

Classification and Compensation Schedule
September 30, 2018 - September 28, 2019

| GRADE | JOB TITLE | UNIT | FLSA STATUS | ROLE & LEVEL | MINIMUM | | | MARKET MIDPOINT | | | MAXIMUM | | |
|-------|---|------|-------------|--------------|---------|------------|-------------|-----------------|------------|-------------|---------|------------|-------------|
| | | | | | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL |
| 1 | ATTENDANT, FACILITIES | CS | NE | A1 | \$13.68 | \$1,094.40 | \$28,454.40 | \$17.09 | \$1,367.20 | \$35,547.20 | \$21.23 | \$1,698.40 | \$44,158.40 |
| | ATTENDANT, RECREATION | CS | NE | A1 | | | | | | | | | |
| 2 | BUS DRIVER | CS | NE | T1 | \$14.54 | \$1,163.20 | \$30,243.20 | \$18.17 | \$1,453.60 | \$37,793.60 | \$22.54 | \$1,803.20 | \$46,883.20 |
| | BUS DRIVER/ATTENDANT | CS | NE | T1 | | | | | | | | | |
| | REPRESENTATIVE, CUSTOMER SERVICE | CS | NE | A1 | | | | | | | | | |
| | STAFF ASSISTANT | CS | NE | A1 | | | | | | | | | |
| 3 | RANGER, PARK | CS | NE | T1 | \$15.40 | \$1,232.00 | \$32,032.00 | \$19.24 | \$1,539.20 | \$40,019.20 | \$23.84 | \$1,907.20 | \$49,587.20 |
| | TECHNICIAN, PERMIT | CS | NE | A1 | | | | | | | | | |
| | WORKER I, MAINTENANCE SERVICE | CS | NE | T1 | | | | | | | | | |
| | WORKER I, UTILITY SERVICE | CS | NE | T1 | | | | | | | | | |
| | WORKER, METER SERVICE | CS | NE | T1 | | | | | | | | | |
| 4 | CLERK, ACCOUNTING | CS | NE | A2 | \$16.25 | \$1,300.00 | \$33,800.00 | \$20.30 | \$1,624.00 | \$42,224.00 | \$25.17 | \$2,013.60 | \$52,353.60 |
| | STAFF ASSISTANT, SENIOR | CS | NE | A2 | | | | | | | | | |
| 5 | ASSISTANT, SPECIAL EVENTS | CS | NE | A3 | \$17.09 | \$1,367.20 | \$35,547.20 | \$21.37 | \$1,709.60 | \$44,449.60 | \$26.51 | \$2,120.80 | \$55,140.80 |
| | BUS DRIVER, SENIOR | CS | NE | T2 | | | | | | | | | |
| | POLICE SERVICE AIDE | CS | NE | T2 | | | | | | | | | |
| | TECHNICIAN, SENIOR PERMIT | CS | NE | T2 | | | | | | | | | |
| | TECHNICIAN, PROPERTY AND EVIDENCE | CS | NE | T2 | | | | | | | | | |
| | TECHNICIAN, POLICE RECORDS & TELECOMMUNICATIONS | CS | NE | A2 | | | | | | | | | |
| | WORKER II, MAINTENANCE SERVICE | CS | NE | T2 | | | | | | | | | |
| | WORKER II, UTILITY SERVICE | CS | NE | T2 | | | | | | | | | |
| 6 | SPECIALIST, AGENDA | CS | NE | T2 | \$18.37 | \$1,469.60 | \$38,209.60 | \$22.98 | \$1,838.40 | \$47,798.40 | \$28.48 | \$2,278.40 | \$59,238.40 |
| | SPECIALIST, ENGINEERING PERMIT | CS | NE | A3 | | | | | | | | | |
| | SPECIALIST, PAYROLL | CS | NE | T2 | | | | | | | | | |
| | SPECIALIST, POLICE RECORDS & TELECOMMUNICATIONS | CS | NE | A3 | | | | | | | | | |
| | SPECIALIST, RECORDS | CS | NE | T2 | | | | | | | | | |
| | TECHNICIAN, ACCOUNTING | CS | NE | T2 | | | | | | | | | |
| | TECHNICIAN, CREATIVE SERVICES | CS | NE | T2 | | | | | | | | | |

