

General Pay Plan **DRAFT**

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Accounts Payable Rep	G10001	Non-Exempt	G100	Annual	\$ 37,960.00	\$ 49,348.00	\$ 60,736.00
Administrative Assistant I	G10002	Non-Exempt		Pay Period	\$ 1,460.00	\$ 1,898.00	\$ 2,336.00
Assistant Court Rep I	G10003	Non-Exempt		Hourly	\$ 18.25	\$ 23.73	\$ 29.20
Assistant Court Rep II	G10004	Non-Exempt					
Customer Service Rep	G10005	Non-Exempt					
Customer Service Rep--Part-Time	G10006	Non-Exempt					
Head Lifeguard	G10007	Non-Exempt					
Head Lifeguard-Part-Time	G10008	Non-Exempt					
Kennel Technician	G10009	Non-Exempt					
Open Records Specialist	G10010	Non-Exempt					
Records Technician	G10011	Non-Exempt					
Recreation Specialist	G10012	Non-Exempt					
Recreation Specialist-Part-Time	G10013	Non-Exempt					
Warehouse Oper Specialist I	G10014	Non-Exempt					
Administrative Assistant II	G10101	Non-Exempt	G101	Annual	\$ 39,858.00	\$ 51,815.40	\$ 63,772.80
Airport Maintenance and Operations Coordinator	G10102	Non-Exempt		Pay Period	\$ 1,533.00	\$ 1,992.90	\$ 2,452.80
Airport Maintenance and Operations Coordinator-Part-Time	G10103	Non-Exempt		Hourly	\$ 19.16	\$ 24.91	\$ 30.66
Animal Services Officer	G10104	Non-Exempt					
Laboratory Technician	G10105	Non-Exempt					
Permit Technician I	G10106	Non-Exempt					
Solid Waste Analyst	G10107	Non-Exempt					
Watershed Technician	G10108	Non-Exempt					
Billing Specialist I	G10201	Non-Exempt	G102	Annual	\$ 41,850.90	\$ 54,406.17	\$ 66,961.44
Cash Operations Specialist	G10202	Non-Exempt		Pay Period	\$ 1,609.65	\$ 2,092.55	\$ 2,575.44
Civilian Jailer	G10203	Non-Exempt		Hourly	\$ 20.12	\$ 26.16	\$ 32.19
Civilian Warrant Clerk	G10204	Non-Exempt					
Court Collect & Warrant Spec	G10205	Non-Exempt					
Court Docket Representative	G10206	Non-Exempt					
Credit & Collections Specialist	G10207	Non-Exempt					
Customer Service Rep II	G10208	Non-Exempt					
Customer Service Team Lead	G10209	Non-Exempt					
Environmental Monitoring Tech	G10210	Non-Exempt					
Environmental Monitoring Tech-Part-Time	G10211	Non-Exempt					
Human Resources Assistant	G10212	Non-Exempt					
Library Assistant II	G10213	Non-Exempt					
Library Assistant II-Part-Time	G10214	Non-Exempt					
Permit Technician II	G10215	Non-Exempt					
Playground Safety Inspector/Technician	G10216	Non-Exempt					
Police Quartermaster	G10217	Non-Exempt					
Property and Evidence Technican	G10218	Non-Exempt					
Public Safety Officer	G10219	Non-Exempt					
Public Works Inspector I	G10220	Non-Exempt					
Sr Animal Services Specialist	G10221	Non-Exempt					
SW & Recycling Field Auditor	G10222	Non-Exempt					
Transportation Permit Spec.	G10223	Non-Exempt					

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Video Producer	G10224	Non-Exempt					
Warehouse Ops Spec. II	G10225	Non-Exempt					
Administrative Assistant III	G10301	Non-Exempt	G103	Annual	\$ 43,943.45	\$ 57,126.48	\$ 70,309.51
Aquatics Maintenance Technician	G10302	Non-Exempt		Pay Period	\$ 1,690.13	\$ 2,197.17	\$ 2,704.21
Billing Specialist II	G10303	Non-Exempt		Hourly	\$ 21.13	\$ 27.46	\$ 33.80
Building Inspector I	G10304	Non-Exempt					
CIS Officer	G10305	Non-Exempt					
Commercial Account Specialist	G10306	Non-Exempt					
Community Services Admin Asst	G10307	Non-Exempt					
Docket Rep/Juvenile Case Mgr	G10308	Non-Exempt					
GIS Technician	G10309	Non-Exempt					
Irrigation Technician	G10310	Non-Exempt					
Key Account Specialist	G10311	Non-Exempt					
Lead Civilian Jailer	G10312	Non-Exempt					
Lead Public Safety Officer	G10313	Non-Exempt					
Library Assistant III	G10314	Non-Exempt					
LIMS Specialist	G10315	Non-Exempt					
Operations Supervisor	G10316	Non-Exempt					
Parks Electrical Technician	G10317	Non-Exempt					
Planning Technician I	G10318	Non-Exempt					
Playground Safety Inspector	G10319	Non-Exempt					
Police Records Lead	G10320	Non-Exempt					
Property and Evidence Supervisor	G10321	Non-Exempt					
Recreation Coordinator	G10322	Non-Exempt					
Senior Animal Services Officer	G10323	Non-Exempt					
Senior Customer Service Rep	G10324	Non-Exempt					
Aquatics Maintenance Tech	G10401	Non-Exempt	G104	Annual	\$ 46,140.62	\$ 59,982.81	\$ 73,824.99
Building Inspector II	G10402	Non-Exempt		Pay Period	\$ 1,774.64	\$ 2,307.03	\$ 2,839.42
Facilities Project Technician	G10403	Non-Exempt		Hourly	\$ 22.18	\$ 28.84	\$ 35.49
Fire Administration Specialist	G10404	Non-Exempt					
Fleet Services Administrator	G10405	Non-Exempt					
Municipal Solid Waste Env Tech	G10406	Non-Exempt					
Payroll Specialist	G10407	Non-Exempt					
PD Administration Specialist	G10408	Non-Exempt					
Planning Technician II	G10409	Non-Exempt					
Plans Examiner I	G10410	Non-Exempt					
Pretreatment Prog Specialist I	G10411	Non-Exempt					
Public Works Inspector II	G10412	Non-Exempt					
Quality Operations Auditor	G10413	Non-Exempt					
Senior Video Producer	G10414	Non-Exempt					
Stormwater Inspector	G10415	Non-Exempt					
Wet Chemist	G10416	Non-Exempt					
Zoning Enforcement Officer	G10417	Non-Exempt					
Assistant Buyer	G10501	Non-Exempt	G105	Annual	\$ 50,754.68	\$ 65,981.09	\$ 81,207.49

