

## GENERAL PAY PLAN

POSITION	FLSA	PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
Camp Counselor (Seasonal)	N	101	Annual	\$28,408.22	\$35,510.28	\$42,612.34
Lifeguard (Seasonal)	N		Bi-Weekly	\$1,092.62	\$1,365.78	\$1,638.94
			Hourly	\$13.6578	\$17.0723	\$20.4868
	N	102	Annual	\$29,828.64	\$37,285.79	\$44,742.95
			Bi-Weekly	\$1,147.26	\$1,434.07	\$1,720.88
			Hourly	\$14.3408	\$17.9259	\$21.5110
	N	103	Annual	\$31,320.06	\$39,150.08	\$46,980.10
			Bi-Weekly	\$1,204.62	\$1,505.77	\$1,806.93
			Hourly	\$15.0578	\$18.8221	\$22.5866
Intern	N	104	Annual	\$32,886.07	\$41,107.59	\$49,329.11
			Bi-Weekly	\$1,264.85	\$1,581.06	\$1,897.27
			Hourly	\$15.8106	\$19.7633	\$23.7159
Camp Lead (Seasonal)	N	105	Annual	\$34,530.38	\$43,162.96	\$51,795.56
Custodian	N		Bi-Weekly	\$1,328.09	\$1,660.11	\$1,992.14
Head Lifeguard (Seasonal)	N		Hourly	\$16.6011	\$20.7514	\$24.9018
	N	106	Annual	\$36,256.89	\$45,321.12	\$54,385.34
			Bi-Weekly	\$1,394.50	\$1,743.12	\$2,091.74
			Hourly	\$17.4313	\$21.7890	\$26.1468
Childcare Assistant	N	107	Annual	\$38,069.74	\$47,587.16	\$57,104.61
Light Maintenance/Janitorial	N		Bi-Weekly	\$1,464.22	\$1,830.28	\$2,196.33
Pool Supervisor (Seasonal)	N		Hourly	\$18.3028	\$22.8785	\$27.4541
Recreation Assistant	N					
Streets Maintenance Worker	N					
Groundskeeper I	N	108	Annual	\$39,973.23	\$49,966.53	\$59,959.83
			Bi-Weekly	\$1,537.43	\$1,921.79	\$2,306.15
			Hourly	\$19.2179	\$24.0224	\$28.8269
Department Assistant	N	109	Annual	\$41,971.89	\$52,464.85	\$62,957.82
Development Services Records Clerk	N		Bi-Weekly	\$1,614.30	\$2,017.88	\$2,421.45
Police Records Clerk	N		Hourly	\$20.1788	\$25.2235	\$30.2681
Public Works & Engineering Records Clerk	N					
Animal Services Officer	N	110	Annual	\$44,070.48	\$55,088.10	\$66,105.72
Deputy Court Clerk	N		Bi-Weekly	\$1,695.02	\$2,118.77	\$2,542.53
Facilities Specialist	N		Hourly	\$21.1878	\$26.4846	\$31.7816
Groundskeeper II	N					
Property & Evidence Technician	N					
Utility Operator I	N					
Accounting Specialist	N	111	Annual	\$46,274.01	\$57,842.50	\$69,411.01
Airport Maintenance Technician II	N		Bi-Weekly	\$1,779.77	\$2,224.71	\$2,669.65
Chemical Application Technician	N		Hourly	\$22.2471	\$27.8089	\$33.3706
Licensed Irrigator I	N					
Utility Operator II	N					
Airport Maintenance Technician III	N	112	Annual	\$48,587.71	\$60,734.63	\$72,881.55
Bond Contract Administrator	N		Bi-Weekly	\$1,868.76	\$2,335.95	\$2,803.14
Electrician Apprentice	N		Hourly	\$23.3595	\$29.1994	\$35.0393
Lead Court Clerk	N					
Recreation Coordinator	N					
Signs & Signals Technician	N					
Stormwater Operator	N					
Theatre Centre Technician I	N					
Utility Operator III	N					
Airport Operations Specialist	N	113	Annual	\$49,531.16	\$63,771.36	\$76,525.63
Code Compliance Officer	N		Bi-Weekly	\$1,905.04	\$2,452.74	\$2,943.29
Licensed Irrigator II	N		Hourly	\$23.8130	\$30.6593	\$36.7911
Senior Permit Technician	N					
Special Event Specialist	N					
Volunteer Coordinator	N					
Water Quality Specialist	N					
Senior Accounting Specialist	E					
Senior Utility Billing Specialist	E					



