PAY CLASSIFICATION PLAN

LAST UPDATED 10/05/2026 BY RESOLUTION 26-1351

GRADE	MIN	MID	MAX	CLASSIFICATION TITLE	DEPARTMENT	# OF SLOTS
10	$ 28,319	$ 36,815	$ 45,309	Part-Time Museum Docent	Museums & Heritage Dept	2
20	$ 29,735	$ 38,655	$ 47,575			
30	$ 31,221	$ 40,588	$ 49,954	Building Custodian	Municipal Complex	2
				Building Custodian	Public Works Dept	1
				Building Custodian	Police Dept	2
				Sanitation Worker	Sanitation Dept	3
				Sanitation Worker/Custodian	Sanitation Dept	1
				Building Custodian	Library	1
				Library Assistant I	Library	3
				Library Assistant I (Children's Division)	Library	1
				Part-Time Library Assistant	Library	2
				Library Assistant I (Floating)	Library	1
				Library Assistant I (Outreach & Programming)	Library	1
				Part-Time Building Custodian	Library	1
40	$ 32,783	$ 42,617	$ 52,452	Part-Time Mail Courier	General Government Dept	1
				Building Maintenance Worker I	Sports Tourism Dept	1
				Nature Parks Support Specialist	Nature Parks Dept	1
50	$ 34,422	$ 44,748	$ 55,075	Part-Time Street Maintenance Worker	Street Dept	4
				Parks Maintenance Worker I	Parks & Recreation Dept	2
				Parks Maintenance Worker I/Custodian	Parks & Recreation Dept	2
60	$ 36,142	$ 46,984	$ 57,829	Administrative Assistant I	General Government Dept	1
				Administrative Assistant I	Public Works Dept	1
				Kennel Technician	Public Safety	1
				Records Clerk	Police Dept	1
				Support Services Technician I	Police Dept	6
				Street Maintenance Worker I	Street Dept	12
				Part-Time Street Maintenance Worker II	Street Dept	1
				Administrative Assistant I	Engineering Dept	1
				Library Assistant II	Library	1
				Library Technical Assistant	Library	2
				Administrative Assistant I	Nature Parks Dept	1
				Parks Ranger I	Nature Parks Dept	3
70	$ 37,950	$ 49,335	$ 60,719	Administrative Assistant II (Depot)	Museums & Heritage Dept	1
				Administrative Assistant II	Police Dept	3
				Street Maintenance Worker II	Street Dept	3
				Traffic Control Technician	Street Dept	2
				Parks Maintenance Worker II	Parks & Recreation Dept	5
				Field Maintenance Worker I	Parks & Recreation Dept	1
				Field Maintenance Worker I	Sports Tourism Dept	2
				Gardener I	Horticulture Dept	2
				Administrative Assistant II	Senior Center	1
				Membership Support	Senior Center	1
				Administrative Assistant II	Destination & Events Services	1
80	$ 39,847	$ 51,800	$ 63,756	Administrative Assistant III	Public Works Dept	1
				Administrative Assistant III	Fire Dept	1
				Heavy Equipment Operator I	Street Dept	9
				Sweeper Truck Driver	Street Dept	2
				Urban Forestry Technician I	Street Dept	3
				Field Maintenance Worker II	Parks & Recreation Dept	4
				Sportsplex Technician	Parks & Recreation Dept	1
				Building Maintenance Worker II	Sports Tourism Dept	2
				Field Maintenance Worker II	Sports Tourism Dept	4
				Grounds and Outdoor Facilities Technician	Sports Tourism Dept	1
				Gardener II	Horticulture Dept	2
90	$ 41,840	$ 54,391	$ 66,942	Accounts Payable Clerk	General Government Dept	2
				Revenue Clerk	General Government Dept	1
				Human Resources Generalist	General Government Dept	1
				Maintenance Technician	Municipal Complex	3
				Magistrate I	Municipal Court	2
				Part-Time Caboose Club Operator	Museums & Heritage Dept	1
				Communications Officer	Police Dept	7
				Support Services Technician II	Police Dept	1
				Chemical Application Technician	Environmental Dept	1
				Permit Technician	Building Dept	2
				Heavy Equipment Operator II	Street Dept	6
				Residential Sanitation Driver Operator	Sanitation Dept	13
				Part-Time Residential Sanitation Driver Operator	Sanitation Dept	1
				Commercial Sanitation Driver Operator	Sanitation Dept	5
				Operations Clerk	Sports Tourism Dept	1
				Maintenance Technician	Nature Parks Dept	1
100	$ 43,932	$ 57,111	$ 70,290	Program and Administrative Coordinator	General Government Dept	1

