



PAY CLASSIFICATION PLAN

LAST UPDATED 06/15/2026 BY RESOLUTIONS 26-1201 & 26-1211

| 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 | 2 |
| | | | | 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 | 5 |
| | | | | 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 |

| GRADE | MIN | MID | MAX | FLSA | CLASSIFICATION TITLE | DEPARTMENT | # OF SLOTS |
|-------|-----------|-----------|-----------|------|--|---------------------------------|------------|
| | | | | N | Payroll Technician | General Government Dept | 1 |
| | | | | 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 | 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 | 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 |
| | | | | 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 | Personnel 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 | 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 |
| | | | | E | Event Program Manager | 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 |
| | | | | N | Archivist/Head of Cultural & Heritage Collections | Library | 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 |
| 160 | \$ 57,718 | \$ 75,033 | \$ 92,349 | N | Police Officer I ** | Police Dept | 15 |
| | | | | N | Firefighter Advanced ** | Fire Dept | 14 |
| | | | | E | Engineering/Infrastructure & Development Administrator | Engineering Dept | 1 |
| | | | | E | Horticulturist | Horticulture Dept | 1 |

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|-------|------------|------------|------------|------|---|---------------------------------|------------|
| | | | | 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 | Planner II | Planning & Development Services | 1 |
| | | | | E | Environmental Manager | Environmental Dept | 1 |
| | | | | E | Street Dept ROW/Maintenance Supervisor | Street Dept | 1 |
| | | | | E | Deputy Construction Project Manager | Engineering Dept | 1 |
| | | | | E | Foley Sports Complex Manager/Agronomist | Sports Tourism Dept | 1 |
| | | | | E | Brand & Design Manager | Marketing Dept | 1 |
| | | | | E | Digital Communications Manager | Marketing Dept | 1 |
| | | | | E | Media Relations Manager | Marketing Dept | 1 |
| | | | | E | Destination Marketing & Creative Services Manager | Marketing Dept | 1 |
| 180 | \$ 63,635 | \$ 82,724 | \$ 101,815 | N | Police Officer II ** | Police Dept | 25 |
| | | | | 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 | 12 |
| | | | | N | Police Recruiting Corporal | Police Dept | 1 |
| | | | | N | Training and Logistics Lieutenant | Fire Dept | 1 |
| | | | | N | Fire Service Lieutenant | Fire Dept | 9 |
| 200 | \$ 70,157 | \$ 91,203 | \$ 112,250 | N | Police Sergeant | Police Dept | 10 |
| | | | | N | Senior Fire Inspector | Fire Dept | 1 |
| | | | | E | Street Maintenance and Personnel Superintendent | Street Dept | 1 |
| | | | | E | Construction Project Manager | Engineering 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 | Senior Planner | 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 |
| | | | | | ** There are 40 slots between Police Officer I and II. These slots can increase/decrease as needed. | Full-Time Slots = | 422 |
| | | | | | | Total Slots = | 440 |