



GENERAL PAY PLAN - 2020

Effective 01/07/2019
Last Updated 02/07/2020

| POSITION | JOB CLASS CODE | FLSA | PAY GRADE | PERIOD | MINIMUM | MIDPOINT | MAXIMUM | 3% Top with Merit Lump Sum |
|--|----------------|------|-----------|-----------|--------------|--------------|--------------|----------------------------|
| Intern - High School | 1502 | N | 100 | Annual | \$ 18,448.82 | \$ 22,599.72 | \$ 26,750.88 | \$ 27,553.41 |
| | | | | Monthly | \$ 1,537.40 | \$ 1,883.31 | \$ 2,229.24 | |
| | | | | Bi-Weekly | \$ 709.57 | \$ 869.22 | \$ 1,028.88 | |
| | | | | Hourly | \$ 8.8696 | \$ 10.8653 | \$ 12.8610 | |
| Assistant Swim Instructor I -PT | 1533 | N | 106 | Annual | \$ 21,332.48 | \$ 26,132.34 | \$ 30,932.20 | \$ 31,860.17 |
| | | | | Monthly | \$ 1,777.71 | \$ 2,177.70 | \$ 2,577.68 | |
| | | | | Bi-Weekly | \$ 820.48 | \$ 1,005.09 | \$ 1,189.70 | |
| Assistant Swim Instructor I - Seasonal | 1702 | N | | Hourly | \$ 10.2560 | \$ 12.5636 | \$ 14.8713 | |
| | | | | Annual | \$ 23,501.14 | \$ 28,788.76 | \$ 34,076.64 | \$ 35,098.94 |
| | | | | Monthly | \$ 1,958.43 | \$ 2,399.06 | \$ 2,839.72 | |
| Lifeguard PT | 1355 | N | | Bi-Weekly | \$ 903.89 | \$ 1,107.26 | \$ 1,310.64 | |
| Lifeguard - Seasonal | 1705 | N | | Hourly | \$ 11.2986 | \$ 13.8408 | \$ 16.3830 | |
| Recreation Aide - FT | 1360 | N | | | | | | |
| Recreation Aide - PT | 1361 | N | | | | | | |
| Recreation Aide - Seasonal | 1706 | N | | | | | | |
| Custodian | 1079 | N | 112 | Annual | \$ 24,666.72 | \$ 30,216.68 | \$ 35,766.90 | \$ 36,839.91 |
| | | | | Monthly | \$ 2,055.56 | \$ 2,518.06 | \$ 2,980.58 | |
| | | | | Bi-Weekly | \$ 948.72 | \$ 1,162.18 | \$ 1,375.65 | |
| | | | | Hourly | \$ 11.8590 | \$ 14.5273 | \$ 17.1956 | |
| Intern Bachelors | 1501 | N | 114 | Annual | \$ 25,890.28 | \$ 31,715.58 | \$ 37,540.88 | \$ 38,667.11 |
| | | | | Monthly | \$ 2,157.52 | \$ 2,642.97 | \$ 3,128.41 | |
| | | | | Bi-Weekly | \$ 995.78 | \$ 1,219.83 | \$ 1,443.88 | |
| | | | | Hourly | \$ 12.4473 | \$ 15.2479 | \$ 18.0485 | |
| Driver - Bus/Van PT | 1371 | N | 116 | Annual | \$ 27,174.42 | \$ 33,288.84 | \$ 39,403.00 | \$ 40,585.09 |
| Head Lifeguard PT | 1381 | N | | Monthly | \$ 2,264.54 | \$ 2,774.07 | \$ 3,283.58 | |
| Head Lifeguard - Seasonal | 1704 | N | | Bi-Weekly | \$ 1,045.17 | \$ 1,280.34 | \$ 1,515.50 | |
| Recreation Leader - Facility | 1373 | N | | Hourly | \$ 13.0646 | \$ 16.0043 | \$ 18.9438 | |
| Recreation Leader PT - Facility | 1372 | N | | | | | | |
| Recreation Leader - Programs | 1377 | N | | | | | | |
| Recreation Leader PT - Programs | 1376 | N | | | | | | |
| Senior Custodian | 1664 | N | | | | | | |
| Water Safety Instructor | 1077 | N | | | | | | |
| Water Safety Instructor - Seasonal | 1707 | N | | | | | | |
| Intern - Masters | 1503 | N | 118 | Annual | \$ 28,522.52 | \$ 34,939.84 | \$ 41,357.16 | \$ 42,597.87 |
| Maintenance Worker - Parks * | 1240 | N | | Monthly | \$ 2,376.88 | \$ 2,911.65 | \$ 3,446.43 | |
| Maintenance Worker - Environmental Svcs * | 1414 | N | | Bi-Weekly | \$ 1,097.02 | \$ 1,343.84 | \$ 1,590.66 | |
| | | | | Hourly | \$ 13.7128 | \$ 16.7980 | \$ 19.8833 | |
| Maintenance Worker - Public Works * | 1713 | N | 119 | Annual | \$ 29,221.12 | \$ 35,795.87 | \$ 42,370.62 | \$ 43,641.74 |
| Signs and Markings Technician | 1196 | N | | Monthly | \$ 2,435.09 | \$ 2,982.99 | \$ 3,530.89 | |
| | | | | Bi-Weekly | \$ 1,123.89 | \$ 1,376.76 | \$ 1,629.64 | |
| | | | | Hourly | \$ 14.0486 | \$ 17.2096 | \$ 20.3705 | |
| Irrigation Technician | 1097 | N | 120 | Annual | \$ 29,937.96 | \$ 36,673.00 | \$ 43,408.82 | \$ 44,711.08 |
| Small Engine Mechanic | 1086 | N | | Monthly | \$ 2,494.83 | \$ 3,056.08 | \$ 3,617.40 | |
| | | | | Bi-Weekly | \$ 1,151.46 | \$ 1,410.50 | \$ 1,669.57 | |
| | | | | Hourly | \$ 14.3933 | \$ 17.6313 | \$ 20.8696 | |
| Administrative Secretary | 1307 | N | 121 | Annual | \$ 30,670.38 | \$ 37,571.30 | \$ 44,472.22 | \$ 45,806.39 |
| Customer Service Representative | 1320 | N | | Monthly | \$ 2,555.87 | \$ 3,130.94 | \$ 3,706.02 | |
| Data Entry Operator | 1674 | N | | Bi-Weekly | \$ 1,179.63 | \$ 1,445.05 | \$ 1,710.47 | |
| Dept. Records & Info Management Technician | 1725 | N | | Hourly | \$ 14.7454 | \$ 18.0631 | \$ 21.3809 | |
| Deputy Court Clerk I | 1043 | N | | | | | | |
| Deputy Court Clerk - PT | 1045 | N | | | | | | |
| Library Technician | 1348 | N | | | | | | |
| Library Technician PT | 1349 | N | | | | | | |
| Library Technician PT - TMRS | 1354 | N | | | | | | |
| Police Records Services Technician | 1729 | N | | | | | | |
| Senior Recreation Leader - Facility | 1399 | N | | | | | | |

