

## FY 2023-2024 Pay Plan

| Position                           | Department  | Type     | Minimum      | Midpoint     | Maximum      | FLSA       |
|------------------------------------|---|----------|--------------|--------------|--------------|------------|
| <b>E</b>                           |   |          | <b>12.33</b> | <b>14.80</b> | <b>17.26</b> |            |
| Kinder Care Attendant              | Parks & Recreation                                    | PT       | 12.33        | 14.80        | 17.26        | Non-Exempt |
| Golf Cart Porter                   | Parks & Recreation                                    | PT       | 12.33        | 14.80        | 17.26        | Non-Exempt |
| Party Attendant                    | Parks & Recreation                                    | PT       | 12.33        | 14.80        | 17.26        | Non-Exempt |
| Fitness/Gym Attendant              | Parks & Recreation                                    | PT       | 12.33        | 14.80        | 17.26        | Non-Exempt |
| <b>F</b>                           |   |          | <b>12.83</b> | <b>15.40</b> | <b>17.96</b> |            |
| Lifeguard                          | Parks & Recreation                                    | PT       | 12.83        | 15.40        | 17.96        | Non-Exempt |
| Lifeguard/WSI                      | Parks & Recreation                                    | PT       | 12.83        | 15.40        | 17.96        | Non-Exempt |
| <b>G</b>                           |   |          | <b>13.34</b> | <b>16.02</b> | <b>18.68</b> |            |
| Water Safety Instructor            | Parks & Recreation                                    | PT       | 13.34        | 16.02        | 18.68        | Non-Exempt |
| Guest Services Representative      | Parks & Recreation                                    | PT       | 13.34        | 16.02        | 18.68        | Non-Exempt |
| Recreation Instructor              | Parks & Recreation                                    | PTR/PT   | 13.34        | 16.02        | 18.68        | Non-Exempt |
| <b>H</b>                           |   |          | <b>13.88</b> | <b>16.66</b> | <b>19.43</b> |            |
| Lead Guest Services Representative | Parks & Recreation                                    | PT       | 13.88        | 16.66        | 19.43        | Non-Exempt |
| Lead Kinder Care Attendant         | Parks & Recreation                                    | PT       | 13.88        | 16.66        | 19.43        | Non-Exempt |
| <b>I</b>                           |   |          | <b>14.43</b> | <b>17.31</b> | <b>20.21</b> |            |
| Golf Assistant                     | Parks & Recreation                                    | PTR/TEMP | 14.43        | 17.31        | 20.21        | Non-Exempt |
| Event Attendant                    | Economic & Community Development                      | PT       | 14.43        | 17.31        | 20.21        | Non-Exempt |
| <b>J</b>                           |   |          | <b>15.01</b> | <b>17.71</b> | <b>21.01</b> |            |
| Intern                             | Various   | TEMP     | 15.01        | 17.71        | 21.01        | Non-Exempt |
| Library Aide                       | Library   | PTR/PT   | 15.01        | 17.71        | 21.01        | Non-Exempt |
| Pool Manager                       | Parks & Recreation                                    | PT/PTR   | 15.01        | 17.71        | 21.01        | Non-Exempt |
| Lead Event Attendant               | Economic & Community Development                      | PTR      | 15.01        | 17.71        | 21.01        | Non-Exempt |
| <b>K</b>                           |   |          | <b>15.61</b> | <b>18.73</b> | <b>21.86</b> |            |
| Custodian                          | Various   | FT/PTR   | 15.61        | 18.73        | 21.86        | Non-Exempt |
| Facility Specialist                | Economic & Community Development/Public Works/Library | FT/PTR   | 15.61        | 18.73        | 21.86        | Non-Exempt |

|                                  |                                  |        |              |              |              |            |
|----------------------------------|----------------------------------|--------|--------------|--------------|--------------|------------|
| Refuse Collector I               | Public Works                     | FT     | 15.61        | 18.73        | 21.86        | Non-Exempt |
| Ranger                           | Parks & Recreation               | FT     | 15.61        | 18.73        | 21.86        | Non-Exempt |
| Container Maintenance Worker I   | Public Works                     | FT     | 15.61        | 18.73        | 21.86        | Non-Exempt |
| <b>L</b>                         |                                  |        | <b>16.23</b> | <b>19.48</b> | <b>20.67</b> |            |
| Maintenance Worker               | Various                          | FT/PT  | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Refuse Collector II              | Public Works                     | FT     | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Library Assistant I              | Library                          | PTR    | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Recreation Specialist            | Parks & Recreation               | PTR    | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Athletic/Fitness Specialist      | Parks & Recreation               | PTR    | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Guest Services Specialist        | Parks & Recreation               | PTR    | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Kinder Care Specialist           | Parks & Recreation               | PTR    | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Party Specialist                 | Parks & Recreation               | PTR    | 16.23        | 19.48        | 20.67        | Non-Exempt |
| Container Maintenance Worker II  | Public Works                     | FT     | 16.23        | 19.48        | 20.67        | Non-Exempt |
