



**GENERAL PAY PLAN
FY20-21**

Effective 9/1/2020
Last Updated 9/1/2021

JOB CLASS TITLE	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 Assistant Swim Instructor I - Seasonal	1533 1702	N 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									
				Hourly	\$ 10.2560	\$ 12.5636	\$ 14.8713									
Assistant Swim Instructor II - PT Assistant Swim Instructor II - Seasonal Lifeguard PT Lifeguard - Seasonal Recreation Aide - FT Recreation Aide - PT Recreation Aide - Seasonal	1534 1703 1355 1705 1360 1361 1706	N N N N N N N	110	Annual	\$ 23,501.14	\$ 28,788.76	\$ 34,076.64	\$ 35,098.94								
				Monthly	\$ 1,958.43	\$ 2,399.06	\$ 2,839.72									
				Bi-Weekly	\$ 903.89	\$ 1,107.26	\$ 1,310.64									
				Hourly	\$ 11.2986	\$ 13.8408	\$ 16.3830									
				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 Head Lifeguard PT Head Lifeguard - Seasonal Recreation Leader - PT Recreation Leader - Seasonal Senior Custodian Water Safety Instructor - PT Water Safety Instructor - Seasonal	1371 1381 1704 1376 1769 1664 1077 1707	N N N N N N N N	116	Annual	\$ 27,174.42	\$ 33,288.84	\$ 39,403.00	\$ 40,585.09								
				Monthly	\$ 2,264.54	\$ 2,774.07	\$ 3,283.58									
				Bi-Weekly	\$ 1,045.17	\$ 1,280.34	\$ 1,515.50									
				Hourly	\$ 13.0646	\$ 16.0043	\$ 18.9438									
				Intern - Masters	1503	N	118	Annual	\$ 28,522.52	\$ 34,939.84	\$ 41,357.16	\$ 42,597.87				
								Monthly	\$ 2,376.88	\$ 2,911.65	\$ 3,446.43					
								Bi-Weekly	\$ 1,097.02	\$ 1,343.84	\$ 1,590.66					
								Hourly	\$ 13.7128	\$ 16.7980	\$ 19.8833					
Maintenance Worker - Parks * Maintenance Worker - Environmental Svcs *	1240 1414	N N	119	Annual	\$ 29,221.14	\$ 35,796.02	\$ 42,370.64	\$ 43,641.76								
				Monthly	\$ 2,435.10	\$ 2,983.00	\$ 3,530.89									
				Bi-Weekly	\$ 1,123.89	\$ 1,376.77	\$ 1,629.64									
				Hourly	\$ 14.0486	\$ 17.2096	\$ 20.3705									
Administrative Secretary Customer Service Representative Data Entry Operator Dept. Records & Info Mgmt Technician Deputy Court Clerk I Library Technician Library Technician PT Library Technician PT - TMRS Police Records Services Technician Utility Billing Technician I	1307 1320 1674 1725 1043 1348 1349 1354 1729 1772	N N N N N N N N N N	121	Annual	\$ 30,670.38	\$ 37,571.30	\$ 44,472.22	\$ 45,806.39								
				Monthly	\$ 2,555.87	\$ 3,130.94	\$ 3,706.02									
				Bi-Weekly	\$ 1,179.63	\$ 1,445.05	\$ 1,710.47									
				Hourly	\$ 14.7454	\$ 18.0631	\$ 21.3809									
				Fleet Technician Apprentice Irrigation Technician Maintenance Worker - Public Works * Maintenance Worker - Public Works Seasonal Recreation Facilities Monitor PT Signs and Markings Technician Small Engine Mechanic	1260 1097 1713 1248 1545 1196 1086	N N N N N N N	122	Annual	\$ 31,422.04	\$ 38,491.96	\$ 45,561.88	\$ 46,928.74				
								Monthly	\$ 2,618.50	\$ 3,207.66	\$ 3,796.82					
