



# SALARY SCHEDULE

## Exhibit A

Effective: January 1, 2010

### Section 1 - Executive Management

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Ending	Hourly
City Manager	100	\$ 13,784	\$ 79.52	\$ 13,784	\$ 79.52
Assistant City Manager/Admin. Services	105	\$ 8,533	\$ 49.23	\$ 11,519	\$ 66.46
Building & Public Works Director	123	\$ 7,520	\$ 43.38	\$ 10,152	\$ 58.57
Public Works Director/City Engineer	120	\$ 7,520	\$ 43.38	\$ 10,152	\$ 58.57
Community Development Director	130	\$ 6,705	\$ 38.68	\$ 9,052	\$ 52.22
Economic Development Director	125	\$ 6,705	\$ 38.68	\$ 9,052	\$ 52.22
Chief Building Official	135	\$ 6,705	\$ 38.68	\$ 9,052	\$ 52.22
Recreation & Community Services Director	140	\$ 6,705	\$ 38.68	\$ 9,052	\$ 52.22
Fire Chief	115	\$ 6,705	\$ 38.68	\$ 9,052	\$ 52.22

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Effective: January 1, 2010

### Section 2 - Police Management

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Ending	Hourly
Police Chief	110	\$ 7,520	\$ 43.38	\$ 10,152	\$ 58.57
Police Commander	255	\$ 6,410	\$ 36.98	\$ 8,653	\$ 49.92

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## Exhibit A

Effective: November 1, 2011

### Section 3 - Professional/Technical

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Ending	Hourly
Assistant City Engineer	210	\$ 6,433	\$ 37.11	\$ 8,685	\$ 50.11
Financial Services Manager	225	\$ 5,587	\$ 32.23	\$ 7,542	\$ 43.51
Police Support Services Manager	270	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
<b>Assistant/Associate Engineer- Associate</b>	221	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
<b>Fire Division Chief</b>	237	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
<b>Public Works Superintendent</b>	265	\$ 5,361	\$ 30.93	\$ 7,238	\$ 41.76
<b>Project Manager</b>	260	\$ 4,879	\$ 28.15	\$ 6,587	\$ 38.00
Senior Accountant	205	\$ 4,879	\$ 28.15	\$ 6,587	\$ 38.00
Senior Building Inspector	215	\$ 4,879	\$ 28.15	\$ 6,587	\$ 38.00
Assistant/Associate Engineer-Assistant	220	\$ 4,874	\$ 28.12	\$ 6,580	\$ 37.96
<b>Assistant/Associate Planner-Associate</b>	251	\$ 4,647	\$ 26.81	\$ 6,274	\$ 36.20
<b>Management Analyst I/II-II</b>	236	\$ 4,426	\$ 25.53	\$ 5,975	\$ 34.47
<b>Housing Manager</b>	230	\$ 4,467	\$ 25.77	\$ 6,031	\$ 34.79
Info. Technology Systems Administrator	275	\$ 4,467	\$ 25.77	\$ 6,031	\$ 34.79
Marketing Manager	245	\$ 4,243	\$ 24.48	\$ 5,727	\$ 33.04
<b>Accountant</b>	200	\$ 4,225	\$ 24.38	\$ 5,703	\$ 32.90
Assistant/Associate Planner-Assistant	250	\$ 4,225	\$ 24.38	\$ 5,703	\$ 32.90
Management Analyst I/II-I	235	\$ 4,024	\$ 23.21	\$ 5,431	\$ 31.34
Marina Supervisor	240	\$ 4,225	\$ 24.38	\$ 5,703	\$ 32.90
Administrative Fire Captain	238	\$ 4,132	\$ 19.26	\$ 5,023	\$ 23.42

