



**PAY CLASSIFICATION PLAN**  
**LAST UPDATED 03/23/2026 BY RESOLUTION 26-1101**

GRADE	MIN	MID	MAX	FLSA	CLASSIFICATION TITLE	DEPARTMENT	# OF SLOTS
10	\$ 27,763	\$ 36,093	\$ 44,421	N	Part-Time Museum Docent	Marketing Dept Dept	2
20	\$ 29,152	\$ 37,897	\$ 46,643	N	Mechanic Aide	Maintenance Dept	1
30	\$ 30,609	\$ 39,792	\$ 48,974	N	Building Custodian	Municipal Complex	2
				N	Building Custodian	Public Works Dept	1
				N	Building Custodian	Police Dept	2
				N	Sanitation Worker	Sanitation Dept	3
				N	Sanitation Worker/Custodian	Sanitation Dept	1
				N	Building Custodian	Library	1
				N	Library Assistant I	Library	3
				N	Library Assistant I (Children's Division)	Library	1
				N	Part-Time Library Assistant	Library	2
				N	Part-Time Library Technical Assistant	Library	1
				N	Library Assistant I (Floating)	Library	1
				N	Library Assistant I (Outreach & Programming)	Library	1
				N	Part-Time Building Custodian	Library	1
40	\$ 32,140	\$ 41,781	\$ 51,423	N	Part-Time Mail Courier	General Government Dept	1
				N	Building Maintenance Worker I	Sports Tourism Dept	1
				N	Nature Parks Support Specialist	Nature Parks Dept	1
50	\$ 33,747	\$ 43,870	\$ 53,995	N	Part-Time Street Maintenance Worker	Street Dept	4
				N	Parks Maintenance Worker I	Parks & Recreation Dept	3
				N	Parks Maintenance Worker I/Custodian	Parks & Recreation Dept	2
60	\$ 35,434	\$ 46,063	\$ 56,695	N	Administrative Assistant I	General Government Dept	1
				N	Administrative Assistant I	Public Works Dept	1
				N	Records Clerk	Police Dept	2
				N	Support Services Technician	Police Dept	6
				N	Administrative Assistant I	Planning & Development Services	1
				N	Street Maintenance Worker I	Street Dept	12
				N	Part-Time Street Maintenance Worker II	Street Dept	1
				N	Library Assistant II	Library	1
				N	Library Technical Assistant	Library	2
				N	Administrative Assistant I	Nature Parks Dept	1
				N	Parks Ranger I	Nature Parks Dept	3
70	\$ 37,206	\$ 48,367	\$ 59,528	N	Administrative Assistant II	Public Safety	1
				N	Administrative Assistant II	Police Dept	1
				N	Administrative Assistant II	Police Dept	1
				N	Street Maintenance Worker II	Street Dept	3
				N	Traffic Control Technician	Street Dept	2
				N	Parks Maintenance Worker II	Parks & Recreation Dept	4
				N	Field Maintenance Worker I	Parks & Recreation Dept	1
				N	Field Maintenance Worker I	Sports Tourism Dept	2
				N	Gardener I	Horticulture Dept	2
				N	Part-time Administrative Assistant II (Depot)	Marketing Dept Dept	1
				N	Administrative Assistant II	Marketing Dept	1
				N	Administrative Assistant II	Senior Center	1
80	\$ 39,066	\$ 50,785	\$ 62,506	N	Administrative Assistant III	Public Works Dept	1
				N	Administrative Assistant III	Fire Dept	1
				N	Planning & Zoning Assistant	Planning & Development Services	1
				N	Heavy Equipment Operator I	Street Dept	9
				N	Sweeper Truck Driver	Street Dept	2
				N	Urban Forestry Technician I	Street Dept	1
				N	Field Maintenance Worker II	Parks & Recreation Dept	4
				N	Sportsplex Technician	Parks & Recreation Dept	1
				N	Building Maintenance Worker II	Sports Tourism Dept	2
				N	Field Maintenance Worker II	Sports Tourism Dept	4
				N	Grounds and Outdoor Facilities Technician	Sports Tourism Dept	1
				N	Gardener II	Horticulture Dept	2
90	\$ 41,019	\$ 53,325	\$ 65,630	N	Accounts Payable Clerk	General Government Dept	2