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Assistant City Secretary	G10502	Non-Exempt		Pay Period	\$ 1,952.10	\$ 2,537.73	\$ 3,123.37
Building Inspector III	G10503	Non-Exempt		Hourly	\$ 24.40	\$ 31.72	\$ 39.04
Contract Control Specialist	G10504	Non-Exempt					
Contract Specialist	G10505	Non-Exempt					
Contractor Coordinator	G10506	Non-Exempt					
Crime Scene Investigator	G10507	Non-Exempt					
Digital Forensic Analyst	G10508	Non-Exempt					
Engineering Technician III	G10509	Non-Exempt					
Engineering Technician IV	G10510	Non-Exempt					
Field Services Technician IV	G10511	Non-Exempt					
Fleet Quality Assur& Ctrl Coor	G10512	Non-Exempt					
Health Inspector	G10513	Non-Exempt					
Lead Public Safety Dispatcher	G10514	Non-Exempt					
Legal Secretary	G10515	Non-Exempt					
Logistics Specialist	G10516	Non-Exempt					
Parks Field Supervisor	G10517	Non-Exempt					
Plans Examiner II	G10518	Non-Exempt					
Prettrmt Program Spec II	G10519	Non-Exempt					
Public Safety Dispatcher	G10520	Non-Exempt					
Public Works Inspector III	G10521	Non-Exempt					
Records Management Specialist	G10522	Non-Exempt					
Residential Construction Spec	G10523	Non-Exempt					
Senior CIS Officer	G10524	Non-Exempt					
Stormwater Specialist	G10525	Non-Exempt					
Water Utilities Specialist II	G10526	Non-Exempt					
WaterShed Protection Technician	G10527	Non-Exempt					
Administrative Analyst	G10601	Non-Exempt	G106	Annual	\$ 55,830.15	\$ 72,579.19	\$ 89,328.23
Administrative Supervisor	G10602	Non-Exempt		Pay Period	\$ 2,147.31	\$ 2,791.51	\$ 3,435.70
Emer Vehicle Tech Supervisor	G10603	Non-Exempt		Hourly	\$ 26.84	\$ 34.89	\$ 42.95
Lead Crime Scene Investigator	G10604	Non-Exempt					
Paralegal	G10605	Non-Exempt					
Payroll Supervisor	G10606	Non-Exempt					
Pub Sfty Disp Train Coord	G10607	Non-Exempt					
Public Safety Recruiter & Educ Coord	G10608	Non-Exempt					
Senior Executive Assistant	G10609	Non-Exempt					
Sr Zoning Compliance Officer	G10610	Non-Exempt					
Public Safety Comm Supv	G10701	Non-Exempt	G107	Annual	\$ 61,413.16	\$ 79,837.11	\$ 98,261.06
				Pay Period	\$ 2,362.04	\$ 3,070.66	\$ 3,779.27
				Hourly	\$ 29.53	\$ 38.38	\$ 47.24
Assistant Planner	G20001	Exempt	G200	Annual	\$ 52,342.29	\$ 68,044.98	\$ 83,747.66
Buyer	G20002	Exempt		Pay Period	\$ 2,013.17	\$ 2,617.11	\$ 3,221.06
Compliance Specialist	G20003	Exempt		Hourly	\$ 25.16	\$ 32.71	\$ 40.26
Crime Analyst	G20004	Exempt					
Digital Communications Coor	G20005	Exempt					

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Economic Dvmt Specialist	G20006	Exempt					
Engagement Coordinators	G20007	Exempt					
Grants Program Coordinator	G20008	Exempt					
Judicial Coordinator	G20009	Exempt					
Librarian	G20010	Exempt					
Librarian-Part-Time	G20011	Exempt					
Marketing & Outreach Coord	G20012	Exempt					
Microbiologist	G20013	Exempt					
Program Coordinator	G20014	Exempt					
Quality Assur-Qual Contr Supr	G20015	Exempt					
Real Estate Specialist	G20016	Exempt					
Recreation Supervisor	G20017	Exempt					
Senior Chemist	G20018	Exempt					
Sustainability Engagement Spec	G20019	Exempt					
SW & Recycling Bus Acct Coord	G20020	Exempt					
Talent Acquisition Specialist	G20021	Exempt					
Talent Devel & Diversity Spec	G20022	Exempt					
Animal Svc Volunteer Coord	G20101	Exempt	G201	Annual	\$ 54,959.40	\$ 71,447.23	\$ 87,935.05
Archivist	G20102	Exempt		Pay Period	\$ 2,113.82	\$ 2,747.97	\$ 3,382.12
Associate Planner	G20103	Exempt		Hourly	\$ 26.42	\$ 34.35	\$ 42.28
Benefits & HRIS Specialist	G20104	Exempt					
Benefits and Leave Coordinator	G20105	Exempt					
Circulation Supervisor	G20106	Exempt					
Court Services Supervisor	G20107	Exempt					
Economic Development Analyst	G20108	Exempt					
Logistics Lead	G20109	Exempt					
Parks Planner	G20110	Exempt					
Permit Technician Supervisor	G20111	Exempt					
Planning Technician Supervisor	G20112	Exempt					
Revenue Assurance Supervisor	G20113	Exempt					
Risk Specialist	G20114	Exempt					
Technology Librarian	G20115	Exempt					
WP Operations Foreman	G20116	Exempt					
Accountant	G20201	Exempt	G202	Annual	\$ 57,707.37	\$ 75,019.59	\$ 92,331.80
Accounts Payable Supervisor	G20202	Exempt		Pay Period	\$ 2,219.51	\$ 2,885.37	\$ 3,551.22
Asst Fleet Services Supervisor	G20203	Exempt		Hourly	\$ 27.74	\$ 36.07	\$ 44.39
Billing Account Supervisor	G20204	Exempt					
Business GIS Analyst	G20205	Exempt					
Conservation Program Coord	G20206	Exempt					
Customer Service Supervisor	G20207	Exempt					
Digital Strategies Coordinator	G20208	Exempt					
Financial Analyst	G20209	Exempt					
Gas Well Inspector	G20210	Exempt					
GIS Analyst	G20211	Exempt					
Graphic Design&Engagement Coor	G20212	Exempt					

