

Position Grades and Classifications

Regular Position Table Prefix Key	
A	Administrative Scale
R	Recreation Scale
SA	Senior Staff
U	AFSCME Union Scale
P	Police Scale

Grade	Administrative Positions
6	Watershed Protection Specialist
7-8	Not used at this time
9	Swim Center Assistant Transportation Aide
10	Inspection Aide Golf Course Technician Meter Services Technician Second Assistant Golf Pro Secretary I
11	City Hall Facilities Manager Copy Center and Mail Specialist Fleet Service Mechanic Parking Enforcement Officer
12	Accounts Payable Assistant I Aquatics Facilities Operator Fleet Clerk Golf Course Equipment Mechanic/Operator Maintenance Communications Operator Payroll Assistant I Photo Enforcement Analyst Records Management Clerk Revenue Assistant I Secretary II Video Technician
13	Accounts Payable Assistant II Assistant Facilities Engineer Box Office Manager Computer Operator Facility Coordinator Fleet Mechanic I Inventory Services Clerk Secretary/Bookkeeper Secretary III Sports Field Specialist
14	Administrative Assistant I Assistant to the City Clerk Community Services Outreach Worker Crew Supervisor Crime Analyst

Grade	Administrative Positions
14	Human Resources Assistant Payroll Assistant II Permit Technician Photo Enforcement Supervisor Police Equipment and Budget Coordinator Revenue Assistant II Special Operations Technician Senior Services Fleet Supervisor
15	Administrative Assistant II Fleet Mechanic II Housing Codes Inspector Inventory Services Supervisor Meter Services Supervisor Neighborhood Services Officer Parks Equipment Mechanic Planning Technician Printing Specialist I Public Safety Communications Dispatcher Sports Facilities and Athletic Fields Maint. Supv.
16	Administrative Support Coordinator Aging in Place Specialist Arts Programs Specialist Assistant Community Center Supervisor Events Specialist Facilities Engineer Graphics Specialist Human Resources Associate Legal Secretary Management Assistant Planner I Printing Specialist II Recreation Programs Specialist Traffic Signal and Lighting Technician I Transportation Planner I Victim Advocate Water Treatment Plant Operator Web Assistant
17	Assistant Golf Course Superintendent Associate Producer/Director Buyer I Cable TV Production Specialist II Commercial Property Codes Inspector Construction Codes Inspector I Construction Inspector I Engineering Technician I Environmental Specialist

Grade	Administrative Positions
17	Fire Codes Inspector I First Assistant Golf Pro Forestry Crew Supervisor Operations Maintenance Crew Supervisor Parks Maintenance Specialist Public Information Specialist Sports Program Specialist Theatre Production Specialist Traffic Signal and Lighting Technician II Water Treatment Plant Shift Leader
18	Aquatics Facility Manager Buyer II Community Services Program Analyst Community Services Program Coordinator Community Services Referral Coordinator Construction Codes Inspector II Construction Inspector II Engineering Technician II Environmental Compliance Inspector II Facilities Maintenance Specialist Fleet Maintenance Supervisor Fire Codes Inspector II Network and PC Support Specialist Parks and Facilities Development Specialist Payroll Supervisor Permit Software Support Specialist Program Support Coordinator Sediment and Erosion Inspector Senior Center Wellness Coordinator Special Operations Supervisor Telecommunications System Administrator Youth, Family, and Community Specialist I
19	Accountant Aquatics Supervisor Assistant Sports Programs Supervisor Construction Codes Specialist Deputy City Clerk Fire Codes Plans Examiner Forestry Inspector Network and Systems Administrator I Parks and Facilities Administrative Supervisor Planner II Planning GIS Specialist PW Data and GIS Specialist Rehabilitation Specialist Senior Construction Inspector

