

**DIVISION 4
SALARY SCHEDULE**

(Approved November 16, 2022 / Effective November 16, 2022)

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)	15,632-20,009	*	*	*	*	*	*
Human Resources Director	(1)	9,330-11,913	*	*	*	*	*	*
Assistant City Clerk/HR Analyst	(1)	*	6,155	6,463	6,786	7,125	7,481	7,855
HR Technician I	(2)	*	4,127	4,333	4,550	4,778	5,017	5,268
<u>Admin Clerk</u>	(0)							
Admin Clerk II	*	*	3,674	3,858	4,051	4,254	4,467	4,690
Admin Clerk I	*	*	3,082	3,236	3,398	3,568	3,746	3,933

* 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)	12,528-15,996	*	*	*	*	*	*
Finance Manager	(1)	*	7,403	7,773	8,162	8,570	8,999	9,449
<u>Accountant</u>	(2)							
Accountant II	*	*	6,155	6,463	6,786	7,125	7,481	7,855
Accountant I	*	*	5,016	5,267	5,530	5,807	6,097	6,402
Information Technology Technician	(1)	*	4,804	5,044	5,296	5,561	5,839	6,131
Accounting Technician	(1)	*	4,209	4,419	4,640	4,872	5,116	5,372
<u>Accounting Clerk</u>	(4)							
Accounting Clerk II	*	*	3,674	3,858	4,051	4,254	4,467	4,690
Accounting Clerk I	*	*	3,082	3,236	3,398	3,568	3,746	3,933

* 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 (6)

<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)	9,330-11,913	*	*	*	*	*	*
Housing Program Manager	(1)	*	7,403	7,773	8,162	8,570	8,999	9,449
Homeless Outreach Coordinator	(1)	*	5,213	5,474	5,748	6,035	6,337	6,654
<u>Planner</u>	(1)							
Senior Planner	*	*	7,145	7,502	7,877	8,271	8,685	9,119
Associate Planner	*	*	6,155	6,463	6,786	7,125	7,481	7,855
Assistant Planner	*	*	5,016	5,267	5,530	5,807	6,097	6,402
Planning Technician	(1)	*	4,127	4,333	4,550	4,778	5,017	5,268
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,674	3,858	4,051	4,254	4,467	4,690
Admin Clerk I	*	*	3,082	3,236	3,398	3,568	3,746	3,933

* 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 (60)

<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)	14,378-18,360	*	*	*	*	*	*
Public Works Operations Manager	(2)	*	6,918	7,264	7,627	8,008	8,408	8,828
Parks & Rec Operations Manager	(1)	*	6,918	7,264	7,627	8,008	8,408	8,828
Public Works Supervisor	(1)	*	5,555	5,833	6,125	6,431	6,753	7,091
Recreation Supervisor	(1)	*	5,555	5,833	6,125	6,431	6,753	7,091
Water Quality Specialist	(1)	*	5,446	5,718	6,004	6,304	6,619	6,950
Fleet Maintenance Coordinator	(1)	*	5,317	5,583	5,862	6,155	6,463	6,786
Foreman	(4)	*	5,213	5,474	5,748	6,035	6,337	6,654
Administrative Coordinator	(1)	*	5,213	5,474	5,748	6,035	6,337	6,654
Administrative Assistant	(2)	*	4,261	4,474	4,698	4,933	5,180	5,439
Engineering Technician	(2)	*	4,209	4,419	4,640	4,872	5,116	5,372
Recreation Coordinator I	(2)	*	3,082	3,236	3,398	3,568	3,746	3,933
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,674	3,858	4,051	4,254	4,467	4,690
Admin Clerk I	*	*	3,082	3,236	3,398	3,568	3,746	3,933
<u>Inspector I</u>	(1)	*	5,165	5,423	5,694	5,979	6,278	6,592
Maintenance Mechanic I	(2)	*	3,640	3,822	4,013	4,214	4,425	4,646
Custodian	(1)	*	3,082	3,236	3,398	3,568	3,746	3,933
<u>Environmental Control/Utilities Maintenance</u>	(13)							
Environmental Control Specialist III	*	*	4,749	4,986	5,235	5,497	5,772	6,061
Environmental Control Specialist II	*	*	4,165	4,373	4,592	4,822	5,063	5,316
Environmental Control Specialist I	*	*	3,966	4,164	4,372	4,591	4,821	5,062
Environmental Control Specialist Trainee	*	*	3,775	3,964	4,162	4,370	4,589	4,818
Utilities Maintenance III	*	*	4,465	4,688	4,922	5,168	5,426	5,697
Utilities Maintenance II	*	*	4,058	4,261	4,474	4,698	4,933	5,180
Utilities Maintenance I	*	*	3,640	3,822	4,013	4,214	4,425	4,646
<u>Maintenance</u>	(23)							
Maintenance Worker III	*	*	4,453	4,676	4,910	5,156	5,414	5,685
Maintenance Worker II	*	*	4,033	4,235	4,447	4,669	4,902	5,147
Maintenance Worker I	*	*	3,640	3,822	4,013	4,214	4,425	4,646