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Management Analyst	G20213	Exempt					
Records Supervisor	G20214	Exempt					
Senior Planner	G20215	Exempt					
Treasury Analyst	G20216	Exempt					
Urban Forester	G20217	Exempt					
Water Reg Compl Coordinator	G20218	Exempt					
Admin Coordinator	G20301	Exempt	G203	Annual	\$ 60,592.74	\$ 78,770.57	\$ 96,948.39
Animal Services Supervisor	G20302	Exempt		Pay Period	\$ 2,330.49	\$ 3,029.64	\$ 3,728.78
Aquatic Facility Maint Supv	G20303	Exempt		Hourly	\$ 29.13	\$ 37.87	\$ 46.61
Assistant Branch Manager	G20304	Exempt					
Athletics Supervisor	G20305	Exempt					
Community Dvmt Specialist	G20306	Exempt					
Customer Support & Permit Admin	G20307	Exempt					
Emergency Management Specialist	G20308	Exempt					
Homeless Programs Coordinator	G20309	Exempt					
Housing Programs Coordinator	G20310	Exempt					
HR Compensation/HRIS Admr	G20311	Exempt					
Marketing Administrator	G20312	Exempt					
Pollution Prevention Supv	G20313	Exempt					
Project Coordinator	G20314	Exempt					
ROW Construction Coordinator	G20315	Exempt					
SCADA/PLC Specialist	G20316	Exempt					
SW Training & Safety Spec	G20317	Exempt					
Utilities Coordinator	G20318	Exempt					
Asset Management Analyst	G20401	Exempt	G204	Annual	\$ 63,622.38	\$ 82,709.10	\$ 101,795.81
Assistant Court Administrator	G20402	Exempt		Pay Period	\$ 2,447.01	\$ 3,181.12	\$ 3,915.22
Chief Building Inspector	G20403	Exempt		Hourly	\$ 30.59	\$ 39.76	\$ 48.94
Chief Health Inspector	G20404	Exempt					
Claims Administrator	G20405	Exempt					
Environmental Compliance Coord	G20406	Exempt					
Field Services Supervisor	G20407	Exempt					
Financial Analyst Supervisor	G20408	Exempt					
Landscape Planner	G20409	Exempt					
Neighborhood Services Mngr	G20410	Exempt					
Operations Coordinator	G20411	Exempt					
Procurement Admin	G20412	Exempt					
Reclaimed Water Systems Coord	G20413	Exempt					
Senior Accountant	G20414	Exempt					
Senior Buyer	G20415	Exempt					
Senior Financial Analyst	G20416	Exempt					
Senior Grant Analyst	G20417	Exempt					
Senior Park Planner	G20418	Exempt					
Senior Real Estate Specialist	G20419	Exempt					
Solid Waste Support Supervisor	G20420	Exempt					
Stability Caseworker -Homeless	G20421	Exempt					

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Victim Assistance Coordinator	G20422	Exempt					
Water Asset Mgmt Specialist	G20423	Exempt					
Water Util Safety & Trng Spec	G20424	Exempt					
WW Asset Management Specialist	G20425	Exempt					
Business Information Analyst	G20501	Exempt	G205	Annual	\$ 66,803.50	\$ 86,844.55	\$ 106,885.60
Chief Plant Operator	G20502	Exempt		Pay Period	\$ 2,569.37	\$ 3,340.18	\$ 4,110.98
Communications Manager	G20503	Exempt		Hourly	\$ 32.12	\$ 41.75	\$ 51.39
DTV Manager	G20504	Exempt					
Electrical-Electronic Tech Mng	G20505	Exempt					
Facilities Construction Coord	G20506	Exempt					
Facilities Supervisor	G20507	Exempt					
Fleet Services Supervisor	G20508	Exempt					
Police Public Info Liaison	G20509	Exempt					
Program & Events Manager	G20510	Exempt					
Accounting Supervisor	G20601	Exempt	G206	Annual	\$ 70,143.67	\$ 91,186.78	\$ 112,229.88
Assistant Manager, Call Center	G20602	Exempt		Pay Period	\$ 2,697.83	\$ 3,507.18	\$ 4,316.53
Assistant Manager, Operations	G20603	Exempt		Hourly	\$ 33.72	\$ 43.84	\$ 53.96
Assistant to the City Manager	G20604	Exempt					
Business Information Admin	G20605	Exempt					
Compost Operations Manager	G20606	Exempt					
Crisis Intervention Clinician	G20607	Exempt					
HR Business Partner	G20608	Exempt					
HR Sr Compensation Analyst	G20609	Exempt					
SW Asst Operations Manager	G20610	Exempt					
Talent Acquisition Partner	G20611	Exempt					
Water Reclamation Maint Mngr	G20612	Exempt					
Water Reclamation Oper Mngr	G20613	Exempt					
Branch Manager	G20701	Exempt	G207	Annual	\$ 73,650.86	\$ 95,746.12	\$ 117,841.37
Business Services Supervisor	G20702	Exempt		Pay Period	\$ 2,832.73	\$ 3,682.54	\$ 4,532.36
Deputy City Secretary	G20703	Exempt		Hourly	\$ 35.41	\$ 46.03	\$ 56.65
Detention Manager	G20704	Exempt					
Financial Analyst Supervisor	G20705	Exempt					
Fleet Services Manager	G20706	Exempt					
Parks Manager	G20707	Exempt					
Parks Program Area Manager	G20708	Exempt					
Program Administrator	G20709	Exempt					
Purchasing Supervisor	G20710	Exempt					
Senior Auditor	G20711	Exempt					
Senior Risk Analyst	G20712	Exempt					
Sr Traffic Engineering Tech	G20713	Exempt					
Streets Operations Manager	G20714	Exempt					
SW Site Operations Mngr	G20715	Exempt					
Technical Services Manager	G20716	Exempt					
Traffic Operations Manager	G20717	Exempt					

