

FY 2025-2026 Pay Plan

Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
F			12.83	15.40	17.96	
Kinder Care Attendant	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
Party Attendant	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
Recreation Attendant I	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
Golf Attendant	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
Golf Cart Porter	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
Facility Attendant	Parks & Recreation	PT	12.83	15.40	17.96	Non-Exempt
G			13.34	16.02	18.68	
Lifeguard/WSI	Parks & Recreation	PT	13.34	16.02	18.68	Non-Exempt
H			13.88	16.66	19.43	
Lead Kinder Care Attendant	Parks & Recreation	PT	13.88	16.66	19.43	Non-Exempt
I			14.43	17.31	20.21	
Guest Services Representative	Parks & Recreation	PT	14.43	17.31	20.21	Non-Exempt
Recreation Attendant II	Parks & Recreation	PT	14.43	17.31	20.21	Non-Exempt
Recreation Attendant III	Parks & Recreation	PTR	14.43	17.31	20.21	Non-Exempt
Recreation Instructor	Parks & Recreation	PTR/PT	14.43	17.31	20.21	Non-Exempt
Athletic Instructor	Parks & Recreation	PTR/PT	14.43	17.31	20.21	Non-Exempt
Golf Assistant	Parks & Recreation	PTR/FT	14.43	17.31	20.21	Non-Exempt
Event Attendant	Economic & Community Dev	PT	14.43	17.31	20.21	Non-Exempt
J			15.01	17.71	21.01	
Intern	Various	TEMP	15.01	17.71	21.01	Non-Exempt
Lead Event Attendant	Economic & Community Dev	PTR	15.01	17.71	21.01	Non-Exempt
Lead Guest Services Representative	Parks & Recreation	PT	15.01	17.71	21.01	Non-Exempt
L			16.23	19.48	22.73	
Ranger	Parks & Recreation	FT	16.23	19.48	22.73	Non-Exempt
Refuse Collector I	Public Works	FT	16.23	19.48	22.73	Non-Exempt
Custodian	Various	FT/PTR	16.23	19.48	22.73	Non-Exempt
Library Aide	Library	PTR/PT	16.23	19.48	22.73	Non-Exempt
Pool Manager	Parks & Recreation	PT/PTR	16.23	19.48	22.73	Non-Exempt
M			16.88	20.26	23.64	

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Refuse Collector II	Public Works	FT	16.88	20.26	23.64	Non-Exempt
Facility Specialist	Various	FT/PTR	16.88	20.26	23.64	Non-Exempt
N			17.56	21.07	24.59	
Recreation Specialist	Parks & Recreation	PTR	17.56	21.07	24.59	Non-Exempt
Library Assistant I	Library	PTR/FT	17.56	21.07	24.59	Non-Exempt
Maintenance Worker	Various	FT/PT	17.56	21.07	24.59	Non-Exempt
Airport Facilities Technician	Economic & Community Dev					
Administrative Associate	Various	FT/PT	17.56	21.07	24.59	Non-Exempt
Parts Technician	Fleet	FT	17.56	21.07	24.59	Non-Exempt
O			18.26	21.92	25.56	
Police Records Clerk	Police	FT/PT	18.26	21.92	25.56	Non-Exempt
Maintenance Worker II	Parks & Recreation	FT	18.26	21.92	25.56	Non-Exempt
Refuse Collector III	Public Works	FT	18.26	21.92	25.56	Non-Exempt
Library Assistant II	Library	PTR/FT	18.26	21.92	25.56	Non-Exempt
Deputy Court Clerk	Municipal Court	FT/PTR	18.26	21.92	25.56	Non-Exempt
P			18.99	22.79	26.58	
Permit Technician	TCS	FT/PTR	18.99	22.79	26.58	Non-Exempt
Permit Specialist	TCS	FT/PTR	18.99	22.79	26.58	Non-Exempt
Police Records Clerk II	Police	FT/PT	18.99	22.79	26.58	Non-Exempt
Deputy Court Clerk II	Municipal Court	FT	18.99	22.79	26.58	Non-Exempt
Open Records Clerk I	Police	FT/PT	18.99	22.79	26.58	Non-Exempt
Technical Services Specialist I	Library	FT	18.99	22.79	26.58	Non-Exempt
Youth Services Specialist I	Library	FT	18.99	22.79	26.58	Non-Exempt
Maintenance Technician	Public Works	FT	18.99	22.79	26.58	Non-Exempt
Line Services Technician (Airport)	Economic & Community Dev	FT	18.99	22.79	26.58	Non-Exempt
Maintenance Worker III	Parks & Recreation	FT	18.99	22.79	26.58	Non-Exempt
Library Assistant III	Library	FT/PTR	18.99	22.79	26.58	Non-Exempt
Customer Service Representative	Various	FT/PTR	18.99	22.79	26.58	Non-Exempt
Q			19.75	23.70	27.66	
Police Records Clerk III	Police	FT/PT	19.75	23.70	27.66	Non-Exempt
Solid Waste Operator I	Public Works	FT	19.75	23.70	27.66	Non-Exempt
Aquatic Maintenance Technician	Parks & Recreation	FT	19.75	23.70	27.66	Non-Exempt