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|-----------------------------------|------------------------------------|-----------------|-------------|--------------|---------|------------|-------------|-----------------|------------|-------------|---------|------------|-------------|
| | | | | | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL |
| 7 | ADMINISTRATIVE ASSISTANT | CS | NE | A3 | \$19.67 | \$1,573.60 | \$40,913.60 | \$24.58 | \$1,966.40 | \$51,126.40 | \$30.46 | \$2,436.80 | \$63,356.80 |
| | CODE COMPLIANCE OFFICER | CS | NE | T2 | | | | | | | | | |
| | LEAD, FACILITIES ATTENDANT | CS | NE | T3 | | | | | | | | | |
| | PARK RANGER, SENIOR | CS | NE | T3 | | | | | | | | | |
| | PROGRAMMER, RECREATION | CS | NE | T2 | | | | | | | | | |
| | SPECIALIST, DEVELOPMENT REVIEW | CS | NE | A3 | | | | | | | | | |
| | SPECIALIST, POLICE BACKGROUND | CS | NE | A3 | | | | | | | | | |
| | SPECIALIST, FITNESS | CS | NE | P1 | | | | | | | | | |
| | TECHNICIAN, SENIOR UTILITY BILLING | CS | NE | T3 | | | | | | | | | |
| | WORKER III, MAINTENANCE SERVICE | CS | NE | T3 | | | | | | | | | |
| | WORKER III, UTILITY SERVICE | CS | NE | T3 | | | | | | | | | |
| | 8 | OFFICER, ZONING | CS | NE | | | | | | | | | |
| PROGRAMMER, SENIOR RECREATION | | CS | NE | T3 | | | | | | | | | |
| SPECIALIST, POLICE ADMINISTRATIVE | | CS | NE | A4 | | | | | | | | | |
| TECHNICIAN, SENIOR ACCOUNTING | | CS | NE | T3 | | | | | | | | | |
| 9 | ADMINISTRATIVE ASSISTANT, SENIOR | CS | NE | A4 | \$22.65 | \$1,812.00 | \$47,112.00 | \$28.33 | \$2,266.40 | \$58,926.40 | \$35.11 | \$2,808.80 | \$73,028.80 |
| | ADVOCATE, VICTIMS | CS | NE | A4 | | | | | | | | | |
| | CODE COMPLIANCE OFFICER, SENIOR | CS | NE | T3 | | | | | | | | | |
| | INSPECTOR, ENGINEERING | CS | NE | T3 | | | | | | | | | |
| | INSPECTOR, LANDSCAPE | CS | NE | T3 | | | | | | | | | |
| | LEAD WORKER, TRANSPORTATION | CS | NE | T3 | | | | | | | | | |
| | PROJECT COORDINATOR, UTIL & ENG | CS | NE | A4 | | | | | | | | | |
| | SPECIALIST, SENIOR FITNESS | CS | NE | P1 | | | | | | | | | |
| | SPECIALIST, INFORMATION TECHNOLOGY | CS | NE | T3 | | | | | | | | | |

