

Salary Structure with Job Titles
EFFECTIVE: January 2020 (Revised October 2022)

NonExempt				
Grade	Position Title	Minimum	Midpoint	Maximum
N13	Custodian	Hourly		
	Facilities Technician	\$14.09/hr.	\$16.91/hr.	\$19.73/hr.
	Grounds Technician I	Annual		
	Streets Cleaning Technician I	\$29,307.20	\$35,172.80	\$41,038.40
N14	Customer Service Representative	Hourly		
	Guest Services Attendant	\$14.60/hr.	\$17.88/hr.	\$21.17/hr.
	Grounds Technician II	Annual		
	Mail Services Clerk	\$30,368.00	\$37,190.40	\$44,033.60
	Mechanic I			
	Operations Technician			
	Parking Operations Specialist			
	Service Writer			
N15	Accounting Technician	Hourly		
	Administrative Assistant	\$15.47/hr.	\$18.95/hr.	\$22.43/hr.
	Asphalt Pavement Technician I	Annual		
	Court Services Associate	\$32,177.60	\$39,416.00	\$46,654.40
	Horticulture Technician			
	Lead Bus Servicer			
	Parking Enforcement Officer			
	Parts Technician			
	Permit & License Specialist I			
	Plans Routing Technician			
	Recreation Leader			
	Revenue Technician			
	Solid Waste Equipment Operator I			
	Stormwater Technician I			
	Streets Cleaning Technician II			
	Streets Concrete Technician I			
	Traffic Control Technician			
	Tree Service Technician I			
	Video Inspector I			
	Wastewater Technician I			
Zoo Maintenance Technician				
N16	Bus Operator	Hourly		
	Bus Operator - Paratransit	\$16.27/hr.	\$20.13/hr.	\$24.00/hr.
	Facilities Maintenance Specialist	Annual		
	Grounds Technician III	\$33,841.60	\$41,870.40	\$49,920.00
	Guest Services Assistant Supervisor			
	Information Specialist			
	Mechanic II			
	Parking Maintenance Technician			
	Solid Waste Equipment Operator II			
	Street Sweeper Truck Operator			
	Tree Service Technician II			
	Trolley Operator			
	Utility Locator			
	Welcome Center Specialist			
Zookeeper				

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N17	Asphalt Pavement Technician II	Hourly		
	Community Center Coordinator	\$17.33/hr.	\$21.44/hr.	\$25.56/hr.
	Employee Health Center Coordinator	Annual		
	Employee Health Medical Assistant	\$36,046.40	\$44,595.20	\$53,164.80
	Fountain Technician			
	GIS Analyst I			
	Human Resources Coordinator			
	Irrigation Technician			
	NCIC/False Alarm Specialist			
	Permit & License Specialist II			
	Revenue Specialist			
	Small Engine/Automotive Tech			
	Solid Waste Equipment Operator III			
	Stormwater Technician II			
	Streets Concrete Technician II			
	Video Inspector II			
	Wastewater Combination Truck Operator			
	Wastewater Technician II			
	Zoo Education Instructor			
	N18	Business License Officer	Hourly	
Code Enforcement Officer		\$18.50/hr.	\$22.89/hr.	\$27.29/hr.
Communications Specialist I		Annual		
Community Development Specialist		\$38,480.00	\$47,611.20	\$56,763.20
Customer Relations Coordinator				
Deputy City Clerk				
Fleet Coordinator				
Guest Services Supervisor				
HVAC Technician				
Land Surveyor Technician				
Mechanic III				
Paratransit Operations Supervisor				
Parking Facilities Field Supervisor				
Planning Coordinator				
Plumber				
Police Accreditation Coordinator				
Property & Compliance Coordinator				
Recreation Programs Coordinator				
Safety & Training Specialist				
Signal System Technician				
Senior Accounting Technician				
Senior Administrative Assistant				
Senior Sign Technician				
Solid Waste Equipment Operator IV				
Transit Shift Supervisor				
Veterinary Hospital Coordinator				
Wastewater Systems Inspector				
Zoo Membership & Volunteer Coordinator				

