



**FULL TIME  
NON-EXEMPT PAY PLAN  
5/2/2026**

| 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 |
| CMWK      | Maintenance Worker - Cemetery          |       | Annualized | \$37,066  | \$41,086  | \$45,107  |
| GMWK      | Maintenance Worker - Golf              |       |            |           |           |           |
| LMWK      | Maintenance Worker - Landfill          |       |            |           |           |           |
| PMWK      | Maintenance Worker - Parks             |       |            |           |           |           |
| MWKPW     | Maintenance Worker - Public Works      |       |            |           |           |           |
| SMWK      | Maintenance Worker - Streets           |       |            |           |           |           |
| WHASST    | Warehouse Assistant                    |       |            |           |           |           |
| AMW       | Airport Operations Tech                | 915   | Hourly     | \$17.8200 | \$20.6569 | \$23.4938 |
| BUS       | Bus Operator                           |       | Annualized | \$37,066  | \$42,967  | \$48,868  |
| CAST      | Criminal Case Technician               |       |            |           |           |           |
| LNSP      | Landfill Spotter/Attendant             |       |            |           |           |           |
| LIBREP    | Library Services Representative        |       |            |           |           |           |
| COURTCLK  | Municipal Court Clerk                  |       |            |           |           |           |
| OFAS      | Office Assistant                       |       |            |           |           |           |
| RTECH     | Records Technician - Police            |       |            |           |           |           |
| CSMW      | Senior Maintenance Worker - Cemetery   |       |            |           |           |           |
| FSMW      | Senior Maintenance Worker - Facilities |       |            |           |           |           |
| GSMW      | Senior Maintenance Worker - Golf       |       |            |           |           |           |
| PSMW      | Senior Maintenance Worker - Parks      |       |            |           |           |           |
| SOFT      | Senior Office Assistant                |       |            |           |           |           |
| 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           |       |            |           |           |           |
| PEQP      | Equipment Operator - Parks             |       |            |           |           |           |
| EXEA      | Executive Assistant                    |       |            |           |           |           |
| IRRT      | Irrigation Technician                  |       |            |           |           |           |
| GLMW      | Lead Maintenance Worker - Golf         |       |            |           |           |           |
| PLMW      | Lead Maintenance Worker - Parks        |       |            |           |           |           |
| GMEC      | Maintenance Mechanic - Golf            |       |            |           |           |           |
| PMMC      | Maintenance Mechanic - Parks           |       |            |           |           |           |
| MTRC      | Materials Coordinator                  |       |            |           |           |           |
| PMCO      | Parks Maintenance Coordinator          |       |            |           |           |           |
| PSOF      | Public Safety Officer                  |       |            |           |           |           |
| SRCOURT   | Senior Municipal Court Clerk           |       |            |           |           |           |
| AP-UTL    | Utility Maintenance Apprentice         |       |            |           |           |           |
| VETTEC-AS | Veterinary Technician Assistant        |       |            |           |           |           |
| AP-WTRSY  | Water Systems Apprentice               |       |            |           |           |           |
| UDIS      | Water Utilities Dispatcher             |       |            |           |           |           |

|           |                                         |     |            |           |           |           |
|-----------|-----------------------------------------|-----|------------|-----------|-----------|-----------|
| ASMW      | Airport Operations Master Tech          | 917 | Hourly     | \$17.8200 | \$22.7307 | \$27.6414 |
| ASO       | Animal Services Officer                 |     | Annualized | \$37,066  | \$47,280  | \$57,495  |
| CPOL      | Case Processing Office Team Lead        |     |            |           |           |           |
| EQTEC     | Environmental Quality Technician        |     |            |           |           |           |
| FITCOORD  | Fitness Coordinator                     |     |            |           |           |           |
| FLTTA     | Fleet Technician Apprentice             |     |            |           |           |           |
| HSSP      | Housing Specialist                      |     |            |           |           |           |
| LIBCOORD  | Library Services Coordinator            |     |            |           |           |           |
| MBCRD     | Medical Billing Coordinator             |     |            |           |           |           |
| PRMTT     | Permit Technician                       |     |            |           |           |           |
| PETC      | Property/Evidence Technician            |     |            |           |           |           |
| TRDP      | Transit Dispatcher                      |     |            |           |           |           |
| VETTEC    | Veterinary Technician                   |     |            |           |           |           |
| ARSP      | Accounts Receivable Specialist          | 918 | Hourly     | \$19.0814 | \$24.5549 | \$30.0283 |
| AGPRO     | Assistant Golf Pro                      |     | Annualized | \$39,689  | \$51,074  | \$62,459  |
| BILC      | Billing Coordinator                     |     |            |           |           |           |
| BILS      | Billing Specialist                      |     |            |           |           |           |
| CCTL      | Customer Care Team Lead                 |     |            |           |           |           |
| LEQP      | Equipment Operator - Landfill           |     |            |           |           |           |
| SEQP      | Equipment Operator - Streets            |     |            |           |           |           |
| FSRP      | Field Services Representative           |     |            |           |           |           |
| FINV      | Fraud Investigator - Housing            |     |            |           |           |           |
| HRCOORD   | Human Resources Coordinator             |     |            |           |           |           |
| HVAC      | HVAC Mechanic                           |     |            |           |           |           |
| OCORD     | Office Coordinator                      |     |            |           |           |           |
| PLANTECH  | Planning Technician                     |     |            |           |           |           |
| PEQS      | Police Equipment Specialist             |     |            |           |           |           |
| QRTMST    | Police Quartermaster                    |     |            |           |           |           |
| PSCOMS    | Public Safety Communications Specialist |     |            |           |           |           |
| RECSP     | Recreation Specialist                   |     |            |           |           |           |
| SACL      | Senior Account Clerk                    |     |            |           |           |           |
| SACTEC    | Senior Animal Care Technician           |     |            |           |           |           |
| EQSTEC    | Senior Environmental Quality Technician |     |            |           |           |           |
| SIRR      | Senior Irrigation Technician            |     |            |           |           |           |
| SPRMTT    | Senior Permit Technician                |     |            |           |           |           |
| SPECRD    | Special Events Coordinator              |     |            |           |           |           |
| THCO      | Theater Coordinator                     |     |            |           |           |           |
| TTCH      | Trade Technician                        |     |            |           |           |           |
| TSMT      | Traffic Sign/Marking Technician         |     |            |           |           |           |
| UCSC      | UCS Coordinator                         |     |            |           |           |           |
| USTC      | Utility Service Technician              |     |            |           |           |           |
| WSOP      | Water Systems Operator                  |     |            |           |           |           |
| AIRC      | Airport Operations Coordinator          | 919 | Hourly     | \$20.7987 | \$26.7585 | \$32.7183 |
| AMIT      | AMI Technician                          |     | Annualized | \$43,261  | \$55,658  | \$68,055  |
| ASOTL     | Animal Services Officer Team Lead       |     |            |           |           |           |
| ANMLOPCO  | Animal Services Operations Coordinator  |     |            |           |           |           |
| ANLPC     | Animal Services Placement Coordinator   |     |            |           |           |           |
| ANMLEVENT | Animal Services Volunteer/Event Coord   |     |            |           |           |           |
| ENVQI     | Environmental Quality Inspector         |     |            |           |           |           |
| FPCOORD   | Fire Prevention Coordinator             |     |            |           |           |           |

