

DEPARTMENT	CLASS TITLE	MIN	MID	MAX	Annual	FTE	
Public Works - Public Works	Docent	\$ 3,766.41	\$ 4,708.01	\$ 5,649.62	\$6,053.16	0.26	x
Public Works - Public Works	Head Docent	\$ 11,445.22	\$ 14,306.52	\$ 17,167.82	\$14,306.52	0.53	x
Public Works - Public Works	Docent	\$ 3,766.41	\$ 4,708.01	\$ 5,649.62	\$4,035.44	0.18	x
Public Works - Public Works	Docent	\$ 3,766.41	\$ 4,708.01	\$ 5,649.62	\$4,035.44	0.18	x
Police - Police	Police Chief	\$ 94,739.55	\$ 118,424.44	\$ 142,109.33	\$146,294.61	1.0	x
Police - Police	Police Sergeant	\$ 63,934.27	\$ 79,917.84	\$ 95,901.41	\$88,187.48	1.0	
	City Secretary & Dir of Administrative Services						
Administration - Administration	Services	\$ 94,739.55	\$ 118,424.44	\$ 142,109.33	\$107,850.00	1.0	
Police - Police	Police Lieutenant	\$ 91,497.05	\$ 114,371.31	\$ 137,245.57	\$114,371.31	1.0	
Administration - Administration	Finance Director	\$ 94,739.55	\$ 118,424.44	\$ 142,109.33	\$123,188.00	1.0	
Public Works - Public Works	Maintenance Tech II/Crew Leader	\$ 46,657.39	\$ 58,321.73	\$ 69,986.08	\$47,132.80	1.0	
Public Works - Public Works	Maintenance Tech I	\$ 31,450.43	\$ 39,313.04	\$ 47,175.65	\$40,491.36	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$62,006.00	1.0	
Court - Court	Court Administrator	\$ 63,934.27	\$ 79,917.84	\$ 95,901.41	\$78,050.20	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$68,947.77	1.0	
Police - Police	Police Executive Assistant	\$ 46,657.39	\$ 58,321.73	\$ 69,986.08	\$63,377.08	1.0	
Police - Police	Police Sergeant	\$ 63,934.27	\$ 79,917.84	\$ 95,901.41	\$80,448.92	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$65,351.44	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$68,507.62	1.0	
Public Works - Public Works	Maintenance Tech I	\$ 31,450.43	\$ 39,313.04	\$ 47,175.65	\$38,563.20	1.0	
Police - Police	Police Sergeant	\$ 63,934.27	\$ 79,917.84	\$ 95,901.41	\$87,784.85	1.0	
Public Works - Public Works	Maintenance Tech I	\$ 31,450.43	\$ 39,313.04	\$ 47,175.65	\$38,563.20	1.0	
Administration - Administration	Special Events Coordinator	\$ 46,657.39	\$ 58,321.73	\$ 69,986.08	\$56,650.00	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$69,739.35	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$63,866.18	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$67,114.43	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$67,783.26	1.0	
Utility - Utility	Utility/Development Clerk	\$ 46,657.39	\$ 58,321.73	\$ 69,986.08	\$62,564.94	1.0	
