

FY19 Pay and Classification Plan

Exhibit A

Department	Job Title	Grade	Min	Mid	Max
Finance	Cash Receipts Clerk	7	24,565.94	31,960.29	40,141.73
All	Clerk-Typist	7	24,565.94	31,960.29	40,141.73
Airport	Airport Attendant	8	26,111.65	34,037.54	42,802.69
Airport	Service Attendant	8	26,111.65	34,037.54	42,802.69
Municipal Court	Deputy Court Clerk	8	26,111.65	34,037.54	42,802.69
<del>Airport</del>	<del>Line Attendant</del>	<del>8</del>	<del>26,111.65</del>	<del>34,037.54</del>	<del>42,802.69</del>
Solid Waste	Recycling Center Attendant	8	26,111.65	34,037.54	42,802.69
Public Works Operations	Service Attendant	8	26,111.65	34,037.54	42,802.69
Public Works Engineering	Service Representative I	8	26,111.65	34,037.54	42,802.69
Police	Shelter Attendant	8	26,111.65	34,037.54	42,802.69
Finance	Accounting Clerk	9	28,268.71	36,904.80	46,451.71
Municipal Court	Bond Clerk	9	28,268.71	36,904.80	46,451.71
<del>Police</del>	<del>Crime Scene Technician</del>	<del>9</del>	<del>28,268.71</del>	<del>36,904.80</del>	<del>46,451.71</del>
<del>Central Building Services</del>	<del>Custodian</del>	<del>9</del>	<del>28,268.71</del>	<del>36,904.80</del>	<del>46,451.71</del>
Police	Parking Control Officer	9	28,268.71	36,904.80	46,451.71
Police	Police Records Clerk	9	28,268.71	36,904.80	46,451.71
Police	Police Services Officer	9	28,268.71	36,904.80	46,451.71
Municipal Court	Records Management Clerk	9	28,268.71	36,904.80	46,451.71
All	Secretary	9	28,268.71	36,904.80	46,451.71
Finance	Treasury Cashier	9	28,268.71	36,904.80	46,451.71
Municipal Court	Warrant Clerk	9	28,268.71	36,904.80	46,451.71
All	Administrative Assistant	10	30,643.74	40,082.02	50,510.70
All	Administrative Secretary	10	30,643.74	40,082.02	50,510.70
Water	Customer Service Rep.	10	30,643.74	40,082.02	50,510.70
Police	Detention Officer	10	30,643.74	40,082.02	50,510.70
Police	Evidence & Property Tech.	10	30,643.74	40,082.02	50,510.70
Fire	Office Coordinator	10	30,643.74	40,082.02	50,510.70
Finance	Procurement Officer I	10	30,643.74	40,082.02	50,510.70

