



2019 Pay Plan





# 2019 Pay Plan

Effective January 1, 2019

Job Title	Job Value	FLSA	ANNUAL SALARY			ANNUAL HOURLY		
			Min	Mid	Max	Min	Mid	Max
POLICE CHIEF	23.28	Exempt	\$114,746	143,432	172,119	55.17	68.96	82.75
FINANCE DIRECTOR	22.49	Exempt	\$109,234	136,543	163,851	52.52	65.65	78.77
FIRE CHIEF	22.45	Exempt	\$108,975	136,219	163,463	52.39	65.49	78.59
PARKS, RECREATION AND OPEN SPACE DIRECTOR	22.06	Exempt	\$106,339	132,924	159,509	51.12	63.91	76.69
PUBLIC WORKS DIRECTOR	22.01	Exempt	\$106,009	132,511	159,014	50.97	63.71	76.45
DEPUTY POLICE CHIEF	21.90	Exempt	\$105,282	131,603	157,923	50.62	63.27	75.92
POLICE COMMANDER	21.75	Exempt	\$104,299	130,374	156,448	50.14	62.68	75.22
EMS CHIEF	21.75	Exempt	\$104,299	130,374	156,448	50.14	62.68	75.22
PLANNING AND BUILDING DIRECTOR	21.35	Exempt	\$101,722	127,152	152,583	48.90	61.13	73.36
HUMAN RESOURCES DIRECTOR	21.28	Exempt	\$101,273	126,592	151,910	48.69	60.86	73.03
LIBRARY DIRECTOR	20.41	Exempt	\$95,901	119,876	143,851	46.11	57.63	69.16
CITY CLERK	20.10	Exempt	\$94,081	117,602	141,122	45.23	56.54	67.85
FIRE BATTALION CHIEF	20.00	Exempt	\$93,485	116,856	140,227	44.94	56.18	67.42
CITY ENGINEER	19.58	Exempt	\$91,061	113,826	136,592	43.78	54.72	65.67
WATER RESOURCES CIP MANAGER	19.00	Exempt	\$87,817	109,771	131,726	42.22	52.77	63.33
INFORMATION TECHNOLOGY MANAGER	18.13	Exempt	\$83,149	103,936	124,724	39.98	49.97	59.96
ARTS AND CULTURAL RESOURCES DIRECTOR	17.56	Exempt	\$80,235	100,294	120,353	38.57	48.22	57.86
RECREATION and FACILITY MAINTENANCE SUPERINTENDENT	17.25	Exempt	\$78,711	98,389	118,067	37.84	47.30	56.76
ASST WATER RESOURCES CIP MANAGER	17.08	Exempt	\$77,890	97,363	116,835	37.45	46.81	56.17
BUILDING OFFICIAL	17.01	Exempt	\$77,539	96,923	116,308	37.28	46.60	55.92
CIVIL ENGINEER PE	16.95	Exempt	\$77,248	96,560	115,872	37.14	46.42	55.71
WATER QUALITY MANAGER	16.29	Exempt	\$74,123	92,654	111,184	35.64	44.54	53.45
HR ANALYST, SENIOR/RISK MANAGER	15.01	Exempt	\$68,421	85,526	102,631	32.89	41.12	49.34
PLANNING MANAGER	15.01	Exempt	\$68,421	85,526	102,632	32.89	41.12	49.34
ASSISTANT CITY ADMINISTRATOR ECO DEVO DIRECTOR	14.80	Exempt	\$67,535	84,419	101,303	32.47	40.59	48.70
LIBRARIAN III	14.34	Exempt	\$65,620	82,025	98,430	31.55	39.43	47.32



