COMPENSATION STRUCTURE - updated 3/7/14

Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 Midpoint	Maximum	Current Job Title	Previous Job Title(s)
A		$15,616	$16,179	$16,762	$17,365	$17,989	$21,104		
		$7.51	$7.78	$8.06	$8.35	$8.65	$10.15		
		$1,301	$1,348	$1,397	$1,447	$1,499	$1,759		
B	$21,882	$22,670	$23,487	$24,332	$25,207	$26,115	$30,636	Recreation Attendant	Recreation Attendant & Tennis Ctr Attendant
	$10.52	$10.90	$11.29	$11.70	$12.12	$12.56	$14.73		
	$1,824	$1,889	$1,957	$2,028	$2,101	$2,176	$2,553		
C	$23,414	$24,257	$25,131	$26,035	$26,973	$27,944	$32,780	Maintenance Worker I (Grounds)	Equip Oper1 - Parks, Equip Oper2 - Parks, & Maint Worker - Parks,
	$11.26	$11.66	$12.08	$12.52	$12.97	$13.43	$15.76	Support Services Technician	Clerk I, Clerk 2, & Gen Svcs Clerk
	$1,951	$2,021	$2,094	$2,170	$2,248	$2,329	$2,732		
D	$25,053	$25,955	$26,890	$27,858	$28,860	$29,899	$35,075	Administrative Support Assistant	Access Svcs Clerk, Admin Sec, Clerk 2, Exec Sec, Fin Srvcs Asst, Gen Ldgr ClerkHR Data Entry Tech, & Sec I
	$12.04	$12.48	$12.93	$13.39	$13.88	$14.37	$16.86		
	$2,088	$2,163	$2,241	$2,322	$2,405	$2,492	$2,923		
E	$26,807	$27,772	$28,772	$29,807	$30,881	$31,993	$37,530	Access Services Team Leader	Access Services Team Leader
	$12.89	$13.35	$13.83	$14.33	$14.85	$15.38	$18.04	Animal Care Specialist	Animal Care Specialist
	$2,234	$2,314	$2,398	$2,484	$2,573	$2,666	$3,128	Financial Services Technician I	A/P Clerk, Clerk 3
								Maintenance Worker II (Public Works)	Asphalt Crew Mmbr, Concrte Crew Mmbr - Parks, Streets, and Water, Field Service Rep, Meter Repairer, & Utilities Svce Repairer
								Meter Reader	Meter Reader
								Service Support Assistant	Cust Svc Reps & Dpty Court Clks
								Signal Crew Member	Signal Crew Member
								Signs & Markings Crew Member	Signs & Markings Installer
F	$28,684	$29,716	$30,786	$31,894	$33,043	$34,232	$40,157	Code Enforcement Technician	
	$13.79	$14.29	$14.80	$15.33	$15.89	$16.46	$19.31	Courts Specialist	Collctns Clerk, Docket Clerk, Prosecutor Clerk, & Warrant Clerk
	$2,390	$2,476	$2,566	$2,658	$2,754	$2,853	$3,346	Facility Maintenance Worker	
								Financial Services Technician II	HR/Payroll Data Maint Tech, & Payroll Clerk
								Library Technician	Library Assistant
								Maintenance Worker III	
								Senior Meter Reader	Sr. Meter Reader
								Service Support Specialist	Res Ctr Comm Svcs Rep

