

## 2025 Full-time Salary Plan

Grade	Classification	Step	Minimum	Mid Point	Maximum	
100 Non Exempt Non Mgmt	Accounting Specialist Administrative Assistant Communication Information Specialist Court Clerk Custodian Customer Service Representative Fleet Technician Library Specialist Parks Maintenance Worker Permit Technician Records Clerk Recreation Services Specialist Streets Maintenance Worker	110	\$41,136.94	\$51,838.80	\$62,540.66	
	\$19,777.4		\$24,922.5	\$30,067.6		
	Business Specialist Code Compliance Officer Equipment Operator/Technician Facilities Maintenance Technician Fire Admin Services Specialist IT Software Specialist Park Ranger Parks Maintenance Technician Payroll Specialist Property Evidence Technician Public Works Specialist Senior Fleet Technician Transit Driver	115	\$43,810.78	\$55,208.14	\$66,605.76	
	\$21,062.9		\$26,542.4	\$32,022.0		
	Assistant Planner Community Support Specialist Cultural Services Specialist Fleet Mechanic Heavy Equipment Operator IT Desktop Support Technician Victim Advocate	120	\$46,485.14	\$58,578.00	\$70,670.34	
	\$22,348.6		\$28,162.5	\$33,976.1		
	Dispatcher Field Technician Crew Lead Landscaping Operations Crew Lead Parks Maintenance Crew Lead Senior Traffic Signal Technician Streets Operations Crew Lead	125	\$49,506.60	\$62,385.18	\$75,264.02	
	\$23,801.3		\$29,992.9	\$36,184.6		
	Court Financial Specialist GIS Technician Lead Mechanic Police Civilian Investigator Public Safety Aide Safety Logistics Specialist Traffic Signal Specialist	130	\$52,527.80	\$66,192.88	\$79,857.96	
	\$25,253.8		\$31,823.5	\$38,393.3		
	Plans Examiner/Building Inspector	140	\$59,356.96	\$74,798.36	\$90,239.24	
			\$28,537.0	\$35,960.7	\$43,384.3	
	CIP Inspector Fire Plans Examiner/Inspector Plans Examiner/Building Inspector II	150	\$67,072.98	\$84,521.32	\$101,969.92	
			\$32,246.6	\$40,635.3	\$49,024.0	
	160 Non Exempt Mgmt	Police Records Supervisor	160	\$46,485.14	\$58,577.48	\$70,670.34
				\$22,348.6	\$28,162.3	\$33,976.1

Grade	Classification	Step	Minimum	Mid Point	Maximum
200 Exempt Non Mgmt	<b>Accountant</b> <b>Communications Coordinator</b> <b>Community Services Analyst</b> <b>Crime Analyst</b> <b>Design &amp; Production Coordinator</b> <b>Development Project Coordinator</b> <b>Executive Assistant</b> <b>Facilities Maintenance Coordinator</b> <b>Human Resources Generalist</b> <b>Management Analyst</b> <b>Multimedia Communications Coordinator</b> <b>Operations Specialist</b> <b>Payroll Analyst</b> <b>Planner</b> <b>Planning Project Manager</b> <b>Records Administrator</b>	200	\$52,528.00	\$66,192.98	\$79,857.96
	<b>Business Analyst</b> <b>Engineering Inspector</b> <b>Finance Analyst</b> <b>Planner II</b> <b>Procurement &amp; Contract Coordinator</b>	210	\$59,357.00	\$74,798.17	\$90,239.33
	<b>Business Systems Analyst</b> <b>CIP Transportation Engineer</b> <b>Community Resource Navigator</b> <b>Economic Development Analyst</b> <b>Inspector, Office of Community Risk Reduction &amp; Fire Investigations</b> <b>Forensic Investigator</b> <b>IT Systems Specialist</b> <b>Organizational Health Coordinator</b> <b>Plans Review Specialist</b> <b>Public Safety Application Analyst</b> <b>Public Safety IT Systems Administrator</b> <b>Senior Building Inspector</b> <b>Senior IT Technician</b> <b>Senior Planner</b>	220	\$67,073.00	\$84,521.50	\$101,970.00
	<b>CIP Project Manager</b> <b>EMS Coordinator</b> <b>Engineering Project Manager</b> <b>Project Manager</b> <b>Risk and Safety Manager</b>	230	\$75,793.00	\$95,509.55	\$115,226.10
	<b>Senior Engineer - CIP</b>	240	\$96,780.00	\$121,956.21	\$147,132.41
	<b>Library Supervisor</b> <b>Park Ranger Supervisor</b> <b>Recreation Programmer</b>	305	\$49,506.53	\$62,385.23	\$75,263.93
	<b>Athletics &amp; Program Operations Supervisor</b> <b>Community Center Coordinator</b> <b>Events &amp; Arts Coordinator</b> <b>Events &amp; Sponsorships Coordinator</b> <b>Police Property / Evidence Supervisor</b> <b>Recreation Coordinator</b> <b>Supervising Librarian</b> <b>Youth Librarian</b>	310	\$52,528.00	\$66,192.98	\$79,857.96
	<b>Accounting Services Supervisor</b> <b>Code Compliance Supervisor</b> <b>Court Operations Supervisor</b> <b>Dispatch Supervisor</b> <b>Deputy City Clerk</b> <b>Emergency Manager</b> <b>Human Resources Business Partner</b> <b>Payroll Supervisor</b> <b>Streets Maintenance Supervisor</b> <b>Transit Operations Supervisor</b>	320	\$59,357.00	\$74,798.17	\$90,239.33

