



2012 Salary Plan

		Min	Max	Max Start Salary 25%tile
Divisional Leadership	Accounting Manager	\$ 63,049	\$ 86,914	\$ 68,723
Entry Level Support	Administrative Assistant	\$ 35,188	\$ 48,507	\$ 38,355
Municipal Specific	Animal Control Officer	\$ 42,771	\$ 58,961	\$ 46,620
Senior Management	Assistant City Manager	\$ 100,387	\$ 138,435	\$ 109,422
Divisional Leadership	Assistant to the City Manager	\$ 63,049	\$ 86,914	\$ 68,723
Municipal Specific	Building Inspector	\$ 47,155	\$ 65,004	\$ 51,399
Municipal Specific	Buyer	\$ 42,771	\$ 58,961	\$ 46,620
Divisional Leadership	Chief Building Official	\$ 73,153	\$ 100,842	\$ 79,737
Senior Management	Chief of Police	\$ 93,364	\$ 128,703	\$ 101,767
Senior Management	City Clerk	\$ 84,684	\$ 116,738	\$ 92,306
Divisional Leadership	City Engineer/Transportation Manager	\$ 76,811	\$ 105,885	\$ 83,724
Senior Management	City Manager	\$ 131,373	\$ 181,099	\$ 143,197
Municipal Specific	Code Compliance Officer	\$ 42,771	\$ 58,961	\$ 46,620
Entry Level Support	Court Clerk	\$ 35,188	\$ 48,507	\$ 38,355
Entry Level Support	Custodian	\$ 25,007	\$ 34,473	\$ 27,258
Entry Level Support	Customer Service Representative	\$ 28,949	\$ 39,907	\$ 31,554
Municipal Specific	Deputy City Clerk	\$ 47,155	\$ 65,004	\$ 51,399
Technical Specialty	Development/CIP Project Manager	\$ 54,588	\$ 75,250	\$ 59,501
Senior Management	Director of Community Services	\$ 84,684	\$ 116,738	\$ 92,306
Senior Management	Director of Development Services	\$ 93,364	\$ 128,703	\$ 101,767
Senior Management	Director of Economic Development	\$ 84,684	\$ 116,738	\$ 92,306
Senior Management	Director of Finance & Administrative Services	\$ 93,364	\$ 128,703	\$ 101,767
Senior Management	Director of Human Resources	\$ 93,364	\$ 128,703	\$ 101,767
Municipal Specific	Economic Development Coordinator	\$ 47,155	\$ 65,004	\$ 51,399
Technical Specialty	Economic Development Specialist	\$ 57,317	\$ 79,013	\$ 62,476
Entry Level Support	Equipment Operator	\$ 35,188	\$ 48,507	\$ 38,355
Municipal Specific	Facilities Maintenance Coordinator	\$ 47,155	\$ 65,004	\$ 51,399
Divisional Leadership	Fire Battalion Chief	\$ 76,811	\$ 105,885	\$ 83,724
Senior Management	Fire Chief	\$ 93,364	\$ 128,703	\$ 101,767
Divisional Leadership	Fire Division Chief	\$ 76,811	\$ 105,885	\$ 83,724
Municipal Specific	Fire Marshal/Inspector	\$ 47,155	\$ 65,004	\$ 51,399
Municipal Specific	Fire Mechanic	\$ 49,513	\$ 68,254	\$ 53,969
Technical Specialty	Fleet Manager	\$ 54,588	\$ 75,250	\$ 59,501
Technical Specialty	Grants Manager	\$ 54,588	\$ 75,250	\$ 59,501
Divisional Leadership	Information Technology Manager	\$ 73,153	\$ 100,842	\$ 79,737
Entry Level Support	Library Assistant	\$ 28,949	\$ 39,907	\$ 31,554
Divisional Leadership	Library Manager	\$ 63,049	\$ 86,914	\$ 68,723
Municipal Specific	Maintenance Foreman	\$ 47,155	\$ 65,004	\$ 51,399
Entry Level Support	Maintenance Worker	\$ 28,949	\$ 39,907	\$ 31,554
Municipal Specific	Management Analyst	\$ 49,513	\$ 68,254	\$ 53,969
Municipal Specific	Master Mechanic	\$ 49,513	\$ 68,254	\$ 53,969
Technical Specialty	Media Production Specialist	\$ 54,588	\$ 75,250	\$ 59,501
Technical Specialty	Network Administrator	\$ 57,317	\$ 79,013	\$ 62,476
Divisional Leadership	Network Engineer	\$ 73,153	\$ 100,842	\$ 79,737
Entry Level Support	Parks Maintenance Worker	\$ 28,949	\$ 39,907	\$ 31,554
Entry Level Support	Payroll/Accounts Payable Clerk	\$ 35,188	\$ 48,507	\$ 38,355
Entry Level Support	Permit Technician	\$ 35,188	\$ 48,507	\$ 38,355
Technical Specialty	Plan Review Supervisor	\$ 57,317	\$ 79,013	\$ 62,476
Technical Specialty	Planner	\$ 54,588	\$ 75,250	\$ 59,501
Divisional Leadership	Planning Manager	\$ 73,153	\$ 100,842	\$ 79,737
Municipal Specific	Plans Examiner	\$ 49,513	\$ 68,254	\$ 53,969

