



PAY PLAN

Professional Positions (System A)

Effective 10/1/2020

POSITION	JOB CODE	FLSA	PERIOD	MINIMUM	MIDPOINT	MAXIMUM
Buyer	1609	N	Annual	\$43,781	\$51,876	\$59,971
Video Specialist	1601		Monthly	\$3,648.40	\$4,322.98	\$4,997.54
Administrative Analyst	1701	N	Annual	\$49,679	\$59,162	\$68,645
Aquatics Supervisor	1729	E	Monthly	\$4,139.94	\$4,930.17	\$5,720.38
Arts Center Programming Specialist	1725	N	Hourly	\$23.8843	\$28.4433	\$33.0022
Arts Center Specialist	1704	N				
Arts Center Supervisor	1708	N				
Community Outreach Specialist	1721	N				
Economic Development Specialist	1706	N				
Electronic Communications Specialist	1718	N				
Emergency Management Specialist	1719	N				
Events and Promotions Specialist	1715	N				
Fitness Supervisor	1726	E				
Grants Specialist	1724	N				
Librarian	1720	E				
Planner	1717	N				
Programs Supervisor	1728	E				
Purchasing Agent	1705	E				
Recreation Center Supervisor	1712	E				
Recruiting & Onboarding Specialist	1730	N				
Sanitarian	1709	N				
Thrive Operations Supervisor	1727	E				
Accountant	1801	E	Annual	\$53,195	\$63,673	\$74,151
Assistant Building Official	1815	E	Monthly	\$4,432.88	\$5,306.06	\$6,179.23
Budget & Research Specialist	1825	E	Hourly	\$25.5743	\$30.6119	\$35.6494
Detention Coordinator	1824	E				
ECS Supervisor	1802	E				
Human Resources Specialist	1821	N				
Library Technical Services Supervisor	1823	E				
Materials Management Specialist	1819	N				
Training Coordinator	1826	E				



PAY PLAN

Professional Positions (System A)

Effective 10/1/2020

POSITION	JOB CODE	FLSA	PERIOD	MINIMUM	MIDPOINT	MAXIMUM
Animal Services Supervisor	1919	E	Annual	\$58,648	\$70,550	\$82,452
Chief Sanitarian	1931	E	Monthly	\$4,887.32	\$5,879.17	\$6,871.00
Facilities & ADA Compliance Supervisor	1923	E	Hourly	\$28.1961	\$33.9183	\$39.6404
Library Services Supervisor	1929	E				
Marketing and Events Coordinator	1910	N				
Neighborhood Services Coordinator	1924	E				
Public Information Coordinator	1933	E				
Public Safety Dispatch Coordinator	1932	N				
Senior Accountant	1921	E				
Senior Planner	1909	N				
Storm Water Specialist	1915	E				
Tourism Sales Coordinator	1908	E				
Wastewater Superintendent	1926	E				
Water Production Superintendent	1927	E				
Internal Auditor	2004	E	Annual	\$64,676	\$78,187	\$91,698
Prosecutor	2010	E	Monthly	\$5,389.65	\$6,515.56	\$7,641.47
			Hourly	\$31.0941	\$37.5898	\$44.0854
Civil Engineer	2111	E	Annual	\$72,856	\$86,867	\$100,877
			Monthly	\$6,071.32	\$7,238.89	\$8,406.45
			Hourly	\$35.0268	\$41.7628	\$48.4988
Traffic Engineer	2201	E	Annual	\$80,702	\$95,834	\$110,966
			Monthly	\$6,725.13	\$7,986.13	\$9,247.13
			Hourly	\$38.7988	\$46.0738	\$53.3488



PAY PLAN

Professional Positions

(System A)

Skill Based Pay Plan

Effective 10/1/2020

* Must be at midpoint (10 points) by October 1 to receive a merit increase.