				N	Revenue Clerk	General Government Dept	1
				N	Human Resources Generalist	General Government Dept	1
				N	Maintenance Technician	Municipal Complex	3
				N	Magistrate I	Municipal Court	2
				N	IT Technician I	IT Dept	1
				N	Communications Officer	Police Dept	8
				N	Permit Technician	Planning & Development Services	1
				N	Chemical Application Technician	Environmental Dept	1
				N	Heavy Equipment Operator II	Street Dept	6
				N	Residential Sanitation Driver Operator	Sanitation Dept	13
				N	Part-Time Residential Sanitation Driver Operator	Sanitation Dept	1
				N	Commercial Sanitation Driver Operator	Sanitation Dept	4
				N	Head Cataloger	Library	1
				N	Operations Clerk	Sports Tourism Dept	1
				N	Part-Time Caboose Club Operator	Marketing Dept Dept	1
				N	Maintenance Technician	Nature Parks Dept	1
100	\$ 43,071	\$ 55,991	\$ 68,912	N	Program and Administrative Coordinator	General Government Dept	1
				N	Municipal Complex Events Coordinator	Municipal Complex	1
				N	Maintenance Technician/Municipal Complex Specialist	Municipal Complex	1
				N	Payroll Technician	General Government Dept	1

GRADE	MIN	MID	MAX	FLSA	CLASSIFICATION TITLE	DEPARTMENT	# OF SLOTS
				N	Administrative Assistant IV	Public Works Dept	1
				N	Corrections Officer	Police Dept	11
				N	Police Communications and Social Media Specialist	Police Dept	1
				N	Administrative Assistant IV	Fire Dept	1
				N	Urban Forestry Technician II	Street Dept	2
				N	Stacks Maintenance Coordinator	Library	1
				N	Facilities Coordinator	Library	1
				N	Office Coordinator	Parks & Recreation Dept	1
				N	Community Events Coordinator/Special Projects	Marketing Dept	1
				N	Event Program Manager	Nature Parks Dept	1
				N	Parks Ranger II	Nature Parks Dept	2
110	\$ 45,223	\$ 58,791	\$ 72,358	N	Accounts Payable Specialist	General Government Dept	1
				N	Employee Engagement, Safety & Training Coordinator	General Government Dept	1
				N	Magistrate II	Municipal Court	2
				N	Criminal Intelligence Specialist	Police Dept	2
				N	Communications/Shift Leader	Police Dept	3
				N	Animal Control Coordinator	Police Dept	1
				N	Permit Specialist	Planning & Development Services	1
				N	Environmental Inspector I	Environmental Dept	1
				N	Office Manager	Engineering Dept	1
				N	Residential Sanitation Crew Leader	Sanitation Dept	1
				N	Commercial Sanitation Crew Leader	Sanitation Dept	1
120	\$ 47,484	\$ 61,730	\$ 75,976	N	Accounting Technician	General Government Dept	1
				N	Assistant City Clerk	General Government Dept	1
				N	Assistant Purchasing Agent/Grants Administrator	General Government Dept	1
				N	Maintenance/HVAC Technician	Municipal Complex	1
				N	IT Technician II	IT Dept	1
				N	Mechanic	Maintenance Dept	4
				N	Assistant Communications Supervisor	Police Dept	1
				N	Corrections Corporal	Police Dept	4
				E	Part-Time City Prosecutor	Police Dept	1
				N	Crime Scene and Evidence Technician	Police Dept	2
				N	Community Safety and Wellness Specialist	Police Dept	1
				E	Planning/Zoning Coordinator	Planning & Development Services	1
				N	Head Traffic Control Technician	Street Dept	1
				N	Street Maintenance Crew Leader	Street Dept	2
				N	Heavy Equipment Operator III	Street Dept	1
				N	ROW/Urban Forestry Crew Leader	Street Dept	1
				N	Hospitality Services Manager	Leisure Services	1
				E	Children's Librarian	Library	1
