

DEPARTMENT	CLASS TITLE	MIN	MID	MAX	Annual	Recommended Classification	Recommend ed Grade	Recommended Minimum	Recommended Midpoint	Recommended Maximum	Tenure Years	Tenure Parity Salary	Cost	% Adjustment
Parks & Recreation	Camp Counselor	\$ 21,840.00	\$ 25,022.40	\$ 28,204.80	\$ 23,374.00	Camp Counselor	101	\$ 29,120.00	\$ 37,128.00	\$ 45,136.00	9.07	\$ 24,622.36	\$ 1,248.36	5.3%
Parks & Recreation	Camp Counselor	\$ 21,840.00	\$ 25,022.40	\$ 28,204.80	\$ 23,374.00	Camp Counselor	101	\$ 29,120.00	\$ 37,128.00	\$ 45,136.00	6.07	\$ 23,841.48	\$ 467.48	2.0%
Parks & Recreation	Camp Counselor	\$ 21,840.00	\$ 25,022.40	\$ 28,204.80	\$ 25,636.00	Camp Counselor	101	\$ 29,120.00	\$ 37,128.00	\$ 45,136.00	4.08	\$ 26,148.72	\$ 512.72	2.0%
Parks & Recreation	Camp Counselor	\$ 21,840.00	\$ 25,022.40	\$ 28,204.80	\$ 22,620.00	Camp Counselor	101	\$ 29,120.00	\$ 37,128.00	\$ 45,136.00	1.01	\$ 23,072.40	\$ 452.40	2.0%
Parks & Recreation	Facility Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,112.00	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	0.51	\$ 21,603.76	\$ 491.76	2.3%
Parks & Recreation	Facility Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 24,143.08	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	5.26	\$ 24,625.94	\$ 482.86	2.0%
Parks & Recreation	Facility Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 23,931.96	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	16.97	\$ 29,062.96	\$ 5,131.00	21.4%
Parks & Recreation	Park Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 25,620.92	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	9.23	\$ 26,133.34	\$ 512.42	2.0%
Parks & Recreation	Park Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,534.24	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	1.15	\$ 22,636.10	\$ 1,101.86	5.1%
Parks & Recreation	RECREATION ATTENDANT	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 19,996.08	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	14.25	\$ 30,576.00	\$ 10,579.92	52.9%
Parks & Recreation	Facility Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 23,720.84	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	4.65	\$ 24,195.26	\$ 474.42	2.0%
Parks & Recreation	Park Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 22,137.44	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	1.22	\$ 22,662.06	\$ 524.62	2.4%
Parks & Recreation	Swim Coach/Office Assistant	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 22,620.00	Swim Coach	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	0.38	\$ 23,072.40	\$ 452.40	2.0%
Parks & Recreation	Facility Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,534.24	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	1.14	\$ 22,632.71	\$ 1,098.47	5.1%
Parks & Recreation	Facility Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 22,831.12	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	4.15	\$ 23,855.31	\$ 1,024.19	4.5%
Parks & Recreation	Park Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 24,459.76	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	1.45	\$ 24,948.96	\$ 489.20	2.0%
Parks & Recreation	Park Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,534.24	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	1.17	\$ 22,644.00	\$ 1,109.76	5.2%
Parks & Recreation	Park Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 23,630.36	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	2.16	\$ 24,102.97	\$ 472.61	2.0%