Position Grades and Classifications

Grade	Administrative Positions
19	Theatre/Civic Center Supervisor Transportation Planner II Water Treatment Plant Asst. Superintendent Youth and Family Counselor Zoning Inspector II
20	Assistant to the City Attorney Civil Engineer I Council Support Specialist Health and Wellness Coordinator Landlord/Tenant Specialist Nature Center Supervisor Network and Systems Administrator II Outreach and Community Specialist Plans Examiner Recycling and Refuse Superintendent Senior Sports and Fitness Supervisor Transportation Engineer I Teen Programs Coordinator
21	Assistant City Forester Community Center Supervisor CPDS Administrator Construction Inspection Supervisor Graphics and Printing Supervisor Human Rights/Community Mediation Admin. Neighborhood Resources Coordinator Parks Maintenance Supervisor Planner III Public Works Administrator Senior Citizen Recreation Coordinator Support Services Coordinator
22	Arts Programs Supervisor Civil Engineer II Computer Analyst/Programmer Fire Protection Engineer Management and Budget Analyst Operations Maintenance Assistant Super. Senior Accountant Senior Citizen Support Services Supervisor Sports Programs Supervisor Transportation Engineer II
23	Assistant to the City Manager City Forester Civic Center Superintendent Civil Engineer III CPDS Specialist Community Recreation Manager

Grade	Administrative Positions
23	Contract Specialist Environmental Engineer III Financial Systems Senior Support Analyst Fire Marshal Fleet Manager Golf Course Superintendent Horticulturalist Human Resources Administrator Loss Control Administrator Network and Systems Manager Network Engineer Parks and Facilities Development Manager Parks Services Manager Senior Center Program Manager Senior Neighborhood Resources Coordinator Special Events Manager Supervisor of Comm. Enhancement and Code Enf. Systems Analyst/Project Leader
24	Community Services Manager Cable Television Production Manager GIS Manager Principal Planner Revenue Supervisor Safety and Risk Manager Security and Application Administrator Sustainability Coordinator Swim Center Superintendent Web Administrator
25	Engineering Supervisor Facilities Property Manager Senior Network Engineer Senior Systems Analyst/Project Leader Stormwater Manager
26	Chief of Construction Management Chief of Inspection Services Purchasing Manager Telecommunications and IT Operations Manager Water Treatment Plant Superintendent
27	Assistant City Attorney Budget and Finance Manager Chief of Engineering Chief of Environmental Management Chief of Traffic and Transportation Financial Accounting Manager Financial Systems Manager Operations Maintenance Superintendent

Grade	Administrative Positions
27	Chief of Long Range Planning and Redevel. Recreation and Parks Administration Mgr. Superintendent of Parks and Facilities Superintendent of Recreation
28	Chief of Planning
29	Not used at this time
30	Assistant Director of CPDS Deputy Director of Utilities Senior Assistant City Attorney

Grade	Recreation Scale Positions
2	Activity Instructor I Clerk II
3	Not used at this time
4	Clerk III Facility Supervisor II Third Assistant Golf Pro
5	After School Director Bus Driver Childcare Preschool Staff Groundskeeper
6	Program Assistant III
7	Head Swim Coach Senior Outreach Worker II
8	Childcare Preschool Director Senior Swim Instructor

Grade	Senior Staff Positions
SAI	Assistant City Manager Communication Manager Organizational Development Manager
SAII	Chief of Police Director of CPDS Chief Financial Officer Chief Human Resources Officer Chief Information Officer Director of Public Works Director of Recreation and Parks

Grade	Mayor and Council Appointed
N/A	City Attorney City Clerk/Treasurer City Manager

Grade	Contract Positions
N/A	Head Golf Pro

Admin., Recreation and Parks, Senior Admin. Pay Scales

Administrative Scale		
Pay Grade	Minimum Annual	Maximum Annual
6	27,071	43,820
7	28,425	46,011
8	29,846	48,312
9	31,338	50,727
10	32,905	53,264
11	34,551	55,927
12	36,278	58,723
13	38,092	61,659
14	39,997	64,742
15	41,996	67,979
16	44,096	71,378
17	46,301	74,947
18	48,616	78,695
19	51,047	82,629
20	53,599	86,761
21	56,279	91,099
22	59,093	95,654
23	62,048	100,437
24	65,150	105,458
25	68,408	110,731
26	71,828	116,268
27	75,420	122,081
28	79,191	128,185
29	83,150	134,595
30	87,308	141,324