* Refer to last page for starting pay rates for noted positions

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|---|----------------|------|-----------|-----------|--------------|--------------|--------------|----------------------------|
| Senior Recreation Leader - Programs | 1407 | N | | | | | | |
| Sewer Camera Technician | 1118 | N | | | | | | |
| Accounting Technician I | 1019 | N | 122 | Annual | \$ 31,422.04 | \$ 38,491.96 | \$ 45,561.88 | \$ 46,928.74 |
| Fleet Technician Apprentice | 1260 | N | | Monthly | \$ 2,618.50 | \$ 3,207.66 | \$ 3,796.82 | |
| Recreation Facilities Monitor PT | 1545 | N | | Bi-Weekly | \$ 1,208.54 | \$ 1,480.46 | \$ 1,752.38 | |
| Senior Irrigation Technician | 1663 | N | | Hourly | \$ 15.1068 | \$ 18.5058 | \$ 21.9048 | |
| Senior Small Engine Mechanic | 1249 | N | | | | | | |
| Equipment Operator - Parks | 1331 | N | 123 | Annual | \$ 32,191.64 | \$ 39,434.98 | \$ 46,678.06 | \$ 48,078.40 |
| Senior Maintenance Worker | 1665 | N | | Monthly | \$ 2,682.64 | \$ 3,286.25 | \$ 3,889.84 | |
| | | | | Bi-Weekly | \$ 1,238.14 | \$ 1,516.73 | \$ 1,795.31 | |
| | | | | Hourly | \$ 15.4768 | \$ 18.9591 | \$ 22.4414 | |
| Administrative Assistant | 1300 | N | 124 | Annual | \$ 32,980.48 | \$ 40,401.14 | \$ 47,821.80 | \$ 49,256.45 |
| Arts Center Assistant | 1687 | N | | Monthly | \$ 2,748.37 | \$ 3,366.76 | \$ 3,985.15 | |
| Deputy Court Clerk II | 1715 | N | | Bi-Weekly | \$ 1,268.48 | \$ 1,553.89 | \$ 1,839.30 | |
| Facilities Technician I | 1244 | N | | Hourly | \$ 15.8560 | \$ 19.4236 | \$ 22.9900 | |
| Heavy Equipment Operator I * | 1714 | N | | | | | | |
| Maintenance Technician | 1241 | N | | | | | | |
| Natural Resources Outreach Assistant | 1755 | N | | | | | | |
| Public Services Officer | 2517 | N | | | | | | |
| Accounting Technician II | 1020 | N | 125 | Annual | \$ 33,788.56 | \$ 41,390.96 | \$ 48,993.36 | \$ 50,463.16 |
| Maintenance Technician II | 1242 | N | | Monthly | \$ 2,815.71 | \$ 3,449.25 | \$ 4,082.78 | |
| | | | | Bi-Weekly | \$ 1,299.56 | \$ 1,591.96 | \$ 1,884.36 | |
| | | | | Hourly | \$ 16.2445 | \$ 19.8995 | \$ 23.5545 | |
| Crime Scene Technician | 1516 | N | 126 | Annual | \$ 34,616.14 | \$ 42,404.96 | \$ 50,193.52 | \$ 51,699.33 |
| Heavy Equipment Operator II * | 1335 | N | | Monthly | \$ 2,884.68 | \$ 3,533.75 | \$ 4,182.79 | |
| Licensed Irrigator | 1424 | N | | Bi-Weekly | \$ 1,331.39 | \$ 1,630.96 | \$ 1,930.52 | |
| Logistics Specialist | 1257 | N | | Hourly | \$ 16.6424 | \$ 20.3870 | \$ 24.1315 | |
| Property & Evidence Technician | 1425 | N | | | | | | |
| CVB Sales & Services Support Coordinator | 1699 | N | 128 | Annual | \$ 36,333.18 | \$ 44,508.36 | \$ 52,683.28 | \$ 54,263.78 |
| CVB Marketing Support Coordinator | 1700 | N | | Monthly | \$ 3,027.77 | \$ 3,709.03 | \$ 4,390.27 | |
| Detention Officer | 1253 | N | | Bi-Weekly | \$ 1,397.43 | \$ 1,711.86 | \$ 2,026.28 | |
| Fleet Technician | 1261 | N | | Hourly | \$ 17.4679 | \$ 21.3983 | \$ 25.3285 | |
| Senior Customer Service Representative | 1049 | N | | | | | | |
| Senior Dept. Records & Info Management Technician | 1726 | N | | | | | | |
| Senior Deputy Court Clerk | 1048 | N | | | | | | |
| Senior Library Technician | 1352 | N | | | | | | |
| Senior Library Technician PT | 1449 | N | | | | | | |
| Senior Police Records Services Technician | 1730 | N | | | | | | |
| Signal Technician I | 1207 | N | | | | | | |
| Building Permit Technician | 1135 | N | 129 | Annual | \$ 37,223.42 | \$ 45,598.80 | \$ 53,973.92 | \$ 55,593.14 |
| Certified Applicator | 1105 | N | | Monthly | \$ 3,101.95 | \$ 3,799.90 | \$ 4,497.83 | |
| Code Enforcement Technician | 1537 | N | | Bi-Weekly | \$ 1,431.67 | \$ 1,753.80 | \$ 2,075.92 | |
| Environmental Health Technician | 1510 | N | | Hourly | \$ 17.8959 | \$ 21.9225 | \$ 25.9490 | |
| Environmental Waste Specialist | 1163 | N | | | | | | |
| Planning Technician | 1138 | N | | | | | | |
| ROW Technician | 1139 | N | | | | | | |
| Senior Property & Evidence Technician | 1556 | N | | | | | | |
| Utility Line Locator | 1119 | N | | | | | | |
| Water Quality Technician | 1120 | N | | | | | | |
| Animal Services Officer | 1022 | N | 131 | Annual | \$ 39,069.68 | \$ 47,860.28 | \$ 56,651.14 | \$ 58,350.67 |
| Code Enforcement Officer | 1147 | N | | Monthly | \$ 3,255.81 | \$ 3,988.36 | \$ 4,720.93 | |
| Crew Leader | 1312 | N | | Bi-Weekly | \$ 1,502.68 | \$ 1,840.78 | \$ 2,178.89 | |
| Crew Leader - Environmental Svcs | 1413 | N | | Hourly | \$ 18.7835 | \$ 23.0098 | \$ 27.2361 | |
| Crew Leader - Meters | 1415 | N | | | | | | |
| CVB CRM Coordinator | 1690 | N | | | | | | |
| Meter Shop Coordinator | 1112 | N | | | | | | |
| Parking Enforcement Officer | 1678 | N | | | | | | |
| Payroll Coordinator | 1721 | N | | | | | | |
| ROW Coordinator | 1683 | N | | | | | | |
| Senior Accounting Technician | 1720 | N | | | | | | |
| Senior Administrative Assistant | 1378 | N | | | | | | |
| Senior Building Permit Technician | 1140 | N | | | | | | |