Parks & Recreation	Facility Attendant	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,112.00	Parks and Recreation Attendant	102	\$ 30,576.00	\$ 38,984.40	\$ 47,392.80	0.51	\$ 21,603.76	\$ 491.76	2.3%
Parks & Recreation	Lifeguard II/WSI	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,112.00	Lifeguard II/WSI	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	1.05	\$ 23,724.04	\$ 2,612.04	12.4%
Parks & Recreation	YOUTH PROGRAM INSTRUCTOR	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 19,996.08	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	1.05	\$ 23,724.04	\$ 3,727.96	18.6%
Parks & Recreation	Camp Counselor	\$ 21,840.00	\$ 25,022.40	\$ 28,204.80	\$ 21,112.00	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	2.06	\$ 24,154.32	\$ 3,042.32	14.4%
Parks & Recreation	YOUTH PROGRAM INSTRUCTOR	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 23,283.52	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	1.72	\$ 24,010.90	\$ 727.38	3.1%
Parks & Recreation	Lifeguard II/WSI	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,112.00	Lifeguard II/WSI	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	1.05	\$ 23,724.04	\$ 2,612.04	12.4%
Parks & Recreation	YOUTH PROGRAM INSTRUCTOR	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 23,072.40	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	1.05	\$ 23,724.04	\$ 651.64	2.8%
Parks & Recreation	Lifeguard II/WSI	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 22,303.32	Lifeguard II/WSI	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	2.04	\$ 24,148.40	\$ 1,845.08	8.3%
Parks & Recreation	YOUTH PROGRAM INSTRUCTOR	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 19,996.08	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	1.05	\$ 23,724.04	\$ 3,727.96	18.6%
Parks & Recreation	Lifeguard II/WSI	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 21,112.00	Lifeguard II/WSI	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	1.05	\$ 23,724.04	\$ 2,612.04	12.4%
Parks & Recreation	YOUTH PROGRAM INSTRUCTOR	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 29,209.96	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	7.64	\$ 29,794.16	\$ 584.20	2.0%
Parks & Recreation	Lifeguard II/WSI	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 24,731.20	Lifeguard II/WSI	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	2.57	\$ 25,225.82	\$ 494.62	2.0%
Parks & Recreation	ADULT PROGRAM RECREATION AIDE	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 28,003.56	ADULT PROGRAM RECREATION AIDE	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	7.39	\$ 28,563.63	\$ 560.07	2.0%
Parks & Recreation	YOUTH PROGRAM INSTRUCTOR	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 24,610.56	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	2.06	\$ 25,102.77	\$ 492.21	2.0%
Parks & Recreation	YOUTH PROGRAM INSTRUCTOR	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 24,459.76	YOUTH PROGRAM INSTRUCTOR	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	14.85	\$ 29,612.87	\$ 5,153.11	21.1%
Parks & Recreation	Lifeguard II/WSI	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	\$ 24,369.28	Lifeguard II/WSI	103	\$ 32,104.80	\$ 40,933.62	\$ 49,762.44	2.05	\$ 24,856.67	\$ 487.39	2.0%
Parks & Recreation	Program Instructor	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 30,989.40	Program Instructor	104	\$ 33,710.04	\$ 42,980.30	\$ 52,250.56	24.80	\$ 35,550.49	\$ 4,561.09	14.7%
PUBLIC WORKS	Maintenance Technician I	\$ 34,680.00	\$ 41,841.00	\$ 49,002.00	\$ 39,423.90	Building and Grounds Technician I	105	\$ 35,395.54	\$ 45,129.32	\$ 54,863.09	8.11	\$ 40,660.79	\$ 1,236.89	3.1%