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Sign Shop Technician	Public Works	FT	19.75	23.70	27.66	Non-Exempt
Animal Welfare & Rescue Officer	Neighborhood & Community Planning	FT	19.75	23.70	27.66	Non-Exempt
Administrative Assistant	Various	FT/PTR	19.75	23.70	27.66	Non-Exempt
Equipment Operator I	Parks & Recreation/Public Works	FT	19.75	23.70	27.66	Non-Exempt
Equipment Technician	Parks & Recreation	FT	19.75	23.70	27.66	Non-Exempt
Field Technician	Parks & Recreation	FT	19.75	23.70	27.66	Non-Exempt
Youth Services Specialist II	Library	FT	19.75	23.70	27.66	Non-Exempt
Technical Services Specialist II	Library	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
Customer Experience Specialist	Library	FT	19.75	23.70	27.66	Non-Exempt
Digital Resources 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 Guest Services 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
R			20.55	24.66	28.76	
Animal Welfare & Rescue Officer II	Neighborhood & Community Planning	FT	20.55	24.66	28.76	Non-Exempt
Solid Waste Operator II	Public Works	FT	20.55	24.66	28.76	Non-Exempt
Evidence & Property Technician	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
Project Specialist	TCS	FT	20.55	24.66	28.76	Non-Exempt
S			21.36	25.63	29.91	
Senior Administrative Assistant	Various	FT	21.36	25.63	29.91	Non-Exempt
Assistant Golf Professional	Parks & Recreation	FT	21.36	25.63	29.91	Non-Exempt
Equipment Operator II	Public Works	FT	21.36	25.63	29.91	Non-Exempt
Solid Waste Operator III	Public Works	FT	21.36	25.63	29.91	Non-Exempt
Senior Permit Technician	Neighborhood & Community Planning	FT	21.36	25.63	29.91	Non-Exempt
Lead Police Records Clerk	Police	FT	21.36	25.63	29.91	Non-Exempt
Traffic Signal Technician I	Public Works	FT	21.36	25.63	29.91	Non-Exempt
Fleet Mechanic I	Public Works	FT	21.36	25.63	29.91	Non-Exempt
Senior Evidence & Property Technician	Police	FT	21.36	25.63	29.91	Non-Exempt
Welder/Fabricator III	Public Works	FT	21.36	25.63	29.91	Non-Exempt

