

REVISED APPENDIX B - SALARY TABLE -- REVISED 09-17-2024

EFFECTIVE 10-01-2024

| Job Titles by Job Family | Salary Range | ANNUALLY | | | Hours Per Year | HOURLY | | |
|--------------------------|--------------|----------|----------|---------|----------------|---------|----------|---------|
| | | Minimum | Midpoint | Maximum | | Minimum | Midpoint | Maximum |

CITY MANAGEMENT GROUP

| | | | | | | | | |
|---|-----|-----------|-----------|-----------|------|---------|---------|----------|
| City Manager | 101 | \$157,174 | \$196,466 | \$235,760 | 2080 | \$75.56 | \$94.45 | \$116.49 |
| Assistant City Manager | 93 | \$128,999 | \$161,249 | \$193,499 | 2080 | \$62.02 | \$77.52 | \$95.61 |
| Human Resources Director | 82 | \$98,317 | \$122,896 | \$147,474 | 2080 | \$47.27 | \$59.08 | \$72.87 |
| Public Works Director | 80 | \$93,578 | \$116,974 | \$140,368 | 2080 | \$44.99 | \$56.24 | \$69.36 |
| Legislative Services Director | 73 | \$78,724 | \$98,406 | \$118,087 | 2080 | \$37.85 | \$47.31 | \$58.35 |
| IT Administrator | 73 | \$78,724 | \$98,406 | \$118,087 | 2080 | \$37.85 | \$47.31 | \$58.35 |
| Communications Director | 68 | \$69,581 | \$86,976 | \$104,371 | 2080 | \$33.45 | \$41.82 | \$51.57 |
| Executive Assistant to the City Manager | 60 | \$57,108 | \$71,385 | \$85,663 | 2080 | \$27.46 | \$34.32 | \$42.33 |
| Human Resources Administrator | 58 | \$54,356 | \$67,946 | \$81,535 | 2080 | \$26.13 | \$32.67 | \$40.29 |
| Records & Information Manager | 58 | \$54,356 | \$67,946 | \$81,535 | 2080 | \$26.13 | \$32.67 | \$40.29 |
| Public Works Assistant | 58 | \$54,356 | \$67,946 | \$81,535 | 2080 | \$26.13 | \$32.67 | \$40.29 |

FINANCE

| | | | | | | | | |
|---------------------------------------|----|-----------|-----------|-----------|------|---------|---------|---------|
| Finance Director | 88 | \$114,017 | \$142,521 | \$171,025 | 2080 | \$54.82 | \$68.52 | \$84.51 |
| Senior Accountant/Court Administrator | 62 | \$60,000 | \$74,999 | \$89,999 | 2080 | \$28.85 | \$36.06 | \$44.47 |
| Finance Clerk/Municipal Court Clerk | 50 | \$44,613 | \$55,766 | \$66,919 | 2080 | \$21.45 | \$26.81 | \$33.07 |
| Lot Mowing Program Coordinator | 47 | \$41,428 | \$51,784 | \$62,141 | 2080 | \$19.92 | \$24.90 | \$30.71 |

DEVELOPMENT SERVICES

| | | | | | | | | |
|------------------------------------|----|-----------|-----------|-----------|------|---------|---------|---------|
| Development Services Director | 88 | \$114,017 | \$142,521 | \$171,025 | 2080 | \$54.82 | \$68.52 | \$84.51 |
| Building Official | 70 | \$73,104 | \$91,379 | \$109,655 | 2080 | \$35.15 | \$43.93 | \$54.18 |
| GIS Administrator | 68 | \$69,581 | \$86,976 | \$104,371 | 2080 | \$33.45 | \$41.82 | \$51.57 |
| Code Enforcement Supervisor | 65 | \$64,613 | \$80,766 | \$96,919 | 2080 | \$31.06 | \$38.83 | \$47.89 |
| Senior Planner | 62 | \$60,000 | \$74,999 | \$89,999 | 2080 | \$28.85 | \$36.06 | \$44.47 |
| Code Compliance Inspector | 55 | \$50,476 | \$63,095 | \$75,714 | 2080 | \$24.27 | \$30.33 | \$37.41 |
| Plans Examiner | 55 | \$50,476 | \$63,095 | \$75,714 | 2080 | \$24.27 | \$30.33 | \$37.41 |
| Code Compliance Officer (non-comm) | 50 | \$44,613 | \$55,766 | \$66,919 | 2080 | \$21.45 | \$26.81 | \$33.07 |
| Permit Technician | 47 | \$41,428 | \$51,784 | \$62,141 | 2080 | \$19.92 | \$24.90 | \$30.71 |
| DS Administrative Assistant | 47 | \$41,428 | \$51,784 | \$62,141 | 2080 | \$19.92 | \$24.90 | \$30.71 |