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|-------|---|------|-------------|--------------|---------|------------|-------------|-----------------|------------|-------------|---------|------------|-------------|
| | | | | | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL |
| 10 | ADMINISTRATIVE ASSISTANT, LEGAL | CS | NE | A4 | \$24.36 | \$1,948.80 | \$50,668.80 | \$30.46 | \$2,436.80 | \$63,356.80 | \$37.77 | \$3,021.60 | \$78,561.60 |
| | ANALYST, CRIME | CS | NE | P2 | | | | | | | | | |
| | CARPENTER | CS | NE | T4 | | | | | | | | | |
| | ELECTRICIAN | CS | NE | T4 | | | | | | | | | |
| | LEAD WORKER, PUBLIC WORKS | CS | NE | T4 | | | | | | | | | |
| | LEAD WORKER, UTILITIES AND ENGINEERING | CS | NE | T4 | | | | | | | | | |
| | MECHANIC, HVAC | CS | NE | T4 | | | | | | | | | |
| | PROPERTY AND EVIDENCE CUSTODIAN | CS | NE | T4 | | | | | | | | | |
| | PLANNER | CSE | E | P1 | | | | | | | | | |
| | SPECIALIST, HUMAN RESOURCES | CSE | E | P1 | | | | | | | | | |
| | SPECIALIST, HUMAN RESOURCES AND RISK MANAGEMENT | CSE | E | P1 | | | | | | | | | |
| | SPECIALIST, SENIOR INFORMATION TECHNOLOGY | CS | NE | T4 | | | | | | | | | |
| | SPECIALIST, LEAD PERMITTING | CS | NE | T4 | | | | | | | | | |
| | SUPERVISOR, PARKS AND RECREATION | CS | NE | L1 | | | | | | | | | |
| | SUPERVISOR, POLICE RECORDS & TELECOMMUNICATIONS | CS | NE | L1 | | | | | | | | | |
| | URBAN FORESTER | CS | NE | T4 | | | | | | | | | |
| 11 | ACCOUNTANT | CSE | E | P2 | \$26.08 | \$2,086.40 | \$54,246.40 | \$32.59 | \$2,607.20 | \$67,787.20 | \$40.40 | \$3,232.00 | \$84,032.00 |
| | ANALYST, BUDGET AND GRANTS | CSE | E | P2 | | | | | | | | | |
| | ANALYST, BUSINESS PROCESS | CSE | E | P2 | | | | | | | | | |
| | ANALYST, PURCHASING | CSE | E | P2 | | | | | | | | | |
| | DEPUTY CITY CLERK | CSE | E | L1 | | | | | | | | | |
| | EXECUTIVE ADMIN ASSISTANT | CSE | E | A5 | | | | | | | | | |
| | INSPECTOR, FIRE | CS | NE | T4 | | | | | | | | | |
| | INSPECTOR, FIRE/TRAINING SPECIALIST | CS | NE | T4 | | | | | | | | | |
| | INVESTIGATOR, CRIME SCENE | CS | NE | T4 | | | | | | | | | |
| | SPECIALIST, INSTRUMENTATION AND CONTROL | CS | NE | T4 | | | | | | | | | |
| | LEAD WORKER, SENIOR TRADES | CS | NE | T5 | | | | | | | | | |
| | PLANNER, SPECIAL EVENTS | CSE | E | P2 | | | | | | | | | |
| | SPECIALIST, MULTIMEDIA | CS | NE | T4 | | | | | | | | | |
| | SUPERVISOR, BUILDING | CSE | E | L1 | | | | | | | | | |
| | SUPERVISOR, CODE COMPLIANCE | CS | NE | L1 | | | | | | | | | |
| | SUPERVISOR, STREETS & STORM WATER | CS | NE | L1 | | | | | | | | | |
| | SUPERVISOR, WASTEWATER | CS | NE | L1 | | | | | | | | | |
| | SUPERVISOR, WATER | CS | NE | L1 | | | | | | | | | |
| | TRAINING SPECIALIST, INFO. TECHNOLOGY | CSE | E | P2 | | | | | | | | | |

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|-------|--|------|-------------|--------------|---------|------------|-------------|-----------------|------------|-------------|---------|------------|--------------|
| | | | | | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL |
| 12 | ANALYST, IT OPERATIONS | CSE | E | P2 | \$28.20 | \$2,256.00 | \$58,656.00 | \$35.26 | \$2,820.80 | \$73,340.80 | \$43.71 | \$3,496.80 | \$90,916.80 |
| | ANALYST, SYSTEMS | CSE | E | P2 | | | | | | | | | |
| | COORDINATOR, GIS | CSE | E | P2 | | | | | | | | | |
| | ENGINEER I | CSE | E | P2 | | | | | | | | | |
| | INSPECTOR, ELECTRICAL | CS | NE | T5 | | | | | | | | | |
| | INSPECTOR, STRUCTURAL | CS | NE | T5 | | | | | | | | | |
| | MANAGER, BENEFITS PROGRAM | CSE | E | P2 | | | | | | | | | |
| | PROGRAM MANAGER, ACCREDITATION | CSE | E | P2 | | | | | | | | | |
| | SPECIALIST, HOUSING AND GRANTS | CSE | E | P2 | | | | | | | | | |
| | SPECIALIST, WEB & GRAPHICS | CSE | E | P2 | | | | | | | | | |
| 13 | ACCOUNTANT, SENIOR | CSE | E | P3 | \$30.35 | \$2,428.00 | \$63,128.00 | \$37.92 | \$3,033.60 | \$78,873.60 | \$47.03 | \$3,762.40 | \$97,822.40 |
| | EXAMINER, ELECTRICAL PLANS | CS | NE | T6 | | | | | | | | | |
| | EXAMINER, STRUCTURAL PLANS | CS | NE | T6 | | | | | | | | | |
| | MANAGER, UTILITY BILLING OPERATIONS | CSE | E | L2 | | | | | | | | | |
| | PLANNER, SENIOR | CSE | E | P3 | | | | | | | | | |
| | SUPERVISOR, CONSTRUCTION | CS | NE | T6 | | | | | | | | | |
| | SUPERVISOR, PUBLIC WORKS | CSE | E | L2 | | | | | | | | | |
| | SUPERVISOR, TRANSPORTATION | CSE | E | L2 | | | | | | | | | |
| 14 | ANALYST, SENIOR PURCHASING | CSE | E | P3 | \$32.48 | \$2,598.40 | \$67,558.40 | \$40.61 | \$3,248.80 | \$84,468.80 | \$50.32 | \$4,025.60 | \$104,665.60 |
| | ENGINEER II | CSE | E | P3 | | | | | | | | | |
| | FIRE MARSHAL, DEPUTY | CSE | E | L2 | | | | | | | | | |
| | INSPECTOR, CHIEF ELECTRICAL | CS | NE | T6 | | | | | | | | | |
| | INSPECTOR, CHIEF MECHANICAL | CS | NE | T6 | | | | | | | | | |
| | INSPECTOR, CHIEF PLUMBING | CS | NE | T6 | | | | | | | | | |
| | MANAGER, PAYROLL | CSE | E | P3 | | | | | | | | | |
| | PROGRAM MANAGER, PUBLIC WORKS | CSE | E | P3 | | | | | | | | | |
| | PROJECT MANAGER, PUBLIC WORKS | CSE | E | P3 | | | | | | | | | |
| | PROJECT MANAGER, UTILITIES & ENGINEERING | CSE | E | P3 | | | | | | | | | |
| | PUBLIC SAFETY INFORMATION OFFICER | CSE | E | P3 | | | | | | | | | |
| | SPECIALIST, ENVIRONMENTAL ENGINEERING | CSE | E | P3 | | | | | | | | | |
| | SUPERINTENDENT, PARKS AND RECREATION | CSE | E | L2 | | | | | | | | | |
| 15 | ANALYST, SR. SYSTEMS | CSE | E | P4 | \$35.05 | \$2,804.00 | \$72,904.00 | \$43.27 | \$3,461.60 | \$90,001.60 | \$54.34 | \$4,347.20 | \$113,027.20 |
| | PLANNER, PRINCIPAL | CSE | E | L2 | | | | | | | | | |