								Bi-Weekly	\$ 1,208.54	\$ 1,480.46	\$ 1,752.38					
								Hourly	\$ 15.1068	\$ 18.5058	\$ 21.9048					
								Senior Maintenance Worker	1665	N	123	Annual	\$ 32,191.64	\$ 39,434.98	\$ 46,678.06	\$ 48,078.40
												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 Accounting Technician I	1300 1019	N N	124	Annual	\$ 32,980.48	\$ 40,401.14	\$ 47,821.80	\$ 49,256.45								
				Monthly	\$ 2,748.37	\$ 3,366.76	\$ 3,985.15									

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

JOB CLASS TITLE	JOB CLASS CODE	FLSA	PAY GRADE	PERIOD	MINIMUM	MIDPOINT	MAXIMUM	3% Top with Merit Lump Sum
Arts Center Assistant	1687	N		Bi-Weekly	\$ 1,268.48	\$ 1,553.89	\$ 1,839.30	
Deputy Court Clerk II	1715	N		Hourly	\$ 15.8560	\$ 19.4236	\$ 22.9913	
Emergency Vehicle Technician Apprentice	1269	N						
Equipment Operator - Parks *	1331	N						
Facilities Technician I	1244	N						
Maintenance Technician	1241	N						
Natural Resources Outreach Assistant - PT	1755	N						
Senior Irrigation Technician	1663	N						
Senior Small Engine Mechanic	1249	N						
Utility Billing Technician II	1773	N						
Maintenance Technician II	1242	N	125	Annual	\$ 33,788.56	\$ 41,390.96	\$ 48,993.36	\$ 50,463.16
				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 I *	1714	N		Monthly	\$ 2,884.68	\$ 3,533.75	\$ 4,182.79	
Public Services Officer	2517	N		Bi-Weekly	\$ 1,331.39	\$ 1,630.96	\$ 1,930.52	
				Hourly	\$ 16.6424	\$ 20.3870	\$ 24.1315	
Licensed Irrigator	1424	N	127	Annual	\$ 35,481.42	\$ 43,465.24	\$ 51,448.28	\$ 52,991.73
Logistics Specialist	1257	N		Monthly	\$ 2,956.79	\$ 3,622.10	\$ 4,287.36	
Property & Evidence Technician	1425	N		Bi-Weekly	\$ 1,364.67	\$ 1,671.74	\$ 1,978.78	
				Hourly	\$ 17.0584	\$ 20.8967	\$ 24.7348	
Accounting Technician II	1020	N	128	Annual	\$ 36,333.18	\$ 44,508.36	\$ 52,683.28	\$ 54,263.78
CVB Sales & Services Support Coordinator	1699	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	
Heavy Equipment Operator II *	1335	N						
Public Safety Equipment Technician I	1803	N						
Senior Customer Service Representative	1049	N						
Senior Dept. Records & Info Mgmt 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						
Senior Utility Billing Technician	1774	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						
Facilities Technician II	1756	N	130	Annual	\$ 38,135.24	\$ 46,716.02	\$ 55,296.28	\$ 56,955.17
				Monthly	\$ 3,177.94	\$ 3,893.00	\$ 4,608.02	
				Bi-Weekly	\$ 1,466.74	\$ 1,796.77	\$ 2,126.78	
				Hourly	\$ 18.3343	\$ 22.4596	\$ 26.5848	
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	
CVB CRM Coordinator	1690	N		Bi-Weekly	\$ 1,502.68	\$ 1,840.78	\$ 2,178.89	
Parking Enforcement Officer	1678	N		Hourly	\$ 18.7835	\$ 23.0098	\$ 27.2361	
ROW Coordinator	1683	N						
Senior Administrative Assistant	1378	N						
Senior Building Permit Technician	1140	N						
Senior Detention Officer	1440	N						
