

**FYE 21 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Accounts Payable Technician	32170	45979	Finance
Administrative Technician II (A)	32170	45979	City Clerk/Planning
Administrative Technician II (A) (part-time)	15984	22883	Utilities
Administrative Technician III (A)	36057	51568	Municipal Court/Public Works/Utilities/Police/Fire
Administrative Technician III(NU)	37321	53139	City Clerk/Police
			City Clerk/Municipal Court/Finance/HR/Planning/IT
Administrative Technician IV	42331	60272	Public Works/Utilities/Police/Fire/Parks and Recreation
Animal Welfare Center Manager	59924	85322	Police
Animal Welfare Officer	40801	58387	Police
Animal Welfare Supervisor	48463	69004	Police
Animal Welfare Technician	34057	48690	Police
Assistant City Attorney I	64717	92147	Legal
Assistant City Attorney II	81526	116081	Legal
Assistant City Attorney III	89679	127689	Legal
Assistant Fire Chief	83030	120540	Fire
Assistant Golf Professional II	45292	64490	Parks and Recreation
Auto Service Technician	34057	48690	Public Works
Benefits Specialist	51854	73831	Human Resources
Budget Manager	64717	92147	Finance
Budget Technician	48463	69004	Finance
Building Inspector	55485	79002	Planning
Business Systems Analyst	64717	92147	Information Technology
Capital Projects Engineer	81526	116081	Public Works/Utilities
CDGB/Grants Manager	75487	107484	Planning
Chief Accountant	89679	127689	Finance
Chief Communications Officer	64717	92147	City Manager
Chief Deputy Court Clerk	51854	73831	Municipal Court
City Attorney	117538	167357	Legal
City Clerk	85629	121923	City Clerk
City Engineer	98645	140456	Public Works
City Manager (appointed)			City Manager
City Surveyor	53260	76302	Public Works
Code Compliance Inspector	40801	58387	Planning

**FYE 21 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Code Compliance Supervisor	51854	73831	Planning
Communication Systems Manager	69894	99518	Police
Communications Officer I	34057	48690	Police
Communications Officer II	38178	54618	Police
Communications Officer III	43606	62422	Police
Communications Supervisor	51854	73831	Police
Compensation Specialist	51854	73831	Human Resources
Construction Inspector	53260	76302	Public Works
Construction Manager	64717	92147	Public Works
Container Program Technician	40801	58387	Utilities
Court Administrator/Clerk	77845	110839	Municipal Court
Crew Chief	46608	66738	Public Works/Utilities/Parks and Recreation
Crime Analyst	60994	89419	Police
Crime Analyst I (NU)	42331	60272	Police
Crime Analyst II	55485	79002	Police
Cross Connection Program Coordinator	51854	73831	Utilities
Custodial Coordinator	36057	51568	City Clerk
Custodian	30390	43421	City Clerk
Custodian (Part-time)	12000	17155	Utilities/Parks and Recreation
Customer Service Rep I	34057	48690	Finance
Deputy City Clerk	45292	64490	City Clerk
Deputy Court Clerk I	36057	51568	Municipal Court
Deputy Court Clerk II	40801	58387	Municipal Court
Deputy Fire Chief	89679	127689	Fire
Development Coordinator	64717	92147	City Manager
Development Engineer	81526	116081	Public Works
Director of Finance	100679	143351	Finance
Director of Human Resources	94192	134115	Human Resources
Director of Information Technology	94192	134115	Information Technology
Director of Parks and Recreation	94192	134115	Parks and Recreation
Director of Planning/Community Development	107521	153095	Planning
Director of Public Works	107521	153095	Public Works
Director of Utilities	100679	143351	Utilities

