

NON-SWORN POSITIONS

| POSITIONS | FLSA | PAY GRADE | | MINIMUM | MIDPOINT | MAXIMUM |
|--|------|-----------|-----------|-------------|-------------|-------------|
| Camp Counselor (Seasonal) | N | 101 | Annual | \$27,040.00 | \$33,800.00 | \$40,560.00 |
| Lifeguard (Seasonal) | N | | Bi-Weekly | \$1,040.00 | \$1,300.00 | \$1,560.00 |
| | | | Hourly | \$13.0000 | \$16.2500 | \$19.5000 |
| | N | 102 | Annual | \$28,392.00 | \$35,490.00 | \$42,588.00 |
| | | | Bi-Weekly | \$1,092.00 | \$1,365.00 | \$1,638.00 |
| | | | Hourly | \$13.6500 | \$17.0625 | \$20.4750 |
| | N | 103 | Annual | \$29,811.60 | \$37,264.50 | \$44,717.40 |
| | | | Bi-Weekly | \$1,146.60 | \$1,433.25 | \$1,719.90 |
| | | | Hourly | \$14.3325 | \$17.9156 | \$21.4988 |
| Intern | N | 104 | Annual | \$31,302.18 | \$39,127.73 | \$46,953.27 |
| | | | Bi-Weekly | \$1,203.93 | \$1,504.91 | \$1,805.90 |
| | | | Hourly | \$15.0491 | \$18.8114 | \$22.5738 |
| Head Lifeguard (Seasonal) | N | 105 | Annual | \$32,867.29 | \$41,084.11 | \$49,300.93 |
| Theatre Attendant | N | | Bi-Weekly | \$1,264.13 | \$1,580.16 | \$1,896.19 |
| | | | Hourly | \$15.8016 | \$19.7520 | \$23.7024 |
| | N | 106 | Annual | \$34,510.65 | \$43,138.32 | \$51,765.98 |
| | | | Bi-Weekly | \$1,327.33 | \$1,659.17 | \$1,991.00 |
| | | | Hourly | \$16.5916 | \$20.7396 | \$24.8875 |
| Childcare Assistant | N | 107 | Annual | \$36,236.19 | \$45,295.23 | \$54,354.28 |
| Facilities Assistant | N | | Bi-Weekly | \$1,393.70 | \$1,742.12 | \$2,090.55 |
| Facility Attendant | N | | Hourly | \$17.4213 | \$21.7765 | \$26.1319 |
| Light Maintenance/Janitorial | N | | | | | |
| Pool Supervisor (Seasonal) | N | | | | | |
| Recreation Assistant | N | | | | | |
| Streets Maintenance Worker | N | | | | | |
| Groundskeeper I | N | 108 | Annual | \$38,048.00 | \$47,559.99 | \$57,071.99 |
| | | | Bi-Weekly | \$1,463.38 | \$1,829.23 | \$2,195.08 |
| | | | Hourly | \$18.2923 | \$22.8654 | \$27.4385 |
| Department Assistant | N | 109 | Annual | \$39,950.40 | \$49,937.99 | \$59,925.59 |
| Development Services Records Clerk | N | | Bi-Weekly | \$1,536.55 | \$1,920.69 | \$2,304.83 |
| Police Records Clerk | N | | Hourly | \$19.2069 | \$24.0086 | \$28.8104 |
| Public Works & Engineering Records Clerk | N | | | | | |
| Airport Maintenance Technician II | N | 110 | Annual | \$41,947.91 | \$52,434.89 | \$62,921.87 |
| Animal Control Officer | N | | Bi-Weekly | \$1,613.38 | \$2,016.73 | \$2,420.07 |
| Deputy Court Clerk | N | | Hourly | \$20.1673 | \$25.2091 | \$30.2509 |
| Facilities Specialist | N | | | | | |
| Groundskeeper II | N | | | | | |
| Property & Evidence Technician | N | | | | | |
| Utility Operator I | N | | | | | |
| Accounting Specialist | N | 111 | Annual | \$44,045.31 | \$55,056.64 | \$66,067.97 |
| Chemical Application Technician | N | | Bi-Weekly | \$1,694.05 | \$2,117.56 | \$2,541.08 |