Signal Technician I	1207	N						
Systems Technician	1121	N						
Crew Leader - Parks *	1748	N	132	Annual	\$ 40,027.00	\$ 49,033.14	\$ 58,039.02	\$ 59,780.19
Crew Leader - Environmental Svcs *	1413	N		Monthly	\$ 3,335.58	\$ 4,086.10	\$ 4,836.59	
Environmental Collections Coordinator	1149	N		Bi-Weekly	\$ 1,539.50	\$ 1,885.89	\$ 2,232.27	
Environmental Health Inspector	1188	N		Hourly	\$ 19.2438	\$ 23.5736	\$ 27.9034	
Library Assistant	1081	N						
Library Assistant PT	1083	N						
Library Assistant PT - TMRS	1268	N						
Open Records Coordinator	1426	N						
Payroll Coordinator	1721	N						
Senior Accounting Technician	1720	N						

JOB CLASS TITLE	JOB CLASS CODE	FLSA	PAY GRADE	PERIOD	MINIMUM	MIDPOINT	MAXIMUM	3% Top with Merit Lump Sum
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
Building Permit Technician Supervisor	1559	N		Monthly	\$ 3,417.31	\$ 4,186.20	\$ 4,955.08	
Circulation Services Supervisor	1734	N		Bi-Weekly	\$ 1,577.22	\$ 1,932.09	\$ 2,286.96	
Customer Service Supervisor	1676	N		Hourly	\$ 19.7153	\$ 24.1511	\$ 28.5870	
Engineering Technician	1137	N						
Recreation Coordinator	1783	N						
Rental Coordinator	1749	N						
Senior Environmental Waste Specialist	1767	N						
Senior ROW Technician	1766	N						
Senior Systems Technician	1198	N						
Senior Water Quality Technician	1768	N						
Signal Technician II	1113	N						
Volunteer and Special Events Coordinator	1777	N						
Senior Environmental Health Inspector	1661	N	134	Annual	\$ 42,012.36	\$ 51,464.92	\$ 60,917.74	\$ 62,745.27
Crew Leader - Public Works *	1312	N		Monthly	\$ 3,501.03	\$ 4,288.74	\$ 5,076.48	
Crew Leader - Meters *	1415	N		Bi-Weekly	\$ 1,615.86	\$ 1,979.42	\$ 2,342.99	
				Hourly	\$ 20.1983	\$ 24.7428	\$ 29.2874	
Construction Inspector Apprentice	1778	N	135	Annual	\$ 43,041.70	\$ 52,725.92	\$ 62,410.66	\$ 64,282.98
Emergency Vehicle Technician I	1758	N		Monthly	\$ 3,586.81	\$ 4,393.83	\$ 5,200.89	
Facilities Technician III	1757	N		Bi-Weekly	\$ 1,655.45	\$ 2,027.92	\$ 2,400.41	
Roadway Lighting Technician	1116	N		Hourly	\$ 20.6931	\$ 25.3490	\$ 30.0051	
Construction Technician	1136	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	
Emergency Communications Officer	1797	N		Bi-Weekly	\$ 1,696.00	\$ 2,077.61	\$ 2,459.21	
Senior Signal Technician	1114	N		Hourly	\$ 21.2000	\$ 25.9701	\$ 30.7401	
Traffic Technician	1143	N						
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						
Environmental Health Specialist	1189	N						
Fire Safety Educator	1171	N						
Fire Safety Educator - PT	1179	N						
Irrigation Inspector	1100	N						
Landscape Inspector	1731	N						
Library Production Specialist	1337	N						
Logistics Coordinator	1267	N						
Marketing Production Specialist	1689	N						
Marketing Support Coordinator - EDC and CVB	1700	N						
Multi-Family Inspector	1270	N						
Municipal Records & Info Mgmt Coordinator	1727	N						