Police - Police	Police Sergeant Investigator	\$ 62,409.06	\$ 78,011.33	\$ 93,613.60	\$83,194.00	1.0	
Public Works - Public Works	Public Works Executive Assistant	\$ 46,657.39	\$ 58,321.73	\$ 69,986.08	\$59,844.43	1.0	
Public Works - Public Works	Director of Public Works	\$ 94,739.55	\$ 118,424.44	\$ 142,109.33	\$96,365.15	1.0	
Court - Court	Court Clerk	\$ 31,450.43	\$ 39,313.04	\$ 47,175.65	\$39,634.40	1.0	
Police - Police	Police Officer	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$68,101.39	1.0	
Court - Court	Deputy Court Clerk	\$ 46,657.39	\$ 58,321.73	\$ 69,986.08	\$57,458.14	1.0	
Public Works - Public Works	Maintenance Tech II/Crew Leader	\$ 46,657.39	\$ 58,321.73	\$ 69,986.08	\$61,224.74	1.0	
Public Works - Public Works	Foreman	\$ 62,409.06	\$ 78,011.33	\$ 93,613.60	\$72,828.66	1.0	
Public Works - Public Works	PW Coordinator	\$ 63,934.27	\$ 79,917.84	\$ 95,901.41	\$65,257.50	1.0	
	Code Enforcement/Planning&Development						
Police - Police	Administrator	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$78,909.87	1.0	
Administration - Administration	Deputy City Secretary	\$ 54,145.00	\$ 67,681.25	\$ 81,217.51	\$64,166.49	1.0	
Police - Police	Police Sergeant	\$ 63,934.27	\$ 79,917.84	\$ 95,901.41	\$79,778.09	1.0	

Recommended Classification	Recommended Grade	Recommended Minimum	Recommended Midpoint	Recommended Maximum	Bring to Minimum Salary	Cost	% Adjustment
Docent	101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00	\$ 8,258.82	\$ 2,205.66	36.4%
Head Docent	102	\$ 34,320.00	\$ 42,900.00	\$ 51,480.00	\$ 18,169.41	\$ 3,862.89	27.0%
Docent	101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00	\$ 5,505.88	\$ 1,470.44	36.4%
Docent	101	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00	\$ 5,505.88	\$ 1,470.44	36.4%
Police Chief	114	\$ 111,663.23	\$ 139,579.03	\$ 167,494.84	\$ 146,294.61	-	0.0%
Police Sergeant	109	\$ 66,879.97	\$ 83,599.96	\$ 100,319.96	\$ 88,187.48	-	0.0%
Director of Administrative Services/City							
Secretary	114	\$ 111,663.23	\$ 139,579.03	\$ 167,494.84	\$ 111,663.23	\$ 3,813.23	3.5%
Police Lieutenant	111	\$ 80,924.76	\$ 101,155.96	\$ 121,387.15	\$ 114,371.31	-	0.0%
Finance Director	114	\$ 111,663.23	\$ 139,579.03	\$ 167,494.84	\$ 123,188.00	-	0.0%
Maintenance Technician II/Crew Lead	105	\$ 45,679.92	\$ 57,099.90	\$ 68,519.88	\$ 47,132.80	-	0.0%
Maintenance Technician I	103	\$ 37,752.00	\$ 47,190.00	\$ 56,628.00	\$ 40,491.36	-	-
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 62,006.00	-	0.0%
