

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
P/T Kennel Technician P/T Park Attendant	Police Parks & Recreation	1	12.1715	25316.60	32278.66	18.8657	39240.71
Fac. Maint. Worker Event Support Services Worker Meter Reader Office Assistant (FT or PT) P/T Hospitality Attendant P/T Recreation Aide Program Assistant - PAL	Parks & Recreation Civic Center Utility Systems Various Parks & Recreation Parks & Recreation Police	2	12.7800	26582.41	33892.61	19.8091	41202.79
Survey Worker Traffic Safety Technician I	Public Works Public Works	3	13.4190	27911.48	35587.23	20.7995	43262.83
Business Tax Specialist CADD Technician Trainee Maintenance Worker I Records Specialist Secretary Traffic Safety Technician II	Building Utility Systems Various Various Various Public Works	4	14.0899	29307.09	37366.61	21.8394	45426.11
Accounting Clerk Administrative Secretary Court Liaison Customer Service Specialist (FT or PT) Event Representative (FT or PT) Human Resource Assistant Intern Graphics Design (FT or PT) Maintenance Worker II Traffic Engineering Technician Utility Connection Support Specialist Water Meter Technician	Various Various Police Various Civic Center Human Resources Communications Various Public Works Utility Systems Utility Systems	5	14.7945	30772.56	39234.92	22.9314	47697.45
Administrative Secretary - Legal Assistant Pal Director Audio-Visual Specialist- Civic Ctr. Building Permit Specialist I Contractor Licensing Specialist Maintenance Worker III Utility Billing Clerk Deputy City Clerk I	City Attorney's Office Police Civic Center Bldg Department Building Various Utility Systems City Clerk	6	15.5343	32311.17	41196.68	24.0779	50082.12

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Electronic Permit Specialist	Building						
Equipment Operator I	Public Works						
Event Support Services Leader	Civic Center						
KPSLB Program & Event Specialist	Public Works						
Lien Services Leader	Finance						
Massage Therapist Civic Center	Civic Center						
P/T Recreation Aide - Fitness	Parks & Recreation						
Plant Operator Trainee	Utility Systems						
Permit Specialist I	Public Works						
Police Service Aide	Police						
Survey Instrument Technician	Public Works						
Traffic Crash Investigator	Police						
Traffic Safety Technician III	Public Works						
Warehouse Technician	Various						
Accounting Clerk II	Finance	7	16.3109	33926.65	43256.50	25.2818	52586.28
Billing Leader	Utility Systems						
Building Permit Coordinator	Building						
Building Permit Specialist II	Building						
Utility Connection Support Leader	Utility Systems						
Equipment Operator II	Public Works						
Event Leader	Parks & Recreation						
Field Technician Trainee	Utility Systems						
Irrigation Technician	Public Works						
Park Leader	Parks & Recreation						
Permit Specialist II	Public Works						
Recreation Leader	Parks & Recreation						
Turf/Landscape Specialist	Parks & Recreation						
Volunteer Coordinator	Police						
Address Technician	Building	8	17.1264	35622.96	45419.32	26.5460	55215.64
Administrative Assistant	Various						
Administrative Assistant USD Agenda Admin	Utility Systems						
Animal Control Officer	Police						
Business Tax Lead Specialist	Finance						
Buyer (FT or PT)	Various						
Cadd Technician	Various						
Code Compliance Specialist	Neighborhood Services						
Construction Coordinator	Utility Systems						
Crime Prevention Specialist	Police						
Cross-Connection Technician	Utility Systems						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Equipment Operator III	Public Works						
Evidence Technician	Police						
Facilitator Building Dept.	Building						
Facilitator Inspections	Building						
HR Generalist Trainee	Human Resources						
Legal Secretary	City Attorney's Office						
Maintenance Mechanic	Utility Systems						
PC Support Representative	Building						
Permit Facilitator	Building						
Permit Specialist III	Public Works						
Police Fleet Radio System Coord	Police						
Property Acquisition Assistant	City Attorney's Office						
Records Analyst	City Clerk's Office						
Traffic Utility Locator	Public Works						
Utility Locator	Utility Systems						
Contracting Licensing Coordinator	Building	9	17.9827	37404.05	47690.29	27.8732	57976.34
Crew Leader	Various						
Crew Leader - Traffic	Public Works						
Deputy City Clerk II	City Clerk						
Electrician	Various						
Engineering CADD Technician	Public Works						
Engineering Technician	Public Works						
Equipment Operator IV	Public Works						
Event Specialist Civic Center	Civic Center						
Executive Secretary	City Manager's Office						
Field Technician I	Utility Systems						
Financial Specialist	Various						
Golf Course Mechanic	Parks & Recreation						
Human Resources Generalist I	Human Resources						
Irrigation Specialist	Parks & Recreation						
Lead Maintenance Technician	Utility Systems						
Mapping Technician	Various						
Meter Reader Crew Leader	Utility Systems						
Parks Coordinator	Parks & Recreation						
Payroll Specialist	Finance						
PC Technician	I.T.						