Office Manager	1375	N						
Plans Examiner	1142	N						
Public Safety Equipment Technician II	1804	N						
ROW Inspector	1159	N						
Senior Payroll Coordinator	1722	N						
Signal Systems Operator	1106	N						
Stormwater Inspector	1131	N						
Traffic Signal & Lighting Inspector	1717	N						
Utilities Inspector	1710	N						
Waste Reduction Programs Coordinator	1753	N						
Emergency Vehicle Technician II	1759	N	138	Annual	\$ 46,283.38	\$ 56,697.16	\$ 67,110.68	\$ 69,124.00
Senior Emergency Communications Officer	1798	N		Monthly	\$ 3,856.95	\$ 4,724.76	\$ 5,592.56	
Sign Shop Coordinator	1206	N		Bi-Weekly	\$ 1,780.13	\$ 2,180.66	\$ 2,581.18	
Technical Director - Discovery Center	1518	N		Hourly	\$ 22.2516	\$ 27.2583	\$ 32.2648	
Videographer	1525	N						
Human Resources Generalist	1028	N	139	Annual	\$ 47,500.18	\$ 58,086.08	\$ 68,754.92	\$ 70,817.57
Senior Animal Services Officer	1520	N		Monthly	\$ 3,958.35	\$ 4,840.51	\$ 5,729.58	
Senior Systems Signal Operator	1436	N		Bi-Weekly	\$ 1,826.93	\$ 2,234.08	\$ 2,644.42	
				Hourly	\$ 22.8366	\$ 27.9260	\$ 33.0553	
Communications Specialist	1701	N	140	Annual	\$ 48,578.92	\$ 59,509.32	\$ 70,439.46	\$ 72,552.64
Business Process Analyst	1523	EX		Monthly	\$ 4,048.24	\$ 4,959.11	\$ 5,869.96	
Crime Analyst	1180	N		Bi-Weekly	\$ 1,868.42	\$ 2,288.82	\$ 2,709.21	
Criminalist	1166	N		Hourly	\$ 23.3553	\$ 28.6103	\$ 33.8651	

JOB CLASS TITLE	JOB CLASS CODE	FLSA	PAY GRADE	PERIOD	MINIMUM	MIDPOINT	MAXIMUM	3% Top with Merit Lump Sum
Emergency Management Analyst	1446	N						
Heritage Park Administrator	1006	EX						
Librarian	1342	EX						
Librarian PT	1343	N						
Marketing Administrator	1177	EX						
Emergency Communications QA Coordinator	1800	N						
Public Art Administrator	1004	EX						
Recreation Services Sales Administrator	1782	EX						
Rehabilitation Specialist	1184	N						
Resiliency Program Coordinator	1788	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 Irrigation Inspector	1104	N						
Senior Plans Examiner	1144	N						
Senior Roadway Lighting Technician	1098	N						
Senior ROW Inspector	1505	N						
Senior Stormwater Inspector	1203	N						
Victim Advocate	1169	N						
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Accountant	1014	EX	141	Annual	\$ 49,769.20	\$ 60,967.14	\$ 72,165.34	\$ 74,330.30
Budget Analyst I	1015	EX		Monthly	\$ 4,147.43	\$ 5,080.60	\$ 6,013.78	
Buyer	1011	EX		Bi-Weekly	\$ 1,914.20	\$ 2,344.89	\$ 2,775.59	
Accreditation Administrator	1416	EX		Hourly	\$ 23.9275	\$ 29.3111	\$ 34.6949	
Aquatic Supervisor	1762	EX						
Assistant City Secretary	1402	N						
Athletic Center Supervisor - Fun Club/Zone	1679	EX						
Athletic Supervisor	1544	EX						
AV Systems Technician	1786	EX						
Community Education Coordinator	1408	EX						
Discovery Center Supervisor	1513	EX						
Education & Outreach Supervisor	1737	EX						
Emergency Vehicle Technician III	1760	N						
