HUMAN RESOURCES MEMORANDUM #1-2023

DATE:	Jan. 9, 2023
то:	Honorable Mayor Meredith Leighty and City Council Members
THROUGH:	Heather Geyer, City Manager
FROM:	Tamara Dixon, Human Resources Director and Chief Diversity Officer
SUBJECT:	CR-7 – 2023 Pay Plan Amendments

PURPOSE

To consider CR-7, a resolution adopting an amended 2023 Pay Plan.

BACKGROUND 2023 Pay Plan Amendments

Parks, Recreation & Culture Department

On Oct. 24, 2022, Council approved the addition of a part-time Park Ranger in pay grade 140 to the department's full time employee count. The department's current full-time Park Ranger also sits in grade 140. As the part-time position represents a growth opportunity for an applicant, and because the full-time position will serve as the crew leader, the request is to separate the positions by creating a Park Ranger I and Park Ranger II distinction. The part-time Park Ranger I would sit in pay grade 130, and the current full-time Park Ranger II would remain in pay grade 140.

Public Works Department

As part of the 2022 Market Analysis, Public Works requested a reorganization that resulted in the Facilities Maintenance Supervisor and the Electrical Mechanical Supervisor positions being combined into one Maintenance Supervisor position. The two incumbent supervisors were given the opportunity to interview for the Maintenance Supervisor position. The incumbent supervisor not selected was offered the vacant Master Electrician position. The Master Electrician will report to the Maintenance Supervisor and they both currently sit in the same pay grade of 190. The request is to move the Maintenance Supervisor to grade 200 to address the issue.

Additionally, there have been two identified vacant positions that were placed in the wrong pay grade by the consultant that was not caught previously by staff. The request is to move the Environmental Technician from grade 110 to grade 140, and to move the Optimization Specialist from grade 170 to grade 190. Both movements will allow the positions to be correctly benchmarked and allow the City to be competitive with recruitment.

BUDGET/TIME IMPLICATIONS

There are no additional budget implications to adjust the 2023 Pay Plan.

STAFF RECOMMENDATION

Staff recommends approval of CR-7.

STAFF REFERENCE

If Council members have any questions, please contact Tamara Dixon, Human Resources Director and Chief Diversity Officer, at tdixon@northglenn.org or 303.450.8877.

CR-7 – 2023 Pay Plan Amendments

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. <u>CR-7</u> Series of 2023

Series of 2023

A RESOLUTION ADOPTING THE CITY OF NORTHGLENN 2023 PAY PLAN, AS AMENDED

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The City of Northglenn 2023 Pay Plan, attached hereto as **Exhibit 1**, is hereby adopted as amended, effective December 17, 2022, with the following modifications:

- A. Parks, Recreation and Culture Department: Addition of Parks Ranger I in Grade 130; and title change from Parks Ranger to Parks Ranger II in Grade 140; and
- B. Public Works Department: Reclassification of Environmental Technician from Grade 110 to Grade 140; Reclassification of Optimization Specialist from Grade 170 to Grade 190; and Addition of Maintenance Supervisor in Grade 200.

Section 2. The 2023 Pay Plan, as amended, supersedes and replaces all pay plans that have previously been adopted.

DATED at Northglenn, Colorado, this _____ day of ______, 2023.

MEREDITH LEIGHTY Mayor

ATTEST:

JOHANNA SMALL, CMC City Clerk

APPROVED AS TO FORM:

