

<b>PERFORMANCE PAY PLAN</b> <b>City Authorized FTE Classifications</b>
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<b>Job Code</b>	<b>Description</b>	<b>Minimum</b>	<b>Maximum</b>
160162	Accountant	\$42,861	\$52,018
161237	Accounting Manager	\$57,270	\$69,585
216482	Accounting Technician 1	\$31,924	\$38,829
210382	Accounting Technician 2	\$33,540	\$40,823
169122	Administrative Aide	\$38,756	\$47,117
243342	Administrative Aide/City Recorder	\$38,756	\$47,117
169120	Administrative Coordinator	\$38,756	\$47,117
169367	Administrative Secretary (Non-Union)	\$31,880	\$38,756
16936U	Administrative Secretary	\$30,489	\$36,986
379263	Animal Control Officer	\$29,024	\$35,248
188107	Assistant City Manager	\$82,990	\$100,881
373136	Battalion Chief (Operations)	\$63,450	\$77,100
373138	Battalion Chief (Training)	\$63,450	\$77,100
166167	Benefits Manager	\$54,534	\$66,294
161227	Budget Officer	\$54,534	\$66,294
168587	Building Inspector 1	\$38,829	\$47,214
168487	Building Inspector 2	\$42,863	\$52,018
168477	Building Inspector 3	\$47,214	\$57,352
381452	Building Maintenance Worker	\$34,219	\$41,619
168677	Building Permit Review Technician	\$42,863	\$52,018
168357	Building Safety Coordinator	\$59,571	\$60,222
168337	Building Safety Supervisor	\$51,938	\$63,142
019111	City Engineer	\$69,585	\$84,622
018137	City Surveyor	\$51,938	\$63,142
005061	Civil Engineer	\$52,018	\$63,244
019151	Civil Engineer, Senior	\$57,352	\$69,801
019131	Civil Engineer, Supervising	\$60,129	\$73,078
209677	Clerk 1	\$23,147	\$28,170
209562	Clerk 2	\$25,566	\$31,099
20956N	Clerk 2 (Non-Union)	\$25,961	\$31,880
219362	Clerk 3	\$28,170	\$34,211
21936N	Clerk 3 (Non-Union)	\$28,774	\$35,156
168567	Code Enforcement Inspector	\$38,829	\$47,214
168137	Code Enforcement Officer	\$47,117	\$57,270
188237	Community and Economic Development Manager	\$63,450	\$77,100
169467	Community Development and Housing Technician	\$31,924	\$38,829
168237	Community Services Manager	\$63,450	\$77,100
372367	Community Services Officer 1	\$30,360	\$36,892
372257	Community Services Officer 2	\$31,805	\$38,676
169687	Community Services Technician	\$35,248	\$42,863