| <b>M</b>                         |                                  |        | <b>16.88</b> | <b>20.26</b> | <b>23.64</b> |            |
| Library Assistant II             | Library                          | PTR/FT | 16.88        | 20.26        | 23.64        | Non-Exempt |
| Refuse Collector III             | Public Works                     | FT     | 16.88        | 20.26        | 23.64        | Non-Exempt |
| Maintenance Worker II            | Parks & Recreation               | FT     | 16.88        | 20.26        | 23.64        | Non-Exempt |
| Container Maintenance Worker III | Public Works                     | FT     | 16.88        | 20.26        | 23.64        | Non-Exempt |
| <b>N</b>                         |                                  |        | <b>17.56</b> | <b>21.07</b> | <b>24.59</b> |            |
| Police Records Clerk             | Police                           | FT/PT  | 17.56        | 21.07        | 24.59        | Non-Exempt |
| Library Assistant III            | Library                          | FT/PTR | 17.56        | 21.07        | 24.59        | Non-Exempt |
| Maintenance Worker III           | Parks & Recreation               | FT     | 17.56        | 21.07        | 24.59        | Non-Exempt |
| Administrative Associate         | Various                          | FT/PT  | 17.56        | 21.07        | 24.59        | Non-Exempt |
| Airport Maintenance Technician   | Economic & Community Development | FT     | 17.56        | 21.07        | 24.59        | Non-Exempt |
| Technical Services Specialist I  | Library                          | FT     | 17.56        | 21.07        | 24.59        | Non-Exempt |
| Youth Services Specialist I      | Library                          | FT     | 17.56        | 21.07        | 24.59        | Non-Exempt |
| Program Specialist               | Library                          | FT     | 17.56        | 21.07        | 24.59        | Non-Exempt |
| <b>O</b>                         |                                  |        | <b>18.26</b> | <b>21.92</b> | <b>25.56</b> |            |
| Permit Technician                | Planning & Development Services  | FT/PTR | 18.26        | 21.92        | 25.56        | Non-Exempt |
| Youth Services Specialist II     | Library                          | FT     | 18.26        | 21.92        | 25.56        | Non-Exempt |
| Technical Services Specialist II | Library                          | FT     | 18.26        | 21.92        | 25.56        | Non-Exempt |
| Deputy Court Clerk               | Municipal Court                  | FT/PTR | 18.26        | 21.92        | 25.56        | Non-Exempt |
| <b>P</b>                         |                                  |        | <b>18.99</b> | <b>22.79</b> | <b>26.58</b> |            |
| Equipment Technician             | Parks & Recreation               | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Field Technician                 | Parks & Recreation               | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |

|                                       |                                 |        |              |              |              |            |
|---------------------------------------|---------------------------------|--------|--------------|--------------|--------------|------------|
| Equipment Operator I                  | Parks & Recreation/Public Works | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Aquatic Maintenance Technician        | Parks & Recreation              | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Sign Shop Technician                  | Public Works                    | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Animal Welfare & Rescue Officer       | Planning & Development Services | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Administrative Assistant              | Various                         | FT/PTR | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Customer Service Ambassador           | City Secretary                  | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Customer Service Representative       | Planning & Development Services | PTR    | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Maintenance Technician                | Public Works                    | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Solid Waste Operator I                | Public Works                    | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Evidence & Property Technician        | Police                          | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Welder/Fabricator I                   | Public Works                    | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
| Deputy Court Clerk II                 | Municipal Court                 | FT     | 18.99        | 22.79        | 26.58        | Non-Exempt |
|                                       |                                 |        |              |              |              |            |
| <b>Q</b>                              |                                 |        | <b>19.75</b> | <b>23.70</b> | <b>27.66</b> |            |
| Solid Waste Operator II               | Public Works                    | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| Welder/Fabricator II                  | Public Works                    | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| River Operations Specialist           | Public Works                    | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| Accounting Technician I               | Finance                         | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| Animal Welfare & Rescue Officer II    | Planning & Development Services | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| Customer Experience Specialist        | Library                         | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| Assistant Aquatics Supervisor         | Parks & Recreation              | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| Assistant Athletic/Fitness Supervisor | Parks & Recreation              | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