Senior Management	Police Commander	\$	84,684	\$	116,738	\$	92,306
Divisional Leadership	Police Lieutenant	\$	76,811	\$	105,885	\$	83,724
Technical Specialty	Police Property/Evidence Manager	\$	54,588	\$	75,250	\$	59,501
Technical Specialty	Public Information Officer	\$	54,588	\$	75,250	\$	59,501
Municipal Specific	Public Works Construction Inspector	\$	47,155	\$	65,004	\$	51,399
Divisional Leadership	Public Works Superintendent	\$	73,153	\$	100,842	\$	79,737
Divisional Leadership	Purchasing Manager	\$	63,049	\$	86,914	\$	68,723
Entry Level Support	Records Clerk	\$	35,188	\$	48,507	\$	38,355
Municipal Specific	Records Coordinator	\$	47,155	\$	65,004	\$	51,399
Municipal Specific	Recreation Coordinator	\$	42,771	\$	58,961	\$	46,620
Entry Level Support	Recreation Services Leader	\$	28,949	\$	39,907	\$	31,554
Municipal Specific	Senior Building Inspector	\$	49,513	\$	68,254	\$	53,969
Technical Specialty	Senior Engineer/Plans Examiner	\$	57,317	\$	79,013	\$	62,476
Municipal Specific	Senior Library Coordinator	\$	42,771	\$	58,961	\$	46,620
Technical Specialty	Training/EMS Coordinator	\$	57,317	\$	79,013	\$	62,476
Municipal Specific	Transit Coordinator	\$	47,155	\$	65,004	\$	51,399
Municipal Specific	Youth Coordinator	\$	42,771	\$	58,961	\$	46,620



