



FULL TIME NON-EXEMPT PAY PLAN

10/1/2025

Job Code	Job Title	Grade		Minimum	Midpoint	Maximum
CUST	Custodian	913	Hourly	\$17.8200	\$18.9260	20.0320
MAST	Maintenance Assistant		Annualized	\$37,066	\$39,366	\$41,667
PKAT	Park Attendant					
RECA	Recreation Aide					
ACTECH	Animal Care Technician	914	Hourly	\$17.8200	\$19.7529	\$21.6857
BUS	Bus Operator		Annualized	\$37,066	\$41,086	\$45,107
LNSP	Landfill Spotter/Attendant					
AMW	Maintenance Worker - Airport					
CMWK	Maintenance Worker - Cemetery					
GMWK	Maintenance Worker - Golf					
LMWK	Maintenance Worker - Landfill					
PMWK	Maintenance Worker - Parks					
MWKPW	Maintenance Worker - Public Works					
SMWK	Maintenance Worker - Streets					
OFAS	Office Assistant					
WHASST	Warehouse Assistant					
CAST	Criminal Case Technician	915	Hourly	\$17.8200	\$20.6569	\$23.4938
FLTTA	Fleet Technician Apprentice		Annualized	\$37,066	\$42,967	\$48,868
LIBREP	Library Services Representative					
COURTCLK	Municipal Court Clerk					
ASMW	Senior Maintenance Worker - Airport					
CSMW	Senior Maintenance Worker - Cemetery					
FSMW	Senior Maintenance Worker - Facilities					
GSMW	Senior Maintenance Worker - Golf					
PSMW	Senior Maintenance Worker - Parks					
SOFT	Senior Office Assistant					
TRDP	Transit Dispatcher					
UDIS	Water Utilities Dispatcher					
APSP	Accounts Payable Specialist	916	Hourly	\$17.8200	\$21.6468	\$25.4735
INTSPC	Animal Services Intake Specialist		Annualized	\$37,066	\$45,025	\$52,985
CCRP	Customer Care Representative					
LEQP	Equipment Operator - Landfill					
PEQP	Equipment Operator - Parks					
SEQP	Equipment Operator - Streets					
EXEA	Executive Assistant					
FSRP	Field Services Representative					
FLTT	Fleet Technician					
HSSP	Housing Specialist					
IRRT	Irrigation Technician					
GLMW	Lead Maintenance Worker - Golf					
PLMW	Lead Maintenance Worker - Parks					

GMEC	Maintenance Mechanic - Golf	916 cont.	Hourly	\$17.8200	\$21.6468	\$25.4735
PMMC	Maintenance Mechanic - Parks		Annualized	\$37,066	\$45,025	\$52,985
MTRC	Materials Coordinator					
PMCO	Parks Maintenance Coordinator					
PRMTT	Permit Technician					
PSOF	Public Safety Officer					
RECSP	Recreation Specialist					
SACL	Senior Account Clerk					
SRCOURT	Senior Municipal Court Clerk					
TTCH	Trade Technician					
USTC	Utility Service Technician					
VETTEC-AS	Veterinary Technician Assistant					
AIRC	Airport Operations Coordinator	917	Hourly	\$17.8200	\$22.7307	\$27.6414
AMIT	AMI Technician		Annualized	\$37,066	\$47,280	\$57,495
ASO	Animal Services Officer					
BILC	Billing Coordinator					
CPOL	Case Processing Office Team Lead					
EQTEC	Environmental Quality Technician					
FITCOORD	Fitness Coordinator					
HRCOORD	Human Resources Coordinator					
LIBCOORD	Library Services Coordinator					
MBCRD	Medical Billing Coordinator					
OCORD	Office Coordinator					
ANMLOPCO	Operations Coordinator - Animal Services					
PETC	Property/Evidence Technician					
PCHA	Purchasing Assistant					
SACTEC	Senior Animal Care Technician					
SUTT	Senior Water Utility Services Tech					
TSMT	Traffic Sign/Marking Technician					
UCSC	UCS Coordinator					
VETTEC	Veterinary Technician					
WSOP	Water Systems Operator					
ARSP	Accounts Receivable Specialist	918	Hourly	\$19.0814	\$24.5549	\$30.0283
AGPRO	Assistant Golf Pro		Annualized	\$39,689	\$51,074	\$62,459
BILS	Billing Specialist					
CCTL	Customer Care Team Lead					
FSTL	Field Services Team Lead					
FLTSVADMN	Fleet Services Administrator					
FINV	Fraud Investigator - Housing					
LHEQ	Heavy Equipment Operator - Solid Waste					
SHEQ	Heavy Equipment Operator - Streets					
WWHEQ	Heavy Equipment Operator - Waste Water					
WHEQ	Heavy Equipment Operator - Water					
HVAC	HVAC Mechanic					
PLANTECH	Planning Technician					
PEQS	Police Equipment Specialist					
QRTMST	Police Quartermaster					
PSCOMS	Public Safety Communications Specialist					
RECCO	Recreation Coordinator					
SPECRD	Special Events Coordinator					

