - as of 06/01/2020

Grade	Minimum	25th	Midpoint	75th	Maximum	Current Job Title	Previous Job Title(s)
D	\$26,055	\$28,660.75	\$31,095	\$33,872.25	\$36,478	Athletic Attendant	
	\$12.53		\$14.95		\$17.54		
	\$2,171		\$2,591		\$3,040		
E	\$27,879		\$33,273		\$39,031	Recreation Attendant	Recreation Attendant & Tennis Ctr Attendant
	\$13.40		\$16.00		\$18.76	Spprt Services Technician	Clerk I, Clerk 2, & Gen Svcs Clerk
	\$2,323		\$2,773		\$3,253		
F	\$29,831		\$35,601		\$41,763	Admin Spprt Assistant	Access Svcs Clerk, Admin Sec, Clerk 2, Exec Sec, Fin Svcs Asst, Gen Ldgr ClerkHR Data Entry Tech, & Sec I
	\$14.34		\$17.12		\$20.08	Animal Care Specialist	Animal Care Specialist
	\$2,486		\$2,967		\$3,480	Code Enforcement Technician	Code Enforcement Technician
						Court Collector	
						Maintenance Wrkr 1-Parks	Equip Oper1 - Parks, Equip Oper2 - Parks, & Maint Worker - Parks,
						Service Spprt Assistant	Cust Svc Reps & Dpty Court Clks
G	\$31,919		\$38,093		\$44,687	Signs & Markings Crw Mmber	Signal Crew Member
	\$15.35		\$18.31		\$21.48	Courts Specialist	Signs & Markings Installer
	\$2,660		\$3,174		\$3,724	Craft Technician 1	Colcltns Clerk, Docket Clerk, Prosecutor Clerk, & Warrant Clerk
						Library Technician	Library Assistant
						Maintenance Worker 2	Asphalt Crew Mmbr, Field Service Rep, Meter Repairer, & Utilities Svce Repairer
						Meter Reader	Meter Reader
H	\$34,154		\$40,760		\$47,815	Senior Animal Care Specialist	
	\$16.42		\$19.60		\$22.99	Admin Services Coordinator	Ambulance Billing Clerk, Customer Svc Tech
	\$2,846		\$3,397		\$3,985	Billing Technician	Maintenance Worker II - Concrete Crew Mmbr - Parks, Streets and Water
						Community Service Officer	Utility Service Field Tech
						Field Service Technician	Permit Specialist
						Permit Technician	Property Evidence Technician
						Property Evidence Technician	Clerk 2 & Library Asst
						Senior Library Technician	Sr. Meter Reader
						Senior Meter Reader	Res Ctr Comm Svcs Rep
						Services Spprt Specialist	Signs & Markings Tech II
					Signs & Markings Technician		

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I	\$36,544		\$43,613		\$51,162	Computer Information Specialist	Library Assistant
	\$17.57		\$20.97		\$24.60	Concrete Finisher	Police Equipment Specialist
	\$3,045		\$3,634		\$4,264	Detention Officer (incl Part-Time) Equipment Operator Financial Services Tech 1 Pump Station Operator Water System Technician	Detention Officer & Detention Officer 2 Equipment Oper1 - Parks & Equipment Oper2 - Parks A/P Clerk, Clerk 3 Pump Station Operator Maintenance Technician
J	\$39,102		\$46,666		\$54,744	Admin Spprt Specialist	Admin Sec, Exec Asst, Exec Sec, & Sec I & II, Exec Coord
	\$18.80		\$22.44		\$26.32	Animal Services Officer	Animal Services Officer
	\$3,259		\$3,889		\$4,562	Craft Technician - Parks Craft Technician II Detention Jail Compliance Officer Financial Services Tech 2 Juvenile Case Manager P W Heavy Equip Oper	Craft Tech - Prks, & Pool Maint Tech, Chem Applic & Irrig Systems Tech-Parks Craft Tech - Facilities Maintenance
						Senior Permit Technician Service Support Coordinator Water Quality Technician	HR/Payroll Data Maint Tech, & Payroll Clerk Juvenile Case Manager Equip Op2 - Drainage, Streets, and Water, Trackhoe Operator - Drainage and Streets, Tractor Trailer Op, & TV Van/Vactor Operator Billing Coord Water Quality Technician
						Business Systems Supervisor	
						Computer System Technician	
						Financial Services Specialist	A/P Coord, Asst Billing Coord, & Treasury Analyst
K	\$41,839	\$46,023.00	\$49,932	\$54,391.00	\$58,575	Marketing Coordinator	Marketing Assistant
	\$20.11		\$24.01		\$28.16	Mtnce Crewleader I Records Coordinator Recreation Coordinator	
	\$3,487		\$4,161		\$4,881	Sign Fabrication Technician Signal Technician Water Resource Mgmt Specialist	Athletic Coord, Rec Coord, Rec Facility Coord, & Sr. Center Prgm Coord Sign Fabrication Technician