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Warehouse Manager	G20718	Exempt					
Water Production Maint Mngr	G20719	Exempt					
Watershed Protection Coord	G20720	Exempt					
Administration Manager	G20801	Exempt	G208	Annual	\$ 77,333.40	\$ 100,533.42	\$ 123,733.44
Airport Operations Manager	G20802	Exempt		Pay Period	\$ 2,974.36	\$ 3,866.67	\$ 4,758.98
Animal Services Manager	G20803	Exempt		Hourly	\$ 37.18	\$ 48.33	\$ 59.49
Asset Management Supervisor	G20804	Exempt					
Benefits Supervisor	G20805	Exempt					
Business Dev Administrator	G20806	Exempt					
Construction Projects Manager	G20807	Exempt					
Crisis Intervention Prog Mgr	G20808	Exempt					
Drainage Manager	G20809	Exempt					
Economic Dev Program Admin (Three-Quarter Time)	G20810	Exempt					
Engineer	G20811	Exempt					
Ethics & Policy Administrator	G20812	Exempt					
Fire Administration Mngr	G20813	Exempt					
Forensic & Public Safety Mngr	G20814	Exempt					
HR Business Partner Supervisor	G20815	Exempt					
HR Operations Supervisor	G20816	Exempt					
Laboratory Manager	G20817	Exempt					
Pretreatment Program Manager	G20818	Exempt					
Senior Business Analyst	G20819	Exempt					
Solid Waste Landfill Manager	G20820	Exempt					
Solid Waste Operations Mngr	G20821	Exempt					
Sustainability Manager	G20822	Exempt					
SW Regulatory Compliance Mngr	G20823	Exempt					
Wastewater Collections Manager	G20824	Exempt					
Water Resources Administrator	G20825	Exempt					
Water Distrib Systems Mngr	G20826	Exempt					
Water Production Plant Manager	G20827	Exempt					
Watershed Protection Manager	G20828	Exempt					
Assistant Building Official	G20901	Exempt	G209	Annual	\$ 81,200.07	\$ 105,560.09	\$ 129,920.11
Assistant Purchasing Manager	G20902	Exempt		Pay Period	\$ 3,123.08	\$ 4,060.00	\$ 4,996.93
Capital Projects Admin Mgr	G20903	Exempt		Hourly	\$ 39.04	\$ 50.75	\$ 62.46
City Secretary	G20904	Exempt					
Community Dvmt Manager	G20905	Exempt					
Facilities Manager	G20906	Exempt					
Organizational Dvmt & Div Mngr	G20907	Exempt					
Program Manager	G20908	Exempt					
Strategic Business Admr	G20909	Exempt					
SW Oper Mgr-HCC& Weigh Station	G20910	Exempt					
Water Production Superintendent	G20911	Exempt					
Water Utilities Project Mgr	G20912	Exempt					
Assistant Controller	G21010	Exempt	G210	Annual	\$ 85,260.07	\$ 110,838.10	\$ 136,416.12

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Business Services Manager	G21011	Exempt		Pay Period	\$ 3,279.23	\$ 4,263.00	\$ 5,246.77
Deputy Building Official	G21012	Exempt		Hourly	\$ 40.99	\$ 53.29	\$ 65.58
Ethics & Compliance Officer	G21013	Exempt					
Historic Preservation Officer	G21014	Exempt					
Municipal Court Administrator	G21015	Exempt					
Park Planning Manager	G21016	Exempt					
PD Accred & Compliance Spec	G21017	Exempt					
Principal Planner	G21018	Exempt					
Public Safety Comm. Manager	G21019	Exempt					
Public Works Inspections Mngr	G21020	Exempt					
Sr Planner-Bicycle,Ped&ADA Co	G21021	Exempt					
Traffic Engineer	G21022	Exempt					
Transportation Planner	G21023	Exempt					
Water Production Suprtdnt	G21024	Exempt					
Water Rec Superintendent	G21025	Exempt					
Asset Mngmt/Infrastructure DM	G21101	Exempt	G211	Annual	\$ 92,080.88	\$ 119,705.15	\$ 147,329.41
Assistant Planning Director	G21102	Exempt		Pay Period	\$ 3,541.57	\$ 4,604.04	\$ 5,666.52
Budget Manager	G21103	Exempt		Hourly	\$ 44.27	\$ 57.55	\$ 70.83
Lead Prosecutor	G21104	Exempt					
Purchasing Manager	G21105	Exempt					
Senior Engineer	G21106	Exempt					
Treasury Manager	G21107	Exempt					
W/WW Field Operations Div Mngr	G21108	Exempt					
W/WW Treatment Division Mngr	G21109	Exempt					
Asst Dir Public Safety Comm	G21201	Exempt	G212	Annual	\$ 99,447.35	\$ 129,281.56	\$ 159,115.76
Asst Dir SW & Recycling	G21202	Exempt		Pay Period	\$ 3,824.90	\$ 4,972.37	\$ 6,119.84
Asst Director Police Fin & Adm	G21203	Exempt		Hourly	\$ 47.81	\$ 62.15	\$ 76.50
Dep Dir Community Services	G21204	Exempt					
Deputy Director - Real Estate	G21205	Exempt					
Dvmt Project Facilitator	G21206	Exempt					
Fleets Superintendent	G21207	Exempt					
Senior Transportation Planner	G21208	Exempt					
Asst Director of Parks & Rec	G21301	Exempt	G213	Annual	\$ 107,403.14	\$ 139,624.08	\$ 171,845.02
Controller	G21302	Exempt		Pay Period	\$ 4,130.89	\$ 5,370.16	\$ 6,609.42
Deputy Dir CS & Public Affairs	G21303	Exempt		Hourly	\$ 51.64	\$ 67.13	\$ 82.62
Deputy Dir of Operations	G21304	Exempt					
Deputy Dir of Solid Waste	G21305	Exempt					
Dvmt Project Facilitation Mngr	G21306	Exempt					
Assistant Dir of Env Services	G21401	Exempt	G214	Annual	\$ 120,635.21	\$ 150,794.01	\$ 180,952.81
Assistant Director of Finance	G21402	Exempt		Pay Period	\$ 4,639.82	\$ 5,799.77	\$ 6,959.72
Asst Director of Procurement	G21403	Exempt		Hourly	\$ 58.00	\$ 72.50	\$ 87.00
Customer Service Manager	G21404	Exempt					
Deputy City Attorney	G21405	Exempt					

