

PERFORMANCE PAY PLAN

City Authorized FTE Classifications

Job Code	Description	Minimum	Maximum
160162	Accountant	\$43,977	\$53,370
161237	Accounting Manager	\$58,730	\$71,396
210382	Accounting Technician 2	\$34,412	\$41,884
216482	Accounting Technician I	\$32,754	\$39,838
243342	Administrative Aide/City Recreation	\$39,765	\$48,343
169367	Administrative Secretary	\$32,709	\$39,765
16936U	Administrative Secretary	\$21,281	\$37,947
169122	Administrative Aide	\$39,765	\$48,343
169120	Administrative Coordinator	\$39,765	\$48,343
379263	Animal Control Officer	\$29,778	\$36,164
019113	Assistant City Engineer	\$65,098	\$79,103
188107	Assistant City Manager	\$85,149	\$103,505
168129	Assistant ESD/MWMC Mgr	\$65,098	\$79,103
189119	Assistant Project Manager	\$53,289	\$64,785
188119	Assistant Public Works Director	\$71,396	\$86,823
37526X	Background Invest Officer	\$46,044	\$55,953
373136	Battalion Chief (Operations)	\$65,098	\$79,103
373138	Battalion Chief (Training)	\$65,098	\$79,103
166167	Benefits Manager	\$55,953	\$68,019
381452	Bldg Maint Worker	\$35,460	\$43,128
168357	Bldg Safety Coordinator	\$50,859	\$61,787
161227	Budget Officer	\$55,953	\$68,019
168477	Building Inspector 3	\$48,441	\$58,842
168487	Building Inspector 2	\$43,977	\$53,370
168587	Building Inspector I	\$39,838	\$48,441
168677	Building Permit Review Technician	\$43,977	\$53,370
168357	Building Safety Coordinator	\$50,859	\$61,787
168337	Building Safety Supervisor	\$53,289	\$64,785
169567	Business Application Technician	\$36,164	\$43,977
019111	City Engineer	\$71,396	\$86,823
018137	City Surveyor	\$55,953	\$68,019
005061	Civil Engineer	\$53,370	\$64,888
019151	Civil Engineer, Senior	\$58,842	\$71,615
019131	Civil Engineer, Supervising	\$61,693	\$74,979
209677	Clerk 1	\$24,223	\$29,481
209562	Clerk 2	\$25,755	\$32,545
20956N	Clerk 2	\$26,637	\$32,709
20956X	Clerk 2 Temporary	\$25,184	\$30,925
219362	Clerk 3	\$29,481	\$35,803
21936N	Clerk 3	\$29,523	\$36,071
21936X	Clerk 3 Temp	\$27,912	\$34,103

Job Code	Description	Minimum	Maximum
209677	Clerk I	\$24,223	\$29,481
168567	Code Enforcement Inspector	\$39,838	\$48,441
168137	Code Enforcement Officer	\$48,343	\$58,760
169467	Community Development & Housing Technician	\$32,754	\$39,838
372367	Community Services Officer 1	\$31,896	\$38,758
372257	Community Services Officer 2	\$33,414	\$40,633
188237	Community/Economic Development Mgr	\$65,098	\$79,103
168237	Community Services Manager	\$65,098	\$79,103
169687	Community Services Technician	\$36,164	\$43,977
182367	Construction Inspector 1	\$43,977	\$53,370
182267	Construction Inspector 2	\$48,441	\$58,842
182467	Construction Representative	\$48,441	\$58,842
243362	Court Clerk	\$28,029	\$34,077
243352	Court Clerk, Senior	\$34,077	\$41,447
377667	Court Officer	\$39,564	\$43,855
37766N	Court Officer	\$37,992	\$42,113
188137	Court Supervisor	\$46,044	\$55,953
382664	Custodian 1	\$25,504	\$31,003
382652	Custodian 2	\$28,420	\$34,167
030160	Database Administrator	\$56,099	\$68,205
030477	Data Entry Technician	\$28,845	\$35,087
030465	Data Management Technician	\$38,545	\$46,892
079117	Deputy Chief EMS	\$68,019	\$82,669
373137	Deputy Chief Operations	\$68,019	\$82,669
373147	Deputy Chief Prevention/Hazmat	\$68,019	\$82,669
169132	Departmental Assistant	\$36,070	\$43,824
373667	Deputy Fire Marshal 1	\$50,648	\$62,240
373367	Deputy Fire Marshal 2	\$61,150	\$70,225
199117	Development Services Director	\$81,083	\$98,573
188337	EMS Account Services Supervisor	\$46,044	\$55,953
214352	EMS Accounting Technician	\$32,754	\$39,838
373357	EMS Program Officer	\$61,150	\$70,225
229367	Engineering Assistant	\$34,412	\$41,884
005175	Engineer in Training	\$50,859	\$61,787
005467	Engineering Technician 1	\$34,412	\$41,884
005367	Engineering Technician 2	\$37,947	\$46,178
005262	Engineering Technician 3	\$41,884	\$50,859
005261	Engineering Technician 4	\$46,177	\$56,099
019132	Environmental Services Supervisor	\$55,953	\$68,019
168367	Environmental Services Technician I	\$34,412	\$41,884
168244	Environmental Services Technician II	\$41,884	\$50,859
168267	Environmental Services Technician	\$46,178	\$56,099
168127	Environmental Services Manager	\$68,019	\$82,669
160117	Finance Director	\$81,083	\$98,573
216251	Finance Operations Assistant	\$34,343	\$41,747