| Assistant Recreation Supervisor       | Parks & Recreation              | FT     | 19.75        | 23.70        | 27.66        | Non-Exempt |
|                                       |                                 |        |              |              |              |            |
| <b>R</b>                              |                                 |        | <b>20.55</b> | <b>24.66</b> | <b>28.76</b> |            |
| Fleet Technician I                    | Public Works                    | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Traffic Signal Technician I           | Public Works                    | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Lead Police Records Clerk             | Police                          | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Accounting Technician II              | Finance                         | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Senior Deputy Court Clerk             | Municipal Court                 | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Senior Permit Technician              | Planning & Development Services | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Solid Waste Operator III              | Public Works                    | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Equipment Operator II                 | Public Works                    | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Project Specialist                    | TCI                             | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Senior Administrative Assistant       | Various                         | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
| Assistant Golf Professional           | Parks & Recreation              | FT     | 20.55        | 24.66        | 28.76        | Non-Exempt |
|                                       |                                 |        |              |              |              |            |
| <b>S</b>                              |                                 |        | <b>21.36</b> | <b>25.63</b> | <b>29.91</b> |            |
| Fleet Technician II                   | Public Works                    | FT     | 21.36        | 25.63        | 29.91        | Non-Exempt |
| GIS Technician                        | Information Technology          | FT     | 21.36        | 25.63        | 29.91        | Non-Exempt |
| Lead Solid Waste Operator             | Public Works                    | FT     | 21.36        | 25.63        | 29.91        | Non-Exempt |
| Welder/Fabricator III                 | Public Works                    | FT     | 21.36        | 25.63        | 29.91        | Non-Exempt |
|                                       |                                 |        |              |              |              |            |

|  |                                  |        |               |               |               |            |
|--|----------------------------------|--------|---------------|---------------|---------------|------------|
| <b>T</b>                               |                                  |        | <b>22.22</b>  | <b>26.66</b>  | <b>31.11</b>  |            |
| Event Coordinator                      | Parks & Recreation               | FT     | 22.22         | 26.66         | 31.11         | Non-Exempt |
| Code Enforcement Officer I             | Planning & Development Services  | FT     | 22.22         | 26.66         | 31.11         | Non-Exempt |
| Crew Leader                            | Public Works                     | FT     | 22.22         | 26.66         | 31.11         | Non-Exempt |
| Watershed Inspector                    | Public Works                     | FT     | 22.22         | 26.66         | 31.11         | Non-Exempt |
| Wellness Specialist                    | Human Resources                  | PTR    | 22.22         | 26.66         | 31.11         | Non-Exempt |
| Fire Inspector (Civilian)              | Fire                             | FT     | 22.22         | 26.66         | 31.11         | Non-Exempt |
| Training Division Specialist           | Police                           | PTR    | 22.22         | 26.66         | 31.11         | Non-Exempt |
| Engineering Technician                 | Public Works                     | FTEX   | 46,212        | 55,445        | 64,700        | Exempt     |
|  |                                  |        |               |               |               |            |
| <b>U</b>                               |                                  |        | <b>23.80</b>  | <b>27.73</b>  | <b>32.35</b>  |            |
| Fleet Technician III                   | Public Works                     | FT     | 23.80         | 27.73         | 32.35         | Non-Exempt |
| Emergency Dispatcher                   | Police                           | FT     | 23.80         | 27.73         | 32.35         | Non-Exempt |
| Building Inspector                     | Planning & Development Services  | FT     | 23.80         | 27.73         | 32.35         | Non-Exempt |
| Construction Inspector                 | Public Works                     | FT     | 23.80         | 27.73         | 32.35         | Non-Exempt |
| Golf Course Field Supervisor           | Parks & Recreation               | FT     | 23.80         | 27.73         | 32.35         | Non-Exempt |
| Traffic Signal Technician II           | Public Works                     | FT     | 23.80         | 27.73         | 32.35         | Non-Exempt |
| Juvenile Case Manager                  | Municipal Court                  | FTEX   | 49,511        | 57,673        | 67,293        | Exempt     |
| Economic & Community Development       | Economic & Community Development | FT     | 23.80         | 27.73         | 32.35         | Non-Exempt |
|  |                                  |        |               |               |               |            |
| <b>V</b>                               |                                  |        | <b>49,963</b> | <b>59,965</b> | <b>69,967</b> |            |