COMPENSATION STRUCTURE - updated 3/7/14

Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 Midpoint	Maximum	Current Job Title	Previous Job Title(s)
G	$30,691	$31,796	$32,941	$34,127	$35,355	$36,628	$42,968	Billing Technician	Ambulance Billing Clerk, Customer Srvc Tech
	$14.76	$15.29	$15.84	$16.41	$17.00	$17.61	$20.66	Detention Officer	Detention Officer & Detention Officer 2
	$2,558	$2,650	$2,745	$2,844	$2,946	$3,052	$3,581	Equipment Operator	Equipment Oper1 - Parks & Equipment Oper2 - Parks
								Field Service Technician	Utility Service Field Tech
								Permit Technician	Permit Specialist
								Property Evidence Technician	Property Evidence Technician
								Pump Station Operator	Pump Station Operator
								Senior Library Technician	Clerk 2 & Library Asst
								Signs & Markings Technician	Signs & Markings Tech II
H	$32,840	$34,022	$35,247	$36,516	$37,830	$39,192	$45,976	Administrative Support Specialist	Admin Sec, Exec Asst, Exec Sec, & Sec I & II
	$15.79	$16.36	$16.95	$17.56	$18.19	$18.84	$22.10	Animal Services Officer	Animal Services Officer
	$2,737	$2,835	$2,937	$3,043	$3,153	$3,266	$3,831	Buyer	Purchasing Technician
								Community Service Officer	Police Equipment Specialist
								Craft Technician	Craft Tech - Fac Maint, Craft Tech - Prks, & Pool Maint Tech, Chem Applic & Irrig Systems Tech-Parks
								Financial Services Specialist	A/P Coord, Asst Billing Coord, & Treasury Analyst
								Juvenile Case Manager	Juvenile Case Manager
								Marketing Coordinator	Marketing Assistant
								Phlebotomist	
								P. W. Heavy Equipment Operator	Equip Op2 - Drainage, Streets, and Water, Trackhoe Operator - Drainage and Streets, Tractor Trailer Op, & TV Van/Vactor Operator
								Senior Permit Technician	Sr. Permit Specialist
								Senior Pump Station Operator	Chief Pump Station Operator
								Signal Technician	Signal Technician I
								Water Quality Technician	Water Quality Technician
								Water System Technician	Maintenance Technician
I	$35,138	$36,403	$37,714	$39,072	$40,478	$41,936	$49,194	Access Services Supervisor	Access Services Supervisor
	$16.89	$17.50	$18.13	$18.78	$19.46	$20.16	$23.65	Computer Information Specialist	Library Assistant
	$2,928	$3,034	$3,143	$3,256	$3,373	$3,495	$4,100	Detention Jail Immigration Officer	
								Maintenance Crew Leader I	Crew Leader - Parks
								Senior Financial Services Specialist	Billing Coord
								Telecommunications Dispatcher	Public Safety Dispatcher I

COMPENSATION STRUCTURE - updated 3/7/14

Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 Midpoint	Maximum	Current Job Title	Previous Job Title(s)
J	$37,598	$38,952	$40,354	$41,806	$43,312	$44,871	$52,638	Bailiff	Bailiff
	$18.08	$18.73	$19.40	$20.10	$20.82	$21.57	$25.31	Code Enforcement Officer	Code Enforcement Officer
	$3,133	$3,246	$3,363	$3,484	$3,609	$3,739	$4,387	Comm. Dev. Program Specialist	New - grant funded
								Detention Shift Supervisors	Detention Officer II
								Engineering Technician	Civil CADD Engineering Tech
								Graphics & Production Coordinator	Admin Projects Coordinator
								Maintenance Crew Leader II (P.W.)	Crew Leader - Drainage, Streets, & Water Utility
								Payroll Coordinator	Payroll Accountant
								Recreation Coordinator	Athletic Coord, Rec Coord, Rec Facility Coord, & Sr. Center Prgm Coord
								Senior Animal Services Officer	Animal Services Officer
								Senior Signal Technician	Signal Technician II
								Senior Water Quality Technician	Senior Water Quality Technician
								Sign Fabrication Technician	Sign Fabrication Technician
								Special Projects Supervisor	
K	$40,230	$41,678	$43,179	$44,733	$46,344	$48,012	$56,322	Building Inspector	Bldng/Zoning Codes Officer & Construction/Bldg Inspctr
	$19.34	$20.04	$20.76	$21.51	$22.28	$23.08	$27.08	Business Systems Supervisor	New Position
	$3,353	$3,473	$3,598	$3,728	$3,862	$4,001	$4,694	Construction Inspector	Construction Inspector
								Deputy Marshal	City Marshall
								Librarian	Librarian 2
								Maintenance Crew Leader III (P.W. Utilities)	Senior Maintenance Techs
								Marketing Specialist	Marketing Specialist
								Meter Services Supervisor	Meter Shop Supervisor
								Police Media Specialist	New
								Sanitarian	Registered Sanitarian
								Senior Code Enforcement Officer	Sr. Env Hlth Codes Officer
								Support Services Supervisor	Civ Pol Recrds & Info Sys Supervisor, Court Ops Supervisor, Operations Supervisor, Resolution Ctr Supervisor, & Utility Accounting Supervisor, Admin Services Supervisor
								Telecommunications Shift Supervisor	Dispatcher 3 Shift Supervisor
								Water Resource Management Specialist	
								Water Utilities Program Coordinator	Water Utilities Program Coordinator

