

**DIVISION 4  
SALARY SCHEDULE**

**(Approved September 7, 2016/ Effective September 7, 2016)**

**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)	12,505-16,023	*	*	*	*	*	*
Human Resources Director	(1)	7,425-9,481	*	*	*	*	*	*
Assistant City Clerk/HR Technician	(1)	*	4,071	4,275	4,489	4,713	4,949	5,196
HR Technician I	(1)	*	3,284	3,448	3,621	3,802	3,992	4,191
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	2,923	3,069	3,223	3,384	3,553	3,731
Admin Clerk I	*	*	2,453	2,575	2,704	2,839	2,981	3,130

\* 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)	8,469-10,814						
<u>Accountant</u>	(3)							
Accountant II	*	*	4,897	5,142	5,399	5,669	5,953	6,251
Accountant I	*	*	3,991	4,191	4,400	4,620	4,852	5,094
<u>Accounting Technician</u>	(1)	*	3,350	3,517	3,693	3,878	4,072	4,275
<u>Accounting Clerk</u>	(5) <sup>1</sup>							
Accounting Clerk II	*	*	2,923	3,069	3,223	3,384	3,553	3,731
Accounting Clerk I	*	*	2,453	2,575	2,704	2,839	2,981	3,130

\* 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.

<sup>1</sup> Five (5) positions authorized, with one (1) position unfunded for fiscal year 2016/2017

**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) <sup>2</sup>	7,425-9,481						
<u>Planner</u>	(1)							
Senior Planner	*	*	5,686	5,970	6,268	6,582	6,911	7,257
Associate Planner	*	*	4,897	5,142	5,399	5,669	5,953	6,251
Assistant Planner	*	*	3,991	4,191	4,400	4,620	4,852	5,094
<u>Planning Technician</u>	(1)	*	3,284	3,448	3,621	3,802	3,992	4,191

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

<sup>2</sup> Authorized but unfunded for fiscal year 2016/2017

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

**SECTION D - INFORMATION TECHNOLOGY**

**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>
Information Technology Director	(1)	7,425-9,481						
Information Technology Technician	(2)	*	3,823	4,014	4,215	4,426	4,647	4,880

**SECTION E - PUBLIC WORKS**

**TOTAL POSITIONS AUTHORIZED (49)**

<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)	11,441-14,610						
Assistant Public Works Director	(1)	*	7,581	7,960	8,358	8,776	9,215	9,676
Public Works Operations Manager	(1)	*	5,891	6,185	6,494	6,819	7,160	7,518
Parks & Rec Operations Manager	(1)	*	5,505	5,781	6,070	6,373	6,692	7,026
Supervisor	(1)	*	4,421	4,642	4,874	5,118	5,374	5,642
Water Quality Specialist	(1)	*	4,334	4,551	4,778	5,017	5,268	5,531
Administrative Coordinator	(1)	*	4,148	4,356	4,573	4,802	5,042	5,294
Fleet Maintenance Coordinator	(1)	*	4,231	4,443	4,665	4,898	5,143	5,400
Foreman	(4)	*	4,148	4,356	4,573	4,802	5,042	5,294
Inspector I	(1)	*	4,029	4,231	4,442	4,664	4,898	5,142
Administrative Assistant	(1)	*	3,392	3,561	3,739	3,926	4,123	4,329
Engineering Technician	(1)	*	3,350	3,517	3,693	3,878	4,072	4,275
Recreation Coordinator II	(1)	*	3,105	3,260	3,423	3,594	3,774	3,963
Maintenance Mechanic I	(1)	*	2,839	2,981	3,130	3,287	3,451	3,624
Sweeper Operator I	(2)	*	2,839	2,981	3,130	3,287	3,451	3,624
<u>Environmental Control/Utilities Maintenance</u>	(13)							
Environmental Control Specialist III	*	*	3,705	3,890	4,084	4,289	4,503	4,728
Environmental Control Specialist II	*	*	3,248	3,411	3,581	3,760	3,948	4,146
Environmental Control Specialist I	*	*	3,093	3,248	3,411	3,581	3,760	3,948
Environmental Control Specialist Trainee	*	*	2,946	3,093	3,248	3,410	3,581	3,760
Utilities Maintenance III	*	*	3,483	3,657	3,840	4,032	4,234	4,445
Utilities Maintenance II	*	*	3,166	3,325	3,491	3,665	3,849	4,041
Utilities Maintenance I	*	*	2,839	2,981	3,130	3,287	3,451	3,624
<u>Maintenance</u>	(16) <sup>3</sup>							
Maintenance Worker III	*	*	3,475	3,648	3,831	4,022	4,224	4,435
Maintenance Worker II	*	*	3,146	3,303	3,468	3,642	3,824	4,015
Maintenance Worker I	*	*	2,839	2,981	3,130	3,287	3,451	3,624
Maintenance Worker Trainee	*	*	2,240	2,352	2,469	2,593	2,723	2,859
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	2,923	3,069	3,223	3,384	3,553	3,731
Admin Clerk I	*	*	2,453	2,575	2,704	2,839	2,981	3,130