Plumber - Bldg Maintenance	Build Maint & Facilities						
Traffic Signal Technician	Public Works						
Victim Assistant	Police						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Aquatic Vegetation Control Inspector	Public Works	10	18.8819	39274.32	50074.80	29.2669	60875.20
Budget Analyst	Various						
Carpenter	Bldg Maint & Facilities						
Construction Inspector	Public Works						
Engineering GIS Technician	Utility Systems						
Engineering Inspector	Public Works						
Fitness Center Coordinator	Parks & Recreation						
GIS Technician	Utility Systems						
Grant/Budget Analyst	Police						
Housing Specialist	Neighborhood Services						
HVAC Maintenance Tech	Building Maint & Facilities						
Irrigation/Landscape Inspector	Public Works						
Laboratory Technician	Utility Systems						
Licensing Investigator	Building Department						
Management Analyst II	O.M.B.						
Nuisance Abatement Coordinator	Neighborhood Services						
Planning Technician	Planning & Zoning						
Plant Operator "C"	Utility Systems						
Program Facilitator Animal Control	Police						
Sr. Traffic Engineering Technician	Public Works						
Survey Inspector	Public Works						
Victim Assistant Coordinator	Police						
Water Distribution Lead	Utility Systems						
Civilian Background Investigator	Police	11	19.8260	41238.16	52578.55	30.7303	63919.03
Claims/Subrogation Specialist	Risk Mgmt						
Event & Service Coordinator	Civic Center						
Field Technician II	Utility Systems						
Graphics/Digital Content Specialist	Communications						
Human Resources Generalist II	Human Resources						
Inspector Drainage	Public Works						
Inspector Environmental Services	Public Works						
Model Traffic Stop Coordinator	Police						
Network Technician	Utility Systems						
Plant Operator "B"	Utility Systems						
Procurement Agent I	Procurement						
Procurement Card Administrator	Procurement						
Recreation Specialist	Parks & Recreation						
School Safety Officer	Police						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Traffic Intelligent Transportation System (ITS) Technician	Public Works						
Web Content & Graphics Specialist	Communications						
Assistant Superintendent	Parks & Recreation	12	20.8173	43299.95	55207.47	32.2668	67115.07
Building Permit Specialist Supervisor	Building						
Building/Fac. Maintenance Coord.	Build Maint & Facilites						
Crew Leader USD	Utility Systems						
Crime & Intelligence Analyst	Police						
Deputy City Clerk III	City Clerk's Office						
Fiber Optic Technician	I.T.						
Inspectors	Utility Systems						
Juvenile Services Specialist	Police						
Laboratory Analyst	Utility Systems						
Lead Inspector Locator	Utility Systems						
PAL Director	Police						
Plant Operator "A"	Utility Systems						
Traffic Operations Coordinator	Public Works						
Technology Purchasing Agent	I.T.						
Utility Electrician	Utility Systems						
Utility Septic Compliance Master Plumber	Utility Systems						
Water Distribution Systems Operator Level III	Utility Systems						
Accountant I	Finance	13	21.8582	45464.98	57967.84	33.8802	70470.79
Community Outreach Coordinator	Parks & Recreation						
Crime Scene Investigator I	Police						
Deputy City Clerk Supervisor	City Clerk's Office						
Digital Media Production Coordinator	Communications						
Digital Technician Coordinator	Communications						
Electrician Journeyman	Utility Systems						
Event Support Worker - Aquatic Services	Civic Center						
Executive Assistant	Various						
Project Coord. Utility Outreach	Utility Systems						
Recreation Program Coordinator	Parks & Recreation						
Regulatory Technician	Utility Systems						
Safety & Training Coordinator	Various						
Sales Specialist	Civic Center						
Secure Our Schools Coordinator	Police						
Service Desk Support Technician I	I.T.						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Administrative Operations Coord	Various	14	22.9511	47738.30	60866.23	35.5742	73994.32
Community Svs. Redevelopment Coordinator	Neighborhood Services						
Data Systems Analyst	Various						
G.I.S. Analyst	I.T.						