**FYE 21 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Emergency Management Coordinator	59924	85322	Fire
Emergency Vehicle Tech Mech II	43606	62422	Public Works
Emergency Vehicle Tech Specialist	46608	66738	Public Works
Employment Technician	45292	64490	Human Resources
EMS Training Officer	65946	95738	Fire
Engineering Assistant	51854	73831	Public Works
Engineering Technician	40801	58387	Public Works
Environmental Services Assistant	51854	73831	Utilities
Environmental Services Coordinator	75487	107484	Utilities
Executive Secretary to City Manager	48463	69004	City Manager
Facility Maintenance Superintendent	75487	107484	City Clerk
Field Services Mechanic II	43606	62422	Public Works
Fire Captain	67866	98528	Fire
Fire Chief	100679	143351	Fire
Fire Driver Engineer	58483	84904	Fire
Fire Inspector	65946	95738	Fire
Fire Marshal	84851	123184	Fire
Fire Protection Engineer	64717	92147	Fire
Fire Training Officer	85202	123694	Fire
Firefighter	50841	73810	Fire
Firefighter Recruit	48839	49815	Fire
Fleet Service Writer	40801	58387	Public Works
Fleet Welder	40801	58387	Public Works
Fleet Support Supervisor	59924	85322	Public Works
Forensic Technician	55485	79002	Police
Forester	51854	73831	Parks and Recreation
GIS Analyst I	51854	73831	Planning
GIS Analyst II	55485	79002	Planning
GIS Services Manager	81526	116081	Planning
GIS Utilities Analyst	45292	64490	Utilities
GIS Utilities Technician	45292	64490	Utilities
Golf Course Laborer (Part-time)	15094	21604	Parks and Recreation
Golf Course Maintenance Supervisor	51854	73831	Parks and Recreation

**FYE 21 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Golf Shop Assistant (Part-time)	15094	21604	Parks and Recreation
Heavy Equipment Operator	40801	58387	Public Works/Utilities/Parks and Recreation
Irrigation Technician	40801	58387	Parks and Recreation
IT Manager	81526	116081	Information Technology
Juvenile Community Services Coordinator (Part-time)	14781	21046	Municipal Court
Lab Manager	51854	73831	Utilities
Laboratory Technician	43606	62422	Utilities
Legal Administrative Technician	45292	64490	Legal
Line Maintenance Division Manager	81526	116081	Utilities
Maintenance Worker I	30390	43421	Public Works/Utilities/Parks and Recreation
Maintenance Worker II	36057	51568	Public Works/Utilities/Parks and Recreation
Management Analyst	48463	69004	Public Works
Master Police Officer	55924	81986	Police
Mechanic I	40801	58387	Public Works
Mechanic II	43606	62422	Public Works/Parks and Recreation
Meter Reader	30390	43421	Finance
Meter Service Rep	34057	48690	Finance
Meter Service Supervisor	42331	60272	Finance
Multimedia Specialist	45292	64490	City Manager
Municipal Accountant I	45292	64490	Finance
Municipal Accountant II	48463	69004	Finance
Municipal Accountant III	69894	99518	Finance
Municipal Court Officer	42331	60272	Municipal Court
Oil and Gas Inspector	51854	73831	Planning
Park Maintenance Technician	40801	58387	Parks and Recreation
Park Planner I	51854	73831	Parks and Recreation
Park Planner II	69894	99518	Parks and Recreation
Parking Service Officer	30390	43421	Police
Parking Service Officer (Part-time)	15094	21604	Police
Parks and Recreation Superintendent	75487	107484	Parks and Recreation
Parks Supervisor	59924	85322	Parks and Recreation
Pavement Maintenance Coordinator	48463	69004	Public Works
Permit Manager	75487	107484	Planning

**FYE 21 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Permit Services Supervisor	51854	73831	Planning
Permit Technician I	36057	51568	Planning
Permit Technician II	40801	58387	Planning
Planner II	59924	85322	Planning
Planning Services Manager	75487	107484	Planning
Plans Examiner I	59924	85322	Planning
Plans Examiner II	64717	92147	Planning
Plant Mechanic	43606	62422	Utilities
Plant Operations/Maintenance Technician	43606	62422	Utilities
Plant Operator "A"	43606	62422	Utilities
Plant Operator "B"	40801	58387	Utilities
Plant Operator "C"	38178	54618	Utilities
Plant Operator "D"	36057	51568	Utilities
Police Captain	75041	110011	Police
Police Chief	108071	153876	Police
Police Lieutenant	65100	95436	Police
Police Major	87797	128712	Police
Police Officer	51706	75801	Police
Police Public Info Officer	48463	69004	Police
Police Records Clerk	34057	48690	Police
Police Records Supervisor	51854	73831	Police
Police Sergeant	55924	81986	Police
Police Standards Administrator	55485	79002	Police
Pollution Prevention Specialist	45292	64490	Utilities
Printing Services Operator I	30390	43421	Finance
Printing Services Operator II	36057	51568	Finance
Procurement Analyst	48463	69004	Finance
Program Coordinator	42331	60272	Planning
Property Custody Technician	38178	54618	Police
Public Transit Coordinator	59924	85322	Public Works
Public Works Superintendent	81526	116081	Public Works
Public Works Supervisor	59924	85322	Public Works
Radio Systems Technician	46608	66738	Police

