

PERFORMANCE PAY PLAN

City Authorized FTE Classifications

FTE	Description	Minimum	Maximum
3.00	Accountant	\$46,159	\$56,016
1.80	Accounting Technician I	34,378	41,814
1.00	Administrative Aide/City Recorder	41,739	50,742
1.00	Administrative Coordinator	41,739	50,742
1.00	Administrative Specialist	34,378	41,814
1.00	Assistant City Engineer	67,999	82,626
1.00	Assistant City Manager	89,371	108,638
1.00	Assistant ESD/MWMC Manager	67,999	82,626
1.00	Assistant Public Works Director	74,938	91,129
1.00	Assistant Project Manager	61,674	74,938
1.00	Associate Project Manager	61,674	74,938
1.00	Asst. Community Services Manager	58,729	71,394
3.00	Battalion Chief (Operations)	87,287	87,287
1.00	Battalion Chief (Training)	87,287	87,287
1.00	Budget Officer	58,729	71,394
5.00	Building Inspector 3	50,844	61,761
2.00	Building Maintenance Worker	37,220	45,269
1.00	Building Permit Review Technician	46,159	56,016
0.50	Business Application Technician	37,960	46,159
1.00	City Engineer	74,938	91,129
1.00	City Manager	By Contract	
1.00	City Surveyor	58,729	71,394
9.00	Civil Engineer	58,881	71,587
4.00	Civil Engineer, Supervising	64,755	78,699
6.00	Clerk 2	28,082	34,160
5.00	Clerk 3	30,944	37,579
1.00	Code Enforcement Officer	46,159	56,016
1.00	Community Development Manager	67,999	82,626
1.00	Community Relation Manager	54,885	66,695
1.00	Community Services Manager	67,999	82,626
1.00	Community Services Officer 1	36,036	43,790
7.00	Community Services Officer 2	38,112	46,347
1.00	Construction Inspector 1	46,159	56,016
3.00	Construction Inspector 2	50,844	61,761
6.00	Court Clerk	29,420	35,768
1.00	Court Clerk, Senior	35,768	43,503
1.00	Court Supervisor	48,329	58,729
2.00	Custodian 1	26,770	32,542
1.00	Custodian 2	29,515	35,861
1.00	Data Entry Technician	30,279	36,831
1.00	Data Management Technician	40,458	49,217
1.00	Database Administrator	58,881	71,587

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City Authorized FTE Classifications - Continued				
FTE	Description	Minimum	Maximum	
5.00	Departmental Assistant	37,860	45,999	
1.00	Deputy Chief Operations	100,381	100,381	
1.00	Deputy Chief Prevention/Hazmat	100,381	100,381	
4.00	Deputy Fire Marshal 2	\$67,502	\$77,520	
2.00	Design & Construction Coordinator	58,881	71,587	
10.00	Detention Officer	40,477	49,546	
6.00	Detention Supervisor	55,933	58,729	
1.00	Development Services Director	85,105	103,461	
1.00	EMS Account Services Supervisor	48,329	58,729	
7.00	EMS Accounting Technician	34,378	41,814	
1.00	EMS Program Officer	67,502	77,520	
4.00	Engineer in Training	53,383	64,852	
4.00	Engineering Assistant	36,121	43,963	
1.00	Engineering Technician 3	43,963	55,463	
3.00	Engineering Technician 4	48,468	58,881	
3.00	Environmental Services Supervisor	58,729	71,394	
3.00	Environmental Services Technician II	43,963	53,383	
1.00	Environmental Services Manager	71,394	86,769	
2.00	Senior Environmental Services Technician	48,468	58,881	
1.00	Finance Director	85,105	103,461	
1.00	Finance Operations Assistant	36,048	43,819	
15.00	Fire Captain	67,503	77,517	*
1.00	Fire Chief	85,105	103,461	
15.00	Fire Engineer	54,449	69,442	*
45.00	Firefighter/Paramedic	55,415	70,703	*
1.00	GIS Analyst	53,383	64,852	
1.00	GIS Database Administrator	53,383	64,852	
1.00	GIS Supervisor	58,729	71,394	
2.00	GIS Technician	43,963	53,383	
1.00	Housing Programs Assistant	39,830	48,468	
1.00	Housing Programs Specialist	48,468	58,881	
1.00	Human Resources Director	77,185	93,864	
2.00	Human Resource Analyst	53,290	64,755	
1.00	Human Resources Manager	58,729	71,394	
1.00	Information Technology Director	81,060	98,544	
1.00	Jail Operations Supervisor	64,755	78,699	
0.55	Judge	By Contract		
1.00	Library Technician Specialist	41,814	50,844	
3.80	Librarian 1	43,963	53,383	
1.00	Library Director	77,185	93,864	
2.00	Library Manager	58,729	71,394	
5.40	Library Technician 2	32,833	39,830	