Department	Job Title	Grade	Min	Mid	Max
Finance	Account Technician	11	33,261.42	43,572.46	54,961.17
Municipal Court	<del>Accounting Technician</del>	<del>11</del>	<del>33,261.42</del>	<del>43,572.46</del>	<del>54,961.17</del>
Municipal Court	Court Clerk Supervisor	11	33,261.42	43,572.46	54,961.17
Police	Animal Control Officer	11	33,261.42	43,572.46	54,961.17
Development Services	Business Service Rep - Dev Ctr	11	33,261.42	43,572.46	54,961.17
Police	<del>Communications Specialist</del>	<del>11</del>	<del>33,261.42</del>	<del>43,572.46</del>	<del>54,961.17</del>
Development Services	Community Standards Officer	11	33,261.42	43,572.46	54,961.17
Municipal Court	Court Security Officer	11	33,261.42	43,572.46	54,961.17
Administration	Deputy City Clerk	11	33,261.42	43,572.46	54,961.17
Finance	EMS Billing Specialist	11	33,261.42	43,572.46	54,961.17
Administration	Executive Assistant	11	33,261.42	43,572.46	54,961.17
Law	Executive Assistant PTR	11	33,261.42	43,572.46	54,961.17
All	Facilities Maintenance Worker	11	33,261.42	43,572.46	54,961.17
Administration	Human Resources Assistant	11	33,261.42	43,572.46	54,961.17
ITS	ITS Help Desk Support Spec.	11	33,261.42	43,572.46	54,961.17
Police	Lead Detention Officer	11	33,261.42	43,572.46	54,961.17
Law	Legal Assistant	11	33,261.42	43,572.46	54,961.17
Development Services	Neighborhood Services Officer	11	33,261.42	43,572.46	54,961.17
Police	Purchasing and Supply Officer	11	33,261.42	43,572.46	54,961.17
ITS	System Support Analyst	11	33,261.42	43,572.46	54,961.17
<b>Department</b>					
Finance	Accountant	12	36,149.53	46,240.43	57,457.95
Finance	Accounts Payable Supervisor	12	36,149.53	46,240.43	57,457.95
Public Works Operations	Administrative Coordinator	12	36,149.53	46,240.43	57,457.95
Water	Administrative Supervisor	12	36,149.53	46,240.43	57,457.95
Administration	Benefits Specialist	12	36,149.53	46,240.43	57,457.95
Law	Contract Compliance Coor/Para	12	36,149.53	46,240.43	57,457.95
Water	Customer Service Supervisor	12	36,149.53	46,240.43	57,457.95
Water	Operations Technician	12	36,149.53	46,240.43	57,457.95
Development Services	Development Technician	12	36,149.53	46,240.43	57,457.95
Public Works Engineering	Engineering Technician	12	36,149.53	46,240.43	57,457.95
Public Works Engineering	Public Works Inspector	12	36,149.53	46,240.43	57,457.95
Water	Equipment Technician	12	36,149.53	46,240.43	57,457.95
Police	<del>Communications Specialist</del>	<del>12</del>	<del>36,149.53</del>	<del>46,240.43</del>	<del>57,457.95</del>
Development Services	Field Building Inspector	12	36,149.53	46,240.43	57,457.95
Development Services	Field Engineering Inspector	12	36,149.53	46,240.43	57,457.95
ITS	GIS Technician	12	36,149.53	46,240.43	57,457.95
Water	Instrumentation and Controls Technician	12	36,149.53	46,240.43	57,457.95
All	<del>Lead Comm Specialist</del>	<del>12</del>	<del>36,149.53</del>	<del>46,240.43</del>	<del>57,457.95</del>
Administration	Creative Services Specialist or Marketing Specialist	12	36,149.53	46,240.43	57,457.95
Finance	Payroll Specialist	12	36,149.53	46,240.43	57,457.95
Development Services	Permit Technician	12	36,149.53	46,240.43	57,457.95
Municipal Court	Probation/Compliance Officer	12	36,149.53	46,240.43	57,457.95
Finance	Procurement Officer II	12	36,149.53	46,240.43	57,457.95
Public Works Engineering	Traffic Operations Tech	12	36,149.53	46,240.43	57,457.95
ITS	System Support Specialist	12	36,149.53	46,240.43	57,457.95
All	Technical Services Specialist	12	36,149.53	46,240.43	57,457.95
Water	Utility Technician	12	36,149.53	46,240.43	57,457.95
ITS	Web Specialist	12	36,149.53	46,240.43	57,457.95

Department	Job Title	Grade	Min	Mid	Max
Police	Animal Control Field Supvr.	13	39,339.27	51,750.82	65,445.61
Public Works Engineering	CIP Resident Inspector	13	39,339.27	51,750.82	65,445.61
Public Works Engineering	Field Engineering Inspector	13	39,339.27	51,750.82	65,445.61
Administration	Recruitment Specialist	13	39,339.27	51,750.82	65,445.61
Administration	Classification & Compensation Specialist	13	39,339.27	51,750.82	65,445.61
Administration	Workforce Development Specialist	13	39,339.27	51,750.82	65,445.61
Fire/Dev. Center/Water	Management Analyst	13	39,339.27	51,750.82	65,445.61
Water	Metered Services Supervisor	13	39,339.27	51,750.82	65,445.61
Police	Lead Communications Specialist	13	39,339.27	51,750.82	65,445.61
Law	Office Manager/Paralegal	13	39,339.27	51,750.82	65,445.61
Public Works Engineering	Senior Traffic Operations Tech	13	39,339.27	51,750.82	65,445.61
Public Works Engineering	Right-of-Way Agent	13	39,339.27	51,750.82	65,445.61
Public Works Engineering	Senior Engineering Technician	13	39,339.27	51,750.82	65,445.61
ITS	Senior GIS Technician	13	39,339.27	51,750.82	65,445.61
Finance	Senior Procurement Officer	13	39,339.27	51,750.82	65,445.61
Water	Water Utilities Analyst	13	39,339.27	51,750.82	65,445.61
<b> </b>					
ITS	Applications Analyst	14	42,865.82	56,518.59	71,574.78
All	<del>Communications Supervisor</del>	<del>14</del>	<del>42,865.82</del>	<del>56,518.59</del>	<del>71,574.78</del>
ITS	Communications Systems Admin.	14	42,865.82	56,518.59	71,574.78
Police	Communications Supervisor	14	42,865.82	56,518.59	71,574.78
Water	Community Relations Specialist	14	42,865.82	56,518.59	71,574.78
Public Works Engineering	Construction Project Manager	14	42,865.82	56,518.59	71,574.78
Central Vehicle Maintenance	Maintenance Shop Supervisor	14	42,865.82	56,518.59	71,574.78
Public Works Engineering	Project Manager	14	42,865.82	56,518.59	71,574.78
Public Works Engineering	Lead Engineering Technician	14	42,865.82	56,518.59	71,574.78
ITS	Web Administrator	14	42,865.82	56,518.59	71,574.78