Floodplain Coordinator	Building						
Instrumentation & Control Technician	Utility Systems						
Lead Electrician	Utility Systems						
Lead Plant Operator	Utility Systems						
Office Manager	Various						
Pension Plan Specialist	Finance						
Planner I	Planning & Zoning						
Pretreatment Coordinator	Utility Systems						
Procurement Agent II	Procurement						
Project Coordinator	Various						
Safety & Compliance Supervisor	Public Works						
Senior Legal Secretary	City Attorney's Office						
Service Desk Support Technician II	I.T.						
Special Events Coordinator	Parks & Recreation						
Supervisor	Various						
Supervisor GIS & UIS Mapping	Utility Systems						
Animal Control Supervisor	Police	15	24.0986	50125.17	63909.55	37.3529	77694.00
Budget Specialist	Various						
Building/Fac. Maint. Master Plumber	Parks & Recreation						
Business Development Specialist	Civic Center						
Building/Fac. Maint. Supervisor	Bldg Maint & Facilities						
Code Compliance Supervisor	Neighborhood Services						
Contract Specialist	Procurement & Bldg Maint & Facilites						
Crime & Intelligence Analyst	Police						
Emergency Operations Project Coordinator	Communications						
Event Support Services Supervisor	Civic Center						
Executive Assistant to City Council	Council						
G.I.S. Programmer	I.T.						
Help Desk Supervisor	I.T.						
IT Security Technician I	I.T.						
Marketing Supervisor/Communications Liaison	Communications						
Paralegal I	City Attorney's Office						
Parks Operations Supervisor	Parks & Recreation						
Permitting Customer Service Supervisor	Public Works						
Planner II	Planning & Zoning						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Police Service Aide Supervisor	Police						
Procurement Agent III	Procurement						
Programmer/App. Developer	I.T.						
Purchasing Supervisor	Police						
Records Supervisor	Various						
Recreation Supervisor	Parks & Recreation						
SCADA Technician	Utility Systems						
Service Desk Support Technician III	I.T.						
Special Projects Coordinator	Public Works						
Superintendent of Facilities & Event Services	Civic Center						
Supervisor Billing	Utility Systems						
Supervisor Customer Service	Utility Systems						
Supervisor , Inspector & Locators	Utility Systems						
Supervisor Police	Police						
Supervisor Utility Systems	Utility Systems						
Traffic Operations Electrician	Public Works						
Turf Crew Supervisor	Parks & Recreation						
Utility Marketing & Digital Video Coordinator	Utility Systems						
Agenda Coordinator	City Clerk's Office						
Business Intelligence Analyst I	I.T.	16	25.3035	52631.31	67105.03	39.2205	81578.62
Capital Assets Accountant	Finance						
Chief Plant Operator	Utility Systems						
Crime Scene Investigator II	Police						
Electrical Systems & SCADA Supervisor	Utility Systems						
HVAC Supervisor	Building Maint & Facilities						
Natural Resource & WTP Maint. Coordinator	Utility Systems						
Network Administrator	I.T.						
Program Supervisor KPSLB	Public Works						
Paralegal II	City Attorney's Office						
Planner III	Planning & Zoning						
Records Coordinator	City Clerks Office						
Risk Management Analyst	Risk Mgmt						
Social Media Coordinator Digital Storyteller	Communications						
Special Assessment Accountant	Finance						
Supervisor, Intelligent Transportation Systems	Public Works						
Utility Interface Coordinator	Utility Systems						
Assistant Financial Project Manager	Public Works	17	26.5687	55262.86	70460.27	41.1816	85657.63
Assistant Manager	Utilities, Customer Service & Billing						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Assistant Manager - UIS	UIS						
Building Manager Civic Center	Civic Center						
Code Compliance Manager	Neighborhood Services						
GIS Developer I	I.T.						
Grants Coordinator	Neighborhood Services						
Human Resources Recruiter	Human Resources						
IT Security Technician II	I.T.						
Latent Fingerprint Examiner I /CSI	Police						
Manager, Neighborhood Services	Neighborhood Services						
Organizational Development Specialist	Human Resources						
Project Manager	Various						
Service Desk Supervisor	I.T.						