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|---|----------------|------|-----------|-----------|--------------|--------------|--------------|----------------------------|
| Senior Detention Officer | 1440 | N | | | | | | |
| Signal Technician II | 1113 | N | | | | | | |
| Systems Technician | 1121 | N | | | | | | |
| Environmental Collections Coordinator | 1149 | N | 132 | Annual | \$ 40,027.00 | \$ 49,033.14 | \$ 58,039.02 | \$ 59,780.19 |
| Environmental Health Inspector | 1188 | N | | Monthly | \$ 3,335.58 | \$ 4,086.10 | \$ 4,836.59 | |
| Library Assistant | 1081 | N | | Bi-Weekly | \$ 1,539.50 | \$ 1,885.89 | \$ 2,232.27 | |
| Library Assistant PT | 1083 | N | | Hourly | \$ 19.2438 | \$ 23.5736 | \$ 27.9034 | |
| Open Records Coordinator | 1426 | N | | | | | | |
| Senior Fleet Technician | 1262 | N | | | | | | |
| Senior Signs and Markings Technician | 1266 | N | | | | | | |
| Utility Billing Analyst I | 1754 | N | | | | | | |
| Administrative Supervisor | 1660 | N | 133 | Annual | \$ 41,007.72 | \$ 50,234.34 | \$ 59,460.96 | \$ 61,244.79 |
| Aquatic Program Coordinator | 1397 | N | | Monthly | \$ 3,417.31 | \$ 4,186.20 | \$ 4,955.08 | |
| Aquatics Center Coordinator | 1401 | N | | Bi-Weekly | \$ 1,577.22 | \$ 1,932.09 | \$ 2,286.96 | |
| Athletic Center Coordinator | 1080 | N | | Hourly | \$ 19.7153 | \$ 24.1511 | \$ 28.5870 | |
| Athletic Coordinator | 1547 | N | | | | | | |
| Building Permit Technician Supervisor | 1559 | N | | | | | | |
| Circulation Services Supervisor | 1734 | N | | | | | | |
| Customer Service Supervisor | 1676 | N | | | | | | |
| EDC Special Projects Coordinator | 8011 | N | | | | | | |
| Engineering Technician | 1137 | N | | | | | | |
| Fitness Coordinator | 1512 | N | | | | | | |
| Recreation Programmer | 1057 | N | | | | | | |
| Rental Coordinator | 1749 | N | | | | | | |
| Senior Systems Technician | 1198 | N | | | | | | |
| Volunteer Coordinator | 1429 | N | | | | | | |
| Senior Environmental Health Inspector | 1661 | N | 134 | Annual | \$ 42,012.36 | \$ 51,464.92 | \$ 60,917.74 | \$ 62,745.27 |
| | | | | Monthly | \$ 3,501.03 | \$ 4,288.74 | \$ 5,076.48 | |
| | | | | Bi-Weekly | \$ 1,615.86 | \$ 1,979.42 | \$ 2,342.99 | |
| | | | | Hourly | \$ 20.1983 | \$ 24.7428 | \$ 29.2874 | |
| Construction Technician | 1136 | N | 135 | Annual | \$ 43,041.70 | \$ 52,725.92 | \$ 62,410.66 | \$ 64,282.98 |
| Emergency Vehicle Technician | 1091 | N | | Monthly | \$ 3,586.81 | \$ 4,393.83 | \$ 5,200.89 | |
| Office Manager | 1375 | N | | Bi-Weekly | \$ 1,655.45 | \$ 2,027.92 | \$ 2,400.41 | |
| Senior Payroll Coordinator | 1722 | N | | Hourly | \$ 20.6931 | \$ 25.3490 | \$ 30.0051 | |
| Roadway Lighting Technician | 1116 | N | | | | | | |
| Senior Signal Technician | 1114 | N | | | | | | |
| Traffic Technician | 1143 | N | | | | | | |
| Police Dispatcher * | 1170 | N | 136 | Annual | \$ 44,096.00 | \$ 54,017.86 | \$ 63,939.46 | \$ 65,857.64 |
| Master Fleet Technician | 1263 | N | | Monthly | \$ 3,674.67 | \$ 4,501.49 | \$ 5,328.29 | |
| | | | | Bi-Weekly | \$ 1,696.00 | \$ 2,077.61 | \$ 2,459.21 | |
| | | | | Hourly | \$ 21.2000 | \$ 25.9701 | \$ 30.7401 | |
| Arts & Culture Educator | 1712 | N | 137 | Annual | \$ 45,176.30 | \$ 55,341.00 | \$ 65,505.96 | \$ 67,471.14 |
| Backflow Inspector | 1122 | N | | Monthly | \$ 3,764.69 | \$ 4,611.75 | \$ 5,458.83 | |
| Building Inspector | 1154 | N | | Bi-Weekly | \$ 1,737.55 | \$ 2,128.50 | \$ 2,519.46 | |
| Construction Inspector | 1133 | N | | Hourly | \$ 21.7194 | \$ 26.6063 | \$ 31.4933 | |
| Education & Outreach Coordinator | 1744 | N | | | | | | |
| Waste Reduction Programs Coordinator | 1753 | N | | | | | | |
| Environmental Health Specialist | 1189 | N | | | | | | |
| Fire Safety Educator | 1171 | N | | | | | | |
| Fire Safety Educator - PT | 1179 | N | | | | | | |
| Human Resources Generalist | 1028 | N | | | | | | |
| Irrigation Inspector | 1100 | N | | | | | | |
| Landscape Inspector | 1731 | N | | | | | | |
| Library Production Specialist | 1337 | N | | | | | | |
| Logistics Coordinator | 1267 | N | | | | | | |
| Marketing Production Specialist | 1689 | N | | | | | | |
| Multi-Family Inspector | 1270 | N | | | | | | |
| Municipal Records & Info Management Coordinator | 1727 | N | | | | | | |
| Plans Examiner | 1142 | N | | | | | | |
| Public Safety Equipment Technician | 4039 | N | | | | | | |
| Retaining Wall Inspector | 1271 | N | | | | | | |
| ROW Inspector | 1159 | N | | | | | | |
| Signal Systems Operator | 1106 | N | | | | | | |