Department	Job Title	Grade	Min	Mid	Max
Police	Animal Control Manager	15	47,476.00	61,781.62	78,330.30
ITS	Applications Administrator	15	47,476.00	61,781.62	78,330.30
Administration	City Clerk	15	47,476.00	61,781.62	78,330.30
Water	Control System Supervisor	15	47,476.00	61,781.62	78,330.30
Administration	Media Services Supervisor	15	47,476.00	61,781.62	78,330.30
ITS	Network Administrator	15	47,476.00	61,781.62	78,330.30
Development Services	Plans Examiner	15	47,476.00	61,781.62	78,330.30
Police	Police Systems Manager	15	47,476.00	61,781.62	78,330.30
Administration	Public Communications Coord.	15	47,476.00	61,781.62	78,330.30
Administration	Safety and Wellness Specialist	15	47,476.00	61,781.62	78,330.30
Public Works Operations	Street Operations Supervisor	15	47,476.00	61,781.62	78,330.30
Public Works Engineering	Lead Traffic Operations Technician	15	47,476.00	61,781.62	78,330.30
Public Works Engineering	Staff Engineer	15	47,476.00	61,781.62	78,330.30
Water	Utility System Supervisor	15	47,476.00	61,781.62	78,330.30
Public Works Engineering	Environmental Specialist	15	47,476.00	61,781.62	78,330.30
Police	Mgr, Accreditation/Info Mgmt	15	47,476.00	61,781.62	78,330.30
Airport	Assistant Airport Manager	15	47,476.00	61,781.62	78,330.30
Finance	Cash Management Officer	15	47,476.00	61,781.62	78,330.30
Finance	Financial Analyst	15	47,476.00	61,781.62	78,330.30
All	Planner	15	47,476.00	61,781.62	78,330.30
CBS	Central Building Services Supervisor	15	47,476.00	61,781.62	78,330.30
Administration	Cultural Arts Manager	15	47,476.00	61,781.62	78,330.30
Administration	Management Analyst	15	47,476.00	61,781.62	78,330.30
Public Works Engineering	Public Works Administration Manager	15	47,476.00	61,781.62	78,330.30
Airport	Airport Manager	16	51,092.90	67,596.04	85,781.05
Municipal Court	Court Administrator	16	51,092.90	67,596.04	85,781.05
ITS	Database Administrator	16	51,092.90	67,596.04	85,781.05
Central Vehicle Maintenance	Fleet Manager	16	51,092.90	67,596.04	85,781.05
ITS	GIS Coordinator	16	51,092.90	67,596.04	85,781.05
ITS	IT Operations Supervisor	16	51,092.90	67,596.04	85,781.05
ITS	ITS Project Manager	16	51,092.90	67,596.04	85,781.05
ITS	ITS Support Services Supvr.	16	51,092.90	67,596.04	85,781.05
Development Services	Project Manager - Dev Ctr	16	51,092.90	67,596.04	85,781.05
Public Works Operations	Public Works Operations Mgr.	16	51,092.90	67,596.04	85,781.05
Development Services	Senior Field Building Inspect.	16	51,092.90	67,596.04	85,781.05
All	Senior Staff Engineer	16	51,092.90	67,596.04	85,781.05
Law	Staff Attorney	16	51,092.90	67,596.04	85,781.05
ITS	Systems Analyst	16	51,092.90	67,596.04	85,781.05
Water	Account Services Manager	16	51,092.90	67,596.04	85,781.05
Water	Utility Engineer	16	51,092.90	67,596.04	85,781.05
Water	Utility System Manager	16	51,092.90	67,596.04	85,781.05
Planning and Special Projects	Senior Planner	16	51,092.90	67,596.04	85,781.05

