

**UNCLASSIFIED MONTHLY SALARIES\*\***  
**Effective 12/21/2014**

|                                   |                                |               | Minimum   | Maximum    |
|-----------------------------------|--------------------------------|---------------|-----------|------------|
| Job Code                          | Description                    | Control Point | 85% of CP | 110% of CP |
| MISCELLANEOUS MANAGEMENT (UNIT 9) |                                |               |           |            |
| 109                               | ACCOUNTING DIVISION MANAGER    | \$ 12,883     | \$ 10,950 | \$ 14,171  |
| 015                               | ASST CITY ATTORNEY             | \$ 15,961     | \$ 13,567 | \$ 17,557  |
| 010                               | ASST CITY CLERK                | \$ 9,705      | \$ 8,250  | \$ 10,676  |
| 012                               | ASST CITY LIBRARIAN            | \$ 13,907     | \$ 11,821 | \$ 15,298  |
| 016                               | ASST CITY MANAGER              | \$ 19,071     | \$ 16,210 | \$ 20,978  |
| 021E                              | ASST DIR ELEC-ENERGY DISTRIB   | \$ 16,923     | \$ 14,385 | \$ 18,615  |
| 021M                              | ASST DIR ELEC-PLAN & STRATEGIC | \$ 16,923     | \$ 14,385 | \$ 18,615  |
| 022                               | ASST DIR OF FINANCE            | \$ 14,994     | \$ 12,745 | \$ 16,494  |
| 018                               | ASST DIR OF HUMAN RESOURCES    | \$ 13,398     | \$ 11,388 | \$ 14,738  |
| 071                               | ASST DIR OF PUB WORKS/CITY ENG | \$ 16,537     | \$ 14,057 | \$ 18,191  |
| 014                               | ASST DIR OF WATER & SEWER UTIL | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 029                               | ASST WATER & SEWER SUPERINTEND | \$ 10,864     | \$ 9,235  | \$ 11,951  |
| 041                               | BUILDING MAINTENANCE MANAGER   | \$ 11,410     | \$ 9,699  | \$ 12,551  |
| 042                               | BUILDING OFFICIAL              | \$ 15,107     | \$ 12,841 | \$ 16,618  |
| 045                               | CEMETERY OPS SUPERINTENDENT    | \$ 9,123      | \$ 7,755  | \$ 10,035  |
| 060                               | CITY ATTORNEY                  | \$ 19,342     |           |            |
| 063                               | CITY CLERK/CITY AUDITOR        | \$ 15,411     |           |            |
| 066                               | CITY LIBRARIAN                 | \$ 17,382     | \$ 14,775 | \$ 19,121  |
| 069                               | CITY MANAGER                   | \$ 24,501     |           |            |
| 072                               | CITY PLANNER                   | \$ 13,640     | \$ 11,594 | \$ 15,004  |
| 068                               | COMMUNICATIONS OPERATIONS MGR  | \$ 11,736     | \$ 9,976  | \$ 12,909  |
| 078                               | COMMUNICATIONS TECH SVCS MGR   | \$ 11,736     | \$ 9,976  | \$ 12,909  |
| 081                               | COMPLIANCE MANAGER             | \$ 10,521     | \$ 8,943  | \$ 11,573  |
| 170                               | DEPUTY CITY ATTORNEY I         | \$ 9,974      | \$ 8,478  | \$ 10,972  |
| 172                               | DEPUTY CITY ATTORNEY II        | \$ 11,637     | \$ 9,892  | \$ 12,801  |
| 079                               | DEPUTY CITY MANAGER            | \$ 16,123     | \$ 13,704 | \$ 17,735  |
| 175                               | DEPUTY PARKS & REC DIRECTOR    | \$ 13,030     | \$ 11,076 | \$ 14,333  |
| 176                               | DEPUTY PUBLIC WORKS DIRECTOR   | \$ 13,053     | \$ 11,095 | \$ 14,358  |
| 144                               | DEVELOPMENT REVIEW OFFICER     | \$ 12,628     | \$ 10,734 | \$ 13,891  |
| 087                               | DIR OF FINANCE/ASST CITY MGR   | \$ 19,071     | \$ 16,210 | \$ 20,978  |
| 108                               | DIRECTOR OF ELECTRIC UTILITY   | \$ 20,689     | \$ 17,585 | \$ 22,758  |
| 088                               | DIRECTOR OF HUMAN RESOURCES    | \$ 17,580     | \$ 14,943 | \$ 19,338  |
| 089                               | DIRECTOR OF INF TECHNOLOGY/CIO | \$ 18,142     | \$ 15,421 | \$ 19,956  |
| 090                               | DIRECTOR OF PLANNING & INSP    | \$ 19,109     | \$ 16,243 | \$ 21,020  |
| 091                               | DIRECTOR OF PUBLIC WORKS       | \$ 20,212     | \$ 17,180 | \$ 22,233  |
| 102                               | DIRECTOR OF WTR & SEWER UTILS  | \$ 18,320     | \$ 15,572 | \$ 20,152  |
| 111                               | ECON DEVEL OFFI/ASST CITY MGR  | \$ 19,071     | \$ 16,210 | \$ 20,978  |
| 104Q                              | ELEC DIV MGR - ENGINEERING     | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 104R                              | ELEC DIV MGR - GENERATION      | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 104P                              | ELEC DIV MGR - OPERATIONS      | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 104M                              | ELEC DIV MGR - SUBSTATIONS     | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 104S                              | ELEC DIV MGR - TRANSM, DISTRIB | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 107D                              | ELECTRIC DIV MGR-CUSTOMER SVCS | \$ 14,324     | \$ 12,176 | \$ 15,757  |
| 107F                              | ELECTRIC DIV MGR-MKT A & P     | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 107G                              | ELECTRIC DIV MGR-RISK ANALYSIS | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 104                               | ELECTRIC DIVISION MANAGER      | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 424                               | ELECTRIC PROGRAM MANAGER       | \$ 12,368     | \$ 10,513 | \$ 13,605  |
| 106                               | EMERGENCY SERVICES COORDINATOR | \$ 10,183     | \$ 8,656  | \$ 11,201  |
| 185                               | EXEC ASST TO CITY ATTORNEY     | \$ 8,848      | \$ 7,521  | \$ 9,733   |
| 186                               | EXEC ASST TO CITY MANAGER      | \$ 8,848      | \$ 7,521  | \$ 9,733   |
| 187                               | EXEC ASST TO MAYOR & CC        | \$ 8,848      | \$ 7,521  | \$ 9,733   |
| 114                               | FIELD FOREPERSON               | \$ 12,742     | \$ 10,831 | \$ 14,016  |
| 034                               | FLEET MANAGER                  | \$ 10,871     | \$ 9,241  | \$ 11,959  |
| 075                               | HOUSING & COMM SVC DIV MGR     | \$ 13,064     | \$ 11,104 | \$ 14,370  |
| 749                               | HOUSING DEVELOPMENT OFFICER    | \$ 10,259     | \$ 8,720  | \$ 11,285  |