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RECREATION SUPERINTENDENT	14.30	Exempt	\$65,443	81,803	98,164	31.46	39.33	47.19
GOLF COURSE PRO, HEAD	13.70	Exempt	\$63,038	78,797	94,557	30.31	37.88	45.46
OPEN SPACE SUPERINTENDENT	13.58	Exempt	\$62,505	85,526	93,758	30.05	41.12	45.08
ACCOUNTING MANAGER	13.58	Exempt	\$62,505	78,131	93,758	30.05	37.56	45.08
HR ANALYST, SENIOR	13.39	Exempt	\$61,827	77,284	92,741	29.72	37.16	44.59
STREETS/UTILITY/FLEET SUPERINTENDENT	13.38	Exempt	\$61,796	77,245	92,694	29.71	37.14	44.56
WATER/WASTEWATER SUPERINTENDENT	13.38	Exempt	\$61,796	77,245	92,694	29.71	37.14	44.56
PLANNER III	13.20	Exempt	\$61,097	75,605	90,726	29.37	36.35	43.62
ASSISTANT TO THE DIRECTOR	13.18	Exempt	\$61,011	76,264	91,517	29.33	36.67	44.00
FACILITY MAINTENANCE SUPERINTENDENT	13.06	Exempt	\$60,564	75,705	90,846	29.12	36.40	43.68
GOLF COURSE SUPERINTENDENT	12.94	Exempt	\$60,109	75,136	90,163	28.90	36.12	43.35
PARKS SUPERINTENDENT	12.94	Exempt	\$60,108	75,135	90,162	28.90	36.12	43.35
CIVIL ENGINEER EIT	12.92	Exempt	\$60,036	75,045	90,054	28.86	36.08	43.30
AQUATICS OPERATIONS MANAGER	12.90	Exempt	\$59,961	74,951	89,942	28.83	36.03	43.24
LIBRARIAN II	12.89	Exempt	\$59,922	71,772	83,852	28.81	34.51	40.31
RECREATION SUPERVISOR	12.61	Exempt	\$58,892	73,615	88,338	28.31	35.39	42.47
SENIOR SERVICES SUPERVISOR	12.22	Exempt	\$57,464	71,830	86,196	27.63	34.53	41.44
PUBLIC INFORMATION OFFICER	12.09	Exempt	\$57,001	71,251	85,502	27.40	34.26	41.11
BUILDING INSPECTOR/PLANS EXAMINER, SENIOR	12.08	Exempt	\$56,953	71,191	85,429	27.38	34.23	41.07
ACCOUNTANT, SENIOR	12.03	Exempt	\$56,795	70,994	85,193	27.31	34.13	40.96
PLANNER II	12.03	Exempt	\$56,795	70,994	85,193	27.31	34.13	40.96
INFORMATION TECHNOLOGY SPECIALIST, SENIOR	11.73	Exempt	\$55,736	69,670	83,605	26.80	33.50	40.19
PLANT OPERATOR, LEAD	10.52	Non-Exempt	\$51,681	64,601	77,521	24.85	31.06	37.27
CONSTRUCTION COORDINATOR	10.20	Non-Exempt	\$50,630	63,288	75,945	24.34	30.43	36.51
CREW SUPERVISOR	10.15	Non-Exempt	\$50,485	63,106	75,728	24.27	30.34	36.41
SUSTAINABILITY COORDINATOR	10.05	Exempt	\$50,158	62,698	75,237	24.11	30.14	36.17



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Job Title	Job Value	FLSA	ANNUAL SALARY			ANNUAL HOURLY		
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HUMAN RESOURCES ANALYST	9.47	Exempt	\$48,387	60,483	72,580	23.26	29.08	34.89
POLICE OFFICER RECRUIT	9.38	Non-Exempt	\$48,119	60,149	72,178	23.13	28.92	34.70
GOLF COURSE SUPERINTENDENT, ASSISTANT	9.30	Exempt	\$47,871	59,839	71,807	23.02	28.77	34.52
PLANT OPERATOR A	9.25	Non-Exempt	\$47,722	59,652	71,583	22.94	28.68	34.41
POLICE RECORDS SUPERVISOR	9.20	Exempt	\$47,573	59,466	71,359	22.87	28.59	34.31
ACCOUNTANT	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
PLANNER I	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
LIBRARIAN I	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
RESOURCE COORDINATOR	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
BUILDING INSPECTOR AND PLANS EXAMINER	9.06	Non-Exempt	\$47,144	58,930	70,716	22.67	28.33	34.00
CONSTRUCTION INSPECTOR, SENIOR	9.00	Non-Exempt	\$46,981	58,727	70,472	22.59	28.23	33.88
PLANT MECHANIC , SENIOR	9.00	Non-Exempt	\$46,981	58,727	70,472	22.59	28.23	33.88
COURT ADMINISTRATOR	8.97	Non-Exempt	\$46,879	58,599	70,318	22.54	28.17	33.81
DEPUTY CITY CLERK	8.80	Non-Exempt	\$46,397	57,997	69,596	22.31	27.88	33.46
FLEET MECHANIC, SENIOR	8.80	Non-Exempt	\$46,397	57,997	69,596	22.31	27.88	33.46
UTILITY SYSTEM OPERATOR, SENIOR	8.75	Non-Exempt	\$46,252	57,816	69,379	22.24	27.80	33.36
RECREATION COORDINATOR	8.69	Exempt	\$46,071	57,589	69,107	22.15	27.69	33.22
FACILITY MAINTENANCE COORDINATOR, LEAD	8.60	Non-Exempt	\$45,821	57,276	68,731	22.03	27.54	33.04
ADMINISTRATIVE COORDINATOR	8.56	Exempt	\$45,706	57,133	68,559	21.97	27.47	32.96
POLICE RECORDS TECHNICIAN, LEAD	8.56	Non-Exempt	\$45,706	57,133	68,559	21.97	27.47	32.96
EQUIPMENT OPERATOR, SENIOR	8.50	Non-Exempt	\$45,535	56,919	68,302	21.89	27.36	32.84
NEIGHBORHOOD SERVICES SPECIALIST, SR	8.18	Non-Exempt	\$44,623	55,779	66,935	21.45	26.82	32.18
PLANT OPERATOR B	8.00	Non-Exempt	\$44,133	55,166	66,199	21.22	26.52	31.83
GOLF COURSE PRO, FIRST ASSISTANT	8.00	Exempt	\$44,133	55,166	66,199	21.22	26.52	31.83
INFORMATION TECHNOLOGY SPECIALIST	7.95	Non-Exempt	\$43,995	54,994	65,992	21.15	26.44	31.73
PLANT MECHANIC	7.75	Non-Exempt	\$43,448	54,310	65,172	20.89	26.11	31.33



