

Police Officer Pay Plan

2021

Police Department

Police Officer

Steps	1	2	3	4	5	6	7
Annual	\$59,000	\$62,000	\$66,030	\$70,322	\$74,893	\$79,761	\$89,500
Hourly	\$28.37	\$29.81	\$31.75	\$33.81	\$36.01	\$38.35	\$43.03
% spread between steps		5.1%	6.5%	6.5%	6.5%	6.5%	12.2%

Sergeant

Range Minimum

Range Maximum

\$93,975

\$120,200

Commander

Range Minimum

Range Maximum

\$96,100

\$148,900

Division Chief

Range Minimum

Range Maximum

\$111,000

\$172,090

Non-Exempt Summary Report

2021

Job Titles Listed by Salary Grade

Salary Grade	Job Title	Range Minimum	Range Maximum
Salary Grade 10		\$28,100	\$37,900
Parks & Recreation	Custodian	\$13.51	\$18.22
Salary Grade 20		\$31,300	\$43,700
Parks & Recreation	Maintenance Worker I-P&R	\$15.05	\$21.01
Public Works	Maintenance Worker I-PW		
Parks & Recreation	Operations Support Technician I-P&R		
Salary Grade 30		\$35,800	\$50,200
Administrative Services	Accounting Technician	\$17.21	\$24.13
Parks & Recreation	Forestry Assistant		
Parks & Recreation	Horticulture Assistant		
Parks & Recreation	Maintenance Worker II-Parks		
Parks & Recreation	Operations Support Technician II-P&R		
Administrative Services	Payroll Technician		
Parks & Recreation	Recreation Leader		
Salary Grade 40		\$37,650	\$52,750
Administrative Services	Administrative Specialist	\$18.10	\$25.36
Salary Grade 50		\$39,500	\$55,300
Parks & Recreation	Facility Assistant	\$18.99	\$26.59
Parks & Recreation	Forestry Technician		
Parks & Recreation	Horticulture Technician		
Administrative Services	IT Support Technician		
Municipal Court	Judicial Assistant I		
Public Works	Maintenance Worker II - PW		
Parks & Recreation	Operations Support Tech III-P&R		
Police Department	Investigative Technician		
Parks & Recreation	Pool Manager		
Police Department	Records Management Specialist		
Administrative Services	Sales Tax Technician		
Salary Grade 60		\$43,300	\$62,700
Mayor's Office	Admin. Assistant-Mayor/Council	\$20.82	\$30.14
Community Development	Administrative Assistant-CD		
Police Department	Administrative Assistant-Police		
Public Works	Administrative Assistant-PW		
Municipal Court	Collections Investigator		
Police Department	Community Service Officer		
Public Works	Engineering Technician I		
Public Works	Equipment Operator I		
Police Department	Evidence Technician I		

Non-Exempt Summary Report

Job Titles Listed by Salary Grade

Salary Grade	Job Title	Range Minimum	Range Maximum
Salary Grade 60 - con't		\$43,300	\$62,700
Parks & Recreation	Facility Coordinator	\$20.82	\$30.14
Administrative Services	Human Resources Technician		
Municipal Court	Judicial Assistant II		
Police Department	Lead Records Management Specialist		
Public Works	Mechanic		
Parks & Recreation	Recreation Coordinator		
Public Works	Traffic Operations Technician I		
Salary Grade 70		\$49,000	\$71,000
Police Department	Community Service Officer - Lead	\$23.56	\$34.13
Municipal Court	Court Marshal		
City Clerk's Office	Deputy City Clerk		
Public Works	Engineering Technician II		
Public Works	Equipment Operator II		
Police Department	Evidence Technician II		
Parks & Recreation	Facilities Maintenance Supervisor		
Parks & Recreation	Maintenance Crew Leader-Parks		
Public Works	Mechanic - Lead		
Municipal Court	Probation Officer		
Public Works	Traffic Operations Technician II		
Salary Grade 80		\$53,600	\$80,400
Public Works	Engineering Technician III	\$25.77	\$38.65
Public Works	Traffic Operations Technician III		
Salary Grade 90		\$56,800	\$85,200
Police Department	Community Service Team Supervisor	\$27.31	\$40.96
Police Department	Records Supervisor		
Administrative Services	Senior IT Support Technician		