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|----------|--------------------------------|---------------|-----------|------------|
|          |                                |               | 85% of CP | 110% of CP |
| 139      | HUMAN RESOURCES DIV MGR        | \$ 9,931      | \$ 8,442  | \$ 10,925  |
| 112      | INFORMATION TECHNOLOGY SVC MGR | \$ 12,092     | \$ 10,278 | \$ 13,302  |
| 134      | INSPECTION MANAGER             | \$ 12,941     | \$ 10,999 | \$ 14,235  |
| 159      | LANDSCAPE SUPERINT/CITY ARBOR  | \$ 11,867     | \$ 10,087 | \$ 13,054  |
| 127D     | LIBRARY DIV MGR - ADULT SVCS   | \$ 10,864     | \$ 9,235  | \$ 11,951  |
| 127F     | LIBRARY DIV MGR - COLLECT SVCS | \$ 10,864     | \$ 9,235  | \$ 11,951  |
| 127E     | LIBRARY DIV MGR - Y & E SVCS   | \$ 10,864     | \$ 9,235  | \$ 11,951  |
| 127G     | LIBRARY DIV MGR -SUPPORT SVCS  | \$ 10,864     | \$ 9,235  | \$ 11,951  |
| 008      | MANAGEMENT ANALYST             | \$ 8,984      | \$ 7,637  | \$ 9,883   |
| 110      | MUNICIPAL SERVICES DIV MGR     | \$ 12,883     | \$ 10,950 | \$ 14,171  |
| 131      | PARK MAINT & OPERATIONS SUPERV | \$ 10,737     | \$ 9,126  | \$ 11,811  |
| 135      | PARK SUPERINTENDENT            | \$ 14,078     | \$ 11,966 | \$ 15,486  |
| 132      | PARKS & RECREATION DIRECTOR    | \$ 17,713     | \$ 15,056 | \$ 19,485  |
| 130      | PARKS CONST, MTC & REPAIR SUPV | \$ 10,737     | \$ 9,126  | \$ 11,811  |
| 039      | PERMIT CENTER MANAGER          | \$ 14,380     | \$ 12,223 | \$ 15,818  |
| 647      | POLICE RECORDS MANAGER         | \$ 9,254      | \$ 7,866  | \$ 10,180  |
| 674      | POWER SYSTEM SCHEDULER/TRADER  | \$ 11,613     | \$ 9,871  | \$ 12,774  |
| 673      | POWER TRADER                   | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 148      | PRINCIPAL ACCOUNTANT           | \$ 11,596     | \$ 9,858  | \$ 12,756  |
| 142      | PRINCIPAL ENGINEER             | \$ 14,380     | \$ 12,223 | \$ 15,818  |
| 142W     | PRINCIPAL ENGINEER - WATER     | \$ 14,380     | \$ 12,223 | \$ 15,818  |
| 149      | PRINCIPAL FINANCIAL ANALYST    | \$ 11,596     | \$ 9,857  | \$ 12,756  |
| 143      | PRINCIPAL PLANNER              | \$ 11,596     | \$ 9,857  | \$ 12,756  |
| 146      | PRINCIPAL UTIL INFO SYSTEM MGR | \$ 14,843     | \$ 12,616 | \$ 16,327  |
| 077      | PUBLIC COMMUNICATIONS MANAGER  | \$ 9,254      | \$ 7,866  | \$ 10,180  |
| 147      | PURCHASING DIVISION MANAGER    | \$ 12,404     | \$ 10,543 | \$ 13,644  |
| 150      | RECREATION MANAGER             | \$ 11,708     | \$ 9,952  | \$ 12,879  |
| 168      | REDEVELOPMENT PROJECT MANAGER  | \$ 13,640     | \$ 11,594 | \$ 15,004  |
| 697      | RISK CONTROL ANALYST           | \$ 12,126     | \$ 10,307 | \$ 13,339  |
| 161      | SR DEPUTY CITY ATTORNEY        | \$ 12,370     | \$ 10,515 | \$ 13,607  |
| 173      | SR ELEC DIV MGR                | \$ 15,953     | \$ 13,560 | \$ 17,548  |
| 174A     | SR ELEC DIV MGR-MKT A&P        | \$ 15,953     | \$ 13,560 | \$ 17,548  |
| 154      | SR POWER ANALYST               | \$ 11,596     | \$ 9,857  | \$ 12,756  |
| 772      | SR POWER SYSTEM SCHEDLR/TRADER | \$ 12,481     | \$ 10,609 | \$ 13,729  |
| 155      | SR PROJECT ENGINEER            | \$ 12,223     | \$ 10,389 | \$ 13,445  |
| 171      | TRAFFIC ENGINEER               | \$ 14,511     | \$ 12,334 | \$ 15,962  |
| 898      | UTILITY BUSINESS SYSTEMS MGR   | \$ 11,578     | \$ 9,841  | \$ 12,736  |
| 180      | WATER & SEWER SUPERINTENDENT   | \$ 12,014     | \$ 10,212 | \$ 13,215  |
| 073      | WEB & DIGITAL MEDIA MANAGER    | \$ 10,357     | \$ 8,804  | \$ 11,393  |