Court Administrator	109	\$ 66,879.97	\$ 83,599.96	\$ 100,319.96	\$ 78,050.20	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 68,947.77	-	0.0%
Police Executive Assistant	105	\$ 45,679.92	\$ 57,099.90	\$ 68,519.88	\$ 63,377.08	-	0.0%
Police Sergeant	109	\$ 66,879.97	\$ 83,599.96	\$ 100,319.96	\$ 80,448.92	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 65,351.44	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 68,507.62	-	0.0%
Maintenance Technician I	103	\$ 37,752.00	\$ 47,190.00	\$ 56,628.00	\$ 38,563.20	-	0.0%
Police Sergeant	109	\$ 66,879.97	\$ 83,599.96	\$ 100,319.96	\$ 87,784.85	-	0.0%
Maintenance Technician I	103	\$ 37,752.00	\$ 47,190.00	\$ 56,628.00	\$ 38,563.20	-	0.0%
Special Events Coordinator	105	\$ 45,679.92	\$ 57,099.90	\$ 68,519.88	\$ 56,650.00	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 69,739.35	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 63,866.18	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 67,114.43	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 67,783.26	-	0.0%
Citizen Service Representative	105	\$ 45,679.92	\$ 57,099.90	\$ 68,519.88	\$ 62,564.94	-	0.0%
Police Sergeant Investigator	110	\$ 73,567.97	\$ 91,959.96	\$ 110,351.95	\$ 83,194.00	-	0.0%
Public Works Executive Assistant	105	\$ 45,679.92	\$ 57,099.90	\$ 68,519.88	\$ 59,844.43	-	0.0%
Public Works Director	114	\$ 111,663.23	\$ 139,579.03	\$ 167,494.84	\$ 111,663.23	\$ 15,298.08	15.9%
Court Clerk	103	\$ 37,752.00	\$ 47,190.00	\$ 56,628.00	\$ 39,634.40	-	0.0%
Police Officer	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 68,101.39	-	0.0%
Deputy Court Clerk	105	\$ 45,679.92	\$ 57,099.90	\$ 68,519.88	\$ 57,458.14	-	0.0%
Maintenance Technician II/Crew Lead	105	\$ 45,679.92	\$ 57,099.90	\$ 68,519.88	\$ 61,224.74	-	0.0%
Public Works Superintendent	110	\$ 73,567.97	\$ 91,959.96	\$ 110,351.95	\$ 73,567.97	\$ 739.31	1.0%
Public Works Foreman	109	\$ 66,879.97	\$ 83,599.96	\$ 100,319.96	\$ 66,879.97	\$ 1,622.47	2.5%
Code Enforcement/Planning							
Administrator	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 78,909.87	-	0.0%
Deputy City Secretary	108	\$ 60,799.97	\$ 75,999.97	\$ 91,199.96	\$ 64,166.49	-	0.0%
Police Sergeant	109	\$ 66,879.97	\$ 83,599.96	\$ 100,319.96	\$ 79,778.09	-	0.0%

Class Years	Class Parity Salary	Cost	% Adjustment	Tenure Years	Tenure Parity Salary	Cost	% Adjustment
11.73	\$ 9,873.50	\$ 3,820.34	63.1%	11.73	\$ 9,873.50	\$ 3,820.34	63.1%