POSITION	JOB			MINIMUM	SKILL BASE PAY			MAXIMUM
	CODE	FLSA	PERIOD	ENTRY	3 POINTS	6 POINTS	10 POINTS	
GIS Technician	5918	N	Annual	\$45,968	\$49,047	\$51,844	\$54,227	\$62,453
			Monthly	\$3,830.70	\$4,087.22	\$4,320.33	\$4,518.89	\$5,204.40
			Hourly	\$22.1002	\$23.5801	\$24.9250	\$26.0705	\$30.0254
GIS Analyst	1806	N	Annual	\$53,194	\$56,460	\$59,929	\$63,666	\$74,151
System Support Specialist	1808	N	Monthly	\$4,432.87	\$4,704.97	\$4,994.05	\$5,305.49	\$6,179.23
				\$25.5743	\$27.1440	\$28.8118	\$30.6086	\$35.6494
Business Information Analyst	1920	N	Annual	\$58,648	\$62,379	\$66,330	\$70,547	\$82,452
Network Engineer	1901	N	Monthly	\$4,887.32	\$5,198.22	\$5,527.48	\$5,878.95	\$6,871.00
Network Infrastructure Engineer	1922	N	Hourly	\$28.1961	\$29.9897	\$31.8893	\$33.9170	\$39.6404
Records Information Analyst	1928	N						
Systems Engineer	1902	N						
Technical Support Coordinator	1917	N						
Developer	2014	N	Annual	\$64,676	\$68,903	\$73,382	\$78,186	\$91,698
Security Administrator	2008	N	Monthly	\$5,389.64	\$5,741.90	\$6,115.19	\$6,515.54	\$7,641.47
Systems Administrator	2012	N	Hourly	\$31.0941	\$33.1263	\$35.2800	\$37.5897	\$44.0854
GIS Administrator	2108	E	Annual	\$72,856	\$77,256	\$81,930	\$86,858	\$100,877
Senior Developer	2112	E	Monthly	\$6,071.31	\$6,438.00	\$6,827.52	\$7,238.14	\$8,406.45
Senior Network Engineer	2105	E	Hourly	\$35.0268	\$37.1423	\$39.3895	\$41.7585	\$48.4988
Senior System Administrator	2104	E						
Senior Systems Engineer	2113	E						



PAY PLAN

Administrative, Clerical, Technical Positions (System B)

Effective 10/1/2020

POSITION	JOB CODE	FLSA	PERIOD	MINIMUM	MIDPOINT	MAXIMUM
Cashier	5404	N	Annual	\$30,895	\$35,363	\$39,831
Cashier-Thrive	5413	N	Monthly	\$2,574.57	\$2,946.93	\$3,319.28
Library Assistant	5410	N	Hourly	\$14.8533	\$17.0015	\$19.1497
Lifeguard	5414	N				
Accounts Payable Clerk	5506	N	Annual	\$33,408	\$38,485	\$43,562
Administrative Assistant	5519	N	Monthly	\$2,784.03	\$3,207.10	\$3,630.16
Billing Clerk	5509	N	Hourly	\$16.0617	\$18.5025	\$20.9432
Deputy Court Clerk	5508	N				
Finance Technician	5516	N				
Library Technician	5514	N				
Permit Technician	5510	N				
Planning Technician	5518	N				
Police Case Clerk	5522	N				
Police Records Clerk	5521	N				
Shelter Clerk	5512	N				
Park Supervisor	5604	N	Annual	\$35,770	\$41,718	\$47,665
Public Safety Quartermaster	5614	N	Monthly	\$2,980.81	\$3,476.46	\$3,972.09
			Hourly	\$17.1970	\$20.0565	\$22.9159
Accounting Technician	5702	N	Annual	\$39,169	\$45,643	\$52,118
Ambulance Billing Technician	5713	N	Monthly	\$3,264.08	\$3,803.61	\$4,343.13
Capital Projects Technician	5716	N	Hourly	\$18.8312	\$21.9439	\$25.0565
Customer Service Specialist	5724	N				
Detention Officer	5721	N				
Human Resources Technician	5708	N				
Juvenile Case Technician	5712	N				
Open Records Technician	5720	N				
Property & Evidence Technician	5722	N				
Senior Administrative Assistant	5719	N				
Senior Permit Technician	5714	N				
Aquatics Technician	5823	N	Annual	\$42,433	\$49,739	\$57,045
Construction Inspector	5805	N	Monthly	\$3,536.12	\$4,144.94	\$4,753.74
Detention Officer II	5822	N	Hourly	\$20.4007	\$23.9131	\$27.4254
Executive Assistant	5812	N				
Laboratory Technician I	5809	N				
Public Safety Dispatcher	5816	N				
Recreation Specialist	5801	N				
Traffic Signal Technician	5815	N				
Utility Franchise Inspector	5802	N				