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RECREATION SPECIALIST	7.49	Non-Exempt	\$42,739	53,424	64,109	20.55	25.68	30.82
FLEET MECHANIC	7.29	Non-Exempt	\$42,213	52,766	63,319	20.29	25.37	30.44
CONSTRUCTION INSPECTOR	7.29	Non-Exempt	\$42,206	52,757	63,309	20.29	25.36	30.44
EQUIPMENT OPERATOR	7.25	Non-Exempt	\$42,103	52,628	63,154	20.24	25.30	30.36
UTILITY SYSTEM OPERATOR	7.20	Non-Exempt	\$41,979	52,473	62,968	20.18	25.23	30.27
OPEN SPACE RANGER	7.20	Non-Exempt	\$41,979	52,474	62,969	20.18	25.23	30.27
ANIMAL CONTROL OFFICER	7.20	Non-Exempt	\$41,979	52,473	62,968	20.18	25.23	30.27
ADMINISTRATIVE SPECIALIST	7.19	Non-Exempt	\$41,949	52,436	62,924	20.17	25.21	30.25
PLANT OPERATOR C	7.15	Non-Exempt	\$41,848	52,310	62,771	20.12	25.15	30.18
FOOD SERVICE SUPERVISOR	7.15	Exempt	\$41,848	52,310	62,771	20.12	25.15	30.18
OPEN SPACE MAINTENANCE TECHNICIAN III	7.12	Non-Exempt	\$41,769	52,212	62,654	20.08	25.10	30.12
PARKS MAINTENANCE TECHNICIAN III	7.12	Non-Exempt	\$41,769	52,212	62,654	20.08	25.10	30.12
STREETS/UTILITY TECHNICIAN III	7.10	Non-Exempt	\$41,717	52,146	62,575	20.06	25.07	30.08
EVIDENCE SPECIALIST	7.10	Non-Exempt	\$41,717	52,146	62,575	20.06	25.07	30.08
FACILITY MAINTENANCE COORDINATOR	7.02	Non-Exempt	\$41,509	51,886	62,263	19.96	24.95	29.93
NEIGHBORHOOD SERVICES SPECIALIST	6.70	Non-Exempt	\$40,688	50,860	61,032	19.56	24.45	29.34
ACCOUNTING TECHNICIAN, SENIOR	6.60	Non-Exempt	\$40,432	50,541	60,649	19.44	24.30	29.16
POLICE RECORDS TECHNICIAN II	6.50	Non-Exempt	\$40,180	50,225	60,271	19.32	24.15	28.98
IRRIGATION TECHNICIAN	6.47	Non-Exempt	\$40,106	50,133	60,160	19.28	24.10	28.92
STREETS/UTILITY TECHNICIAN II	6.25	Non-Exempt	\$39,557	49,446	59,335	19.02	23.77	28.53
UTILITY BILLING COORDINATOR	6.21	Non-Exempt	\$39,462	49,327	59,192	18.97	23.71	28.46
PARKS MAINTENANCE TECHNICIAN II	6.16	Non-Exempt	\$39,334	49,168	59,001	18.91	23.64	28.37
OPEN SPACE MAINTENANCE TECHNICIAN II	6.16	Non-Exempt	\$39,334	49,168	59,001	18.91	23.64	28.37
GOLF COURSE PRO, SECOND ASSISTANT	6.11	Non-Exempt	\$39,223	49,029	58,834	18.86	23.57	28.29
ACCOUNTING TECHNICIAN	5.99	Non-Exempt	\$38,919	48,649	58,378	18.71	23.39	28.07
ADMINISTRATIVE ASSISTANT	5.96	Non-Exempt	\$38,854	48,567	58,281	18.68	23.35	28.02