Foreman/Master Fleet Technician	1264	N						
Grants Coordinator	1698	N						
Hydrologist	1444	EX						
Landscape Architect	1162	EX						
Learning and Development Coordinator	1695	N						
Municipal Court Coordinator	1050	EX						
Planner I	1161	EX						
Recreation Center Supervisor	1428	EX						
Recreation Programs Supervisor	1391	EX						
Adult Activity Center Supervisor	1074	EX						
Senior Human Resources Generalist	1527	N						
Treasury Analyst I	1445	EX						
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CVB Sports & Events Services Manager	8022	EX	142	Annual	\$ 50,988.34	\$ 62,460.84	\$ 73,933.34	\$ 76,151.34
Fire Inspector	1178	N		Monthly	\$ 4,249.03	\$ 5,205.07	\$ 6,161.11	
Safety Coordinator	1535	EX		Bi-Weekly	\$ 1,961.09	\$ 2,402.34	\$ 2,843.59	
				Hourly	\$ 24.5136	\$ 30.0293	\$ 35.5449	
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Construction Supervisor	1430	N	143	Annual	\$ 52,237.64	\$ 63,991.20	\$ 75,744.76	\$ 78,017.10
Detention Supervisor	1250	N		Monthly	\$ 4,353.14	\$ 5,332.60	\$ 6,312.06	
Irrigation Supervisor	1258	N		Bi-Weekly	\$ 2,009.14	\$ 2,461.20	\$ 2,913.26	
Meter Supervisor	1111	N		Hourly	\$ 25.1143	\$ 30.7650	\$ 36.4158	
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						
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Accountant II	1404	EX	144	Annual	\$ 53,543.62	\$ 65,590.98	\$ 77,638.34	\$ 79,967.49
Benefits & Wellness Analyst	1509	EX		Monthly	\$ 4,461.97	\$ 5,465.92	\$ 6,469.86	
Billing Supervisor	4037	EX		Bi-Weekly	\$ 2,059.37	\$ 2,522.73	\$ 2,986.09	
Cashier Supervisor	4026	EX		Hourly	\$ 25.7421	\$ 31.5341	\$ 37.3261	

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CVB Sales Manager	8000	EX						
Human Resources Analyst	1029	EX						
PW Office Administrator	1790	EX						
Animal Services Supervisor	1145	N	145	Annual	\$ 54,828.80	\$ 67,165.02	\$ 79,501.50	\$ 81,886.55
Asset Management Coordinator	1752	EX		Monthly	\$ 4,569.07	\$ 5,597.09	\$ 6,625.13	
Chief Building Inspector	1158	EX		Bi-Weekly	\$ 2,108.80	\$ 2,583.27	\$ 3,057.75	
Code Enforcement Supervisor	1186	N		Hourly	\$ 26.3600	\$ 32.2909	\$ 38.2219	
Contract Administrator - Parks & Recreation	1789	EX						
Deputy City Secretary	1691	EX						
Emergency Communications Supervisor	1801	N						
Emergency Communications Training Coordinator	1799	N						
Interactive Media Administrator	1433	EX						
Planner II	1807	EX						
Plans Examiner Supervisor	1146	EX						
Senior Public Safety Equipment Technician	1805	EX						
Video Producer	1438	EX						
Engineer In Training (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	\$ 83,444.92	\$ 85,948.27
EDC Business Retention & Expansion Specialist	1793	EX		Monthly	\$ 4,795.68	\$ 5,874.72	\$ 6,953.74	
EDC Research Specialist	1794	EX		Bi-Weekly	\$ 2,213.39	\$ 2,711.41	\$ 3,209.42	
Facilities Maintenance Supervisor	1504	N		Hourly	\$ 27.6674	\$ 33.8926	\$ 40.1178	
