

2025 Classification and Pay Schedule 2.0 COLA				
Minimum Wage: \$16.66 Hourly			Exhibit A	
Number	Active Job Classes	Grade	Minimum	Maximum
101	City Administrator	44	14695	19692
102	City Attorney	42	13328	17861
103	Administrative Services Director	41	12694	17011
104	Human Resources Analyst	29	7068	9472
105	Assistant City Administrator	39	11514	15429
106	Human Resources Program Manager	35	9472	12694
107	Department Assistant III	24	5538	7422
108	Department Assistant II	22	5023	6732
109	Department Assistant I	21	4784	6411
110	Senior Human Resources Analyst	31	7793	10443
111	Assistant City Attorney	35	9472	12694
112	Administrative Assistant	25	5815	7793
113	Executive Assistant	27	6411	8592
114	Management Analyst	29	7068	9472
115	Finance Director	41	12694	17011
116	Deputy Finance Director	37	10443	13995
117	City Clerk	31	7793	10443
118	Accountant	29	7068	9472
119	Payroll Officer	28	6732	9021
120	Accounting/Utility Billing Supervisor	31	7793	10443
121	Accounting Assistant I	22	5023	6732
122	Deputy City Clerk	27	6411	8592
124	Accounting Technician	24	5538	7422
126	Human Resources Specialist	27	6411	8592
132	Volunteer Coordinator	25	5815	7793
133	Police Administrative Manager	36	9946	13328
140	Police Services Specialist I	25	5815	7793
141	Police Services Specialist II	28	6732	9021
142	Communications Manager	36	9946	13328
143	Economic Development Coordinator	29	7068	9472
144	Senior Accountant	31	7793	10443
146	Records Clerk	22	5023	6732
148	Paralegal	27	6411	8592
149	Community Engagement Specialist	25	5815	7793
152	Accounting Assistant II	23	5274	7068
153	Assistant Planner	27	6411	8592
200	Senior Engineer	35	9472	12694
202	City Engineer	37	10443	13995
207	Deputy Water Resources & Sustainability Director	37	10443	13995
208	Water Resources Program Manager	35	9472	12694
209	Engineer III	34	9021	12089
210	Transportation & Engineering Director	41	12694	17011
211	Engineer II	32	8182	10965
212	Engineer I	30	7422	9946
213	Senior Water Resources Specialist	29	7068	9472
214	Water Resources Specialist	28	6732	9021

Number	Active Job Classes	Grade	Minimum	Maximum
215	Engineering Tech IV	27	6411	8592
216	Senior Inspector	29	7068	9472
217	Engineering Tech III	26	6106	8182
218	Water Resources & Sustainability Director	41	12694	17011
219	Engineering Technician II	25	5815	7793
220	Urban Forrester	28	6732	9021
221	GIS Program Manager	35	9472	12694
222	Senior Water Resources Specialist	29	7068	9472
223	Deputy Transportation & Engineering Director	37	10443	13995
224	Sustainability Manager	35	9472	12694
225	Utilities Operations Manager	36	9946	13328
226	Transportation Operations Manager	36	9946	13328
227	Community Development Director	41	12694	17011
228	Deputy Community Development Director	37	10443	13995
229	Permit Manager	36	9946	13328
230	Assistant Utility Operations Manager	33	8592	11514
231	Associate Planner	29	7068	9472
234	Senior Planner	34	9021	12089
235	Planning Manager	36	9946	13328
237	Permit/Planning Technician	24	5538	7422
240	Parks and Recreation Director	41	12694	17011
241	Recreation Supervisor	31	7793	10443
242	Recreation Coordinator	25	5815	7793
243	Recreation and Marketing Specialist	25	5815	7793
244	Recreation Manager	36	9946	13328
250	Golf Operations Manager	35	9472	12694
252	Golf Course Superintendent	35	9472	12694
253	Golf Maintenance Worker I	22	5023	6732
254	Golf Maintenance Worker II	23	5274	7068
256	Golf Operations Coordinator	25	5815	7793
257	Sustainability Coordinator	29	7068	9472
258	Arts Specialist	25	5815	7793
259	GIS Analyst	28	6732	9021
316	Parks Manager	35	9472	12694
317	Facilities Manager	35	9472	12694
318	Building Maintenance Worker I	23	5274	7068
319	Parks Maintenance Worker II	23	5274	7068
320	Parks Maintenance Supervisor	29	7068	9472
321	Equipment Repair Technician	25	5815	7793
322	Building Maintenance Supervisor	29	7068	9472
323	Parks Maintenance Lead	26	6106	8182
324	Parks Maintenance Worker I	22	5023	6732
326	Building Maintenance Worker II	25	5815	7793
342	Traffic Signal and Streetlight Tech II	Per Contract		
344	Electrician II	Per Contract		
345	Fleet Technician I	Per Contract		
349	Field Crew Lead	Per Contract		
351	Maintenance Tech I	Per Contract		
352	Maintenance Tech II	Per Contract		

Number	Active Job Classes	Grade	Minimum	Maximum
353	Maintenance Tech III	Per Contract		
362	Systems Administrator	31	7793	10443
363	Information Technology Director	41	12694	17011
368	Business Applications Analyst I	28	6732	9021
369	Systems Administrator II	33	8592	11514
370	Technician II	30	7422	9946
371	IT Project Manager	35	9472	12694
372	Business Applications Analyst II	30	7422	9946
373	Golf Operations Supervisor	26	6106	8182
374	Fleet Technician II	Per Contract		
401	Building and Fire Safety Official	36	9946	13328
403	Building and Fire Safety Plans Examiner	28	6732	9021
405	Building/Fire Safety Inspector	27	6411	8592
408	Inspector - Stormwater	27	6411	8592
409	Police Chief	42	13328	17861
410	Police Commander	40	12089	16201
413	Police Lieutenant	Per Contract		
414	Police Sergeant	Per Contract		
415	Police Officer	Per Contract		
416	Police Evidence Technician	26	6106	8182
417	Police Management Analyst	31	7793	10443
418	Police Records Supervisor	29	7068	9472
431	Fire Chief	42	13328	17861
433	Deputy Fire Chief	40	12089	16201
435	Battalion Chief	Per Contract		
437	Paramedic Lieutenant	Per Contract		
438	Fire Training Lieutenant	Per Contract		
439	Fire Lieutenant	Per Contract		
440	Fire Prevention Officer I	Per Contract		
441	Paramedic Firefighter	Per Contract		
442	Firefighter	Per Contract		
444	Medical Services Officer and BC	Per Contract		
445	Fire Prevention Officer II	Per Contract		

Total FTE Count is 275 for the 2025-2026 Biennium