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|--|----------------|------|-----------|-----------|--------------|--------------|--------------|----------------------------|
| Stormwater Inspector | 1131 | N | | | | | | |
| Technical Support Specialist | 1030 | N | | | | | | |
| Traffic Signal & Lighting Inspector | 1717 | N | | | | | | |
| Utilities Inspector | 1710 | N | | | | | | |
| Senior Police Dispatcher | 1441 | N | 138 | Annual | \$ 46,283.38 | \$ 56,697.16 | \$ 67,110.68 | \$ 69,124.00 |
| Sign Shop Coordinator | 1206 | N | | Monthly | \$ 3,856.95 | \$ 4,724.76 | \$ 5,592.56 | |
| Technical Director - Discovery Center | 1518 | N | | Bi-Weekly | \$ 1,780.13 | \$ 2,180.66 | \$ 2,581.18 | |
| Videographer | 1525 | N | | Hourly | \$ 22.2516 | \$ 27.2583 | \$ 32.2648 | |
| Accountant | 1014 | EX | 139 | Annual | \$ 47,500.18 | \$ 58,086.08 | \$ 68,754.92 | \$ 70,817.57 |
| Accountant - Systems & Payables | 1524 | EX | | Monthly | \$ 3,958.35 | \$ 4,840.51 | \$ 5,729.58 | |
| Budget Analyst I | 1015 | EX | | Bi-Weekly | \$ 1,826.93 | \$ 2,234.08 | \$ 2,644.42 | |
| Business Process Analyst | 1523 | EX | | Hourly | \$ 22.8366 | \$ 27.9260 | \$ 33.0553 | |
| Buyer | 1011 | EX | | | | | | |
| Crime Analyst | 1180 | N | | | | | | |
| Criminalist | 1166 | N | | | | | | |
| GIS Technician | 1035 | N | | | | | | |
| Grants Coordinator | 1698 | N | | | | | | |
| Learning and Development Coordinator | 1695 | N | | | | | | |
| Librarian | 1342 | EX | | | | | | |
| Librarian PT | 1343 | N | | | | | | |
| Rehabilitation Specialist | 1184 | N | | | | | | |
| Senior Animal Services Officer | 1520 | N | | | | | | |
| Senior Backflow Inspector | 1409 | N | | | | | | |
| Senior Building Inspector | 1517 | N | | | | | | |
| Senior Code Enforcement Officer | 1151 | N | | | | | | |
| Senior Construction Inspector | 1134 | N | | | | | | |
| Senior Facilities Technician | 1245 | N | | | | | | |
| Senior Human Resources Generalist | 1527 | N | | | | | | |
| Senior Plans Examiner | 1144 | N | | | | | | |
| Senior Right of Way Inspector | 1505 | N | | | | | | |
| Senior Roadway Lighting Technician | 1098 | N | | | | | | |
| Senior Stormwater Inspector | 1203 | N | | | | | | |
| Senior Systems Signal Operator | 1436 | N | | | | | | |
| Communications Specialist | 1701 | N | 140 | Annual | \$ 48,578.92 | \$ 59,509.32 | \$ 70,439.46 | \$ 72,552.64 |
| Emergency Management Analyst | 1446 | N | | Monthly | \$ 4,048.24 | \$ 4,959.11 | \$ 5,869.95 | |
| Heritage Park Administrator | 1006 | EX | | Bi-Weekly | \$ 1,868.42 | \$ 2,288.82 | \$ 2,709.21 | |
| Marketing Administrator | 1177 | EX | | Hourly | \$ 23.3553 | \$ 28.6103 | \$ 33.8651 | |
| Police Communications QA Coordinator | 1747 | N | | | | | | |
| Public Art Administrator | 1004 | EX | | | | | | |
| Victim Advocate | 1169 | N | | | | | | |
| Accreditation Administrator | 1416 | EX | 141 | Annual | \$ 49,769.20 | \$ 60,967.14 | \$ 72,165.34 | \$ 74,330.30 |
| Assistant City Secretary | 1402 | N | | Monthly | \$ 4,147.43 | \$ 5,080.60 | \$ 6,013.78 | |
| Athletic Center Supervisor - Fun Club/Zone | 1679 | EX | | Bi-Weekly | \$ 1,914.20 | \$ 2,344.89 | \$ 2,775.59 | |
| Athletic Programs Supervisor | 1544 | EX | | Hourly | \$ 23.9275 | \$ 29.3111 | \$ 34.6949 | |
| Audio Video Administrator | 1418 | EX | | | | | | |
| Billing Supervisor | 4037 | EX | | | | | | |
| Cashier Supervisor | 4026 | EX | | | | | | |
| Community Education Coordinator | 1408 | EX | | | | | | |
| Discovery Center Supervisor | 1513 | EX | | | | | | |
| EDC Compliance Administrator | 1677 | EX | | | | | | |
| Education & Outreach Supervisor | 1737 | EX | | | | | | |
| Foreman/Master Fleet Technician | 1264 | N | | | | | | |
| Hydrologist | 1444 | EX | | | | | | |
| Municipal Court Coordinator | 1050 | EX | | | | | | |
| Planner | 1161 | EX | | | | | | |
| Recreation Center Supervisor | 1428 | EX | | | | | | |
| Recreation Programs Supervisor | 1391 | EX | | | | | | |
| Senior Center Supervisor | 1074 | EX | | | | | | |
| Treasury Analyst I | 1445 | EX | | | | | | |
| Benefits & Wellness Analyst | 1509 | EX | 142 | Annual | \$ 50,988.34 | \$ 62,460.84 | \$ 73,933.34 | \$ 76,151.34 |
| CVB Sports & Events Services Manager | 8022 | EX | | Monthly | \$ 4,249.03 | \$ 5,205.07 | \$ 6,161.11 | |
| CVB Tourism Sales & Convention Manager | 8004 | EX | | Bi-Weekly | \$ 1,961.09 | \$ 2,402.34 | \$ 2,843.59 | |
| Fire Inspector | 1178 | N | | Hourly | \$ 24.5136 | \$ 30.0293 | \$ 35.5449 | |
| Human Resources Analyst | 1029 | EX | | | | | | |

