

Fiscal Year 24 Payscale
effective 10/9/2023

Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum
Accountant	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Accounting Manager	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Accounting Specialist	Non-exempt	20	\$40,124.24	\$50,273.60	\$60,404.14
Administrative Assistant	Non-exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Administrative Supervisor	Non -exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Airport Attendant	Non-exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Airport Business Operations Coordinator	Non-exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Airport Maintenance Supervisor	Non-exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Airport Maintenance Worker	Non-exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Airport Manager	Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
AMI & Billing Specialist	Non-exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
AMI Analyst	Non Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
AMI Data Analyst	Non Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Animal Care Supervisor	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Animal Control Officer I	Non-exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Animal Control Officer II	Non-exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Animal Control Officer III	Non-exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Animal Control Officer Trainee	Non-exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Animal Control Supervisor	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Animal Health Technician	Non-exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Animal Services Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Animal Services Marketing Coordinator	Non-exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Animal Shelter Technician	Non-exempt	17	\$34,666.32	\$43,430.40	\$52,179.10
Aquatics Maintenance Worker	Non-exempt	20	\$40,124.24	\$50,273.60	\$60,404.14
Aquatics Specialist	Non-Exempt	22	\$44,217.68	\$55,390.40	\$66,561.04
Aquatics Supervisor	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Arts & Culture Program Manager	Non-exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Asset Management Program Manager	Non-exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Assistant Chief Building Official	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Assistant City Attorney	Exempt	38	\$96,536.96	\$120,931.20	\$145,317.01
Assistant City Manager	Exempt	Open Grade			
Assistant City Secretary	Non-exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Assistant Controller	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Assistant Emergency Management Coordinator	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Assistant Finance Director	Exempt	39	\$101,333.96	\$126,942.40	\$152,543.64
Assistant Human Resources Director	Exempt	38	\$96,536.96	\$120,931.20	\$145,317.01
Assistant IT Director	Exempt	41	\$111,738.12	\$139,963.20	\$168,185.49
Assistant Library Services Director	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Assistant Parks & Recreation Director	Exempt	38	\$96,536.96	\$120,931.20	\$145,317.01
Assistant Planning Director	Exempt	38	\$96,536.96	\$120,931.20	\$145,317.01
Assistant Public Works Director	Exempt	39	\$101,333.96	\$126,942.40	\$152,543.64
Assistant Systems Engineering Director	Exempt	42	\$117,323.96	\$146,972.80	\$176,600.70
Assistant To the City Manager	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Assistant Treasurer	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Assistant Water Utility Director	Exempt	42	\$117,323.96	\$146,972.80	\$176,600.70
Associate Deputy Court Clerk	Non-exempt	16	\$32,982.04	\$41,308.80	\$49,635.52
Associate Electric Project Coordinator	Non-Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Associate Planner	Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Benefits & Wellness Program Administrator	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Benefits Coordinator	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Budget Analyst	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Budget Manager	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Building Inspector	Non-exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Building Maintenance Technician	Non-exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Building Plans Examiner	Non-exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Business Analyst	Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40