EXHIBIT 1

Requested changes

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Position	Dept	Grade	Min	Mid	Max	Min	Mid	Max
Cashier	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Day Camp Aide Pedal Boat Attendant	Parks & Rec Parks & Rec	100 100	\$31,304 \$31,304	\$36,000 \$36,000	\$40,696 \$40,696	\$15.05 \$15.05	\$17.31 \$17.31	\$19.57 \$19.57
Scorekeeper	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Slide Attendant	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Aquatics Instructor - Non Certified	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Drop in Sports Supervisor	Parks & Rec Parks & Rec	110 110	\$34,435 \$34,435	\$39,600 \$39,600	\$44,765 \$44,765	\$16.56 \$16.56	\$19.04 \$19.04	\$21.52 \$21.52
Fitness Instructor - Non Certified Guest Relations Specialist	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Lifeguard	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Preschool Aide	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Seasonal Trainee	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Youth Sports Supervisor	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Administrative Clerk	Multiple	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Custodian	Multiple	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Day Camp Leader	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Lifeguard/Swim Instructor	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Seasonal Laborer	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
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Administrative Specialist	Multiple Parks & Rec	130 130	\$41,666	\$47,916 \$47,916	\$54,166 \$54,166	\$20.03 \$20.03	\$23.04 \$23.04	\$26.04 \$26.04
Day Camp Director Head Lifeguard	Parks & Rec Parks & Rec	130	\$41,666 \$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Municipal Services Worker I - Sanitation	PW - Sanitation	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Municipal Services Worker I - Streets	PW - Streets	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Municipal Services Worker I - Utilities	PW - Utilities	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Parks Maintenance Worker I	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Parks Ranger I Preschool Instructor	Parks & Rec Parks & Rec	130 130	\$41,666 \$41,666	\$47,916 \$47,916	\$54,166 \$54,166	\$20.03 \$20.03	\$23.04 \$23.04	\$26.04 \$26.04
Recreation Assistant	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Seasonal Park Ranger	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Special Events Assistant	Communications	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Theatre Instructor (Tech)	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Aquatics Instructor - Certified	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Arborist Technician Environmental Technician	Parks & Rec PW - Water	140 140	\$45,833 \$45,833	\$52,708	\$59,583	\$22.04 \$22.04	\$25.34 \$25.34	\$28.65
FISS Customer Service Representative	Finance	140	\$45,833	\$52,708 \$52,708	\$59,583 \$59,583	\$22.04	\$25.34	\$28.65 \$28.65
Fitness Instructor - Certified	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Horticulture Technician	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Municipal Services Worker II - Sanitation	PW - Sanitation	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Municipal Services Worker II - Streets	PW - Streets	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Municipal Services Worker II - Utilities Parks Maintenance Worker II	PW - Utilities Parks & Rec	140 140	\$45,833	\$52,708 \$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Parks Ranger II	Parks & Rec	140	\$45,833 \$45,833	\$52,708 \$52,708	\$59,583 \$59,583	\$22.04 \$22.04	\$25.34 \$25.34	\$28.65 \$28.65
Police Records Specialist	Police - Non-Sworn	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Sales Tax Specialist	Finance	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Utility Plant Operator D	PW - Wastewater	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
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Administrative Assistant	Multiple	150 150	\$50,416 \$50,416	\$57,978 \$57,978	\$65,541 \$65,541	\$24.24 \$24.24	\$27.87	\$31.51 \$31.51
Accounting Specialist Arborist Technician Sr	Finance Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87 \$27.87	\$31.51
Court Clerk	City Manager - Mun Court	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Fleet Mechanic I	PW - Fleet	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Horticulture Technician Sr	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Lab Technician	PW - Lab Operations	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Lead Police Records Specialist Maint Tech I	Police - Non-Sworn PW - Facilities	150	\$50,416 \$50,416	\$57,978 \$57,978	\$65,541	\$24.24 \$24.24	\$27.87	\$31.51
Meter Technician	PW - Distribution Collection	150 150	\$50,416	\$57,978	\$65,541 \$65,541	\$24.24	\$27.87 \$27.87	\$31.51 \$31.51
Municipal Services Worker III - Sanitation	PW - Sanitation	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Municipal Services Worker III - Streets	PW - Streets	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Municipal Services Worker III - Utilities	PW - Utilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Parks Maintenance Worker III	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Planning Technician	Planning	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Signs Coordinator/Designer Tech Support Specialist I	PW - Streets Information Technology	150 150	\$50,416 \$50,416	\$57,978 \$57,978	\$65,541 \$65,541	\$24.24 \$24.24	\$27.87 \$27.87	\$31.51 \$31.51
Theatre Ass't Technical Director	Parks & Rec	150	\$50,410	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Traffic Technician I	PW - Engineering	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Utility Locate Maintenance Worker	PW - Utilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Utility Plant Operator C	PW - Wastewater	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Utility Technician	PW - Elec, Mech, Dist, Colletion	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Administrative Technician	Multiple	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Animal Control Officer	Police - Non-Sworn	160	\$53,147 \$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Central Records Coordinator	City Clerk	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Community Resource Navigator	City Manager - Crisis Response	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Community Services Coordinator	City Manager - Mun Court	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Digital Specialist (Technician)	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Fleet Mechanic II	PW - Fleet	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Heavy Equipment Operator	PW - Streets	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Maintenence Technician II Municipal Services Worker IV - Utilities	PW - Facilities PW - Utilities	160 160	\$53,147 \$53,147	\$63,776 \$63,776	\$74,406 \$74,406	\$25.55 \$25.55	\$30.66 \$30.66	\$35.77 \$35.77
Neighborhood Services Officer	PW - Otilities Planning	160	\$53,147 \$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Parks Coordinator	Parks & Rec	160	\$53,147	\$63,776	\$74,400	\$25.55	\$30.66	\$35.77