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N19	Accounts Payable Accountant	Hourly		
	Associate Development Planner	\$19.59/hr.	\$24.49/hr.	\$29.39/hr.
	Business Analyst I	Annual		
	Buyer	\$40,747.20	\$50,939.20	\$61,131.20
	CBD Inspector P-PT			
	Communications Specialist II			
	Community Center Supervisor			
	Construction Inspector			
	Court Services Coordinator			
	Heavy Bus Mechanic			
	Inspector I			
	Ministerial Recorder			
	NCIC Coordinator			
	Paralegal			
	Parking Administration Supervisor			
	Parking Enforcement Supervisor			
	Parks Maintenance Specialist			
	Sr Traffic Control Technician			
	Support Center Technician			
	Traffic Engineering Technician			
	Victim Witness Advocate			
Welder/Mechanic				
N20	Animal Care Supervisor	Hourly		
	Business Analyst II	\$21.02/hr.	\$26.27/hr.	\$31.53/hr.
	Communications Training Coordinator	Annual		
	Concrete Supervisor	\$43,721.60	\$54,641.60	\$65,582.40
	Construction Field Engineer			
	Court Services Specialist			
	Crime Analyst			
	Customer Service Supervisor			
	Engineering Plans Examiner			
	Executive Assistant to the Mayor			
	Grounds Supervisor			
	Inspector II			
	Master Electrician			
	Office Manager			
	Operations Coordinator			
	Parking Operations Supervisor			
	Pavement Supervisor			
	Rights-of-Way Maintenance Assistant Superintendent			
	Shop Foreman			
	Solid Waste Supervisor			
	Senior Business License Officer			
	Senior Construction Inspector			
	Senior Paralegal			
	Senior Signal System Technician			
	Stormwater Supervisor			
	Streets Cleaning Supervisor			
	Wastewater Assessment Supervisor			
	Wastewater Maintenance Supervisor			
	Wastewater Repair Supervisor			
	Zoning Code Enforcement Officer			

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N21	Code Enforcement Supervisor	Hourly		
	Communication Shift Supervisor	\$22.59/hr.	\$28.24/hr.	\$33.89/hr.
	Construction Coordinator	Annual		
	Engineering Permit Coordinator	\$46,987.20	\$58,739.20	\$70,491.20
	Facilities Maintenance Supervisor			
	Inspector III			
	Parks & Grounds Assistant Superintendent			
	Permit & License Supervisor			
	Planning & Zoning Projects Coordinator			
	Plans Examiner			
	Senior Construction Field Engineer			
	Traffic Control Supervisor			
	Tree Maintenance Supervisor			

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Exempt				
Grade	Position Title	Minimum	Midpoint	Maximum
E13	Digital Media Coordinator	Annual		
	Graphic Design and Market Coordinator	\$44,370	\$54,350	\$64,340
	Marketing Coordinator			
	Marketing & Events Coordinator			
	Recycling & Environmental Coordinator			
	Sales & Marketing Coordinator			
	Special Event Coordinator			
	Senior Graphic Designer			
	Volunteer Services Coordinator			
E14	Digital Marketing Specialist	Annual		
	Grants Coordinator	\$46,200	\$57,760	\$69,300
	Multimedia Communications Specialist			
	Senior Special Events Coordinator			
	Video Producer			
E15	Community Planner	Annual		
	Community Development Programs Coordinator	\$49,200	\$61,510	\$73,800
	Development Planner			
	Economic Development Specialist			
	Economic Development Marketing Manager			
	Environmental Compliance Coordinator			
	Financial Analyst			
	GIS Analyst II			
	Landscape Architect			
	Marketing & Public Affairs Manager			
	Network/Security Specialist			
	Payroll Accountant			
	Permit Coordinator			
	Recreation Facilities Manager			
	Senior Benefits Analyst			
	Senior Accountant			
Transit Planner				
Zoo Education Curator				
E16	Assistant General Curator	Annual		
	Communications Project Manager	\$52,520	\$65,660	\$78,780
	Downtown Project Manager			
	Enterprise Systems Business Analyst			
	Gang Intervention Program Coordinator			
	Lead Buyer			
	Legal Office Administrator			
	Occupational Health Nurse			
	Parks & Grounds Superintendent			
	Public Engagement Manager			
	Right-of-Way Agent			
	Grounds & Trees Superintendent			
	Safety & Training Coordinator			
	Senior Compensation Analyst			
	Senior Financial Analyst			
	Senior Human Resources Generalist			
	Solid Waste Superintendent			
	Special Events Manager			
	Streets & Sidewalks Superintendent			
	Stormwater Operations Superintendent			
Technical Project Coordinator				
Urban Forester				
Wastewater Operations Superintendent				