Parks & Recreation	Recreation Leader	\$ 34,680.00	\$ 41,841.00	\$ 49,002.00	\$ 46,800.00	Recreation Specialist	106	\$ 37,165.32	\$ 47,385.78	\$ 57,606.24	7.40	\$ 47,736.00	\$ 936.00	2.0%
Parks & Recreation	Facility and Recreation Assistant	\$ 36,720.00	\$ 44,302.00	\$ 51,884.00	\$ 53,715.38	General Services Worker	106	\$ 37,165.32	\$ 47,385.78	\$ 57,606.24	17.01	\$ 54,789.69	\$ 1,074.31	2.0%
Parks & Recreation	Facility and Recreation Assistant	\$ 36,720.00	\$ 44,302.00	\$ 51,884.00	\$ 53,993.06	General Services Worker	106	\$ 37,165.32	\$ 47,385.78	\$ 57,606.24	18.18	\$ 55,072.92	\$ 1,079.86	2.0%
FINANCE	Customer Service Representative I	\$ 34,680.00	\$ 41,841.00	\$ 49,002.00	\$ 41,519.71	Customer Service Representative I	106	\$ 37,165.32	\$ 47,385.78	\$ 57,606.24	1.35	\$ 42,350.10	\$ 830.39	2.0%
FINANCE	METER READER	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	\$ 28,697.24	METER READER	106	\$ 37,165.32	\$ 47,385.78	\$ 57,606.24	15.02	\$ 34,365.67	\$ 5,668.43	19.8%
PUBLIC WORKS	Horticultural Technician	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 67,467.71	Horticultural Technician	107	\$ 39,023.59	\$ 49,755.07	\$ 60,486.56	23.23	\$ 68,817.06	\$ 1,349.35	2.0%
PUBLIC WORKS	Maintenance Technician II	\$ 34,680.00	\$ 41,841.00	\$ 49,002.00	\$ 37,822.10	Building and Grounds Technician II	107	\$ 39,023.59	\$ 49,755.07	\$ 60,486.56	1.66	\$ 40,212.00	\$ 2,389.90	6.3%
Parks & Recreation	PARK RANGER	\$ 36,720.00	\$ 44,302.00	\$ 51,884.00	\$ 45,126.22	Senior Park Ranger	107	\$ 39,023.59	\$ 49,755.07	\$ 60,486.56	1.40	\$ 46,028.74	\$ 902.52	2.0%
PUBLIC WORKS	Maintenance Technician II	\$ 34,680.00	\$ 41,841.00	\$ 49,002.00	\$ 40,125.90	Building and Grounds Technician II	107	\$ 39,023.59	\$ 49,755.07	\$ 60,486.56	4.09	\$ 41,950.90	\$ 1,825.00	4.5%
PUBLIC WORKS	Maintenance Technician II	\$ 34,680.00	\$ 41,841.00	\$ 49,002.00	\$ 45,732.75	Building and Grounds Technician II	107	\$ 39,023.59	\$ 49,755.07	\$ 60,486.56	16.59	\$ 50,893.80	\$ 5,161.05	11.3%
UTILITIES	Administrative Specialist	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 60,565.02	Administrative Specialist	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	24.48	\$ 61,776.32	\$ 1,211.30	2.0%
ADMINISTRATION	Administrative Specialist	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 54,713.57	Administrative Specialist	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	4.98	\$ 55,807.84	\$ 1,094.27	2.0%
PUBLIC WORKS	Administrative Specialist	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 44,553.60	Administrative Specialist	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	1.11	\$ 45,444.67	\$ 891.07	2.0%
FINANCE	Accounting Technician	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 52,992.37	Accounting Technician	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	1.20	\$ 54,052.22	\$ 1,059.85	2.0%
FINANCE	Customer Service Representative II	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 47,496.38	Customer Service Representative II	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	4.14	\$ 48,446.31	\$ 949.93	2.0%
COMMUNITY DEVELOPMENT	Administrative Specialist	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 53,783.60	Administrative Specialist	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	13.36	\$ 54,859.27	\$ 1,075.67	2.0%
CITY CLERK	Administrative Specialist	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 43,075.76	Administrative Specialist	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	1.58	\$ 43,937.28	\$ 861.52	2.0%
