

PERFORMANCE PAY PLAN

City Authorized FTE Classifications

FTE	Description	Minimum	Maximum
3.00	Accountant	\$46,344	\$56,228
1.00	Accounting Manager	\$61,672	\$74,935
1.80	Accounting Technician I	\$34,506	\$41,983
1.00	Admin Aide/City Recorder	\$41,736	\$50,739
1.00	Administrative Coordinator	\$41,736	\$50,739
1.00	Assistant City Manager	\$89,370	\$108,635
1.00	Assistant Engineering Division Manager	\$67,995	\$82,623
1.00	Assistant ESD/MWMC Mgr	\$67,995	\$82,623
1.00	Assistant P/W Director	\$74,935	\$91,126
2.50	Assistant Project Mgr	\$55,930	\$67,995
1.00	Asst. Community Services Mgr	\$58,726	\$71,390
3.00	Battalion Chief (Operations)	\$87,524	\$87,524
1.00	Battalion Chief (Training)	\$87,283	\$87,283
1.00	Budget Officer	\$58,726	\$71,390
6.00	Building Inspector 3	\$51,028	\$62,007
1.00	Building Maintenance Worker	\$37,363	\$45,442
1.00	Building Permit Review Tech	\$46,344	\$56,228
0.50	Business Application Tech	\$38,094	\$46,344
1.00	City Engineer	\$74,935	\$91,126
1.00	City Manager	By Contract	
1.00	City Surveyor	\$58,726	\$71,390
4.00	Civil Engineer, Supervising	\$64,750	\$78,696
15.00	Civil Engineer/EIT/Design & Construction Coordinator	\$53,585	\$71,869
8.25	Clerk 2	\$26,432	\$34,291
6.00	Clerk 3	\$29,296	\$37,858
1.00	Code Enforcement Officer	\$46,344	\$56,228
1.00	Community Development Mgr	\$67,995	\$82,623
1.00	Community Relation Coordinator	\$54,883	\$66,693
1.00	Community Services Mgr	\$67,995	\$82,623
1.00	Community Svcs Officer 1	\$36,173	\$43,956
7.00	Community Svcs Officer 2	\$37,894	\$46,081
2.00	Construction Inspector 1	\$46,344	\$56,228
4.00	Construction Inspector 2	\$51,028	\$62,007
1.00	Construction Rep	\$51,028	\$62,007
6.00	Court Clerk	\$29,543	\$35,902
1.00	Court Clerk, Senior	\$35,902	\$43,680
1.00	Court Officer	\$44,869	\$49,735
1.00	Court Supervisor	\$48,326	\$58,726
2.00	Custodian 1	\$26,878	\$32,658
1.00	Custodian 2	\$29,629	\$35,988

FTE	Description	Minimum	Maximum
1.00	Data Entry Technician	\$30,402	\$36,977
1.00	Data Management Technician	\$40,608	\$49,395
1.00	Database Administrator	\$59,107	\$71,869
4.00	Departmental Assistant	\$37,858	\$45,996
1.00	Deputy Chief Operations	\$100,764	\$100,764
1.00	Deputy Chief Prev/Hazmat	\$100,764	\$100,764
1.00	Deputy Fire Marshal 1	\$56,117	\$68,960
3.00	Deputy Fire Marshal 2	\$67,762	\$77,818
1.00	Development Services Director	\$85,101	\$103,459
8.00	EMS Accounting Tech	\$34,506	\$41,983
1.00	Ems Program Officer	\$67,762	\$77,818
4.00	Engineering Assistant	\$36,268	\$44,131
1.00	Engineering Technician 3	\$44,131	\$53,585
3.00	Engineering Technician 4	\$48,643	\$59,107
3.00	Environ Svcs Super	\$58,726	\$71,390
1.00	Environmental Serv Tech I	\$36,268	\$44,131
3.00	Environmental Serv Tech II	\$44,131	\$53,585
2.00	Environmental Services Tech	\$48,643	\$59,107
1.00	Environmental Svcs Mgr	\$71,390	\$86,766
1.00	Finance Director	\$85,101	\$103,459
1.00	Finance Operations Assistant	\$36,045	\$43,816
15.00	Fire Captain	\$67,689	\$77,730
1.00	Fire Chief	\$85,431	\$103,859
15.00	Fire Engineer	\$54,598	\$69,633
45.00	Firefighter/Para	\$55,568	\$70,898
1.00	GIS Analyst	\$53,585	\$65,101
1.00	GIS Database Administrator	\$53,585	\$65,101
1.00	GIS Supervisor	\$58,726	\$71,390
2.00	GIS Technician	\$44,131	\$53,585
1.00	Housing Programs Aide	\$32,959	\$39,985
1.00	Housing Programs Spec	\$48,643	\$59,107
1.00	Hum Resources Dir	\$77,182	\$93,860
2.00	Human Resource Analyst	\$53,285	\$64,750
1.00	Human Resources Manager	\$58,726	\$71,390
1.00	Information Technology Dir	\$81,056	\$98,539
0.55	Judge	\$27,063	\$72,361
0.00	Judge Pro-Tem	\$7,334	\$7,334
1.00	Lib Tech Specialist	\$41,986	\$51,028
3.20	Librarian 1	\$42,604	\$53,585
1.00	Library Director	\$77,182	\$93,860
3.00	Library Manager	\$58,726	\$71,390
5.40	Library Technician 2	\$32,959	\$39,985

