

2023 Classification and Pay Schedule					
Minimum Wage: \$15.74 Hourly					
	Active Job Classes	Grade	Minimum	Maximum	FTE
101	City Administrator*	88	13466	16410	1.00
113	Executive Assistant	52	5537	6744	1.00
142	Communications Manager	66	7822	9530	1.00
149	Community Engagement Specialist	50	5270	6420	2.00
107	Department Assistant III***	45	4659	5676	1.00
108	Department Assistant II***	41	4221	5141	5.00
109	Department Assistant I***	34	3551	4324	1.50
112	Administrative Assistant	50	5270	6420	5.00
102	City Attorney	83	11904	14504	1.00
148	Legal Assistant	50	5270	6420	1.00
103	Administrative Services Director*	80	11052	13466	1.00
104	Human Resources Analyst	57	6263	7633	1.00
106	HR Program Manager	62	7085	8636	1.00
117	City Clerk	57	6263	7633	1.00
146	Records Clerk	41	4221	5141	1.00
151	Risk Manager**	63	7261	8853	0.50
360	Information Technology Manager	72	9071	11052	1.00
362	Network Administrator	59	6582	8016	1.00
372	Business Analyst	54	5816	7085	1.00
368	Applications Analyst	50	5270	6420	1.00
370	Senior Information Technology Specialist	51	5403	6582	1.00
371	ERP Implementation Manager	62	7085	8636	1.00
115	Finance Director*	80	11052	13466	1.00
116	Assistant Finance Director*	72	9071	11052	1.00
118	Accountant	54	5816	7085	2.00
119	Payroll Officer	49	5141	6263	1.00
120	Accounting/Utility Billing Supervisor	57	6263	7633	1.00
121	Accounting Assistant I	44	4545	5537	2.00
152	Accounting Assistant II**	45	4659	5676	2.00
124	Accounting Technician	46	4776	5816	1.00
144	Senior Accountant*	62	7085	8636	1.00
227	Community Development Director*	80	11052	13466	1.00
229	Permit Manager	66	7822	9530	1.00
153	Assistant Planner***	51	5403	6582	1.00
231	Associate Planner	54	5816	7085	1.00
235	Planning Manager	66	7822	9530	1.00
237	Permit/Planning Technician	46	4776	5816	2.00
150	Economic Development Manager	66	7822	9530	1.00
401	Building and Fire Safety Official	66	7822	9530	1.00
403	Building and Fire Safety Plans Examiner	55	5963	7261	1.00
405	Building/Fire Safety Inspector**	53	5676	6911	2.00
240	Parks and Recreation Director*	78	10521	12819	1.00
241	Recreation Supervisor	57	6263	7633	1.00
242	Recreation Coordinator	49	5141	6263	3.00
243	Recreation and Marketing Specialist	50	5270	6420	1.00
244	Recreation Manager	62	7085	8636	1.00
250	Golf Operations Manager	62	7085	8636	1.00
252	Golf Course Superintendent*	52	5537	6744	1.00
254	Golf Maintenance Worker II	43	4431	5403	1.00

256	Golf Operations Coordinator	40	4115	5015	0.75
317	Parks & Facilities Manager	66	7822	9530	1.00
319	Parks Maintenance Worker II	43	4431	5403	1.00
320	Parks Maintenance Supervisor	54	5816	7085	1.00
321	Equipment Repair Technician	45	4659	5676	1.00
322	Building Maintenance Supervisor	54	5816	7085	1.00
323	Parks Maintenance Lead*	45	4659	5676	1.00
324	Parks Maintenance Worker I	40	4115	5015	2.50
326	Building Maintenance Worker II	46	4776	5816	2.00
132	Volunteer Coordinator**	45	4659	5676	0.75
258	Arts Specialist	50	5270	6420	0.50
373	Golf Operations Supervisor**	50	5270	6420	0.75
200	Senior Engineer	70	8636	10521	1.00
242	Engineering Services Manager	72	9071	11052	1.00
209	Engineer III***	69	8424	10261	3.00
210	Transportation & Engineering Director*	80	11052	13466	1.00
211	Engineer II***	64	7444	9071	5.00
212	Engineer I***	58	6420	7822	2.00
215	Engineering Tech IV	56	6115	7444	1.00
216	Senior Inspector	58	6420	7822	1.00
258	GIS Analyst**	54	5816	7085	1.00
221	GIS Program Coordinator	56	6115	7444	1.00
223	Transportation Manager	72	9071	11052	1.00
226	Transportation Operations Manager	66	7822	9530	1.00
342	Traffic Signal and Streetlight Tech II	Per Contract			1.00
345	Fleet Technician I	Per Contract			2.00
374	Fleet Technician II	Per Contract			0.00
218	Water Resources & Sustainability Director*	78	10521	12819	1.00
214	Water Resources Specialist	54	5816	7085	3.00
225	Utilities Operations Manager	66	7822	9530	1.00
408	Inspector - Stormwater	50	5270	6420	1.00
257	Sustainability Coordinator	54	5816	7085	1.00
208	Water Resources Program Manager**	66	7822	9530	1.00
351	Maintenance Tech I	Per Contract			14.00
352	Maintenance Tech II	Per Contract			10.00
353	Maintenance Tech III	Per Contract			2.00
344	Electrician II	Per Contract			1.00
349	Field Crew Lead	Per Contract			5.00
409	Police Chief*	83	11904	14504	1.00
410	Police Commander	78	10521	12819	1.00
413	Police Lieutenant	Per Contract			3.00
414	Police Sergeant	Per Contract			7.00
415	Police Officer	Per Contract			25.00
416	Police Evidence Technician	48	5015	6115	1.00
133	Police Administrative Manager	66	7822	9530	1.00
140	Police Services Specialist I***	45	4659	5676	4.00
141	Police Services Specialist II	50	5270	6420	2.00
417	Police Management Analyst	53	5676	6911	1.00
431	Fire Chief*	82	11613	14149	1.00
433	Assistant Fire Chief	78	10521	12819	1.00
435	Battalion Chief**	Per Contract			4.00
437	Paramedic Lieutenant	Per Contract			4.00
438	Fire Training Lieutenant	Per Contract			1.00

439	Fire Lieutenant	Per Contract			9.00
440	Fire Prevention Officer I	Per Contract			1.00
441	Paramedic Firefighter	Per Contract			15.00
442	Firefighter	Per Contract			14.00
444	Medical Services Officer and BC	Per Contract			1.00
445	Fire Prevention Officer II**	Per Contract			0.00

237.25

*Market Driven Grade Changes

**New Position

***Increased or Modified Head Count for Class

Note: *Turnover and recruitments may shift individual classification headcount through 2023. For example, some job families such as department assistant or engineer may shift as business needs dictate. However, the overall headcount will not increase without council approval.*