Crime Analyst Administrator	1745	EX	148	Annual	\$ 58,958.12	\$ 72,223.84	\$ 85,489.30	\$ 88,053.98
Property Administrator	1688	EX		Monthly	\$ 4,913.18	\$ 6,018.65	\$ 7,124.11	
Risk Administrator	1543	EX		Bi-Weekly	\$ 2,267.62	\$ 2,777.84	\$ 3,288.05	
Sponsorship & Event Development Administrator	1431	EX		Hourly	\$ 28.3453	\$ 34.7230	\$ 41.1006	
Victim Assistance and Grants Administrator	1187	EX						
Fire Fleet Manager	1092	N	149	Annual	\$ 60,432.06	\$ 74,029.54	\$ 87,626.50	\$ 90,255.30
Environmental Health Supervisor	1190	EX		Monthly	\$ 5,036.01	\$ 6,169.13	\$ 7,302.21	
Fleet Services Supervisor	1093	N		Bi-Weekly	\$ 2,324.31	\$ 2,847.29	\$ 3,370.25	
Library Systems Specialist	1363	EX		Hourly	\$ 29.0539	\$ 35.5911	\$ 42.1281	
Senior Accountant	1686	EX						
Senior Benefits/Wellness Analyst	1761	EX						
Senior Compensation & Classification Analyst	1668	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						
Compliance Official	1785	EX	150	Annual	\$ 61,882.34	\$ 75,806.12	\$ 89,729.64	\$ 92,421.53
CVB Digital Mktg & Creative Manager	1763	EX		Monthly	\$ 5,156.86	\$ 6,317.18	\$ 7,477.47	
ROW Service Administrator	1421	EX		Bi-Weekly	\$ 2,380.09	\$ 2,915.62	\$ 3,451.14	
				Hourly	\$ 29.7511	\$ 36.4453	\$ 43.1393	
			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	
			152	Annual	\$ 64,951.90	\$ 79,567.02	\$ 94,180.32	\$ 97,005.73
				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	\$ 68,206.58	\$ 83,553.34	\$ 98,899.84	\$ 101,866.84
Animal Services Manager	1199	EX		Monthly	\$ 5,683.88	\$ 6,962.78	\$ 8,241.65	
Aquatic Superintendent	1539	EX		Bi-Weekly	\$ 2,623.33	\$ 3,213.59	\$ 3,803.84	
Assistant Building Official	4006	EX		Hourly	\$ 32.7916	\$ 40.1699	\$ 47.5480	
Assistant Municipal Court Administrator	1775	EX						
Assistant Revenue Collections Manager	1439	EX						
Circulation Manager	1084	EX						
Construction Superintendent	1420	EX						
Customer Service Superintendent	1540	EX						
CVB Senior Communications Manager	1764	EX						
Digital Services Manager	1743	EX						
Environmental Services Superintendent	1711	EX						
Fire Protection Engineer	1195	EX						
Material Services Manager	1728	EX						
Meter Superintendent	4011	EX						
Parks Superintendent	4120	EX						

JOB CLASS TITLE	JOB CLASS CODE	FLSA	PAY GRADE	PERIOD	MINIMUM	MIDPOINT	MAXIMUM	3% Top with Merit Lump Sum
Permit Services Official	1696	EX						
Principal Planner	1792	EX						
Programming & Fitness Superintendent	1541	EX						
Special Assistant to the City Manager	5023	EX						
Strategic Services Manager - Fire	3409	EX						
Strategic Services Manager - PD	1796	EX						
Streets Superintendent	4012	EX						
Traffic Superintendent	1205	EX						
Utilities Superintendent	4013	EX						
Youth Services Manager	1341	EX						
PW Business Analyst	1419	EX	154	Annual	\$ 69,877.86	\$ 85,600.32	\$ 101,322.78	\$ 104,362.46
Facility Project Manager	1411	EX		Monthly	\$ 5,823.16	\$ 7,133.36	\$ 8,443.57	