| Licensed Irrigator I | N | | Hourly | \$21.1756 | \$26.4695 | \$31.7635 |
| Utility Operator II | N | | | | | |
| Airport Maintenance Technician III | N | | | | | |
| Bond Contract Administrator | N | 112 | Annual | \$46,247.58 | \$57,809.47 | \$69,371.36 |
| Electrician Apprentice | N | | Bi-Weekly | \$1,778.75 | \$2,223.44 | \$2,668.13 |
| Lead Court Clerk | N | | Hourly | \$22.2344 | \$27.7930 | \$33.3516 |
| Recreation Coordinator | N | | | | | |
| Signs & Signals Technician | N | | | | | |
| Stormwater Operator | N | | | | | |
| Utility Operator III | N | | | | | |
| Water Quality Specialist | N | | | | | |
| Airport Operations Specialist | N | 113 | Annual | \$48,559.96 | \$60,699.94 | \$72,839.93 |
| Code Enforcement Officer | N | | Bi-Weekly | \$1,867.69 | \$2,334.61 | \$2,801.54 |
| Licensed Irrigator II | N | | Hourly | \$23.3461 | \$29.1826 | \$35.0193 |
| Senior Permit Technician | N | | | | | |
| Special Event Specialist | N | | | | | |
| Volunteer Coordinator | N | | | | | |
| Senior Accounting Specialist | E | | | | | |

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|--|---|-----|-----------|-------------|--------------|--------------|
| Combination Building Inspector | N | 114 | Annual | \$50,987.95 | \$63,734.94 | \$76,481.93 |
| Construction Inspector | N | | Bi-Weekly | \$1,961.08 | \$2,451.34 | \$2,941.61 |
| Environmental Health Specialist | N | | Hourly | \$24.5135 | \$30.6418 | \$36.7701 |
| Executive Assistant | N | | | | | |
| Special Events Coordinator | N | | | | | |
| Management Assistant | E | | | | | |
| Crime Analyst | N | 115 | Annual | \$53,537.35 | \$66,921.69 | \$80,306.03 |
| Electrician | N | | Bi-Weekly | \$2,059.13 | \$2,573.91 | \$3,088.69 |
| Major Capital Projects Inspector | N | | Hourly | \$25.7391 | \$32.1739 | \$38.6086 |
| HR Learning & Development Coordinator | E | | | | | |
| Senior Code Enforcement Officer | N | 116 | Annual | \$56,214.22 | \$70,267.77 | \$84,321.33 |
| Senior Environmental Health Specialist | N | | Bi-Weekly | \$2,162.09 | \$2,702.61 | \$3,243.13 |
| Children's Program Supervisor | E | | Hourly | \$27.0261 | \$33.7826 | \$40.5391 |
| Facilities Supervisor | E | | | | | |
| Marketing & Public Communications Specialist | E | | | | | |
| Recreation Member Services Supervisor | E | | | | | |
| Sponsorship & Event Specialist | E | | | | | |
| Streets Operations Supervisor | E | | | | | |
| Traffic Signal Supervisor | E | | | | | |
| Animal Control Supervisor | N | 117 | Annual | \$59,024.93 | \$73,781.16 | \$88,537.39 |
| Accountant | E | | Bi-Weekly | \$2,270.19 | \$2,837.74 | \$3,405.28 |
| Economic Development Analyst | E | | Hourly | \$28.3774 | \$35.4718 | \$44.5660 |
| Management Analyst | E | | | | | |
| Parks Supervisor | E | | | | | |
| Police Records Supervisor | E | | | | | |
| Recreation Supervisor | E | | | | | |
| Senior Building Inspector | E | | | | | |
| Senior Plans Examiner | E | | | | | |