Exempt Summary Report

Job Titles Listed by Salary Grade

Salary Grade	Job Title	Range Minimum	Range Maximum
Salary Grade 200		\$47,500	\$71,200
Administrative Services	Digital Communications Specialist	\$22.84	\$34.23
Police Department	Homeless Navigator		
Administrative Services	Human Resources Business Partner		
Community Development	Landscape Inspection Program Manager		
Parks and Recreation	Marketing Specialist		
Community Development	Planner I		
Administrative Services	Staff Accountant		
Salary Grade 210		\$53,300	\$79,900
Administrative Services	Buyer II	\$25.63	\$38.41
City Manager's Office	Homeless Navigator		
Parks & Recreation	Parks & Rec Analyst		
Community Development	Planner II		
Administrative Services	Revenue Auditor		
Public Works	Stormwater Coordinator		
City Manager's Office	Sustainability Coordinator		
Salary Grade 220		\$59,400	\$89,000
Administrative Services	Accountant	\$28.56	\$42.79
Public Works	Civil Engineer I		
Police Department	Crime Analyst		
Court	Deputy Court Administrator		
Parks & Recreation	Forestry and Open Space Supervisor		
Administrative Services	GIS Analyst		
Administrative Services	Sr. Human Resources Business Partner		
Parks & Recreation	Operations Supervisor-Parks		
Administrative Services	Payroll Supervisor		
Parks & Recreation	Project Coordinator		
Parks & Recreation	Recreation Supervisor		
Police Department	Training & Accreditation Manager		
Administrative Services	Executive Assistant		
Salary Grade 230		\$68,800	\$103,200
City Manager's Office	Assistant to the City Manager	\$33.08	\$49.62
Municipal Court	Court Administrator		
Community Development	Neighborhood Engagement Specialist		
Public Works	Operations Supervisor		
Administrative Services	Purchasing & Contract Agent		
Salary Grade 240		\$76,100	\$114,100
Public Works	Civil Engineer II	\$36.59	\$54.86
City Manager's Office	Economic Development /Urban Renewal Mgr		
Administrative Services	Network Administrator		
Community Development	Senior Planner		
Community Development	Senior Neighborhood Planner		

Exempt Summary Report

Job Titles Listed by Salary Grade

Salary Grade	Job Title	Range Minimum	Range Maximum
Salary Grade 250		\$82,300	\$123,500
Administrative Services		\$39.57	\$59.38
Public Works	Operations Manager		
Parks & Recreation	Parks, Open Space, Forestry Manager		
Administrative Services	PIO/Communications Manager		
Parks & Recreation	Recreation and Facilities Manager		
Salary Grade 260		\$93,100	\$144,300
Public Works	Engineering Manager	\$44.76	\$69.38
Administrative Services	Finance Manager		
Administrative Services	Human Resources Manager		
Administrative Services	IT Manager		
Community Development	Planning Manager		
Salary Grade 270		\$102,000	\$158,000
	No Positions	\$49.04	\$75.96
Salary Grade 280		\$113,600	\$176,200
Administrative Services	Director-Administrative Services	\$54.62	\$84.71
Community Development	Director-Community Development		
Parks & Recreation	Director of Parks & Recreation		
Public Works	Director of Public Works		
Salary Grade 290		\$128,500	\$199,100
Police Department	Chief of Police	\$61.78	\$95.72
Salary Grade 300		\$156,500	\$250,500
City Manager's Office	City Manager	\$75.24	\$120.43

Part-Time Summary Report

Job Titles Listed by Salary Grade

Salary Grade		Job Title	Range Minimum	Range Maximum
Salary Grade PT1			\$12.33	\$14.95
Parks & Recreation	Childcare Attendant Climbing Wall Attendant Concession Worker Gym Attendant Museum Guide Recreation Aide Scorekeeper Weight Room Attendant			
Salary Grade PT2			\$12.33	\$15.91
Parks & Recreation	Coach Guest Services Attendant Head Childcare Attendant Head Climbing Wall Attendant Head Weight Room Attendant Lifeguard Maintenance Worker - Seasonal			
Salary Grade PT3			\$12.33	\$16.68
Parks & Recreation	Head Coach Head Lifeguard Lead Maintenance Worker - Seasonal Preschool Group Leader - Licensed Water Safety Instructor			
Salary Grade PT4			\$12.36	\$17.93
Parks & Recreation	Custodian			
Salary Grade PT5			\$13.56	\$19.62
Parks & Recreation	Concession Manager Driver Facility Assitant I Recreation Leader Sports Official			

Part-Time Summary Report

Job Titles Listed by Salary Grade

Salary Grade		Job Title	Range Minimum	Range Maximum
Salary Grade PT6			\$14.90	\$21.63
Parks & Recreation		Summer Camp Specialist		
Parks & Recreation		Preschool Specialist - Licensed		
Salary Grade PT7			\$16.15	\$24.23
Parks & Recreation		Instructor - Aqua Aerobics		
		Instructor- Dance		
		Instructor - Fitness		
		Instructor - Martial Arts		
		Instructor- Recreation		
Police Department		Community Service Ranger		
Salary Grade PT8			\$18.46	\$27.69
Parks & Recreation		Environmental Interpreter		
		Facility Assistant II		
		GIS Technician - Parks		
		Instructor - Nutritionist		
		Personal Trainer		
		Pool Manager		
		Private WSI		
		Staff Assistant		
Salary Grade PT9			\$20.96	\$31.44
Parks & Recreation		Graphic Designer		
		Instructor - Aqua Specialty Fitness		
		Instructor - Special Fitness		
		Wellness Therapist		
Salary Grade PT10			\$24.00	\$40.00
Parks & Recreation		Pilates Reformer Instructor		