COMPENSATION STRUCTURE - updated 3/7/14

Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 Midpoint	Maximum	Current Job Title	Previous Job Title(s)
L	$43,046	$44,596	$46,201	$47,865	$49,588	$51,373	$60,265	Accountant	Accountant 1
	$20.70	$21.44	$22.21	$23.01	$23.84	$24.70	$28.97	Claims Administrator	Claims Administrator
	$3,587	$3,716	$3,850	$3,989	$4,132	$4,281	$5,022	Crime Analyst	
								Deputy City Secretary	
								Environmental Program Coordinator	Pollution Control Coord & Strm Water Prgrm Coord, Industrial Preatreatment Coord
								HRIS Administrator	System Generalist
								Maintenance Supervisor	Athletic Supervisor, Parks Maint. Supervisor, Field Supervisor - Water Utility and Water Waste & Maintenance Supervisor - Drainage and Streets, Water Quality Production Supervisor
								Organizational Development Trainer	Human Resources Trainer
								Permit Services Supervisor	
								Planner	Planner I
								Plans Examiner	Plans Examiner
								Senior Building Inspector	Sr. Bldg/Zoning Code Officer
								Senior Construction Inspector	
								Signal Systems Operator	Signal Systems Operator
								Sr. Comm. Dev. Program Specialist	New - grant funded
								Senior Engineering Technician	Sr. Engineering Tech/GIS Mgr
M	$46,059	$47,718	$49,436	$51,215	$53,059	$54,969	$64,484	Budget & Management Analyst	Management Analyst
	$22.14	$22.94	$23.77	$24.62	$25.51	$26.43	$31.00	Library Supervisor	Library Supervisor, Library System Admin.
	$3,838	$3,977	$4,120	$4,268	$4,422	$4,581	$5,374	Museum Curator	Museum Curator
								Police Recog. Manager	
								Recreation Supervisor	Athletic Supervisor, Facility Supervisor, & Program Supervisor
								Telecommunications Center Manager	Telecommunications Section Manager
								Victim Advocate Program Manager	Social Services Section Manager

COMPENSATION STRUCTURE - updated 3/7/14

Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 Midpoint	Maximum	Current Job Title	Previous Job Title(s)
N	$49,283	$51,058	$52,896	$54,800	$56,773	$58,816	$68,998	Arborist	Arborist
	$23.69	$24.55	$25.43	$26.35	$27.29	$28.28	$33.17	Benefits Coordinator	
	$4,107	$4,255	$4,408	$4,567	$4,731	$4,901	$5,750	Construction Inspections Supervisor	Superintendent of Construction Inspection
								Contract Administrator	
								Deputy Court Administrator	
								Inspection Services Supervisor	
								Library Branch Manager	Library Supervisor
								Senior Budget & Management Analyst	Senior Management Analyst
								Senior Planner	Senior Planner
								Senior Plans Examiner	New Position
								Traffic Operations Supervisor	Traffic Operations Supervisor
O	$52,733	$54,632	$56,599	$58,636	$60,747	$62,934	$73,827	Chief Planner	Chief Planner
	$25.35	$26.27	$27.21	$28.19	$29.21	$30.26	$35.49	Graduate Engineer (E.I.T.)	Grad Civil Engineer & Grad Transportation Engineer
	$4,394	$4,553	$4,717	$4,886	$5,062	$5,245	$6,152	Real Estate Program Manager	Right of Way Agent
								Senior Accountant	Senior Accountant
P	$56,425	$58,456	$60,561	$62,740	$64,999	$67,339	$78,994	Emergency Management Coordinator	Emergency Management Coordinator
	$27.13	$28.10	$29.12	$30.16	$31.25	$32.37	$37.98	EMS Training Coordinator	EMS Training Coordinator
	$4,702	$4,871	$5,047	$5,228	$5,417	$5,612	$6,583		
Q	$60,375	$62,548	$64,799	$67,133	$69,549	$72,053	$84,524	Animal Services Manager	Div Mgr - Animal Services
	$29.03	$30.07	$31.15	$32.28	$33.44	$34.64	$40.64	Civil Engineer	Civil Engineer
	$5,031	$5,212	$5,400	$5,594	$5,796	$6,004	$7,044	Communications Center Manager	
								Organizational Development Manager	New Position
								Prosecutor	Assistant City Attorney
								UCS Manager	Div Manager - Utility Accounting
R	$64,601	$66,926	$69,336	$71,832	$74,417	$77,097	$90,441	Athletics Manager	Athletics Manager
	$31.06	$32.18	$33.33	$34.53	$35.78	$37.07	$43.48	Economic Development Manager	
	$5,383	$5,577	$5,778	$5,986	$6,201	$6,425	$7,537	Leisure Services Manager	Leisure Services Manager
								Parks Manager	Parks Manager
								Purchasing Manager	Div Manager - Purchasing
								Transportation Engineer	Transportation Engineer