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|--|--|---|-------------|--------------|---------|------------|-------------|-----------------|------------|--------------|---------|------------|--------------|----|---------|------------|-------------|---------|------------|--------------|---------|------------|--------------|
| | | | | | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL | | | | | | | | | | |
| 16 | BUILDING OFFICIAL, DEPUTY | CSE | E | L2 | \$37.62 | \$3,009.60 | \$78,249.60 | \$47.03 | \$3,762.40 | \$97,822.40 | \$58.29 | \$4,663.20 | \$121,243.20 | | | | | | | | | | |
| | ENGINEER, SENIOR | CSE | E | L2 | | | | | | | | | | | | | | | | | | | |
| | ENGINEER, UTILITIES | CSE | E | L2 | | | | | | | | | | | | | | | | | | | |
| | MANAGER, BUDGET AND GRANTS | CSE | E | P4 | | | | | | | | | | | | | | | | | | | |
| | PROJECT MANAGER, SENIOR | CSE | E | P4 | | | | | | | | | | | | | | | | | | | |
| 17 | BUILDING OFFICIAL | AO | E | L3 | \$40.61 | \$3,248.80 | \$84,468.80 | \$50.76 | \$4,060.80 | \$105,580.80 | \$62.95 | \$5,036.00 | \$130,936.00 | | | | | | | | | | |
| | FIRE MARSHAL | AO | E | L3 | | | | | | | | | | | | | | | | | | | |
| | MANAGER, ENGINEERING | CSE | E | L3 | | | | | | | | | | | | | | | | | | | |
| | MANAGER, HUMAN RESOURCES | AO | E | L3 | | | | | | | | | | | | | | | | | | | |
| | MANAGER, INFORMATION TECHNOLOGY OPERATIONS | CSE | E | L3 | | | | | | | | | | | | | | | | | | | |
| 18 | ASSISTANT CITY ATTORNEY | AO | E | P5 | \$43.60 | \$3,488.00 | \$90,688.00 | \$54.50 | \$4,360.00 | \$113,360.00 | \$67.60 | \$5,408.00 | \$140,608.00 | | | | | | | | | | |
| | ASSISTANT DIRECTOR, PARKS & RECREATION | AO | E | L4 | | | | | | | | | | | | | | | | | | | |
| | ASSISTANT DIRECTOR, PUBLIC WORKS | AO | E | L4 | | | | | | | | | | | | | | | | | | | |
| | ASSISTANT DIRECTOR, UTILITIES | AO | E | L4 | | | | | | | | | | | | | | | | | | | |
| | ASSISTANT TO THE CITY MANAGER | AO | E | P4 | | | | | | | | | | | | | | | | | | | |
| | CITY CLERK | AO | E | L4 | | | | | | | | | | | | | | | | | | | |
| | DIRECTOR, COMMUNITY RELATIONS | AO | E | L4 | | | | | | | | | | | | | | | | | | | |
| | LEGAL ADVISOR, POLICE | AO | E | P5 | | | | | | | | | | | | | | | | | | | |
| | MANAGER, PURCHASING & CONTRACTS | AO | E | L4 | | | | | | | | | | | | | | | | | | | |
| | MANAGER, RISK | AO | E | P5 | | | | | | | | | | | | | | | | | | | |
| | POLICE CAPTAIN | AO | E | L3 | | | | | | | | | | | | | | | | | | | |
| | 19 | DEPUTY CITY ATTORNEY | AO | E | | | | | | | | | | P5 | \$47.03 | \$3,762.40 | \$97,822.40 | \$58.77 | \$4,701.60 | \$122,241.60 | \$72.90 | \$5,832.00 | \$151,632.00 |
| | | DEPUTY DIRECTOR, FINANCE AND ADMINISTRATION | AO | E | | | | | | | | | | L4 | | | | | | | | | |
| DEPUTY DIRECTOR, SUSTAINABLE DEVELOPMENT | | AO | E | L4 | | | | | | | | | | | | | | | | | | | |

