

**DIVISION 4
SALARY SCHEDULE**

(Approved September 5, 2018 / Effective September 1, 2018)

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)	13,202-16,917	*	*	*	*	*	*
Human Resources Director	(1)	7,839-10,009	*	*	*	*	*	*
Assistant City Clerk/HR Analyst	(1)	*	5,170	5,429	5,700	5,985	6,284	6,598
HR Technician I	(1)	*	3,468	3,641	3,823	4,014	4,215	4,426
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,086	3,241	3,403	3,573	3,752	3,940
Admin Clerk I	*	*	2,589	2,719	2,855	2,998	3,148	3,305

* 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)	8,941-11,416						
Accounting & Budget Supervisor	(1)	*	6,219	6,530	6,857	7,200	7,560	7,938
<u>Accountant</u>	(2)							
Accountant II	*	*	5,170	5,429	5,700	5,985	6,284	6,598
Accountant I	*	*	4,214	4,424	4,645	4,877	5,121	5,377
<u>Accounting Technician</u>	(1)	*	3,536	3,713	3,899	4,094	4,299	4,514
<u>Accounting Clerk</u>	(4)							
Accounting Clerk II	*	*	3,086	3,241	3,403	3,573	3,752	3,940
Accounting Clerk I	*	*	2,589	2,719	2,855	2,998	3,148	3,305

* 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 Director	(1)	7,839-10,009						
<u>Planner</u>	(1)							
Senior Planner	*	*	6,002	6,303	6,618	6,949	7,296	7,661
Associate Planner	*	*	5,170	5,429	5,700	5,985	6,284	6,598
Assistant Planner	*	*	4,214	4,424	4,645	4,877	5,121	5,377
<u>Planning Technician</u>	(1)	*	3,468	3,641	3,823	4,014	4,215	4,426

* 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-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 Manager	(1)	*	6,219	6,530	6,857	7,200	7,560	7,938
Information Technology Technician	(2)	*	4,036	4,238	4,450	4,673	4,907	5,152

SECTION E - PUBLIC WORKS

TOTAL POSITIONS AUTHORIZED (56)

<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)	12,079-15,424						
Assistant Public Works Director	(1)	*	8,004	8,404	8,824	9,265	9,728	10,214
Public Works Operations Manager	(1)	*	6,219	6,530	6,857	7,200	7,560	7,938
Parks & Rec Operations Manager	(1)	*	5,812	6,102	6,407	6,727	7,063	7,416
Supervisor	(1)	*	4,667	4,900	5,145	5,402	5,672	5,956
Water Quality Specialist	(1)	*	4,576	4,804	5,044	5,296	5,561	5,839
Administrative Coordinator	(1)	*	4,380	4,599	4,829	5,070	5,324	5,590
Fleet Maintenance Coordinator	(1)	*	4,467	4,690	4,925	5,171	5,430	5,702
Foreman	(4)	*	4,380	4,599	4,829	5,070	5,324	5,590
Inspector I	(1)	*	4,254	4,466	4,689	4,923	5,169	5,427
Administrative Assistant	(2)	*	3,580	3,759	3,947	4,144	4,351	4,569
Engineering Technician	(1)	*	3,536	3,713	3,899	4,094	4,299	4,514
Recreation Coordinator II	(1)	*	3,278	3,442	3,614	3,795	3,985	4,184
Maintenance Mechanic I	(1)	*	2,997	3,147	3,304	3,469	3,642	3,824
Sweeper Operator I	(2)	*	2,997	3,147	3,304	3,469	3,642	3,824
Custodian	(1)	*	2,400	2,520	2,646	2,778	2,917	3,063
<u>Environmental Control/Utilities Maintenance</u>	<u>(13)</u>							
Environmental Control Specialist III	*	*	3,911	4,107	4,312	4,528	4,754	4,992
Environmental Control Specialist II	*	*	3,430	3,601	3,781	3,970	4,169	4,377
Environmental Control Specialist I	*	*	3,266	3,429	3,600	3,780	3,969	4,167
Environmental Control Specialist Trainee	*	*	3,110	3,265	3,428	3,599	3,779	3,968
Utilities Maintenance III	*	*	3,677	3,861	4,054	4,257	4,470	4,694
Utilities Maintenance II	*	*	3,343	3,510	3,686	3,870	4,064	4,267
Utilities Maintenance I	*	*	2,997	3,147	3,304	3,469	3,642	3,824
<u>Maintenance</u>	<u>(21)</u>							
Maintenance Worker III	*	*	3,668	3,852	4,045	4,247	4,459	4,682
Maintenance Worker II	*	*	3,321	3,487	3,661	3,844	4,036	4,238
Maintenance Worker I	*	*	2,997	3,147	3,304	3,469	3,642	3,824
Maintenance Worker Trainee	*	*	2,365	2,483	2,607	2,737	2,874	3,018
<u>Admin Clerk</u>	<u>(1)</u>							
Admin Clerk II	*	*	3,086	3,241	3,403	3,573	3,752	3,940
Admin Clerk I	*	*	2,589	2,719	2,855	2,998	3,148	3,305