FTE	Description	Minimum	Maximum
7.00	Maint Tech Apprentice	\$30,703	\$33,861
1.00	Maintenance Manager	\$71,390	\$86,766
6.00	Maintenance Supervisor	\$53,285	\$64,750
3.00	Maintenance Tech Crew Chief	\$48,858	\$48,858
22.00	Maintenance Tech Journey	\$37,363	\$45,442
1.00	Mechanic 2	\$51,286	\$51,286
1.00	Mechanic Journey	\$39,856	\$48,493
2.00	Mgmt Analyst 1	\$46,344	\$56,228
2.00	Mgmt Analyst 2	\$50,739	\$62,007
4.00	Mgmt Analyst, Senior	\$53,285	\$64,750
1.00	Network Analyst	\$56,228	\$68,367
1.00	Network Analyst (N/C)	\$53,585	\$65,101
1.00	Network Manager	\$61,672	\$74,935
1.00	Payroll Technician	\$36,045	\$43,816
2.75	Planner 1	\$44,131	\$53,585
4.00	Planner 2	\$48,643	\$59,107
4.00	Planner 3	\$51,028	\$62,007
1.00	Planner Aide	\$32,959	\$39,985
1.00	Planning Manager	\$67,995	\$82,623
2.00	Planning Supervisor	\$61,672	\$74,935
1.00	Plans Examiner	\$53,585	\$65,101
1.00	Plans Review Engineer	\$59,107	\$71,869
10.00	Police Call Taker/Records Clk	\$36,173	\$43,956
2.00	Police Captain	\$94,585	\$99,315
1.00	Police Chief	\$85,401	\$103,859
2.00	Police Custodian	\$28,382	\$34,506
13.00	Police Dispatcher	\$44,166	\$53,616
1.00	Police Office Supervisor	\$45,996	\$55,930
58.00	Police Officer	\$49,735	\$65,792
1.00	Police Records Clerk, Senior	\$37,894	\$46,081
2.00	Police Secretary	\$34,096	\$41,409
6.00	Program Technician	\$32,959	\$39,985
2.00	Programmer Analyst 2	\$51,028	\$62,007
1.00	Programmer Analyst 3	\$56,228	\$68,367
1.00	Project Manager	\$67,995	\$82,623
2.00	Property Controller	\$44,869	\$49,735
0.50	Property Mgmt Coord	\$51,028	\$62,007
1.00	Public Info and Education Spec	\$46,344	\$56,228
1.00	Public Works Director	\$89,370	\$108,635
1.00	Resource Assistant (I.T.)	\$34,506	\$41,983

FTE	Description	Minimum	Maximum
5.00	Secretary	\$30,985	\$37,729
1.00	Security Attendant	\$24,773	\$30,144
9.00	Sergeant	\$74,229	\$82,248
2.00	Service Bureau Manager	\$64,750	\$78,696
1.00	Sr. Traffic Signal Electrician	\$52,403	\$63,640
1.00	Stormwater Facilities Planner	\$53,585	\$65,101
2.00	Survey Party Chief	\$46,344	\$56,228
1.00	Surveyor	\$51,028	\$62,007
1.00	System Administrator	\$62,007	\$75,457
1.00	Traffic Engineer	\$64,750	\$78,696
2.00	Traffic Maintenance Technician	\$40,608	\$49,395
1.00	Traffic Signal Electrician	\$48,729	\$59,193
1.00	Traffic Technician 2	\$41,983	\$51,028
1.00	Traffic Technician 4	\$51,028	\$62,007
2.00	Training Officer	\$67,762	\$77,818
1.00	Transportation Manager	\$71,390	\$86,766
1.00	Transportation Planning Eng	\$59,107	\$71,869
449.45	Total FTE		