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Senior Accounting Technician	Finance	FT	21.36	25.63	29.91	Non-Exempt
T			22.22	26.66	31.11	
Lead Solid Waste Operator	Public Works	FT	22.22	26.66	31.11	Non-Exempt
Fleet Mechanic II	Public Works	FT	22.22	26.66	31.11	Non-Exempt
Code Enforcement Officer I	Neighborhood & Community Planning	FT	22.22	26.66	31.11	Non-Exempt
Crew Leader	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
U			23.80	27.73	32.35	
Engineering Technician	Public Works/TCS	FTEX	49,511	57,673	67,293	Exempt
GIS Technician I	Information Technology	FT	23.80	27.73	32.35	Non-Exempt
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	Neighborhood & Community Planning	FT	23.80	27.73	32.35	Non-Exempt
Golf Course Field Supervisor	Parks & Recreation	FT	23.80	27.73	32.35	Non-Exempt
Juvenile Case Coordinator	Municipal Court	FT	23.80	27.73	32.35	Non-Exempt
V			49,963	59,965	69,967	
Traffic Signal Technician II	Public Works	FT	24.02	28.83	33.64	Non-Exempt
Event Coordinator	Parks & Recreation	FT	24.02	28.83	33.64	Non-Exempt
Warrant/Bailiff Officer	Municipal Court	FT	24.02	28.83	33.64	Non-Exempt
Emergency Dispatcher II	Police	FT	24.02	28.83	33.64	Non-Exempt
Code Enforcement Officer II	Neighborhood & Community Planning	FT	24.02	28.83	33.64	Non-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	FT	24.02	28.83	33.64	Non-Exempt
Solid Waste Coordinator	Public Works	FTEX	49,963	59,965	69,967	Exempt
Accreditation Coordinator	Fire	FT	24.02	28.83	33.64	Non-Exempt
GIS Technician II	Information Technology	FT	24.02	28.83	33.64	Non-Exempt
Construction Inspector	Public Works	FT	24.02	27.73	32.35	Non-Exempt
Watershed Inspector	Public Works	FT	24.02	28.83	33.64	Non-Exempt
W			51,973	62,357	72,766	
Traffic Signal Technician III	Public Works	FT	24.99	29.98	34.98	Non-Exempt

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Engineering Coordinator	TCS	FTEX	51,973	62,357	72,766	Exempt
Management Assistant	City Manager's Office	FTEX	51,973	62,357	72,766	Exempt
Human Resources Safety Liaison	Human Resources	FT	24.99	29.98	34.98	Non-Exempt
Health Specialist I	Neighborhood & Community Planning	FT	24.99	29.98	34.98	Non-Exempt
Contract Coordinator	Finance	FT	24.99	29.98	34.98	Non-Exempt
Crime Victim Liaison	Police	FT	24.99	29.98	34.98	Non-Exempt
Plans Examiner	TCS	FT	24.99	29.98	34.98	Non-Exempt
Senior Animal Rescue & Welfare Officer	Neighborhood & Community Planning	FTEX	51,973	62,357	72,766	Exempt
Emergency Dispatcher III	Police	FT	24.99	29.98	34.98	Non-Exempt
Service Desk Technician	Information Technology	FT	24.99	29.98	34.98	Non-Exempt
GIS Technician III	Information Technology	FT	24.99	29.98	34.98	Non-Exempt
Assistant Planner	Neighborhood & Community Planning	FT	24.99	29.98	34.98	Non-Exempt
Crime Scene Investigator	Police	FT	24.99	29.98	34.98	Non-Exempt
X			54,054	64,870	75,685	
Librarian I	Library	FTEX	54,054	64,870	75,685	Exempt
Health Specialist II	Neighborhood & Community Planning	FT	25.99	31.19	36.39	Non-Exempt
Crime Analyst	Police	FT	25.99	31.19	36.39	Non-Exempt
Lead Fleet Mechanic	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
Crime Scene Analyst	Police	FT	25.99	31.19	36.39	Non-Exempt
Y			56,225	67,469	78,715	
Facility Operations Supervisor	Parks & Recreation/Public Works	FTEX	56,225	67,469	78,715	Exempt
Foreman	Parks & Recreation/Public Works	FT	27.03	32.44	37.84	Non-Exempt
Human Resources Generalist	Human Resources	FTEX	56,225	67,469	78,715	Exempt
Senior Emergency Dispatcher II	Police	FT	27.03	32.44	37.84	Non-Exempt
Compliance Services Supervisor	Neighborhood & Community Planning	FT	56,225	67,469	78,715	Exempt
Planner	Neighborhood & Community Planning	FTEX	56,225	67,469	78,715	Exempt
Digital Strategies Coordinator	Communications & Community Eng	FTEX	56,225	67,469	78,715	Exempt
Creative Marketing Coordinator	Communications & Community Eng	FTEX	56,225	67,469	78,715	Exempt
Special Events Coordinator	Communications & Community Eng	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
Deputy Warrant Specialist	Municipal Court	FT	56,225	67,469	78,715	Exempt
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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Z			58,474	70,168	81,863	
Recreation Supervisor	Parks & Recreation	FTEX	58,474	70,168	81,863	Exempt
Aquatics Supervisor	Parks & Recreation	FTEX	58,474	70,168	81,863	Exempt
Athletics Supervisor	Parks & Recreation	FTEX	58,474	70,168	81,863	Exempt
Athletic/Fitness Supervisor	Parks & Recreation	FTEX	58,474	70,168	81,863	Exempt
Guest Services Supervisor	Parks & Recreation	FTEX	58,474	70,168	81,863	Exempt
Watershed Supervisor	Public Works	FTEX	58,474	70,168	81,863	Exempt
Senior Foreman	Parks & Recreation	FT	28.11	33.73	39.36	Non-Exempt
Senior Construction Inspector	Public Works	FT	28.11	33.73	39.36	Non-Exempt
ECD Coordinator	Economic & Community Development	FTEX	58,474	70,168	81,863	Exempt
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
GIS Analyst I	Information Technology	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
Buyer	Finance	FTEX	58,474	70,168	81,863	Exempt
Development Coordinator	TCS	FTEX	58,474	70,168	81,863	Exempt
AA			60,813	72,974	85,137	
Grants Coordinator	Finance	FTEX	60,813	72,974	85,137	Exempt
Court Operations Supervisor	Municipal Court	FTEX	60,813	72,974	85,137	Exempt
Senior Health Specialist	Neighborhood & Community Planning	FTEX	60,813	72,974	85,137	Exempt
Budget Analyst	Finance	FTEX	60,813	72,974	85,137	Exempt
Senior Human Resources Generalist	Human Resources	FTEX	60,813	72,974	85,137	Exempt
MIH Paramedic	Fire	FT	60,813	72,974	85,137	Non-Exempt
Parks Analyst	Parks & Recreation	FTEX	60,813	72,974	85,137	Exempt
Urban Forester	Parks & Recreation	FTEX	60,813	72,974	85,137	Exempt
Assistant Project Manager	TCS	FTEX	60,813	72,974	85,137	Exempt
GIS Analyst II	Information Technology	FTEX	60,813	72,974	85,137	Exempt
Transit Coordinator	TCS	FTEX	60,813	72,974	85,137	Exempt
Buyer II	Finance	FTEX	60,813	72,974	85,137	Exempt
BB			63,245	75,893	88,543	
Chief Building Inspector	TCS	FTEX	63,245	75,893	88,543	Exempt
Business Analyst	Information Technology	FTEX	63,245	75,893	88,543	Exempt