UTILITIES

Field

| | | | | | | | | |
|-----------------------------|----|----------|----------|----------|------|---------|---------|---------|
| Field Operations Supervisor | 66 | \$66,228 | \$82,786 | \$99,343 | 2080 | \$31.84 | \$39.80 | \$49.09 |
| Crew Lead | 60 | \$57,108 | \$71,385 | \$85,663 | 2080 | \$27.46 | \$34.32 | \$42.33 |
| Field Operator III | 58 | \$54,356 | \$67,946 | \$81,535 | 2080 | \$26.13 | \$32.67 | \$40.29 |
| Warehouse Technician | 55 | \$50,476 | \$63,095 | \$75,714 | 2080 | \$24.27 | \$30.33 | \$37.41 |
| Pump & Motor Technician | 55 | \$50,476 | \$63,095 | \$75,714 | 2080 | \$24.27 | \$30.33 | \$37.41 |
| Field Operator II | 53 | \$48,043 | \$60,054 | \$72,065 | 2080 | \$23.10 | \$28.87 | \$35.61 |
| Utilities Fleet Mechanic | 50 | \$44,613 | \$55,766 | \$66,919 | 2080 | \$21.45 | \$26.81 | \$33.07 |
| Field Operator | 50 | \$44,613 | \$55,766 | \$66,919 | 2080 | \$21.45 | \$26.81 | \$33.07 |
| Utilities Dispatcher | 47 | \$41,428 | \$51,784 | \$62,141 | 2080 | \$19.92 | \$24.90 | \$30.71 |

Plant

| | | | | | | | | |
|---------------------------------------|----|----------|----------|-----------|------|---------|---------|---------|
| Plant Operations Supervisor | 68 | \$69,581 | \$86,976 | \$104,371 | 2080 | \$33.45 | \$41.82 | \$51.57 |
| Chief Water Operator | 60 | \$57,108 | \$71,385 | \$85,663 | 2080 | \$27.46 | \$34.32 | \$42.33 |
| Chief Wastewater Operator | 60 | \$57,108 | \$71,385 | \$85,663 | 2080 | \$27.46 | \$34.32 | \$42.33 |
| Maintenance Foreman | 60 | \$57,108 | \$71,385 | \$85,663 | 2080 | \$27.46 | \$34.32 | \$42.33 |
| Plant Operator III | 58 | \$54,356 | \$67,946 | \$81,535 | 2080 | \$26.13 | \$32.67 | \$40.29 |
| SCADA Technician | 58 | \$54,356 | \$67,946 | \$81,535 | 2080 | \$26.13 | \$32.67 | \$40.29 |
| Regulatory & Compliance Administrator | 57 | \$53,031 | \$66,288 | \$79,546 | 2080 | \$25.50 | \$31.87 | \$39.31 |
| Plant Operator II | 55 | \$50,476 | \$63,095 | \$75,714 | 2080 | \$24.27 | \$30.33 | \$37.41 |
| Plant Operator | 51 | \$45,728 | \$57,161 | \$68,592 | 2080 | \$21.98 | \$27.48 | \$33.89 |

| Job Titles by Job Family | Salary Range | ANNUALLY | | | Hours Per Year | HOURLY | | |
|--------------------------|--------------|----------|----------|----------|----------------|---------|----------|---------|
| | | Minimum | Midpoint | Maximum | | Minimum | Midpoint | Maximum |
| Lead Recycle Monitor | 51 | \$45,728 | \$57,161 | \$68,592 | 2080 | \$21.98 | \$27.48 | \$33.89 |
| Recycle Monitor | 47 | \$41,428 | \$51,784 | \$62,141 | 2080 | \$19.92 | \$24.90 | \$30.71 |