**Bold** denotes benchmark class

# SALARY SCHEDULE

Exhibit A

Effective: July 1, 2010

## Section 4 - Police Non-Management

Job Class w/ Incentive &/or Assignment P. Range	A Step		B Step		C Step		D Step		E Step		F Step		G Step	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
<b>Police Officer</b>														
Police Officer w/ POST Int. Certificate	\$ 4,667	\$ 26.93	\$ 4,900	\$ 28.27	\$ 5,145	\$ 29.68	\$ 5,403	\$ 31.17	\$ 5,673	\$ 32.73	\$ 5,956	\$ 34.36	N/A	N/A
Police Officer w/ POST Int. & Adv Certs	\$ 5,145	\$ 29.68	\$ 5,403	\$ 31.17	\$ 5,673	\$ 32.73	\$ 5,956	\$ 34.36	\$ 6,254	\$ 36.08	\$ 6,536	\$ 37.82	N/A	N/A
Senior Police Officer	N/A	N/A	N/A	N/A	\$ 5,145	\$ 29.68	\$ 5,403	\$ 31.17	\$ 5,673	\$ 32.73	\$ 5,956	\$ 34.36	N/A	N/A
Senior Police Officer w/ POST Int. Cert.	N/A	N/A	N/A	N/A	\$ 5,403	\$ 31.17	\$ 5,673	\$ 32.73	\$ 5,956	\$ 34.36	\$ 6,254	\$ 36.08	\$ 6,536	\$ 37.82
Senior Police Officer w/ POST Int. & Adv	N/A	N/A	N/A	N/A	\$ 5,673	\$ 32.73	\$ 5,956	\$ 34.36	\$ 6,254	\$ 36.08	\$ 6,536	\$ 37.82	\$ 6,818	\$ 40.54
Master Police Officer	N/A	N/A	N/A	N/A	\$ 5,145	\$ 29.68	\$ 5,402	\$ 31.17	\$ 5,672	\$ 32.73	\$ 5,956	\$ 34.36	\$ 6,254	\$ 36.08
Master Police Officer w/ POST Int. Cert.	N/A	N/A	N/A	N/A	\$ 5,402	\$ 31.17	\$ 5,672	\$ 32.73	\$ 5,956	\$ 34.36	\$ 6,254	\$ 36.08	\$ 6,536	\$ 37.82
Master Police Officer w/ POST Int. & Adv	N/A	N/A	N/A	N/A	\$ 5,672	\$ 32.73	\$ 5,956	\$ 34.36	\$ 6,254	\$ 36.08	\$ 6,536	\$ 37.82	\$ 6,818	\$ 40.54
<b>Police Sergeant</b>														
Police Sergeant w/ POST Int. Certificate	\$ 5,812	\$ 33.53	\$ 6,103	\$ 35.21	\$ 6,408	\$ 36.97	\$ 6,728	\$ 38.82	\$ 7,065	\$ 40.76	\$ 7,418	\$ 42.79	\$ 7,789	\$ 44.93
Police Sergeant w/ POST Int. & Adv.	\$ 6,103	\$ 35.21	\$ 6,408	\$ 36.97	\$ 6,728	\$ 38.82	\$ 7,065	\$ 40.76	\$ 7,418	\$ 42.79	\$ 7,789	\$ 44.93	\$ 8,178	\$ 47.18
Master Police Sergeant	N/A	N/A	N/A	N/A	\$ 7,065	\$ 40.76	\$ 7,418	\$ 42.79	\$ 7,789	\$ 44.93	\$ 8,178	\$ 47.18	\$ 8,587	\$ 49.54