COMMUNITY DEVELOPMENT	Administrative Specialist	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 45,033.04	Administrative Specialist	108	\$ 40,974.76	\$ 52,242.82	\$ 63,510.88	2.91	\$ 45,933.70	\$ 900.66	2.0%
UTILITIES	Treatment Plant Operator Trainee	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 55,631.68	Treatment Plant Operator Trainee	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	2.49	\$ 56,744.31	\$ 1,112.63	2.0%
UTILITIES	Treatment Plant Operator Trainee	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 58,240.00	Treatment Plant Operator Trainee	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	0.49	\$ 59,404.80	\$ 1,164.80	2.0%

UTILITIES	Treatment Plant Operator Trainee	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 56,969.12	Treatment Plant Operator Trainee	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	2.47	\$ 58,108.50	\$ 1,139.38	2.0%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 50,708.32	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	6.97	\$ 51,722.49	\$ 1,014.17	2.0%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 45,448.83	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	1.99	\$ 46,357.81	\$ 908.98	2.0%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 48,984.62	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	9.49	\$ 50,505.81	\$ 1,521.19	3.1%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 50,999.10	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	0.92	\$ 52,019.08	\$ 1,019.98	2.0%
UTILITIES	Treatment Plant Operator Trainee	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 49,857.60	Treatment Plant Operator Trainee	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	0.92	\$ 50,854.75	\$ 997.15	2.0%
PUBLIC WORKS	Tradesworker I - PW	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 49,044.94	Tradesworker I - PW	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	3.98	\$ 50,025.84	\$ 980.90	2.0%
PUBLIC WORKS	Maintenance Technician III	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 50,793.18	Building and Grounds Technician III	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	6.95	\$ 51,809.04	\$ 1,015.86	2.0%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 45,760.00	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	3.89	\$ 46,675.20	\$ 915.20	2.0%
UTILITIES	Tradesworker I - UTIL	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 60,266.96	UTILITIES MECHANIC I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	19.33	\$ 61,472.30	\$ 1,205.34	2.0%
PUBLIC WORKS	Tradesworker I - PW	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 45,474.62	Tradesworker I - PW	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	3.08	\$ 46,384.11	\$ 909.49	2.0%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 50,452.48	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	7.71	\$ 51,461.53	\$ 1,009.05	2.0%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 49,233.60	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	0.17	\$ 50,218.27	\$ 984.67	2.0%
UTILITIES	Utilities Mechanic I	\$ 40,800.00	\$ 49,225.00	\$ 57,649.00	\$ 46,612.80	Utilities Mechanic I	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	2.59	\$ 47,545.06	\$ 932.26	2.0%
PUBLIC WORKS	Equipment Operator	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 53,711.22	Equipment Operator	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	17.11	\$ 56,517.94	\$ 2,806.72	5.2%
PUBLIC WORKS	Equipment Operator	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 54,236.62	Equipment Operator	109	\$ 43,023.50	\$ 54,854.97	\$ 66,686.43	7.95	\$ 55,321.35	\$ 1,084.73	2.0%