Fiscal Year 24 Payscale
effective 10/9/2023

Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum
Business Process Analyst	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Business Systems Analyst	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Buyer	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Chief Building Inspector	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Chief Building Official	Exempt	Open Grade			
Chief Code Enforcement Officer	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Chief Plans Examiner	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
CIP Manager	Exempt	37	\$91,931.84	\$115,169.60	\$138,375.65
Circulation Supervisor	Non- Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
City Attorney	Exempt	Open Grade			
City Manager	Exempt	Open Grade			
City Secretary	Exempt	Open Grade			
Code Compliance Officer I	Non-exempt	22	\$44,217.68	\$55,390.40	\$66,561.04
Code Compliance Supervisor	Non-Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Combination Building Inspector	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Combination Building Plans Examiner	Non-exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Communications and Public Engagement	Exempt	Open Grade			
Community Engagement Coordinator	Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Community Resources Coordinator	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Compensation & HRIS Analyst	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Contract Administrator	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Contract Coordinator	Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Control Center Manager	Exempt	40	\$106,408.12	\$133,307.20	\$160,174.39
Control Center Supervisor	Exempt	37	\$91,931.84	\$115,169.60	\$138,375.65
Controller	Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Crime Scene Specialist	Non-exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Criminal Intelligence Analyst	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Customer Billing Manager	Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Customer Care Director	Exempt	Open Grade			
Customer Service Manager	Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Customer Service Representative	Non-exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Customer Service Representative	Non-exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Customer Service Supervisor	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Customer Solutions Coordinator	Non-Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Deputy Court Clerk	Non-exempt	17	\$34,666.32	\$43,430.40	\$52,179.10
Development Account Specialist	Non-exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Development Administration Program Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Development Support Manager	Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Downtown and Tourism Director	Exempt	Open Grade			
Drainage Foreman	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Economic Development Director	Exempt	Open Grade			
Economic Development Program Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Electric CIP Supervisor	Exempt	38	\$96,536.96	\$120,931.20	\$145,317.01
Electric Contract Crew Lead	Non-exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Electric Crew Leader	Non-exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Electric Design Supervisor	Exempt	40	\$106,408.12	\$133,307.20	\$160,174.39
Electric Distribution Designer	Non-exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Electric Distribution Troubleshooter	Non-exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Electric Engineer	Exempt	37	\$91,931.84	\$115,169.60	\$138,375.65
Electric Engineering Analyst	Non-Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Electric Engineering Manager	Exempt	44	\$129,348.44	\$162,032.00	\$194,691.04
Electric Engineering Supervisor	Exempt	41	\$111,738.12	\$139,963.20	\$168,185.49
Electric Journeyman Lineman	Non-exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Electric Maintenance Program Coordinator	Non-exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Electric Meter Foreman	Non-exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Electric Meter Journeyman	Non-exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Electric Metering Operations Supervisor	Exempt	40	\$106,408.12	\$133,307.20	\$160,174.39

Fiscal Year 24 Payscale
effective 10/9/2023

Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum
Electric Operations Manager	Exempt	43	\$123,208.28	\$154,336.00	\$185,467.58
Electric Operations Supervisor	Exempt	40	\$106,408.12	\$133,307.20	\$160,174.39
Electric Planner Scheduler	Non-exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Electric Project Analyst	Non-Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Electric Project Coordinator	Non-Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Electric Safety Program Manager	Exempt	40	\$106,408.12	\$133,307.20	\$160,174.39
Electric Utility Analyst	Non Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Emergency Communications Manager	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Emergency Communications Operator	Non-Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Emergency Communications Operator Trainee	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Emergency Communications Supervisor	Non-Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Emergency Management Coordinator	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Energy Market Portfolio Program Manager	Exempt	41	\$111,738.12	\$139,963.20	\$168,185.49
Engineer Technician	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Environmental Services Program Coordinator	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Environmental Services Program Manager	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
ERP Applications Administrator	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Event Coordinator	Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Executive Assistant	Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Facilities Coordinator	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Facilities Foreman	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Facilities Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Fiber Maintenance Coordinator	Non-exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Finance Director	Exempt	Open Grade			
Fire Chief	Exempt	Open Grade			
Fire Protection Engineer	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Fleet Assistant	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Fleet Services Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Fleet Services Specialist	Non-Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
General Manager of Electric Utilities	Exempt	Open Grade			
GIS Administrator	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
GIS Analyst I	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
GIS Analyst II	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Heavy Equipment Operator	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Historic Preservation Program Manager	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Human Resources Director	Exempt	Open Grade			
Human Resources Generalist	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Human Resources Program Manager	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Human Resources Specialist	Non-Exempt	22	\$44,217.68	\$55,390.40	\$66,561.04
Inspection Supervisor	Non-Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Integrations Architect	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Intergovernmental Relations Manager	Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
IT Director	Exempt	Open Grade			
IT Manager	Exempt	37	\$91,931.84	\$115,169.60	\$138,375.65
IT Supervisor	Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
IT Support Specialist	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Landscape Planner	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Lead Mechanic	Non-Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Lead Systems Administrator	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Lead Systems Analyst	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Learning and Development Coordinator	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Legal Assistant	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Legal Program Manager	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Librarian	Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Library Aide	Non-Exempt	15	\$31,425.68	\$39,374.40	\$47,305.88
Library Assistant	Non-Exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Library Services Director	Exempt	Open Grade			

