

## NON-SWORN POSITIONS

POSITION	FLSA	PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
Camp Counselor (Seasonal)	N	101	Annual	\$27,580.80	\$34,476.00	\$41,371.20
Lifeguard (Seasonal)	N		Bi-Weekly	\$1,060.80	\$1,326.00	\$1,591.20
			Hourly	\$13.2600	\$16.5750	\$19.8900
	N	102	Annual	\$28,959.84	\$36,199.80	\$43,439.76
			Bi-Weekly	\$1,113.84	\$1,392.30	\$1,670.76
			Hourly	\$13.9230	\$17.4038	\$20.8845
	N	103	Annual	\$30,407.83	\$38,009.79	\$45,611.75
			Bi-Weekly	\$1,169.53	\$1,461.92	\$1,754.30
			Hourly	\$14.6191	\$18.2740	\$21.9288
Intern	N	104	Annual	\$31,928.22	\$39,910.28	\$47,892.34
			Bi-Weekly	\$1,228.01	\$1,535.01	\$1,842.01
			Hourly	\$15.3501	\$19.1876	\$23.0251
Camp Lead (Seasonal)	N	105	Annual	\$33,524.64	\$41,905.79	\$50,286.95
Custodian	N		Bi-Weekly	\$1,289.41	\$1,611.76	\$1,934.11
Head Lifeguard (Seasonal)	N		Hourly	\$16.1176	\$20.1470	\$24.1764
	N	106	Annual	\$35,200.86	\$44,001.09	\$52,801.30
			Bi-Weekly	\$1,353.88	\$1,692.35	\$2,030.82
			Hourly	\$16.9235	\$21.1544	\$25.3853
Childcare Assistant	N	107	Annual	\$36,960.91	\$46,201.13	\$55,441.37
Facility Attendant	N		Bi-Weekly	\$1,421.57	\$1,776.97	\$2,132.36
Light Maintenance/Janitorial	N		Hourly	\$17.7697	\$22.2121	\$26.6545
Pool Supervisor (Seasonal)	N					
Recreation Assistant	N					
Streets Maintenance Worker	N					
Groundskeeper I	N	108	Annual	\$38,808.96	\$48,511.19	\$58,213.43
			Bi-Weekly	\$1,492.65	\$1,865.82	\$2,238.98
			Hourly	\$18.6581	\$23.3228	\$27.9873
Department Assistant	N	109	Annual	\$40,749.41	\$50,936.75	\$61,124.10
Development Services Records Clerk	N		Bi-Weekly	\$1,567.29	\$1,959.11	\$2,350.93
Police Records Clerk	N		Hourly	\$19.5911	\$24.4889	\$29.3866
Public Works & Engineering Records Clerk	N					
Animal Services Officer	N	110	Annual	\$42,786.87	\$53,483.59	\$64,180.31
Deputy Court Clerk	N		Bi-Weekly	\$1,645.65	\$2,057.06	\$2,468.47
Facilities Specialist	N		Hourly	\$20.5706	\$25.7133	\$30.8559
Groundskeeper II	N					
Property & Evidence Technician	N					
Utility Operator I	N					
Accounting Specialist	N	111	Annual	\$44,926.22	\$56,157.77	\$67,389.33
Airport Maintenance Technician II	N		Bi-Weekly	\$1,727.93	\$2,159.91	\$2,591.90
Chemical Application Technician	N		Hourly	\$21.5991	\$26.9989	\$32.3988
Licensed Irrigator I	N					
Utility Operator II	N					
Airport Maintenance Technician III	N	112	Annual	\$47,172.53	\$58,965.66	\$70,758.79
Bond Contract Administrator	N		Bi-Weekly	\$1,814.33	\$2,267.91	\$2,721.49
Electrician Apprentice	N		Hourly	\$22.6791	\$28.3489	\$34.0186
Lead Court Clerk	N					
Recreation Coordinator	N					
Signs & Signals Technician	N					
Stormwater Operator	N					
Utility Operator III	N					
Airport Operations Specialist	N	113	Annual	\$49,531.16	\$61,913.94	\$74,296.73
Code Compliance Officer	N		Bi-Weekly	\$1,905.04	\$2,381.31	\$2,857.57
Licensed Irrigator II	N		Hourly	\$23.8130	\$29.7664	\$35.7196
Senior Permit Technician	N					
Special Event Specialist	N					
Volunteer Coordinator	N					
Water Quality Specialist	N					
Senior Accounting Specialist	E					

