



POSITION CLASSIFICATION & COMPENSATION PLAN

FY 2023 NON-UNION SALARY ADMINISTRATION PLAN

	Grade	Entry	Midpoint	Maximum
Administrative Specialist I	B7	17.62	19.37	20.53
Facilities Custodian	B7	17.62	19.37	20.53
Administrative Specialist II	B8	18.88	20.74	21.99
Cemetery Technician (CL - Level 1)	B8	18.88	20.74	21.99
Court Clerk	B8	18.88	20.74	21.99
Legal Support Specialist	B8	18.88	20.74	21.99
Police Property Clerk	B8	18.88	20.74	21.99
Police Support Specialist	B8	18.88	20.74	21.99
Program Assistant	B8	18.88	20.74	21.99
Recreation Support Specialist I	B8	18.88	20.74	21.99
Abandoned Vehicle Specialist	B9	20.22	22.21	23.55
Cemetery Technician (CL - Level 2)	B9	20.22	22.21	23.55
Community Services Specialist	B9	20.22	22.21	23.55
Maintenance Technician	B9	20.22	22.21	23.55
Permit Coordinator (CL - Level 1)	B9	20.22	22.21	23.55
Utility Billing Specialist (CL - Level 1)	B9	20.22	22.21	23.55
Accounting Coordinator	C10	21.65	23.79	25.22
Accounts Coordinator (Court)	C10	21.65	23.79	25.22
Cemetery Technician (CL - Level 3)	C10	21.65	23.79	25.22
Court Compliance Coordinator	C10	21.65	23.79	25.22
Help Desk Specialist	C10	21.65	23.79	25.22
Judge's Clerk	C10	21.65	23.79	25.22
Legal Assistant (CL - Level 2)	C10	21.65	23.79	25.22
Legal Assistant (Court)	C10	21.65	23.79	25.22
Permit Coordinator (CL - Level 2)	C10	21.65	23.79	25.22
Police Volunteer Coordinator	C10	21.65	23.79	25.22
Program Coordinator	C10	21.65	23.79	25.22
Recreation Support Specialist II	C10	21.65	23.79	25.22
Settlement Master	C10	21.65	23.79	25.22
Utility Billing Specialist (CL - Level 2)	C10	21.65	23.79	25.22
Water Dispatcher	C10	21.65	23.79	25.22
Administrative Specialist III	C11	23.21	25.50	27.04
Control & Instrumentation Technician I	C11	23.21	25.50	27.04
Customer Service Supervisor	C11	23.21	25.50	27.04
Deputy City Clerk	C11	23.21	25.50	27.04
EMT	C11	23.21	25.50	27.04
Evidence Technician	C11	23.21	25.50	27.04
Legal Assistant (CL - Level 3)	C11	23.21	25.50	27.04
Meter Reading Technician	C11	23.21	25.50	27.04
Municipal Court Technology Specialist	C11	23.21	25.50	27.04
Parking Maintenance Supervisor	C11	23.21	25.50	27.04
Permit Coordinator (CL - Level 3)	C11	23.21	25.50	27.04
Police Special Services Assistant	C11	23.21	25.50	27.04
Procurement Specialist	C11	23.21	25.50	27.04
Utility Billing Specialist (CL - Level 3)	C11	23.21	25.50	27.04
Utility Locator	C11	23.21	25.50	27.04
Utility Serviceperson [Distribution, Service] (CL - Level 1)	C11	23.21	25.50	27.04
Community Services Administrator	C12	24.88	27.34	28.98
Crime Scene Technician	C12	24.88	27.34	28.98
Data Analyst	C12	24.88	27.34	28.98
Facilities Maintenance Worker	C12	24.88	27.34	28.98
HR Coordinator	C12	24.88	27.34	28.98
Mayor's Executive Assistant	C12	24.88	27.34	28.98