PUBLIC WORKS	Senior Administrative Specialist	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 65,109.62	Senior Administrative Specialist	110	\$ 45,174.68	\$ 57,597.71	\$ 70,020.75	26.49	\$ 67,110.54	\$ 2,000.92	3.1%
FINANCE	Customer Service Representative III	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 53,335.78	Customer Service Representative III	110	\$ 45,174.68	\$ 57,597.71	\$ 70,020.75	16.75	\$ 59,044.77	\$ 5,708.99	10.7%
CITY CLERK	Senior Administrative Specialist	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 53,960.19	Senior Administrative Specialist	110	\$ 45,174.68	\$ 57,597.71	\$ 70,020.75	17.15	\$ 59,376.05	\$ 5,415.86	10.0%
COMMUNITY DEVELOPMENT	Senior Administrative Specialist	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 49,209.68	Senior Administrative Specialist	110	\$ 45,174.68	\$ 57,597.71	\$ 70,020.75	6.03	\$ 50,193.87	\$ 984.19	2.0%
FINANCE	Purchasing Assistant	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 61,199.63	Purchasing Assistant	110	\$ 45,174.68	\$ 57,597.71	\$ 70,020.75	0.84	\$ 62,423.62	\$ 1,223.99	2.0%
COMMUNITY DEVELOPMENT	Senior Administrative Specialist	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 52,917.28	Senior Administrative Specialist	110	\$ 45,174.68	\$ 57,597.71	\$ 70,020.75	0.17	\$ 53,975.63	\$ 1,058.35	2.0%
UTILITIES	Senior Administrative Specialist	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 65,108.99	Senior Administrative Specialist	110	\$ 45,174.68	\$ 57,597.71	\$ 70,020.75	21.69	\$ 66,411.17	\$ 1,302.18	2.0%
UTILITIES	Utilities Mechanic II	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 60,529.25	Utilities Mechanic II	111	\$ 47,433.41	\$ 60,477.60	\$ 73,521.79	17.92	\$ 63,013.97	\$ 2,484.72	4.1%
UTILITIES	Utilities Mechanic II	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 62,947.87	Utilities Mechanic II	111	\$ 47,433.41	\$ 60,477.60	\$ 73,521.79	17.90	\$ 64,206.83	\$ 1,258.96	2.0%
UTILITIES	Utilities Mechanic II	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 65,166.19	Utilities Mechanic II	111	\$ 47,433.41	\$ 60,477.60	\$ 73,521.79	18.40	\$ 66,469.51	\$ 1,303.32	2.0%
UTILITIES	Utilities Mechanic II	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 60,218.06	Utilities Mechanic II	111	\$ 47,433.41	\$ 60,477.60	\$ 73,521.79	18.84	\$ 63,813.53	\$ 3,595.47	6.0%
UTILITIES	Utilities Mechanic II	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 64,854.40	Utilities Mechanic II	111	\$ 47,433.41	\$ 60,477.60	\$ 73,521.79	14.83	\$ 66,151.49	\$ 1,297.09	2.0%
PUBLIC WORKS	Tradesworker II	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 55,099.41	Tradesworker II	112	\$ 49,805.08	\$ 63,501.48	\$ 77,197.88	4.50	\$ 56,201.40	\$ 1,101.99	2.0%
PUBLIC WORKS	Tradesworker II	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 62,060.96	Tradesworker II	112	\$ 49,805.08	\$ 63,501.48	\$ 77,197.88	20.73	\$ 68,736.55	\$ 6,675.59	10.8%
PUBLIC WORKS	Tradesworker II	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 56,984.10	Tradesworker II	112	\$ 49,805.08	\$ 63,501.48	\$ 77,197.88	15.50	\$ 63,960.56	\$ 6,976.46	12.2%
PUBLIC WORKS	Fleet Mechanic	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 59,054.74	Fleet Technician	113	\$ 52,295.34	\$ 66,676.55	\$ 81,057.77	6.95	\$ 60,235.83	\$ 1,181.09	2.0%
UTILITIES	Treatment Plant Operator I	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 61,940.32	Treatment Plant Operator I	114	\$ 54,910.10	\$ 70,010.38	\$ 85,110.66	15.09	\$ 70,105.46	\$ 8,165.14	13.2%
