

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 |
| Airport Operations Manager | Exempt | 28 | \$59,269.60 | \$74,256.00 | \$89,215.57 |
| 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 Maintenance 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 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 | Open Grade | | | |
| 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 | 33 | \$75,600.72 | \$94,702.40 | \$113,795.61 |
| 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 |
| 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 |

Fiscal Year 24 Payscale
effective 10/9/2023

| Title | FLSA | Pay Grade | Minimum | Midpoint | Maximum |
|--|-------------|------------|--------------|--------------|--------------|
| Chief Development Officer | Exempt | Open Grade | | | |
| 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 Director | 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 Contact Center Manager | Exempt | 35 | \$83,382.52 | \$104,457.60 | \$125,515.10 |
| 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 | Exempt | 30 | \$65,345.80 | \$81,868.80 | \$98,367.71 |
| Deputy City Secretary | Exempt | 31 | \$68,586.44 | \$85,924.80 | \$103,240.93 |
| 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 Business Operations Supervisor | Exempt | 38 | \$96,536.96 | \$120,931.20 | \$145,317.01 |
| 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 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 and Operations Manager | Exempt | 45 | \$135,829.72 | \$170,144.00 | \$204,461.25 |
| 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 Key Accounts Program Manager | Non-Exempt | 36 | \$87,539.92 | \$109,657.60 | \$131,767.09 |
| 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 |
| 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 Operations Support Analyst | Non-Exempt | 28 | \$59,269.60 | \$74,256.00 | \$89,215.57 |

Fiscal Year 24 Payscale
effective 10/9/2023

| Title | FLSA | Pay Grade | Minimum | Midpoint | Maximum |
|--|------------|------------|--------------|--------------|--------------|
| 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 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 |
| Emergency Management Specialist | Exempt | 32 | \$72,040.28 | \$90,251.20 | \$108,446.95 |
| 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 | Non-Exempt | 29 | \$62,211.76 | \$77,937.60 | \$93,637.12 |
| 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 Director | Exempt | Open Grade | | | |
| Facilities Manager | Exempt | 32 | \$72,040.28 | \$90,251.20 | \$108,446.95 |
| Facilities Operations Supervisor | Non-Exempt | 26 | \$53,747.72 | \$67,329.60 | \$80,895.44 |
| Facilities Project Coordinator | Non-exempt | 26 | \$53,747.72 | \$67,329.60 | \$80,895.44 |
| 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 |
| First Assistant City Attorney | Exempt | 102 | \$98,862.40 | \$123,583.20 | \$148,304.00 |
| 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 |
| Fleet Superintendent | Exempt | 30 | \$65,345.80 | \$81,868.80 | \$98,367.71 |
| Fleet Support Specialist | Non Exempt | 23 | \$46,413.64 | \$58,136.00 | \$69,865.32 |
| 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 Manager | Exempt | 35 | \$83,382.52 | \$104,457.60 | \$125,515.10 |
| 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 Cyber Security Analyst | Exempt | 33 | \$75,600.72 | \$94,702.40 | \$113,795.61 |
| 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 |

Fiscal Year 24 Payscale
effective 10/9/2023

| Title | FLSA | Pay Grade | Minimum | Midpoint | Maximum |
|--|------------|------------|-------------|--------------|--------------|
| Library Services Director | Exempt | Open Grade | | | |
| 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 & Conservation Manager | Exempt | 32 | \$72,040.28 | \$90,251.20 | \$108,446.95 |
| 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 |
| Operational Technology Network Technician | Non Exempt | 32 | \$72,040.28 | \$90,251.20 | \$108,446.95 |
| Operational Technology System Administrator | Non-Exempt | 35 | \$83,382.52 | \$104,457.60 | \$125,515.10 |
| 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 | 34 | \$79,417.00 | \$99,486.40 | \$119,548.38 |
| 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 |
| 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 |

Fiscal Year 24 Payscale
effective 10/9/2023

| Title | FLSA | Pay Grade | Minimum | Midpoint | Maximum |
|--|-------------|------------|--------------|--------------|--------------|
| 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 |
| Purchasing Supervisor | Exempt | 28 | \$59,269.60 | \$74,256.00 | \$89,215.57 |
| 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 | 38 | \$96,536.96 | \$120,931.20 | \$145,317.01 |
| 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 Cyber Security Analyst | Exempt | 32 | \$72,040.28 | \$90,251.20 | \$108,446.95 |
| 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 Electric Engineering Analyst- Applications | 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 |
| 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 Logisitics 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 |

Fiscal Year 24 Payscale
effective 10/9/2023

| Title | FLSA | Pay Grade | Minimum | Midpoint | Maximum |
|---|------------|------------|--------------|--------------|--------------|
| 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 | 29 | \$62,211.76 | \$77,937.60 | \$93,637.12 |
| 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 Project Manager | Exempt | 35 | \$83,382.52 | \$104,457.60 | \$125,515.10 |
| 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 Billing Supervisor | Exempt | 30 | \$65,345.80 | \$81,868.80 | \$98,367.71 |
| 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 |
| Utility Operational Technology Network Supervisor | Exempt | 40 | \$106,408.12 | \$133,307.20 | \$160,174.39 |
| Utility Project Manager | Exempt | 33 | \$75,600.72 | \$94,702.40 | \$113,795.61 |
| 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 |

Fiscal Year 24 Payscale
effective 10/9/2023

| Title | FLSA | Pay Grade | Minimum | Midpoint | Maximum |
|--|------------|------------|-------------|--------------|--------------|
| Water Compliance Specialist | Non-Exempt | 25 | \$51,189.32 | \$64,126.40 | \$77,044.40 |
| Water Services Manager | Exempt | 38 | \$96,536.96 | \$120,931.20 | \$145,317.01 |
| 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 Contract Program Manager | Non-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 |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |
| | #N/A | #N/A | #N/A | #N/A | #N/A |