Fiscal Year 24 Payscale
effective 10/9/2023

Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum
Light Equipment Operator	Non-Exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Line Locator Supervisor	Non-exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Logistics Coordinator	Non-Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Mail Courier	Non-Exempt	13	\$28,504.84	\$35,713.60	\$42,908.10
Management Analyst	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Marketing and Community Engagement Program Manager	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Marketing Coordinator	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Marketing Data Analyst	Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Marketing Program Coordinator	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Master Inspector	Non-Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Master Mechanic	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Mechanic	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Meter Services Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Metering Scheduling Supervisor	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Metering Technician	Non-Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Metering Technician, Trainee	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Multimedia Specialist	Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Municipal Court Administrator	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Municipal Court Supervisor	Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Neighborhood and housing Program Manager	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Network Administrator	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Office Assistant	Non-Exempt	15	\$31,425.68	\$39,374.40	\$47,305.88
Office Specialist	Non-Exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Open Records Coordinator	Non-exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Open Records Multimedia Specialist	Non-exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Organizational Development Manager	Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Parking Enforcement Officer	Non-Exempt	15	\$31,425.68	\$39,374.40	\$47,305.88
Parks & Recreation Director	Exempt	Open Grade			
Parks and Recreation Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Parks Development Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Parks Maintenance Foreman	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Parks Maintenance Worker	Non-Exempt	17	\$34,666.32	\$43,430.40	\$52,179.10
Parks Superintendent	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Payroll Specialist	Non-Exempt	22	\$44,217.68	\$55,390.40	\$66,561.04
Performance Management Program Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Permit Technician	Non-Exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Planner	Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Planner II	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Planning Director	Exempt	Open Grade			
Planning Specialist	Non-exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Planning Technician	Non-Exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Plant Operations Supervisor	Non-exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Plant Operations Technician	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Plant Operations Technician Trainee	Non-Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Police Chief	Exempt	Open Grade			
Police Records Specialist	Non-Exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Police Records Supervisor	Non-Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Preservation and Redevelopment Program Manager	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Pretreatment Technician	Non-Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Principal Planner	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Project Manager	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Property & Evidence Control Technician	Non-Exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Public Communications Manager	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Public Engagement Coordinator	Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44

Fiscal Year 24 Payscale
effective 10/9/2023

Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum
Public Improvement Inspector I	Non-Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Public Improvement Inspector II	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Public Improvement Inspector III	Non-Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Public Information Specialist	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Public Safety Information Specialist	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Public Safety Systems Analyst	Non-Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Public Safety Volunteer Program Coordinator	Non-Exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Public Works Director	Exempt	Open Grade			
Public Works Engineer - Engineer In Training	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Public Works Engineer - Professional Engineer	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Public Works Operations Manager	Exempt	37	\$91,931.84	\$115,169.60	\$138,375.65
Public Works Planner Scheduler	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Purchasing Assistant	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Purchasing Manager	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Real Estate Services Coordinator	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Real Estate Services Manager	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Records Program Manager	Non-Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Records Management Analyst	Non-Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Records Specialist	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Recreation Assistant	Non-Exempt	15	\$31,425.68	\$39,374.40	\$47,305.88
Recreation Program Coordinator	Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Recreation Specialist	Non-Exempt	22	\$44,217.68	\$55,390.40	\$66,561.04
Recreation Superintendent	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Recreation Supervisor	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Regulatory Analyst	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Regulatory and Conservation Manager	Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Safety & Risk Coordinator	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Safety & Risk Program Manager	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Safety & Risk Specialist	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Safety & Training Specialist	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
SCADA I & C Technician I	Non-Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
SCADA I & C Technician II	Non-Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
SCADA Supervisor	Exempt	41	\$111,738.12	\$139,963.20	\$168,185.49
SCADA Systems Analyst	Non-Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Senior Accountant	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Senior Accounting Specialist	Non-exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Senior Assistant City Attorney	Exempt	40	\$106,408.12	\$133,307.20	\$160,174.39
Senior Budget Analyst	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Senior Building Maintenance Technician	Non-exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Senior Buyer	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Senior Code Compliance Officer	Non-exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Senior Customer Service Representative	Non-Exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Senior Deputy Court Clerk	Non-exempt	20	\$40,124.24	\$50,273.60	\$60,404.14
Senior Economic Development Program Manager	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Senior Electric Distribution Designer	Non-Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Senior Electric Engineering Analyst- AMI	Non-Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Senior Emergency Communications Operator	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Senior Energy Market Portfolio Analyst	Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Senior GIS Analyst	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Senior Human Resources Generalist	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Senior Human Resources Specialist	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Senior IT Support Specialist	Non-Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64

