

Salary Structure with Job Titles
EFFECTIVE: January 1, 2020 (Revised September 1, 2021)

NonExempt				
Grade	Position Title	Minimum	Midpoint	Maximum
N10	Custodian	Hourly		
		\$12.34/hr.	\$14.50/hr.	\$16.66/hr.
		Annual		
		\$25,667.20	\$30,160.00	\$34,652.80
N11	Guest Services Attendant	Hourly		
		\$12.96/hr.	\$15.23/hr.	\$17.50/hr.
		Annual		
		\$26,956.80	\$31,678.40	\$36,400.00
N12	Mail Services Clerk	Hourly		
		\$13.50/hr.	\$16.03/hr.	\$18.56/hr.
		Annual		
		\$28,080.00	\$33,342.40	\$38,604.80
N13	Facility Maintenance Servicer	Hourly		
	Mechanic I	\$14.09/hr.	\$16.91/hr.	\$19.73/hr.
	Parking Maintenance Specialist	Annual		
	Parks & Recreation Maintenance Technician I	\$29,307.20	\$35,172.80	\$41,038.40
	Rights-of-Way Technician I			
	Service Writer			
	Streets Cleaning Technician I			
N14	Customer Service Representative	Hourly		
	Parking Operations Specialist	\$14.60/hr.	\$17.88/hr.	\$21.17/hr.
		Annual		
		\$30,368.00	\$37,190.40	\$44,033.60
N15	Accounting Technician	Hourly		
	Administrative Assistant	\$15.47/hr.	\$18.95/hr.	\$22.43/hr.
	Asphalt Pavement Technician I	Annual		
	Court Services Associate	\$32,177.60	\$39,416.00	\$46,654.40
	Horticulture Technician			
	Lead Bus Servicer			
	Parking Enforcement Officer			
	Parts Technician			
	Permit & License Specialist I			
	Plans Routing Technician			
	Recreation Leader (CDL)			
	Recreation Leader (Non-CDL)			
	Revenue Technician			
	Solid Waste Equipment Operator I			
	Stormwater Technician I			
	Streets Cleaning Technician II			
	Streets Concrete Technician I			
	Traffic Control Technician			
	Tree Service Technician I			
	Video Inspector I			
Wastewater Technician I				
Zoo Maintenance Technician				

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N16	Bus Operator - Paratransit	Hourly		
	Bus Operator-GTA	\$16.27/hr.	\$20.13/hr.	\$24.00/hr.
	Communications Specialist I	Annual		
	Facilities Maintenance Specialist, Public Transportation	\$33,841.60	\$41,870.40	\$49,920.00
	Facilities Maintenance Specialist, Building Services			
	Guest Services Assistant Supervisor			
	Information Specialist-GTA			
	Mechanic II			
	Parking Maintenance Technician			
	Parks & Recreation Maintenance Technician II			
	Rights-of-Way Tech II			
	Solid Waste Equipment Operator II			
	Street Sweeper Truck Operator			
	Tree Service Technician II			
	Trolley Operator PT			
	Utility Locator			
	Zookeeper			
N17	Alarm Coordinator	Hourly		
	Asphalt Pavement Technician II	\$17.33/hr.	\$21.44/hr.	\$25.56/hr.
	Community Center Coordinator	Annual		
	Fountain Technician	\$36,046.40	\$44,595.20	\$53,164.80
	Human Resources Coordinator			
	Irrigation Technician			
	Permit & License Specialist II			
	Revenue Specialist			
	Safety & Training Assistant			
	Shop Technician			
	Small Engine Mechanic			
	Solid Waste Equipment Operator III			
	Stormwater Technician II			
	Streets Concrete Technician II			
	Video Inspector II			
	Wastewater Combination Truck Operator			
	Wastewater Technician II			
Zoo Education Instructor				