* 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 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 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)	10,500-13,403						
Asst Fire Chief	(1)	*	7,928	8,325	8,741	9,178	9,637	10,119
Fire Captain	(3)		5,436	5,708	5,993	6,293	6,608	6,773
Fire Engineer	(6)		5,179	5,334	5,494	5,659	5,829	5,975
Fire Fighter	(5)		4,259	4,472	4,696	4,931	5,178	5,307
Administrative Coordinator	(1)	*	4,380	4,599	4,829	5,070	5,324	5,590
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,086	3,241	3,403	3,573	3,752	3,940
Admin Clerk I	*	*	2,589	2,719	2,855	2,998	3,148	3,305

* 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 (70)

<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)	11,465-14,634						
Police Commander	(2)	*	8,617	9,048	9,500	9,975	10,474	10,998
Police Sergeant	(7)		6,683	7,017	7,368	7,736	8,123	8,326
Police Services Manager	(1)	*	5,997	6,297	6,612	6,943	7,290	7,655
Dispatch Supervisor	(1)	*	4,704	4,939	5,186	5,445	5,717	6,003
Code Enforcement Officer	(3)	*	3,957	4,154	4,362	4,580	4,809	5,049
Dispatcher	(10)		3,512	3,687	3,872	4,065	4,268	4,482
Crime Analyst	(1)	*	3,471	3,644	3,826	4,017	4,218	4,429
Property Evidence Technician	(1)	*	3,050	3,203	3,363	3,531	3,708	3,893
Community Services Officer	(7)		2,579	2,708	2,843	2,986	3,135	3,292
Public Safety Custodian	(1)	*	2,400	2,520	2,646	2,778	2,917	3,063
Police Officer	(31) ¹		4,863	5,106	5,362	5,630	5,911	6,059
Police Trainee	*	*	2,351	2,469	2,592	2,722	2,858	3,001
<u>Admin Clerk</u>	(4)							
Admin Clerk II	*	*	3,086	3,241	3,403	3,573	3,752	3,940
Admin Clerk I	*	*	2,589	2,719	2,855	2,998	3,148	3,305

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	11.90	12.50	13.12	13.78	14.46	14.83
	Effective January 1, 2019	12.00	12.60	13.23	13.89	14.59
Recreation Assistant	11.00	11.55	12.13	12.73	13.37	13.70
	Effective January 1, 2019	12.00	12.60	13.23	13.89	14.95

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	11.00	11.55	12.13	12.73	13.37	13.70
Effective January 1, 2019	<u>12.00</u>	<u>12.60</u>	<u>13.23</u>	<u>13.89</u>	<u>14.59</u>	<u>14.95</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
Effective January 1, 2019	<u>12.00</u>	<u>12.60</u>	<u>13.23</u>	<u>13.89</u>	<u>14.59</u>	<u>14.95</u>
Custodian	11.00	11.55	12.13	12.73	13.37	13.70
Effective January 1, 2019	<u>12.00</u>	<u>12.60</u>	<u>13.23</u>	<u>13.89</u>	<u>14.59</u>	<u>14.95</u>
Community Services Officer	11.00	11.55	12.13	12.73	13.37	13.70
Effective January 1, 2019	<u>12.00</u>	<u>12.60</u>	<u>13.23</u>	<u>13.89</u>	<u>14.59</u>	<u>14.95</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	11.90	12.50	13.12	13.78	14.46	14.83
Effective January 1, 2019	<u>12.00</u>	<u>12.60</u>	<u>13.23</u>	<u>13.89</u>	<u>14.59</u>	<u>14.95</u>
Custodian	11.00	11.55	12.13	12.73	13.37	13.70
Effective January 1, 2019	<u>12.00</u>	<u>12.60</u>	<u>13.23</u>	<u>13.89</u>	<u>14.59</u>	<u>14.95</u>

Elected Officials -- Monthly Salary

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