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PLANT OPERATOR D	5.94	Non-Exempt	\$38,803	48,503	58,204	18.66	23.32	27.98
FACILITY MAINTENANCE SPECIALIST	5.94	Non-Exempt	\$38,795	48,494	58,193	18.65	23.31	27.98
POLICE RECORDS TECHNICIAN	5.90	Non-Exempt	\$38,700	48,375	58,051	18.61	23.26	27.91
FINANCE CLERK, SENIOR	5.87	Non-Exempt	\$38,628	48,285	57,942	18.57	23.21	27.86
GUEST SERVICES SPECIALIST	5.11	Non-Exempt	\$36,839	46,049	55,259	17.71	22.14	26.57
FINANCE CLERK	5.10	Non-Exempt	\$36,811	46,014	55,217	17.70	22.12	26.55
SENIOR CLERK	5.00	Non-Exempt	\$36,582	45,727	54,873	17.59	21.98	26.38
MAINTENANCE TECHNICIAN	5.00	Non-Exempt	\$36,582	45,727	54,873	17.59	21.98	26.38



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ACCOUNTANT	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
ACCOUNTANT, SENIOR	12.03	Exempt	\$56,795	70,994	85,193	27.31	34.13	40.96
ACCOUNTING MANAGER	13.58	Exempt	\$62,505	78,131	93,758	30.05	37.56	45.08
ACCOUNTING TECHNICIAN	5.99	Non-Exempt	\$38,919	48,649	58,378	18.71	23.39	28.07
ACCOUNTING TECHNICIAN, SENIOR	6.60	Non-Exempt	\$40,432	50,541	60,649	19.44	24.30	29.16
ADMINISTRATIVE ASSISTANT	5.96	Non-Exempt	\$38,854	48,567	58,281	18.68	23.35	28.02
ADMINISTRATIVE COORDINATOR	8.56	Exempt	\$45,706	57,133	68,559	21.97	27.47	32.96
ADMINISTRATIVE SPECIALIST	7.19	Non-Exempt	\$41,949	52,436	62,924	20.17	25.21	30.25
ANIMAL CONTROL OFFICER	7.20	Non-Exempt	\$41,979	52,473	62,968	20.18	25.23	30.27
AQUATICS OPERATIONS MANAGER	12.90	Exempt	\$59,961	74,951	89,942	28.83	36.03	43.24
ARTS AND CULTURAL RESOURCES DIRECTOR	17.56	Exempt	\$80,235	100,294	120,353	38.57	48.22	57.86
ASSISTANT CITY ADMINISTRATOR ECO DEVO DIRECTOR	14.80	Exempt	\$67,535	84,419	101,303	32.47	40.59	48.70
ASSISTANT TO THE DIRECTOR	13.18	Exempt	\$61,011	76,264	91,517	29.33	36.67	44.00
ASST WATER RESOURCES CIP MANAGER	17.08	Exempt	\$77,890	97,363	116,835	37.45	46.81	56.17
BUILDING INSPECTOR AND PLANS EXAMINER	9.06	Non-Exempt	\$47,144	58,930	70,716	22.67	28.33	34.00
BUILDING INSPECTOR/PLANS EXAMINER, SENIOR	12.08	Exempt	\$56,953	71,191	85,429	27.38	34.23	41.07
BUILDING OFFICIAL	17.01	Exempt	\$77,539	96,923	116,308	37.28	46.60	55.92
CITY CLERK	20.10	Exempt	\$94,081	117,602	141,122	45.23	56.54	67.85
CITY ENGINEER	19.58	Exempt	\$91,061	113,826	136,592	43.78	54.72	65.67
CIVIL ENGINEER EIT	12.92	Exempt	\$60,036	75,045	90,054	28.86	36.08	43.30
CIVIL ENGINEER PE	16.95	Exempt	\$77,248	96,560	115,872	37.14	46.42	55.71
CONSTRUCTION COORDINATOR	10.20	Non-Exempt	\$50,630	63,288	75,945	24.34	30.43	36.51
CONSTRUCTION INSPECTOR	7.29	Non-Exempt	\$42,206	52,757	63,309	20.29	25.36	30.44