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Human Resources Supervisor	Human Resources	FTEX	63,245	75,893	88,543	Exempt
Airport Operations Manager	Economic & Community Development	FTEX	63,245	75,893	88,543	Exempt
Accounting Supervisor	Finance	FTEX	63,245	75,893	88,543	Exempt
Senior Plans Examiner	TCS	FTEX	63,245	75,893	88,543	Exempt
Senior Buyer	Finance	FTEX	63,245	75,893	88,543	Exempt
GIS Analyst III	Information Technology	FTEX	63,245	75,893	88,543	Exempt
Budget Analyst II	Finance	FTEX	63,245	75,893	88,543	Exempt
CC			65,775	78,929	92,084	
Senior Budget Analyst	Finance	FTEX	65,775	78,929	92,084	Exempt
Graduate Engineer	TCS	FTEX	65,775	78,929	92,084	Exempt
911 Center Supervisor	Police	FTEX	65,775	78,929	92,084	Exempt
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
Deputy City Secretary	City Secretary's Office	FTEX	65,775	78,929	92,084	Exempt
Senior Planner	Neighborhood & Community Planning	FTEX	65,775	78,929	92,084	Exempt
DD			69,234	86,542	103,850	
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
EE			72,876	91,094	109,313	
Assistant Building Official	Planning & Development Services	FTEX	72,876	91,094	109,313	Exempt
Parks Superintendent	Parks & Recreation	FTEX	72,876	91,094	109,313	Exempt
Network Administrator	Information Technology	FTEX	72,876	91,094	109,313	Exempt
Systems Administrator	Information Technology	FTEX	72,876	91,094	109,313	Exempt
FF			76,427	95,492	114,591	
Principal Planner	Neighborhood & Community Planning	FTEX	76,427	95,492	114,591	Exempt
HH			76,709	95,886	115,061	
II			83,226	104,031	124,836	
Engineer	TCS	FTEX	83,226	104,031	124,836	Exempt
Municipal Court Administrator	Municipal Court	FTEX	83,226	104,031	124,836	Exempt
JJ			86,555	105,598	129,832	