Grade	Classification	Step	Minimum	Mid Point	Maximum
<b>300 Exempt Management</b>	Athletics & Program Operations Manager Copper Sky Operations Manager GIS Specialist Human Resources Supervisor Library Manager Marketing & Communications Manager Parks & Landscape Manager Street Maintenance Manager	330	\$67,073.00	\$84,521.50	\$101,970.00
	Facilities Manager Fleet Manager Senior Accountant	335	\$71,433.00	\$90,015.53	\$108,598.05
	Assistant to the City Manager Chief Building Official Cultural Services Superintendent Dispatch Manager Field Operations Manager Recreation Superintendent	340	\$75,793.00	\$95,509.55	\$115,226.10
	Administrative Support Manager Budget Manager Development Engineer Supervisor Finance Manager Fire Battalion Chief Human Resources Manager Planning and Zoning Manager Police Lieutenant Deputy Chief, Public Safety Logistics Public Works Superintendent of Operations	350	\$85,646.00	\$107,925.70	\$130,205.39
	Assistant Fire Chief City Traffic Engineer Police Captain Police Executive Administrator Storm Water Systems Manager	360	\$96,780.00	\$121,956.21	\$147,132.41
	City Engineer Court Administrator	370	\$109,361.00	\$137,810.26	\$166,259.51
	Economic Growth Officer	375	\$116,469.47	\$146,767.92	\$177,066.38
<b>400 Senior Leadership Team</b>	Chief of Fire Chief Human Resources Officer Chief Information Officer Chief of Police Chief Strategy Officer City Clerk Director, Community Enrichment Director, Development Services Director, Intergovernmental Affairs Director, Organizational Performance Director, Public Works	400	\$123,578.00	\$155,725.52	\$187,873.03
<b>500 Executive Mgmt</b>	Deputy City Manager	510	\$131,611.00	\$165,847.86	\$200,084.71
	Assistant City Manager	520	\$139,643.00	\$175,969.70	\$212,296.39