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E17	Business Management & System Applications Specialist	Annual		
	Civil Engineer	\$55,100	\$70,260	\$85,410
	GIS Analyst III			
	Safety & Training Manager			
	Sales & Marketing Manager			
	Senior Development Planner			
	Senior Mobility Coordinator			
	Senior Urban Designer			
	Traffic Operations Engineer			
	Transit Planning Manager			
	Unity Park Programs Manager			
	Zoo Business Manager			
	E18	Benefits Administrator	Annual	
City Clerk		\$59,090	\$75,350	\$91,590
Clerk of Finance				
Clerk of Operations				
Compensation Manager				
EEO/Employment Administrator				
Public Safety Communications Assistant Manager				
E19	Assistant Revenue Administrator	Annual		
	Assistant to the City Manager	\$63,520	\$81,000	\$98,460
	Business & Finance Manager			
	Capital Projects Manager			
	Cultural Arts Manager			
	Fleet Manager I			
	General Curator			
	Principal Development Planner			
	Principal Urban Designer			
	Recreation Administrator			
	Risk Manager			
	Server Administrator			
	Senior Civil Engineer			
	Strategic Communications Administrator			
	Survey Engineer			
	Technical Services Manager			
Transit Operations Manager				
E20	Assistant Building Codes Administrator	Annual		
	Business Development Manager	\$68,450	\$87,280	\$106,100
	Community Development Manager			
	Engineering Project Manager			
	Facilities Services Manager			
	Fleet Manager II			
	GIS Technical Manager			
	Network/Security Engineer			
	Parking Services Manager			
	Public Works Operations Manager			
	Solid Waste & Recycling Manager			
Veterinarian				

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E21	Assistant City Attorney	Annual		
	Assistant City Engineer	\$73,930	\$94,270	\$114,590
	Budget Administrator			
	Business Development Administrator			
	Health Clinic Administrator			
	Parks & Grounds Administrator			
	Planning Administrator			
	Public Safety Communications Manager			
	Purchasing Administrator			
	Revenue Administrator			
	Strategic Planning & Analysis Administrator			
	Senior Capital Projects Manager			
	Senior Public Works Operations Manager			
	Tourism Administrator			
E22	Building Codes Administrator	Annual		
	City Engineer	\$80,030	\$102,040	\$124,050
	Facilities & Parking Services Administrator			
	Transportation Engineering Manager			
	Zoo Administrator			

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Executive				
Grade	Position Title	Minimum	Midpoint	Maximum
LT1	Deputy Director, Office of Management & Budget	Annual		
	Deputy Director, Parks, Recreation & Tourism	\$88,000	\$112,000	\$136,000
	Deputy Director, Public Works			
LT2	Assistant City Manager	Annual		
	Director, Communications & Neighborhood Relations	\$118,000	\$155,000	\$191,000
	Director, Economic/Community Development			
	Director, Engineering Services			
	Director, Human Resources			
	Director, Information Technology			
	Director, Office of Management & Budget			
	Director, Parks, Recreation & Tourism			
	Director, Planning & Development Services			
	Director, Public Transportation			
	Director, 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	
Mayor	
Municipal Court Judge	

Ungraded Positions	
Assistant Municipal Court Judge	
Bus Operator in Training	
Desk Officer	
Equipment Operator in Training	
Intern	
Junior Leader (Summer)	
Parking Attendant-Events	
Recreation Camp Counselor	
Special Duty Officer	
Teacher, After School Program	