| Lead Fleet Technician                  | Public Works                     | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Warrant Officer                        | Municipal Court                  | FT/PTR | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Crime Scene Technician                 | Police                           | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Crime Victim Liaison                   | Police                           | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Code Enforcement Officer II            | Planning & Development Services  | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Contract Coordinator                   | Finance                          | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Health Specialist I                    | Planning & Development Services  | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Human Resources Safety Liaison         | Human Resources                  | FTEX   | 49,963        | 59,965        | 69,967        | Exempt     |
| Management Assistant                   | City Manager's Office            | FTEX   | 49,963        | 59,965        | 69,967        | Exempt     |
| Engineering Coordinator                | Public Works                     | FTEX   | 49,963        | 59,965        | 69,967        | Exempt     |
| Assistant Park Ranger Superintendent   | Parks & Recreation               | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Assistant Golf Course Superintendent   | Parks & Recreation               | FT     | 24.02         | 28.83         | 33.64         | Non-Exempt |
| Records Management Coordinator         | City Secretary's Office          | FTEX   | 49,963        | 59,965        | 69,967        | Exempt     |
| Solid Waste Coordinator                | Public Works                     | FTEX   | 49,963        | 59,965        | 69,967        | Exempt     |
| Accreditation Coordinator              | Fire                             | FTEX   | 49,963        | 59,965        | 69,967        | Exempt     |
|  |                                  |        |               |               |               |            |
| <b>W</b>                               |                                  |        | <b>51,973</b> | <b>62,357</b> | <b>72,766</b> |            |
| Plans Examiner                         | Planning & Development Services  | FT     | 24.99         | 29.98         | 34.98         | Non-Exempt |
| Senior Animal Rescue & Welfare Officer | Planning & Development Services  | FT     | 24.99         | 29.98         | 34.98         | Non-Exempt |
| Crime Analyst                          | Police                           | FT     | 24.99         | 29.98         | 34.98         | Non-Exempt |
| Health Specialist II                   | Planning & Development Services  | FT     | 24.99         | 29.98         | 34.98         | Non-Exempt |
| Service Desk Technician                | Information Technology           | FT     | 24.99         | 29.98         | 34.98         | Non-Exempt |

|                                   |                                       |      |               |               |               |            |
|-----------------------------------|---------------------------------------|------|---------------|---------------|---------------|------------|
| Assistant Planner                 | Planning & Development Services       | FTEX | 51,973        | 62,357        | 72,766        | Exempt     |
| Librarian I                       | Library                               | FTEX | 51,973        | 62,357        | 72,766        | Exempt     |
| Human Resources Generalist        | Human Resources                       | FTEX | 51,973        | 62,357        | 72,766        | Exempt     |
|                                   |                                       |      |               |               |               |            |
| <b>X</b>                          |                                       |      | <b>54,054</b> | <b>64,870</b> | <b>75,685</b> |            |
| Foreman                           | Parks & Recreation/Public Works       | FT   | 25.99         | 31.19         | 36.39         | Non-Exempt |
| Senior Emergency Dispatcher       | Police                                | FT   | 25.99         | 31.19         | 36.39         | Non-Exempt |
| IT Specialist                     | Police                                | PT   | 25.99         | 31.19         | 36.39         | Non-Exempt |
| Facility Operations Supervisor    | Parks & Recreation/Public Works       | FTEX | 54,054        | 64,870        | 75,685        | Exempt     |
|                                   |                                       |      |               |               |               |            |
| <b>Y</b>                          |                                       |      | <b>56,225</b> | <b>67,469</b> | <b>78,715</b> |            |
| Senior Construction Inspector     | Public Works                          | FT   | 27.03         | 32.44         | 37.84         | Non-Exempt |
| Senior Foreman                    | Parks & Recreation                    | FT   | 27.03         | 32.44         | 37.84         | Non-Exempt |
| Senior Code Enforcement Officer   | Planning & Development Services       | FT   | 27.03         | 32.44         | 37.84         | Non-Exempt |