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N18	Business License Officer	Hourly		
	Code Enforcement Officer	\$18.50/hr.	\$22.89/hr.	\$27.29/hr.
	Communications Specialist II	Annual		
	Community Development Specialist	\$38,480.00	\$47,611.20	\$56,763.20
	Customer Relations Coordinator			
	Deputy City Clerk			
	Engineering Technician I			
	Fleet Coordinator			
	Guest Services Supervisor			
	HVAC Technician			
	Mechanic III			
	Mechanic III NonCDL			
	Operations Coordinator			
	Paratransit Operations Supervisor			
	Parking Facilities Field Supervisor			
	Planning Coordinator			
	Plumber			
	Police Accreditation Coordinator			
	Property & Compliance Coordinator			
	Recreation Programs Coordinator			
	Safety & Training Specialist			
	Signal System Technician			
	Senior Accounting Technician			
	Senior Administrative Assistant			
	Senior Sign Technician			
	Solid Waste Equipment Operator IV			
Transit Shift Supervisor				
Veterinary Hospital Coordinator				
Wastewater Systems Inspector				
Zoo Membership & Volunteer Coordinator				
N19	Accounts Payable Accountant	Hourly		
	Associate Development Planner	\$19.59/hr.	\$24.49/hr.	\$29.39/hr.
	Business Analyst I	Annual		
	Buyer	\$40,747.20	\$50,939.20	\$61,131.20
	Cemetery Maintenance Supervisor			
	CBD Inspector P-PT			
	Communications Training Coordinator			
	Community Center Supervisor			
	Court Services Coordinator			
	Engineering Technician II			
	Heavy Bus Mechanic			
	Inspector I			
	Ministerial Recorder			
	NCIC Coordinator			
	Paralegal			
	Parking Administration Supervisor			
	Parking Enforcement Supervisor			
	Parks & Grounds Supervisor			
	Sr Traffic Control Technician			
	Sr Tree Service Technician			
	Rights-of-Way Maintenance Supervisor			
	Support Center Technician			
	Victim Witness Advocate			
	Welder/Mechanic			

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N20	Animal Care Supervisor	Hourly		
	Business Analyst II	\$21.02/hr.	\$26.27/hr.	\$31.53/hr.
	Communication Shift Supervisor	Annual		
	Concrete Supervisor	\$43,721.60	\$54,641.60	\$65,582.40
	Court Services Specialist			
	Crime Analyst			
	Engineering Plans Examiner			
	Executive Assistant to the Mayor			
	Inspector II			
	Master Electrician			
	Office Manager			
	Parking Operations Supervisor			
	Parks & Grounds Assistant Manager			
	Pavement Supervisor			
	Rights-of-Way Maint. Assistant Superintendent			
	Shop Foreman			
	Solid Waste Supervisor			
	Senior Engineering Technician			
	Senior Paralegal			
	Senior Signal System Technician			
	Stormwater Supervisor			
	Streets Cleaning Supervisor			
	Wastewater Assessment Supervisor			
Wastewater Maintenance Supervisor				
Wastewater Repair Supervisor				
Zoning Code Enforcement Officer				
N21	Business License Supervisor	Hourly		
	Code Enforcement Supervisor	\$22.59/hr.	\$28.24/hr.	\$33.89/hr.
	Facilities Maintenance Supervisor	Annual		
	Inspector III	\$46,987.20	\$58,739.20	\$70,491.20
	Occupational Health Nurse			
	Plans Examiner			
	Traffic Control Supervisor			
	Trees Assistant Superintendent			
N22		Hourly		
		\$24.34/hr.	\$30.43/hr.	\$36.51/hr.
		Annual		
	\$50,627.20	\$63,294.40	\$75,940.80	

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Exempt				
Grade	Position Title	Minimum	Midpoint	Maximum
E10		Annual		
		\$38,030	\$45,640	\$53,250
E11		Annual		
		\$40,310	\$48,380	\$56,440
E12	GIS Analyst I	Annual		
		\$42,730	\$51,280	\$59,830
E13	Digital Media Coordinator	Annual		
	Graphic Design and Market Coordinator	\$44,370	\$54,350	\$64,340
	Marketing Coordinator			
	Marketing & Events Coordinator			
	Recycling & Environmental Coordinator			
	Sales & Marketing Coordinator			
	Special Event Coordinator			
	Senior Graphic Designer			
	Transit Planner			
	Volunteer Services Coordinator			
E14	Annexation Coordinator	Annual		
	Compensation Analyst	\$46,200	\$57,760	\$69,300
	Economic Development Specialist			
	GIS Analyst II			
	Grants Coordinator			
	Human Resources Generalist			
	Landscape Architect			
	Mobility Coordinator			
	Multimedia Communications Specialist			
Video Producer				
E15	Community Planner	Annual		
	Communications Project Manager	\$49,200	\$61,510	\$73,800
	Community Development Programs Coordinator			
	Development Planner			
	Economic Development Marketing Manager			
	Environmental Compliance Coordinator			
	Financial Analyst			
	Marketing & Public Affairs Manager			
	Network/Security Specialist			
	Payroll Accountant			
	Permit Coordinator			
	Recreation Facilities Manager			
	Senior Human Resources Generalist			
Senior Accountant				