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CONSTRUCTION INSPECTOR, SENIOR	9.00	Non-Exempt	\$46,981	58,727	70,472	22.59	28.23	33.88
COURT ADMINISTRATOR	8.97	Non-Exempt	\$46,879	58,599	70,318	22.54	28.17	33.81
CREW SUPERVISOR	10.15	Non-Exempt	\$50,485	63,106	75,728	24.27	30.34	36.41
DEPUTY CITY CLERK	8.80	Non-Exempt	\$46,397	57,997	69,596	22.31	27.88	33.46
DEPUTY POLICE CHIEF	21.90	Exempt	\$105,282	131,603	157,923	50.62	63.27	75.92
EMS CHIEF	21.75	Exempt	\$104,299	130,374	156,448	50.14	62.68	75.22
EQUIPMENT OPERATOR	7.25	Non-Exempt	\$42,103	52,628	63,154	20.24	25.30	30.36
EQUIPMENT OPERATOR, SENIOR	8.50	Non-Exempt	\$45,535	56,919	68,302	21.89	27.36	32.84
EVIDENCE SPECIALIST	7.10	Non-Exempt	\$41,717	52,146	62,575	20.06	25.07	30.08
FACILITY MAINTENANCE COORDINATOR	7.02	Non-Exempt	\$41,509	51,886	62,263	19.96	24.95	29.93
FACILITY MAINTENANCE COORDINATOR, LEAD	8.60	Non-Exempt	\$45,821	57,276	68,731	22.03	27.54	33.04
FACILITY MAINTENANCE SPECIALIST	5.94	Non-Exempt	\$38,795	48,494	58,193	18.65	23.31	27.98
FACILITY MAINTENANCE SUPERINTENDENT	13.06	Exempt	\$60,564	75,705	90,846	29.12	36.40	43.68
FINANCE CLERK	5.10	Non-Exempt	\$36,811	46,014	55,217	17.70	22.12	26.55
FINANCE CLERK, SENIOR	5.87	Non-Exempt	\$38,628	48,285	57,942	18.57	23.21	27.86
FINANCE DIRECTOR	22.49	Exempt	\$109,234	136,543	163,851	52.52	65.65	78.77
FIRE BATTALION CHIEF	20.00	Exempt	\$93,485	116,856	140,227	44.94	56.18	67.42
FIRE CHIEF	22.45	Exempt	\$108,975	136,219	163,463	52.39	65.49	78.59
FLEET MECHANIC	7.29	Non-Exempt	\$42,213	52,766	63,319	20.29	25.37	30.44
FLEET MECHANIC, SENIOR	8.80	Non-Exempt	\$46,397	57,997	69,596	22.31	27.88	33.46
FOOD SERVICE SUPERVISOR	7.15	Exempt	\$41,848	52,310	62,771	20.12	25.15	30.18
GOLF COURSE PRO, FIRST ASSISTANT	8.00	Exempt	\$44,133	55,166	66,199	21.22	26.52	31.83
GOLF COURSE PRO, HEAD	13.70	Exempt	\$63,038	78,797	94,557	30.31	37.88	45.46