| Planner                           | Planning & Development Services       | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Digital Strategies Coordinator    | Communications & Community Engagement | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Creative Marketing Coordinator    | Communications & Community Engagement | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Special Events Coordinator        | Communications & Community Engagement | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Paralegal                         | City Attorney's Office                | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Librarian II                      | Library                               | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Recreation Supervisor             | Parks & Recreation                    | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Aquatics Supervisor               | Parks & Recreation                    | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Athletics Supervisor              | Parks & Recreation                    | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Athletic/Fitness Supervisor       | Parks & Recreation                    | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Guest Services Supervisor         | Parks & Recreation                    | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Watershed Supervisor              | Public Works                          | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Senior Human Resources Generalist | Human Resources                       | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
| Judicial Services Coordinator     | Municipal Court                       | FTEX | 56,225        | 67,469        | 78,715        | Exempt     |
|                                   |                                       |      |               |               |               |            |
| <b>Z</b>                          |                                       |      | <b>58,474</b> | <b>70,168</b> | <b>81,863</b> |            |
| Fitness Instructor                | Parks & Recreation                    | PT   | 28.11         | 33.73         | 39.36         | Non-Exempt |
| Treasury Analyst                  | Finance                               | PTR  | 28.11         | 33.73         | 39.36         | Non-Exempt |
| Staff Accountant                  | Finance                               | FTEX | 58,474        | 70,168        | 81,863        | Exempt     |
| Records Supervisor                | Police                                | FTEX | 58,474        | 70,168        | 81,863        | Exempt     |
| Budget Analyst                    | Finance                               | FTEX | 58,474        | 70,168        | 81,863        | Exempt     |
| GIS Analyst                       | Information Technology                | FTEX | 58,474        | 70,168        | 81,863        | Exempt     |
| Senior Health Specialist          | Planning & Development Services       | FTEX | 58,474        | 70,168        | 81,863        | Exempt     |
| Court Operations Supervisor       | Municipal Court                       | FTEX | 58,474        | 70,168        | 81,863        | Exempt     |
| Grants Coordinator                | Finance                               | FTEX | 58,474        | 70,168        | 81,863        | Exempt     |

|                                     |                                       |      |               |               |                |            |
|-------------------------------------|---------------------------------------|------|---------------|---------------|----------------|------------|
| Benefits Coordinator                | Human Resources                       | FTEX | 58,474        | 70,168        | 81,863         | Exempt     |
| Risk Management Coordinator         | Human Resources                       | FTEX | 58,474        | 70,168        | 81,863         | Exempt     |
| Learning & Development Coordinator  | Human Resources                       | FTEX | 58,474        | 70,168        | 81,863         | Exempt     |
| Buyer                               | Finance                               | FTEX | 58,474        | 70,168        | 81,863         | Exempt     |
| Transportation Planner              | Transportation & Capital Improvements | FTEX | 58,474        | 70,168        | 81,863         | Exempt     |
|                                     |                                       |      |               |               |                |            |
| <b>AA</b>                           |                                       |      | <b>60,813</b> | <b>72,974</b> | <b>85,137</b>  |            |
| MIH Paramedic                       | Fire                                  | FT   | 60,813        | 72,974        | 85,137         | Non-Exempt |
| Business Analyst                    | Information Technology                | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
| Parks Analyst                       | Parks & Recreation                    | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
| 911 Center Supervisor               | Police                                | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
| WCC Site Coordinator                | Library                               | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
| Urban Forester                      | Parks & Recreation                    | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
| Assistant Project Manager           | Transportation & Capital Improvements | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
| Chief Building Inspector            | Planning & Development Services       | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
| Transit Coordinator                 | Transportation & Capital Improvements | FTEX | 60,813        | 72,974        | 85,137         | Exempt     |
|                                     |                                       |      |               |               |                |            |
| <b>BB</b>                           |                                       |      | <b>63,245</b> | <b>75,893</b> | <b>88,543</b>  |            |
| Customer Experience Manager         | Library                               | FTEX | 63,245        | 75,893        | 88,543         | Exempt     |
| Graduate Engineer                   | Public Works                          | FTEX | 63,245        | 75,893        | 88,543         | Exempt     |
| Librarian III                       | Library                               | FTEX | 63,245        | 75,893        | 88,543         | Exempt     |