|           |                                            |       |            |           |           |             |
|-----------|--------------------------------------------|-------|------------|-----------|-----------|-------------|
| FLTT      | Fleet Technician                           | 919   | Hourly     | \$20.7987 | \$26.7585 | \$32.7183   |
| LHEQ      | Heavy Equipment Operator - Solid Waste     | Cont. | Annualized | \$43,261  | \$55,658  | \$68,055.00 |
| SHEQ      | Heavy Equipment Operator - Streets         |       |            |           |           |             |
| WWHEQ     | Heavy Equipment Operator - Waste Water     |       |            |           |           |             |
| WHEQ      | Heavy Equipment Operator - Water           |       |            |           |           |             |
| HOPC      | Homeownership Program Coordinator          |       |            |           |           |             |
| JCAS      | Juvenile Caseworker                        |       |            |           |           |             |
| LBILS     | Lead Billing Specialist                    |       |            |           |           |             |
| POLI      | Police Civilian Investigator               |       |            |           |           |             |
| PCHA      | Purchasing Assistant                       |       |            |           |           |             |
| RECCO     | Recreation Coordinator                     |       |            |           |           |             |
| SR-APSP   | Senior Accounts Payable Specialist         |       |            |           |           |             |
| SHSSP     | Senior Housing Specialist                  |       |            |           |           |             |
| SUTT      | Senior Water Utility Services Tech         |       |            |           |           |             |
| 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   |       |            |           |           |             |
| COMPO     | Compliance Officer                         |       |            |           |           |             |
| DETO      | Detention Officer                          |       |            |           |           |             |
| EVT       | Emergency Vehicle Technician               |       |            |           |           |             |
| ENGT      | Engineering Technician                     |       |            |           |           |             |
| EQSPEC    | Environmental Quality Specialist           |       |            |           |           |             |
| FSTL      | Field Services Team Lead                   |       |            |           |           |             |
| FLTSVADMN | Fleet Services Administrator               |       |            |           |           |             |
| COIN      | Inspector 1 - Engineering - Construction   |       |            |           |           |             |
| SWIN      | Inspector 1 - Engineering - Stormwater     |       |            |           |           |             |
| LOGSTSP   | Logistics Specialist                       |       |            |           |           |             |
| NHSS      | Neighborhood Services Specialist           |       |            |           |           |             |
| PYRL      | Payroll Coordinator                        |       |            |           |           |             |
| PLNX      | Plans Examiner                             |       |            |           |           |             |
| PHSPEC    | Public Health Specialist                   |       |            |           |           |             |
| SFLT      | Senior Fleet Technician                    |       |            |           |           |             |
| SLHEQ     | Senior Heavy Equip Operator - Solid Waste  |       |            |           |           |             |
| SRMM      | Senior Maintenance Mechanic                |       |            |           |           |             |
| STTCH     | Senior Trades Technician                   |       |            |           |           |             |
| STSM      | Senior Traffic Sign/Marking Tech           |       |            |           |           |             |
| TRET      | Traffic Engineering Technician             |       |            |           |           |             |
| TSTC      | Traffic Signal Technician                  |       |            |           |           |             |
| TR-ITSS   | Transport - Intelligent Transport Sys Spec |       |            |           |           |             |
| ADSV      | Administrative Supervisor                  | 921   | Hourly     | \$24.7110 | \$31.7884 | \$38.8658   |
| AIR-FMN   | Airport Operations Foreman                 |       | Annualized | \$51,399  | \$66,120  | \$80,841    |
| AMI-LEAD  | AMI Team Lead                              |       |            |           |           |             |
| 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                      |       |            |           |           |             |

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