

PERFORMANCE PAY PLAN

City Authorized FTE Classifications

FTE	Description	Minimum	Maximum
3.00	Accountant	\$44,855	\$54,437
1.00	Accounting Manager	\$59,934	\$69,378
1.30	Accounting Technician I	\$33,408	\$40,634
1.00	Admin Aide/City Recorder	\$40,560	\$49,309
1.00	Administrative Coordinator	\$40,560	\$49,309
1.00	Assistant City Engineer	\$66,079	\$80,294
1.00	Assistant City Manager	\$86,851	\$105,573
1.00	Assistant ESD/MWMC Mgr	\$66,079	\$80,294
1.00	Assistant P/W Director	\$72,823	\$88,558
1.00	Assistant Project Mgr	\$54,354	\$66,079
3.00	Battalion Chief (Operations)	\$66,079	\$80,294
1.00	Battalion Chief (Training)	\$66,079	\$80,294
1.00	Budget Officer	\$57,071	\$69,378
6.00	Building Inspector 3	\$49,409	\$57,219
1.00	Building Maintenance Worker	\$36,168	\$43,989
1.00	Building Permit Review Tech	\$44,855	\$54,437
0.50	Business Application Tech	\$36,887	\$44,855
1.00	City Engineer	\$72,823	\$88,558
1.00	City Manager	By Contract	
1.00	City Surveyor	\$57,071	\$69,378
7.00	Civil Engineer	\$57,219	\$69,568
4.00	Civil Engineer, Supervising	\$62,925	\$76,478
8.25	Clerk 2	\$27,169	\$33,363
6.00	Clerk 3	\$30,070	\$36,791
1.00	Code Enforcement Inspector	\$40,634	\$49,409
1.00	Code Enforcement Officer	\$49,309	\$51,783
1.00	Community Development Mgr	\$66,079	\$80,294
1.00	Community Relation Coordinator	\$53,336	\$64,813
1.00	Community Services Mgr	\$66,079	\$80,294
1.00	Community Svcs Officer 1	\$33,509	\$40,719
7.00	Community Svcs Officer 2	\$35,104	\$42,688
2.00	Construction Inspector 1	\$44,855	\$54,437
4.00	Construction Inspector 2	\$49,409	\$60,018
1.00	Construction Rep	\$49,409	\$60,018
5.00	Court Clerk	\$28,589	\$34,758
1.00	Court Clerk, Senior	\$34,758	\$42,275
1.00	Court Officer	\$38,751	\$42,954

FTE	Description	Minimum	Maximum
1.00	Court Supervisor	\$46,964	\$57,071
2.00	Custodian 1	\$26,013	\$31,622
1.00	Custodian 2	\$28,682	\$34,850
1.00	Data Entry Technician	\$29,421	\$35,788
1.00	Data Management Technician	\$39,315	\$47,828
1.00	Database Administrator	\$57,219	\$69,568
4.00	Departmental Assistant	\$36,791	\$44,700
1.00	Deputy Chief Operations	\$69,378	\$84,321
1.00	Deputy Chief Prev/Hazmat	\$69,378	\$84,321
1.00	Deputy Fire Marshal 1	\$53,207	\$65,386
3.00	Deputy Fire Marshal 2	\$64,248	\$73,783
5.00	Design & Construction Coord.	\$57,219	\$69,568
1.00	Development Services Director	\$82,703	\$100,543
8.00	EMS Accounting Tech	\$33,408	\$40,634
1.00	Ems Program Officer	\$64,248	\$73,783
5.00	Engineering Assistant	\$35,100	\$42,721
2.00	Engineering Technician 3	\$42,721	\$51,875
3.00	Engineering Technician 4	\$47,100	\$57,219
3.00	Environ Svcs Super	\$57,071	\$69,378
1.00	Environmental Serv Tech I	\$35,100	\$42,721
2.00	Environmental Serv Tech II	\$42,721	\$51,875
1.00	Environmental Services Tech	\$47,100	\$57,219
1.00	Environmental Svcs Mgr	\$69,378	\$84,321
1.00	Finance Director	\$82,703	\$100,543
1.00	Finance Operations Assistant	\$35,029	\$42,581
15.00	Fire Captain	\$64,248	\$73,783
1.00	Fire Chief	\$82,703	\$100,543
1.00	Fire Code Inspector	Not Determined	
15.00	Fire Engineer	\$51,824	\$66,096
45.00	Firefighter/Para	\$52,742	\$67,296
1.00	GIS Database Administrator	\$51,875	\$63,022
1.00	GIS Supervisor	\$57,071	\$69,378
2.00	GIS Technician	\$41,403	\$51,875
1.00	Housing Programs Aide	\$31,906	\$38,705
1.00	Housing Programs Spec	\$47,100	\$57,219
1.00	Hum Resources Dir	\$75,007	\$91,215
2.00	Human Resource Analyst	\$51,783	\$62,925
1.00	Human Resources Manager	\$57,071	\$69,378
1.00	Information Technology Dir	\$78,772	\$95,762
0.55	Judge	\$26,015	\$70,252
0.00	Judge Pro-Tem	\$7,046	\$7,046
1.00	Lib Tech Specialist	\$40,634	\$49,409
3.20	Librarian 1	\$41,403	\$50,275
1.00	Library Director	\$75,007	\$91,215
3.00	Library Manager	\$57,071	\$69,378
5.40	Library Technician 2	\$31,906	\$38,705