**Bold** denotes benchmark class

# SALARY SCHEDULE

## Exhibit A

Effective: January 1, 2010

### Section 5 - General City Service

Job Class	Range	A Step		B Step		C Step		D Step		E Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Computer Technician	545	\$4,611	\$26.60	\$4,842	\$27.93	\$5,084	\$29.33	\$5,338	\$30.80	\$5,605	\$32.33
Building Inspector I/II-II	521	\$4,386	\$25.30	\$4,605	\$26.57	\$4,836	\$27.90	\$5,077	\$29.29	\$5,331	\$30.76
Public Works Inspector	570	\$4,386	\$25.30	\$4,605	\$26.57	\$4,836	\$27.90	\$5,077	\$29.29	\$5,331	\$30.76
Public Works Supervisor	575	\$4,173	\$24.08	\$4,382	\$25.28	\$4,601	\$26.54	\$4,831	\$27.87	\$5,072	\$29.26
Fire Captain - Station Officer	550	\$4,132	\$19.26	\$4,339	\$20.23	\$4,556	\$21.24	\$4,783	\$22.30	\$5,022	\$23.41
Sec to City Mgr/Dep City Clerk	300	\$4,115	\$23.74	\$4,321	\$24.93	\$4,537	\$26.17	\$4,764	\$27.48	\$5,002	\$28.86
Youth Services Specialist	590	\$4,092	\$23.61	\$4,297	\$24.79	\$4,511	\$26.03	\$4,737	\$27.33	\$4,974	\$28.70
Senior Com. & Rec. Technician	530	\$4,002	\$23.09	\$4,202	\$24.24	\$4,412	\$25.46	\$4,633	\$26.73	\$4,864	\$28.06
Building Inspector I/II-I	520	\$3,988	\$23.01	\$4,187	\$24.16	\$4,397	\$25.37	\$4,617	\$26.63	\$4,847	\$27.97
Recreation Supervisor	585	\$3,746	\$21.61	\$3,933	\$22.69	\$4,130	\$23.83	\$4,336	\$25.02	\$4,553	\$26.27
Housing Specialist I/II-II	561	\$3,731	\$21.53	\$3,918	\$22.60	\$4,113	\$23.73	\$4,319	\$24.92	\$4,535	\$26.16
Com. & Rec. Technician I/II-II	526	\$3,638	\$20.99	\$3,820	\$22.04	\$4,011	\$23.14	\$4,211	\$24.30	\$4,422	\$25.51
Housing Specialist I/II-I	560	\$3,554	\$20.50	\$3,732	\$21.53	\$3,918	\$22.61	\$4,114	\$23.74	\$4,320	\$24.92
Administrative Assistant II	511	\$3,554	\$20.50	\$3,732	\$21.53	\$3,918	\$22.61	\$4,114	\$23.74	\$4,320	\$24.92
Recreation Coordinator	580	\$3,465	\$19.99	\$3,638	\$20.99	\$3,820	\$22.04	\$4,011	\$23.14	\$4,212	\$24.30
Senior Account Clerk	505	\$3,452	\$19.92	\$3,625	\$20.91	\$3,806	\$21.96	\$3,996	\$23.05	\$4,196	\$24.21
Senior Maintenance Worker	568	\$3,398	\$19.61	\$3,569	\$20.59	\$3,747	\$21.62	\$3,935	\$22.70	\$4,131	\$23.83
Fleet Mechanic	555	\$3,398	\$19.60	\$3,568	\$20.58	\$3,746	\$21.61	\$3,934	\$22.69	\$4,130	\$23.83
Com. & Rec. Technician I/II-I	525	\$3,398	\$19.60	\$3,568	\$20.58	\$3,746	\$21.61	\$3,934	\$22.69	\$4,130	\$23.83
Administrative Assistant I	510	\$3,320	\$19.15	\$3,486	\$20.11	\$3,660	\$21.12	\$3,843	\$22.17	\$4,035	\$23.28
Maintenance Worker I/II-II	566	\$3,237	\$18.68	\$3,399	\$19.61	\$3,569	\$20.59	\$3,747	\$21.62	\$3,935	\$22.70
Community Services Officer I/II-II	536	\$3,205	\$18.49	\$3,365	\$19.41	\$3,534	\$20.39	\$3,710	\$21.40	\$3,896	\$22.48
Maintenance Worker I/II-I	565	\$2,943	\$16.98	\$3,090	\$17.83	\$3,245	\$18.72	\$3,407	\$19.66	\$3,577	\$20.64
Bldg Maintenance Worker I/II-II	516	\$2,943	\$16.98	\$3,090	\$17.83	\$3,245	\$18.72	\$3,407	\$19.66	\$3,577	\$20.64
Community Services Officer I/II-I	535	\$2,912	\$16.80	\$3,058	\$17.64	\$3,210	\$18.52	\$3,371	\$19.45	\$3,540	\$20.42
Account Clerk I/II-II	501	\$2,812	\$16.22	\$2,953	\$17.03	\$3,100	\$17.89	\$3,255	\$18.78	\$3,418	\$19.72
Office Assistant	509	\$2,778	\$16.03	\$2,917	\$16.83	\$3,063	\$17.67	\$3,216	\$18.55	\$3,377	\$19.48
Bldg Maintenance Worker I/II-I	515	\$2,675	\$15.43	\$2,809	\$16.20	\$2,949	\$17.01	\$3,097	\$17.87	\$3,251	\$18.76
Account Clerk I/II-I	500	\$2,556	\$14.75	\$2,684	\$15.48	\$2,818	\$16.26	\$2,959	\$17.07	\$3,107	\$17.92