2012 Salary Plan

			Min	Max	Max Start Salary 25%tile
Divisional Leadership	Accounting Manager	\$	63,049	\$ 86,914	\$ 68,723
Divisional Leadership	Assistant to the City Manager	\$	63,049	\$ 86,914	\$ 68,723
Divisional Leadership	Library Manager	\$	63,049	\$ 86,914	\$ 68,723
Divisional Leadership	Purchasing Manager	\$	63,049	\$ 86,914	\$ 68,723
Divisional Leadership	Chief Building Official	\$	73,153	\$ 100,842	\$ 79,737
Divisional Leadership	Information Technology Manager	\$	73,153	\$ 100,842	\$ 79,737
Divisional Leadership	Network Engineer	\$	73,153	\$ 100,842	\$ 79,737
Divisional Leadership	Planning Manager	\$	73,153	\$ 100,842	\$ 79,737
Divisional Leadership	Public Works Superintendent	\$	73,153	\$ 100,842	\$ 79,737
Divisional Leadership	City Engineer/Transportation Manager	\$	76,811	\$ 105,885	\$ 83,724
Divisional Leadership	Fire Battalion Chief	\$	76,811	\$ 105,885	\$ 83,724
Divisional Leadership	Fire Division Chief	\$	76,811	\$ 105,885	\$ 83,724
Divisional Leadership	Police Lieutenant	\$	76,811	\$ 105,885	\$ 83,724
Entry Level Support	Custodian	\$	25,007	\$ 34,473	\$ 27,258
Entry Level Support	Customer Service Representative	\$	28,949	\$ 39,907	\$ 31,554
Entry Level Support	Library Assistant	\$	28,949	\$ 39,907	\$ 31,554
Entry Level Support	Maintenance Worker	\$	28,949	\$ 39,907	\$ 31,554
Entry Level Support	Parks Maintenance Worker	\$	28,949	\$ 39,907	\$ 31,554
Entry Level Support	Recreation Services Leader	\$	28,949	\$ 39,907	\$ 31,554
Entry Level Support	Administrative Assistant	\$	35,188	\$ 48,507	\$ 38,355
Entry Level Support	Court Clerk	\$	35,188	\$ 48,507	\$ 38,355
Entry Level Support	Equipment Operator	\$	35,188	\$ 48,507	\$ 38,355
Entry Level Support	Payroll/Accounts Payable Clerk	\$	35,188	\$ 48,507	\$ 38,355
Entry Level Support	Permit Technician	\$	35,188	\$ 48,507	\$ 38,355
Entry Level Support	Records Clerk	\$	35,188	\$ 48,507	\$ 38,355
Municipal Specific	Animal Control Officer	\$	42,771	\$ 58,961	\$ 46,620
Municipal Specific	Buyer	\$	42,771	\$ 58,961	\$ 46,620
Municipal Specific	Code Compliance Officer	\$	42,771	\$ 58,961	\$ 46,620
Municipal Specific	Recreation Coordinator	\$	42,771	\$ 58,961	\$ 46,620
Municipal Specific	Senior Library Coordinator	\$	42,771	\$ 58,961	\$ 46,620
Municipal Specific	Youth Coordinator	\$	42,771	\$ 58,961	\$ 46,620
Municipal Specific	Building Inspector	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Deputy City Clerk	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Economic Development Coordinator	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Facilities Maintenance Coordinator	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Fire Marshal/Inspector	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Maintenance Foreman	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Public Works Construction Inspector	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Records Coordinator	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Transit Coordinator	\$	47,155	\$ 65,004	\$ 51,399
Municipal Specific	Fire Mechanic	\$	49,513	\$ 68,254	\$ 53,969
Municipal Specific	Management Analyst	\$	49,513	\$ 68,254	\$ 53,969
Municipal Specific	Master Mechanic	\$	49,513	\$ 68,254	\$ 53,969
Municipal Specific	Plans Examiner	\$	49,513	\$ 68,254	\$ 53,969
Municipal Specific	Senior Building Inspector	\$	49,513	\$ 68,254	\$ 53,969
Senior Management	City Clerk	\$	84,684	\$ 116,738	\$ 92,306
Senior Management	Director of Community Services	\$	84,684	\$ 116,738	\$ 92,306
Senior Management	Director of Economic Development	\$	84,684	\$ 116,738	\$ 92,306
Senior Management	Police Commander	\$	84,684	\$ 116,738	\$ 92,306
Senior Management	Chief of Police	\$	93,364	\$ 128,703	\$ 101,767
Senior Management	Director of Development Services	\$	93,364	\$ 128,703	\$ 101,767
Senior Management	Director of Finance & Administrative Services	\$	93,364	\$ 128,703	\$ 101,767
Senior Management	Director of Human Resources	\$	93,364	\$ 128,703	\$ 101,767



2012 Salary Plan

			Min	Max	Max Start Salary 25%tile
Senior Management	Fire Chief	\$	93,364	\$ 128,703	\$ 101,767
Senior Management	Assistant City Manager	\$	100,387	\$ 138,435	\$ 109,422
Senior Management	City Manager	\$	131,373	\$ 181,099	\$ 143,197
Technical Specialty	Development/CIP Project Manager	\$	54,588	\$ 75,250	\$ 59,501
Technical Specialty	Fleet Manager	\$	54,588	\$ 75,250	\$ 59,501
Technical Specialty	Grants Manager	\$	54,588	\$ 75,250	\$ 59,501
Technical Specialty	Media Production Specialist	\$	54,588	\$ 75,250	\$ 59,501
Technical Specialty	Planner	\$	54,588	\$ 75,250	\$ 59,501
Technical Specialty	Police Property/Evidence Manager	\$	54,588	\$ 75,250	\$ 59,501
Technical Specialty	Public Information Officer	\$	54,588	\$ 75,250	\$ 59,501
Technical Specialty	Economic Development Specialist	\$	57,317	\$ 79,013	\$ 62,476
Technical Specialty	Network Administrator	\$	57,317	\$ 79,013	\$ 62,476
Technical Specialty	Plan Review Supervisor	\$	57,317	\$ 79,013	\$ 62,476
Technical Specialty	Senior Engineer/Plans Examiner	\$	57,317	\$ 79,013	\$ 62,476
Technical Specialty	Training/EMS Coordinator	\$	57,317	\$ 79,013	\$ 62,476