Planner I	Planning	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Probation Officer	Court	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Property Evidence Custodian	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Recreation Coordinator I	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Tech Support Specialist II	Information Technology	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Theatre Technical Director	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Traffic Technician II	PW - Engineering	160	\$53,147	\$63,776	\$74,400	\$25.55	\$30.66	\$35.77
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Utility Plant Operator B	PW - Wastewater	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Accountant I	Finance	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Community Outreach Coordinator	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Construction Inspector	PW - Engineering	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Crisis Response Co-Responder	City Manager - Crisis Response	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Economic Development Coordinator	City Manager - Econ Dev	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Industrial Pretreatment Specialist	PW - Industrial Pre-Tx	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Lead Facilities Maintenance Technician	PW - Facilities	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Lead Municipal Services Worker	PW - Sanitation	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Maintenance Technician III	PW - Elec, Mech, Dist, Colletion							
		170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Sanitation	PW - Sanitation	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Streets	PW - Streets	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Utilities	PW - Utilities	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Public Communications Specialist	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Recreation Coordinator II	Parks & Rec	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Sales Tax Auditor I	Finance	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Special Events Coordinator	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Specialized Fitness Instructor	Parks & Rec	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Utility Plant Operator A	PW - Wastewater	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
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Accountant II	Finance	100	¢64 200	677 400	¢00.024	620.02	627.40	¢42.20
Accountant II	Finance	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Agenda and Licensing Coordinator	City Clerk	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
HR Business Partner	Human Resources	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Lead Operator	PW -	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Planner II	Planning	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Sales Tax Auditor II	Finance	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Special Events Specialist	Communications	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
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Crime Analyst	Police - Non-Sworn	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Deputy City Clerk	City Clerk	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
	1		\$70,738				\$40.81	\$47.61
Executive Assistant	City Manager/PD	190		\$84,886	\$99,034	\$34.01	-	
Fleet Services Supervisor	PW - Fleet	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
GIS Specialist (Developer)	PW - Engineering	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Lab Analyst	PW - Lab Operations	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Master Electrician	PW - Facilities	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Sanitation	PW - Sanitation	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Streets	PW - Streets	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Utilities	PW - Distribution Collection	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Neighborhood Services Supervisor	Planning	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Optimization Specialist - Lab	PW - Water	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Parks Supervisor	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
	Parks & Rec				\$99,034	\$34.01	\$40.81	\$47.61
Project Manager		190	\$70,738	\$84,886				
Records Supervisor	Police - Non-Sworn	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Recreation Programs Supervisor	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Revenue Supervisor	Finance	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Special Events Supervisor	Communications	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Sr. Public Communications Specialist	Communications	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Stormwater Coordinator	PW - Stormwater	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Sustainability Coordinator	Planning	190	\$70,738	\$84,886	\$99.034	\$34.01	\$40.81	\$47.61