City Authorized FTE Classifications - Continued			
FTE	Description	Minimum	Maximum
8.00	Maintenance Technician Apprentice	30,578	33,723
1.00	Maintenance Manager	71,394	86,769
5.00	Maintenance Supervisor	53,290	64,755
3.00	Maintenance Technician Crew Chief	48,664	48,664
19.00	Maintenance Technician Journey	37,220	45,269
1.00	Mechanic 2	51,085	51,085
1.00	Mechanic Journey	39,703	48,302
2.00	Management Analyst 1	46,159	56,016
2.00	Management Analyst 2	50,844	61,761
3.00	Senior Management Analyst	53,290	64,755
1.00	Network Analyst	56,016	68,105
1.00	Network Analyst (N/C)	53,383	64,852
1.00	Network Manager	61,674	74,938
1.00	Payroll Technician	39,757	48,329
1.75	Planner 1	43,963	53,383
3.00	Planner 2	48,468	58,881
3.00	Planner 3	50,844	61,761
1.00	Planner Aide	32,833	39,830
1.00	Planning Manager	67,999	82,626
2.00	Planning Supervisor	61,674	74,938
2.00	Plans Examiner	53,383	64,852
9.00	Police Call Taker/Records Clerk	36,036	43,790
2.00	Police Captain	94,264	98,977
1.00	Police Chief	85,105	103,461
2.00	Police Custodian	28,280	34,378
12.00	Police Dispatcher	44,000	53,414
1.00	Police Office Supervisor	45,999	55,933
55.00	Police Officer	49,546	65,543
1.00	Police Program Technician	36,036	43,790
1.00	Senior Police Records Clerk	37,750	45,908
1.00	Police Secretary	33,968	41,251
6.00	Program Technician	32,833	39,830
2.00	Programmer Analyst 2	50,844	61,761
1.00	Programmer Analyst 3	56,016	68,105
2.00	Property Controller	44,699	49,546
0.50	Property Management Coordinator	50,844	61,761
1.00	Public Information and Education Specialist	46,159	56,016
1.00	Public Works Director	88,810	108,638
1.00	Resource Assistant (I.T.)	34,378	41,814
4.00	Secretary	30,944	37,579
1.00	Security Attendant	24,683	30,041
9.00	Sergeant	73,977	81,967

City Authorized FTE Classifications - Continued			
FTE	Description	Minimum	Maximum
2.00	Service Bureau Manager	64,755	78,699
1.00	Senior Traffic Signal Electrician	52,204	63,413
0.50	Stormwater Facilities Planner	53,383	64,852
2.00	Survey Party Chief	46,159	56,016
1.00	Surveyor	61,761	75,167
1.00	System Administrator	61,761	75,167
1.00	Traffic Engineer	64,755	78,699
2.00	Traffic Maintenance Technician	40,458	49,217
1.00	Traffic Signal Electrician	48,551	58,978
1.00	Traffic Technician 2	41,814	50,844
1.00	Traffic Technician 4	50,844	61,761
2.00	Training Officer	67,502	77,520
1.00	Transportation Manager	71,390	86,766
442.80			

* Salary based on 2,912 hours worked annually. All others based on 2,080 hours worked.