COMPENSATION STRUCTURE - updated 3/7/14

Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 Midpoint	Maximum	Current Job Title	Previous Job Title(s)
S	$69,123	$71,612	$74,190	$76,859	$79,627	$82,494	$96,772	Community Services Manager	Community Services Manager
	$33.23	$34.43	$35.67	$36.95	$38.28	$39.66	$46.53	Environmental Quality Manager	Div Manager - Environmental Quality
	$5,760	$5,968	$6,183	$6,405	$6,636	$6,875	$8,064	Senior Engineer	Sr. Civil Engineer & Sr. Traffic Engineer
								Water Utilities Manager	Div Manager - Water Utilities
								Workforce Services Manager	Workforce Services Manager
T	$73,962	$76,624	$79,383	$82,240	$85,201	$88,269	$103,546	Capital Improvement Project Manager	Capital Improvements Project Coord
	$35.56	$36.84	$38.16	$39.54	$40.96	$42.44	$49.78	Chief Prosecutor	Chief Prosecutor
	$6,164	$6,385	$6,615	$6,853	$7,100	$7,356	$8,629	City Secretary	New Position
								PW Manager (Streets, Traffic, Drainage)	Div Manager (Drainage, Signals, Streets)
	$79,138	$81,987	$84,939	$87,997	$91,165	$94,447	$110,795	Civil Engineering Manager	DM - Civil Engineering
U	$38.05	$39.42	$40.84	$42.31	$43.83	$45.41	$53.27	Court Administrator	Municipal Court Administrator
	$6,595	$6,832	$7,078	$7,333	$7,597	$7,871	$9,233	Internal Auditor	Internal Auditor
								Transportation Engineering Manager	Div Manager - Transportation
V	$84,678	$87,727	$90,885	$94,156	$97,547	$101,058	$118,550	Building Official	New
	$40.71	$42.18	$43.69	$45.27	$46.90	$48.59	$57.00	City Treasurer	City Treasurer
	$7,057	$7,311	$7,574	$7,846	$8,129	$8,422	$9,879	Development Program Manager	
W	$90,606	$93,868	$97,247	$100,748	$104,375	$108,132	$126,848	Admin. Services Director	Admin Srvcs Mgr/City Secretary
	$43.56	$45.13	$46.75	$48.44	$50.18	$51.99	$60.98	Assistant City Attorney	Assistant City Attorney
	$7,551	$7,822	$8,104	$8,396	$8,698	$9,011	$10,571	Fleet/Facility Services Director	
								IT/Solid Waste Director	Information Technology Manager
								Marketing Director	Marketing Director
X	$96,949	$100,439	$104,054	$107,801	$111,681	$115,702	$135,728	First Assistant City Attorney	First Assistant City Attorney
	$46.61	$48.29	$50.03	$51.83	$53.69	$55.63	$65.25	Legal Advisor	Legal Advisor
	$8,079	$8,370	$8,671	$8,983	$9,307	$9,642	$11,311	Library Director	Dir - Library
								Workforce Services Director	Workforce Services Director
Y	$103,735	$107,469	$111,338	$115,346	$119,498	$123,800	$145,229	Controller (Finance Director)	Controller
	$49.87	$51.67	$53.53	$55.45	$57.45	$59.52	$69.82	Engineering Director	Engineering Director
	$8,645	$8,956	$9,278	$9,612	$9,958	$10,317	$12,102	Environmental Services Director	Environmental Services Director
								Managed Competition Director	Competition Director
								Parks and Recreation Director	Parks and Recreation Director
								Public Works Director	Public Works Director
								Urban Development Director	Urban Development Director

COMPENSATION STRUCTURE - updated 3/7/14

Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 6 Midpoint	Maximum	Current Job Title	Previous Job Title(s)
Z	$110,997	$114,992	$119,132	$123,420	$127,864	$132,467	$155,394	Economic Development Director	Director Economic Development
	$53.36	$55.28	$57.28	$59.34	$61.47	$63.69	$74.71		
	$9,250	$9,583	$9,928	$10,285	$10,655	$11,039	$12,950		
AA	$118,765	$123,041	$127,471	$132,060	$136,814	$141,740	$166,272		
AB	$127,080	$131,654	$136,394	$141,304	$146,391	$151,661	$177,911	Fire Chief	Fire Chief
	$61.10	$63.30	$65.57	$67.93	$70.38	$72.91	$85.53	Police Chief	Police Chief
	$10,590	$10,971	$11,366	$11,775	$12,199	$12,638	$14,826		
AC	$135,975	$140,870	$145,941	$151,195	$156,639	$162,277	$190,365	Assistant City Manager	Assistant City Manager

Note: Part-time employees' pay ranges will be prorated based on number of hours worked.

*Minimum for Grade A.