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Airport Maintenance Crew Leader	N	114	Annual	\$53,567.94	\$66,959.93	\$80,351.92
Children's Recreation Lead	N		Bi-Weekly	\$2,060.31	\$2,575.38	\$3,090.46
Combination Building Inspector	N		Hourly	\$25.7539	\$32.1923	\$38.6308
Construction Inspector	N					
Environmental Health Specialist	N					
Fire Administrative Coordinator	N					
Parks Crew Leader	N					
Special Events Coordinator	N					
Management Assistant	E					
Crime Analyst	N	115	Annual	\$56,246.34	\$70,307.92	\$84,369.51
Economic Development Coordinator	N		Bi-Weekly	\$2,163.32	\$2,704.15	\$3,244.98
Electrician	N		Hourly	\$27.0415	\$33.8019	\$40.5623
Executive Assistant	N					
Fire Prevention Technician	N					
Major Capital Projects Inspector	N					
HR Learning & Development Coordinator	E					
Senior Code Compliance Officer	N	116	Annual	\$59,058.66	\$73,823.32	\$88,587.99
Senior Environmental Health Specialist	N		Bi-Weekly	\$2,271.49	\$2,839.36	\$3,407.23
Marketing & Public Communications Specialist	E		Hourly	\$28.3936	\$35.4920	\$42.5904
Recreation Member Services Supervisor	E					
Recreation Programs Supervisor	E					
Sponsorship & Event Specialist	E					
Streets Operations Supervisor	E					
Tourism Specialist	E					
Traffic Signal Supervisor	E					
Animal Services Supervisor	N	117	Annual	\$62,011.59	\$77,514.48	\$93,017.38
Accountant	E		Bi-Weekly	\$2,385.06	\$2,981.33	\$3,577.59
Economic Development Analyst	E		Hourly	\$29.8133	\$37.2666	\$44.7199
Management Analyst	E					
Parks Supervisor	E					
Police Records Supervisor	E					
Recreation Supervisor	E					
Senior Building Inspector	E					
Senior Plans Examiner	E					
Utility Billing Supervisor	E					
Utility Supervisor-Line Maintenance	E					
Utility Supervisor-Water Quality	E					
Human Resources Business Partner	E	118	Annual	\$65,112.17	\$81,390.21	\$97,668.26
Senior Communications Associate	E		Bi-Weekly	\$2,504.31	\$3,130.39	\$3,757.24
GIS Analyst	E	119	Annual	\$68,367.77	\$85,459.72	\$102,551.67
Airport Leasing Manager	E		Bi-Weekly	\$2,629.53	\$3,286.91	\$3,944.30
Fire Administrative Manager	E					
Senior Budget Analyst	E					
Senior Accountant	E	120	Annual	\$71,786.16	\$89,732.71	\$107,679.25
			Bi-Weekly	\$2,761.01	\$3,451.26	\$4,141.51
Senior Human Resources Business Partner	E	121	Annual	\$75,375.47	\$94,200.80	\$113,063.21
Treasury Supervisor	E		Bi-Weekly	\$2,899.06	\$3,623.11	\$4,348.59
Recreation Program Manager	E	122	Annual	\$79,144.25	\$98,930.32	\$118,716.37
Tourism Manager	E		Bi-Weekly	\$3,044.01	\$3,805.01	\$4,566.01
Parks Manager	E	123	Annual	\$83,101.46	\$103,876.83	\$124,652.19
Theatre Centre Manager	E		Bi-Weekly	\$3,196.21	\$3,995.26	\$4,794.32
Special Events Manager	E					
Accounting Manager	E	124	Annual	\$87,256.53	\$109,070.67	\$130,884.80
Airport Operations Manager	E		Bi-Weekly	\$3,356.02	\$4,195.03	\$5,034.03
Airport Maintenance Manager	E					
Asset Manager	E					
Comprehensive Planning Manager	E					
Development Relations Project Manager	E					
Economic Development Manager	E					
Environmental Health Manager	E					

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Line Maintenance Manager	E	124 (cont'd)	Annual	\$87,256.53	\$109,070.67	\$130,884.80