Water Quality Coordinator	PW - Lab Operations	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Water Resources Analyst	PW - Water	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
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Chief Plant Operator	DW/ W/W/ and W/stor	200	677.042	ć02.275	\$108.937	627.44	¢44.00	652.27
Chief Plant Operator	PW - WW and Water	200	\$77,812	\$93,375	1	\$37.41	\$44.89	\$52.37
Civil Engineer I	PW - Engineering	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Criminalist	Police - Non-Sworn	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Crisis Response Program Manager	City Manager - Crisis Response	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Economic Development Specialist	City Manager - Econ Dev	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
IT Resource Coordinator	Information Technology	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Lab Supervisor	PW - Lab Operations	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Maintenance Supervisor	PW - Facilities	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
PIO/Marketing/Social Media Specialist		200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
	Police - Non-Sworn	200					\$44.89	\$52.37
. 6	Police - Non-Sworn Human Resources				\$108 937	\$37 41		
Risk Manager	Human Resources	200	\$77,812	\$93,375	\$108,937 \$108,937	\$37.41 \$37.41		
Risk Manager Senior Planner	Human Resources Planning	200 200	\$77,812 \$77,812	\$93,375 \$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Risk Manager Senior Planner Sr HR Business Partner	Human Resources Planning Human Resources	200 200 200	\$77,812 \$77,812 \$77,812	\$93,375 \$93,375 \$93,375	\$108,937 \$108,937	\$37.41 \$37.41	\$44.89 \$44.89	\$52.37 \$52.37
Risk Manager Senior Planner	Human Resources Planning	200 200	\$77,812 \$77,812	\$93,375 \$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk	Human Resources Planning Human Resources City Clerk	200 200 200 200	\$77,812 \$77,812 \$77,812 \$77,812	\$93,375 \$93,375 \$93,375 \$93,375 \$93,375	\$108,937 \$108,937 \$108,937	\$37.41 \$37.41 \$37.41	\$44.89 \$44.89 \$44.89	\$52.37 \$52.37 \$52.37
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II	Human Resources Planning Human Resources	200 200 200	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$93,375 \$102,712	\$108,937 \$108,937 \$108,937 \$108,937 \$119,831	\$37.41 \$37.41	\$44.89 \$44.89	\$52.37 \$52.37
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk	Human Resources Planning Human Resources City Clerk	200 200 200 200	\$77,812 \$77,812 \$77,812 \$77,812	\$93,375 \$93,375 \$93,375 \$93,375 \$93,375	\$108,937 \$108,937 \$108,937	\$37.41 \$37.41 \$37.41	\$44.89 \$44.89 \$44.89	\$52.37 \$52.37 \$52.37
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II	Human Resources Planning Human Resources City Clerk PW - Engineering	200 200 200 200 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$93,375 \$102,712	\$108,937 \$108,937 \$108,937 \$108,937 \$119,831	\$37.41 \$37.41 \$37.41 \$41.15	\$44.89 \$44.89 \$44.89 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Civil Engineer II Criminal Information Systems Coordinator	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology	200 200 200 200 210 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,712 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance	200 200 200 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court	200 200 200 200 210 210 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,712 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources	200 200 200 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance	200 200 200 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources PW - Water	200 200 200 210 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831	\$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Accounting Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources PW - Water Finance	200 200 200 200 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$99,125	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$131,814 \$131,814	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$45.27 \$47.80	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.70
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Civil Engineer II Cirininal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Accounting Manager Environmental Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources PW - Water Finance PW - Water PW - Water	200 200 200 210 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$131,814 \$131,814	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.27 \$45.27 \$47.80 \$47.80	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$54.32 \$559.75	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.7.01 \$63.37 \$71.70
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Accounting Manager Environmental Manager Ops Manager - Maintenance & Operations	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance PW - Water Finance PW - Water	200 200 200 200 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$99,125	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$131,814 \$149,138 \$149,138	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.27 \$45.27 \$47.80 \$47.80	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.70 \$71.70 \$71.70