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L	\$44,768	\$49,245.00	\$53,428	\$58,199.00	\$62,676	Access Services Supervisor	Access Services Supervisor
	\$21.52		\$25.69		\$30.13	Bailiff	Bailiff
	\$3,731		\$4,452		\$5,223	Cmmnty Dvlpmnt Prgrm Spclst	Code Enforcement Officer
						Code Enforcement Officer	
						Craft Technician 3 (Fac Mtnce)	
						Detention Shift Supervisor	Detention Officer II
						Detention Transfer Team Coordinator (PTNB)	
						IS Field Technician	New Position
						Engineering Technician	Civil CADD Engineering Tech
						Mtnce Crwleadr 2 (PW)	Crew Leader - Drainage, Streets, & Water Utility
						Public Works Program Coordinator	
						Senior Animal Services Officer	Animal Services Officer
						Sr Financial Srvces Specialist	Signal Technician I
	M	\$47,901	\$52,691	\$57,168	\$62,266	\$67,063	Building Inspector
\$23.03			\$27.48		\$32.24	Buyer	Purchasing Technician
\$3,992			\$4,764		\$5,589	Construction Inspector	Construction Inspector
						Crime Scene Technician	
						Deputy Marshal	City Marshal
						Communications Technician	New Position
						GIS Analyst	New Position
						Service Desk Technician	New Position
						Desktop Technician	New Position
						Senior IS Field Technician	New Position
						Economic Development Specialist	Economic Development Manager
						Librarian	Librarian 2
						Mtnce Crewleader 3 (PW)	Senior Maintenance Techs
						Planner	Planner I
						Plans Examiner	Plans Examiner
						Process & Procedures Writer	
						Sanitarian	Registered Sanitarian
						Senior Pump Station Operator	Maintenance Crew Leader III
						Senior Signal Technician	Signal Systems Operator
						Senior Water Quality Tech	Signal Technician II
						Signal Systems Operator	Senior Water Quality Technician