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Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Deputy City Engineer	G21406	Exempt					
Deputy Dir Human Resources	G21407	Exempt					
Deputy Dir Risk & Compliance	G21408	Exempt					
Chief Strategic Officer	G21501	Exempt	G215	Annual	\$ 130,286.02	\$ 162,857.53	\$ 195,429.03
Deputy Dir of Devt Services	G21502	Exempt		Pay Period	\$ 5,011.00	\$ 6,263.75	\$ 7,516.50
Dir Cust Srvc & Animal Srvc	G21503	Exempt		Hourly	\$ 62.64	\$ 78.30	\$ 93.96
Dir of Envn Svcs & Sustainability	G21504	Exempt					
Director of Airport	G21505	Exempt					
Director of Capital Projects	G21506	Exempt					
Director of Community Services	G21507	Exempt					
Director of Economic Dvmt	G21508	Exempt					
Director of Facilities & Fleet	G21509	Exempt					
Director of Libraries	G21510	Exempt					
Director of Marketing and Communications	G21511	Exempt					
Director of Parks & Recreation	G21512	Exempt					
Director of Public Works	G21513	Exempt					
Director of Solid Waste	G21514	Exempt					
Director of Streets	G21515	Exempt					
Director of Water Utilities	G21516	Exempt					
Senior Deputy City Attorney	G21517	Exempt					
Chief Financial Officer	G21601	Exempt	G216	Annual	\$ 145,920.35	\$ 182,400.44	\$ 218,880.52
Chief of Staff	G21602	Exempt		Pay Period	\$ 5,612.32	\$ 7,015.40	\$ 8,418.48
City Engineer/GM of Pub Works	G21603	Exempt		Hourly	\$ 70.15	\$ 87.69	\$ 105.23
Development Svcs Director/CBO	G21604	Exempt					
Dir Cap Projects/City Engineer	G21605	Exempt					
Director of Finance	G21606	Exempt					
Director of Human Resources	G21607	Exempt					
Fire Chief	G21608	Exempt					
First Assistant City Attorney	G21609	Exempt					
Police Chief	G21610	Exempt					
Assistant City Manager	G21701	Exempt	G217	Annual Pay Period Hourly			
City Attorney	G30001	Exempt	G300	Annual			
City Auditor	G30002	Exempt		Pay Period			
City Manager	G30003	Exempt		Hourly			
Municipal Court Judge	G30004	Exempt					

Technology Pay Plan **DRAFT**

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Support Services Specialist	T10001	Non-Exempt	T100	Annual	\$ 97,093.50	\$ 126,221.55	\$ 155,349.60
				Pay Period	\$ 3,734.37	\$ 4,854.68	\$ 5,974.98
				Hourly	\$ 46.68	\$ 60.68	\$ 74.69
IT Communications Technician	T10101	Non-Exempt	T101	Annual	\$ 58,256.10	\$ 75,732.93	\$ 93,209.76
Senior IT Communications Technician	T10102	Non-Exempt		Pay Period	\$ 2,240.62	\$ 2,912.81	\$ 3,584.99
Sr Support Services Specialist	T10103	Non-Exempt		Hourly	\$ 28.01	\$ 36.41	\$ 44.81
IT Communications Coordinator	T10201	Non-Exempt	T102	Annual	\$ 64,081.71	\$ 83,306.23	\$ 102,530.74
Support Services Coordinator	T10202	Non-Exempt		Pay Period	\$ 2,464.68	\$ 3,204.09	\$ 3,943.49
				Hourly	\$ 30.81	\$ 40.05	\$ 49.29
Data Analyst	T20001	Exempt	T200	Annual	\$ 65,689.43	\$ 85,396.26	\$ 105,103.08
GIS Administrator	T20002	Exempt		Pay Period	\$ 2,526.52	\$ 3,284.47	\$ 4,042.43
				Hourly	\$ 31.58	\$ 41.06	\$ 50.53
Applications Architect I	T20101	Exempt	T201	Annual	\$ 75,542.84	\$ 98,205.70	\$ 120,868.55
Systems Analyst	T20102	Exempt		Pay Period	\$ 2,905.49	\$ 3,777.14	\$ 4,648.79
				Hourly	\$ 36.32	\$ 47.21	\$ 58.11
GIS & Applications Supervisor	T20201	Exempt	T202	Annual	\$ 83,097.13	\$ 108,026.27	\$ 132,955.40
IT Security Analyst	T20202	Exempt		Pay Period	\$ 3,196.04	\$ 4,154.86	\$ 5,113.67
Network Engineer I	T20203	Exempt		Hourly	\$ 39.95	\$ 51.94	\$ 63.92
Support Services Manager	T20204	Exempt					
System Engineer I	T20205	Exempt					
Utility Server Administrator	T20206	Exempt					
Utility Server Architect I	T20208	Exempt					
Applications Architect II	T20301	Exempt	T203	Annual	\$ 91,406.84	\$ 118,828.89	\$ 146,250.94
Database Architect	T20302	Exempt		Pay Period	\$ 3,515.65	\$ 4,570.34	\$ 5,625.04
GIS Architect	T20303	Exempt		Hourly	\$ 43.95	\$ 57.13	\$ 70.31
Network Engineer II	T20304	Exempt					
System Engineer II	T20305	Exempt					
IT Project Manager	T20401	Exempt	T204	Annual	\$ 100,547.52	\$ 130,711.78	\$ 160,876.04
Public Safety IT Supervisor	T20402	Exempt		Pay Period	\$ 3,867.21	\$ 5,027.38	\$ 6,187.54
Utility Server Supervisor	T20403	Exempt		Hourly	\$ 48.34	\$ 62.84	\$ 77.34
Cyber Security Supervisor	T20501	Exempt	T205	Annual	\$ 110,602.28	\$ 143,782.96	\$ 176,963.64
Enterprise Applications Mgr	T20502	Exempt		Pay Period	\$ 4,253.93	\$ 5,530.11	\$ 6,806.29
IT Communications Manager	T20503	Exempt		Hourly	\$ 53.17	\$ 69.13	\$ 85.08
Enterprise Inft&Suprt Svcs Mgr	T20601	Exempt	T206	Annual	\$ 121,662.50	\$ 158,161.25	\$ 194,660.00
Information Security Officer	T20602	Exempt		Pay Period	\$ 4,679.33	\$ 6,083.13	\$ 7,486.92
IT Business Services Manager	T20603	Exempt		Hourly	\$ 58.49	\$ 76.04	\$ 93.59
Solutions Architect	T20604	Exempt					
Sr Mgr Applications & Projects	T20605	Exempt					