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|--|----------------|------|-----------|-----------|--------------|--------------|--------------|----------------------------|
| Safety Coordinator | 1535 | EX | | | | | | |
| Accountant II | 1404 | EX | 143 | Annual | \$ 52,237.64 | \$ 63,991.16 | \$ 75,744.64 | \$ 78,016.98 |
| Animal Services Supervisor | 1145 | N | | Monthly | \$ 4,353.14 | \$ 5,332.60 | \$ 6,312.05 | |
| Chief Building Inspector | 1158 | EX | | Bi-Weekly | \$ 2,009.14 | \$ 2,461.20 | \$ 2,913.26 | |
| Code Enforcement Supervisor | 1186 | N | | Hourly | \$ 25.1143 | \$ 30.7650 | \$ 36.4157 | |
| Construction Supervisor | 1430 | N | | | | | | |
| Detention Supervisor | 1250 | N | | | | | | |
| Facilities Maintenance Supervisor | 1504 | N | | | | | | |
| Irrigation Supervisor | 1258 | N | | | | | | |
| Meter Supervisor | 1111 | N | | | | | | |
| MIS Supervisor/Desktop Administrator | 1273 | EX | | | | | | |
| Parks Supervisor | 1107 | N | | | | | | |
| Police Records Supervisor | 1531 | N | | | | | | |
| Property and Evidence Supervisor | 1669 | N | | | | | | |
| ROW Supervisor | 1718 | N | | | | | | |
| Senior Buyer | 1058 | EX | | | | | | |
| Senior Environmental Health Specialist | 1662 | N | | | | | | |
| Senior Librarian | 1344 | EX | | | | | | |
| Signs and Markings Supervisor | 1521 | N | | | | | | |
| Stormwater Inspection Supervisor | 1671 | N | | | | | | |
| Stormwater Supervisor | 1256 | N | | | | | | |
| Streets Supervisor | 1108 | N | | | | | | |
| Traffic Signal & Lighting Supervisor | 1117 | N | | | | | | |
| Utilities Supervisor | 1109 | N | | | | | | |
| Utility Operations Supervisor | 1448 | N | | | | | | |
| Valve & Hydrant Supervisor | 1110 | N | | | | | | |
| CVB Sales Manager | 8000 | EX | 144 | Annual | \$ 53,517.36 | \$ 65,559.00 | \$ 77,600.38 | \$ 79,928.40 |
| CVB Sports Sales Manager | 8014 | EX | | Monthly | \$ 4,459.78 | \$ 5,463.25 | \$ 6,466.70 | |
| | | | | Bi-Weekly | \$ 2,058.36 | \$ 2,521.50 | \$ 2,984.63 | |
| | | | | Hourly | \$ 25.7295 | \$ 31.5188 | \$ 37.3079 | |
| Deputy City Secretary | 1691 | EX | 145 | Annual | \$ 54,828.80 | \$ 67,165.02 | \$ 79,501.50 | \$ 81,886.55 |
| Interactive Media Administrator | 1433 | EX | | Monthly | \$ 4,569.07 | \$ 5,597.09 | \$ 6,625.13 | |
| Plans Examiner Supervisor | 1146 | EX | | Bi-Weekly | \$ 2,108.80 | \$ 2,583.27 | \$ 3,057.75 | |
| Police Communications Supervisor | 1251 | N | | Hourly | \$ 26.3600 | \$ 32.2909 | \$ 38.2219 | |
| Police Communications Training Coordinator | 1716 | N | | | | | | |
| Senior Radio Technician | 4035 | EX | | | | | | |
| Video Producer | 1438 | EX | | | | | | |
| Asset Management Coordinator | 1752 | EX | | | | | | |
| EIT | 1128 | EX | 146 | Annual | \$ 56,171.96 | \$ 68,810.56 | \$ 81,449.42 | \$ 83,892.90 |
| Fire Engineering Associate | 1508 | EX | | Monthly | \$ 4,681.00 | \$ 5,734.21 | \$ 6,787.45 | |
| Programs Communications Administrator - PW | 1750 | EX | | Bi-Weekly | \$ 2,160.46 | \$ 2,646.56 | \$ 3,132.67 | |
| | | | | Hourly | \$ 27.0058 | \$ 33.0820 | \$ 39.1584 | |
| CVB Senior Convention Services & Tourism Manager | 8124 | EX | 147 | Annual | \$ 57,548.14 | \$ 70,496.66 | \$ 83,444.14 | \$ 85,947.46 |
| Environmental Health Supervisor | 1190 | EX | | Monthly | \$ 4,795.68 | \$ 5,874.72 | \$ 6,953.68 | |
| Fire Fleet Manager | 1092 | N | | Bi-Weekly | \$ 2,213.39 | \$ 2,711.41 | \$ 3,209.39 | |
| Fleet Services Supervisor | 1093 | N | | Hourly | \$ 27.6674 | \$ 33.8926 | \$ 40.1174 | |
| Library Systems Specialist | 1363 | EX | | | | | | |
| Senior Accountant | 1686 | EX | | | | | | |
| Senior Compensation & Classification Analyst | 1668 | EX | | | | | | |
| GIS Analyst I | 1738 | EX | | | | | | |
| Senior Employee Relations Analyst | 1675 | EX | | | | | | |
| Senior Financial Analyst | 1412 | EX | | | | | | |
| Senior Landscape Architect | 4004 | EX | | | | | | |
| Senior Planner | 1176 | EX | | | | | | |
| Senior Planner - Parks | 1065 | EX | | | | | | |
| Crime Analyst Administrator | 1745 | EX | 148 | Annual | \$ 58,958.13 | \$ 72,223.71 | \$ 85,489.29 | \$ 88,053.97 |
| Property Administrator | 1688 | EX | | Monthly | \$ 4,913.18 | \$ 6,018.64 | \$ 7,124.11 | |
| Risk Administrator | 1543 | EX | | Bi-Weekly | \$ 2,267.62 | \$ 2,777.84 | \$ 3,288.05 | |
| Sponsorship & Event Dev Administrator | 1431 | EX | | Hourly | \$ 28.3453 | \$ 34.7229 | \$ 41.1006 | |
| Victim Assistance And Grants Administrator | 1187 | EX | | | | | | |
| CVB Communications Manager | 8017 | EX | 150 | Annual | \$ 61,882.34 | \$ 75,806.12 | \$ 89,729.64 | \$ 92,421.53 |
| CVB Digital Mktg & Research Manager | 8020 | EX | | Monthly | \$ 5,156.86 | \$ 6,317.18 | \$ 7,477.47 | |
| GIS Data Coordinator | 1739 | EX | | Bi-Weekly | \$ 2,380.09 | \$ 2,915.62 | \$ 3,451.14 | |

