



- COMPENSATION PLAN -

Adopted by City Council January 21, 2020

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Account Technician	SEIU	43	53
Administrative Services Director	Employment Contract	84	94
Administrative Services Manager	Professional/Technical/Manager	62	72
Animal Control Officer I	SEIU	43	53
Animal Control Officer II	SEIU	47	57
Assistant City Manager	Employment Contract	95	105
Assistant Director of Community Services	Professional/Technical/Manager	70	80
Assistant Director of Public Works	Professional/Technical/Manager	60	70
Assistant Engineer	SEIU	57	67
Assistant Fire Marshal	Professional/Technical/Manager	61	71
Assistant Planning Director	Professional/Technical/Manager	60	70
Assistant to the City Manager I/II/III	Professional/Technical/Manager	48	70
Associate Planner	SEIU	57	67
Budget Specialist	Professional/Technical/Manager	58	68
Building/Grounds/Maintenance Supervisor	Professional/Technical/Manager	55	65
Building/Grounds/Maintenance Worker	SEIU	37	47
Building Inspector	SEIU	51	61
Building Permit Technician I	SEIU	39	49
Building Permit Technician II	SEIU	45	55
Bus Driver – Lead	SEIU	37	47
Bus Driver I	SEIU	31	41
Bus Driver II	SEIU	37	47
Chief Building Official	Professional/Technical/Manager	80	90
Chief of Police	Employment Contract	94	104
Chief Plant Operator – Wastewater	Professional/Technical/Manager	75	85
City Engineer / Public Works Director	Employment Contract	92	102
City Manager	Employment Contract	102	112
Communications Supervisor	Professional/Technical/Manager	48	58
Community Enhancement Officer I	SEIU	45	55
Community Enhancement Officer II	SEIU	49	59
Collection Crew Supervisor	Professional/Technical/Manager	51	61
Community Development Analyst	Professional/Technical/Manager	54	64
Community Development Director	Employment Contract	84	94
Community Services Director	Employment Contract	82	92
Community Services Manager	Professional/Technical/Manager	56	66
Customer Service Coordinator I	SEIU	31	41
Customer Service Coordinator II	SEIU	37	47
Customer Service Coordinator III	SEIU	43	53
Customer Service Coordinator IV	Professional/Technical/Manager	54	64
Customer Service Coordinator Lead	Professional/Technical/Manager	50	60
Deputy Chief of Police	Police Management	90	100

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Deputy City Clerk	Professional/Technical/Manager	62	72
Deputy City Manager	Professional/Technical/Manager	78	88
Economic Development Manager	Professional/Technical/Manager	70	80
Engineering Development Technician I	SEIU	39	49
Engineering Development Technician II	SEIU	45	55
Equipment Operator	SEIU	39	49
Executive Assistant	Professional/Technical/Manager	42	52
Finance Director	Employment Contract	84	94
Information Technology Manager	Professional/Technical/Manager	71	81
HR/Payroll Technician	SEIU	42	52
IT Analyst I	SEIU	40	50
IT Analyst II	SEIU	48	58
Lead Building/Grounds Maint Worker	SEIU	43	53
Lead Dispatcher	POA	47	57
Lead Recreation Specialist	SEIU	21	31
Lifeguard I/II/III	SEIU	18	28
Maintenance Helper	SEIU	23	33
Mechanic	SEIU	43	53
Management Analyst	SEIU	57	67
Planning Director	Professional/Technical/Manager	66	76
Plans Examiner	SEIU	53	63
Police Cadet		24	24
Police Commander	Police Management	81	91
Police Corporal	Police Officers Association	63	73
Police Lieutenant	Police Management	80	90
Police Officer	Police Officers Association	57	67
Police Records Specialist	Police Officers Association	32	42
Police Sergeant	Police Officers Association	69	79
Police Services Analyst	Police Officers Association	55	65
Principal Engineer	Professional/Technical/Manager	68	78
Public Safety Dispatcher I	Police Officers Association	35	45
Public Safety Dispatcher II	Police Officers Association	41	51
Police Trainee		43	43
Public Works Inspector	SEIU	56	66
Public Works Manager	Professional/Technical/Manager	68	78
Quality of Life Officer I	SEIU	40	50
Quality of Life Officer II	SEIU	44	54
Quality of Life Officer III	SEIU	48	58
Quality of Life Officer Trainee	SEIU	30	30
Records Supervisor	Professional/Technical/Manager	48	58
Recreation Specialist	SEIU	18	28
Resources Director	Professional/Technical/Manager	66	76
Resources Manager	Professional/Technical/Manager	54	64
Senior Accountant	Professional/Technical/Manager	66	76
Senior Center Manager	Professional/Technical/Manager	54	64
Solid Waste Recycling Manager	Professional/Technical/Manager	58	68

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Special Projects/PIO	Professional/Technical/Manager	58	68
Senior Planner	Professional/Technical/Manager	66	76
Support Services Director	Professional/Technical/Manager	66	76
Street Maintenance Supervisor	Professional/Technical/Manager	48	58
Street Maintenance Worker	SEIU	43	53
Support Services Supervisor	Police Officers Association	55	65
Support Services Specialist I	Police Officers Association	29	39
Support Services Specialist II	Police Officers Association	35	45
Support Services Trainee	Police Officers Association	28	38
Transit Director	Professional/Technical/Manager	74	84
Transit Operations Supervisor	Professional/Technical/Manager	55	65
Vehicle Maintenance Supervisor	Professional/Technical/Manager	48	58
Wastewater Collection System Worker I	SEIU	43	53
Wastewater Collection System Worker II	SEIU	47	57
Wastewater Plant Operator I	SEIU	44	54
Wastewater Plant Operator II	SEIU	50	60
Wastewater Plant Operator III	SEIU	54	64
Wastewater Plant Operator IV	SEIU	58	68
Wastewater Plant Operator V	SEIU	62	72
Wastewater Plant Supervisor	Professional/Technical/Manager	63	73

Unfunded