| Utility Billing Supervisor | E | | | | | |
| Utility Supervisor-Line Maintenance | E | | | | | |
| Utility Supervisor-Water Quality | E | | | | | |
| Human Resources Business Partner | E | 118 | Annual | \$61,976.18 | \$77,470.22 | \$92,964.26 |
| Leasing Manager | E | | Bi-Weekly | \$2,383.699 | \$2,979.624 | \$3,575.549 |
| GIS Analyst | E | 119 | Annual | \$65,074.98 | \$81,343.73 | \$97,612.48 |
| Fire Administrative Manager | E | | Bi-Weekly | \$2,502.88 | \$3,128.61 | \$3,754.33 |
| Senior Budget Analyst | E | | | | | |
| Senior Treasury Analyst | E | | | | | |
| Senior Accountant | E | 120 | Annual | \$68,328.73 | \$85,410.92 | \$102,493.10 |
| Theatre Centre Supervisor | E | | Bi-Weekly | \$2,628.03 | \$3,285.04 | \$3,942.04 |
| Senior Human Resources Business Partner | E | 121 | Annual | \$71,745.17 | \$89,681.46 | \$107,617.75 |
| | | | Bi-Weekly | \$2,759.43 | \$3,449.29 | \$4,139.14 |
| Payroll & Risk Manager | E | 122 | Annual | \$75,332.43 | \$94,165.54 | \$112,998.64 |
| Recreation Manager | E | | Bi-Weekly | \$2,897.40 | \$3,621.75 | \$4,346.10 |
| Tourism Manager | E | | | | | |
| Airport Operations Manager | E | 123 | Annual | \$79,099.05 | \$98,873.81 | \$118,648.57 |
| Assistant to the City Manager | E | | Bi-Weekly | \$3,042.27 | \$3,802.84 | \$4,563.41 |
| Parks Manager | E | | | | | |
| Special Events Manager | E | | | | | |
| Accounting Manager | E | 124 | Annual | \$83,054.00 | \$103,817.50 | \$124,581.00 |
| Asset Manager | E | | Bi-Weekly | \$3,194.38 | \$3,992.98 | \$4,791.58 |
| Airport Maintenance Manager | E | | | | | |
| Code Enforcement Manager | E | | | | | |
| Comprehensive Planning Manager | E | | | | | |
| Economic Development Manager | E | | | | | |
| Environmental Health Manager | E | | | | | |
| Line Maintenance Manager | E | | | | | |
| Parks Superintendent | E | | | | | |
| Planning & Development Manager | E | | | | | |
| Right of Way Construction Manager | E | | | | | |
| Stormwater & Operations Manager | E | | | | | |
| Streets & Traffic Operations Manager | E | | | | | |
| Municipal Court Administrator | E | | | | | |



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|--|---|-----|-----------|--------------|--------------|--------------|
| Capital Improvement Project Manager | E | 125 | Annual | \$87,206.70 | \$109,008.38 | \$130,810.05 |
| Purchasing Manager | E | | Bi-Weekly | \$3,354.104 | \$4,192.630 | \$5,031.156 |
| Water Quality Manager | E | | | | | |
| Budget Manager | E | 126 | Annual | \$91,567.04 | \$114,458.80 | \$137,350.56 |
| City Secretary | E | | Bi-Weekly | \$3,521.81 | \$4,402.26 | \$5,282.71 |
| Landscape Architect | E | | | | | |
| Assistant Director of Development Services | E | 127 | Annual | \$96,145.39 | \$120,181.74 | \$144,218.08 |
| Assistant Director of General Services | E | | Bi-Weekly | \$3,697.90 | \$4,622.37 | \$5,546.85 |