Department	Job Title	Grade	Min	Mid	Max
Planning and Special Projects	Asst Director of Planning and Special Projects	17	55,888.87	74,080.70	94,117.97
Development Services	Codes Administration Manager	17	55,888.87	74,080.70	94,117.97
Central Building Services	City Architect or Facilities Manager	17	55,888.87	74,080.70	94,117.97
Administration	Creative Services Manager	17	55,888.87	74,080.70	94,117.97
Public Works Engineering	Construction Manager	17	55,888.87	74,080.70	94,117.97
Finance	Assistant Finance Director - Controller	17	55,888.87	74,080.70	94,117.97
Finance	Assistant Finance Director - Cash & Debt	17	55,888.87	74,080.70	94,117.97
Finance	Controller	17	55,888.87	74,080.70	94,117.97
Development Services	Development Engineering Mgr.	17	55,888.87	74,080.70	94,117.97
Water	Facilities Manager	17	55,888.87	74,080.70	94,117.97
Finance	Procurement & Contract Svc Mgr	17	55,888.87	74,080.70	94,117.97
Solid Waste	Solid Waste Superintendent	17	55,888.87	74,080.70	94,117.97
Public Works Engineering	Supervisory Engineer	17	55,888.87	74,080.70	94,117.97
Development Services	Current Planning Manager	17	55,888.87	74,080.70	94,117.97
Development Services	Asst. Director of Plan Services	18	61,212.99	81,260.25	103,333.65
Development Services	Asst. Director of Field Services	18	61,212.99	81,260.25	103,333.65
Water	Asst. Dir. of Engineering Svcs	18	61,212.99	81,260.25	103,333.65
Water	Asst. Dir. of Support Service	18	61,212.99	81,260.25	103,333.65
Water	Asst. Director of Operations	18	61,212.99	81,260.25	103,333.65
Public Works Operations	Asst. Director of P. Wks. Oper	18	61,212.99	81,260.25	103,333.65
Law	Chief Counsel of Mgmt & Ops / Dep City Attorney	18	61,212.99	81,260.25	103,333.65
Law	Chief Counsel of Public Safety	18	61,212.99	81,260.25	103,333.65
Law	Chief of Litigation	18	61,212.99	81,260.25	103,333.65
Law	Chief Counsel of Infrastructure & Planning	18	61,212.99	81,260.25	103,333.65
Public Works Engineering	City Traffic Engineer	18	61,212.99	81,260.25	103,333.65
ITS	Manager, Entprs. Tech. Svcs.	18	61,212.99	81,260.25	103,333.65
ITS	Asst Director, App Mgmt Svcs	19	70,545.93	93,649.72	119,088.58
Public Works Engineering	Deputy Dir. of P.Wks./Admin.	19	70,545.93	93,649.72	119,088.58
Public Works Engineering	Deputy Dir. of P.Wks./City Eng	19	70,545.93	93,649.72	119,088.58
Finance	Deputy Director of Finance	19	70,545.93	93,649.72	119,088.58
ITS	Chief Technology Officer	20	74,711.04	99,216.27	126,195.92
Administration	Asst. City Mgr., Administrative Services	20	74,711.04	99,216.27	126,195.92
Development Services	Director of Development Services	20	74,711.04	99,216.27	126,195.92
Planning and Special Projects	Director of Planning and Special Projects	20	74,711.04	99,216.27	126,195.92
All	Asst. City Mgr., Dev Svcs/Comm	21	80,141.96	106,428.52	135,369.38
All	Asst. City Mgr., Operations	21	80,141.96	106,428.52	135,369.38
Administration	Director of Human Resources	21	80,141.96	106,428.52	135,369.38
Water	Director of Water Utilities	21	80,141.96	106,428.52	135,369.38
Finance	Finance Director	21	80,141.96	106,428.52	135,369.38
Public Works Engineering	Director of Public Works	22	82,909.73	108,863.02	137,512.64
Fire	Fire Chief	22	82,909.73	108,863.02	137,512.64
Police	Police Chief	22	82,909.73	108,863.02	137,512.64
Law	Chief Prosecuting Attorney	24	90,000.00	145,000.00	204,000.00
Law	City Attorney	24	90,000.00	145,000.00	204,000.00