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GOLF COURSE PRO, SECOND ASSISTANT	6.11	Non-Exempt	\$39,223	49,029	58,834	18.86	23.57	28.29
GOLF COURSE SUPERINTENDENT	12.94	Exempt	\$60,109	75,136	90,163	28.90	36.12	43.35
GOLF COURSE SUPERINTENDENT, ASSISTANT	9.30	Exempt	\$47,871	59,839	71,807	23.02	28.77	34.52
GUEST SERVICES SPECIALIST	5.11	Non-Exempt	\$36,839	46,049	55,259	17.71	22.14	26.57
HR ANALYST, SENIOR	13.39	Exempt	\$61,827	77,284	92,741	29.72	37.16	44.59
HR ANALYST, SENIOR/RISK MANAGER	15.01	Exempt	\$68,421	85,526	102,631	32.89	41.12	49.34
HUMAN RESOURCES ANALYST	9.47	Exempt	\$48,387	60,483	72,580	23.26	29.08	34.89
HUMAN RESOURCES DIRECTOR	21.28	Exempt	\$101,273	126,592	151,910	48.69	60.86	73.03
INFORMATION TECHNOLOGY MANAGER	18.13	Exempt	\$83,149	103,936	124,724	39.98	49.97	59.96
INFORMATION TECHNOLOGY SPECIALIST	7.95	Non-Exempt	\$43,995	54,994	65,992	21.15	26.44	31.73
INFORMATION TECHNOLOGY SPECIALIST, SENIOR	11.73	Exempt	\$55,736	69,670	83,605	26.80	33.50	40.19
IRRIGATION TECHNICIAN	6.47	Non-Exempt	\$40,106	50,133	60,160	19.28	24.10	28.92
LIBRARIAN I	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
LIBRARIAN II	12.89	Exempt	\$59,922	71,772	83,852	28.81	34.51	40.31
LIBRARIAN III	14.34	Exempt	\$65,620	82,025	98,430	31.55	39.43	47.32
LIBRARY DIRECTOR	20.41	Exempt	\$95,901	119,876	143,851	46.11	57.63	69.16
MAINTENANCE TECHNICIAN	5.00	Non-Exempt	\$36,582	45,727	54,873	17.59	21.98	26.38
NEIGHBORHOOD SERVICES SPECIALIST	6.70	Non-Exempt	\$40,688	50,860	61,032	19.56	24.45	29.34
NEIGHBORHOOD SERVICES SPECIALIST, SR	8.18	Non-Exempt	\$44,623	55,779	66,935	21.45	26.82	32.18
OPEN SPACE MAINTENANCE TECHNICIAN II	6.16	Non-Exempt	\$39,334	49,168	59,001	18.91	23.64	28.37
OPEN SPACE MAINTENANCE TECHNICIAN III	7.12	Non-Exempt	\$41,769	52,212	62,654	20.08	25.10	30.12
OPEN SPACE RANGER	7.20	Non-Exempt	\$41,979	52,474	62,969	20.18	25.23	30.27
OPEN SPACE SUPERINTENDENT	13.58	Exempt	\$62,505	85,526	93,758	30.05	41.12	45.08



# 2019 Pay Plan

Effective January 1, 2019

Job Title	Job Value	FLSA	ANNUAL SALARY			ANNUAL HOURLY		
			Min	Mid	Max	Min	Mid	Max
PARKS MAINTENANCE TECHNICIAN II	6.16	Non-Exempt	\$39,334	49,168	59,001	18.91	23.64	28.37
PARKS MAINTENANCE TECHNICIAN III	7.12	Non-Exempt	\$41,769	52,212	62,654	20.08	25.10	30.12
PARKS SUPERINTENDENT	12.94	Exempt	\$60,108	75,135	90,162	28.90	36.12	43.35
PARKS, RECREATION AND OPEN SPACE DIRECTOR	22.06	Exempt	\$106,339	132,924	159,509	51.12	63.91	76.69
PLANNER I	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
PLANNER II	12.03	Exempt	\$56,795	70,994	85,193	27.31	34.13	40.96
PLANNER III	13.20	Exempt	\$61,097	75,605	90,726	29.37	36.35	43.62
PLANNING AND BUILDING DIRECTOR	21.35	Exempt	\$101,722	127,152	152,583	48.90	61.13	73.36
PLANNING MANAGER	15.01	Exempt	\$68,421	85,526	102,632	32.89	41.12	49.34
PLANT MECHANIC	7.75	Non-Exempt	\$43,448	54,310	65,172	20.89	26.11	31.33
PLANT MECHANIC , SENIOR	9.00	Non-Exempt	\$46,981	58,727	70,472	22.59	28.23	33.88
PLANT OPERATOR A	9.25	Non-Exempt	\$47,722	59,652	71,583	22.94	28.68	34.41
PLANT OPERATOR B	8.00	Non-Exempt	\$44,133	55,166	66,199	21.22	26.52	31.83
PLANT OPERATOR C	7.15	Non-Exempt	\$41,848	52,310	62,771	20.12	25.15	30.18
PLANT OPERATOR D	5.94	Non-Exempt	\$38,803	48,503	58,204	18.66	23.32	27.98
PLANT OPERATOR, LEAD	10.52	Non-Exempt	\$51,681	64,601	77,521	24.85	31.06	37.27
POLICE CHIEF	23.28	Exempt	\$114,746	143,432	172,119	55.17	68.96	82.75
POLICE COMMANDER	21.75	Exempt	\$104,299	130,374	156,448	50.14	62.68	75.22
POLICE OFFICER RECRUIT	9.38	Non-Exempt	\$48,119	60,149	72,178	23.13	28.92	34.70
POLICE RECORDS SUPERVISOR	9.20	Exempt	\$47,573	59,466	71,359	22.87	28.59	34.31
POLICE RECORDS TECHNICIAN	5.90	Non-Exempt	\$38,700	48,375	58,051	18.61	23.26	27.91
POLICE RECORDS TECHNICIAN II	6.50	Non-Exempt	\$40,180	50,225	60,271	19.32	24.15	28.98
POLICE RECORDS TECHNICIAN, LEAD	8.56	Non-Exempt	\$45,706	57,133	68,559	21.97	27.47	32.96