**FYE 21 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Recreation Coordinator	42331	60272	Parks and Recreation
Recreation Food and Beverage Manager	33214	47293	Parks and Recreation
Recreation Leader I (Part-time)	12000	17155	Parks and Recreation
Recreation Superintendent	75487	107484	Parks and Recreation
Recreation Supervisor	48463	69004	Parks and Recreation
Recreation Technician (Part-time)	15094	21604	Parks and Recreation
Recycling Operator	36057	51568	Utilities
Refuse Container Repair Assistant	34057	48690	Utilities
Registered Vet Technician	34057	48690	Police
Rehabilitation Specialist	55485	79002	Planning
Rehabilitation Technician	42331	60272	Planning
Retail Marketing Coordinator	64717	92147	City Manager
Safety Manager	59924	85322	Human Resources
Sanitation Dispatcher	36057	51568	Utilities
Sanitation Worker I	34057	48690	Utilities
Sanitation Worker II	36057	51568	Utilities
Senior Citizens Center Supervisor	48463	69004	Parks and Recreation
Sewer Maintenance Specialist	51854	73831	Utilities
Shelter Veterinarian	75487	107484	Police
Small Equipment Mechanic	40801	58387	Parks and Recreation
Solid Waste Division Manager	75487	107484	Utilities
Sr. Program Coordinator	45292	64490	Parks and Recreation
Stormwater Compliance Inspector	40801	58387	Public Works
Stormwater Locator/Inspector	43606	62422	Public Works
Stormwater Program Manager	98645	140456	Public Works
Stormwater Program Specialist	64717	92147	Public Works
Subdivision Development Coordinator	59924	85322	Public Works
Subdivision Development Manager	81526	116081	Public Works
Sustainability Coordinator	51854	73831	City Manager
Systems Administrator	64717	92147	Information Technology
Systems Support Technician	48463	69004	Information Technology
Tire Repair Technician	34057	48690	Public Works
Tradesworker	46608	66738	City Clerk

**FYE 21 Pay Plan**  
**Annual Pay Ranges by Position**

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Department(s)</b>
Traffic Engineer	89679	127689	Public Works
Traffic Sign Fabricator	36057	51568	Public Works
Traffic Signal Technician	40801	58387	Public Works
Traffic Technician	36057	51568	Public Works
Training and Development Manager	59924	85322	Human Resources
Transfer Station Attendant	34057	48690	Utilities
Transit Fleet Specialist	46608	66738	Public Works
Transit Service Technician	34057	48690	Public Works
Transportation Engineer	98645	140456	Public Works
Treasury Service Specialist	40801	58387	Finance
Treasury Support Supervisor	59924	85322	Finance
Utilities Engineer	98645	140456	Utilities
Utilities Inspector	53260	76302	Utilities
Utilities Supervisor	59924	85322	Utilities
Utility Billing Service Representative	36057	51568	Finance
Utility Billing Specialist	43606	62422	Finance
Utility Billing Supervisor	59924	85322	Finance
Utility Coordinator	55485	79002	Public Works
Utility Collection Worker I	34057	48690	Utilities
Utility Collection Worker II	36057	51568	Utilities
Utility Distribution Worker I	34057	48690	Utilities
Utility Distribution Worker II	36057	51568	Utilities
Victim Advocate	37321	53139	Police
Water Lab Intern (Part-time)	14781	21046	Utilities
Water Maintenance Specialist	51854	73831	Utilities
Water Plant Specialist	51854	73831	Utilities
Water Reclamation Plant Manager	81526	116081	Utilities
Water Treatment Plant Manager	81526	116081	Utilities