2012 Salary Plan

Group	Title	Min	Max
Entry Level Support	Custodian	\$ 25,007	\$ 34,473
Entry Level Support	Customer Service Representative	\$ 28,949	\$ 39,907
Entry Level Support	Library Assistant	\$ 28,949	\$ 39,907
Entry Level Support	Maintenance Worker	\$ 28,949	\$ 39,907
Entry Level Support	Parks Maintenance Worker	\$ 28,949	\$ 39,907
Entry Level Support	Recreation Services Leader	\$ 28,949	\$ 39,907
Entry Level Support	Administrative Assistant	\$ 35,188	\$ 48,507
Entry Level Support	Court Clerk	\$ 35,188	\$ 48,507
Entry Level Support	Equipment Operator	\$ 35,188	\$ 48,507
Entry Level Support	Payroll/Accounts Payable Clerk	\$ 35,188	\$ 48,507
Entry Level Support	Permit Technician	\$ 35,188	\$ 48,507
Entry Level Support	Records Clerk	\$ 35,188	\$ 48,507
Municipal Specific	Animal Control Officer	\$ 42,771	\$ 58,961
Municipal Specific	Buyer	\$ 42,771	\$ 58,961
Municipal Specific	Code Compliance Officer	\$ 42,771	\$ 58,961
Municipal Specific	Recreation Coordinator	\$ 42,771	\$ 58,961
Municipal Specific	Senior Library Coordinator	\$ 42,771	\$ 58,961
Municipal Specific	Youth Coordinator	\$ 42,771	\$ 58,961
Municipal Specific	Building Inspector	\$ 47,155	\$ 65,004
Municipal Specific	Deputy City Clerk	\$ 47,155	\$ 65,004
Municipal Specific	Economic Development Coordinator	\$ 47,155	\$ 65,004
Municipal Specific	Facilities Maintenance Coordinator	\$ 47,155	\$ 65,004
Municipal Specific	Fire Marshal/Inspector	\$ 47,155	\$ 65,004
Municipal Specific	Maintenance Foreman	\$ 47,155	\$ 65,004
Municipal Specific	Public Works Construction Inspector	\$ 47,155	\$ 65,004
Municipal Specific	Records Coordinator	\$ 47,155	\$ 65,004
Municipal Specific	Transit Coordinator	\$ 47,155	\$ 65,004
Municipal Specific	Fire Mechanic	\$ 49,513	\$ 68,254
Municipal Specific	Management Analyst	\$ 49,513	\$ 68,254
Municipal Specific	Master Mechanic	\$ 49,513	\$ 68,254
Municipal Specific	Plans Examiner	\$ 49,513	\$ 68,254
Municipal Specific	Senior Building Inspector	\$ 49,513	\$ 68,254
Technical Specialty	Development/CIP Project Manager	\$ 54,588	\$ 75,250
Technical Specialty	Fleet Manager	\$ 54,588	\$ 75,250
Technical Specialty	Grants Manager	\$ 54,588	\$ 75,250
Technical Specialty	Media Production Specialist	\$ 54,588	\$ 75,250
Technical Specialty	Planner	\$ 54,588	\$ 75,250
Technical Specialty	Police Property/Evidence Manager	\$ 54,588	\$ 75,250
Technical Specialty	Public Information Officer	\$ 54,588	\$ 75,250
Technical Specialty	Economic Development Specialist	\$ 57,317	\$ 79,013
Technical Specialty	Network Administrator	\$ 57,317	\$ 79,013
Technical Specialty	Plan Review Supervisor	\$ 57,317	\$ 79,013
Technical Specialty	Senior Engineer/Plans Examiner	\$ 57,317	\$ 79,013
Technical Specialty	Training/EMS Coordinator	\$ 57,317	\$ 79,013



