

**DIVISION 4
SALARY SCHEDULE**

(Approved October 18, 2017 / Effective October 18, 2017)

SEC. 4003 REGULAR (FULL TIME) EMPLOYEE CLASSIFICATIONS-MONTHLY SALARY

SECTION A - ADMINISTRATION
TOTAL POSITIONS AUTHORIZED (5)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
City Manager	(1)	12,880-16,504	*	*	*	*	*	*
Human Resources Director	(1)	7,648-9,765	*	*	*	*	*	*
Assistant City Clerk/HR Analyst	(1)	*	5,044	5,296	5,561	5,839	6,131	6,438
HR Technician I	(1)	*	3,383	3,552	3,730	3,917	4,113	4,319
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,011	3,162	3,320	3,486	3,660	3,843
Admin Clerk I	*	*	2,526	2,652	2,785	2,924	3,070	3,224

* Comment: Promotions to skill levels within the Admin Clerk job classifications are made by the Human Resources Director with concurrence of the City Manager.

SECTION B - FINANCE
TOTAL POSITIONS AUTHORIZED (9)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Finance Director	(1)	8,723-11,138						
Accounting & Budget Supervisor	(1)	*	6,067	6,370	6,689	7,023	7,374	7,743
<u>Accountant</u>	(2)							
Accountant II	*	*	5,044	5,296	5,561	5,839	6,131	6,438
Accountant I	*	*	4,111	4,317	4,533	4,760	4,998	5,248
<u>Accounting Technician</u>	(1)	*	3,450	3,623	3,804	3,994	4,194	4,404
<u>Accounting Clerk</u>	(4)							
Accounting Clerk II	*	*	3,011	3,162	3,320	3,486	3,660	3,843
Accounting Clerk I	*	*	2,526	2,652	2,785	2,924	3,070	3,224

* Comment: Promotions to skill levels within the Accountant and Accounting Clerk job classifications are made by the Finance Director with concurrence of the City Manager.

SECTION C - COMMUNITY & ECONOMIC DEVELOPMENT
TOTAL POSITIONS AUTHORIZED (3)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Community & Economic Development Director	(1)	7,648-9,765						
<u>Planner</u>	(1)							
Senior Planner	*	*	5,856	6,149	6,456	6,779	7,118	7,474
Associate Planner	*	*	5,044	5,296	5,561	5,839	6,131	6,438
Assistant Planner	*	*	4,111	4,317	4,533	4,760	4,998	5,248
<u>Planning Technician</u>	(1)	*	3,383	3,552	3,730	3,917	4,113	4,319

* Comment: Promotions to skill levels within the Planner job classifications are made by the Community & Economic Development Director with concurrence of the City Manager.

SEC. 4003 REGULAR (FULL TIME) EMPLOYEE CLASSIFICATIONS-MONTHLY SALARY-Continued

SECTION D - INFORMATION TECHNOLOGY

TOTAL POSITIONS AUTHORIZED (3)

EMPLOYEE CLASSIFICATION	AUTHORIZED	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Information Technology Director **	(1)	7,648-9,765						
Information Technology Manager	(1)	*	6,067	6,370	6,689	7,023	7,374	7,743
Information Technology Technician	(2)	*	3,938	4,135	4,342	4,559	4,787	5,026

** This position will be eliminated January 16, 2018.

SECTION E - PUBLIC WORKS

TOTAL POSITIONS AUTHORIZED (56)