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Assistant City Attorney	City Attorney's Office	FTEX	86,555	105,598	129,832	Exempt
KK			90,017	109,821	135,023	
Assistant City Engineer	TCS	FTEX	90,017	109,821	135,023	Exempt
LL			93,618	114,214	140,424	
Building Official	TCS	FTEX	93,618	114,214	140,424	Exempt
MM			108,257	132,089	162,386	
Senior Assistant City Attorney	City Attorney's Office	FTEX	108,257	132,089	162,386	Exempt
MG						
GIS Manager	Information Technology					Exempt
Infrastructure Manager	Information Technology					Exempt
Accounting & Treasury Manager	Finance					Exempt
Purchasing Manager	Finance					Exempt
Budget Manager	Finance					Exempt
Planning Manager	Neighborhood & Community Planning					Exempt
Neighborhood Services Manager	Neighborhood & Community Planning					Exempt
Human Resources Manager	Human Resources					Exempt
Fleet Manager	Public Works					Exempt
Facilities Manager	Public Works					Exempt
Recreation Manager	Parks & Recreation					Exempt
Solid Waste Manager	Public Works					Exempt
Streets & Drainage Manager	Public Works	FTEX	78,000	104,000	130,000	Exempt
River & Watershed Manager	Public Works					Exempt
Economic & Community Development Manager	Economic & Community Development					Exempt
Communications Manager	Communications & Community Engagement					Exempt
Emergency Management Coordinator	Fire					Exempt
Business Systems Manager	Information Technology					Exempt
Golf Manager	Parks & Recreation					Exempt
Recreation Center Manager	Parks & Recreation					Exempt
Civic/Convention Center Manager	Economic & Community Development					Exempt
Development Manager	TCS					Exempt
Parks Development Manager	Parks & Recreation					Exempt
Airport Operations Manager	Economic & Community Development					Exempt
Capital Projects Manager	TCS					Exempt
Transit Manager	TCS					Exempt

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
EX-1						
Assistant Library Director	Library					Exempt
Assistant Director of Human Resources	Human Resources					Exempt
Assistant Director of Information Technology	Information Technology					Exempt
Assistant Director of Parks & Recreation	Parks & Recreation					Exempt
Assistant Director of Finance	Finance					Exempt
Assistant Director of Public Works	Public Works	FTEX				Exempt
Assistant Director of Transportation & Construction Services	TCS		105,000	140,000	175,000	
Assistant Director of Neighborhood & Community Planning	Neighborhood & Community Planning					Exempt
Airport Director	Economic & Community Development					Exempt
First Assistant City Attorney	City Attorney's Office					Exempt
Assistant Fire Chief	Fire					Exempt
Assistant Police Chief	Police					Exempt
City Secretary	City Secretary's Office					Exempt
EX-2						
Library Director	Library					Exempt
Director of Communications & Community Engagement	Communication & Community Engagement					Exempt
Director of Economic & Community Development	Economic & Community Development					Exempt
Director of Human Resources	Human Resources					Exempt
Director of Parks & Recreation	Parks & Recreation					Exempt
Director of Neighborhood & Community Planning	Neighborhood & Community Planning	FTEX	130,000	175,000	220,000	Exempt
Director of Finance	Finance					Exempt
Director of Information Technology	Information Technology					Exempt
Director of Transportation & Construction Services	TCS					
Director of Public Works	Public Works					Exempt
Chief of Police	Police					Exempt
Fire Chief	Fire					Exempt
EX-3						

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Position	Department	Type	Minimum	Midpoint	Maximum	FLSA
Assistant City Manager	City Manager's Office	FTEX	165,000	220,000	275,000	Exempt
Deputy City Manager	City Manager's Office					Exempt