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E16	Assistant General Curator	Annual		
	Downtown Project Manager	\$52,520	\$65,660	\$78,780
	Enterprise Systems Business Analyst			
	Gang Intervention Program Coordinator			
	Lead Buyer			
	Legal Office Administrator			
	Parks & Grounds Manager			
	Public Engagement Manager			
	Rights-of-Way Maintenance Superintendent			
	Senior Compensation Analyst			
	Solid Waste Superintendent			
	Special Events Manager			
	Streets & Sidewalks Superintendent			
	Stormwater Operations Superintendent			
	Technical Project Coordinator			
	Transit Planning Manager			
	Wastewater Operations Superintendent			
Zoo Education & Marketing Manager				
E17	Business Management & System Applications Specialist	Annual		
	Civil Engineer	\$55,100	\$70,260	\$85,410
	Community Centers Manager			
	Fleet Manager I			
	GIS Analyst III			
	Revenue Auditor			
	Sales & Marketing Manager			
	Senior Development Planner			
	Senior Urban Designer			
	Zoo Business Manager			
E18	Assistant to the City Manager	Annual		
	Benefits Administrator	\$59,090	\$75,350	\$91,590
	City Clerk			
	Clerk of Finance			
	Clerk of Operations			
	Communications Project Manager			
	EEO/Employment Administrator			
	Public Safety Communications Assistant Manager			
E19	Business & Finance Manager	Annual		
	Capital Projects Manager	\$63,520	\$81,000	\$98,460
	Cultural Arts Manager			
	General Curator			
	Principal Development Planner			
	Principal Urban Designer			
	Real Estate Development Manager			
	Recreation Administrator			
	Risk Manager			
	Server Administrator			
	Senior Civil Engineer			
	Senior Traffic Operations Engineer			
	Strategic Communications Administrator			
	Survey Engineer			
Technical Services Manager				
Transit Operations & Safety Manager				

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E20	Assistant Building Codes Administrator	Annual		
	Building Services Manager	\$68,450	\$87,280	\$106,100
	Business Development Manager			
	Community Development Manager			
	Engineering Project Manager			
	Fleet Manager II			
	GIS Technical Manager			
	Network/Security Engineer			
	Parking Services Manager			
	Public Works Operations Manager			
	Solid Waste & Recycling Manager			
	Veterinarian			
E21	Assistant City Attorney	Annual		
	Assistant City Attorney-Contracts	\$73,930	\$94,270	\$114,590
	Assistant City Attorney-Prosecutor			
	Assistant City Engineer-Civil			
	Assistant City Engineer-Env.			
	Assistant City Engineer-Traffic			
	Budget Administrator			
	Construction Engineering Manager			
	Health Clinic Administrator			
	Parks & Grounds Administrator			
	Planning Administrator			
	Public Safety Communications Manager			
	Public Works Business Manager			
	Purchasing Administrator			
	Revenue Administrator			
	Strategic Planning & Analysis Administrator			
	Tourism Administrator			
E22	Building Codes Administrator	Annual		
	Engineering Services Manager	\$80,030	\$102,040	\$124,050
	Facilities & Parking Services Administrator			
	Zoo Administrator			

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Executive				
Grade	Position Title	Minimum	Midpoint	Maximum
LT1	Deputy Director, Office of Management & Budget	Annual		
	Deputy Director, Parks, Recreation & Tourism	\$88,000	\$112,000	\$136,000
	Deputy Director, Public Works			
LT2	Assistant City Manager	Annual		
	Director, Communications & Neighborhood Relations	\$118,000	\$155,000	\$191,000
	Director, Economic/Community Development			
	Director, Human Resources			
	Director, Information Technology			
	Director, Office of Management & Budget			
	Director, Parks, Recreation & Tourism			
	Director, Planning & Development Services			
	Director, Public Transportation			
	Director, Public Works			
	Fire Chief			
	Police Chief			
LT3	Deputy City Manager	Annual		
		\$142,000	\$186,000	\$230,000

Unclassified Positions	
City Attorney	
City Manager	
Council Members P-P/T	
Mayor P-P/T	
Municipal Court Judge	

Ungraded Positions	
Assistant Municipal Court Jdg. P-P/T	
Bus Operator in Training	
Desk Officer-Police P/T	
Intern (Temporary P/T)	
Juniors Leaders (Summer)	
Parking Attendant-Events	
Recreation Camp Counselor	
Special Duty Officer	
Teacher, After School Program	