

**DIVISION 4
SALARY SCHEDULE**

(Approved December 15, 2021 / Effective December 1, 2021)

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)	14,211-18,190	*	*	*	*	*	*
Human Resources Director	(1)	8,235-10,515	*	*	*	*	*	*
Assistant City Clerk/HR Analyst	(1)	*	5,432	5,703	5,988	6,287	6,601	6,931
HR Technician I	(2)	*	3,643	3,826	4,017	4,218	4,429	4,650
<u>Admin Clerk</u>	(0)							
Admin Clerk II	*	*	3,243	3,405	3,575	3,754	3,942	4,139
Admin Clerk I	*	*	2,720	2,856	2,999	3,149	3,306	3,471

* 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 (10)

<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)	11,057-14,118	*	*	*	*	*	*
Accounting & Budget Supervisor	(1)	*	6,534	6,861	7,204	7,564	7,942	8,339
<u>Accountant</u>	(2)							
Accountant II	*	*	5,432	5,703	5,988	6,287	6,601	6,931
Accountant I	*	*	4,427	4,648	4,880	5,124	5,380	5,649
Information Technology Technician	(1)	*	4,240	4,452	4,675	4,909	5,154	5,412
Accounting Technician	(1)	*	3,715	3,901	4,096	4,301	4,516	4,742
<u>Accounting Clerk</u>	(4)							
Accounting Clerk II	*	*	3,243	3,405	3,575	3,754	3,942	4,139
Accounting Clerk I	*	*	2,720	2,856	2,999	3,149	3,306	3,471

* 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 (4)

<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 Direct	(1)	8,235-10,515	*	*	*	*	*	*
<u>Planner</u>	(1)							
Senior Planner	*	*	6,306	6,621	6,952	7,300	7,665	8,048
Associate Planner	*	*	5,432	5,703	5,988	6,287	6,601	6,931
Assistant Planner	*	*	4,427	4,648	4,880	5,124	5,380	5,649
Planning Technician	(1)	*	3,643	3,826	4,017	4,218	4,429	4,650
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,243	3,405	3,575	3,754	3,942	4,139
Admin Clerk I	*	*	2,720	2,856	2,999	3,149	3,306	3,471

* Comment: Promotions to skill levels within the Planner and Admin Clerk 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 - PUBLIC WORKS
TOTAL POSITIONS AUTHORIZED (58)

<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>
Public Works Director/City Engineer	(1)	12,690-16,205	*	*	*	*	*	*
Assistant Public Works Director	(1)	*	8,409	8,829	9,270	9,734	10,221	10,732
Public Works Operations Manager	(1)	*	6,534	6,861	7,204	7,564	7,942	8,339
Parks & Rec Operations Manager	(1)	*	6,106	6,411	6,732	7,069	7,422	7,793
Supervisor	(1)	*	4,903	5,148	5,405	5,675	5,959	6,257
Water Quality Specialist	(1)	*	4,807	5,048	5,300	5,565	5,843	6,135
Fleet Maintenance Coordinator	(1)	*	4,693	4,928	5,174	5,433	5,705	5,990
Administrative Coordinator	(1)	*	4,601	4,831	5,073	5,327	5,593	5,873
Foreman	(4)	*	4,601	4,831	5,073	5,327	5,593	5,873
Administrative Assistant	(2)	*	3,761	3,949	4,146	4,353	4,571	4,800
Engineering Technician	(1)	*	3,715	3,901	4,096	4,301	4,516	4,742
Recreation Coordinator II	(1)	*	3,444	3,616	3,797	3,987	4,186	4,395
Recreation Coordinator I	(2)	*	2,720	2,856	2,999	3,149	3,306	3,471
<u>Admin Clerk</u>	<u>(1)</u>							
Admin Clerk II	*	*	3,243	3,405	3,575	3,754	3,942	4,139
Admin Clerk I	*	*	2,720	2,856	2,999	3,149	3,306	3,471
<u>Inspector I</u>	<u>(1)</u>	<u>*</u>	<u>4,603</u>	<u>4,833</u>	<u>5,075</u>	<u>5,329</u>	<u>5,595</u>	<u>5,875</u>
Maintenance Mechanic I	(1)	*	3,244	3,406	3,576	3,755	3,943	4,140
Custodian	(1)	*	2,597	2,727	2,863	3,006	3,156	3,314
<u>Environmental Control/Utilities Maintenance</u>	<u>(13)</u>							
Environmental Control Specialist III	*	*	4,232	4,444	4,666	4,899	5,144	5,401
Environmental Control Specialist II	*	*	3,712	3,897	4,092	4,297	4,512	4,738
Environmental Control Specialist I	*	*	3,534	3,711	3,897	4,092	4,297	4,512
Environmental Control Specialist Trair	*	*	3,365	3,533	3,710	3,896	4,091	4,296
Utilities Maintenance III	*	*	3,979	4,178	4,387	4,606	4,836	5,078
Utilities Maintenance II	*	*	3,617	3,798	3,988	4,187	4,396	4,616
Utilities Maintenance I	*	*	3,244	3,406	3,576	3,755	3,943	4,140
<u>Maintenance</u>	<u>(23)</u>							
Maintenance Worker III	*	*	3,969	4,167	4,375	4,594	4,824	5,065
Maintenance Worker II	*	*	3,594	3,774	3,963	4,161	4,369	4,587
Maintenance Worker I	*	*	3,244	3,406	3,576	3,755	3,943	4,140