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Civil Engineer II Cirininal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Accounting Manager Environmental Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources PW - Water Finance PW - Water PW - Water	200 200 200 210 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$131,814 \$131,814	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.27 \$45.27 \$47.80 \$47.80	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$54.32 \$559.75	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.70 \$63.37 \$63.37
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Accounting Manager Environmental Manager Ops Manager - Maintenance & Operations	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance PW - Water Finance PW - Water	200 200 200 210 210 210 210 210 210 220 22	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594 \$85,294,205 \$85,294 \$85,294,205 \$85,204,205,205,205,205,205,205,205,205,205,205	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$131,814 \$149,138 \$149,138	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.27 \$45.27 \$47.80 \$47.80	\$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$59.75 \$59.75 \$59.75	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.70 \$71.70 \$71.70
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Water Resources Administrator Accounting Manager Environmental Manager Ops Manager - Maintenance & Operations Ops Manager - Utilities Planning Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources PW - Water PW - Water PW - Water PW - Water PW - Water PW - Water PW - Utilities Planning	200 200 200 210 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$99,425 \$99,425 \$99,425 \$99,425 \$99,425	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,71	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$131,814 \$149,138 \$149,138 \$149,138 \$149,138	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.80 \$47.80 \$47.80 \$47.80 \$47.80	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$59.38 \$59.75 \$59.75 \$59.75 \$59.75 \$59.75 \$59.75	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.70 \$57.70 \$71.70 \$71.70 \$71.70 \$71.70
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Civil Engineer II Civil Engineer II Civil Engineer II Civil Engineer II Civil Engineer II Civil Engineer II Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Water Resources Administrator Accounting Manager Environmental Manager Environmental Manager Ops Manager - Utilities Planning Manager Recreation Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources PW - Water Finance PW - Water PW - Water PW - Water PW - Water PW - Water PW - Water PW - Utilities Planning Parks & Rec	200 200 200 210 210 210 210 210 210 220 230 230 230 230 230 230	\$77,812 \$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$99,425 \$99,425 \$99,425 \$99,425	\$93,375 \$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$124,282 \$	\$108,937 \$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$149,138 \$149,138 \$149,138 \$149,138 \$149,138 \$149,138 \$149,138	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.25 \$41.80 \$47.80 \$47.80 \$47.80 \$47.80 \$47.80	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$54.32 \$59.75 \$59.75 \$59.75 \$59.75 \$59.75 \$59.75	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.70 \$57.70 \$71.70 \$71.70 \$71.70 \$71.70 \$71.70
Risk Manager Senior Planner Sr HR Business Partner Sr. Deputy City Clerk Civil Engineer II Criminal Information Systems Coordinator Municipal Court Supervisor Sales Tax Manager Senior DEI/HR Business Partner Water Resources Administrator Accounting Manager Environmental Manager Ops Manager - Maintenance & Operations Ops Manager - Utilities Planning Manager	Human Resources Planning Human Resources City Clerk PW - Engineering Information Technology City Manager - Mun Court Finance Human Resources PW - Water PW - Water PW - Water PW - Water PW - Water PW - Water PW - Utilities Planning	200 200 200 210 210 210 210 210 210 210	\$77,812 \$77,812 \$77,812 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$85,594 \$99,425 \$99,425 \$99,425 \$99,425 \$99,425	\$93,375 \$93,375 \$93,375 \$93,375 \$102,712 \$102,71	\$108,937 \$108,937 \$108,937 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$119,831 \$131,814 \$149,138 \$149,138 \$149,138 \$149,138	\$37.41 \$37.41 \$37.41 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.15 \$41.80 \$47.80 \$47.80 \$47.80 \$47.80	\$44.89 \$44.89 \$44.89 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$49.38 \$59.38 \$59.75 \$59.75 \$59.75 \$59.75 \$59.75 \$59.75	\$52.37 \$52.37 \$52.37 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.61 \$57.70 \$57.70 \$71.70 \$71.70 \$71.70 \$71.70