Job Code	Description	Minimum	Maximum
373134	Fire Captain	\$61,148	\$70,223
373117	Fire Chief	\$81,083	\$98,573
373567	Fire Engineer	\$49,323	\$62,907
373364	Fire Fighter	\$45,873	\$58,470
373267	Fire Lieutenant	\$53,163	\$63,672
169577	Fire Prevention Technician	\$29,396	\$35,812
079364	Firefighter/Paramedic	\$50,205	\$64,053
018141	GIS Coordinator	\$53,370	\$64,888
018372	GIS Database Administrator	\$50,859	\$61,787
018131	GIS Supervisor	\$55,953	\$68,019
018362	GIS Technician	\$41,884	\$50,859
01836N	GIS Technician (Non-Union)	\$40,592	\$49,290
169677	Housing Programs Aide	\$31,281	\$37,947
169265	Housing Programs Assistant	\$37,947	\$46,178
169254	Housing Programs Specialist	\$46,178	\$56,099
166267	Human Resources Analyst, Senior	\$48,343	\$58,760
166127	Human Resources Project Specialist	\$71,396	\$86,823
166117	Hum Resources Director	\$73,538	\$89,428
166274	Human Resources Analyst	\$46,044	\$55,953
209241	Human Resources Assistant	\$32,754	\$39,838
166137	Human Resources Manager	\$55,953	\$68,019
209351	Human Resources Technician	\$29,778	\$36,164
169167	Information Technology Director	\$77,229	\$93,886
005251	Infrastructure Engineering Technician	\$48,441	\$58,842
100461	Library Technician Specialist	\$39,838	\$48,441
100367	Librarian 1	\$41,884	\$50,859
10036N	Librarian 1	\$40,592	\$49,290
249367	Library Aide Part-Time	\$23,283	\$28,336
100117	Library Director	\$73,538	\$89,428
100167	Library Manager	\$55,953	\$38,019
100467	Library Technician 2	\$31,281	\$37,947
100377	Library Technician I	\$25,716	\$31,281
899684	Maintenance Apprentice	\$29,131	\$32,128
89968X	Maintenance Apprentice, Temp.	\$28,984	\$31,966
381687	Maintenance Attendant	\$26,749	\$32,525
408687	Maintenance Intern	\$16,714	\$20,522
899453	Maintenance Journey	\$35,460	\$43,128
188227	Maintenance Manager	\$68,019	\$82,669
169131	Maintenance Office Supervisor	\$41,746	\$50,769
891137	Maintenance Supervisor	\$50,769	\$61,693
408675	Maintenance Worker	\$19,488	\$23,925
620251	Mechanic 2	\$48,669	\$48,669
620372	Mechanic Apprentice	\$30,493	\$37,092
620261	Mechanic Journey	\$37,827	\$46,017
161267	Management Analyst 1	\$43,977	\$53,370