UTILITIES	Treatment Plant Operator I	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 68,136.64	Treatment Plant Operator I	114	\$ 54,910.10	\$ 70,010.38	\$ 85,110.66	22.73	\$ 77,787.02	\$ 9,650.38	14.2%
Parks & Recreation	Aquatics Specialist	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 61,661.60	Parks and Recreation coordinator	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	27.21	\$ 71,661.60	\$ 10,000.00	16.2%
ADMINISTRATION	COMMUNICATIONS COORDINATOR	\$ 57,120.00	\$ 68,915.00	\$ 80,709.00	\$ 65,000.00	COMMUNICATIONS COORDINATOR	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	0.38	\$ 66,300.00	\$ 1,300.00	2.0%
ADMINISTRATION	Executive Assistant to Elected Officials	\$ 57,120.00	\$ 68,915.00	\$ 80,709.00	\$ 78,668.98	Executive Assistant to Elected Officials	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	2.50	\$ 80,242.36	\$ 1,573.38	2.0%
Parks & Recreation	Senior Administrative Specialist - P&R	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 59,884.45	Administrative Coordinator	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	1.34	\$ 61,082.14	\$ 1,197.69	2.0%
COMMUNITY DEVELOPMENT	Administrative Coordinator	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 74,870.22	Administrative Coordinator	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	22.51	\$ 81,453.23	\$ 6,583.01	8.8%
FINANCE	Accountant	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 63,035.70	Accountant	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	1.32	\$ 64,296.41	\$ 1,260.71	2.0%
FINANCE	Senior IT Technician	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 59,262.11	Senior IT Technician	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	7.76	\$ 65,856.32	\$ 6,594.21	11.1%
Parks & Recreation	Adult Program Specialist	\$ 43,860.00	\$ 52,917.00	\$ 61,973.00	\$ 52,696.38	Parks and Recreation coordinator	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	8.06	\$ 62,696.38	\$ 10,000.00	19.0%
FINANCE	Accountant	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 61,199.84	Accountant	115	\$ 57,655.61	\$ 73,510.90	\$ 89,366.19	0.87	\$ 62,423.84	\$ 1,224.00	2.0%
HUMAN RESOURCES	Human Resources Programs Adminstr	\$ 60,180.00	\$ 72,607.00	\$ 85,033.00	\$ 87,575.28	Human Resources Generalist	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	24.85	\$ 89,326.79	\$ 1,751.51	2.0%
UTILITIES	Utilities Foreman	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 78,730.08	UTILITIES SUPERVISOR	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	19.98	\$ 82,717.30	\$ 3,987.22	5.1%
UTILITIES	Treatment Plant Operator II	\$ 49,980.00	\$ 60,300.00	\$ 70,620.00	\$ 62,266.88	Treatment Plant Operator II	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	6.97	\$ 68,270.49	\$ 6,003.61	9.6%
PUBLIC WORKS	Public Works Coordinator	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 80,000.00	Public Works Coordinator	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	0.19	\$ 81,600.00	\$ 1,600.00	2.0%
UTILITIES	Treatment Plant Operator II	\$ 49,980.00	\$ 60,300.00	\$ 70,620.00	\$ 62,117.95	Treatment Plant Operator II	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	7.66	\$ 69,035.06	\$ 6,917.11	11.1%
FINANCE	Purchasing Agent	\$ 60,180.00	\$ 72,607.00	\$ 85,033.00	\$ 77,911.60	Purchasing Agent	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	1.72	\$ 79,469.83	\$ 1,558.23	2.0%
UTILITIES	Utilities Foreman	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 77,967.76	UTILITIES SUPERVISOR	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	19.98	\$ 82,717.30	\$ 4,749.54	6.1%