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N	\$51,524	\$56,582.50	\$61,169	\$66,699.50	\$71,758	Business Services Coordinator	Support Services Supervisor - Records
	\$24.77		\$29.41		\$34.50	Chief Deputy Marshal	Chief Deputy Marshal
	\$4,294		\$5,097		\$5,980	Community Events Specialist	Special Event Coordinator
						Contract Administrator	
						Deputy City Secretary	
						Deputy Court Administrator	
						Digital Content Specialist	
						Marketing Specialist	Marketing Specialist
						Paralegal	
						Payroll Coordinator	Payroll Accountant
						Permit Services Supervisor	
						Property & Evidence Supervisor	
						Senior Building Inspector	Sr. Bldg/Zoning Code Officer
						Senior Code Enforcement Officer	Sr. Env Hlth Codes Officer
						Senior Construction Inspector	
						Senior Engineering Technician	
						Sr Cmnty Develpmnt Prgm Spec	Sr. Engineering Tech/GIS Mgr
					Support Services Supervisor	Court Ops Supervisor, Operations Supervisor, Resolution Ctr Supervisor, & Utility Accounting Supervisor, Admin Services Supervisor	
O	\$54,842	\$60,326	\$65,451	\$71,289	\$76,781	Accountant	Accountant 1
	\$26.37		\$31.47		\$36.91	Accountant/Analyst	
	\$4,570		\$5,454		\$6,398	Arborist	Arborist
						Budget & Mgmnt Analyst	Management Analyst
						Compliance Manager	Police Recognition Manager
						Crime Analyst	
						Crime Scene Investigator	
						Environmental Program Coord	Pollution Control Coord & Strm Water Prgrm Coord, Industrial Preatreatment Coord
						Senior GIS Analyst	New Position
						Senior Service Desk Technician	New Position
						Graphics & Production Supervisor	Graphics & Production Coordinator
						HRIS Administrator	System Generalist
						Library Supervisor	Library Supervisor, Library System Admin.
						Maintenance Supervisor	Athletic Supervisor, Parks Maint. Supervisor, Field Supervisor - Water Utility and Water Waste & Maintenance Supervisor - Drainage and Streets, Water Quality Production Supervisor
						Museum Curator	Museum Curator
						Recreation Supervisor	Athletic Supervisor, Facility Supervisor, & Program Supervisor
						Senior Plans Examiner	Senior Management Analyst
					Senior Sanitarian		
					Traffic Operations Supervisor	Traffic Operations Supervisor	
					Victim's Advocate Prgm Mgr	Social Services Section Manager	

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P	\$58,682	\$64,550.00	\$70,033	\$76,286.00	\$82,154	Benefits Administrator	
	\$28.21		\$33.67		\$39.50	Chief Building Inspector	
	\$4,890		\$5,836		\$6,846	Chief Construction Inspector	Construction Inspections Supervisor, Superintendent of Construction Inspection
						Criminalist	
						Engineer Construction Coordinator	
						Information Systems Coordinator	New Position
						Police Information Manager	Police Media Specialist
Q	\$62,790	\$69,068.75	\$74,935	\$81,626.25	\$87,905	Capitol Imprve Prjcts Coord	Chief Planner
	\$30.19		\$36.03		\$42.26	Fire Protection Engineer	
	\$5,233		\$6,245		\$7,325	Graduate Engineer (E.I.T.)	Grad Civil Engineer & Grad Transportation Engineer
						Senior Communications Technician	New Position
						Senior Desktop Technician	New Position
						Sr Budget & Mgmt Anaylst	
R	\$67,185	\$73,903	\$80,181	\$87,333	\$94,059	Detention Center Manager	
	\$32.30		\$38.55		\$45.22	EMS Training Coordinator	EMS Training Coordinator
	\$5,599		\$6,682		\$7,838	Senior Accountant	Senior Accountant
						Application Programmer	New Position
						Senior Planner	Senior Planner
S	\$71,888	\$79,076.75	\$85,794	\$93,454.25	\$100,643	Administrative Services Manager	
	\$34.56		\$41.25		\$48.39	Animal Services Manager	Civil Engineer
	\$5,991		\$7,150		\$8,387	Fleet & Facilities Manager	Special Projects Supervisor
						Inspection Services Superintendent	Inspection Services Coordinator
						Library Branch Manager	Library Supervisor
						Marketing Manager	
						Park Superintendent	
						Recreation Superintendent	Parks Manager
T	\$76,920	\$84,612.00	\$91,800	\$99,996.00	\$107,688	Assistant City Attorney I	Prosecutor, Assistant City Attorney
	\$36.98		\$44.13		\$51.77	Civil Engineer	Communication Center Manager
	\$6,410		\$7,650		\$8,974	Emergency Management Coordinator	Emergency Management Coordinator
						Network Engineer	New Position
						Systems Administrator	New Position
						Planning Manager	Chief Planner
						Purchasing Manager	Div Manager - Purchasing
U	\$82,304	\$90,534.75	\$98,225	\$106,996.25	\$115,227	Administrative Services Manager	
	\$39.57		\$47.22		\$55.40	Assistant City Attorney II	Chief Prosecutor
	\$6,859		\$8,185		\$9,602	Internal Auditor	Internal Auditor
						Parks Manager	Leisure Services Manager
						Database Administrator	New Position
						Senior Application Programmer	New Position
						Recreation Manager	Athletics Manager
						Transportation Engineer	Transportation Engineer
V	\$88,065	\$96,871	\$105,100	\$114,475	\$123,292	City Treasurer	City Treasurer
	\$42.34		\$50.53		\$59.28	Community Services Manager	Community Services Manager
	\$7,339		\$8,758		\$10,274	Court Administrator	Municipal Court Administrator
						Senior Network Engineer	New Position
						Senior Systems Administrator	New Position
						Environmental Quality Manager	Div Manager - Environmental Quality
						PW Manager (Streets, Traffic, Drainage)	Div Manager (Drainage, Signals, Streets)
						Workforce Services Manager	Workforce Services Manager

