

## 2024 PAY PLAN

Grade			MIN	CP	MAX
			85%		115%
3			20.21	23.77	27.34
	Customer Service Reps	Non-Exempt			
4	Open		21.26	25.02	28.77
	Customer Service /Billing Clerk				
5	Open		22.38	26.33	30.28
6			23.56	27.72	31.88
	Administrative Assistant	Non-Exempt			
	Community Development Asst	Non-Exempt			
7			24.79	29.17	33.54
	Police Services Specialist	Non-Exempt			
	Clerk of Court	Non-Exempt			
	Deputy City Clerk	Non-Exempt			
	Payroll Specialist	Non-Exempt			
	Customer Service Lead	Non-Exempt			
	Account Specialist	Non-Exempt			
8			26.10	27.72	35.31
	PW Maintenance Worker	Non-Exempt			
	HR Coordinator	Non-Exempt			
	Facilities Technician	Non-Exempt			
	Police Services Specialist Supervisor	Non-Exempt			
	Water/WW Operator in training	Non-Exempt			
9			27.47	32.32	37.17
	Facilities Technician Lead	Non-Exempt			
10			28.91	34.01	39.11
	IT Specialist	Non-Exempt			
	Water/WW Operator	Non-Exempt			
	Recreation Programs Coordinator	Non-Exempt			
	Mechanic	Non-Exempt			
11			30.43	35.80	41.16
	PW Maintenance Lead	Non-Exempt			
	Communications Coordinator	Non-Exempt			
	Management Analyst - Comm Dev	Non-Exempt			
12			32.02	37.67	43.32
	Electric Meter Technician	Non-Exempt			
	Librarian	Exempt			
	GIS/Engineering Technician	Non-Exempt			
	Planning and Engineering Tech	Non-Exempt			
	Mechanic Lead	Non-Exempt			
	Water/Waste Water Operator Lead	Non-Exempt			
	Waste Water Operator	Non-Exempt			
13			33.71	39.65	45.60
	Building Inspector/Code Enforcement Officer	Non-Exempt			
	Planner	Exempt			
	Sustainability Coordinator	Exempt			
	Assistant to the City Administrator	Exempt			

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14			35.48	41.74	48.00
	Senior Financial Analyst	Exempt			
15			37.34	43.93	50.52
	Senior Accountant	Exempt			
16			39.30	46.24	53.17
	Senior Planner	Exempt			
	Civil Engineer	Exempt			
	Journeyman Lineworker	Non-Exempt			
17			41.36	48.66	55.96
	Economic Development Manager	Exempt			
	IT Manager	Exempt			
	Police Sergeant	Non-Exempt			
	Journeyman Lineworker Lead	Non-Exempt			
	Public Works Manager	Exempt			
	Facilities Manager	Exempt			
	Senior Civil Engineer	Exempt			
	Water/WW Superintendent	Exempt			
18			43.54	51.22	58.90
	City Planner	Exempt			
19			45.82	53.90	61.99
	Project Manager	Exempt			
	Library Director	Exempt			
	Assistant Dir of Comm Dev	Exempt			
20			48.22	56.73	65.24
	Community Services Director/City Clerk	Exempt			
	Deputy Chief of Police	Exempt			
	Electric Superintendent	Exempt			
	Human Resources Director	Exempt			
	Fire Chief	Exempt			
21			50.75	59.71	68.67
	City Engineer	Exempt			
	Utility Director	Exempt			
22			53.42	62.85	72.28
	Finance Director	Exempt			
	Community Development Director	Exempt			
	Chief of Police	Exempt			

updated 12/19/2023