POSITION	FLSA	PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
Combination Building Inspector	N	114	Annual	\$52,007.71	\$65,009.64	\$78,011.57
Construction Inspector	N		Bi-Weekly	\$2,000.30	\$2,500.37	\$3,000.45
Environmental Health Specialist	N		Hourly	\$25.0038	\$31.2546	\$37.5056
Executive Assistant	N					
Parks Crew Leader	N					
Special Events Coordinator	N					
Management Assistant	E					
Crime Analyst	N	115	Annual	\$54,608.10	\$68,260.12	\$81,912.15
Electrician	N		Bi-Weekly	\$2,100.31	\$2,625.39	\$3,150.47
Major Capital Projects Inspector	N		Hourly	\$26.2539	\$32.8174	\$39.3809
HR Learning & Development Coordinator	E					
Senior Code Compliance Officer	N	116	Annual	\$57,338.50	\$71,673.13	\$86,007.76
Senior Environmental Health Specialist	N		Bi-Weekly	\$2,205.33	\$2,756.66	\$3,307.99
Marketing & Public Communications Specialist	E		Hourly	\$27.5666	\$34.4583	\$41.3499
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	\$60,205.43	\$75,256.78	\$90,308.14
Accountant	E		Bi-Weekly	\$2,315.59	\$2,894.49	\$3,473.39
Economic Development Analyst	E		Hourly	\$28.9449	\$36.1811	\$43.4174
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	\$63,215.70	\$79,019.62	\$94,823.55
Leasing Manager	E		Bi-Weekly	\$2,431.37	\$3,039.22	\$3,647.06
Senior Communications Associate	E					
GIS Analyst	E	119	Annual	\$66,376.48	\$82,970.60	\$99,564.73
Fire Administrative Manager	E		Bi-Weekly	\$2,552.94	\$3,191.18	\$3,829.41
Senior Budget Analyst	E					
Senior Accountant	E	120	Annual	\$69,695.30	\$87,119.14	\$104,542.96
Theatre Centre Supervisor	E		Bi-Weekly	\$2,680.59	\$3,350.74	\$4,020.88
Senior Human Resources Business Partner	E	121	Annual	\$73,180.07	\$91,457.09	\$109,770.11
Treasury Supervisor	E		Bi-Weekly	\$2,814.62	\$3,518.27	\$4,221.93
Recreation Program Manager	E	122	Annual	\$76,839.08	\$96,048.85	\$115,258.61
Tourism Manager	E		Bi-Weekly	\$2,955.35	\$3,694.19	\$4,433.02
Parks Manager	E	123	Annual	\$80,681.03	\$100,851.29	\$121,021.54
Theatre Centre Manager	E		Bi-Weekly	\$3,103.12	\$3,878.90	\$4,654.67
Special Events Manager	E					
Accounting Manager	E	124	Annual	\$84,715.08	\$105,893.85	\$127,072.62
Asset Manager	E		Bi-Weekly	\$3,258.27	\$4,072.84	\$4,887.41
Airport Maintenance Manager	E					
Code Compliance Manager	E					
Comprehensive Planning Manager	E					
Development Relations Project Manager	E					
Economic Development Manager	E					
Environmental Health Manager	E					
Line Maintenance Manager	E					
Parks Superintendent	E					
Right of Way Construction Manager	E					
Stormwater & Operations Manager	E					
Streets & Traffic Operations Manager	E					
Municipal Court Administrator	E					

POSITION	FLSA	PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
Capital Improvement Project Manager	E	125	Annual	\$88,950.83	\$111,188.55	\$133,426.25
Purchasing Manager	E		Bi-Weekly	\$3,421.19	\$4,276.48	\$5,131.78
Water Quality Manager	E					
Budget Manager	E	126	Annual	\$93,398.38	\$116,747.98	\$140,097.57
Landscape Architect	E		Bi-Weekly	\$3,592.25	\$4,490.31	\$5,388.37
Assistant Director of Development Services	E	127	Annual	\$98,068.30	\$122,585.37	\$147,102.44
Assistant Director of General Services	E		Bi-Weekly	\$3,771.86	\$4,714.82	\$5,657.79
Assistant Director of Neighborhood Services	E					
Assistant Director of Recreation	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	E	128	Annual	\$102,971.71	\$128,714.64	\$154,457.57
Asset Management & Fleet Manager	E		Bi-Weekly	\$3,960.45	\$4,950.56	\$5,940.68
Assistant Director of Public Works	E					
Assistant Director of Public Works & Engineering	E					
Assistant Director of Real Estate	E					
Building Official	E	129	Annual	\$108,120.30	\$135,150.37	\$162,180.45
			Bi-Weekly	\$4,158.47	\$5,198.09	\$6,237.71
Assistant Director of Information Technology	E	130	Annual	\$113,526.32	\$141,907.89	\$170,289.47
Assistant Director of Finance	E		Bi-Weekly	\$4,366.40	\$5,458.00	\$6,549.60
City Secretary	E	131	Annual	\$119,202.63	\$149,003.28	\$178,803.94
Director of General Services	E		Bi-Weekly	\$4,584.72	\$5,730.90	\$6,877.07
Director of Special Events & Theatre	E					
Director of Marketing & Tourism	E					
	E	132	Annual	\$125,162.76	\$156,453.44	\$187,744.14
			Bi-Weekly	\$4,813.95	\$6,017.44	\$7,220.93
Airport Director	E	133	Annual	\$131,420.90	\$164,276.12	\$197,131.35
			Bi-Weekly	\$5,054.65	\$6,318.31	\$7,581.98
Chief of Staff	E	134	Annual	\$137,991.94	\$172,489.93	\$206,987.92
Director of Development & Neighborhood Services	E		Bi-Weekly	\$5,307.38	\$6,634.23	\$7,961.07
Director of Human Resources	E					
Director of Parks & Recreation	E					
Director of Public Works & Engineering	E					
Chief Financial Officer	E	135	Annual	\$144,891.54	\$181,114.42	\$217,337.31
Director of Economic Development	E		Bi-Weekly	\$5,572.75	\$6,965.94	\$8,359.13
Fire Chief	E					
Police Chief	E					
Executive Director of Internal Services	E	136	Annual	\$152,136.12	\$190,170.15	\$228,204.17
			Bi-Weekly	\$5,851.39	\$7,314.24	\$8,777.08
	E	137	Annual	\$159,742.92	\$199,678.66	\$239,614.38
			Bi-Weekly	\$6,143.96	\$7,679.95	\$9,215.94
Deputy City Manager	E	138	Annual	\$167,730.06	\$209,662.58	\$251,595.11
			Bi-Weekly	\$6,451.16	\$8,063.95	\$9,676.74
	E	139	Annual	\$176,116.58	\$220,145.71	\$264,174.86
			Bi-Weekly	\$6,773.71	\$8,467.14	\$10,160.57
	E	140	Annual	\$184,922.40	\$231,153.00	\$277,383.60
			Bi-Weekly	\$7,112.40	\$8,890.50	\$10,668.60