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W	\$94,230	\$103,653.00	\$112,457	\$122,499.00	\$131,922	Plan Review Manager	Senior Engineer
	\$45.30		\$54.07		\$63.42	Senior Engineer	Sr. Civil Engineer & Sr. Traffic Engineer
	\$7,853		\$9,371		\$10,994	Network Operations Architect	New Position
X	\$100,827		\$120,330		\$141,157	Assistant City Attorney III	Assistant City Attorney
	\$48.47		\$57.85		\$67.86	Assistant Municipal Court Judge	
	\$8,402		\$10,028		\$11,763	Building Official Development Program Manager	
Y	\$107,884	\$118,672.50	\$128,752	\$140,249.50	\$151,038	Assistant City Attorney IV	Deputy City Attorney, First Assistant City Attorney
	\$51.87		\$61.90		\$72.61	IS PMO Manager	
	\$8,990		\$10,729		\$12,587	IS Vendor Manager Infrastructure Manager GIS Manager IT Service Manager Radio Systems Manager	New Position New Position New Position New Position
Z	\$115,437		\$137,766		\$161,610	CIP Manager	Capital Improvements Project Coord
	\$55.50		\$66.23		\$77.70	Civil Engineering Manager	DM - Civil Engineering
	\$9,620		\$11,481		\$13,468	Transportation Engineering Manager	Div Manager - Transportation
AA	\$123,516	\$135,867.75	\$147,410	\$160,571.25	\$172,923	Admin. Services Director	Admin Servcs Mgr/City Secretary
	\$59.38		\$70.87		\$83.14	Fleet/Facility Services Director	Information Technology Manager
	\$10,293		\$12,284		\$14,410	Technical Officer Information Security Officer Library Director Marketing Director Workforce Services Director	New Position New Position Dir - Library Marketing Director Workforce Services Director
AB	\$132,163		\$157,727		\$185,027	Controller (Finance Director)	Controller
	\$63.54		\$75.83		\$88.96	Environmental Services Director	Environmental Services Director
	\$11,014		\$13,144		\$15,419	Parks and Recreation Director Public Works Director Strategic Services Director Urban Development Director	Parks and Recreation Director Public Works Director Director of Managed Competition & Strategic Planning Urban Development Director
AC	\$141,414		\$168,768		\$197,980	Economic Development Director	Director Economic Development
	\$67.99		\$81.14		\$95.18	Engineering Director	Engineering Director
	\$11,785		\$14,064		\$16,498	Information Systems Director	IT/Solid Waste Director
AD	\$151,313		\$180,581		\$211,839	Fire Chief	Fire Chief
	\$72.75		\$86.82		\$101.85	Police Chief	Police Chief
	\$12,609		\$15,048		\$17,653		
AE	\$161,905		\$190,238		\$218,572	Executive Director of Public Safety	
	\$77.84		\$91.46		\$105.08		
	\$13,492		\$15,853		\$18,214		
AF	\$173,238		\$203,555		\$233,871	Assistant City Manager	Assistant City Manager
	\$83.29		\$97.86		\$112.44		
	\$14,437		\$16,963		\$19,489		

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