## 2019 Pay Plan

Effective January 1, 2019

<i>Job Title</i>	<i>Job Value</i>	<i>FLSA</i>	<i>ANNUAL SALARY</i>			<i>ANNUAL HOURLY</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>	<i>Min</i>	<i>Mid</i>	<i>Max</i>
PUBLIC INFORMATION OFFICER	12.09	Exempt	\$57,001	71,251	85,502	27.40	34.26	41.11
PUBLIC WORKS DIRECTOR	22.01	Exempt	\$106,009	132,511	159,014	50.97	63.71	76.45
RECREATION and FACILITY MAINTENANCE SUPERINTENDENT	17.25	Exempt	\$78,711	98,389	118,067	37.84	47.30	56.76
RECREATION COORDINATOR	8.69	Exempt	\$46,071	57,589	69,107	22.15	27.69	33.22
RECREATION SPECIALIST	7.49	Non-Exempt	\$42,739	53,424	64,109	20.55	25.68	30.82
RECREATION SUPERINTENDENT	14.30	Exempt	\$65,443	81,803	98,164	31.46	39.33	47.19
RECREATION SUPERVISOR	12.61	Exempt	\$58,892	73,615	88,338	28.31	35.39	42.47
RESOURCE COORDINATOR	9.10	Exempt	\$47,276	59,095	70,914	22.73	28.41	34.09
SENIOR CLERK	5.00	Non-Exempt	\$36,582	45,727	54,873	17.59	21.98	26.38
SENIOR SERVICES SUPERVISOR	12.22	Exempt	\$57,464	71,830	86,196	27.63	34.53	41.44



## Fire Department Pay Plan Effective January 1, 2019

<b>FF 5</b>		49,798.00
HOURS / YEAR	2080	23.94
	2922	17.04
<b>FF 4</b>		55,161.00
HOURS / YEAR	2080	26.52
	2922	18.88
<b>FF 3</b>		62,822.00
HOURS / YEAR	2080	30.20
	2922	21.50
<b>FF 2</b>		68,951.00
HOURS / YEAR	2080	33.15
	2922	23.60
<b>FF 1</b>		76,612.00
HOURS / YEAR	2080	36.83
	2922	26.22

<b>Engineer 3</b>		60,211.00
HOURS / YEAR	2080	28.95
	2922	20.61
<b>Engineer 2</b>		72,955.00
HOURS / YEAR	2080	35.07
	2922	24.97
<b>Engineer 1</b>		85,699.00
HOURS / YEAR	2080	41.20
	2922	29.33

<b>FM 5</b>		59,989.00
HOURS / YEAR	2080	28.84
	2922	20.53
<b>FM 4</b>		64,274.00
HOURS / YEAR	2080	30.90
	2922	22.00
<b>FM 3</b>		72,844.00
HOURS / YEAR	2080	35.02
	2922	24.93
<b>FM 2</b>		77,129.00
HOURS / YEAR	2080	37.08
	2922	26.40
<b>FM 1</b>		85,699.00
HOURS / YEAR	2080	41.20
	2922	29.33

<b>LT 3</b>		79,233.00
HOURS / YEAR	2080	38.09
	2922	27.12
<b>LT 2</b>		84,180.00
HOURS / YEAR	2080	40.47
	2922	28.81
<b>LT 1</b>		89,126.00
HOURS / YEAR	2080	42.85
	2922	30.50