| Assistant Director of Neighborhood Services | E | | | | | |
| Assistant Director of Recreation | E | | | | | |
| Bond Infrastructure Program Manager | E | | | | | |
| Controller | E | | | | | |
| Emergency Management Coordinator | E | | | | | |
| GIS Manager | E | | | | | |
| Network Specialist | E | | | | | |
| Senior ERP Specialist | E | | | | | |
| Asset Management & Fleet Manager | E | 128 | Annual | \$100,952.66 | \$126,190.82 | \$151,428.99 |
| Airport Assistant Director | E | | Bi-Weekly | \$3,882.79 | \$4,853.49 | \$5,824.19 |
| Assistant Director of Parks | E | | | | | |
| Assistant Director of Public Works | E | | | | | |
| Assistant Director of Public Works & Engineering | E | | | | | |
| Assistant Director of Real Estate | E | | | | | |
| Building Official | E | 129 | Annual | \$106,000.29 | \$132,500.36 | \$159,000.44 |
| | | | Bi-Weekly | \$4,076.93 | \$5,096.17 | \$6,115.40 |
| Assistant Director of Information Technology | E | 130 | Annual | \$111,300.31 | \$139,125.38 | \$166,950.46 |
| Assistant Director of Finance | E | | Bi-Weekly | \$4,280.781 | \$5,350.976 | \$6,421.172 |
| Director of General Services | E | 131 | Annual | \$116,865.32 | \$146,081.65 | \$175,297.98 |
| Director of Special Events & Theatre | E | | Bi-Weekly | \$4,494.82 | \$5,618.53 | \$6,742.23 |
| Director of Marketing & Tourism | E | | | | | |
| | E | 132 | Annual | \$122,708.59 | \$153,385.73 | \$184,062.88 |
| | | | Bi-Weekly | \$4,719.56 | \$5,899.45 | \$7,079.34 |
| Airport Director | E | 133 | Annual | \$128,844.02 | \$161,055.02 | \$193,266.03 |
| | | | Bi-Weekly | \$4,955.54 | \$6,194.42 | \$7,433.31 |
| Chief of Staff | E | 134 | Annual | \$135,286.22 | \$169,107.77 | \$202,929.33 |
| Director of Development Services | E | | Bi-Weekly | \$5,203.32 | \$6,504.15 | \$7,804.97 |
| Director of Human Resources | E | | | | | |
| Director of Parks & Recreation | E | | | | | |
| Director of Public Works & Engineering | E | | | | | |
| Chief Financial Officer | E | 135 | Annual | \$142,050.53 | \$177,563.16 | \$213,075.79 |
| Director of Economic Development | E | | Bi-Weekly | \$5,463.48 | \$6,829.35 | \$8,195.22 |
| Fire Chief | E | | | | | |
| Police Chief | E | | | | | |
| Executive Director of Internal Services | E | 136 | Annual | \$149,153.06 | \$186,441.32 | \$223,729.58 |
| | | | Bi-Weekly | \$5,736.66 | \$7,170.82 | \$8,604.98 |
| | E | 137 | Annual | \$156,610.71 | \$195,763.39 | \$234,916.06 |
| | | | Bi-Weekly | \$6,023.49 | \$7,529.36 | \$9,035.23 |
| Deputy City Manager | E | 138 | Annual | \$164,441.24 | \$205,551.55 | \$246,661.87 |
| | | | Bi-Weekly | \$6,324.66 | \$7,905.83 | \$9,486.99 |
| | E | 139 | Annual | \$172,663.31 | \$215,829.13 | \$258,994.96 |
| | | | Bi-Weekly | \$6,640.90 | \$8,301.12 | \$9,961.34 |
| | E | 140 | Annual | \$181,296.47 | \$226,620.59 | \$271,944.71 |
| | | | Bi-Weekly | \$6,972.94 | \$8,716.18 | \$10,459.41 |

FIRE