FTE	Description	Minimum	Maximum
5.00	Maint Tech Apprentice	\$29,713	\$32,770
1.00	Maintenance Manager	\$69,378	\$84,321
6.00	Maintenance Supervisor	\$51,783	\$62,925
3.00	Maintenance Tech Crew Chief	\$47,289	\$47,289
24.00	Maintenance Tech Journey	\$36,168	\$43,989
1.00	Mechanic 2	\$49,641	\$49,641
1.00	Mechanic Journey	\$38,583	\$46,937
3.00	Mgmt Analyst 1	\$44,855	\$54,437
2.00	Mgmt Analyst 2	\$49,309	\$60,018
1.00	Mgmt Analyst, Senior	\$51,783	\$62,925
1.00	Network Analyst	\$54,437	\$66,184
1.00	Network Analyst (N/C)	\$51,875	\$63,022
1.00	Network Manager	\$59,934	\$72,823
1.00	Payroll Technician	\$35,029	\$42,581
2.25	Planner 1	\$42,721	\$51,875
4.00	Planner 2	\$47,100	\$57,219
3.00	Planner 3	\$49,409	\$60,018
1.00	Planning Manager	\$66,079	\$80,294
2.00	Planning Supervisor	\$59,934	\$72,823
1.00	Plans Examiner	\$49,409	\$60,018
1.00	Plans Review Engineer	\$57,219	\$69,568
10.00	Police Call Taker/Records Clk	\$33,509	\$40,719
2.00	Police Captain	\$70,058	\$85,148
1.00	Police Chief	\$83,514	\$101,529
1.00	Police Custodian	\$27,479	\$33,408
13.00	Police Dispatcher	\$40,310	\$48,935
1.00	Police Office Supervisor	\$44,700	\$54,354
58.00	Police Officer	\$46,073	\$60,948
1.00	Police Records Clerk, Senior	\$35,104	\$42,688
2.00	Police Secretary	\$31,586	\$38,360
6.00	Program Technician	\$31,906	\$38,705
2.00	Programmer Analyst 2	\$49,409	\$60,018
1.00	Programmer Analyst 3	\$54,437	\$66,184
1.00	Project Manager	\$66,079	\$80,294
2.00	Property Controller	\$41,565	\$46,073
0.50	Property Mgmt Coord	\$49,409	\$60,018
1.00	Public Info and Education Spec	\$44,855	\$54,437
1.00	Public Works Director	\$86,851	\$105,573
1.00	Resource Assistant (I.T.)	\$33,408	\$40,634
4.50	Secretary	\$30,070	\$40,560
1.00	Security Attendant	\$23,985	\$29,191
9.00	Sergeant	\$60,706	\$73,816
2.00	Service Bureau Manager	\$62,925	\$76,478
1.00	Sr. Traffic Signal Electrician	\$50,729	\$61,622
1.00	Stormwater Facilities Planner	\$51,875	\$63,022
1.00	Survey Party Chief	\$44,855	\$54,437
1.00	Surveyor	\$49,409	\$60,018

FTE	Description	Minimum	Maximum
4.50	Secretary	\$30,070	\$40,560
1.00	Security Attendant	\$23,985	\$29,191
9.00	Sergeant	\$60,706	\$73,816
2.00	Service Bureau Manager	\$62,925	\$76,478
1.00	Sr. Traffic Signal Electrician	\$50,729	\$61,622
1.00	Stormwater Facilities Planner	\$51,875	\$63,022
1.00	Survey Party Chief	\$44,855	\$54,437
1.00	Surveyor	\$49,409	\$60,018
1.00	System Administrator	\$60,018	\$73,046
1.00	Traffic Engineer	\$62,925	\$76,478
2.00	Traffic Maintenance Technician	\$39,315	\$47,828
1.00	Traffic Signal Electrician	\$47,181	\$57,312
1.00	Traffic Technician 2	\$40,634	\$49,409
1.00	Traffic Technician 4	\$49,409	\$60,018
2.00	Training Officer	\$64,248	\$73,783
1.00	Transportation Manager	\$69,378	\$84,321
1.60	Transportation Planning Eng	\$57,219	\$69,568
437.05	Grand Total		