				E	Teen Librarian	Library	1
				E	Head of Circulation Services	Library	1
				E	Outreach & Programming Librarian	Library	1
				N	Event Center Building Manager	Sports Tourism Dept	1
				N	Sports Tourism Events Manager	Sports Tourism Dept	2
				N	Horticulture Crew Leader	Horticulture Dept	1
130	\$ 49,859	\$ 64,817	\$ 79,775	E	Benefits Specialist	General Government Dept	1
				E	Human Resources Specialist	General Government Dept	1
				E	Magistrate III	Municipal Court	1
				N	Public Works Coordinator	Public Works Dept	1
				N	Corrections Sergeant	Police Dept	2
				N	Environmental Inspector II	Environmental Dept	1
				N	Crew Leader/Equipment Operator IV	Street Dept	2
				N	Head of Cultural & Heritage Collections	Library	1
				N	Part-time Cultural & Heritage Collections Technician	Library	1
				E	Recreation Field Superintendent	Parks & Recreation Dept	1
				E	Athletic Coordinator	Parks & Recreation Dept	3
				E	Parks Supervisor	Parks & Recreation Dept	2
				N	Parks Ranger Crew Leader	Nature Parks Dept	1
140	\$ 52,353	\$ 68,057	\$ 83,763	N	Revenue Specialist II	General Government Dept	1
				N	Accounting Specialist	General Government Dept	1
				E	Part-Time Municipal Judge	Municipal Court	1
				E	Administrative Staff Supervisor	Police Dept	1
				E	Corrections Command Sergeant	Police Dept	1
				E	Communications Supervisor	Police Dept	1
				N	Firefighter Basic **	Fire Dept	11
				N	Sustainability Coordinator	Environmental Dept	1
				E	Senior Services Manager	Senior Center	1
				E	Food and Beverage Manager	Concessions	1
150	\$ 54,969	\$ 71,460	\$ 87,952	E	Purchasing Agent/Grants & Agreements Administrator	General Government Dept	1
				E	Revenue and License Coordinator	General Government Dept	1
				E	GIS Administrator	IT Dept	1
				N	IT Systems Analyst	IT Dept	1
				E	Building Inspector	Planning & Development Services	3
				E	Planner I	Planning & Development Services	1
				E	Management Analyst	Leisure Services	1
				E	Head of Collection Management	Library	1
				E	Hospitality & Sponsorship Sales Manager	Sports Tourism Dept	1
				E	Digital Operations Manager	Marketing Dept	1
160	\$ 57,718	\$ 75,033	\$ 92,349	N	Police Officer I **	Police Dept	15
				N	Firefighter Advanced **	Fire Dept	14
				E	Horticulturist	Horticulture Dept	1

GRADE	MIN	MID	MAX	FLSA	CLASSIFICATION TITLE	DEPARTMENT	# OF SLOTS
				E	Nature Parks Superintendent	Nature Parks Dept	1
170	\$ 60,603	\$ 78,785	\$ 96,966	E	Infrastructure Administrator	IT Dept	1
				N	Driver/Operator ** (established as a 9 slot placeholder for future adjustments)	Fire Dept	0
				N	Fire Inspector Basic	Fire Dept	1
				E	Environmental Manager	Environmental Dept	1
				E	Deputy Construction Projects Manager	Infrastructure & Development	1
				E	Street Dept ROW/Maintenance Supervisor	Street Dept	1
				E	Foley Sports Complex Manager/Agronomist	Sports Tourism Dept	1
				E	City Marketing Communications Manager	Marketing Dept	1
180	\$ 63,635	\$ 82,724	\$ 101,815	N	Police Officer II **	Police Dept	26
				N	Fire Inspector Advanced	Fire Dept	1
				E	Building Plans Examiner	Planning & Development Services	1
				E	Marketing Communications Manager	Leisure Services	1
				E	Special Projects & Events Manager	Leisure Services	1
				E	Leisure Services Planning & Facilities Manager	Leisure Services	1
				E	Museums Manager	Marketing Dept Dept	1
