

Salary Structure with Job Titles
EFFECTIVE: January 1, 2020 (Revised October 1, 2020)

NonExempt				
Grade	Position Title	Minimum	Midpoint	Maximum
N10	Custodian	Hourly		
	Facility Maint Servicer(Glink)	\$12.34/hr.	\$14.50/hr.	\$16.66/hr.
	Semi-Skilled Laborer	Annual		
		\$25,667.20	\$30,160.00	\$34,652.80
N11	Guest Services Attendant	Hourly		
		\$12.96/hr.	\$15.23/hr.	\$17.50/hr.
		Annual		
		\$26,956.80	\$31,678.40	\$36,400.00
N12	Mail Services Clerk	Hourly		
		\$13.50/hr.	\$16.03/hr.	\$18.56/hr.
		Annual		
		\$28,080.00	\$33,342.40	\$38,604.80
N13	Facilities Maint Specialist	Hourly		
	Mechanic I	\$14.09/hr.	\$16.91/hr.	\$19.73/hr.
	Parking Maintenance Specialist	Annual		
	Parks & Rec Maint Tech I	\$29,307.20	\$35,172.80	\$41,038.40
	Rights-of-Way Tech I			
	Service Writer			
	Streets Cleaning Tech I			
N14	Customer Service Rep.	Hourly		
	Parking Facilities Specialist	\$14.60/hr.	\$17.88/hr.	\$21.17/hr.
	Solid Waste Equipment Op. I	Annual		
		\$30,368.00	\$37,190.40	\$44,033.60
N15	Accounting Technician	Hourly		
	Administrative Assistant	\$15.47/hr.	\$18.95/hr.	\$22.43/hr.
	Asphalt Pavement Tech I	Annual		
	Bus Operator - Paratransit	\$32,177.60	\$39,416.00	\$46,654.40
	Bus Operator-GTA			
	Court Services Associate			
	Horticulture Technician			
	Lead Bus Servicer			
	Parking Enforcement Officer			
	Parts Technician			
	Permit & License Specialist I			
	Plans Routing Tech			
	Recreation Leader (CDL)			
	Recreation Leader (Non-CDL)			
	Revenue Technician			
	Solid Waste Equipment Op. II			
	Stormwater Tech I			
	Streets Cleaning Tech II			
	Streets Concrete Tech I			
	Traffic Control Technician			
	Trolley Operator PT			
	Video Inspector I			
	Wastewater Tech I			
Zoo Maintenance Tech				

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N16	Building Maint. Technician	Hourly		
	Communications Specialist I	\$16.27/hr.	\$20.13/hr.	\$24.00/hr.
	Information Specialist-GTA	Annual		
	Mechanic II	\$33,841.60	\$41,870.40	\$49,920.00
	Paratransit (GAP) Coord			
	Parking Maintenance Technician			
	Parks & Rec Maint Tech II			
	Rights-of-Way Tech II			
	Solid Waste Equipment Op. III			
	Street Sweeper Truck Operator			
	Tree Service Tech II			
	Utility Locator			
	Zookeeper			
	N17	Alarm Coordinator	Hourly	
Asphalt Pavement Tech II		\$17.33/hr.	\$21.44/hr.	\$25.56/hr.
Community Center Coordinator		Annual		
Coord, Human Resources		\$36,046.40	\$44,595.20	\$53,164.80
Deputy City Clerk				
Fountain Technician				
Guest Services Supervisor				
Permit & License Specialist II				
Revenue Specialist				
Safety & Training Assistant				
Small Engine Mechanic				
Solid Waste Equipment Op. IV				
Stormwater Tech II				
Streets Concrete Tech II				
Video Inspector II				
Wastewater Comb Truck Operator				
Wastewater Tech II				
Zoo Education Instructor				