UTILITIES	Utilities Foreman	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 78,734.45	UTILITIES SUPERVISOR	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	22.41	\$ 85,405.65	\$ 6,671.20	8.5%
UTILITIES	Treatment Plant Operator II	\$ 49,980.00	\$ 60,300.00	\$ 70,620.00	\$ 74,193.18	Treatment Plant Operator II	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	23.21	\$ 84,193.18	\$ 10,000.00	13.5%
UTILITIES	Utilities Foreman	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 75,671.02	UTILITIES SUPERVISOR	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	18.16	\$ 80,697.95	\$ 5,026.93	6.6%
UTILITIES	Utilities Electrician	\$ 49,980.00	\$ 60,300.00	\$ 70,620.00	\$ 74,125.17	ELECTRICIAN SUPERVISOR	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	4.38	\$ 75,607.67	\$ 1,482.50	2.0%
Parks & Recreation	Parks and Recreation Supervisor	\$ 60,180.00	\$ 72,607.00	\$ 85,033.00	\$ 81,489.98	Parks and Recreation Manager	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	7.18	\$ 83,119.78	\$ 1,629.80	2.0%
Parks & Recreation	Parks and Recreation Coordinator	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 61,186.58	Parks and Recreation Manager	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	1.63	\$ 62,410.31	\$ 1,223.73	2.0%
Parks & Recreation	Parks and Recreation Coordinator	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 61,150.96	Parks and Recreation Manager	116	\$ 60,538.39	\$ 77,186.45	\$ 93,834.50	4.02	\$ 64,999.45	\$ 3,848.49	6.3%
FINANCE	UTILITY BILLING/ACCOUNTING SUPERV	\$ 69,360.00	\$ 83,682.00	\$ 98,003.00	\$ 83,640.18	Accounting Supervisor	117	\$ 63,565.31	\$ 81,045.77	\$ 98,526.23	4.35	\$ 85,312.98	\$ 1,672.80	2.0%
CITY CLERK	Assistant City Clerk	\$ 57,120.00	\$ 68,915.00	\$ 80,709.00	\$ 66,556.67	Assistant City Clerk	117	\$ 63,565.31	\$ 81,045.77	\$ 98,526.23	7.20	\$ 71,959.17	\$ 5,402.50	8.1%

FINANCE	Budget Analyst	\$ 45,900.00	\$ 55,378.00	\$ 64,855.00	\$ 62,763.22	Senior Budget Analyst	117	\$ 63,565.31	\$ 81,045.77	\$ 98,526.23	1.93	\$ 65,815.11	\$ 3,051.89	4.9%
UTILITIES	Chief Plant Operator	\$ 57,120.00	\$ 68,915.00	\$ 80,709.00	\$ 84,792.03	Chief Plant Operator	118	\$ 66,743.57	\$ 85,098.06	\$ 103,452.54	24.49	\$ 94,792.03	\$ 10,000.00	11.8%
COMMUNITY DEVELOPMENT	Mechanical Inspector- On call	-	-	-	\$ 84,864.00	MECHANICAL INSPECTOR	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	4.02	\$ 86,561.28	\$ 1,697.28	2.0%
COMMUNITY DEVELOPMENT	Electrical Inspector	-	-	-	\$ 84,864.00	ELECTRICAL INSPECTOR	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	3.48	\$ 86,561.28	\$ 1,697.28	2.0%
COMMUNITY DEVELOPMENT	Building Inspector	\$ 60,180.00	\$ 72,607.00	\$ 85,033.00	\$ 86,561.28	Building Inspector	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	2.61	\$ 88,292.51	\$ 1,731.23	2.0%
COMMUNITY DEVELOPMENT	PLUMBING INSPECTOR-ON CALL	-	-	-	\$ 84,864.00	PLUMBING INSPECTOR	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	1.94	\$ 86,561.28	\$ 1,697.28	2.0%
COMMUNITY DEVELOPMENT	STRUCTURAL INSPECTOR/PLANS EXAM	\$ 75,732.80	\$ 82,420.00	\$ 89,107.20	\$ 64,602.72	STRUCTURAL INSPECTOR/PLANS EXAMINEF	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	10.47	\$ 65,894.77	\$ 1,292.05	2.0%
PUBLIC WORKS	Field Operations Supervisor - PW	\$ 65,280.00	\$ 78,759.00	\$ 92,238.00	\$ 77,895.48	Field Operations Supervisor	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	8.41	\$ 84,935.58	\$ 7,040.10	9.0%