**Bold** denotes benchmark class

# SALARY SCHEDULE

## Exhibit A

Effective: July 1, 2010

### Section 6 - Temporary/Hourly

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	955	\$65.00				
Assistant Engineer - Temp	900	\$19.05	\$20.00	\$21.00	\$22.05	\$23.15
Police Officer - Temp	905	\$16.28	\$17.09	\$17.94	\$18.84	\$19.78
Firefighter - Temp	910	\$16.28	\$17.09	\$17.94	\$18.84	\$19.78
Maintenance Worker II - Temp	916	\$16.28	\$17.09	\$17.94	\$18.84	\$19.78
Communications & Records Tech I - Temp	920	\$15.75	\$16.54	\$17.36	\$18.23	\$19.14
Administrative Assistant I - Temp	925	\$15.44	\$16.21	\$17.02	\$17.87	\$18.76
Community Services Officer I/II-I - Temp	930	\$14.79	\$15.53	\$16.31	\$17.13	\$17.98
Maintenance Worker I - Temp	915	\$14.79	\$15.53	\$16.31	\$17.13	\$17.98
Recreation Specialist Supervisor	939	\$13.95	\$14.65	\$15.38	\$16.15	\$16.96
Building Maintenance Worker I/II-I - Temp	914	\$13.45	\$14.12	\$14.83	\$15.57	\$16.35
Office Assistant - Temp	926	\$12.68	\$13.32	\$13.98	\$14.68	\$15.42
Recreation Specialist III	937	\$12.68	\$13.32	\$13.98	\$14.68	\$15.42
Recreation Specialist II	936	\$11.53	\$12.11	\$12.71	\$13.35	\$14.01
Financial Services Intern	951	\$11.53	\$12.11	\$12.71	\$13.35	\$14.01
Planning/Public Works Intern	945	\$11.53	\$12.11	\$12.71	\$13.35	\$14.01
Computer Systems Intern	950	\$11.53	\$12.11	\$12.71	\$13.35	\$14.01
Recreation Specialist I	935	\$10.48	\$11.00	\$11.55	\$12.13	\$12.74
Recreation Leader/Building Attendent III	943	\$9.68	\$10.16	\$10.67	\$11.21	\$11.77
Recreation Leader/Building Attendent II	942	\$8.80	\$9.24	\$9.70	\$10.19	\$10.70
Recreation Leader/Building Attendent I	941	\$8.00	\$8.40	\$8.82	\$9.26	\$9.72
Recreation Leader Trainee	940	\$7.27	\$7.64	\$8.02	\$8.42	\$8.84