## FIRE

POSITION	FLSA	PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
Fire Prevention Technician	N	F1	Annual	\$64,260.00	\$72,485.74	\$80,711.47
			Bi-Weekly	\$2,471.54	\$2,787.91	\$3,104.29
			Hourly	\$22.0673	\$24.8921	\$27.7169
Paramedic	N	F2	Annual	\$73,658.01		
			Bi-Weekly	\$2,833.00		
			Hourly	\$25.2946		
Firefighter/Paramedic	N	F3	Annual	\$76,208.01	\$85,792.49	\$95,376.95
			Bi-Weekly	\$2,931.08	\$3,299.71	\$3,668.34
			Hourly	\$26.1704	\$29.4617	\$32.7530
Driver/Engineer	N	F4	Annual	\$98,238.25	\$101,185.40	\$104,132.55
			Bi-Weekly	\$3,778.39	\$3,891.75	\$4,005.10
			Hourly	\$33.7356	\$34.7478	\$35.7598
	N	F5	Annual	\$110,415.00	\$112,695.49	\$114,975.96
			Bi-Weekly	\$4,246.73	\$4,334.44	\$4,422.15
			Hourly	\$37.9172	\$38.7004	\$39.4835
Fire Captain	N	F6	Annual	\$115,770.00	\$119,236.50	\$122,703.00
			Bi-Weekly	\$4,452.69	\$4,586.02	\$4,719.35
			Hourly	\$39.7562	\$40.9466	\$42.1371
Fire Battalion Chief	N	F7	Annual	\$132,659.16	\$136,371.30	\$140,084.06
			Bi-Weekly	\$5,102.28	\$5,245.05	\$5,387.85
			Hourly	\$45.5561	\$46.8308	\$48.1058
Administrative Battalion Chief	N	F7	Annual	\$132,659.16	\$136,371.30	\$140,084.06
			Bi-Weekly	\$5,102.28	\$5,245.05	\$5,387.85
Assistant Fire Chief	E	F8	Annual	\$143,562.96	\$159,734.95	\$175,906.94
			Bi-Weekly	\$5,521.65	\$6,143.65	\$6,765.65

## POLICE

POSITION	FLSA	PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
Police Recruit	N	P1	Annual	\$69,910.80		
			Bi-Weekly	\$2,688.88		
			Hourly	\$33.6110		
Police Officer	N	P2	Annual	\$80,491.59	\$91,890.75	\$103,289.91
			Bi-Weekly	\$3,095.83	\$3,534.26	\$3,972.69
			Hourly	\$38.6979	\$44.1783	\$49.6586
Police Sergeant	N	P3	Annual	\$107,844.60	\$112,306.49	\$116,768.39
			Bi-Weekly	\$4,147.87	\$4,319.48	\$4,491.09
			Hourly	\$51.8484	\$53.9935	\$56.1386
Police Lieutenant	N	P4	Annual	\$124,358.40	\$128,887.02	\$133,415.63
			Bi-Weekly	\$4,783.02	\$4,957.19	\$5,131.37
Police Captain	E	P5	Annual	\$133,533.30	\$138,913.85	\$144,294.40
			Bi-Weekly	\$5,135.90	\$5,342.84	\$5,549.78
Assistant Police Chief	E	P6	Annual	\$145,824.30	\$162,348.13	\$178,872.13
			Bi-Weekly	\$5,608.63	\$6,244.16	\$6,879.70