* Comment: Promotions to skill levels within the Environmental Control Specialist III) Utilities Maintenance III, Maintenance Worker III 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 E - FIRE & BUILDING

TOTAL POSITIONS AUTHORIZED (20)

<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)	11,031-14,081	*	*	*	*	*	*
Asst Fire Chief	(1)	*	8,329	8,746	9,183	9,642	10,124	10,630
Fire Captain	(6)	*	5,823	6,114	6,420	6,741	7,078	7,255
Fire Engineer	(6)	*	5,547	5,714	5,885	6,062	6,244	6,400
Fire Fighter	(4)	*	4,562	4,791	5,031	5,283	5,547	5,686
Administrative Coordinator	(1)	*	4,601	4,831	5,073	5,327	5,593	5,873
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,243	3,405	3,575	3,754	3,942	4,139
Admin Clerk I	*	*	2,720	2,856	2,999	3,149	3,306	3,471

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

SECTION F - POLICE

TOTAL POSITIONS AUTHORIZED (80)

<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)	12,045-15,374	*	*	*	*	*	*
Police Commander	(2)	*	9,054	9,506	9,981	10,480	11,004	11,554
Police Sergeant	(8)	*	7,367	7,735	8,122	8,528	8,954	9,178
Police Services Manager	(1)	*	6,301	6,616	6,947	7,294	7,659	8,042
Dispatch Supervisor	(1)	*	4,942	5,189	5,448	5,720	6,006	6,306
Code Enforcement Officer	(5)	*	4,158	4,365	4,583	4,812	5,053	5,306
Public Safety Dispatcher	(11)	*	3,877	4,071	4,275	4,489	4,713	4,949
Crime Analyst	(1)	*	3,647	3,829	4,020	4,221	4,432	4,654
Property Evidence Technician	(1)	*	3,205	3,365	3,533	3,710	3,896	4,091
Community Services Officer	(7)	*	2,847	2,989	3,138	3,295	3,460	3,633
Public Safety Custodian	(1)	*	2,720	2,856	2,999	3,149	3,306	3,471
Police Officer	(37) ¹	*	5,526	5,802	6,092	6,397	6,717	6,885
Police Trainee	*	*	3,153	3,310	3,476	3,650	3,833	4,025
<u>Admin Clerk</u>	(4)							
Admin Clerk II	*	*	3,243	3,405	3,575	3,754	3,942	4,139
Admin Clerk I	*	*	2,720	2,856	2,999	3,149	3,306	3,471

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		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</u>
Recreation Assistant		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</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>
Maintenance Worker		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</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
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</u>
Admin Clerk		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</u>
Custodian		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</u>
Community Services Officer		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</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		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</u>
Custodian		14.00	14.70	15.44	16.21	17.02	17.44
	<u>1/1/2022</u>	<u>15.00</u>	<u>15.75</u>	<u>16.54</u>	<u>17.36</u>	<u>18.23</u>	<u>18.69</u>

Elected Officials -- Monthly Salary

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