Technology Pay Plan **DRAFT**

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Deputy Technology Director	T20701	Exempt	T207	Annual	\$ 130,178.88	\$ 169,232.54	\$ 208,286.20
				Pay Period	\$ 5,006.88	\$ 6,508.94	\$ 8,011.01
				Hourly	\$ 62.59	\$ 81.36	\$ 100.14
Chief Technology Officer	T20801	Exempt	T208	Annual	\$ 139,291.40	\$ 181,078.82	\$ 222,866.24
				Pay Period	\$ 5,357.36	\$ 6,964.57	\$ 8,571.78
				Hourly	\$ 66.97	\$ 87.06	\$ 107.15



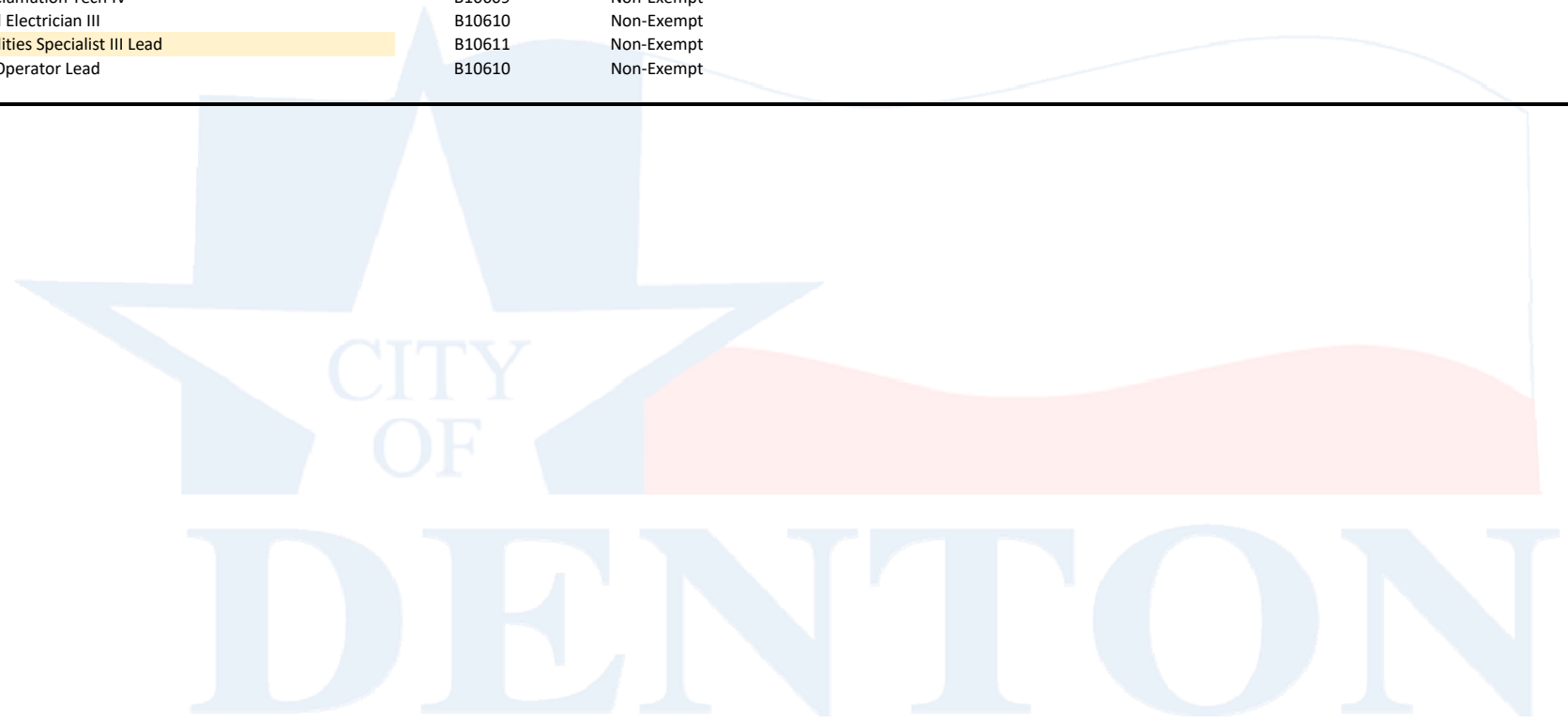
Trades Pay Plan **DRAFT**

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Field Services Worker II	B10001	Non-Exempt	B100	Annual	\$ 37,960.00	\$ 49,348.00	\$ 60,736.00
Maintenance Tech I - WP	B10002	Non-Exempt		Hourly	\$ 18.25	\$ 23.73	\$ 29.20
Traffic Signs&Markings Tech I	B10003	Non-Exempt		Pay Period	\$ 1,460.00	\$ 1,898.00	\$ 2,336.00
Field Services Worker III	B10101	Non-Exempt	B101	Annual	\$ 39,858.00	\$ 51,815.40	\$ 63,772.80
Maintenance Technician II - WP	B10102	Non-Exempt		Hourly	\$ 19.16	\$ 24.91	\$ 30.66
Water Production Operator I	B10103	Non-Exempt		Pay Period	\$ 1,533.00	\$ 1,992.90	\$ 2,452.80
Water Reclamation Tech I	B10104	Non-Exempt					
No Positions Currently			B102	Annual	\$ 41,850.90	\$ 54,406.17	\$ 66,961.44
				Hourly	\$ 20.12	\$ 26.16	\$ 32.19
				Pay Period	\$ 1,609.65	\$ 2,092.55	\$ 2,575.44
Field Services Technician II	B10301	Non-Exempt	B103	Annual	\$ 43,943.45	\$ 57,126.48	\$ 70,309.51
Heavy Equipment Operator I	B10302	Non-Exempt		Hourly	\$ 21.13	\$ 27.46	\$ 33.80
Traf Signs & Markings Tech II	B10303	Non-Exempt		Pay Period	\$ 1,690.13	\$ 2,197.17	\$ 2,704.21
Traffic Signal Technician	B10304	Non-Exempt					
Water Distribution Operator I	B10305	Non-Exempt					