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| | | | | | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL | HOURLY | BIWEEKLY | ANNUAL |
| 20 | Not currently in use | | | | \$50.43 | \$4,034.40 | \$104,894.40 | \$63.05 | \$5,044.00 | \$131,144.00 | \$78.17 | \$6,253.60 | \$162,593.60 |
| 21 | CHIEF INFORMATION OFFICER | AO | E | L5 | \$54.29 | \$4,343.20 | \$112,923.20 | \$67.86 | \$5,428.80 | \$141,148.80 | \$84.15 | \$6,732.00 | \$175,032.00 |
| | CHIEF OF POLICE | AO | E | L5 | | | | | | | | | |
| | CHIEF TECHNOLOGY OFFICER | AO | E | L5 | | | | | | | | | |
| | DIRECTOR, FINANCE & ADMIN. SVCS./CFO | AO | E | L5 | | | | | | | | | |
| | DIRECTOR, HUMAN RESOURCES AND RISK MANAGEMENT | AO | E | L5 | | | | | | | | | |
| | DIRECTOR, PARKS AND RECREATION | AO | E | L5 | | | | | | | | | |
| | DIRECTOR, PUBLIC WORKS | AO | E | L5 | | | | | | | | | |
| | DIRECTOR, SUSTAINABLE DEVELOPMENT | AO | E | L5 | | | | | | | | | |
| | DIRECTOR, UTILITIES AND ENGINEERING | AO | E | L5 | | | | | | | | | |
| 22 | Not currently in use | | | | \$58.56 | \$4,684.80 | \$121,804.80 | \$73.22 | \$5,857.60 | \$152,297.60 | \$90.78 | \$7,262.40 | \$188,822.40 |
| 23 | ASSISTANT CITY MANAGER <i>(may be combined with Dept. Director position)</i> | AO | E | L6 | \$62.84 | \$5,027.20 | \$130,707.20 | \$78.55 | \$6,284.00 | \$163,384.00 | \$97.39 | \$7,791.20 | \$202,571.20 |
| 24 | DEPUTY CITY MANAGER <i>(may be combined with Dept. Director position)</i> | AO | E | L7 | \$67.54 | \$5,403.20 | \$140,483.20 | \$84.42 | \$6,753.60 | \$175,593.60 | \$104.66 | \$8,372.80 | \$217,692.80 |

Salary Ranges for the following classifications are detailed on the PBA Salary Exhibits, as governed by the applicable collective bargaining agreements.

| JOB TITLE | UNIT | FLSA STATUS |
|-------------------|------|-------------|
| Police Trainee | PBO | NE |
| Police Officer | PBO | NE |
| Police Corporal | PBO | NE |
| Police Sergeant | PBA | NE |
| Police Lieutenant | PBL | E |

Salaries for the following classifications are governed by Employment Agreement

| JOB TITLE | UNIT | FLSA STATUS |
|---------------------------|------|-------------|
| City Manager | CO | E |
| City Attorney | CO | E |
| School Resource Officer | SRO | NE |
| Group Exercise Instructor | GRX | NE |

UNIT KEY

| | | | |
|---------------------------------|-----|----------------------------------|-----|
| Administrative Officer | AO | PBA - Lieutenants' unit | PBL |
| Contractual Officer | CO | PBA - Officers'/ Corporals' unit | PBO |
| Civil Service (FLSA-non exempt) | CS | School Resource Officers | SRO |
| Civil Service (FLSA-exempt) | CSE | Substitute Bus Drivers* | OTH |
| Group Exercise Instructor | GRX | Temporary/Summer Employees | EX |
| PBA - Sergeants' unit | PBA | | |