| Development Coordinator             | Public Works                          | FTEX | 63,245        | 75,893        | 88,543         | Exempt     |
| Capital Projects Coordinator        | Transportation & Capital Improvements | FTEX | 63,245        | 75,893        | 88,543         | Exempt     |
| Accounting Supervisor               | Finance                               | FTEX | 63,245        | 75,893        | 88,543         | Exempt     |
| Senior Budget Analyst               | Finance                               | FTEX | 63,245        | 75,893        | 88,543         | Exempt     |
|                                     |                                       |      |               |               |                |            |
| <b>CC</b>                           |                                       |      | <b>65,775</b> | <b>78,929</b> | <b>92,084</b>  |            |
| Park Ranger Superintendent          | Parks & Recreation                    | FTEX | 65,775        | 78,929        | 92,084         | Exempt     |
| Golf Course Superintendent          | Parks & Recreation                    | FTEX | 65,775        | 78,929        | 92,084         | Exempt     |
| Assistant City Secretary            | City Secretary's Office               | FTEX | 65,775        | 78,929        | 92,084         | Exempt     |
| Senior Planner                      | Planning & Development Services       | FTEX | 65,775        | 78,929        | 92,084         | Exempt     |
|                                     |                                       |      |               |               |                |            |
| <b>DD</b>                           |                                       |      | <b>69,234</b> | <b>86,542</b> | <b>103,850</b> |            |
| Network Administrator               | Information Technology                | FTEX | 69,234        | 86,542        | 103,850        | Exempt     |
|                                     |                                       |      |               |               |                |            |
| Systems Administrator               | Information Technology                | FTEX | 69,234        | 86,542        | 103,850        | Exempt     |
| Capital Projects Manager            | Public Works                          | FTEX | 69,234        | 86,542        | 103,850        | Exempt     |
| Assistant Recreation Center Manager | Parks & Recreation                    | FTEX | 69,234        | 86,542        | 103,850        | Exempt     |
| Assistant Purchasing Manager        | Finance                               | FTEX | 69,234        | 86,542        | 103,850        | Exempt     |
| Airport Operations Manager          | Economic & Community Development      | FTEX | 69,234        | 86,542        | 103,850        | Exempt     |
|                                     |                                       |      |               |               |                |            |
| <b>EE</b>                           |                                       |      | <b>72,876</b> | <b>91,094</b> | <b>109,313</b> |            |
| Assistant Building Official         | Planning & Development Services       | FTEX | 72,876        | 91,094        | 109,313        | Exempt     |

|                                  |                                  |      |               |                |                |        |
|----------------------------------|----------------------------------|------|---------------|----------------|----------------|--------|
| Parks Development Manager        | Parks & Recreation               | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Parks Superintendent             | Parks & Recreation               | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Communications Manager           | Communications & Community       | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Emergency Management Coordinator | Fire                             | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Business Systems Manager         | Information Technology           | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Golf Manager                     | Parks & Recreation               | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Recreation Center Manager        | Parks & Recreation               | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Civic/Convention Center Manager  | Parks & Recreation               | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| Principal Planner                | Planning & Development Services  | FTEX | 72,876        | 91,094         | 109,313        | Exempt |
| <b>HH</b>                        |                                  |      | <b>76,709</b> | <b>95,886</b>  | <b>115,061</b> |        |
| GIS Manager                      | Information Technology           | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Network Manager                  | Information Technology           | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Accounting & Treasury Manager    | Finance                          | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Purchasing Manager               | Finance                          | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Budget Manager                   | Finance                          | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Planning Manager                 | Planning & Development Services  | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Neighborhood Services Manager    | Planning & Development Services  | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Human Resources Manager          | Human Resources                  | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Fleet Manager                    | Public Works                     | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Facilities Manager               | Public Works                     | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Recreation Services Manager      | Parks & Recreation               | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Solid Waste Manager              | Public Works                     | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Streets & Drainage Manager       | Public Works                     | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| River & Watershed Manager        | Public Works                     | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| Economic & Community Development | Economic & Community Development | FTEX | 76,709        | 95,886         | 115,061        | Exempt |