PAY PLAN

Administrative, Clerical, Technical Positions (System B)

Effective 10/1/2020

POSITION	JOB CODE	FLSA	PERIOD	MINIMUM	MIDPOINT	MAXIMUM
Accounts Payable Supervisor	5923	N	Annual	\$45,968	\$54,211	\$62,453
CAD Operator	5903	N	Monthly	\$3,830.70	\$4,517.55	\$5,204.40
Code Enforcement Officer	5920	N	Hourly	\$22.1002	\$26.0628	\$30.0254
Customer Service Supervisor (Finance)	5912	N				
ECS Inspector	5904	N				
Fire Inspector	5905	N				
Inspector (Building)	5907	N				
Instrumentation & Controls Technician	5916	N				
Laboratory Technician II	5908	N				
Multi-Family Rental Inspector	6024	N				
Municipal Court Supervisor	5906	N				
Public Safety Dispatcher II	5922	N				
Senior Traffic Technician	5915	N				
Storm Water Inspector	5917	N				
Crime Scene Technician	6012	N	Annual	\$49,892	\$58,993	\$68,228
Detention Supervisor	6022	N	Monthly	\$4,157.68	\$4,916.05	\$5,685.66
Interpretive Park Ranger	6020	N	Hourly	\$23.9866	\$28.3618	\$32.8019
Library Accounts Supervisor	6017	E				
Police Records Supervisor	6018	E				
Property & Evidence Supervisor	6014	N				
Public Safety Data Technician	6011	N				
Recreation Supervisor	6013	N				
Residential Plans Examiner	6006	N				
Senior Inspector (Electrical or Plumbing)	6024	N				
Traffic Operations Specialist	6023	N				
Chief Building Inspector	6104	E	Annual	\$54,344	\$64,303	\$74,261
Chief Code Enforcement Officer	6106	E	Monthly	\$4,528.68	\$5,358.55	\$6,188.42
Chief Fire Inspector	6105	E	Hourly	\$26.1270	\$30.9147	\$35.7024
Meter Services Supervisor	6109	E				
Public Safety Dispatch Supervisor	6108	N				
Traffic Supervisor	6103	E				



PAY PLAN

Trades Positions (System T)

Effective 10/1/2020

POSITION	JOB CODE	FLSA	PERIOD	MINIMUM	MIDPOINT	MAXIMUM
Animal Care Specialist	5407	N	Annual	\$31,948	\$36,420	\$40,892
Facilities Worker	5411	N	Monthly	\$2,662.33	\$3,035.02	\$3,407.70
Maintenance Worker	5412	N	Hourly	\$15.3596	\$17.5097	\$19.6598
Vehicle & Equipment Porter	5406	N				
Equipment Operator	5504	N	Annual	\$34,694	\$39,963	\$45,232
Meter Operations Worker	5515	N	Monthly	\$2,891.17	\$3,330.24	\$3,769.32
Park Technician	5520	N	Hourly	\$16.6798	\$19.2129	\$21.7461
Senior Animal Care Specialist	5517	N				
Traffic Operations Worker	5507	N				
Utility Operations Worker	5513	N				
Animal Services Officer	5612	N	Annual	\$37,181	\$43,333	\$49,485
Building Repair Technician	5610	N	Monthly	\$3,098.42	\$3,611.07	\$4,123.72
Heavy Equipment Operator	5608	N	Hourly	\$17.8755	\$20.8331	\$23.7907
Service Writer	5605	N				
Crew Leader	5701	N	Annual	\$40,684	\$47,418	\$54,153
Senior Meter Operations Worker	5711	N	Monthly	\$3,390.30	\$3,951.52	\$4,512.75
			Hourly	\$19.5594	\$22.7972	\$26.0351
HVAC Technician	5803	N	Annual	\$44,079	\$51,664	\$59,249
Irrigation Technician Supervisor	5808	N	Monthly	\$3,673.23	\$4,305.31	\$4,937.40
			Hourly	\$21.1917	\$24.8383	\$28.4850
Foreman	5901	N	Annual	\$47,752	\$56,313	\$64,873
			Monthly	\$3,979.35	\$4,692.74	\$5,406.09
			Hourly	\$22.9578	\$27.0735	\$31.1890
Chief Mechanic	6021	N	Annual	\$52,290	\$61,666	\$71,041
			Monthly	\$4,357.51	\$5,138.80	\$5,920.10
			Hourly	\$25.1395	\$29.6469	\$34.1544
Operations Supervisor	6101	E	Annual	\$57,258	\$67,701	\$78,144
			Monthly	\$4,771.49	\$5,641.76	\$6,512.03
			Hourly	\$27.5278	\$32.5486	\$37.5694



