

DIVISION 4
SALARY SCHEDULE

(Approved October 7, 2020 / Effective October 1, 2020)

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)	13,932-17,833	*	*	*	*	*	*
Human Resources Director	(1)	8,074-10,309	*	*	*	*	*	*
Assistant City Clerk/HR Analyst	(1)	*	5,325	5,591	5,871	6,165	6,473	6,797
HR Technician I	(2)	*	3,572	3,751	3,939	4,136	4,343	4,560
<u>Admin Clerk</u>	(0)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

* 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)	9,209-11,758						
Accounting & Budget Supervisor	(1)	*	6,406	6,726	7,062	7,415	7,786	8,175
<u>Accountant</u>	(2)							
Accountant II	*	*	5,325	5,591	5,871	6,165	6,473	6,797
Accountant I	*	*	4,340	4,557	4,785	5,024	5,275	5,539
Accounting Technician	(1)	*	3,642	3,824	4,015	4,216	4,427	4,648
<u>Accounting Clerk</u>	(4)							
Accounting Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Accounting Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

* 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 Dir	(1)	8,074-10,309						
<u>Planner</u>	(1)							
Senior Planner	*	*	6,182	6,491	6,816	7,157	7,515	7,891
Associate Planner	*	*	5,325	5,591	5,871	6,165	6,473	6,797
Assistant Planner	*	*	4,340	4,557	4,785	5,024	5,275	5,539
Planning Technician	(1)	*	3,572	3,751	3,939	4,136	4,343	4,560

* 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-Continue

SECTION D - INFORMATION TECHNOLOGY

TOTAL POSITIONS AUTHORIZED (1)

<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 Technician	(1)	*	4,157	4,365	4,583	4,812	5,053	5,306

SECTION E - 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)	12,441-15,887						
Assistant Public Works Director	(1)	*	8,244	8,656	9,089	9,543	10,020	10,521
Public Works Operations Manager	(1)	*	6,406	6,726	7,062	7,415	7,786	8,175
Parks & Rec Operations Manager	(1)	*	5,986	6,286	6,600	6,930	7,277	7,641
Supervisor	(1)	*	4,807	5,047	5,299	5,564	5,842	6,134
Water Quality Specialist	(1)	*	4,713	4,949	5,196	5,456	5,729	6,015
Fleet Maintenance Coordinator	(1)	*	4,601	4,831	5,073	5,327	5,593	5,873
Administrative Coordinator	(1)	*	4,511	4,737	4,974	5,223	5,484	5,758
Foreman	(4)	*	4,511	4,737	4,974	5,223	5,484	5,758
Administrative Assistant	(2)	*	3,687	3,872	4,066	4,269	4,482	4,706
Engineering Technician	(1)	*	3,642	3,824	4,015	4,216	4,427	4,648
Recreation Coordinator II	(1)	*	3,376	3,545	3,722	3,908	4,103	4,308
Recreation Coordinator I	(2)	*	2,667	2,800	2,940	3,087	3,241	3,403
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403
Inspector I	(1)	*	4,513	4,739	4,976	5,225	5,486	5,760
Maintenance Mechanic I	(1)	*	3,180	3,339	3,506	3,681	3,865	4,058
Custodian	(1)	*	2,546	2,673	2,807	2,947	3,094	3,249
<u>Environmental Control/Utilities Maintenance</u>	(13)							
Environmental Control Specialist III	*	*	4,149	4,356	4,574	4,803	5,043	5,295
Environmental Control Specialist II	*	*	3,639	3,821	4,012	4,213	4,424	4,645
Environmental Control Specialist I	*	*	3,465	3,638	3,820	4,011	4,212	4,423
Environmental Control Specialist Tr	*	*	3,299	3,464	3,637	3,819	4,010	4,211
Utilities Maintenance III	*	*	3,901	4,096	4,301	4,516	4,742	4,979
Utilities Maintenance II	*	*	3,546	3,724	3,910	4,106	4,311	4,527
Utilities Maintenance I	*	*	3,180	3,339	3,506	3,681	3,865	4,058
<u>Maintenance</u>	(23)							
Maintenance Worker III	*	*	3,891	4,086	4,290	4,505	4,730	4,967
Maintenance Worker II	*	*	3,524	3,700	3,885	4,079	4,283	4,497
Maintenance Worker I	*	*	3,180	3,339	3,506	3,681	3,865	4,058

* Comment: Promotions to skill levels (Trainee/I/II/III) within the Environmental Control Specialist, Utilities 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 classification may be reassigned to an equivalent pay grade of one of the other two classifications.

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SECTION F - 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)	10,815-13,805						
Asst Fire Chief	(1)	*	8,166	8,574	9,003	9,453	9,926	10,422
Fire Captain	(3)	*	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	(7)	*	4,562	4,791	5,031	5,283	5,547	5,686
Administrative Coordinator	(1)	*	4,511	4,737	4,974	5,223	5,484	5,758
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

* 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)	11,809-15,073						
Police Commander	(2)	*	8,876	9,319	9,785	10,274	10,788	11,327
Police Sergeant	(8) ¹	*	7,158	7,516	7,892	8,287	8,701	8,919
Police Services Manager	(1)	*	6,177	6,486	6,810	7,151	7,509	7,884
Dispatch Supervisor	(1)	*	4,845	5,087	5,341	5,608	5,888	6,182
Code Enforcement Officer	(4)	*	4,076	4,279	4,493	4,718	4,954	5,202
Public Safety Dispatcher	(11)	*	3,726	3,912	4,108	4,313	4,529	4,755
Crime Analyst	(1)	*	3,575	3,754	3,942	4,139	4,346	4,563
Property Evidence Technician	(1)	*	3,142	3,299	3,464	3,637	3,819	4,010
Community Services Officer	(8)	*	2,736	2,872	3,016	3,167	3,325	3,491
Public Safety Custodian	(1)	*	2,472	2,596	2,726	2,862	3,005	3,155
Police Officer	(37) ¹	*	5,365	5,634	5,916	6,212	6,523	6,686
Police Trainee	*	*	3,091	3,246	3,408	3,578	3,757	3,945
<u>Admin Clerk</u>	(4)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

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		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</u>
Recreation Assistant		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</u>

SEC. 4004 PART TIME & ELECTED EMPLOYEE CLASSIFICATIONS - Continued

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		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</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		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</u>
Custodian		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</u>
Community Services Officer		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</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		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</u>
Custodian		13.00	13.65	14.33	15.05	15.80	16.20
	<u>1/1/2021</u>	<u>14.00</u>	<u>14.70</u>	<u>15.44</u>	<u>16.21</u>	<u>17.02</u>	<u>17.44</u>

Elected Officials -- Monthly Salary

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