* Refer to last page for starting pay rates for noted positions

2020 General Pay Plan

| POSITION | JOB CLASS CODE | FLSA | PAY GRADE | PERIOD | MINIMUM | MIDPOINT | MAXIMUM | 3% Top with Merit Lump Sum |
|--|----------------|------|-----------|-----------|--------------|--------------|---------------|----------------------------|
| ITS Project Manager | 1694 | EX | | Hourly | \$ 29.7511 | \$ 36.4453 | \$ 43.1393 | |
| ROW Service Administrator | 1421 | EX | | | | | | |
| Business Analyst | 1032 | EX | 151 | Annual | \$ 63,398.66 | \$ 77,663.30 | \$ 91,927.94 | \$ 94,685.78 |
| | | | | Monthly | \$ 5,283.22 | \$ 6,471.94 | \$ 7,660.66 | |
| | | | | Bi-Weekly | \$ 2,438.41 | \$ 2,987.05 | \$ 3,535.69 | |
| | | | | Hourly | \$ 30.4801 | \$ 37.3381 | \$ 44.1961 | |
| Application Systems Administrator II | 1064 | EX | 152 | Annual | \$ 64,951.90 | \$ 79,567.02 | \$ 94,180.32 | \$ 97,005.73 |
| GIS Analyst II | 1740 | EX | | Monthly | \$ 5,412.66 | \$ 6,630.59 | \$ 7,848.36 | |
| | | | | Bi-Weekly | \$ 2,498.15 | \$ 3,060.27 | \$ 3,622.32 | |
| | | | | Hourly | \$ 31.2269 | \$ 38.2534 | \$ 45.2790 | |
| Adult Services Manager | 1356 | EX | 153 | Annual | \$ 66,543.10 | \$ 81,515.39 | \$ 96,487.56 | \$ 99,382.19 |
| Detention Manager | 1732 | EX | | Monthly | \$ 5,545.26 | \$ 6,792.95 | \$ 8,040.63 | |
| Aquatics Operations Superintendent | 1539 | EX | | Bi-Weekly | \$ 2,559.35 | \$ 3,135.21 | \$ 3,711.06 | |
| Assistant Chief Building Official | 4006 | EX | | Hourly | \$ 31.9919 | \$ 39.1901 | \$ 46.3883 | |
| Assistant Revenue Collections Manager | 1439 | EX | | | | | | |
| Circulation Manager | 1084 | EX | | | | | | |
| Code & Health Manager | 1666 | EX | | | | | | |
| Construction Superintendent | 1420 | EX | | | | | | |
| CSI/Property & Evidence Manager | 1515 | EX | | | | | | |
| Customer Service Superintendent | 1540 | EX | | | | | | |
| Digital Services Manager | 1743 | EX | | | | | | |
| Environmental Services Superintendent | 1711 | EX | | | | | | |
| Facility Project Manager | 1411 | EX | | | | | | |
| Fire Protection Engineer | 1195 | EX | | | | | | |
| Materials Services Manager | 1728 | EX | | | | | | |
| Meter Superintendent | 4011 | EX | | | | | | |
| Parks Planning Superintendent | 4126 | EX | | | | | | |
| Parks Superintendent | 4120 | EX | | | | | | |
| Permit Services Official | 1696 | EX | | | | | | |
| Police Records Manager | 4001 | EX | | | | | | |
| Programming & Fitness Superintendent | 1541 | EX | | | | | | |
| Records & Info Mgmt Administrator | 1746 | EX | | | | | | |
| Special Assistant to City Manager | 5023 | EX | | | | | | |
| Strategic Services Manager - Fire Support | 3409 | EX | | | | | | |
| Street Superintendent | 4012 | EX | | | | | | |
| Traffic Signal Superintendent | 1205 | EX | | | | | | |
| Utilities Superintendent | 4013 | EX | | | | | | |
| Youth Services Manager | 1341 | EX | | | | | | |
| PW Business Analyst | 1419 | EX | 154 | Annual | \$ 68,173.56 | \$ 83,512.52 | \$ 98,851.48 | \$ 101,817.02 |
| Sr. Application Systems Administrator | 1719 | EX | | Monthly | \$ 5,681.13 | \$ 6,959.38 | \$ 8,237.62 | |
| Senior GIS Analyst | 1041 | EX | | Bi-Weekly | \$ 2,622.06 | \$ 3,212.02 | \$ 3,801.98 | |
| | | | | Hourly | \$ 32.7758 | \$ 40.1502 | \$ 47.5248 | |
| Civil Engineer | 1310 | EX | 155 | Annual | \$ 69,843.73 | \$ 90,796.85 | \$ 111,749.98 | \$ 115,102.48 |
| CVB Senior Sales Manager | 8006 | EX | | Monthly | \$ 5,820.31 | \$ 7,566.40 | \$ 9,312.50 | |
| Facilities Engineer | 1751 | EX | | Bi-Weekly | \$ 2,686.30 | \$ 3,492.19 | \$ 4,298.08 | |
| Information Services Supervisor | 1673 | EX | | Hourly | \$ 33.5787 | \$ 43.6523 | \$ 53.7260 | |
| Network Engineer | 1201 | EX | | | | | | |
| Senior Business Analyst | 1434 | EX | | | | | | |
| Software Developer | 1181 | EX | | | | | | |
| SQL Developer | 1182 | EX | | | | | | |
| Stormwater Engineer | 1129 | EX | | | | | | |
| Systems Engineer | 1069 | EX | | | | | | |
| Traffic Engineer | 1388 | EX | | | | | | |
| Unified Communications Specialist | 1044 | EX | | | | | | |
| Enterprise GIS Architect | 1741 | EX | | | | | | |
| Arts, Culture & Special Events Manager | 1681 | EX | 156 | Annual | \$ 71,554.86 | \$ 93,021.50 | \$ 114,487.80 | \$ 117,922.43 |
| Business Services Manager | 1693 | EX | | Monthly | \$ 5,962.91 | \$ 7,751.79 | \$ 9,540.65 | |
| CVB Director of Communications & Marketing | 8018 | EX | | Bi-Weekly | \$ 2,752.11 | \$ 3,577.75 | \$ 4,403.38 | |
| CVB Director of Sports and Events | 8123 | EX | | Hourly | \$ 34.4014 | \$ 44.7219 | \$ 55.0422 | |
| Environmental Services Manager | 4025 | EX | | | | | | |
| Facilities Manager | 4009 | EX | | | | | | |
| Fleet Services Manager | 1095 | EX | | | | | | |
| Logistics Manager | 1709 | EX | | | | | | |
| Natural Resources Manager | 1736 | EX | | | | | | |