PAY PLAN

Trades Positions (System T)

Effective 10/1/2020

POSITION	FLSA	Without Certification	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Mechanic	N	\$35,411	\$37,181	\$39,969	\$42,968	\$46,190	\$49,654
		\$2,950.88	\$3,098.42	\$3,330.79	\$3,580.70	\$3,849.16	\$4,137.85
		\$17.0243	\$17.8755	\$19.2161	\$20.6579	\$22.2067	\$23.8722
Mechanic- EVT Certification	N	PERIOD			STEP 6	STEP 7	STEP 8
		Annual			\$53,378	\$57,381	\$61,685
		Monthly			\$4,448.18	\$4,781.78	\$5,140.43
		Hourly			\$25.6626	\$27.5872	\$29.6563
POSITION	FLSA						MAXIMUM
Plant Operator in Training (No License)	N		No License	MIDPOINT			
		Annual	\$37,181	\$43,333		\$49,485	
		Monthly	\$3,098.42	\$3,611.07		\$4,123.72	
	Hourly	\$17.8755	\$20.8331		\$23.7907		
Plant Operator * If D, receive 5% increase when obtain C. * If C, receive 7% increase when obtain B.	N		D	C	B		
		Annual	\$40,684	\$42,718	\$45,708	\$51,193	
		Monthly	\$3,390.30	\$3,559.80	\$3,809.00	\$4,266.08	
	Hourly	\$19.5594	\$20.5373	\$21.9750	\$24.6120		
Plant Operator II * If C, receive 7% increase when obtain B. * If B, receive 7% increase when obtain A.	N		C	B	A		
		Annual	\$44,854	\$47,994	\$51,353	\$54,776	
		Monthly	\$3,737.80	\$3,999.51	\$4,279.44	\$4,564.65	
	Hourly	\$21.5642	\$23.0741	\$24.6891	\$26.3345		
Chief Plant Operator * If B, receive 7% when obtain A.	N		B	A			
		Annual	\$50,393	\$53,921		\$59,249	
		Monthly	\$4,199.43	\$4,493.41		\$4,937.40	
	Hourly	\$24.2275	\$25.9235		\$28.4850		
Foreman-Water / Wastewater / Utilities Maintenance * If B, receive 7% when obtain A.	N		B	A			
		Annual	\$52,913	\$56,617		\$64,873	
		Monthly	\$4,409.44	\$4,718.08		\$5,406.11	
	Hourly	\$25.4391	\$27.2197		\$31.1891		



PAY PLAN

Seasonal Positions (System S)

Effective 10/1/2020

POSITION	JOB CODE	FLSA	PERIOD	ENTRY	2nd YEAR	3rd YEAR
SE Aquatics Cashier	29	E	Hourly	\$9.00	\$9.50	\$10.00
SE Assistant Aquatic Supervisor	33	E	Hourly	\$15.00		
SE Assistant Pool Manager	31	E	Hourly	\$11.25	\$11.75	
SE Day Camp Attendant	39	N	Hourly	\$9.00	\$9.50	
SE Day Camp Leader	40	N	Hourly	\$10.50	\$11.00	
SE Gate Attendant - Off-Site	100	N	Hourly	\$9.00	\$9.50	\$10.00
SE Lifeguard	30	E	Hourly	\$10.00	\$10.50	\$11.00
SE Maintenance Worker	27	N	Hourly	\$10.00	\$11.00	
SE Parks and Recreation Intern	43	N	Hourly	\$10.00		
SE Pool Manager	32	E	Hourly	\$12.00	\$13.00	\$14.00
SE Summer Reading Library Assistant	81	N	Hourly	\$9.00		
SE Swim Coach	38	E	Hourly	\$12.00		
SE Swim Lessons Aide	35	E	Hourly	\$10.00	\$10.50	\$11.00
SE Water Safety Instructor	34	E	Hourly	\$11.00	\$12.00	