190	\$ 66,816	\$ 86,860	\$ 106,905	E	Municipal Court Clerk/Administrator	Municipal Court	1
				E	Shop Foreman	Maintenance Dept	1
				N	Police Corporal	Police Dept	11
				N	Police Recruiting Corporal	Police Dept	1
				N	Training and Logistics Lieutenant	Fire Dept	1
				N	Fire Service Lieutenant	Fire Dept	9
				E	Assistant Marketing Director	Marketing Dept	1
200	\$ 70,157	\$ 91,203	\$ 112,250	N	Police Sergeant	Police Dept	10
				N	Senior Fire Inspector	Fire Dept	1
				E	Public Works Construction Manager	Street Dept	1
				E	Street Maintenance and Personnel Superintendent	Street Dept	1
				E	Sanitation Superintendent	Sanitation Dept	1
210	\$ 73,664	\$ 95,764	\$ 117,863	N	Fire Service Captain	Fire Dept	3
				E	Museums & Heritage Director	Museums & Heritage Dept	1
220	\$ 77,349	\$ 100,552	\$ 123,756	E	Chief Auditor and Revenue Administrator	General Government Dept	1
				E	Public Works Administrator	Public Works Dept	1
				E	Police Lieutenant	Police Dept	5
				E	Planning Manager	Planning & Development Services	1
				E	Library Director	Library	1
				E	Event Operations Administrator	Sports Tourism Dept	1
230	\$ 81,215	\$ 105,580	\$ 129,944	E	Deputy City Engineer	Engineering Dept	1
				E	Chief Marketing and Sales Officer	Sports Tourism Dept	1
				E	Director of Senior Services & Municipal Complex	Senior Center	1
240	\$ 85,276	\$ 110,859	\$ 136,441	E	Project/Risk/Airport Manager	General Government Dept	1
				E	Revenue Director	General Government Dept	1
				E	City Clerk	General Government Dept	1
				E	Information Technology Director	IT Dept	1
				E	Communications Director	Communications Dept	1
				E	Deputy Fire Chief	Fire Dept	1
				E	Infrastructure and Development Program Manager	Infrastructure & Development	1
				E	Economic Development Manager	Economic Development Dept	1
250	\$ 89,540	\$ 116,401	\$ 143,264	E	Deputy Chief of Police	Police Dept	1
				E	Building Official	Planning & Development Services	1
				E	Sustainability and Natural Resources Director	Environmental Dept	1
				E	Director of Public Projects	Infrastructure & Development	1
				E	Director of Parks and Recreation	Parks & Recreation Dept	1
260	\$ 94,016	\$ 122,222	\$ 150,427	E	Human Resources Director	General Government Dept	1
270	\$ 98,718	\$ 128,333	\$ 157,948	E	Finance Director/City Treasurer	General Government Dept	1
280	\$ 103,653	\$ 134,749	\$ 165,846	E	Planning Director	Planning & Development Services	1
290	\$ 108,835	\$ 141,486	\$ 174,137	E	Public Works Director	Public Works Dept	1
				E	Fire Chief	Fire Dept	1
300	\$ 114,278	\$ 148,561	\$ 182,844	E	Police Chief	Police Dept	1
				E	City Engineer	Engineering Dept	1
310	\$ 119,992	\$ 155,989	\$ 191,986	E	Executive Director of Infrastructure and Development	Infrastructure & Development	1
				E	Executive Director of Leisure Services	Leisure Services	1
				E	Executive Director of General Government/Administration	General Government Dept	1
320	\$ 125,991	\$ 163,790	\$ 201,586	E	Executive Director of Public Safety	Public Safety	1
330	\$ 132,290	\$ 171,978	\$ 211,665	E	City Administrator	General Government Dept	1
					** There are 25 slots between Firefighter Basic, Advanced, and Driver/Operator. These slots can increase/decrease as needed.	Part-Time Slots =	18
						Full-Time Slots =	421
					** There are 41 slots between Police Officer I and II. These slots	Total Slots =	439