COMMUNITY DEVELOPMENT	Structural Inspector/Plans Examiner (F	\$ 65,280.00	\$ 78,759.00	\$ 92,238.00	\$ 68,584.10	STRUCTURAL INSPECTOR/PLANS EXAMINEF	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	1.22	\$ 75,233.63	\$ 6,649.53	9.7%
COMMUNITY DEVELOPMENT	PLUMBING INSPECTOR-ON CALL	-	-	-	\$ 84,864.00	PLUMBING INSPECTOR	120	\$ 73,584.79	\$ 93,820.61	\$ 114,056.42	3.92	\$ 86,561.28	\$ 1,697.28	2.0%
UTILITIES	Engineering Inspector	\$ 53,040.00	\$ 63,992.00	\$ 74,944.00	\$ 80,264.86	Engineering Inspector/PLANS EXAMINER	121	\$ 77,264.03	\$ 98,511.64	\$ 119,759.25	7.95	\$ 88,521.33	\$ 8,256.47	10.3%
COMMUNITY DEVELOPMENT	CHIEF ELECTRICAL INSPECTOR	\$ 75,732.80	\$ 82,420.00	\$ 89,107.20	\$ 72,776.08	CHIEF ELECTRICAL INSPECTOR	121	\$ 77,264.03	\$ 98,511.64	\$ 119,759.25	3.90	\$ 74,231.60	\$ 1,455.52	2.0%
COMMUNITY DEVELOPMENT	Assistant Building Official/Chief Plumb	\$ 75,732.80	\$ 82,420.00	\$ 89,107.20	\$ 72,776.08	Assistant Building Official	121	\$ 77,264.03	\$ 98,511.64	\$ 119,759.25	16.21	\$ 74,231.60	\$ 1,455.52	2.0%
COMMUNITY DEVELOPMENT	Chief Structural Inspector (FT)	\$ 65,280.00	\$ 78,759.00	\$ 92,238.00	\$ 88,250.24	Chief Structural Inspector	121	\$ 77,264.03	\$ 98,511.64	\$ 119,759.25	3.06	\$ 90,015.24	\$ 1,765.00	2.0%
UTILITIES	Plant Operations Supervisor	\$ 69,360.00	\$ 83,682.00	\$ 98,003.00	\$ 102,956.88	Plant Operations Superintendent - UTIL	122	\$ 81,127.23	\$ 103,437.22	\$ 125,747.21	30.43	\$ 112,956.88	\$ 10,000.00	9.7%
UTILITIES	Field Operations Supervisor - UTIL	\$ 65,280.00	\$ 78,759.00	\$ 92,238.00	\$ 81,159.78	Field Operations Superintendent - UTIL	122	\$ 81,127.23	\$ 103,437.22	\$ 125,747.21	2.24	\$ 84,457.20	\$ 3,297.42	4.1%
COMMUNITY DEVELOPMENT	Assistant Community Development Dir	\$ 76,500.00	\$ 92,296.00	\$ 108,092.00	\$ 104,999.96	Assistant Community Development Directo	124	\$ 89,442.77	\$ 114,039.53	\$ 138,636.30	18.11	\$ 114,999.96	\$ 10,000.00	9.5%
CITY CLERK	City Clerk	\$ 82,620.00	\$ 99,680.00	\$ 116,740.00	\$ 94,553.42	City Clerk	126	\$ 98,610.66	\$ 125,728.59	\$ 152,846.52	1.49	\$ 101,302.36	\$ 6,748.94	7.1%
PUBLIC WORKS	Field Operations Supervisor - PW	\$ 65,280.00	\$ 78,759.00	\$ 92,238.00	\$ 86,024.90	Assistant Public Works Director	126	\$ 98,610.66	\$ 125,728.59	\$ 152,846.52	25.10	\$ 98,610.66	\$ 12,585.76	14.6%
COMMUNITY DEVELOPMENT	Building Official	\$ 97,302.40	\$ 105,851.20	\$ 114,400.00	\$ 79,215.24	Building Official	127	\$ 103,541.19	\$ 132,015.02	\$ 160,488.84	5.11	\$ 82,101.45	\$ 2,886.21	3.6%
UTILITIES	ASSISTANT UTILITIES DIRECTOR	\$ 92,500.00	\$ 112,500.00	\$ 132,500.00	\$ 120,999.84	ASSISTANT UTILITIES DIRECTOR	128	\$ 108,718.25	\$ 138,615.77	\$ 168,513.28	0.53	\$ 123,419.84	\$ 2,420.00	2.0%
HUMAN RESOURCES	Human Resources Director/Risk Manağ	\$ 103,020.00	\$ 124,293.00	\$ 145,565.00	\$ 113,622.86	Human Resources Director/Risk Manager	129	\$ 114,154.16	\$ 145,546.55	\$ 176,938.95	1.45	\$ 117,194.57	\$ 3,571.71	3.1%
COMMUNITY DEVELOPMENT	COMMUNITY DEVELOPMENT DIRECTO	\$ 103,020.00	\$ 124,293.00	\$ 145,565.00	\$ 116,728.04	COMMUNITY DEVELOPMENT DIRECTOR	129	\$ 114,154.16	\$ 145,546.55	\$ 176,938.95	7.64	\$ 126,728.04	\$ 10,000.00	8.6%
Parks & Recreation	Parks and Recreation Director	\$ 103,020.00	\$ 124,293.00	\$ 145,565.00	\$ 124,169.50	Parks and Recreation Director	129	\$ 114,154.16	\$ 145,546.55	\$ 176,938.95	3.50	\$ 126,652.89	\$ 2,483.39	2.0%
UTILITIES	Utilities Director/City Engineer	\$ 115,260.00	\$ 139,060.00	\$ 162,859.00	\$ 163,200.18	Utilities Director/City Engineer	130	\$ 119,861.87	\$ 152,823.88	\$ 185,785.90	1.14	\$ 166,464.18	\$ 3,264.00	2.0%