GRADE	MIN	MID	MAX	CLASSIFICATION TITLE	DEPARTMENT	# OF SLOTS
				Municipal Complex Events Coordinator	Municipal Complex	1
				Maintenance Technician/Municipal Complex Specialist	Municipal Complex	1
				Payroll Technician	General Government Dept	1
				Administrative Assistant IV	Public Works Dept	1
				Corrections Officer	Police Dept	8
				Administrative Assistant IV	Fire Dept	1
				Planning Technician	Planning & Zoning Dept	1
				Urban Forestry Technician II	Street Dept	2
				Collections Maintenance Coordinator	Library	1
				Facilities Coordinator	Library	1
				Office Coordinator	Parks & Recreation Dept	1
				Parks Ranger II	Nature Parks Dept	2
110	$ 46,127	$ 59,967	$ 73,805	Accounts Payable Specialist	General Government Dept	1
				Employee Engagement, Safety & Training Coordinator	General Government Dept	1
				Magistrate II	Municipal Court	2
				Criminal Intelligence Specialist	Police Dept	3
				Communications/Shift Leader	Police Dept	4
				Animal Control Coordinator	Public Safety	1
				NIBIN Technician	Police Dept	1
				Environmental Inspector I	Environmental Dept	2
				Permit Specialist	Building Dept	1
				Residential Sanitation Crew Leader	Sanitation Dept	1
				Commercial Sanitation Crew Leader	Sanitation Dept	1
				Conservation Programs Specialist	Nature Parks Dept	1
120	$ 48,434	$ 62,965	$ 77,495	Accounting Technician	General Government Dept	1
				Assistant City Clerk	General Government Dept	1
				Assistant Purchasing Agent/Grants Administrator	General Government Dept	1
				Maintenance/HVAC Technician	Municipal Complex	1
				IT Technician II	IT Dept	2
				Mechanic	Maintenance Dept	5
				Assistant Communications Supervisor	Police Dept	1
				Corrections Corporal	Police Dept	4
				Part-Time City Prosecutor	Police Dept	1
				Crime Scene and Evidence Technician	Police Dept	2
				Community Safety and Wellness Specialist	Police Dept	1
				Head Traffic Control Technician	Street Dept	1
				Street Maintenance Crew Leader	Street Dept	2
				Heavy Equipment Operator III	Street Dept	1
				ROW/Urban Forestry Crew Leader	Street Dept	1
				Teen Librarian	Library	1
				Head of Circulation Services	Library	1
				Outreach & Programming Librarian	Library	1
				Collection Development & Systems Librarian	Library	1
				Head of Computer Lab	Library	1
				Event Center Building Manager	Sports Tourism Dept	1
				Sports Tourism Events Manager	Sports Tourism Dept	2
				Horticulture Crew Leader	Horticulture Dept	1
				Hospitality Services Manager	Destination & Events Services	1
				Community Events & Special Projects Manager	Destination & Events Services	1
130	$ 50,856	$ 66,113	$ 81,371	Personnel Specialist	General Government Dept	1
				Magistrate III	Municipal Court	1
				Public Works Coordinator	Public Works Dept	1
				Corrections Sergeant	Police Dept	2
				Environmental Inspector II	Environmental Dept	1
				Crew Leader/Equipment Operator IV	Street Dept	2
				Part-time Cultural & Heritage Collections Technician	Library	1
				Recreation Field Superintendent	Parks & Recreation Dept	1
				Athletic Coordinator	Parks & Recreation Dept	3
				Parks Supervisor	Parks & Recreation Dept	2
				Parks Ranger Crew Leader	Nature Parks Dept	1
				Event Program Manager	Nature Parks Dept	1
140	$ 53,400	$ 69,419	$ 85,439	Revenue Specialist II	General Government Dept	1
				Accounting Specialist	General Government Dept	1
				Part-Time Municipal Judge	Municipal Court	1
				Public Safety Administrative Services Manager	Public Safety	1
				Communications Supervisor	Police Dept	1
				Corrections Command Sergeant	Police Dept	1
				Police Public Information Officer	Police Dept	1
				Firefighter Basic **	Fire Dept	11
				Sustainability Coordinator	Environmental Dept	1
				Special Needs/Therapeutic Recreation Coordinator	Leisure Services	1
				Archivist/Head of Cultural & Heritage Collections	Library	1
				Senior Services Manager	Senior Center	1
				Food and Beverage Manager	Concessions	1
150	$ 56,068	$ 72,889	$ 89,711	Purchasing Agent/Grants & Agreements Administrator	General Government Dept	1
				Revenue and License Coordinator	General Government Dept	1