* Refer to last page for starting pay rates for noted positions

| POSITION | JOB CLASS CODE | FLSA | PAY GRADE | PERIOD | MINIMUM | MIDPOINT | MAXIMUM | 3% Top with Merit Lump Sum |
|--|----------------|------|-----------|-----------|---------------|---------------|---------------|----------------------------|
| Parks Services Manager | 1692 | EX | | | | | | |
| Purchasing Manager | 4016 | EX | | | | | | |
| Recreation Services Manager | 4122 | EX | | | | | | |
| Stormwater Manager | 1432 | EX | | | | | | |
| Assistant to the City Manager - Innovation & Proj Mgmt | 1733 | EX | 157 | Annual | \$ 73,308.04 | \$ 95,300.40 | \$ 117,292.76 | \$ 120,811.54 |
| Accounting Manager | 4007 | EX | | Monthly | \$ 6,109.00 | \$ 7,941.70 | \$ 9,774.40 | |
| Employee Relations & Talent Mgmt Manager | 1724 | EX | | Bi-Weekly | \$ 2,819.54 | \$ 3,665.40 | \$ 4,511.26 | |
| Community Development Manager | 1735 | EX | | Hourly | \$ 35.2443 | \$ 45.8175 | \$ 56.3908 | |
| Enterprise GIS Manager | 1742 | EX | | | | | | |
| Financial Services Manager | 4008 | EX | | | | | | |
| MIS Supervisor | 1680 | EX | | | | | | |
| Municipal Court Administrator | 4022 | EX | | | | | | |
| Planning Manager | 4033 | EX | | | | | | |
| Police Communications Manager | 4018 | EX | | | | | | |
| Radio Systems Manager | 4030 | EX | | | | | | |
| Revenue Collections Manager | 4015 | EX | | | | | | |
| Total Rewards Manager | 1723 | EX | | | | | | |
| Treasury Manager | 1697 | EX | | | | | | |
| Database Administrator | 1040 | EX | 158 | Annual | \$ 75,104.12 | \$ 97,635.20 | \$ 120,166.54 | \$ 123,771.54 |
| | | | | Monthly | \$ 6,258.68 | \$ 8,136.27 | \$ 10,013.88 | |
| | | | | Bi-Weekly | \$ 2,888.62 | \$ 3,755.20 | \$ 4,621.79 | |
| | | | | Hourly | \$ 36.1078 | \$ 46.9400 | \$ 57.7724 | |
| Information Services Manager | 1063 | EX | 160 | Annual | \$ 78,829.14 | \$ 102,477.96 | \$ 126,126.78 | \$ 129,910.58 |
| MIS/Computer Technology Manager | 1052 | EX | | Monthly | \$ 6,569.10 | \$ 8,539.83 | \$ 10,510.57 | |
| ROW Manager | 1443 | EX | | Bi-Weekly | \$ 3,031.89 | \$ 3,941.46 | \$ 4,851.03 | |
| Senior Civil Engineer | 1130 | EX | | Hourly | \$ 37.8986 | \$ 49.2683 | \$ 60.6379 | |
| Senior Fire Protection Engineer | 1506 | EX | | | | | | |
| Senior Stormwater Engineer | 1202 | EX | | | | | | |
| Senior Traffic Engineer | 1132 | EX | | | | | | |
| Assistant Controller | 4038 | EX | 162 | Annual | \$ 82,739.28 | \$ 107,560.96 | \$ 132,382.64 | \$ 136,354.12 |
| Budget & Strategic Planning Manager | 1550 | EX | | Monthly | \$ 6,894.94 | \$ 8,963.41 | \$ 11,031.89 | |
| | | | | Bi-Weekly | \$ 3,182.28 | \$ 4,136.96 | \$ 5,091.64 | |
| | | | | Hourly | \$ 39.7785 | \$ 51.7120 | \$ 63.6455 | |
| Capital Projects Manager | 1549 | EX | 163 | Annual | \$ 84,766.24 | \$ 110,196.06 | \$ 135,626.14 | \$ 139,694.92 |
| Chief Building Official | 5015 | EX | | Monthly | \$ 7,063.85 | \$ 9,183.01 | \$ 11,302.18 | |
| Deputy Emergency Management Coordinator | 1511 | EX | | Bi-Weekly | \$ 3,260.24 | \$ 4,238.31 | \$ 5,216.39 | |