\* 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.

<sup>3</sup> Sixteen (16) positions authorized, with one (1) positions unfunded for fiscal year 2016/2017

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)	9,850-12,573						
Asst Fire Chief	(1)	*	7,438	7,810	8,200	8,610	9,040	9,493
Fire Captain	(3)	*	5,075	5,329	5,595	5,875	6,169	6,323
Fire Engineer	(6)	*	4,835	4,980	5,129	5,283	5,442	5,578
Fire Fighter	(5)	*	3,976	4,175	4,383	4,603	4,833	4,954
Administrative Assistant	(1)	*	3,392	3,561	3,739	3,926	4,123	4,329
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	2,923	3,069	3,223	3,384	3,553	3,731
Admin Clerk I	*	*	2,453	2,575	2,704	2,839	2,981	3,130

\* 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 (66)**

<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)	10,755-13,728						
Police Commander	(2)	*	8,084	8,488	8,913	9,358	9,826	10,317
Police Sergeant	(7)	*	6,180	6,488	6,813	7,154	7,511	7,699
Police Services Manager	(1)	*	5,681	5,965	6,263	6,576	6,905	7,250
Dispatch Supervisor	(1) <sup>4</sup>	*	4,455	4,678	4,912	5,157	5,415	5,686
Code Enforcement Officer	(2)	*	3,747	3,935	4,132	4,338	4,555	4,783
Dispatcher	(10)	*	3,512	3,687	3,872	4,065	4,268	4,482
Crime Analyst	(1)	*	3,287	3,452	3,624	3,805	3,996	4,195
Property Evidence Technician	(1)	*	2,890	3,034	3,186	3,345	3,513	3,688
Community Services Officer	(5)	*	2,579	2,708	2,843	2,986	3,135	3,292
Public Safety Custodian	(1)	*	2,272	2,386	2,505	2,631	2,762	2,900
Police Officer	(30) <sup>5</sup>	*	4,632	4,863	5,106	5,362	5,630	5,770
Police Trainee	*	*	2,228	2,339	2,456	2,579	2,708	2,843
<u>Admin Clerk</u>	(4)							
Admin Clerk II	*	*	2,923	3,069	3,223	3,384	3,553	3,731
Admin Clerk I	*	*	2,453	2,575	2,704	2,839	2,981	3,130

<sup>4</sup> Authorized but underfilling with a Dispatcher for fiscal year 2016/2017

<sup>5</sup> 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	10.00	10.50	11.03	11.58	12.16	12.46	
	<b><u>Effective January 1, 2017</u></b>	<b><u>10.50</u></b>	<b><u>11.03</u></b>	<b><u>11.58</u></b>	<b><u>12.16</u></b>	<b><u>12.76</u></b>	<b><u>13.08</u></b>
Maintenance Worker	10.00	10.50	11.03	11.58	12.16	12.46	
	<b><u>Effective January 1, 2017</u></b>	<b><u>10.50</u></b>	<b><u>11.03</u></b>	<b><u>11.58</u></b>	<b><u>12.16</u></b>	<b><u>12.76</u></b>	<b><u>13.08</u></b>

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
Community Services Officer	10.54	11.07	11.62	12.20	12.81	13.13

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>
Account Clerk/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

Elected Officials -- Monthly Salary

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