				Bi-Weekly	\$ 2,687.61	\$ 3,292.32	\$ 3,897.03	
				Hourly	\$ 33.5951	\$ 41.1540	\$ 48.7129	
Civil Engineer	1310	EX	155	Annual	\$ 73,336.12	\$ 95,336.80	\$ 117,337.48	\$ 120,857.60
Facilities Engineer	1751	EX		Monthly	\$ 6,111.34	\$ 7,944.73	\$ 9,778.12	
CSI/Property & Evidence Manager	1515	EX		Bi-Weekly	\$ 2,820.62	\$ 3,666.80	\$ 4,512.98	
CVB Senior Sales Manager	8006	EX		Hourly	\$ 35.2578	\$ 45.8350	\$ 56.4123	
Detention Manager	1732	EX						
EDC Manager of Tech & Innovation	1795	EX						
ITS Project Manager	1694	EX						
Police Records Manager	4001	EX						
Records & Info Mgmt Administrator	1746	EX						
Stormwater Engineer	1129	EX						
Traffic Engineer	1388	EX						
Arts, Culture & Special Events Manager	1681	EX	156	Annual	\$ 75,132.72	\$ 97,672.64	\$ 120,212.30	\$ 123,818.67
Business Services Manager	1693	EX		Monthly	\$ 6,261.06	\$ 8,139.39	\$ 10,017.69	
Compliance Manager - Financial Svcs	1787	EX		Bi-Weekly	\$ 2,889.72	\$ 3,756.64	\$ 4,623.55	
CVB Director of Communications & Marketing	8018	EX		Hourly	\$ 36.1215	\$ 46.9580	\$ 57.7944	
CVB Director of Sports and Events	8123	EX						
EDC Director of Marketing & Communications	1682	EX						
Environmental Services Manager	4025	EX						
Facilities Manager	4009	EX						
Fleet Services Manager	1095	EX						
Logistics Manager	1709	EX						
Natural Resources Manager	1736	EX						
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	\$ 76,973.52	\$ 100,065.42	\$ 123,157.32	\$ 126,852.04
Accounting Manager	4007	EX		Monthly	\$ 6,414.46	\$ 8,338.79	\$ 10,263.11	
Community Development Manager	1735	EX		Bi-Weekly	\$ 2,960.52	\$ 3,848.67	\$ 4,736.82	
Emergency Communications Manager	1802	EX		Hourly	\$ 37.0065	\$ 48.1084	\$ 59.2103	
Financial Services Manager	4008	EX						
Municipal Court Administrator	4022	EX						
Planning Manager	4033	EX						
Public Safety Technical Services Manager	1806	EX						
Revenue Collections Manager	4015	EX						
Talent Management and Employee Relations Manager	1724	EX						
Total Rewards Manager	1723	EX						
Treasury Manager	1697	EX						
ROW Manager	1443	EX	160	Annual	\$ 82,770.48	\$ 107,601.78	\$ 132,433.08	\$ 136,406.07
Senior Civil Engineer	1130	EX		Monthly	\$ 6,897.54	\$ 8,966.82	\$ 11,036.09	
Senior Fire Protection Engineer	1506	EX		Bi-Weekly	\$ 3,183.48	\$ 4,138.53	\$ 5,093.58	
Senior Stormwater Engineer	1202	EX		Hourly	\$ 39.7935	\$ 51.7316	\$ 63.6698	
Senior Traffic Engineer	1132	EX						
			161	Annual	\$ 84,798.48	\$ 110,238.18	\$ 135,677.62	
				Monthly	\$ 7,066.54	\$ 9,186.52	\$ 11,306.47	
				Bi-Weekly	\$ 3,261.48	\$ 4,239.93	\$ 5,218.37	
				Hourly	\$ 40.7685	\$ 52.9991	\$ 65.2296	
Budget & Strategic Planning Manager	1550	EX	162	Annual	\$ 86,876.14	\$ 112,939.06	\$ 139,001.72	\$ 143,171.77
Chief Innovation Officer	1780	EX		Monthly	\$ 7,239.68	\$ 9,411.59	\$ 11,583.48	
Controller	1781	EX		Bi-Weekly	\$ 3,341.39	\$ 4,343.81	\$ 5,346.22	
