

Classification Pay Plan Effective 07/01/2011

Part A: General Service Bargaining Unit Positions

| Classification Title | Grade | Step A | Step B | Step C | Step D | Step E | Step F |
|---|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Grade 2-3 | GS2-3 | 2,564 | 2,693 | 2,827 | 2,969 | 3,117 | 3,273 |
| Utility Maintenance 1 | | | | | | | |
| Grade 4 | GS4 | 2,798 | 2,938 | 3,085 | 3,239 | 3,401 | 3,571 |
| Business License Account Clerk | | | | | | | |
| Parks Maintenance Worker | | | | | | | |
| Parks Support Specialist | | | | | | | |
| Planning Support Specialist | | | | | | | |
| Public Works Support Specialist | | | | | | | |
| Purchasing Account Clerk | | | | | | | |
| Utility Billing Account Clerk | | | | | | | |
| Utility Maintenance 2 | | | | | | | |
| Grade 5 | GS5 | 3,145 | 3,302 | 3,467 | 3,641 | 3,823 | 4,014 |
| Accounting Specialist | | | | | | | |
| Customer Service Technician | | | | | | | |
| Equipment Maint/Fabrication Technician | | | | | | | |
| Municipal Court Clerk | | | | | | | |
| Recreation Programs Coordinator | | | | | | | |
| Utility Maintenance 3 | | | | | | | |
| Grade 6 | GS6 | 3,483 | 3,657 | 3,840 | 4,032 | 4,234 | 4,446 |
| Engineering Technician - GIS | | | | | | | |
| Engineering Technician - Field | | | | | | | |
| Parks Lead - Maintenance; Contracts | | | | | | | |
| Recreation Coordinator: Special Events/Mktg | | | | | | | |
| Utility Maintenance Lead - Streets; Water | | | | | | | |
| Grade 7 | GS7 | 3,838 | 4,030 | 4,232 | 4,443 | 4,666 | 4,899 |
| Community Planner | | | | | | | |
| Flood Plain/Storm Water Coordinator | | | | | | | |
| Grade 8 | GS8 | 4,294 | 4,509 | 4,734 | 4,971 | 5,220 | 5,481 |
| Information Technology Specialist | | | | | | | |
| Grade 9 | GS9 | 4,767 | 5,005 | 5,255 | 5,518 | 5,794 | 6,084 |
| Building Official/Inspector/Supervisor | | | | | | | |

Part B: Police Bargaining Unit Positions

| Classification Title | Grade | Step A | Step B | Step C | Step D | Step E |
|--------------------------------|--------------|---------------|---------------|---------------|---------------|---------------|
| Police Support Specialist | P110 | 2,812 | 2,953 | 3,101 | 3,256 | 3,419 |
| Community Services Officer | P117 | 2,984 | 3,133 | 3,290 | 3,455 | 3,628 |
| Police Officer | P145 | 3,825 | 4,016 | 4,217 | 4,428 | 4,649 |
| Police Officer - Detective/SRO | P145a | 4,016 | 4,217 | 4,428 | 4,649 | 4,881 |
| Master Police Officer | P150 | 4,230 | 4,442 | 4,664 | 4,897 | 5,142 |

Part C: Exempt, Non-Bargaining Unit, Management Positions

| Classification Title | Band | Minimum | — | Maximum |
|---------------------------------------|-------------|----------------|----------|----------------|
| Accountant (non-exempt, confidential) | I | 4,150 | | 5,400 |
| City Recorder | I | 4,150 | | 5,400 |
| Police Lieutenant (non-exempt) | II | 5,125 | | 6,560 |
| Parks & Recreation Manager | II | 5,125 | | 6,560 |
| Public Works Operations Manager | II | 5,125 | | 6,560 |
| Police Captain | III | 6,000 | | 8,000 |
| Information Technology Manager | III | 6,000 | | 8,000 |
| Human Resources Director | III | 6,000 | | 8,000 |
| Assistant City Manager | IV | 6,500 | | 8,500 |
| Department Director (CD, FIN, PPW) | IV | 6,500 | | 8,500 |
| Police Chief | V | 6,500 | | 8,750 |

Approved by Council 12/8/2011