2012 Salary Plan

Group	Title		Min		Max
Divisional Leadership	Accounting Manager	\$	63,049	\$	86,914
Divisional Leadership	Assistant to the City Manager	\$	63,049	\$	86,914
Divisional Leadership	Library Manager	\$	63,049	\$	86,914
Divisional Leadership	Purchasing Manager	\$	63,049	\$	86,914
Divisional Leadership	Chief Building Official	\$	73,153	\$	100,842
Divisional Leadership	Information Technology Manager	\$	73,153	\$	100,842
Divisional Leadership	Network Engineer	\$	73,153	\$	100,842
Divisional Leadership	Planning Manager	\$	73,153	\$	100,842
Divisional Leadership	Public Works Superintendent	\$	73,153	\$	100,842
Divisional Leadership	City Engineer/Transportation Manager	\$	76,811	\$	105,885
Divisional Leadership	Fire Battalion Chief	\$	76,811	\$	105,885
Divisional Leadership	Fire Division Chief	\$	76,811	\$	105,885
Divisional Leadership	Police Lieutenant	\$	76,811	\$	105,885
Senior Management	City Clerk	\$	84,684	\$	116,738
Senior Management	Director of Community Services	\$	84,684	\$	116,738
Senior Management	Director of Economic Development	\$	84,684	\$	116,738
Senior Management	Police Commander	\$	84,684	\$	116,738
Senior Management	Chief of Police	\$	93,364	\$	128,703
Senior Management	Director of Development Services	\$	93,364	\$	128,703
Senior Management	Director of Finance & Administrative Services	\$	93,364	\$	128,703
Senior Management	Director of Human Resources	\$	93,364	\$	128,703
Senior Management	Fire Chief	\$	93,364	\$	128,703
Senior Management	Assistant City Manager	\$	100,387	\$	138,435
Senior Management	City Manager	\$	131,373	\$	181,099



2012 Salary Plan

Min		Max	
Entry Level Support			
\$	25,007	\$	34,473
Custodian			
\$	28,949	\$	39,907
Customer Service Representative			
Library Assistant			
Maintenance Worker			
Parks Maintenance Worker			
Recreation Services Leader			
\$	35,188	\$	48,507
Administrative Assistant			
Court Clerk			
Equipment Operator			
Payroll/Accounts Payable Clerk			
Permit Technician			
Records Clerk			
Municipal Specific			
\$	42,771	\$	58,961
Animal Control Officer			
Buyer			
Code Compliance Officer			
Recreation Coordinator			
Senior Library Coordinator			
Youth Coordinator			
\$	47,155	\$	65,004
Building Inspector			
Deputy City Clerk			
Economic Development Coordinator			
Facilities Maintenance Coordinator			
Fire Marshal/Inspector			
Maintenance Foreman			
Public Works Construction Inspector			
Records Coordinator			
Transit Coordinator			
\$	49,513	\$	68,254
Fire Mechanic			
Management Analyst			
Master Mechanic			
Plans Examiner			
Senior Building Inspector			
Technical Specialty			
\$	54,588	\$	75,250
Fleet Manager			
Development/CIP Project Manager			
Police Property/Evidence Manager			
Public Information Officer			
Planner			
Grants Manager			
Media Production Specialist			
\$	57,317	\$	79,013
Economic Development Specialist			
Systems Analyst/Data Base Administrator			
Network Administrator			
Plan Review Supervisor			
Senior Engineer/Plans Examiner			
Training/EMS Coordinator			

Min		Max	
Divisional Leadership			
\$	63,049	\$	86,914
Accounting Manager			
Assistant to the City Manager			
Library Manager			
Purchasing Manager			
\$	73,153	\$	100,842
Chief Building Official			
Information Technology Manager			
Network Engineer			
Planning Manager			
Public Works Superintendent			
\$	76,811	\$	105,885
City Engineer/Transportation Manager			
Fire Battalion Chief			
Fire Division Chief			
Police Lieutenant			
Senior Management			
\$	84,684	\$	116,738
City Clerk			
Director of Community Services			
Director of Economic Development			
Police Commander			
\$	93,364	\$	128,703
Chief of Police			
Director of Development Services			
Director of Finance & Administrative Services			
Director of Human Resources			
Fire Chief			
\$	100,387	\$	138,435
Assistant City Manager			
\$	131,373	\$	181,099
City Manager			