## Police Department Pay Plan Effective January 1, 2019

Police Officer Step 1	55,882.60
<i>HOURS / YEAR</i>	26.87
Police Officer Step 2	62,476.74
<i>HOURS / YEAR</i>	30.04
Police Officer Step 3	69,849.00
<i>HOURS / YEAR</i>	33.58
Police Officer Step 4	78,091.18
<i>HOURS / YEAR</i>	37.54
Police Officer Step 5	82,518.95
<i>HOURS / YEAR</i>	39.67
Sergeant Step 1	94,460.18
<i>HOURS / YEAR</i>	45.41
Sergeant Step 2	101,091.27
<i>HOURS / YEAR</i>	48.60
Sergeant Step 3	105,831.12
<i>HOURS / YEAR</i>	50.88

Detective / School Resource Officer  
(Progressed to the next step at the beginning of the 3 year term)

Corporal Step 1	87,366.06
<i>HOURS / YEAR</i>	42.00
Corporal Step 2	89,113.37
<i>HOURS / YEAR</i>	42.84
Corporal Step 3	90,895.65
<i>HOURS / YEAR</i>	43.70



## Part Time Pay Plan

Effective January 1, 2019

			Min	Mid	Max		
Minimum Wage			11.10				
GC Beverage Cart Worker			8.08				
1	Recreation Aide GC Bartender	GOWP Aide GC Range Attendant	Waneka Aide Park Ranger, Junior	11.10	12.49	13.88	
2	BBRC Lifeguard Childcare Worker Customer Service Associate	Field / Gym Supervisor GC Range Attendant, Lead GC Seasonal Worker - Entry Level	GOWP Lifeguard GOWP Operations Worker	Preschool Assistant Sports Official Weight Room Attendant	11.55	12.99	14.44
3	BASE Leader BBRC Swim Instructor	Day Camp Leader Driver	GC Starter GOWP Swim Instructor		12.04	13.55	15.05
4	BBRC Opening Lifeguard	GC Cook	GOWP Opening Lifeguard	Library Materials Handler and substitute	12.50	14.06	15.63
5	BASE Supervisor BBRC Head Lifeguard	BBRC Sr Swim Instructor Day Camp Supervisor	GOWP Head Lifeguard GOWP Sr Swim Instructor	GOWP Swim Coach Instructor, Sports	13.00	14.63	16.25
6	Customer Service Associate, Lead	GC Shop Assistant	GOWP Operations Lead Worker	Seasonal Worker (Parks, Open Space and Golf)	13.50	15.19	16.88
7	BBRC Pool Manager w/health benefits BBRC Pool Manager substitute BBRC Opening Head Lifeguard BBRC Aquatics Fitness Instructor	Facility Coordinator GC Lead Specialist GOWP Aquatics Fitness Instructor	GOWP Opening Head Lifeguard GOWP Pool Manager w/health benefits GOWP Pool Manager substitute Library Associate	Library Associate substitute Instructor, Fitness Preschool Teacher Sports Official, Sr	14.00	15.75	17.50
8	BBRC Opening Pool Manager BBRC Opening Pool Manager Substitute BBRC Swim Instructor Specialist	Gallery Docent GC 3rd Assistant Pro GOWP Opening Pool Manager	GOWP Opening Pool Manager Substitute GOWP Swim Instructor Specialist GOWP Sr Swim Coach	Park Ranger, Senior Preschool Teacher, Sr. w/health benefits	15.00	16.88	18.75
9	Administrative Assistant part time  BASE Manager	Community Affairs Tech Data Entry Clerk Day Camp Manager	Engineering Intern Instructor, Sr Sports Office Manager	Preschool Director w/health benefits Recreation Specialist PT Recreation Specialist, Aquatics w/ health benefits	15.75	18.90	22.05
10	Assistant Librarian Assistant Librarian substitute	BBRC Sr Fitness Instructor	GOWP Sr Fitness Instructor Grounds Worker Specialist w/health benefits	Instructor, Private Swim Senior Services Program Instructor	16.75	20.10	23.45
12	Administrative Coordinator part time Finance Coordinator Recreation Latino Arts Outreach Coordinator	Library Marketing Coordinator Library Web Coordinator w/ health benefits Librarian, Adult Svs / Local History	Librarian Outreach Librarian Substitute Librarian, Youth Services w/health benefits	Public Art Coordinator Recreation Coordinator part time Sports Official, Specialist	23.00	27.60	32.20
13	GC - Instructor - Clinics GC - Instructor - Private	40.00 60.66	GC - Instructor Group (small 2-4) GC - Instructor Group (large 5 - 8)				70.00 105.00
14	Personal Trainers	General Training Session Elite Session Multiple		per session per session per session			32.00 38.00 48.00