

APPENDIX "B"
COMPENSATION PLAN / SALARY SCHEDULE
MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
EFFECTIVE July 1, 2017

Executive Management Staff

City Administrator	95.35 Hourly Base Salary				
STEPS					
Job Class	A	B	C	D	E
Police Chief	72.53682	76.16366	79.97185	83.97044	88.16896
Assistant City Administrator	68.20259	71.61272	75.19335	78.95302	82.90067
Director of Administrative Services	60.87217	63.91578	67.11156	70.46714	73.99050
Director of Community Services	60.87217	63.91578	67.11156	70.46714	73.99050
Director of Development Services	60.87217	63.91578	67.11156	70.46714	73.99050
Director of Finance	60.87217	63.91578	67.11156	70.46714	73.99050
Director of Public Works	60.87217	63.91578	67.11156	70.46714	73.99050

Mid-Management Staff

STEPS					
Job Class	A	B	C	D	E
Accountant	28.58837	30.01779	31.51868	33.09462	34.74935
Associate Civil Engineer	36.17519	37.98395	39.88315	41.87731	43.97117
Assistant to the C.A./Econ. Dev. Mgr	46.24571	48.55799	50.98589	53.53519	56.21194
Associate Planner	31.37472	32.94346	34.59063	36.32016	38.13617
Chief Building Official	43.46124	45.63430	47.91601	50.31181	52.82740
City Engineer	52.17973	54.78872	57.52815	60.40456	63.42479
Code Enforcement Manager	35.68779	37.47218	39.34579	41.31308	43.37873
Communications & Marketing Mgr.	35.68779	37.47218	39.34579	41.31308	43.37873
Community Services Supervisor	30.41145	31.93202	33.52862	35.20505	36.96531
Chief Deputy City Clerk	35.45427	37.22698	39.08833	41.04275	43.09488
Crime Analyst	30.41145	31.93202	33.52862	35.20505	36.96531
Deputy Chief of Police	68.05953	71.46251	75.03564	78.78742	82.72679
Deputy Director of A.S./Chief Dep. CC	46.24571	48.55799	50.98589	53.53519	56.21194
Deputy City Clerk	27.71091	29.09646	30.55128	32.07885	33.68279
Economic Development Manager	35.68779	37.47218	39.34579	41.31308	43.37873
Finance Services Manager	41.71605	43.80185	45.99194	48.29154	50.70612
Human Resources Analyst	30.41145	31.93202	33.52862	35.20505	36.96531
Human Resources Manager	35.68779	37.47218	39.34579	41.31308	43.37873
Management Analyst	30.41145	31.93202	33.52862	35.20505	36.96531
Neighborhood Services Manager	35.68779	37.47218	39.34579	41.31308	43.37873
Public Works Supervisor	28.58837	30.01779	31.51868	33.09462	34.74935
Public Works Manager	47.43608	49.80788	52.29827	54.91319	57.65885
Public Works Superintendent	35.68779	37.47218	39.34579	41.31308	43.37873
Senior Accountant	35.15221	36.90982	38.75531	40.69308	42.72773
Senior Accountant II	39.93208	41.92868	44.02512	46.22637	48.53769
Senior Management Analyst	35.45427	37.22698	39.08833	41.04275	43.09488
Senior Planner	39.93208	41.92868	44.02512	46.22637	48.53769
Traffic Engineer	43.46124	45.63430	47.91601	50.31181	52.82740

NOTE:

1. All job classes on this salary schedule are ineligible for overtime.
2. The City Administrator base rate is set by contract with City Council.

APPENDIX "B"
COMPENSATION PLAN / SALARY SCHEDULE
MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
March 1, 2018
EFFECTIVE FEBRUARY 25, 2018

Executive Management Staff

City Administrator	99.23 Hourly Base Salary				
STEPS					
Job Class	A	B	C	D	E
Police Chief	73.98755	77.68693	81.57127	85.64984	89.93233
Assistant City Administrator	69.56664	73.04497	76.69722	80.53208	84.55869
Director of Administrative Services	62.08961	65.19409	68.45380	71.87648	75.47031
Director of Community Services	62.08961	65.19409	68.45380	71.87648	75.47031
Director of Development Services	62.08961	65.19409	68.45380	71.87648	75.47031
Director of Finance	62.08961	65.19409	68.45380	71.87648	75.47031
Director of Public Works	62.08961	65.19409	68.45380	71.87648	75.47031

Mid-Management Staff

STEPS					
Job Class	A	B	C	D	E
Accountant	29.16014	30.61814	32.14905	33.75650	35.44433
Associate Civil Engineer	36.89869	38.74363	40.68081	42.71485	44.85059
Assistant to the C.A./Econ. Dev. Mgr	47.17062	49.52915	52.00561	54.60589	57.33618
Associate Planner	32.00221	33.60233	35.28244	37.04656	38.89889
Chief Building Official	44.33046	46.54699	48.87434	51.31805	53.88396
City Engineer	53.22332	55.88449	58.67872	61.61265	64.69328
Code Enforcement Manager	36.40155	38.22162	40.13270	42.13934	44.24631
Communications & Marketing Mgr.	36.40155	38.22162	40.13270	42.13934	44.24631
Community Services Supervisor	31.01968	32.57066	34.19920	35.90916	37.70461
Chief Deputy City Clerk	36.16336	37.97152	39.87010	41.86360	43.95678
Crime Analyst	31.01968	32.57066	34.19920	35.90916	37.70461
Deputy Chief of Police	69.42072	72.89176	76.53634	80.36316	84.38132
Deputy Director of A.S./Chief Dep. CC	47.17062	49.52915	52.00561	54.60589	57.33618
Deputy City Clerk	28.26513	29.67838	31.16230	32.72042	34.35644
Economic Development Manager	36.40155	38.22162	40.13270	42.13934	44.24631
Finance Services Manager	42.55037	44.67789	46.91178	49.25737	51.72024
Human Resources Analyst	31.01968	32.57066	34.19920	35.90916	37.70461
Human Resources Manager	36.40155	38.22162	40.13270	42.13934	44.24631
Management Analyst	31.01968	32.57066	34.19920	35.90916	37.70461
Neighborhood Services Manager	36.40155	38.22162	40.13270	42.13934	44.24631
Public Works Supervisor	29.16014	30.61814	32.14905	33.75650	35.44433
Public Works Manager	48.38480	50.80404	53.34424	56.01146	58.81203
Public Works Superintendent	36.40155	38.22162	40.13270	42.13934	44.24631
Senior Accountant	35.85525	37.64802	39.53042	41.50694	43.58229
Senior Accountant II	40.73072	42.76726	44.90562	47.15090	49.50845
Senior Management Analyst	36.16336	37.97152	39.87010	41.86360	43.95678
Senior Planner	40.73072	42.76726	44.90562	47.15090	49.50845
Traffic Engineer	44.33046	46.54699	48.87434	51.31805	53.88396

NOTE:

1. All job classes on this salary schedule are ineligible for overtime.
2. The City Administrator base rate is set by contract with City Council.