Software Developer I	I.T.						
Telcom Systems Administrator	I.T.						
Training & Development Coordinator	Human Resources						
Assistant to the City Treas.	Finance	18	27.8972	58026.20	73983.29	43.2406	89940.47
Building Const. Inspector I	Building						
Building Plans Examiner I	Building						
Business Intelligence Analyst II	I.T.						
Digital Video Producer	Communications						
Events Manager	Civic Center						
Financial Manager	Civic Center						
Lien Division Manager	Finance						
Manager	Various						
Manager	Public Works						
Manager Engineering Operations	Public Works						
Manager Engineering CIP & Support Services	Public Works						
Manager Environmental Specialist	Public Works						
Manager Evidence	Police						
Manager Inspection Division	Public Works						
Manager Pro Shop (Golf)	Parks & Recreation						
Manager Stormwater	Utility Systems						
Mobile Apps Developer	I.T.						
NPDES Program Manager/Env. Spc	Public Works						
Program Manager	Neighborhood Services						
Promotions Manager	Civic Center						
Revenue Accountant	Finance						
Sales Manager	Civic Center						
Senior Accountant	Finance						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Senior Planner	Planning & Zoning						
		19	29.2921	60927.48	77682.46	45.4026	94437.46
Building Construction Inspector II	Building						
Building/Fac. Maint. Manager	I.T.						
Building Inspector/Plans Examiner II	Building						
Building Plans Examiner II	Building						
Community Rating Systems & Emergency Management Coordinator	Communications						
Crime & Intelligence Analyst II	Police						
GIS Developer II	I.T.						
Hospitality Manager Civic Center	Civic Center						
Human Resource Manager	Human Resources						
IT Security Technician III	I.T.						
Latent Fingerprint Examiner II/CSI	Police						
Manager, Community Services & Grants	Neighborhood Services						
Parks Operations Manager	Parks & Recreation						
Permit Manager	Public Works						
Programmer II	I.T.						
Public Information Officer	Communications						
Recreation Manager	Parks & Recreation						
Software Developer II	I.T.						
Solid Waste Manager	Neighborhood Services						
Superintendent	Various						
Senior Executive Administrator	City Manager						
		20	30.7566	63973.72	81566.59	47.6728	99159.37
Building Construction Inspector III	Building						
Building Inspector/Plans Examiner III	Building						
Building Plans Examiner III	Building						
Business Intelligence Analyst III (not an active position)	I.T.						
Data Center Administrator	I.T.						
Innovation Officer	Finance						
Software Developer III	I.T.						
		21	32.2944	67172.39	85644.92	50.0564	104117.39
Building Construction Inspector IV	Building						
Building Inspector/Plans Examiner IV	Building						
Building Plans Examiner IV	Building						
City Comptroller	Finance						
Civil Engineer	Utility Systems						
Civil Engineer Capital Projects	Utility Systems						
Contract Financial Project Manager	City Manager						
Crime & Intelligence Analyst III	Police						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Database Administrator	I.T.						
Financial Project Manager	Public Works						
I.T. Manager	I.T.						
I.T. Security Analyst I	I.T.						
Latent Fingerprint Examiner III/CSI	Police						
Manager, Traffic Operations	Public Works						
Payroll Administrator	Finance						
Transportation Engineer	Public Works						
Administrator	Animal Control - Police	22	33.9093	70531.19	89927.16	52.5592	109323.18
Administrator	Public Works						
Assessment Property Tax Mgr.	Finance						
Business Navigator	City Manager's Office						
Chief Plans Examiner	Utility Systems						
City Surveyor	Public Works						
Civic Center Administrator	Civic Center						
Deputy City Engineer	Public Works						
Emergency Operations Administrator	Communications						
Senior GIS Developer	I.T.						
Golf Course Administrator	Parks & Recreation						
I.T. Security Analyst II	I.T.						
Law Office Administrator	City Attorney's Office						
Manager Comm Dev & Inspections	Utility Systems						
Manager/Personnel Liaison Parks & Recreation	Parks & Recreation						
Manager/Personnel Liaison Public Works	Public Works						
Manager Utility Billing Connection Support	Utility Systems						
Managers -USD Personnel Liaison	Utility Systems						
Managers -USD Various	Utility Systems						
Operations Administrator	Civic Center						
Parks Administrator	Parks & Recreation						
Pension Plan Administrator	Finance						
Procurement Manager	Procurement						
Recreation Administrator	Parks & Recreation						
Senior Software Developer	I.T.						