Water Production Operator II	B10306	Non-Exempt					
Water Utilities Specialist I	B10307	Non-Exempt					
WW Collections Operator I	B10308	Non-Exempt					
Facilities Skilled Trades Tech	B10401	Non-Exempt	B104	Annual	\$ 46,140.62	\$ 59,982.81	\$ 73,824.99
Flushing Truck Operator I	B10402	Non-Exempt		Hourly	\$ 22.18	\$ 28.84	\$ 35.49
Heavy Equipment Operator II	B10403	Non-Exempt		Pay Period	\$ 1,774.64	\$ 2,307.03	\$ 2,839.42
Home Chemical Collection Tech	B10404	Non-Exempt					
Maint Tech III - Water Prod	B10405	Non-Exempt					
Meter Technician I	B10406	Non-Exempt					
Park Construction Skilled Tech	B10407	Non-Exempt					
Police Fleet Technician	B10408	Non-Exempt					
Street Sweeper Operator	B10409	Non-Exempt					
Water Distribution Operator II	B10410	Non-Exempt					
Water Production Operator III	B10411	Non-Exempt					
Water Reclamation Tech II	B10412	Non-Exempt					
WW Collections Operator II	B10413	Non-Exempt					
Field Services Technician III	B10501	Non-Exempt	B105	Annual	\$ 48,447.65	\$ 62,981.95	\$ 77,516.24
Fleet Technician	B10502	Non-Exempt		Hourly	\$ 23.29	\$ 30.28	\$ 37.27
Flushing Truck Operator II	B10503	Non-Exempt		Pay Period	\$ 1,863.37	\$ 2,422.38	\$ 2,981.39
Industrial Electrical Maintenance Technician	B10504	Non-Exempt					
Meter Technician II	B10505	Non-Exempt					
Solid Waste Truck Op/Welder	B10506	Non-Exempt					
Solid Waste Truck Operator	B10507	Non-Exempt					
Water Reclamation Tech III	B10508	Non-Exempt					
Water Utilities Inspector	B10509	Non-Exempt					
Water Utilities Specialist II	B10510	Non-Exempt					
Crew Leader	B10601	Non-Exempt	B106	Annual	\$ 50,870.03	\$ 66,131.04	\$ 81,392.05

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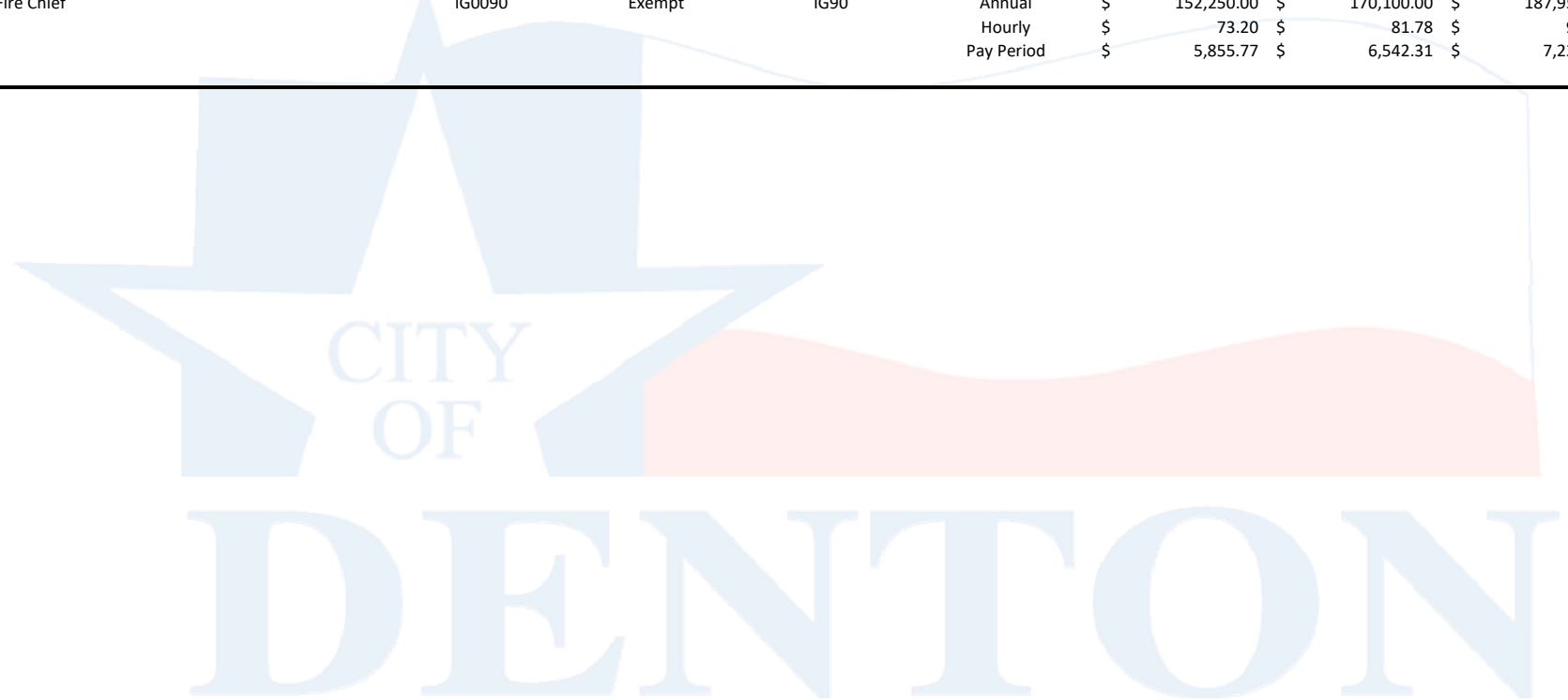
Trades Pay Plan **DRAFT**