Department	Job Title	Grade	Min	Mid	Max
<b>Part Time Temporary</b>					
Development Services	Administrative Support	PTT	0.00	25,000.00	50,000.00
All	Intern	PTT	0.00	25,000.00	50,000.00
ITS	Audio Visual Evening	PTT	0.00	25,000.00	50,000.00
ITS	Audio Visual Sys Support PTT	PTT	0.00	25,000.00	50,000.00
Public Works Engineering	Construction Inspector	PTT	0.00	25,000.00	50,000.00
Water	Fire Hydrant Painter	PTT	0.00	25,000.00	50,000.00
ITS	ITS Support PTT	PTT	0.00	25,000.00	50,000.00
Administration	Payroll Support	PTT	0.00	25,000.00	50,000.00
Law	Prosecuting Attorney PTR	PTR	0.00	25,000.00	50,000.00
<b>Public Safety or Represented Positions</b>					
Fire	Firefighter	F1	37,626.54	44,982.53	52,338.51
Fire	Firefighter Paramedic	F1P	43,626.54	50,982.53	58,338.51
Fire	Fire Engineer	F2	40,941.09	48,617.55	56,294.00
Fire	Fire Engineer Paramedic	F2P	46,941.09	54,617.55	62,294.00
Fire	Fire Specialist	F3	44,605.37	55,779.02	66,952.67
Fire	Fire Specialist Paramedic	F3P	50,605.37	61,779.02	72,952.67
Fire	Fire Captain I	F4	53,153.26	63,597.88	74,042.49
Fire	Fire Captain I Paramedic	F4P	59,153.26	69,597.88	80,042.49
Fire	Fire Captain II	F5	58,134.06	71,940.59	85,747.12
Fire	Fire Captain II Paramedic	F5P	64,134.06	77,940.59	91,747.12
Fire	Battalion Chief	F7	69,810.54	84,121.70	100,401.52
Fire	Battalion Chief Paramedic	F7P	75,810.54	90,121.70	106,521.52
Fire	Assistant Fire Chief I	F8	76,442.54	92,113.26	109,939.66
Fire	Assistant Fire Chief I Paramedic	F8P	82,442.54	98,113.26	116,059.66
Fire	Assistant Fire Chief II	F9	79,749.90	98,889.95	120,390.60
Fire	Assistant Fire Chief II Paramedic	F9P	85,749.90	104,889.95	126,510.60
Fire	Communications Specialist	F11	35,412.83	47,929.75	59,271.85
Fire	Lead Communications Specialist	F12	38,487.76	50,864.49	61,964.45
Police	Police Officer I	P1	38,629.42	46,077.33	53,778.27
Police	Police Officer II	P2	42,032.31	49,798.30	57,826.85
Police	Master Police Officer I	P3	45,794.26	57,400.16	69,006.06
Police	Master Police Officer II	P4	57,201.54	63,103.80	69,006.06
Police	Police Sergeant I	P5	57,500.00	72,073.54	86,647.08
Police	Police Sergeant II	P6	72,073.00	79,360.00	86,647.00
Police	Police Captain	P7	69,810.54	84,121.70	100,401.52
Police	Police Major I	P8	76,442.50	92,113.26	109,939.66
Police	Police Major II	P9	79,749.90	100,864.02	120,390.60
Central Building Services	Custodian	9	28,268.71	36,904.80	46,451.71
Central Vehicle Maintenance	Mechanic	UN0	33,473.65	41,713.36	49,953.07
All	Maintenance Worker	UN2	28,443.17	36,418.62	44,394.06
Public Works Operations	Equipment Operator	UN4	35,075.25	42,514.16	49,953.07
Water	Equipment Operator Sewer	UN4	35,075.25	42,514.16	49,953.07
Water	Equipment Operator Water	UN4	35,075.25	42,514.16	49,953.07
Water	Meter Service Technician	UN6	26,111.70	37,815.86	49,520.22
Water	Metered Services Specialist	UN7	33,261.49	43,572.46	53,883.44

Note: Includes a 2% Cost of Living Adjustment for Core General Employees approved on Sept. 21, 2017

Text in Red are proposed changes in FY19

Text in Green are corrections to either add or remove positions inadvertently omitted or included

Text in Blue reconciles title changes only or movement to the proper section