SR-APSP	Senior Accounts Payable Specialist	918 cont.	Hourly	\$19.0814	\$24.5549	\$30.0283
EQSTEC	Senior Environmental Quality Technician		Annualized	\$39,689	\$51,074	\$62,459
SFLT	Senior Fleet Technician					
SLHEQ	Senior Heavy Equip Operator - Solid Waste					
SHSSP	Senior Housing Specialist					
SIRR	Senior Irrigation Technician					
SPRMTT	Senior Permit Technician					
THCO	Theater Coordinator					
AMI-LEAD	AMI Team Lead	919	Hourly	\$20.7987	\$26.7585	\$32.7183
ASOTL	Animal Services Officer Team Lead		Annualized	\$43,261	\$55,658	\$68,055
ANLPC	Animal Services Placement Coordinator					
ANMLEVENT	Animal Services Volunteer/Event Coord					
COMPO	Compliance Officer					
ENGT	Engineering Technician					
ENVQI	Environmental Quality Inspector					
FPCOORD	Fire Prevention Coordinator					
HOPC	Homeownership Program Coordinator					
COIN	Inspector 1 - Engineering - Construction					
SWIN	Inspector 1 - Engineering - Stormwater					
JCAS	Juvenile Caseworker					
LBILS	Lead Billing Specialist					
LOGSTSP	Logistics Specialist					
MFLT	Master Fleet Technician					
POLI	Police Civilian Investigator					
SRMM	Senior Maintenance Mechanic					
STSM	Senior Traffic Sign/Marking Tech					
STTCH	Senior Trades Technician					
TRET	Traffic Engineering Technician					
TSTC	Traffic Signal Technician					
VETTEC-LD	Veterinary Technician - Lead					
BUYR	Buyer	920	Hourly	\$22.6706	\$29.1668	\$35.6630
MARS	City Marshal		Annualized	\$47,155	\$60,667	\$74,179
CMO-OCRD	CMO Office Coordinator					
CBIN	Combination Building/Occupancy Inspector					
CLD	Crew Leader - Code					
GCLD	Crew Leader - Golf Maintenance					
INFRACL	Crew Leader - Infrastructure					
LCLD	Crew Leader - Landfill					
PCLD	Crew Leader - Park Services					
SCLD	Crew Leader - Streets					
WDCL	Crew Leader - Water Distribution					
WWCR	Crew Leader - Water/Wastewater					
DETO	Detention Officer					
EVT	Emergency Vehicle Technician					
EQSPEC	Environmental Quality Specialist					
HRSP	Human Resources Specialist					

NHSS	Neighborhood Services Specialist	920 cont.	Hourly	\$22.6706	\$29.1668	\$35.6630
PYRL	Payroll Coordinator		Annualized	\$47,155	\$60,667	\$74,179
PLNX	Plans Examiner					
PHSPEC	Public Health Specialist					
SCOMPO	Senior Compliance Officer					
UTL-EDTSP	Utilities Education and Training Specialist					
APSV	Accounts Payable Supervisor	921	Hourly	\$24.7110	\$31.7884	\$38.8658
ADSV	Administrative Supervisor		Annualized	\$51,399	\$66,120	\$80,841
AIR-FMN	Airport Operations Foreman					
CLTO	Crew Leader - Transportation					
CRIM	Crime Analyst					
CRMV	Crime Scene Investigator					
DETTL	Detention Team Lead					
COMS	Emergency Communications Specialist (FT, PT)					
EMSP	Emergency Management Specialist					
FIBEROPT	Fiber Optic Network/Signal Specialist					
FFMN	Foreman (Facilities, Landfill, Cemetery)					
PETS	Property & Evidence Supervisor					
RSUPV	Records Supervisor - Police					
RHDC	Rehabilitation Development Coordinator					
SCMO-OCRD	Senior CMO Office Coordinator					
SCBIN	Senior Combo Inspector					
SRLCLD	Senior Crew Leader					
SENT	Senior Engineering Technician					
SINV	Senior Fraud Investigator-Housing					
SRHRSP	Senior Human Resources Specialist					
SRPYRL	Senior Payroll Coordinator					
SPLNX	Senior Plans Examiner					
SPFMN	Shop Foreman					
ASSPVR	Animal Services Supervisor	922	Hourly	\$26.9350	\$34.6494	\$42.3637
CSIS	Crime Scene Investigation Supervisor		Annualized	\$56,025	\$72,071	\$88,116
FSSS	Fleet Services Shift Supervisor					
SCIN	Inspector 2 - ENG Franchise/Construct (Sr)					
SWSP	Inspector 2 -ENG - Stormwater/Utility(Sr)					
ITS-CRD	Intelligent Transportation Systems Coordinator					
MEVT	Master Emergency Vehicle Technician					
PAYSUPV	Payroll Supervisor					
DETS	Detention Supervisor	923	Hourly	\$29.3591	\$37.7677	\$46.1763
CMTL	Emergency Communications Team Lead		Annualized	\$61,067	\$78,557	\$96,047
CSPV	Emergency Communications Supervisor	924	Hourly	\$32.0014	\$41.1668	\$50.3321
			Annualized	\$66,563	\$85,627	\$104,691