				Hourly	\$ 41.7674	\$ 54.2976	\$ 66.8278	
Building Official	5015	EX	163	Annual	\$ 89,004.50	\$ 115,705.98	\$ 142,407.46	\$ 146,679.68
Capital Projects Manager	1549	EX		Monthly	\$ 7,417.04	\$ 9,642.17	\$ 11,867.29	
Deputy Emergency Management Coordinator	1511	EX		Bi-Weekly	\$ 3,423.25	\$ 4,450.23	\$ 5,477.21	
Development Manager	1548	EX		Hourly	\$ 42.7906	\$ 55.6279	\$ 68.4651	

JOB CLASS TITLE	JOB CLASS CODE	FLSA	PAY GRADE	PERIOD	MINIMUM	MIDPOINT	MAXIMUM	3% Top with Merit Lump Sum
Traffic Signal and ITS Manager	1685	EX						
Transportation Planning Manager	1684	EX						
Assistant Director - Library	1347	EX	200	Annual	\$ 91,229.84	\$ 118,598.48	\$ 145,967.38	\$ 150,346.40
Assistant Director - Parks and Recreation	4125	EX		Monthly	\$ 7,602.49	\$ 9,883.21	\$ 12,163.95	
Assistant Director - Communications & Media Relations	1779	EX		Bi-Weekly	\$ 3,508.84	\$ 4,561.48	\$ 5,614.13	
				Hourly	\$ 43.8605	\$ 57.0185	\$ 70.1766	
Associate Municipal Court Judge	5121	EX	201	Annual	\$ 93,510.30	\$ 121,563.52	\$ 149,616.48	\$ 154,104.97
Associate Municipal Court Judge - PT	5122	EX		Monthly	\$ 7,792.53	\$ 10,130.29	\$ 12,468.04	
				Bi-Weekly	\$ 3,596.55	\$ 4,675.52	\$ 5,754.48	
				Hourly	\$ 44.9569	\$ 58.4440	\$ 71.9310	
CVB Dir Of Sales and Services	8013	EX	202	Annual	\$ 95,848.22	\$ 124,602.66	\$ 153,356.84	\$ 157,957.55
Assistant Director - Administrative Services	1708	EX		Monthly	\$ 7,987.35	\$ 10,383.56	\$ 12,779.74	
EDC Director of Economic Development	8121	EX		Bi-Weekly	\$ 3,686.47	\$ 4,792.41	\$ 5,898.34	
EDC Director of Business Retention & Expansion	8007	EX		Hourly	\$ 46.0809	\$ 59.9051	\$ 73.7293	
Assistant Director - Engineering Services	4028	EX	204	Annual	\$ 100,700.34	\$ 130,913.38	\$ 161,120.70	\$ 165,954.32
Assistant Director - Transportation Engineering	4029	EX		Monthly	\$ 8,391.70	\$ 10,909.45	\$ 13,426.73	
Assistant Public Works Director	4501	EX		Bi-Weekly	\$ 3,873.09	\$ 5,035.13	\$ 6,196.95	
				Hourly	\$ 48.4136	\$ 62.9391	\$ 77.4619	
Deputy Director - Public Works	4503	EX	206-G	Annual	\$ 105,798.42	\$ 142,827.88	\$ 179,857.34	\$ 185,253.06
				Monthly	\$ 8,816.54	\$ 11,902.32	\$ 14,988.11	
				Bi-Weekly	\$ 4,069.17	\$ 5,493.38	\$ 6,917.59	
				Hourly	\$ 50.8646	\$ 68.6673	\$ 86.4699	

*** Starting pay rates for the below City of Frisco positions:**

Position:	Starting Hourly Pay:	
Public Works	Public Works Maintenance Worker	\$17.4416
	Public Works Heavy Equipment Operator I	\$19.2147
	Public Works Heavy Equipment Operator II	\$21.1681
	Public Works Crew Leader	\$22.7624
Parks & Recreation	Parks Maintenance Worker	\$16.2199
	Parks Equipment Operator	\$18.3066
	Parks Crew Leader	\$21.6868
Environmental Services	Environmental Services Maintenance Worker	\$16.2199
	Environmental Services Crew Leader	\$21.6868
Police	Emergency Communications Officer	\$23.0000
	Detention Officer	\$18.5000