Job Code	Description	Minimum	Maximum
161167	Management Analyst 2	\$48,343	\$58,760
16116U	Management Analyst 2	\$48,441	\$58,842
161057	Management Analyst, Senior	\$50,769	\$61,693
102017	Museum Coordinator	\$41,884	\$50,859
10201X	Museum Coordinator, Temp.	\$41,747	\$50,769
030464	Network Analyst	\$53,370	\$64,888
030466	Network Analyst (N/C)	\$50,859	\$61,787
030221	Network Analyst, Senior	\$56,099	\$68,205
030131	Network Manager	\$58,760	\$71,396
215352	Payroll Technician	\$34,342	\$41,747
030362	PC Support Technician	\$43,977	\$53,370
199367	Planner 1	\$41,884	\$50,859
199267	Planner 2	\$46,177	\$56,099
199157	Planner 3	\$48,441	\$58,842
199456	Planner Aide	\$31,281	\$37,947
199127	Planning Manager	\$65,098	\$79,103
199137	Planning Supervisor	\$58,760	\$71,396
199365	Planning Technician	\$36,164	\$43,977
168467	Plans Examiner	\$50,859	\$61,787
005062	Plans Review Engineer	\$53,370	\$64,888
375117	Police Captain	\$68,019	\$82,669
188127	Police Chief	\$81,083	\$98,573
382653	Police Custodian	\$26,941	\$32,875
379362	Police Dispatcher	\$37,802	\$45,891
37936X	Police Dispatcher	\$54,084	\$65,656
379374	Police Dispatcher Trainee	\$33,135	\$33,135
169130	Police Office Supervisor	\$43,824	\$53,589
375263	Police Officer	\$43,855	\$58,013
222367	Police Property Clerk	\$31,555	\$38,294
375362	Police Records Clerk, Senior	\$33,414	\$40,633
375367	Police Records/Communication Specialist	\$31,896	\$38,758
201341	Police Secretary	\$30,065	\$36,513
375122	Police Technical Specialist	\$41,222	\$50,113
169344	Program Technician	\$31,281	\$37,947
030462	Programmer Analyst 1	\$43,977	\$53,370
030262	Programmer Analyst 2	\$48,441	\$58,842
030162	Programmer Analyst 3	\$53,370	\$64,888
189117	Project Manager	\$65,098	\$79,103
222347	Property Controller	\$39,564	\$43,855
188257	Property Management Coordinator	\$48,441	\$58,842
165154	Public Information and Education Specialist	\$43,977	\$53,370
165267	Public Relations Representative	\$37,947	\$46,178
188117	Public Works Director	\$85,149	\$403,505
005587	Public Works Intern	\$16,714	\$20,522
005477	Public Works Intern, Senior	\$19,488	\$23,925

Job Code	Description	Minimum	Maximum
221477	Resource Assistant (I.T.)	\$32,754	\$39,838
186117	Risk Manager	\$55,953	\$68,019
372667	Security Attendant	\$23,516	\$28,619
201362	Secretary	\$29,523	\$36,071
20136U	Secretary	\$29,481	\$35,803
20136X	Secretary Temporary	\$27,912	\$34,103
168437	Senior Building Inspector	\$50,859	\$61,787
829231	Senior Traffic Signal Electrician	\$48,570	\$58,999
375133	Sergeant	\$58,939	\$71,667
375115	Services Bureau Manager	\$61,693	\$74,979
189105	Special Projects Manager	\$71,396	\$86,823
005167	Stormwater Facilities Planner	\$50,859	\$61,787
018361	Survey Party Chief	\$43,977	\$53,370
018247	Surveyor	\$48,441	\$58,842
030121	System Administrator	\$58,842	\$71,615
030167	Systems Analyst, Senior	\$53,370	\$64,888
189011	Technical Services Manager	\$65,098	\$79,103
829261	Traffic Signal Electrician	\$46,257	\$56,189
824381	Traffic Signal Technician	\$38,545	\$46,892
005031	Traffic Engineer	\$61,693	\$74,979
824687	Traffic Maintenance Technician	\$38,545	\$46,892
824685	Traffic Maintenance Technician, Trainee	\$35,460	\$43,128
824462	Traffic Signal Technician Trainee	\$34,461	\$41,913
199362	Traffic Technician 2	\$39,838	\$48,441
199262	Traffic Technician 3	\$43,977	\$53,370
199261	Traffic Technician 4	\$48,441	\$58,842
199357	Traffic Technician I	\$36,164	\$43,977
166355	Training Assistant	\$16,164	\$43,977
373467	Training Officer	\$64,450	\$70,225
005011	Transportation Manager	\$65,098	\$79,103
005161	Transportation Planning Engineer	\$53,370	\$64,888
187137	Volunteer Coordinator	\$31,281	\$37,948
168147	Water Resources Program Coordinator	\$48,343	\$58,760
249687	Work Experience	\$15,472	\$15,472