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N18	Administrative Assistant, Sr	Hourly		
	Athletic Program Coordinator	\$18.50/hr.	\$22.89/hr.	\$27.29/hr.
	Business License Officer	Annual		
	Code Enforcement Officer	\$38,480.00	\$47,611.20	\$56,763.20
	Communications Specialist II			
	Coord, Property & Compliance			
	Coord, Recreation Programs			
	Coord, Veterinary Hospital			
	Customer Relations Coordinator			
	Engineering Tech I			
	Fld Supv, Parking Facilities			
	Fleet Coordinator			
	HVAC Technician			
	Mechanic III			
	Mechanic III NonCDL			
	Operations Coordinator			
	Planning Coordinator			
	Plumber			
	Safety & Training Specialist			
	Sign Technician, Sr			
	Signal System Technician			
	Sr Accounting Technician			
	Training & Certification Coord			
	Transit Dispatch Supervisor			
	Transit Shift Supervisor			
	Wastewater Systems Inspector			
Zoo Membership & Vol Coord				
N19	Accounts Payable Accountant	Hourly		
	Business Analyst I	\$19.59/hr.	\$24.49/hr.	\$29.39/hr.
	Buyer	Annual		
	Cemetery Maintenance Supv	\$40,747.20	\$50,939.20	\$61,131.20
	CBD Inspector P-PT			
	Communication Training Coord			
	Community Center Supervisor			
	Court Services Coordinator			
	Engineering Tech II			
	Inspector I			
	Ministerial Recorder			
	NCIC Coordinator			
	Paralegal			
	Parking Administration Supv			
	Parking Enforcement Supervisor			
	Shop Supervisor			
	Sr. Traffic Control Tech.			
	Sr Tree Service Tech			
	Supv, Parks & Grounds			
	Supv, Rights-of-Way Maint			
	Support Center Tech			
	Victim Witness Advocate			

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N20	Asst Mgr, Parks & Grounds	Hourly		
	Asst Supt, Rights-of-Way Maint	\$21.02/hr.	\$26.27/hr.	\$31.53/hr.
	Communication Shift Supervisor	Annual		
	Concrete Supervisor	\$43,721.60	\$54,641.60	\$65,582.40
	Crime Analyst			
	Engineering Plans Examiner			
	Exec. Asst. to the Mayor			
	Inspector II			
	Master Electrician			
	Office Manager			
	Parking Call Center Supervisor			
	Parking Maint Supervisor			
	Parks Maintenance Supervisor			
	Pavement Supervisor			
	Reptile Curator			
	Shop Foreman			
	Sr. Signal System Tech.			
	Solid Waste Supervisor			
	Sr Engineering Tech			
	Sr Paralegal			
	Stormwater Supervisor			
	Streets Cleaning Supervisor			
	Supv, Animal Care			
	Wastewater Assessment Supv			
Wastewater Maintenance Supv				
Wastewater Repair Supv				
Zoning Code Enf Officer				
N21	Asst Supt, Trees	Hourly		
	Building Maint. Supervisor	\$22.59/hr.	\$28.24/hr.	\$33.89/hr.
	Business License Supervisor	Annual		
	Code Enforcement Supervisor	\$46,987.20	\$58,739.20	\$70,491.20
	Inspector III			
	Occupational Health Nurse			
	Plans Examiner			
	Supv, Facilities Maint - Zoo			
	Traffic Control Supervisor			
	Zoo Education Curator			
N22		Hourly		
		\$24.34/hr.	\$30.43/hr.	\$36.51/hr.
		Annual		
		\$50,627.20	\$63,294.40	\$75,940.80

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Exempt				
Grade	Position Title	Minimum	Midpoint	Maximum
E10		Annual		
		\$38,030	\$45,640	\$53,250
E11		Annual		
		\$40,310	\$48,380	\$56,440
E12	GIS Analyst I	Annual		
		\$42,730	\$51,280	\$59,830
E13	Digital Media Coordinator	Annual		
	Graphic Design and Market Coor	\$44,370	\$54,350	\$64,340
	Graphic Designer, Sr			
	Marketing & Events Coordinator			
	Sales & Marketing Coordinator			
	Special Event Coordinator			
	Transit Planner			
	Volunteer Services Coordinator			
E14	Analyst, Compensation	Annual		
	Community Dev. Financial Coord	\$46,200	\$57,760	\$69,300
	GIS Analyst II			
	Grants Coordinator			
	HR Generalist			
	Landscape Architect			
	Mobility Coordinator			
	Multimedia Communications Specialist			
	Recycling & Environmental Coordinator			
	Video Producer			
E15	Athletic Program Manager	Annual		
	Community Planner	\$49,200	\$61,510	\$73,800
	Development Planner			
	Econ Dev Marketing Analyst			
	Environmental Compliance Coord			
	Financial Analyst			
	Mgr, Mktg & Public Affairs			
	Network/Security Specialist			
	Payroll Accountant			
	Permit Coordinator			
	Recreation Programs Manager			
	Sr Human Resources Generalist			
	Sr. Accountant			