Traffic Administrator	Public Works						
Administrator	Police	23	35.6046	74057.58	94423.52	55.1872	114789.45
Building Operations Manager	Building						
Chief Building Inspector	Building						
Fleet Manager	Facilities Maintenance						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
I.T. Security Analyst III	I.T.						
I.T. Security Manager	I.T.						
Technical Operations Manager	I.T.						
Application Development Manager	I.T.	24	37.3848	77760.55	99144.70	57.9465	120528.75
Assistant Budget Manager	Finance						
Assistant City Clerk	City Clerk						
Assistant Director of Planning & Zoning	Planning & Zoning						
Assistant Finance Director	Finance						
Community Programs Administrator	Neighborhood Services						
Community Redevelopment Administrator	Planning & Zoning						
Community Redevelopment Project Manager	City Manager's Office						
Operations & Administration Manager	Police						
Staff Attorney	City Attorney's Office						
Civic Center Assistant Director	Civic Center	25	39.2541	81648.47	104101.94	60.8439	126555.35
Deputy Building Official	Building						
Deputy Director	Various						
Executive Project Manager	Assist. City Managers Office						
Deputy Director Public Works	Public Works						
Deputy Director Utility Systems	Utility Systems						
Engineering Manager	Utility Systems	26	41.2168	85731.00	109307.03	63.8861	132883.06
Long Range Planning Administrator	Planning						
Manager Utility Infrastructure	Utility Systems						
Professional Engineer Public Works	Public Works						
Professional Engineer Community Development- Regulatory Div	Utility Systems						
Assistant Director Communications	Communications						
Assistant Director	Human Resources	27	43.2777	90017.56	114772.38	67.0805	139527.29
Assistant Director Parks & Recreation	Parks & Recreation						
Assistant Neighborhood Services Dir.	Neighborhood Services						
Information Security Officer	I.T.						
Deputy City Attorney	City Attorney's Office						
Division Chief, Application Development	I.T.						
Division Director, Procurement Mgmt	Procurement Management						
Engineering CIP & Support Division Director	Public Works						
Regulatory Division Director	Public Works						
Strategic Initiatives Director	City Manager's Office						
Assistant Building Official	Building	28	45.4416	94518.52	120511.01	70.4344	146503.63
Assistant Director I.T.	I.T.						

Job Class Title	Department Name	Grade	Min	Min	Mid	Max	Max
Assistant Director Public Works	Public Works						
Assistant Director Utilities	Utility Systems						
City Engineer	Public Works						
City Treasurer	Finance						
Director Risk Management	Risk Mgmt						
Finance Division Director	Finance						
Assistant to the CM for Land Development Services	Planning & Zoning	29	47.7137	99244.37	126536.55	73.9561	153828.76
Building Official	Building						
Chief Information Officer	I.T.						
City Clerk	City Clerk's Office						
Civic Center Director	Civic Center						
Communications Director	Communications						
Community Redevelopment Agency Director	Planning & Zoning						
Director Human Resources	Human Resources						
Director Neighborhood Services	Neighborhood Services						
Director O.M.B.	O.M.B.						
Director Parks & Rec.	Parks & Recreation						
Facilities Maintenance Director	Building & Fac Maintenance						
Senior Assistant Director Utilities	Utility Systems						
Chief Financial Officer	Finance/OMB	30	50.0994	104206.57	132863.38	77.6540	161520.25
Director Public Works	Public Works						
Director Utility Systems	Utility Systems						
Grade 31 Vacant		31	52.6043	109416.96	139506.54	81.5366	169596.12
Assistant City Manager	City Manager's Office	32	55.2344	114887.63	146481.87	85.6134	178075.91
Chief Assistant City Manager							
Special Asst. to City Mgr/Chief Comm Officer	Communications						
City Manager	City Manager	Appointed					
City Attorney	City Attorney's Office	Appointed					
Sr. Assistant City Attorney	City Attorney's Office	Appointed					
Assistant City Attorney	City Attorney's Office	Appointed					
Chief Asst. City Attorney	City Attorney's Office	Appointed					
Police Department Pay Scale	Police			Minimum	Mid Range	Maximum	
Assistant Chief of Police	Police			\$ 112,085.50	\$ 142,909.14	\$ 173,732.60	
Chief of Police	Police			\$ 120,000.00	\$ 153,000.00	\$ 186,000.00	