REPRESENTED SWORN PERSONNEL			
	Step	Hourly Rate	Annualized Pay
<b>Police Officers</b>	0	\$29.35	\$61,046.38
	1	\$30.82	\$64,098.69
	2	\$32.35	\$67,303.63
	3	\$33.98	\$70,668.81
	4	\$35.67	\$74,202.25
	5	\$37.46	\$77,912.37
	6	\$39.33	\$81,807.98
	7	\$41.30	\$85,898.38
<b>Police Corporals</b>	0	\$30.82	\$64,098.69
	1	\$32.35	\$67,303.63
	2	\$33.98	\$70,668.81
	3	\$35.67	\$74,202.25
	4	\$37.46	\$77,912.37
	5	\$39.33	\$81,807.99
	6	\$41.30	\$85,898.38
	7	\$43.37	\$90,193.30
<b>Police Sergeants</b>	1	\$43.77	\$91,052.00
	2	\$46.40	\$96,515.12
	3	\$49.18	\$102,306.03
	4	\$52.14	\$108,444.39
	5	\$55.27	\$114,951.05
<b>Firefighters</b>	0	\$17.38	\$50,725.36
	1	\$18.07	\$52,754.37
	2	\$18.80	\$54,864.55
	3	\$19.55	\$57,059.13
	4	\$20.33	\$59,341.50
	5	\$21.14	\$61,715.16
	6	\$21.99	\$64,183.76
	7	\$22.87	\$66,751.11
	8	\$23.78	\$69,421.16
	9	\$24.73	\$72,198.00
	10	\$25.72	\$75,085.92
<b>Fire Engineers</b>	1	\$22.69	\$66,223.94
	2	\$23.59	\$68,872.89
	3	\$24.54	\$71,627.81
	4	\$25.52	\$74,492.92
	5	\$26.54	\$77,472.64
	6	\$27.60	\$80,571.54
	7	\$28.71	\$83,794.41
<b>Fire Captains</b>	1	\$26.31	\$76,798.01
	2	\$27.36	\$79,869.93
	3	\$28.46	\$83,064.73
	4	\$29.59	\$86,387.32
	5	\$30.78	\$89,842.81
	6	\$32.01	\$93,436.53
	7	\$33.29	\$97,173.99



<b>Job Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Account Clerk	\$15.74	\$16.13	\$16.54	\$16.95	\$17.37
Administrative Assistant	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Community Center Aide	\$14.35	\$14.71	\$15.08	\$15.45	\$15.84
Community Center Lead	\$15.74	\$16.13	\$16.54	\$16.95	\$17.37
Community Center Specialist	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Court Clerk	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Customer Service Representative	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Cultural Services Aide	\$14.35	\$14.71	\$15.08	\$15.45	\$15.84
Cultural Services Lead	\$15.74	\$16.13	\$16.54	\$16.95	\$17.37
Cultural Services Specialist	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Facilities Technician I	\$22.77	\$23.34	\$23.92	\$24.52	\$25.13
Field Technician I	\$17.50	\$17.94	\$18.39	\$18.85	\$19.32
Head Lifeguard	\$15.73	\$16.52	\$17.34	\$18.21	\$19.12
Library Clerk	\$14.91	\$15.28	\$15.66	\$16.06	\$16.46
Library Page	\$14.35	\$14.71	\$15.08	\$15.45	\$15.84
Library Services Lead	\$15.74	\$16.13	\$16.54	\$16.95	\$17.37
Library Specialist	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Lifeguard	\$14.65	\$15.38	\$16.15	\$16.96	\$17.81
Parks Maintenance Worker	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Police Department Intern	\$14.35	\$14.71	\$15.08	\$15.45	\$15.84
Permit Tech I	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Records Clerk	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Recreation Aide	\$14.35	\$14.71	\$15.08	\$15.45	\$15.84
Recreation Services Lead	\$15.74	\$16.13	\$16.54	\$16.95	\$17.37
Recreation Services Specialist	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Sanitation Worker	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Streets Maintenance Worker	\$19.78	\$20.27	\$20.78	\$21.30	\$21.83
Transit Driver	\$21.06	\$21.59	\$22.13	\$22.68	\$23.25
Victim Advocate	\$20.34	\$20.85	\$21.37	\$21.90	\$22.45
Youth Intervention Aide	\$15.74	\$16.13	\$16.54	\$16.95	\$17.37
<b>Swim Instructor</b>					
	\$15.46/ hour				
<b>Specialty Enrichment Instructor</b>					
	\$17.00/ class				
<b>Group X1 and X2 Instructors</b>					
	Group X1 (less than 3 years) \$25.00/class, Group X2 (3 years or more) \$30/class				
<b>Personal Trainer</b>					
	\$20/hour				
<b>Part Time Step Advancement:</b>					
Part time employees are eligible to advance to the next step when they have met all of the following criteria:					Rev. 11/7/2024
1. One year of employment – on the anniversary date of hire. 2. 1,040 hours of work – equivalent to 20 hours a week.					