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Fire Equipment Technician	B10602	Non-Exempt		Hourly	\$ 24.46	\$ 31.79	\$ 39.13
Heavy Equipment Technician	B10603	Non-Exempt		Pay Period	\$ 1,956.54	\$ 2,543.50	\$ 3,130.46
Industrial Instrumentation & Controls Technician	B10604	Non-Exempt					
Licensed Fac Trades Tech	B10605	Non-Exempt					
Meter Technician Lead	B10606	Non-Exempt					
Water Distr Operator Lead	B10607	Non-Exempt					
Water Production Operator IV	B10608	Non-Exempt					
Water Reclamation Tech IV	B10609	Non-Exempt					
Water Util Electrician III	B10610	Non-Exempt					
Water Utilities Specialist III Lead	B10611	Non-Exempt					
WW Coll Operator Lead	B10610	Non-Exempt					



Public Safety Pay Plan **DRAFT**

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Police Deputy Chief	HE0011	Exempt	HE11	Annual	\$ 147,000.00	\$ 154,875.00	\$ 162,750.00
				Hourly	\$ 70.67	\$ 74.46	\$ 78.25
				Pay Period	\$ 5,653.85	\$ 5,956.73	\$ 6,259.62
Police Assistant Chief	HE0010	Exempt	HF10	Annual	\$ 157,500.00	\$ 175,350.00	\$ 193,200.00
				Hourly	\$ 75.72	\$ 84.30	\$ 92.88
				Pay Period	\$ 6,057.69	\$ 6,744.23	\$ 7,430.77
Assistant Fire Chief	IG0090	Exempt	IG90	Annual	\$ 152,250.00	\$ 170,100.00	\$ 187,950.00
				Hourly	\$ 73.20	\$ 81.78	\$ 90.36
				Pay Period	\$ 5,855.77	\$ 6,542.31	\$ 7,228.85



Special Agreement Pay Plan **DRAFT**

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum
Birthday Party Host/Hostess	S10001	Non-Exempt	S100	Hourly	\$ 15.00	\$ 16.88	\$ 18.75
Building Attendant	S10002	Non-Exempt					
Cashier	S10003	Non-Exempt					
Concessions Attendant	S10004	Non-Exempt					
Instructor I	S10005	Non-Exempt					
Intern I	S10006	Non-Exempt					
Lifeguard	S10007	Non-Exempt					
Preschool Leader	S10008	Non-Exempt					
Recreation Aide - Summer Camp	S10009	Non-Exempt					
School Crossing Guard	S10011	Non-Exempt					
Student Aide	S10012	Non-Exempt					
Van Driver	S10013	Non-Exempt					
Water Safety Aide	S10014	Non-Exempt					
Assistant Concession Supvr	S10101	Non-Exempt	S101	Hourly	\$ 16.05	\$ 18.06	\$ 20.06
Assistant Lead Cashier	S10102	Non-Exempt					
Assistant Pool Manager	S10103	Non-Exempt					
Assistant Swim Coach	S10104	Non-Exempt					
Birthday Party Coordinator	S10105	Non-Exempt					
Camp Counselor	S10106	Non-Exempt					
Clear Creek Attendant	S10107	Non-Exempt					
Instructor II	S10108	Non-Exempt					
Intern II	S10109	Non-Exempt					
PARD Coordinator I	S10110	Non-Exempt					
Recreation Leader	S10111	Non-Exempt					
Water Production Intern	S10112	Non-Exempt					
Instructor III	S10201	Non-Exempt	S102	Hourly	\$ 17.17	\$ 19.32	\$ 21.47
Graduate Intern	S10202	Non-Exempt					
Instructor IV	S10203	Non-Exempt					
Lead Cashier	S10204	Non-Exempt					
PARD Coordinator II	S10205	Non-Exempt					
PARD Supervisor	S10206	Non-Exempt					
Pool Manager	S10207	Non-Exempt					
School Crossing Guard Supv	S10208	Non-Exempt					
Seasonal Field Service Worker	S10209	Non-Exempt					
Talent Acquisition Assistant	S10210	Non-Exempt					
Head Swim Coach	S10301	Non-Exempt	S103	Hourly	\$ 18.38	\$ 20.67	\$ 22.97
No Positions Currently	S10401	Non-Exempt	S104	Hourly	\$ 19.66	\$ 22.12	\$ 24.58
Alternate Judge	S10501	Non-Exempt	S105	Hourly	Undefined		
GIS Analyst	S10502	Non-Exempt					
GIS Technician (Part-Time)							
Instructor IV	S10503	Non-Exempt					
Open Records Coordinator	S10504	Non-Exempt					
Public Safety Dispatcher	S10505	Non-Exempt					