| <b>II</b>                        |                                  |      | <b>83,226</b> | <b>104,031</b> | <b>124,836</b> |        |
| Engineer                         | Public Works                     | FTEX | 83,226        | 104,031        | 124,836        | Exempt |
| Municipal Court Administrator    | Municipal Court                  | FTEX | 83,226        | 104,031        | 124,836        | Exempt |
| <b>JJ</b>                        |                                  |      | <b>86,555</b> | <b>105,598</b> | <b>129,832</b> |        |
| Assistant City Attorney          | City Attorney's Office           | FTEX | 86,555        | 105,598        | 129,832        | Exempt |
| <b>KK</b>                        |                                  |      | <b>90,017</b> | <b>109,821</b> | <b>135,023</b> |        |
| Building Official                | Planning & Development Services  | FTEX | 90,017        | 109,821        | 135,023        | Exempt |
| Assistant City Engineer          | Public Works                     | FTEX | 90,017        | 109,821        | 135,023        | Exempt |
| <b>LL</b>                        |                                  |      | <b>93,618</b> | <b>114,214</b> | <b>140,424</b> |        |
| Senior Assistant City Attorney   | City Attorney's Office           | FTEX | 93,618        | 114,214        | 140,424        | Exempt |

|   |                                       |      |         |         |         |        |
|---|---------------------------------------|------|---------|---------|---------|--------|
| <b>EX-1</b>   |                                       |      |         |         |         |        |
| Assistant Library Director                                  | Library                               | FTEX |         |         |         | Exempt |
| Assistant Director of Human Resources                       | Human Resources                       | FTEX |         |         |         | Exempt |
| Assistant Director of Information Technology                | Information Technology                | FTEX |         |         |         | Exempt |
| Assistant Director of Parks & Recreation                    | Parks & Recreation                    | FTEX |         |         |         | Exempt |
| Assistant Director of Finance                               | Finance                               | FTEX |         |         |         | Exempt |
| Assistant Director of Public Works                          | Public Works                          | FTEX | 95,544  | 128,983 | 162,423 | Exempt |
| Assistant Director of Transportation & Capital Improvements | Transportation & Capital Improvements | FTEX |         |         |         | Exempt |
| Assistant Director of Planning & Development Services       | Planning & Development Services       | FTEX |         |         |         | Exempt |
| Airport Director  | Economic & Community Development      | FTEX |         |         |         | Exempt |
| First Assistant City Attorney                               | City Attorney's Office                | FTEX |         |         |         | Exempt |
| Assistant Fire Chief  | Fire                                  | FTEX |         |         |         | Exempt |
| Assistant Police Chief                                      | Police                                | FTEX |         |         |         | Exempt |
| City Secretary  | City Secretary's Office               | FTEX |         |         |         | Exempt |
| <b>EX-2</b>   |                                       |      |         |         |         |        |
| Library Director  | Library                               | FTEX |         |         |         | Exempt |
| Director of Communications & Community Engagement           | Communication & Community Engagement  | FTEX |         |         |         | Exempt |
| Director of Economic & Community Development                | Economic & Community Development      | FTEX |         |         |         | Exempt |
| Director of Human Resources                                 | Human Resources                       | FTEX |         |         |         | Exempt |
| Director of Parks & Recreation                              | Parks & Recreation                    | FTEX |         |         |         | Exempt |
| Director of Planning & Development Services                 | Planning & Dev Services               | FTEX | 118,696 | 160,240 | 201,785 | Exempt |
| Director of Finance   | Finance                               | FTEX |         |         |         | Exempt |
| Director of Information Technology                          | Information Technology                | FTEX |         |         |         | Exempt |
| Director of Transportation & Capital Improvements           | Transportation & Capital Improvements | FTEX |         |         |         | Exempt |
| Director of Public Works                                    | Public Works                          | FTEX |         |         |         | Exempt |
| Chief of Police   | Police                                | FTEX |         |         |         | Exempt |
| Fire Chief  | Fire                                  | FTEX |         |         |         | Exempt |
| <b>EX-3</b>   |                                       |      |         |         |         |        |
| Assistant City Manager                                      | City Manager's Office                 | FTEX | 149,138 | 201,336 | 253,534 | Exempt |