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|                             |                          |               | Minimum   | Maximum    |
|-----------------------------|--------------------------|---------------|-----------|------------|
| Job Code                    | Description              | Control Point | 85% of CP | 110% of CP |
| POLICE MANAGEMENT (UNIT 9A) |                          |               |           |            |
| 027                         | ASST POLICE CHIEF        | \$ 22,048     | \$ 18,742 | \$ 24,254  |
| 138                         | POLICE CAPTAIN           | \$ 20,998     | \$ 17,849 | \$ 23,098  |
| 141                         | POLICE CHIEF             | \$ 21,702     |           |            |
| FIRE MANAGEMENT (UNIT 9B)   |                          |               |           |            |
| 036S                        | BATTALION CHIEF 24 HRS   | \$ 16,056     | \$ 13,648 | \$ 17,661  |
| 026                         | ASSISTANT FIRE MARSHAL   | \$ 15,649     | \$ 13,302 | \$ 17,214  |
| 036                         | BATTALION CHIEF          | \$ 16,859     | \$ 14,330 | \$ 18,544  |
| 080                         | DEPUTY FIRE CHIEF        | \$ 18,549     | \$ 15,767 | \$ 20,405  |
| 117                         | FIRE CHIEF               | \$ 22,189     | \$ 18,861 | \$ 24,408  |
| 120                         | FIRE MARSHAL             | \$ 16,859     | \$ 14,330 | \$ 18,544  |
| 125                         | HAZARDOUS MAT SPECIALIST | \$ 15,061     | \$ 12,802 | \$ 16,567  |

*\*\*New Hire Salary Placement: The Control Point Salary provides a range for establishing the initial salary for Unclassified managers when hired; initial salary is generally set at the lower range level (85% of the control point salary). The City Manager shall have the authority to establish the salary of a new appointment from the Management Group, at any point on the salary range at or below the Control Point, based on qualifications. Appointment above the Control Point is subject to approval by the City Council. The salaries for City Manager, Chief of Police, City Attorney, and City Clerk/City Auditor are set by the City Council.*