| Development Manager | 1548 | EX | | Hourly | \$ 40.7530 | \$ 52.9789 | \$ 65.2049 | |
| IT Security Officer | 1667 | EX | | | | | | |
| Transportation Planning Manager | 1684 | EX | | | | | | |
| Traffic Signal and ITS Manager | 1685 | EX | | | | | | |
| Assistant Director - Library | 1347 | EX | 200 | Annual | \$ 86,885.50 | \$ 112,951.02 | \$ 139,016.54 | \$ 143,187.04 |
| Assistant Director - Parks and Recreation | 4125 | EX | | Monthly | \$ 7,240.46 | \$ 9,412.59 | \$ 11,584.71 | |
| | | | | Bi-Weekly | \$ 3,341.75 | \$ 4,344.27 | \$ 5,346.79 | |
| | | | | Hourly | \$ 41.7719 | \$ 54.3034 | \$ 66.8349 | |
| Associate Municipal Court Judge | 5121 | EX | 201 | Annual | \$ 89,057.54 | \$ 115,774.88 | \$ 142,491.96 | \$ 146,766.72 |
| | | | | Monthly | \$ 7,421.46 | \$ 9,647.91 | \$ 11,874.33 | |
| | | | | Bi-Weekly | \$ 3,425.29 | \$ 4,452.88 | \$ 5,480.46 | |
| | | | | Hourly | \$ 42.8161 | \$ 55.6610 | \$ 68.5058 | |
| CVB Dir Of Sales and Services | 8013 | EX | 202 | Annual | \$ 91,283.92 | \$ 118,669.20 | \$ 146,054.22 | \$ 150,435.85 |
| Assistant Director - Administrative Services | 1708 | EX | | Monthly | \$ 7,606.99 | \$ 9,889.10 | \$ 12,171.19 | |
| | | | | Bi-Weekly | \$ 3,510.92 | \$ 4,564.20 | \$ 5,617.47 | |
| | | | | Hourly | \$ 43.8865 | \$ 57.0525 | \$ 70.2184 | |
| Assistant Director - Finance | 4027 | EX | 204 | Annual | \$ 95,905.16 | \$ 124,679.36 | \$ 153,448.36 | \$ 158,051.81 |
| Assistant Director - Information Technology | 1200 | EX | | Monthly | \$ 7,992.10 | \$ 10,389.95 | \$ 12,787.36 | |
| Assistant Director - Transportation Engineering | 4029 | EX | | Bi-Weekly | \$ 3,688.66 | \$ 4,795.36 | \$ 5,901.86 | |
| Assistant Public Works Director | 4501 | EX | | Hourly | \$ 46.1083 | \$ 59.9420 | \$ 73.7733 | |
| Deputy Director - Public Works | 4503 | EX | 206 | Annual | \$ 100,760.40 | \$ 130,988.52 | \$ 161,216.64 | \$ 166,053.14 |
| | | | | Monthly | \$ 8,396.70 | \$ 10,915.71 | \$ 13,434.72 | |
| | | | | Bi-Weekly | \$ 3,875.40 | \$ 5,038.02 | \$ 6,200.64 | |
| | | | | Hourly | \$ 48.4425 | \$ 62.9753 | \$ 77.5080 | |

* Refer to last page for starting pay rates for noted positions

2020 General Pay Plan

| POSITION | JOB CLASS CODE | FLSA | PAY GRADE | PERIOD | MINIMUM | MIDPOINT | MAXIMUM | 3% Top with Merit Lump Sum |
|----------|----------------|------|-----------|--------|---------|----------|---------|----------------------------|
|----------|----------------|------|-----------|--------|---------|----------|---------|----------------------------|

| * There are set starting pay rates for the following City of Frisco positions: | |
|---|-----------------------------|
| <u>Position:</u> | <u>Starting Hourly Pay:</u> |
| Public Works Maintenance Worker | \$15.3675 |
| Public Works Heavy Equipment Operator I | \$16.1280 |
| Public Works Heavy Equipment Operator II | \$17.5300 |
| Parks Maintenance Worker | \$15.0000 |
| Environmental Services Maintenance Worker | \$15.0000 |
| Police Dispatcher | \$23.0000 |

* Refer to last page for starting pay rates for noted positions