6.94	\$ 20,272.35	\$ 5,965.83	41.7%	9.24	\$ 20,966.32	\$ 6,659.80	46.6%
9.88	\$ 6,412.82	\$ 2,377.38	58.9%	9.88	\$ 6,412.82	\$ 2,377.38	58.9%
7.08	\$ 6,155.12	\$ 2,119.68	52.5%	7.08	\$ 6,155.12	\$ 2,119.68	52.5%
6.33	\$ 146,294.61	\$ -	0.0%	6.33	\$ 146,294.61	\$ -	0.0%
5.02	\$ 88,187.48	\$ -	0.0%	11.06	\$ 88,187.48	\$ -	0.0%
0.87	\$ 113,281.31	\$ 5,431.31	5.0%	0.87	\$ 113,281.31	\$ 5,431.31	5.0%
13.00	\$ 114,371.31	\$ -	0.0%	14.21	\$ 114,371.31	\$ -	0.0%
2.21	\$ 123,188.00	\$ -	0.0%	2.21	\$ 123,188.00	\$ -	0.0%
0.99	\$ 47,132.80	\$ -	0.0%	3.93	\$ 48,674.49	\$ 1,541.69	3.3%
1.71	-	-	-	1.71	\$ 40,491.36	\$ -	0.0%
0.31	\$ 62,006.00	\$ -	0.0%	1.33	\$ 62,145.45	\$ 139.45	0.2%
7.44	\$ 78,050.20	\$ -	0.0%	10.05	\$ 78,079.27	\$ 29.07	0.0%
2.78	\$ 68,947.77	\$ -	0.0%	2.78	\$ 68,947.77	\$ -	0.0%
3.75	\$ 63,377.08	\$ -	0.0%	6.31	\$ 63,377.08	\$ -	0.0%
1.94	\$ 80,448.92	\$ -	0.0%	5.91	\$ 80,448.92	\$ -	0.0%
1.58	\$ 65,351.44	\$ -	0.0%	1.58	\$ 65,351.44	\$ -	0.0%
1.73	\$ 68,507.62	\$ -	0.0%	1.73	\$ 68,507.62	\$ -	0.0%
0.75	\$ 38,563.20	\$ -	0.0%	0.75	\$ 38,563.20	\$ -	0.0%
6.93	\$ 87,784.85	\$ -	0.0%	12.74	\$ 87,784.85	\$ -	0.0%
1.06	\$ 38,563.20	\$ -	0.0%	1.06	\$ 38,563.20	\$ -	0.0%
0.94	\$ 56,650.00	\$ -	0.0%	0.94	\$ 56,650.00	\$ -	0.0%
2.40	\$ 69,739.35	\$ -	0.0%	2.40	\$ 69,739.35	\$ -	0.0%
1.40	\$ 63,866.18	\$ -	0.0%	1.40	\$ 63,866.18	\$ -	0.0%
2.02	\$ 67,114.43	\$ -	0.0%	2.02	\$ 67,114.43	\$ -	0.0%
2.44	\$ 67,783.26	\$ -	0.0%	2.44	\$ 67,783.26	\$ -	0.0%
2.18	\$ 62,564.94	\$ -	0.0%	2.18	\$ 62,564.94	\$ -	0.0%
2.31	\$ 83,194.00	\$ -	0.0%	6.44	\$ 83,194.00	\$ -	0.0%
2.96	\$ 59,844.43	\$ -	0.0%	3.88	\$ 59,844.43	\$ -	0.0%
7.99	\$ 126,541.32	\$ 30,176.17	31.3%	11.06	\$ 132,253.72	\$ 35,888.57	37.2%
1.27	\$ 39,634.40	\$ -	0.0%	1.27	\$ 39,634.40	\$ -	0.0%
2.13	\$ 68,101.39	\$ -	0.0%	2.13	\$ 68,101.39	\$ -	0.0%
6.44	\$ 57,458.14	\$ -	0.0%	6.44	\$ 57,458.14	\$ -	0.0%
6.48	\$ 61,224.74	\$ -	0.0%	7.96	\$ 61,224.74	\$ -	0.0%
7.98	\$ 83,353.19	\$ 10,524.53	14.5%	10.29	\$ 86,190.32	\$ 13,361.66	18.3%
1.00	\$ 67,994.64	\$ 2,737.14	4.2%	8.97	\$ 76,881.00	\$ 11,623.50	17.8%
0.79	\$ 78,909.87	\$ -	0.0%	3.61	\$ 78,909.87	\$ -	0.0%
2.75	\$ 64,166.49	\$ -	0.0%	6.25	\$ 67,133.30	\$ 2,966.81	4.6%
2.31	\$ 79,778.09	\$ -	0.0%	5.10	\$ 79,778.09	\$ -	0.0%

Hybrid Years	Hybrid Parity Salary	Cost	% Adjustment	Current Range Placement	Range Placement Salary	Cost	% Adjustment
11.73	\$ 9,873.50	\$ 3,820.34	63.1%	1014.3%	\$ 12,388.24	\$ 6,335.08	104.7%