EMPLOYEE CLASSIFICATION	AUTHORIZED	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Public Works Director/City Engineer	(1)	11,784-15,048						
Assistant Public Works Director	(1)	*	7,809	8,199	8,609	9,039	9,491	9,966
Public Works Operations Manager	(1)	*	6,067	6,370	6,689	7,023	7,374	7,743
Parks & Rec Operations Manager	(1)	*	5,670	5,954	6,252	6,565	6,893	7,238
Supervisor	(1)	*	4,553	4,781	5,020	5,271	5,535	5,812
Water Quality Specialist	(1)	*	4,464	4,687	4,921	5,167	5,425	5,696
Administrative Coordinator	(1)	*	4,273	4,487	4,711	4,947	5,194	5,454
Fleet Maintenance Coordinator	(1)	*	4,358	4,576	4,805	5,045	5,297	5,562
Foreman	(4)	*	4,273	4,487	4,711	4,947	5,194	5,454
Inspector I	(1)	*	4,150	4,358	4,576	4,805	5,045	5,297
Administrative Assistant	(2)	*	3,493	3,668	3,851	4,044	4,246	4,458
Engineering Technician	(1)	*	3,450	3,623	3,804	3,994	4,194	4,404
Recreation Coordinator II	(1)	*	3,198	3,358	3,526	3,702	3,887	4,081
Maintenance Mechanic I	(1)	*	2,924	3,070	3,224	3,385	3,554	3,732
Sweeper Operator I	(2)	*	2,924	3,070	3,224	3,385	3,554	3,732
Custodian	(1)	*	2,341	2,458	2,581	2,710	2,846	2,988
Environmental Control/Utilities Maintenance	(13)							
Environmental Control Specialist III	*	*	3,816	4,007	4,207	4,417	4,638	4,870
Environmental Control Specialist II	*	*	3,346	3,513	3,689	3,873	4,067	4,270
Environmental Control Specialist I	*	*	3,186	3,345	3,512	3,688	3,872	4,066
Environmental Control Specialist Trainer	*	*	3,034	3,186	3,345	3,512	3,688	3,872
Utilities Maintenance III	*	*	3,587	3,766	3,954	4,152	4,360	4,578
Utilities Maintenance II	*	*	3,261	3,424	3,595	3,775	3,964	4,162
Utilities Maintenance I	*	*	2,924	3,070	3,224	3,385	3,554	3,732
Maintenance	(21)							
Maintenance Worker III	*	*	3,579	3,758	3,946	4,143	4,350	4,568
Maintenance Worker II	*	*	3,240	3,402	3,572	3,751	3,939	4,136
Maintenance Worker I	*	*	2,924	3,070	3,224	3,385	3,554	3,732
Maintenance Worker Trainee	*	*	2,307	2,422	2,543	2,670	2,804	2,944
Admin Clerk	(1)							
Admin Clerk II	*	*	3,011	3,162	3,320	3,486	3,660	3,843
Admin Clerk I	*	*	2,526	2,652	2,785	2,924	3,070	3,224

* Comment: Promotions to skill levels (Trainee, I, II, III) within the Environmental Control Specialist, Utilities Maintenance, Maintenance Worker and Admin Clerk job classifications are made by the Public Works Director/City Engineer with concurrence of the City Manager.

* Additionally, the Public Works Director/City Engineer with concurrence of the City Manager, may temporarily or permanently reassign certain employees in accordance with the following guidelines: 1) Supervisor level positions -- Employees serving in capacity of Supervisor may be reassigned to an equivalent pay grade within any of the Supervisor level positions; and 2) Maintenance -- Employees assigned to any one of these three broad employment classifications may be reassigned to an equivalent pay grade of one of the other two classifications.

Sec. 4003 REGULAR (FULL TIME) EMPLOYEE CLASSIFICATIONS-MONTHLY SALARY-Continued

SECTION F - FIRE & BUILDING
TOTAL POSITIONS AUTHORIZED (18)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Chief	(1)	10,244-13,076						
Asst Fire Chief	(1)	*	7,735	8,122	8,528	8,954	9,402	9,872
Fire Captain	(3)	*	5,278	5,542	5,819	6,110	6,415	6,576
Fire Engineer	(6)	*	5,028	5,179	5,334	5,494	5,659	5,801
Fire Fighter	(5)	*	4,135	4,342	4,559	4,787	5,026	5,152
Administrative Coordinator	(1)	*	4,273	4,487	4,711	4,947	5,194	5,454
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,011	3,162	3,320	3,486	3,660	3,843
Admin Clerk I	*	*	2,526	2,652	2,785	2,924	3,070	3,224

* Comment: Promotions to skill levels within the Admin Clerk job classifications are made by the Fire Chief with concurrence of the City Manager.