<b>Job Code</b>	<b>Description</b>	<b>Minimum</b>	<b>Maximum</b>
182367	Construction Inspector 1	\$42,863	\$52,018
182267	Construction Inspector 2	\$47,214	\$57,352
182467	Construction Representative	\$47,214	\$57,352
243362	Court Clerk	\$26,783	\$32,562
243352	Court Clerk, Senior	\$32,562	\$39,605
377667	Court Officer	\$37,659	\$41,743
37766N	Court Officer (Non-union)	\$37,029	\$41,045
188137	Court Supervisor	\$44,877	\$54,534
382664	Custodian 1	\$24,612	\$29,918
382652	Custodian 2	\$27,137	\$32,972
030477	Data Entry Technician	\$27,836	\$33,860
030465	Data Management Technician	\$37,197	\$45,251
169132	Departmental Assistant	\$35,156	\$42,713
079117	Deputy Chief EMS	\$66,294	\$80,573
373137	Deputy Chief Operations	\$66,294	\$80,573
373147	Deputy Chief Prevention/Hazmat	\$66,294	\$80,573
373667	Deputy Fire Marshal 1	\$50,637	\$62,242
373367	Deputy Fire Marshal 2	\$61,160	\$70,216
199117	Development Services Director	\$79,026	\$96,073
188337	EMS Account Services Supervisor	\$44,877	\$54,534
214352	EMS Accounting Technician	\$31,924	\$38,829
373357	EMS Program Officer	\$61,160	\$70,216
229367	Engineer Assistant	\$33,541	\$40,823
005175	Engineer in Training	\$59,571	\$60,222
005467	Engineering Technician 1	\$33,541	\$40,823
005367	Engineering Technician 2	\$36,986	\$45,008
005262	Engineering Technician 3	\$40,823	\$49,571
00526N	Engineering Technician 3 (Non-Union)	\$39,562	\$48,040
005261	Engineering Technician 4	\$45,008	\$54,677
168127	Environmental Services Manager	\$66,294	\$80,573
019132	Environmental Services Supervisor	\$54,534	\$66,294
168267	Environmental Services Technician	\$45,008	\$54,677
168367	Environmental Services Technician 1	\$33,541	\$40,823
168244	Environmental Services Technician 2	\$40,823	\$49,571
160117	Finance Director	\$79,026	\$96,073
216251	Finance Operations Assistant	\$33,471	\$40,688
373134	Fire Captain	\$61,158	\$70,214
373117	Fire Chief	\$79,026	\$96,073
373567	Fire Engineer	\$49,315	\$62,897
373364	Fire Fighter	\$45,867	\$58,472
373267	Fire Lieutenant	\$53,170	\$63,657
169577	Fire Prevention Technician	\$28,651	\$34,904
079364	Firefighter/Paramedic	\$50,222	\$64,059
018141	GIS Coordinator	\$52,018	\$63,244
018131	GIS Supervisor	\$54,534	\$66,294

<b>Job Code</b>	<b>Description</b>	<b>Minimum</b>	<b>Maximum</b>
018362	GIS Technician	\$40,823	\$49,571
01836N	GIS Technician (Non-Union)	\$39,562	\$48,040
169677	Housing Programs Aide	\$30,489	\$36,986
169265	Housing Programs Assistant	\$36,986	\$45,008
169254	Housing Programs Specialist	\$45,008	\$54,677
166274	Human Resources Analyst	\$44,877	\$54,534
166267	Human Resources Analyst, Senior	\$47,117	\$57,270
209241	Human Resources Assistant	\$31,924	\$38,829
166117	Human Resources Director	\$71,673	\$87,160
166137	Human Resources Manager	\$54,534	\$66,294
166127	Human Resources Project Specialist	\$69,585	\$84,622
209351	Human Resources Technician	\$29,024	\$35,248
169167	Information Technology Director	\$75,271	\$91,506
005251	Infrastructure Engineering Technician	\$47,214	\$57,352
100367	Librarian 1	\$40,823	\$49,571
10036N	Librarian 1 (Non-Union)	\$39,562	\$48,040
249367	Library Aide - Part-time	\$10.91 per hr	\$13.28 per hr
100117	Library Director	\$71,673	\$87,160
100167	Library Manager	\$54,534	\$66,294
100461	Library Technical Specialist	\$38,829	\$47,214
100377	Library Technician 1	\$25,065	\$30,489
100467	Library Technician 2	\$30,489	\$36,986
899684	Maintenance Apprentice	\$28,112	\$31,004
381687	Maintenance Attendant	\$25,813	\$31,387
899453	Maintenance Journey	\$34,219	\$41,619
188227	Maintenance Manager	\$66,294	\$80,809
169131	Maintenance Office Supervisor	\$40,688	\$49,481
891137	Maintenance Supervisor	\$49,481	\$60,129
408675	Maintenance Worker	\$18,993	\$23,318
161267	Management Analyst 1	\$42,863	\$52,018
161167	Management Analyst 2 (Non-Union)	\$47,214	\$57,352
16116U	Management Analyst 2	\$47,213	\$57,350
161057	Management Analyst, Senior	\$49,481	\$60,129
620251	Mechanic 2	\$46,966	\$46,966
620372	Mechanic Apprentice	\$29,426	\$35,794
620261	Mechanic Journey	\$36,504	\$44,407
102017	Museum Coordinator	\$40,823	\$49,571
030464	Network Analyst	\$52,018	\$63,244
030466	Network Analyst Non-Certified	\$59,571	\$60,222
030221	Network Analyst, Senior	\$54,677	\$66,477
030131	Network Manager	\$57,270	\$69,585
215352	Payroll Technician	\$32,655	\$39,696
030362	PC Support Technician	\$42,863	\$52,018
199367	Planner 1	\$40,823	\$49,571
199267	Planner 2	\$45,008	\$54,677