* 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.

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)	12,498-15,953	*	*	*	*	*	*
Asst Fire Chief	(1)	*	9,437	9,909	10,404	10,924	11,470	12,044
Fire Captain	(6)	*	6,830	7,172	7,531	7,908	8,303	8,511
Fire Engineer	(6)	*	6,507	6,702	6,903	7,110	7,323	7,506
Fire Fighter	(4)	*	5,351	5,619	5,900	6,195	6,505	6,668

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

SECTION E - FIRE & BUILDING - Continued

<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>
Administrative Coordinator	(1)	*	5,213	5,474	5,748	6,035	6,337	6,654
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,674	3,858	4,051	4,254	4,467	4,690
Admin Clerk I	*	*	3,082	3,236	3,398	3,568	3,746	3,933

* 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 (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)	13,647-17,419	*	*	*	*	*	*
Police Commander	(2)	*	10,259	10,772	11,311	11,877	12,471	13,095
Police Sergeant	(8)	*	8,706	9,141	9,598	10,078	10,582	10,847
Police Services Manager	(1)	*	7,403	7,773	8,162	8,570	8,999	9,449
Dispatch Supervisor	(1)	*	5,599	5,879	6,173	6,482	6,806	7,146
Code Enforcement Officer	(5)	*	4,711	4,947	5,194	5,454	5,727	6,013
Public Safety Dispatcher	(11)	*	4,548	4,775	5,014	5,265	5,528	5,804
Crime Analyst	(1)	*	4,132	4,339	4,556	4,784	5,023	5,274
Property Evidence Technician	(1)	*	3,631	3,813	4,004	4,204	4,414	4,635
Community Services Officer	(7)	*	3,340	3,507	3,682	3,866	4,059	4,262
Public Safety Custodian	(1)	*	3,082	3,236	3,398	3,568	3,746	3,933
Police Officer	(37) ¹	*	6,530	6,857	7,200	7,560	7,938	8,136
Police Trainee	*	*	3,573	3,752	3,940	4,137	4,344	4,561
<u>Admin Clerk</u>	(4)							
Admin Clerk II	*	*	3,674	3,858	4,051	4,254	4,467	4,690
Admin Clerk I	*	*	3,082	3,236	3,398	3,568	3,746	3,933

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	17.78	19.00	20.00	21.00	22.00	23.00
Recreation Assistant	17.78	19.00	20.00	21.00	22.00	23.00

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	37.67	40.00	42.00	44.00	46.00	48.00
Code Enforcement Officer	27.18	29.00	30.00	32.00	34.00	36.00
Dispatcher	26.24	28.00	29.00	30.00	32.00	34.00
Fire Fighter	21.99	23.00	24.00	25.00	26.00	27.00
Maintenance Worker	21.00	22.00	23.00	24.00	25.00	26.00
Community Services Officer	19.27	20.00	21.00	22.00	23.00	24.00
Admin Clerk	17.78	19.00	20.00	21.00	22.00	23.00
Custodian	17.78	19.00	20.00	21.00	22.00	23.00

SEC. 4004 PART TIME & ELECTED EMPLOYEE CLASSIFICATIONS - Continued

City Hall Division -- Hourly Salary

EMPLOYEE CLASSIFICATION

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
17.78	19.00	20.00	21.00	22.00	23.00
17.78	19.00	20.00	21.00	22.00	23.00

Admin Clerk

Custodian

Elected Officials -- Monthly Salary

Mayor

400.00 monthly

Council Members

300.00 monthly

City Clerk

100.00 monthly

City Treasurer

100.00 monthly