SECTION G - POLICE
TOTAL POSITIONS AUTHORIZED (68)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Police Chief	(1)	11,185-14,277						
Police Commander	(2)	*	8,407	8,827	9,268	9,731	10,218	10,729
Police Sergeant	(7)	*	6,488	6,813	7,154	7,511	7,887	8,084
Police Services Manager	(1)	*	5,851	6,144	6,451	6,774	7,113	7,469
Dispatch Supervisor	(1)	*	4,589	4,818	5,059	5,312	5,578	5,857
Code Enforcement Officer	(2)	*	3,860	4,053	4,256	4,469	4,692	4,927
Dispatcher	(10)	*	3,512	3,687	3,872	4,065	4,268	4,482
Crime Analyst	(1)	*	3,386	3,555	3,733	3,920	4,116	4,322
Property Evidence Technician	(1)	*	2,976	3,125	3,281	3,445	3,617	3,798
Community Services Officer	(6)	*	2,579	2,708	2,843	2,986	3,135	3,292
Public Safety Custodian	(1)	*	2,341	2,458	2,581	2,710	2,846	2,988
Police Officer	(31) ¹	*	4,863	5,106	5,362	5,630	5,911	6,059
Police Trainee	*	*	2,294	2,409	2,529	2,655	2,788	2,927
<u>Admin Clerk</u>	(4)							
Admin Clerk II	*	*	3,011	3,162	3,320	3,486	3,660	3,843
Admin Clerk I	*	*	2,526	2,652	2,785	2,924	3,070	3,224

¹ The Police Trainee position may be filled in lieu of Police Officer positions. The total number of Police Officers and Police Trainees shall not exceed the total number authorized for Police Officer.

* Comment: Promotions to skill levels within the Admin Clerk job classifications are made by the Police Chief with concurrence of the City Manager.

SEC. 4004 PART TIME & ELECTED EMPLOYEE CLASSIFICATIONS

Public Works Department -- Hourly Salary

<u>EMPLOYEE CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Admin Clerk	11.90	12.50	13.12	13.78	14.46	14.83
Recreation Assistant	10.50	11.03	11.58	12.16	12.76	13.08
<u>Effective January 1, 2018</u>	<u>11.00</u>	<u>11.55</u>	<u>12.13</u>	<u>12.73</u>	<u>13.37</u>	<u>13.70</u>
Maintenance Worker	10.50	11.03	11.58	12.16	12.76	13.08
<u>Effective January 1, 2018</u>	<u>11.00</u>	<u>11.55</u>	<u>12.13</u>	<u>12.73</u>	<u>13.37</u>	<u>13.70</u>

Public Safety Department -- Hourly Salary

<u>EMPLOYEE CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Police Officer	21.00	22.05	23.15	24.31	25.53	26.16
Code Enforcement Officer	18.00	18.90	19.85	20.84	21.88	22.43
Fire Fighter	15.11	15.87	16.66	17.49	18.37	18.83
Dispatcher	14.10	14.81	15.55	16.32	17.14	17.57
Admin Clerk	11.90	12.50	13.12	13.78	14.46	14.83
Custodian	10.85	11.39	11.96	12.56	13.19	13.52
<u>Effective January 1, 2018</u>	<u>11.00</u>	<u>11.55</u>	<u>12.13</u>	<u>12.73</u>	<u>13.37</u>	<u>13.70</u>
Community Services Officer	10.54	11.07	11.62	12.20	12.81	13.13
<u>Effective January 1, 2018</u>	<u>11.00</u>	<u>11.55</u>	<u>12.13</u>	<u>12.73</u>	<u>13.37</u>	<u>13.70</u>

City Hall Division -- Hourly Salary

<u>EMPLOYEE CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Admin Clerk	11.90	12.50	13.12	13.78	14.46	14.83
Custodian	10.85	11.39	11.96	12.56	13.19	13.52
<u>Effective January 1, 2018</u>	<u>11.00</u>	<u>11.55</u>	<u>12.13</u>	<u>12.73</u>	<u>13.37</u>	<u>13.70</u>

Elected Officials -- Monthly Salary

Mayor	400.00 monthly
Council Members	300.00 monthly
City Clerk	100.00 monthly
City Treasurer	100.00 monthly