PAY PLAN

Regular Part-Time Positions (System P)

Effective 10/1/2020

POSITION	JOB CODE	FLSA	PERIOD	ENTRY	2nd YEAR	3rd YEAR
PT Accounts Payable Clerk	76	N	Hourly	\$16.00		
PT Accounting Technician	8	N	Hourly	\$17.00		
PT Administrative Assistant	17	N	Hourly	\$14.00		
PT Administrative Intern	15	N	Hourly	\$15.00		
PT Adventure Guide	97	N	Hourly	\$11.00	\$12.00	\$13.00
PT After School Program Attendant	103	N	Hourly	\$10.00		
PT Alternate Municipal Judge	21	N	Hourly	\$100.00		
PT Analyst	78	N	Hourly	\$16.00		
PT Animal Care Specialist	90	N	Hourly	\$15.00		
PT Arts Administration Assistant	99	N	Hourly	\$14.00		
PT Background Investigator	1	N	Hourly	\$30.00		
PT Bus Driver	20	N	Hourly	\$15.00		
PT Business Analytics Intern	4	N	Hourly	\$16.00		
PT Cashier (Thrive)	93	N	Hourly	\$14.00		
PT CID Intern	74	N	Hourly	\$15.00		
PT Clerk Typist	19	N	Hourly	\$12.00		
PT Dispatcher	24	N	Hourly	\$20.00		
PT Environmental Educator	69	N	Hourly	\$15.00		
PT Facilities Worker	75	N	Hourly	\$13.00		
PT Fitness Attendant	91	N	Hourly	\$12.00	\$12.50	\$13.00
PT Front Desk Aide-Thrive	98	N	Hourly	\$10.00	\$10.25	\$10.50
PT Gate Attendant (off-site)	86	N	Hourly	\$9.00		
PT Gate Attendant (on-site)	85	N	Hourly	\$6.15		
PT GIS Intern	9	N	Hourly	\$16.00		
PT Gym Attendant	92	N	Hourly	\$10.00	\$10.50	\$11.00
PT ITS Intern	22	N	Hourly	\$16.00		
PT Juvenile Case Intern	73	N	Hourly	\$14.00		
PT Lead Crossing Guard	42	N	Hourly	\$15.00		\$18.00
PT Lead Lifeguard	95	N	Hourly	\$12.00	\$12.50	\$13.00
PT Librarian	23	N	Hourly	\$22.75		
PT Library Assistant	10	N	Hourly	\$10.25	\$11.25	\$12.25
PT Library Assistant II	11	N	Hourly	\$12.75	\$13.75	\$14.75
PT Library Technician I	12	N	Hourly	\$15.50	\$16.00	\$16.50
PT Library Technician II	13	N	Hourly	\$18.00	\$18.50	\$19.00
PT Lifeguard	96	N	Hourly	\$10.00	\$10.50	\$11.00
PT Mechanic Apprentice	88	N	Hourly	\$12.00		
PT Park Ranger	2	N	Hourly	\$12.00		
PT Permit Technician	87	N	Hourly	\$14.00		
PT Police Records Clerk	80	N	Hourly	\$12.00		
PT Recreation Aide-Thrive	98	N	Hourly	\$10.00	\$10.25	\$10.50
PT Recreation Leader	16	N	Hourly	\$10.00	\$10.25	\$10.50
PT Reservations Clerk	68	N	Hourly	\$14.00		
PT School Crossing Guard	36	N	Hourly	\$12.00		\$15.00
PT Scorekeeper	41	N	Hourly	\$9.00		
PT Shelter Attendant	18	N	Hourly	\$12.00		
PT Special Events Assistant	70	N	Hourly	\$12.00		
PT Theater Attendant	6	N	Hourly	\$14.00		
PT Veterinary Technician	82	N	Hourly	\$17.00		
PT Visitor Center Attendant	75	N	Hourly	\$14.00		
PT Water Safety Instructor	94	N	Hourly	\$11.00	\$12.00	
PT Water Systems Sampler	79	N	Hourly	\$15.00		