



- COMPENSATION PLAN -

Adopted by City Council February 15, 2022

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Account Technician	SEIU	44	54
Administrative Services Director	Employment Contract	92	102
Administrative Services Manager	Professional/Technical/Manager	74	84
Animal Control Officer I	SEIU	44	54
Animal Control Officer II	SEIU	48	58
Assistant City Manager	Employment Contract	99	109
Assistant Director of Community Services	Professional/Technical/Manager	75	85
Assistant Director of Finance	Professional/Technical/Manager	84	94
Assistant Director of Public Works/ Assistant City Engineer	Professional/Technical/Manager	78	88
Budget Specialist	Professional/Technical/Manager	60	70
Building/Grounds/Maintenance Supervisor	Professional/Technical/Manager	57	67
Building/Grounds/Maintenance Worker	SEIU	38	48
Building Inspector	SEIU	52	62
Building Permit Technician I	SEIU	40	50
Building Permit Technician II	SEIU	46	56
Building Plans Examiner	SEIU	54	64
Bus Driver – Lead	SEIU	38	48
Bus Driver I	SEIU	32	42
Bus Driver II	SEIU	38	48
Chief Building Official	Professional/Technical/Manager	82	92
Chief of Police	Employment Contract	98	108
Chief Plant Operator – Wastewater	Professional/Technical/Manager	77	87
City Engineer / Public Works Director	Employment Contract	92	102
City Manager	Employment Contract	102	112
Community Enhancement Officer I	SEIU	46	56
Community Enhancement Officer II	SEIU	50	60
Community Development Director	Employment Contract	88	98
Community Services Director	Employment Contract	83	93
Community Services Manager	Professional/Technical/Manager	66	76
Customer Service Coordinator I	SEIU	32	42
Customer Service Coordinator II	SEIU	38	48
Deputy Chief of Police	Police Management	92	102
Deputy City Clerk	Professional/Technical/Manager	64	74
Economic Development Manager	Professional/Technical/Manager	72	82
Engineering Development Technician I	SEIU	40	50
Engineering Development Technician II	SEIU	46	56
Environmental Compliance Manager	Professional/Technical/Manager	60	70
Executive Assistant	Professional/Technical/Manager	49	59
Finance Director	Employment Contract	92	102
General Manager of Utilities	Employment Contract	92	102

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Information Technology Manager	Professional/Technical/Manager	81	91
HR/Payroll Technician	SEIU	42	52
IT Analyst I	SEIU	45	55
IT Analyst II	SEIU	53	63
Lead Building/Grounds Maintenance Worker	SEIU	44	54
Lead Dispatcher	POA	47	57
Mechanic	SEIU	44	54
Management Analyst	SEIU	58	68
Planning Manager	Professional/Technical/Manager	78	88
Police Cadet		29	29
Police Corporal	Police Officers Association	68	78
Police Lieutenant	Police Management	85	95
Police Officer	Police Officers Association	62	72
Police Sergeant	Police Officers Association	74	84
Principal Engineer	Professional/Technical/Manager	72	82
Public Safety Dispatcher I	Police Officers Association	37	47
Public Safety Dispatcher II	Police Officers Association	43	53
Police Trainee		47	47
Public Works Inspector	SEIU	57	67
Recreation Specialist	SEIU	24	34
Senior Accountant	Professional/Technical/Manager	68	78
Solid Waste Recycling Manager	Professional/Technical/Manager	60	70
Special Projects/Press Information Officer	Professional/Technical/Manager	69	79
Street Maintenance Supervisor	Professional/Technical/Manager	56	66
Street Maintenance Worker	SEIU	44	54
Support Services Specialist I	Police Officers Association	31	41
Support Services Specialist II	Police Officers Association	37	47
Support Services Supervisor	Police Officers Association	57	67
Transit Manager	Professional/Technical/Manager	72	82
Vehicle Maintenance Supervisor	Professional/Technical/Manager	63	73
Wastewater Collections Supervisor	Professional/Technical/Manager	56	66
Wastewater Collection System Worker I	SEIU	44	54
Wastewater Collection System Worker II	SEIU	48	58
Wastewater Plant Operator I	SEIU	45	55
Wastewater Plant Operator II	SEIU	51	61
Wastewater Plant Operator III	SEIU	55	65
Wastewater Plant Operator IV	SEIU	59	69
Wastewater Plant Operator V	SEIU	63	73
Wastewater Plant Supervisor	Professional/Technical/Manager	65	75