Municipal Court Administrator	E		Bi-Weekly	\$3,356.02	\$4,195.03	\$5,034.03
Neighborhood Services Manager	E					
Parks Superintendent	E					
Recreation Superintendent	E					
Right of Way Construction Manager	E					
Stormwater & Operations Manager	E					
Streets & Traffic Operations Manager	E					
Capital Improvement Project Manager	E	125	Annual	\$91,619.35	\$114,524.21	\$137,429.04
Purchasing Manager	E		Bi-Weekly	\$3,523.82	\$4,404.78	\$5,285.73
Water Quality Manager	E					
Budget Manager	E	126	Annual	\$96,200.33	\$120,250.42	\$144,300.50
Landscape Architect	E		Bi-Weekly	\$3,700.01	\$4,625.02	\$5,550.02
Assistant Director of Development Services	E	127	Annual	\$101,010.35	\$126,262.93	\$151,515.51
Assistant Director of General Services	E		Bi-Weekly	\$3,885.01	\$4,856.27	\$5,827.52
Assistant Director of Neighborhood Services	E					
Bond Infrastructure Program Manager	E					
Controller	E					
Emergency Management Coordinator	E					
GIS Manager	E					
Network Specialist	E					
Park Project Manager	E					
Senior ERP Specialist	E					
Airport Assistant Director, Real Estate	E	128	Annual	\$106,060.86	\$132,576.08	\$159,091.30
Asset & Fleet Administrator	E		Bi-Weekly	\$4,079.26	\$5,099.08	\$6,118.90
Assistant Director of Public Works	E					
Assistant Director of Public Works & Engineering	E					
Building Official	E	129	Annual	\$111,363.91	\$139,204.88	\$167,045.86
			Bi-Weekly	\$4,283.23	\$5,354.03	\$6,424.84
Assistant Director of Information Technology	E	130	Annual	\$116,932.11	\$146,165.13	\$175,398.15
Assistant Director of Finance	E		Bi-Weekly	\$4,497.39	\$5,621.74	\$6,746.08
City Secretary	E	131	Annual	\$122,778.71	\$153,473.38	\$184,168.06
Director of General Services	E		Bi-Weekly	\$4,722.26	\$5,902.82	\$7,083.39
Director of Special Events & Theatre	E					
Director of Marketing & Tourism	E					
	E	132	Annual	\$128,917.64	\$161,147.04	\$193,376.46
			Bi-Weekly	\$4,958.37	\$6,197.96	\$7,437.56
Airport Director	E	133	Annual	\$135,363.53	\$169,204.40	\$203,045.29
			Bi-Weekly	\$5,206.29	\$6,507.86	\$7,809.43
Chief of Staff	E	134	Annual	\$142,131.70	\$177,664.63	\$213,197.56
Director of Development & Neighborhood Services	E		Bi-Weekly	\$5,466.60	\$6,833.26	\$8,199.91
Director of Human Resources	E					
Director of Parks & Recreation	E					
Director of Public Works & Engineering	E					
Chief Financial Officer	E	135	Annual	\$149,238.29	\$186,547.85	\$223,857.43
Director of Economic Development	E		Bi-Weekly	\$5,739.93	\$7,174.92	\$8,609.90
Fire Chief	E					
Police Chief	E					
Executive Director of Internal Services	E	136	Annual	\$156,700.20	\$195,875.25	\$235,050.30
			Bi-Weekly	\$6,026.93	\$7,533.66	\$9,040.40
	E	137	Annual	\$164,535.21	\$205,669.02	\$246,802.81
			Bi-Weekly	\$6,328.28	\$7,910.35	\$9,492.42
Deputy City Manager	E	138	Annual	\$172,761.96	\$215,952.46	\$259,142.96
			Bi-Weekly	\$6,644.69	\$8,305.86	\$9,967.04
	E	139	Annual	\$181,400.08	\$226,750.08	\$272,100.11
			Bi-Weekly	\$6,976.93	\$8,721.16	\$10,465.39
	E	140	Annual	\$190,470.07	\$238,087.59	\$285,705.11
			Bi-Weekly	\$7,325.77	\$9,157.22	\$10,988.66