GRADE	MIN	MID	MAX	CLASSIFICATION TITLE	DEPARTMENT	# OF SLOTS
				GIS Administrator	IT Dept	1
				IT Systems Analyst	IT Dept	1
				Building Inspector	Building Dept	3
				Planner I	Planning & Zoning Dept	1
				Management Analyst	Leisure Services	1
				Head of Library Operations	Library	1
				Head of Programming	Library	1
				Hospitality & Sponsorship Sales Manager	Sports Tourism Dept	1
160	$ 58,872	$ 76,534	$ 94,196	Police Officer I **	Police Dept	15
				Police Administrative Support Manager	Police Dept	1
				Firefighter Advanced **	Fire Dept	14
				Engineering/Infrastructure & Development Administrator	Engineering Dept	1
				Horticulturist	Horticulture Dept	1
				Nature Parks Superintendent	Nature Parks Dept	1
170	$ 61,815	$ 80,360	$ 98,906	Infrastructure Administrator	IT Dept	1
				Digital Communications Manager	Communications Dept	1
				Multimedia Content Manager	Communications Dept	1
				Media Relations Manager	Communications Dept	1
				Driver/Operator ** (established as a 9 slot placeholder for future adjustments)	Fire Dept	0
				Fire Inspector Basic	Fire Dept	1
				Environmental Manager	Environmental Dept	1
				Planner II	Planning & Zoning Dept	1
				Street Dept ROW/Maintenance Supervisor	Street Dept	1
				Deputy Construction Project Manager	Engineering Dept	1
				Foley Sports Complex Manager/Agronomist	Sports Tourism Dept	1
				Destination Marketing & Creative Services Manager	Destination & Events Services	1
180	$ 64,907	$ 84,379	$ 103,852	Museums Manager	Museums & Heritage Dept	1
				Police Officer II **	Police Dept	25
				Fire Inspector Advanced	Fire Dept	1
				Building Plans Examiner	Building Dept	1
				Leisure Services Planning & Facilities Manager	Leisure Services	1
				Marketing Communications Manager	Destination & Events Services	1
190	$ 68,152	$ 88,597	$ 109,043	Municipal Court Clerk/Administrator	Municipal Court	1
				Shop Foreman	Maintenance Dept	1
				Police Corporal	Police Dept	12
				Police Recruiting Corporal	Police Dept	1
				Training and Logistics Lieutenant	Fire Dept	2
				Fire Service Lieutenant	Fire Dept	9
200	$ 71,560	$ 93,027	$ 114,495	Police Sergeant	Police Dept	10
				Police Recruiting Sergeant	Police Dept	1
				Senior Fire Inspector	Fire Dept	1
				Street Maintenance and Personnel Superintendent	Street Dept	1
				Construction Project Manager	Engineering Dept	1
				Engineer I	Engineering Dept	1
				Sanitation Superintendent	Sanitation Dept	1
210	$ 75,138	$ 97,679	$ 120,220	Fire Service Captain	Fire Dept	3
				Museums & Heritage Director	Museums & Heritage Dept	1
220	$ 78,896	$ 102,563	$ 126,231	Chief Auditor and Revenue Administrator	General Government Dept	1
				Deputy Human Resources Director	General Government Dept	1
				Public Works Administrator	Public Works Dept	1
				Police Lieutenant	Police Dept	4
				Senior Planner	Planning & Zoning Dept	1
				Library Director	Library	1
				Event Operations Administrator	Sports Tourism Dept	1
230	$ 82,840	$ 107,692	$ 132,543	Deputy City Engineer	Engineering Dept	1
				Chief Marketing and Sales Officer	Sports Tourism Dept	1
				Director of Senior Services & Municipal Complex	Senior Center	1
240	$ 86,982	$ 113,076	$ 139,170	Project/Risk/Airport Manager	General Government Dept	1
				Revenue Director	General Government Dept	1
				City Clerk	General Government Dept	1
				Information Technology Director	IT Dept	1
				Communications Director	Communications Dept	1
				Deputy Fire Chief	Fire Dept	1
				Infrastructure and Development Program Manager	Infrastructure & Development	1
				Director of Destination & Events Services	Destination & Events Services	1
				Economic Development Manager	Economic Development Dept	1
250	$ 91,330	$ 118,729	$ 146,129	Deputy Chief of Police	Police Dept	1
				Sustainability and Natural Resources Director	Environmental Dept	1
				Building Official	Building Dept	1
				Director of Public Projects	Infrastructure & Development	1
				Director of Parks and Recreation	Parks & Recreation Dept	1
260	$ 95,897	$ 124,666	$ 153,435	Human Resources Director	General Government Dept	1
270	$ 100,692	$ 130,900	$ 161,107	Finance Director/City Treasurer	General Government Dept	1
280	$ 105,726	$ 137,444	$ 169,163	Planning Director	Planning & Zoning Dept	1
290	$ 111,012	$ 144,316	$ 177,620	Public Works Director	Public Works Dept	1
				Fire Chief	Fire Dept	1

GRADE	MIN	MID	MAX	CLASSIFICATION TITLE	DEPARTMENT	# OF SLOTS
300	$ 116,563	$ 151,532	$ 186,501	Police Chief	Police Dept	1
				City Engineer	Engineering Dept	1
310	$ 122,392	$ 159,108	$ 195,826	Executive Director of Infrastructure and Development	Infrastructure & Development	1
				Executive Director of Leisure Services	Leisure Services	1
				Executive Director of General Government/Administration	General Government Dept	1
320	$ 128,511	$ 167,065	$ 205,617	Executive Director of Public Safety	Public Safety	1
330	$ 134,936	$ 175,418	$ 215,899	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 =	16
				** There are 40 slots between Police Officer I and II. These slots	Full-Time Slots =	435
				can increase/decrease as needed.	Total Slots =	**451**