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	Grade	Entry	Midpoint	Maximum
Permit Coordinator Supervisor	C12	24.88	27.34	28.98
Program Specialist I	C12	24.88	27.34	28.98
Public Safety Support Specialist	C12	24.88	27.34	28.98
Utility Locator Lead	C12	24.88	27.34	28.98
Utility Serviceperson [Distribution, Service] (CL - Level 2)	C12	24.88	27.34	28.98
Victim Witness Coordinator	C12	24.88	27.34	28.98
Administrative Services Manager	C13	26.67	29.31	31.07
Backflow/Cross Connection Specialist	C13	26.67	29.31	31.07
Code Compliance Coordinator II	C13	26.67	29.31	31.07
Deputy City Clerk (Senior)	C13	26.67	29.31	31.07
GIS Analyst (CL - Level 1)	C13	26.67	29.31	31.07
Grants Administrator (CL - Level 1)	C13	26.67	29.31	31.07
HVAC/Facilities Maintenance Technician	C13	26.67	29.31	31.07
Maintenance Foreman	C13	26.67	29.31	31.07
Production Technician	C13	26.67	29.31	31.07
CPDI Specialist (CL - Level 1)	C13	26.67	29.31	31.07
SCADA Specialist	C13	26.67	29.31	31.07
Sharepoint/Teams Administrator	C13	26.67	29.31	31.07
Utility Billing Supervisor	C13	26.67	29.31	31.07
Utility Serviceperson [Distribution, Service] (CL - Level 3)	C13	26.67	29.31	31.07
Victim Services Manager	C13	26.67	29.31	31.07
Water Facilities Supervisor	C13	26.67	29.31	31.07
Code Compliance Supervisor	D14	28.28	31.42	33.31
Crime Analyst	D14	28.28	31.42	33.31
GIS Analyst (CL - Level 2)	D14	28.28	31.42	33.31
Grants Administrator (CL - Level 2)	D14	28.28	31.42	33.31
Human Resources Generalist (CL - Level 1)	D14	28.28	31.42	33.31
Human Resources Specialist	D14	28.28	31.42	33.31
CPDI Specialist (CL - Level 2)	D14	28.28	31.42	33.31
Program Specialist II	D14	28.28	31.42	33.31
Recreation Administrative Specialist	D14	28.28	31.42	33.31
Utility Inspector	D14	28.28	31.42	33.31
Website & Design Engagement Administrator	D14	28.28	31.42	33.31
Accountant (Senior)	D15	30.01	33.71	35.74
GIS Analyst (CL - Level 3)	D15	30.01	33.71	35.74
Grants Administrator (CL - Level 3)	D15	30.01	33.71	35.74
Human Resources Generalist (CL - Level 2)	D15	30.01	33.71	35.74
CPDI Specialist (CL - Level 3)	D15	30.01	33.71	35.74
Program Specialist III	D15	30.01	33.71	35.74
Safety & Risk Coordinator	D15	30.01	33.71	35.74
Software Application Specialist	D15	30.01	33.71	35.74
Accountant (Senior/Supervisor)	D16	31.83	36.17	38.35
Accounting Supervisor	D16	31.83	36.17	38.35
Control & Instrumentation Technician II	D16	31.83	36.17	38.35
Deputy Court Administrator	D16	31.83	36.17	38.35
GIS Administrator	D16	31.83	36.17	38.35
Human Resources Generalist (CL - Level 3)	D16	31.83	36.17	38.35
Planning Supervisor	D16	31.83	36.17	38.35
Program Manager	D16	31.83	36.17	38.35
Project Manager (MRA)	D16	31.83	36.17	38.35
Software Developer	D16	31.83	36.17	38.35
Urban Forester	D16	31.83	36.17	38.35
Utility Billing Manager	D16	31.83	36.17	38.35
Water Quality Specialist	D16	31.83	36.17	38.35

FY 2023 NON-UNION SALARY ADMINISTRATION PLAN

	Grade	Entry	Midpoint	Maximum
Business Analyst	D17	33.80	38.85	41.18
Business Manager	D17	33.80	38.85	41.18
Collections Systems Manager	D17	33.80	38.85	41.18
Compost Facility Manager	D17	33.80	38.85	41.18
Engineer in Training	D17	33.80	38.85	41.18
Housing Manager	D17	33.80	38.85	41.18
Laboratory Pretreatment Manager	D17	33.80	38.85	41.18
Landscape Architect Manager	D17	33.80	38.85	41.18
Plant Operations & Maintenance Manager	D17	33.80	38.85	41.18
Project/Revelopment Manager	D17	33.80	38.85	41.18
Strategic Projects Administrator	D17	33.80	38.85	41.18
Water Section Supervisor (Distribution, Production, Service)	D17	33.80	38.85	41.18
Construction Project Manager	D18	35.89	41.73	44.23
Superintendent (Public Works) (Cemetery, Comm Shop, Resource Recovery, Stormwater, Street, Traffic Services, Wastewater Collection, , Water Operations)	D18	35.89	41.73	44.23
Assistant Finance Director	D19	38.54	44.81	47.50
Associate Director (Parks) (Administrative, Developed Parks & Trails, Eco Systems, Recreation)	D19	38.54	44.81	47.50
Building Official	D19	38.54	44.81	47.50
Court Administrator	D19	38.54	44.81	47.50
Engineer (Dev Review, Transportation, Utility)	D19	38.54	44.81	47.50
Facilities Director	D19	38.54	44.81	47.50
Fleet Director	D19	38.54	44.81	47.50
GIS Manager	D19	38.54	44.81	47.50
IT Network Manager	D19	38.54	44.81	47.50
IT Operations Manager	D19	38.54	44.81	47.50
City Engineer (Dev Review, Surface Transportation, Utility)	E20	41.43	48.18	51.07
Deputy City Attorney	E20	41.43	48.18	51.07
Engineering Manager	E20	41.43	48.18	51.07
Legislative Services Director/City Clerk	E20	41.43	48.18	51.07
Parking Services Director	E20	41.43	48.18	51.07
Planning Manager (Long-Range, Permit & Land Use, Transportation)	E20	41.43	48.18	51.07
Public Info/Communications Director	E20	41.43	48.18	51.07
Deputy City Attorney (Senior)	E21	44.54	51.79	54.90
Deputy Department Directors	E21	44.54	51.79	54.90
IT Director	E21	44.54	51.79	54.90
Police Captain	E21	44.54	51.79	54.90
Risk & Safety Manager	E21	44.54	51.79	54.90
Assistant Fire Chief	E22	47.88	55.67	59.01
Assistant Police Chief	E22	47.88	55.67	59.01
Chief Civil Attorney	E22	47.88	55.67	59.01
Finance Director	E22	47.88	55.67	59.01
Chief Prosecuting Attorney	F23	50.87	59.85	63.44
Chief Administrative Officer	SLT	79.43**		
Chief Human Resources Officer	SLT	73.25*		
Chief Operations Officer	SLT	73.25*		
City Attorney	SLT	73.25*		
CPDI Director	SLT	73.25*		
Fire Chief	SLT	73.25*		
MRA Director	SLT	73.25*		
P&R Director	SLT	73.25*		
Police Chief	SLT	73.25*		
Public Works Director	SLT	73.25*		

*SLT wages remain uniform at 98% of market

**per negotiated contract