

PERFORMANCE PAY PLAN

City Authorized FTE Classifications

FTE	Description	Minimum	Maximum
2.00	Accountant	\$46,159	\$56,016
1.00	Accounting Supervisor	\$55,931	\$67,997
1.80	Accounting Technician I	34,378	41,814
1.00	Administrative Aide/City Recorder	34,335	41,739
1.00	Administrative Coordinator	41,739	50,742
1.00	Administrative Specialist	34,378	41,814
1.00	Assistant City Engineer	67,997	82,626
1.00	Assistant City Manager	89,371	108,638
1.00	Assistant ESD/MWMC Manager	67,997	82,626
1.00	Assistant Public Works Director	74,938	91,129
1.00	Assistant Project Manager	55,931	67,997
1.00	Associate Project Manager	61,674	74,938
1.00	Asst. Community Services Manager	58,729	71,394
3.00	Battalion Chief (Operations)	90,815	90,815
1.00	Battalion Chief (Training)	90,815	90,815
4.00	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
5.00	Clerk 2	28,082	34,160
6.00	Clerk 3	30,944	37,579
1.00	Code Enforcement Officer	46,159	56,016
1.00	Community Development Manager	67,997	82,626
1.00	Community Relation Manager	54,885	66,695
1.00	Community Services Manager	67,997	82,626
1.00	Community Services Officer 1	37,787	45,919
7.00	Community Services Officer 2	40,355	49,075
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
5.00	Departmental Assistant	37,860	45,999
1.00	Deputy Chief Operations	104,437	104,437
1.00	Deputy Chief Prevention/Hazmat	104,437	104,437
1.00	Deputy Fire Marshal 1	58,163	71,473
3.00	Deputy Fire Marshal 2	70,233	80,654

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City Authorized FTE Classifications - Continued				
FTE	Description	Minimum	Maximum	
1.00	Design & Construction Coordinator	58,881	71,587	
10.00	Detention Officer	43,167	52,462	
6.00	Detention Supervisor	57,703	60,589	
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	
3.00	Engineer in Training	53,383	64,852	
4.00	Engineering Assistant	36,121	43,963	
1.00	Engineering Technician 3	42,607	51,736	
2.00	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	70,229	80,654	*
15.00	Fire Engineer	56,650	72,250	*
45.00	Firefighter/Paramedic	56,647	72,247	*
1.00	GIS Analyst	53,383	64,852	
1.00	GIS Database Administrator	53,383	64,852	
2.00	GIS Technician	43,963	43,383	
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	
3.00	Human Resource Analyst	53,290	64,755	
1.00	Information Technology Director	81,060	98,542	
1.00	Jail Operations Supervisor	67,899	82,521	
0.55	Judge	By Contract		
1.00	Library Technician Specialist	41,814	50,844	
3.80	Librarian 1	42,607	51,736	
1.00	Library Director	77,185	93,864	
2.00	Library Manager	58,729	71,394	
5.60	Library Technician 2	32,833	39,830	
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	
1.00	Management Analyst 1	46,159	56,016	
3.00	Management Analyst 2	50,844	61,761	
4.00	Senior Management Analyst	53,290	64,755	
2.00	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	

City Authorized FTE Classifications - Continued			
FTE	Description	Minimum	Maximum
3.00	Planner 3	50,844	61,761
1.00	Planner Aide	32,833	39,830
1.00	Planning Manager	67,997	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	37,787	45,919
2.00	Police Captain	98,840	103,784
1.00	Police Chief	85,939	104,476
2.00	Police Custodian	28,280	34,378
12.00	Police Dispatcher	46,139	56,010
1.00	Police Office Supervisor	48,957	49,250
58.00	Police Officer	51,953	68,727
1.00	Police Program Technician	37,787	45,919
1.00	Senior Police Records Clerk	39,583	48,138
1.00	Police Secretary	35,619	43,254
6.00	Program Technician	32,833	39,830
1.00	Programmer Analyst 2	50,844	61,761
1.00	Programmer Analyst 3	56,016	68,105
2.00	Property Controller	46,871	51,953
1.00	Public Information and Education Specialist	46,159	56,016
1.00	Public Works Director	89,371	108,638
1.00	Resource Assistant (I.T.)	34,378	41,814
3.50	Secretary	30,988	37,860
1.00	Security Attendant	24,683	30,041
9.00	Sergeant	77,571	85,947
2.00	Service Bureau Manager	64,755	78,699
1.00	Senior Traffic Signal Electrician	52,204	63,413
2.00	Survey Party Chief	46,159	56,016
1.00	Surveyor	50,844	61,761
1.00	System Administrator	61,759	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	Technical Services Manager	71,394	86,769
1.00	Traffic Technician 4	50,844	61,761
2.00	Training Officer	70,233	80,654
1.00	Transportation Manager	71,394	86,769
437.50			

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