8.09	\$ 20,619.34	\$ 6,312.82	44.1%	272.2%	\$ 27,254.12	\$ 12,947.60	90.5%
9.88	\$ 6,412.82	\$ 2,377.38	58.9%	1014.3%	\$ 8,258.82	\$ 4,223.38	104.7%
7.08	\$ 6,155.12	\$ 2,119.68	52.5%	1014.3%	\$ 8,258.82	\$ 4,223.38	104.7%
6.33	\$ 146,294.61	\$ -	0.0%	108.8%	\$ 167,494.84	\$ 21,200.23	14.5%
8.04	\$ 88,187.48	\$ -	0.0%	75.9%	\$ 92,250.62	\$ 4,063.14	4.6%
0.87	\$ 113,281.31	\$ 5,431.31	5.0%	27.7%	\$ 127,115.64	\$ 19,265.64	17.9%
13.61	\$ 114,371.31	\$ -	0.0%	50.0%	\$ 114,371.31	\$ -	0.0%
2.21	\$ 123,188.00	\$ -	0.0%	60.1%	\$ 145,193.53	\$ 22,005.53	17.9%
2.46	\$ 47,554.70	\$ 421.90	0.9%	2.0%	\$ 47,132.80	\$ -	0.0%
1.71	-	-	-	57.5%	\$ 48,604.41	\$ 8,113.05	20.0%
0.82	\$ 62,006.00	\$ -	0.0%	29.0%	\$ 69,627.17	\$ 7,621.17	12.3%
8.74	\$ 78,050.20	\$ -	0.0%	44.2%	\$ 81,646.27	\$ 3,596.07	4.6%
2.78	\$ 68,947.77	\$ -	0.0%	54.7%	\$ 77,422.15	\$ 8,474.38	12.3%
5.03	\$ 63,377.08	\$ -	0.0%	71.7%	\$ 63,377.08	\$ -	0.0%
3.92	\$ 80,448.92	\$ -	0.0%	51.7%	\$ 84,155.51	\$ 3,706.59	4.6%
1.58	\$ 65,351.44	\$ -	0.0%	41.4%	\$ 73,383.79	\$ 8,032.35	12.3%
1.73	\$ 68,507.62	\$ -	0.0%	53.1%	\$ 76,927.90	\$ 8,420.28	12.3%
0.75	\$ 38,563.20	\$ -	0.0%	45.2%	\$ 46,289.92	\$ 7,726.72	20.0%
9.83	\$ 87,784.85	\$ -	0.0%	74.6%	\$ 91,829.44	\$ 4,044.59	4.6%
1.06	\$ 38,563.20	\$ -	0.0%	45.2%	\$ 46,289.92	\$ 7,726.72	20.0%
0.94	\$ 56,650.00	\$ -	0.0%	42.8%	\$ 56,650.00	\$ -	0.0%
2.40	\$ 69,739.35	\$ -	0.0%	57.6%	\$ 78,311.02	\$ 8,571.67	12.3%
1.40	\$ 63,866.18	\$ -	0.0%	35.9%	\$ 71,715.98	\$ 7,849.80	12.3%
2.02	\$ 67,114.43	\$ -	0.0%	47.9%	\$ 75,363.47	\$ 8,249.04	12.3%
2.44	\$ 67,783.26	\$ -	0.0%	50.4%	\$ 76,114.51	\$ 8,331.25	12.3%
2.18	\$ 62,564.94	\$ -	0.0%	68.2%	\$ 62,564.94	\$ -	0.0%
4.37	\$ 83,194.00	\$ -	0.0%	66.6%	\$ 98,069.30	\$ 14,875.30	17.9%
3.42	\$ 59,844.43	\$ -	0.0%	56.5%	\$ 59,844.43	\$ -	0.0%
9.53	\$ 129,397.52	\$ 33,032.37	34.3%	3.4%	\$ 113,579.21	\$ 17,214.06	17.9%
1.27	\$ 39,634.40	\$ -	0.0%	52.0%	\$ 47,575.75	\$ 7,941.35	20.0%
2.13	\$ 68,101.39	\$ -	0.0%	51.6%	\$ 76,471.74	\$ 8,370.35	12.3%
6.44	\$ 57,458.14	\$ -	0.0%	46.3%	\$ 57,458.14	\$ -	0.0%
7.22	\$ 61,224.74	\$ -	0.0%	62.4%	\$ 61,224.74	\$ -	0.0%
9.14	\$ 84,771.76	\$ 11,943.10	16.4%	33.4%	\$ 85,850.61	\$ 13,021.95	17.9%
4.99	\$ 72,437.82	\$ 7,180.32	11.0%	4.1%	\$ 68,264.17	\$ 3,006.67	4.6%
2.20	\$ 78,909.87	\$ -	0.0%	91.5%	\$ 88,608.69	\$ 9,698.82	12.3%
4.50	\$ 65,359.97	\$ 1,193.48	1.9%	37.0%	\$ 72,053.20	\$ 7,886.71	12.3%
3.70	\$ 79,778.09	\$ -	0.0%	49.6%	\$ 83,453.77	\$ 3,675.68	4.6%