Information Technology	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Police - Sworn	240	\$109,368	\$136,710	\$164,052	\$52.58	\$65.73	\$78.87
City Clork	250	\$120.20E	¢1E0 201	¢190.4E7	ĆE7 04	672.20	\$86.76
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Police - Sworn	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Police - Sworn	260	\$132 335	\$165 419	\$198 503	\$63.62	\$79.53	\$95.43
Finance	260	1 2 7 2 2 2		1 /	\$63.62	\$79.53	\$95.43
Human Resources	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Parks & Rec	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Planning	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Information Technology	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
PW -	270	\$145 569	\$181 961	\$218 353	\$69.99	\$87.48	\$104.98
Police - Sworn	270	\$145,569	\$181,961	\$218,353	\$69.99	\$87.48	\$104.98
					4		
City Manager	280	\$160,126	\$200,157	\$240,188	\$76.98	\$96.23	\$115.48
City Manager	300	\$193,752	\$242,190	\$290,628	\$93.15	\$116.44	\$139.73
	City Clerk Communications City Manager - Econ Dev PW - Engineering Police - Sworn Police - Sworn Finance Human Resources Parks & Rec Planning Information Technology PW - Police - Sworn City Manager	City Clerk 250 Communications 250 City Manager - Econ Dev 250 PW - Engineering 250 Police - Sworn 250 Police - Sworn 250 Police - Sworn 260 Finance 260 Human Resources 260 Planning 260 Information Technology 260 PW - 270 Police - Sworn 270 City Manager 280	City Clerk 250 \$120,305 Communications 250 \$120,305 Communications 250 \$120,305 PW - Engineering 250 \$120,305 POlice - Sworn 250 \$120,305 Police - Sworn 250 \$120,305 Police - Sworn 260 \$132,335 Human Resources 260 \$132,335 Parks & Rec 260 \$132,335 Planning 260 \$132,335 Planning 260 \$132,335 Plance 270 \$145,569 Police - Sworn 270 \$145,569 City Manager 280 \$160,126	City Clerk 250 \$120,305 \$150,381 Communications 250 \$120,305 \$150,381 City Manager - Econ Dev 250 \$120,305 \$150,381 PW - Engineering 250 \$120,305 \$150,381 Police - Sworn 250 \$120,305 \$150,381 Police - Sworn 260 \$132,335 \$165,419 Finance 260 \$132,335 \$165,419 Human Resources 260 \$132,335 \$165,419 Parks & Rec 260 \$132,335 \$165,419 Planning 260 \$132,335 \$165,419 Information Technology 260 \$132,335 \$165,419 Plance 270 \$145,569 \$181,961 PW - 270 \$145,569 \$181,961 City Manager 280 \$160,126 \$200,157	City Clerk 250 \$120,305 \$150,381 \$180,457 Communications 250 \$120,305 \$150,381 \$180,457 City Manager - Econ Dev 250 \$120,305 \$150,381 \$180,457 PW - Engineering 250 \$120,305 \$150,381 \$180,457 Police - Sworn 250 \$120,305 \$150,381 \$180,457 Police - Sworn 250 \$120,305 \$150,381 \$180,457 Police - Sworn 260 \$132,335 \$165,419 \$198,503 Human Resources 260 \$132,335 \$165,419 \$198,503 Parks & Rec 260 \$132,335 \$165,419 \$198,503 Planning 260 \$132,335 \$165,419 \$198,503 Information Technology 260 \$132,335 \$165,419 \$198,503 PW - 270 \$145,569 \$181,961 \$218,353 Police - Sworn 270 \$145,569 \$181,961 \$218,353 Police - Sworn 270 \$145,569 <	City Clerk 250 \$120,305 \$150,381 \$180,457 \$57.84 Communications 250 \$120,305 \$150,381 \$180,457 \$57.84 City Manager - Econ Dev 250 \$120,305 \$150,381 \$180,457 \$57.84 PW - Engineering 250 \$120,305 \$150,381 \$180,457 \$57.84 Police - Sworn 250 \$120,305 \$150,381 \$180,457 \$57.84 Police - Sworn 250 \$120,305 \$150,381 \$180,457 \$57.84 Police - Sworn 260 \$132,335 \$165,419 \$198,503 \$63.62 Finance 260 \$132,335 \$165,419 \$198,503 \$63.62 Parks & Rec 260 \$132,335 \$165,419 \$198,503 \$63.62 Planning 260 \$132,335 \$165,419 \$198,503 \$63.62 Planning 260 \$132,335 \$165,419 \$198,503 \$63.62 Planning 260 \$132,335 \$165,419 \$198,503 <td< td=""><td>City Clerk 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Communications 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 City Manager - Econ Dev 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 PW - Engineering 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Police - Sworn 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Police - Sworn 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Police - Sworn 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Human Resources 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Parks & Rec 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Planning 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Information Technology 260<</td></td<>	City Clerk 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Communications 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 City Manager - Econ Dev 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 PW - Engineering 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Police - Sworn 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Police - Sworn 250 \$120,305 \$150,381 \$180,457 \$57.84 \$72.30 Police - Sworn 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Human Resources 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Parks & Rec 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Planning 260 \$132,335 \$165,419 \$198,503 \$63.62 \$79.53 Information Technology 260<