Utilities Administration

| | | | | | | | | |
|---------------------------------|----|-----------|-----------|-----------|------|---------|---------|---------|
| Utilities Director | 86 | \$108,522 | \$135,654 | \$162,784 | 2080 | \$52.17 | \$65.22 | \$80.44 |
| Utilities Assistant Director | 75 | \$82,710 | \$103,388 | \$124,065 | 2080 | \$39.76 | \$49.71 | \$61.30 |
| Water Conservation Specialist | 63 | \$61,500 | \$76,875 | \$92,250 | 2080 | \$29.57 | \$36.96 | \$45.58 |
| Utilities Systems Administrator | 62 | \$60,000 | \$74,999 | \$89,999 | 2080 | \$28.85 | \$36.06 | \$44.47 |
| Utilities Billing Supervisor | 62 | \$60,000 | \$74,999 | \$89,999 | 2080 | \$28.85 | \$36.06 | \$44.47 |
| Purchasing Coordinator | 58 | \$54,356 | \$67,946 | \$81,535 | 2080 | \$26.13 | \$32.67 | \$40.29 |
| Customer Service Clerk | 46 | \$40,417 | \$50,522 | \$60,626 | 2080 | \$19.43 | \$24.29 | \$29.96 |

FIRE

| | | | | | | | | |
|-------------------------|-----|-----------|-----------|-----------|------|---------|---------|---------|
| Fire Chief | 89F | \$129,514 | \$161,892 | \$194,271 | 2080 | \$62.27 | \$77.83 | \$93.40 |
| Assistant Fire Chief | 78F | \$98,709 | \$123,388 | \$148,062 | 2080 | \$47.46 | \$59.32 | \$71.18 |
| Shift Commander/Captain | 74F | \$89,425 | \$111,780 | \$134,137 | 2756 | \$32.45 | \$40.56 | \$48.67 |
| Lieutenant | 68F | \$77,110 | \$96,388 | \$115,666 | 2756 | \$27.98 | \$34.97 | \$41.97 |
| Engineer | 63F | \$68,155 | \$85,194 | \$102,232 | 2756 | \$24.73 | \$30.91 | \$37.09 |
| Firefighter | 56F | \$57,337 | \$71,671 | \$86,004 | 2756 | \$20.80 | \$26.01 | \$31.21 |
| Part Time Firefighter | 56F | \$20,804 | \$26,005 | \$31,206 | 1000 | \$20.80 | \$26.01 | \$31.21 |

POLICE

| | | | | | | | | |
|---------------------------------|-----|-----------|-----------|-----------|------|---------|---------|---------|
| Police Chief | 88P | \$118,680 | \$148,350 | \$178,020 | 2080 | \$57.06 | \$71.32 | \$85.59 |
| Assistant Police Chief | 80P | \$97,406 | \$121,758 | \$146,110 | 2080 | \$46.83 | \$58.54 | \$70.25 |
| Police Captain | 76P | \$88,245 | \$110,307 | \$132,368 | 2223 | \$39.70 | \$49.62 | \$59.54 |
| Criminal Investigator | 74P | \$83,993 | \$104,991 | \$125,990 | 2223 | \$37.78 | \$47.23 | \$56.68 |
| Lieutenant/Shift Commander | 74P | \$83,993 | \$104,991 | \$125,990 | 2223 | \$37.78 | \$47.23 | \$56.68 |
| Sergeant/Police Specialist | 68P | \$72,427 | \$90,533 | \$108,640 | 2223 | \$32.58 | \$40.73 | \$48.87 |
| Police Officer | 63P | \$64,016 | \$80,019 | \$96,023 | 2223 | \$28.80 | \$36.00 | \$43.20 |
| Animal Control Officer/Mechanic | 52 | \$46,872 | \$58,589 | \$70,307 | 2080 | \$22.53 | \$28.17 | \$34.74 |
| Communications Operator | 50 | \$44,613 | \$55,766 | \$66,919 | 2080 | \$21.45 | \$26.81 | \$33.07 |
| Animal Control Officer | 47 | \$41,428 | \$51,784 | \$62,141 | 2080 | \$19.92 | \$24.90 | \$30.71 |

*New Positions

*Grade Change