

2024 Classification and Pay Schedule

Minimum Wage: \$16.28 Hourly

Position	Active Job Classes	Grade	Minimum	Maximum
101	City Administrator	88	14,005	17,066
113	Executive Assistant	52	5,758	7,014
142	Communications Manager	66	8,135	9,911
149	Community Engagement Specialist	50	5,481	6,677
107	Department Assistant III	45	4,845	5,903
108	Department Assistant II	41	4,390	5,347
109	Department Assistant I	34	3,693	4,497
112	Administrative Assistant	50	5,481	6,677
102	City Attorney	83	12,380	15,084
148	Legal Assistant	50	5,481	6,677
103	Administrative Services Director	80	11,494	14,005
104	Human Resources Analyst	57	6,514	7,938
106	HR Program Manager	62	7,368	8,981
117	City Clerk	57	6,514	7,938
	Deputy City Clerk	52	5,758	7,014
146	Records Clerk	41	4,390	5,347
110	Assistant City Attorney	70	8,981	10,942
360	Information Technology Manager	72	9,434	11,494
362	Network Administrator	59	6,845	8,337
372	Business Analyst	54	6,049	7,368
368	Applications Analyst	50	5,481	6,677
370	Senior Information Technology Specialist	54	6,049	7,368
371	ERP Implementation Manager	66	8,135	9,911
115	Finance Director	80	11,494	14,005
116	Assistant Finance Director	72	9,434	11,494
118	Accountant	54	6,049	7,368
119	Payroll Officer	52	5,758	7,014
120	Accounting/Utility Billing Supervisor	57	6,514	7,938
121	Accounting Assistant I	44	4,727	5,758
152	Accounting Assistant II	45	4,845	5,903
124	Accounting Technician	46	4,967	6,049
144	Senior Accountant	62	7,368	8,981
227	Community Development Director	80	11,494	14,005
229	Permit Manager	66	8,135	9,911
234	Senior Planner	60	7,014	8,547
153	Assistant Planner	51	5,619	6,845
231	Associate Planner	54	6,049	7,368
235	Planning Manager	66	8,135	9,911
237	Permit/Planning Technician	46	4,967	6,049
150	Economic Development Manager	66	8,135	9,911
401	Building and Fire Safety Official	66	8,135	9,911
403	Building and Fire Safety Plans Examiner	55	6,202	7,551
405	Building/Fire Safety Inspector	53	5,903	7,187
240	Parks and Recreation Director	78	10,942	13,332
241	Recreation Supervisor	57	6,514	7,938

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Exhibit B

Position	Active Job Classes	Grade	Minimum	Maximum
242	Recreation Coordinator	49	5,347	6,514
243	Recreation and Marketing Specialist	50	5,481	6,677
244	Recreation Manager	62	7,368	8,981
250	Golf Operations Manager	62	7,368	8,981
252	Golf Course Superintendent	52	5,758	7,014
254	Golf Maintenance Worker II	43	4,608	5,619
256	Golf Operations Coordinator	40	4,280	5,216
317	Parks & Facilities Manager	66	8,135	9,911
319	Parks Maintenance Worker II	43	4,608	5,619
320	Parks Maintenance Supervisor	54	6,049	7,368
321	Equipment Repair Technician	45	4,845	5,903
322	Building Maintenance Supervisor	54	6,049	7,368
323	Parks Maintenance Lead	45	4,845	5,903
324	Parks Maintenance Worker I	40	4,280	5,216
326	Building Maintenance Worker II	46	4,967	6,049
132	Volunteer Coordinator	48	5,216	6,360
258	Arts Specialist	50	5,481	6,677
373	Golf Operations Supervisor	50	5,481	6,677
200	Senior Engineer	70	8,981	10,942
242	Engineering Services Manager	76	10,411	12,687
209	Engineer III	69	8,761	10,671
210	Transportation & Engineering Director	80	11,494	14,005
211	Engineer II	64	7,742	9,434
212	Engineer I	58	6,677	8,135
217	Engineering Tech III	50	5,481	6,677
215	Engineering Tech IV	56	6,360	7,742
216	Senior Inspector	58	6,677	8,135
258	GIS Analyst	54	6,049	7,368
221	GIS Program Coordinator	56	6,360	7,742
223	Transportation Manager	76	10,411	12,687
226	Transportation Operations Manager	66	8,135	9,911
342	Traffic Signal and Streetlight Tech II	Per Contract		
345	Fleet Technician I	Per Contract		
374	Fleet Technician II	Per Contract		
218	Water Resources & Sustainability Director	78	10,942	13,332
214	Water Resources Specialist	54	6,049	7,368
	Senior Water Resources Specialist	62	7,368	8,981
225	Utilities Operations Manager	66	8,135	9,911
408	Inspector - Stormwater	50	5,481	6,677
257	Sustainability Coordinator	54	6,049	7,368
208	Water Resources Program Manager	66	8,135	9,911
351	Maintenance Tech I	Per Contract		
352	Maintenance Tech II	Per Contract		
353	Maintenance Tech III	Per Contract		
344	Electrician II	Per Contract		

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Position	Active Job Classes	Grade	Minimum	Maximum
349	Field Crew Lead	Per Contract		
409	Police Chief	83	12,380	15,084
410	Police Commander	82	12,078	14,715
413	Police Lieutenant	Per Contract		
414	Police Sergeant	Per Contract		
415	Police Officer	Per Contract		
416	Police Evidence Technician	48	5,216	6,360
133	Police Administrative Manager	66	8,135	9,911
140	Police Services Specialist I	45	4,845	5,903
141	Police Services Specialist II	50	5,481	6,677
417	Police Management Analyst	53	5,903	7,187
431	Fire Chief	82	12,078	14,715
433	Assistant Fire Chief	82	12,078	14,715
435	Battalion Chief	Per Contract		
437	Paramedic Lieutenant	Per Contract		
438	Fire Training Lieutenant	Per Contract		
439	Fire Lieutenant	Per Contract		
440	Fire Prevention Officer I	Per Contract		
441	Paramedic Firefighter	Per Contract		
442	Firefighter	Per Contract		
444	Medical Services Officer and BC	Per Contract		
445	Fire Prevention Officer II	Per Contract		

Note: *Turnover and recruitments may shift individual classification headcount through 2024. For example, some job families such as department assistant or engineer may shift as business needs dictate. However, the overall headcount will not increase without council approval.*