Recreation and Parks Scale		
Pay Grade	Minimum Hourly	Maximum Hourly
1	7.45	12.05
2	8.71	14.09
3	9.61	15.56
4	10.13	16.39
5	11.71	18.96
6	13.63	22.06
7	15.79	25.56
8	19.21	31.09
9	21.23	34.37
10	24.62	39.85

Senior Administrative Scale		
Pay Grade	Minimum Annual	Maximum Annual
SA I	99,160	149,838
SA II	104,118	157,330
SA III	109,324	165,197

AFSCME Union and Police Pay Scales

AFSCME Union Scale Employees

Grade	Position Classification	Step Progression
1	Laborer	Step 1-12
2	Maintenance Worker	Step 1-12
2	Sanitation Worker	Step 2-12
3	Equipment Operator	Step 1-12
3	Sanitation Operator	Step 2-12
3	Traffic Maintenance Worker	Step 1-12
4	Facilities Maintenance Trades Worker	Step 1-12
4	Tree Climber	Step 2-12
5	Certified Tree Climber	Step 2-12

Grade	Step 1	Step 2	Step 3	Step 4
1	30,387	31,375	32,394	33,447
2	32,970	34,041	35,148	36,290
3	35,772	36,935	38,135	39,375
4	38,813	40,074	41,377	42,722
5	42,112	43,481	44,894	46,353

Grade	Step 5	Step 6	Step 7	Step 8
1	34,534	35,656	36,815	38,012
2	37,470	38,687	39,945	41,243
3	40,654	41,976	43,340	44,748
4	44,110	45,544	47,024	48,552
5	47,859	49,415	51,021	52,679

Grade	Step 9	Step 10	Step 11	Step 12
1	39,247	40,523	41,840	43,200
2	42,583	43,967	45,396	46,871
3	46,203	47,704	49,255	50,856
4	50,130	51,759	53,441	55,178
5	54,391	56,159	57,984	59,868

Police Scale Employees

Grade	Position Classification	Step Progression
PO 1	Police Officer	Step 3-17
PO 2	Police Officer	Step 3-17
PO 3	Police Officer	Step 3-18
PO 4	Police Corporal	Step 3-18
PO 5	Not used at this time	N/A
PO 6	Police Sergeant	Step 3-18
PO 7	Not used at this time	N/A
PO 8	Not used at this time	N/A
PO 9	Police Lieutenant	Step 1-16
PO 10	Police Major	Step 1-16

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PO 1	-	-	45,566	47,161	48,812	50,520	52,288	54,118	56,013
PO 2	-	-	47,845	49,519	51,252	53,046	54,903	56,824	58,813
PO 3	-	-	50,237	51,995	53,815	55,698	57,648	59,666	61,754
PO 4	-	-	52,749	54,595	56,506	58,483	60,530	62,649	64,842
PO 5	-	-	55,386	57,325	59,331	61,408	63,557	65,781	68,084
PO 6	-	-	58,155	60,191	62,298	64,478	66,735	69,070	71,488
PO 9	66,502	68,829	71,238	73,732	76,312	78,983	81,748	84,609	87,570
PO 10	71,425	73,925	76,513	79,191	81,962	84,831	87,800	90,873	94,054

Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
PO 1	57,973	60,002	62,102	64,276	66,525	68,854	71,264	73,758	-
PO 2	60,872	63,002	65,207	67,490	69,852	72,296	74,827	77,446	-
PO 3	63,915	66,152	68,468	70,864	73,344	75,911	78,568	81,318	84,164
PO 4	67,111	69,460	71,891	74,407	77,011	79,707	82,497	85,384	88,372
PO 5	70,467	72,933	75,486	78,128	80,862	83,692	86,621	89,653	-
PO 6	73,990	76,580	79,260	82,034	84,905	87,877	90,953	94,136	97,431
PO 9	90,635	93,807	97,090	100,489	104,006	107,646	111,414	-	-
PO 10	97,345	100,752	104,279	107,929	111,706	115,616	119,662	-	-