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E16	Communications Manager	Annual		
	Downtown Project Manager	\$52,520	\$65,660	\$78,780
	Enterprise Systems Bus Analyst			
	Gang Intervention Prog Coord			
	Lead Buyer			
	Legal Office Administrator			
	Mgr, Parks & Grounds			
	Mgr, Transit Planning			
	Safety & Training Coordinator			
	Sales and Finance Manager			
	Solid Waste Superintendent			
	Special Events Manager			
	Sr Analyst, Compensation			
	Supt, Rights-of-Way Maint			
	Stormwater Ops Supt.			
	Technical Project Coordinator			
	WW Operations Supt			
E17	Business Mgt & System App Spec	Annual		
	Civil Engineer	\$55,100	\$70,260	\$85,410
	Community Dev. Project Manager			
	Economic Dev. Project Mgr.			
	Fleet Manager I			
	GIS Analyst III			
	Mgr, Community Centers			
	Revenue Auditor			
	Traffic Operations Engineer			
E18	Assistant to the City Manager	Annual		
	Asst. Comm. Bureau Admin.	\$59,090	\$75,350	\$91,590
	Benefits Administrator			
	Business & Projects Manager			
	City Clerk			
	Clerk of Finance			
	Clerk of Operations			
	EEO/Employment Administrator			
	General Curator			
	Sr Development Planner			
E19	Capital Projects Manager	Annual		
	Cultural Arts Manager	\$63,520	\$81,000	\$98,460
	Event Administrator			
	Mgr, Transit Ops & Safety			
	Public Information Admin			
	Real Estate Development Mgr.			
	Recreation Administrator			
	Risk Manager			
	Server Administrator			
	Sr Landscape Architect			
	Sr Traffic Operations Engineer			
	Sr Civil Engineer			
	Survey Engineer			
	Technical Services Manager			
Urban Designer				

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E20	Asst Building Codes Admin	Annual		
	Building Services Manager	\$68,450	\$87,280	\$106,100
	Business Development Manager			
	Engineering Project Manager			
	Fleet Manager II			
	GIS Technical Manager			
	Mgr, Parking Services			
	Network/Security Engineer			
	Public Works Operations Mgr			
	Solid Waste & Recycling Mgr			
	Zoo Dep Admin & Veterinarian			
	E21	Asst City Attorney	Annual	
Asst City Attorney-Contracts		\$73,930	\$94,270	\$114,590
Asst City Attorney-Prosecutor				
Asst. City Engineer-Civil				
Asst. City Engineer-Env.				
Asst. City Engineer-Traffic				
Budget Administrator				
Business & Projects Administrator				
Comm. Bureau Administrator				
Health Clinic Administrator				
Mgr, Construction Engineering				
Planning Administrator				
Public Works Business Manager				
Purchasing Administrator				
Revenue Administrator				
Strat Plan & Analysis Admin				
E22	Building Codes Administrator	Annual		
	Engineering Services Manager	\$80,030	\$102,040	\$124,050
	Facilities & Parking Administrator			
	Mgr, Community Development			
	Zoo Administrator			

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Executive				
Grade	Position Title	Minimum	Midpoint	Maximum
LT1	Asst Municipal Court Judge F/T	Annual		
	Dep Dir, Office of Mgt & Budget	\$88,000	\$112,000	\$136,000
	Dep Dir, Parks & Recreation			
	Dep Dir, Public Works			
LT2	Assistant City Manager	Annual		
	Dir, Communications & Neighborhood Relations	\$118,000	\$155,000	\$191,000
	Dir, Economic/Community Dev			
	Dir, Events & Cultural Affairs			
	Dir, Human Resources			
	Dir, Information Technology			
	Dir, Office of Mgt & Budget			
	Dir, Parks & Recreation			
	Dir, Planning & Dev Services			
	Dir, Public Transportation			
	Dir, Public Works			
	Fire Chief			
	Police Chief			
	LT3	Deputy City Manager	Annual	
		\$142,000	\$186,000	\$230,000

Unclassified Positions	
City Attorney	
City Manager	
Council Members P-P/T	
Mayor P-P/T	
Municipal Court Judge	

Ungraded Positions	
Asst. Mun.Court Jdg. P-P/T	
Bus Operator in Training	
Desk Officer-Police P/T	
Intern (Temporary P/T)	
Juniors Leaders (Summer)	
Parking Attendant-Events	
Recreation Camp Counselor	
Special Duty Officer	
Teacher, After School Program	