<b>Job Code</b>	<b>Description</b>	<b>Minimum</b>	<b>Maximum</b>
199157	Planner 3	\$47,214	\$57,352
199456	Planner Aide	\$30,489	\$36,986
199127	Planning Manager	\$63,142	\$76,725
199137	Planning Supervisor	\$57,270	\$69,585
199365	Planning Technician	\$35,248	\$42,863
168467	Plans Examiner	\$59,571	\$60,222
005062	Plans Review Engineer	\$52,018	\$63,244
375367	Police Call Taker/Records Clerk	\$30,360	\$36,892
375117	Police Captain	\$66,294	\$80,573
188127	Police Chief	\$79,026	\$96,073
382653	Police Custodian	\$26,259	\$31,924
379362	Police Dispatcher	\$36,730	\$44,589
379374	Police Dispatcher Trainee	\$31,540	\$31,540
169130	Police Office Supervisor	\$42,713	\$51,938
375263	Police Officer	\$41,743	\$55,220
222367	Police Property Clerk	\$30,036	\$36,450
375362	Police Records Clerk, Senior	\$31,805	\$38,676
201341	Police Secretary	\$28,616	\$34,754
375122	Police Technical Specialist	\$39,237	\$47,700
169344	Program Technician	\$30,489	\$36,986
030462	Programmer Analyst 1	\$42,863	\$52,018
030262	Programmer Analyst 2	\$47,214	\$57,352
030162	Programmer Analyst 3	\$52,018	\$63,244
189117	Project Manager	\$63,142	\$76,725
222347	Property Controller	\$37,659	\$41,743
188257	Property Management Coordinator	\$47,214	\$57,352
165154	Public Information and Education Specialist	\$42,863	\$52,018
165267	Public Relations Representative	\$36,986	\$45,008
188117	Public Works Director	\$82,990	\$100,881
221477	Resource Assistant (Information Technology)	\$31,924	\$38,829
186117	Risk Manager	\$54,534	\$66,294
201362	Secretary (Non-Union)	\$28,774	\$35,156
20136U	Secretary	\$27,618	\$33,540
372667	Security Attendant	\$22,693	\$27,618
168437	Senior Building Inspector	\$59,571	\$60,222
829231	Senior Traffic Signal Electrician	\$46,871	\$56,935
375133	Sergeant	\$57,444	\$69,850
018361	Survey Party Chief	\$42,863	\$52,018
018247	Surveyor	\$47,214	\$57,352
030121	System Administrator	\$57,352	\$69,801
030167	Systems Analyst, Senior	\$52,018	\$63,244
189011	Technical Services Manager	\$63,142	\$76,725
005031	Traffic Engineer	\$60,129	\$73,078
824687	Traffic Maintenance Technician	\$27,641	\$33,584
829261	Traffic Signal Electrician	\$44,639	\$54,224

<b>Job Code</b>	<b>Description</b>	<b>Minimum</b>	<b>Maximum</b>
824381	Traffic Signal Technician	\$37,197	\$45,251
824462	Traffic Signal Technician Trainee	\$33,256	\$40,447
199357	Traffic Technician 1	\$31,924	\$38,829
199362	Traffic Technician 2	\$38,829	\$47,214
199262	Traffic Technician 3	\$42,863	\$52,018
199261	Traffic Technician 4	\$47,214	\$57,352
166355	Training Assistant	\$35,248	\$42,863
373467	Training Officer	\$61,160	\$70,216
005011	Transportation Manager	\$63,142	\$76,725
005161	Transportation Planning Engineer	\$52,018	\$63,244
187137	Volunteer Coordinator	\$30,489	\$36,986
168147	Water Resources Program Coordinator	\$47,117	\$57,270
249687	Work Experience	\$7.05 per hr	\$7.05 per hr