| POSITION | FLSA | PAY GRADE | | MINIMUM | MIDPOINT | MAXIMUM |
|--------------------------------|------|-----------|-----------|--------------|--------------|--------------|
| Fire Prevention Technician | N | F1 | Annual | \$63,000.00 | \$71,064.45 | \$79,128.89 |
| | | | Bi-Weekly | \$2,423.08 | \$2,733.25 | \$3,043.42 |
| | | | Hourly | \$21.6346 | \$24.4040 | \$27.1734 |
| Paramedic | N | F2 | Annual | \$72,213.74 | | |
| | | | Bi-Weekly | \$2,777.45 | | |
| | | | Hourly | \$24.7987 | | |
| Firefighter/Paramedic | N | F3 | Annual | \$74,713.74 | \$84,110.28 | \$93,506.81 |
| | | | Bi-Weekly | \$2,873.61 | \$3,235.01 | \$3,596.42 |
| | | | Hourly | \$25.6572 | \$28.8840 | \$32.1109 |
| Driver/Engineer | N | F4 | Annual | \$96,312.01 | \$99,201.37 | \$102,090.74 |
| | | | Bi-Weekly | \$3,704.31 | \$3,815.44 | \$3,926.57 |
| | | | Hourly | \$33.0742 | \$34.0664 | \$35.0587 |
| | N | F5 | Annual | \$108,250.00 | \$110,485.77 | \$112,721.53 |
| | | | Bi-Weekly | \$4,163.46 | \$4,249.45 | \$4,335.44 |
| | | | Hourly | \$37.1738 | \$37.9415 | \$38.7093 |
| Fire Captain | N | F6 | Annual | \$113,500.00 | \$116,898.53 | \$120,297.06 |
| | | | Bi-Weekly | \$4,203.70 | \$4,329.58 | \$4,455.45 |
| | | | Hourly | \$38.9766 | \$40.1438 | \$41.3108 |
| Fire Battalion Chief | N | F7 | Annual | \$130,058.00 | \$133,697.65 | \$137,337.31 |
| | | | Bi-Weekly | \$5,002.23 | \$5,142.22 | \$5,282.20 |
| | | | Hourly | \$44.6628 | \$45.9126 | \$47.1625 |
| Administrative Battalion Chief | E | F7 | Annual | \$130,058.00 | \$133,697.65 | \$137,337.31 |
| | | | Bi-Weekly | \$5,002.23 | \$5,142.22 | \$5,282.20 |
| Assistant Fire Chief | E | F8 | Annual | \$140,748.00 | \$156,602.89 | \$172,457.78 |
| | | | Bi-Weekly | \$5,413.38 | \$6,023.19 | \$6,632.99 |

POLICE

| POSITION | FLSA | PAY GRADE | | MINIMUM | MIDPOINT | MAXIMUM |
|------------------------|------|-----------|-----------|--------------|--------------|--------------|
| Police Recruit | N | P1 | Annual | \$68,540.00 | | |
| | | | Bi-Weekly | \$2,636.15 | | |
| | | | Hourly | \$32.9519 | | |
| Police Officer | N | P2 | Annual | \$78,913.32 | \$90,088.97 | \$101,264.62 |
| | | | Bi-Weekly | \$3,035.13 | \$3,464.96 | \$3,894.79 |
| | | | Hourly | \$37.9391 | \$43.3120 | \$48.6849 |
| Police Sergeant | N | P3 | Annual | \$105,730.00 | \$110,104.40 | \$114,478.81 |
| | | | Bi-Weekly | \$4,066.54 | \$4,234.78 | \$4,403.03 |
| | | | Hourly | \$50.8318 | \$52.9348 | \$55.0379 |
| Police Lieutenant | E | P4 | Annual | \$121,920.00 | \$126,359.82 | \$130,799.64 |
| | | | Bi-Weekly | \$4,689.23 | \$4,859.99 | \$5,030.76 |
| Police Captain | E | P5 | Annual | \$130,915.00 | \$136,190.05 | \$141,465.10 |
| | | | Bi-Weekly | \$5,035.19 | \$5,238.08 | \$5,440.97 |
| Assistant Police Chief | E | P6 | Annual | \$142,965.00 | \$159,164.83 | \$175,364.65 |
| | | | Bi-Weekly | \$5,498.65 | \$6,121.72 | \$6,744.79 |