Fiscal Year 24 Payscale
effective 10/9/2023

Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum
Senior Librarian	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Senior Library Assistant	Non-Exempt	20	\$40,124.24	\$50,273.60	\$60,404.14
Senior Logistics Coordinator	Non- Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Senior Logistics Coordinator	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Senior Marketing and Social Media Coordinator	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Senior Mechanic	Non-Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Senior Metering Technician	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Senior Network Administrator	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Senior Open Records Coordinator	Non-Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Senior Parks Maintenance Worker	Non-Exempt	20	\$40,124.24	\$50,273.60	\$60,404.14
Senior Permit Technician	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Senior Planner	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Senior Plant Operations Technician	Non-Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Senior Recreation Assistant	Non-Exempt	17	\$34,666.32	\$43,430.40	\$52,179.10
Senior Recreation Specialist	Non-Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Senior SCADA Technician	Non-Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Senior Special Events and Marketing Coordinator	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Senior Systems Administrator	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Senior Systems Analyst	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Senior Tourism Coordinator	Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Senior Utility Systems Operator	Non-exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Senior Warehouse Worker	Non-Exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Senior Water Services Technician	Non-Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Senior Water Utility Mechanic	Non-exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Sign & Signal Field Technician	Non-Exempt	22	\$44,217.68	\$55,390.40	\$66,561.04
Social Media and Marketing Coordinator	Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Special Districts Program Manager	Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Special Events & Marketing Coordinator	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Stormwater Inspector	Non Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Stormwater Management Coordinator	Non-Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Strategic Support Manager	Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Streets Foreman	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Substation Technician	Non-Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Support Services Manager	0	35	\$83,382.52	\$104,457.60	\$125,515.10
Systems Administrator	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Systems Analyst	Non-Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Systems Engineering Director	Exempt	Open Grade			
Tennis Center Assistant	Non-Exempt	17	\$34,666.32	\$43,430.40	\$52,179.10
Tennis Center Specialist	Non-Exempt	22	\$44,217.68	\$55,390.40	\$66,561.04
Tennis Professional	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Tourism & CVB Manager	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Tourism Coordinator	Non-Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Transportation Engineer	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Transportation Planning Coordinator	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Transportation Planning Manager	Exempt	35	\$83,382.52	\$104,457.60	\$125,515.10
Treasurer	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Urban Forester	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Utilities Analyst	Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Utilities Conservation Coordinator	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Utilities Conservation Technician	Non-exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Utilities Engineer - Engineer In Training	Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Utilities Engineer - Professional Engineer	Exempt	34	\$79,417.00	\$99,486.40	\$119,548.38
Utilities Scheduler Planner	Non-Exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Utility Coordinator	Non-exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Utility Operational Technology Manager	Exempt	42	\$117,323.96	\$146,972.80	\$176,600.70

Fiscal Year 24 Payscale
effective 10/9/2023

Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum
Utility Systems Locator	Non-Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Utility Systems Operator	Non-Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Utility Systems Operator Trainee	Non-exempt	28	\$59,269.60	\$74,256.00	\$89,215.57
Victim Services Coordinator	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Visitor Information Specialist	Non-Exempt	15	\$31,425.68	\$39,374.40	\$47,305.88
Warehouse Coordinator	Non-Exempt	19	\$38,184.12	\$47,840.00	\$57,480.21
Warehouse Supervisor	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Warehouse Worker	Non-Exempt	18	\$36,371.92	\$45,572.80	\$54,746.46
Water Compliance Specialist	Non-Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40
Water Services Manager	Exempt	36	\$87,539.92	\$109,657.60	\$131,767.09
Water Services Supervisor	Non-Exempt	32	\$72,040.28	\$90,251.20	\$108,446.95
Water Services Technical Specialist	Non-Exempt	29	\$62,211.76	\$77,937.60	\$93,637.12
Water Services Technician	Non-Exempt	24	\$48,758.84	\$61,068.80	\$73,383.55
Water Services Technician Trainee	Non-Exempt	21	\$42,107.00	\$52,748.80	\$63,375.62
Water Utilities Director	Exempt	Open Grade			
Water Utility Mechanic, Trainee	Non Exempt	23	\$46,413.64	\$58,136.00	\$69,865.32
Water Utility Analyst	Exempt	31	\$68,586.44	\$85,924.80	\$103,240.93
Water Utility Engineer	Exempt	37	\$91,931.84	\$115,169.60	\$138,375.65
Water Utility Maintenance Supervisor	Non-Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Water Utility Mechanic	Non-Exempt	26	\$53,747.72	\$67,329.60	\$80,895.44
Water Utility Regulatory Supervisor	Exempt	33	\$75,600.72	\$94,702.40	\$113,795.61
Web Developer	Non-Exempt	30	\$65,345.80	\$81,868.80	\$98,367.71
Website Content Specialist	Exempt	27	\$56,434.04	\$70,678.40	\$84,936.64
Youth Adventure Program Coordinator	Exempt	25	\$51,189.32	\$64,126.40	\$77,044.40