

| Classification Plan and Compensation Schedule        |              |                       |                       |               |           |                             |              |                      |
|--|--------------|-----------------------|-----------------------|---------------|-----------|-----------------------------|--------------|----------------------|
| FY 2022-23   |              |                       |                       |               |           |                             |              |                      |
| Effective June 24, 2022                              |              |                       |                       |               |           |                             |              |                      |
| Full Time Job Classification*                        | Salary Grade | Monthly Range Minimum | Monthly Range Maximum | # of Pos Auth | Annual    | Effective Date if Different | Resolution # | Council Meeting Date |
| City Manager   |              |                       |                       | 1             | \$265,181 | 7/1/2022                    | N/A          | 6/7/2022             |
| Assistant City Manager                               | 78           | \$13,889              | \$18,056              | 1             |           |                             | 2022-18      |                      |
| Deputy City Manager                                  | 76           | \$13,219              | \$17,186              | 1             |           |                             | 2022-18      |                      |
| Director of Public Works/City Engineer               | 75           | \$12,897              | \$16,767              | 1             |           |                             | 2022-18      |                      |
| Director of Community Development                    | 74           | \$12,583              | \$16,358              | 1             |           |                             | 2022-18      |                      |
| Director of Finance                                  | 74           | \$12,583              | \$16,358              | 1             |           |                             | 2022-18      |                      |
| Director of Community Services                       | 71           | \$11,684              | \$15,190              | 0             |           |                             | 2022-18      |                      |
| Director of Economic Development                     | 70           | \$11,399              | \$14,819              | 0             |           |                             | 2022-18      |                      |
| Director of Management Services                      | 69           | \$11,121              | \$14,458              | 0             |           |                             | 2022-18      |                      |
| Assistant Director of Community Development          | 68           | \$10,850              | \$14,105              | 1             |           |                             | 2022-18      |                      |
| Engineering Services Manager/Assistant City Engineer | 67           | \$10,585              | \$13,761              | 1             |           |                             | 2022-18      |                      |
| Planning Manager                                     | 66           | \$10,327              | \$13,426              | 0             |           |                             | 2022-18      |                      |
| Assistant Director of Finance                        | 65           | \$10,075              | \$13,098              | 1             |           |                             | 2022-18      |                      |
| Traffic Engineering Manager                          | 63           | \$9,590               | \$12,467              | 1             |           |                             | 2022-18      |                      |
| Information Technology Manager                       | 62           | \$9,356               | \$12,163              | 1             |           |                             | 2022-18      |                      |
| Accounting Manager                                   | 61           | \$9,128               | \$11,866              | 0             |           |                             | 2022-18      |                      |
| City Clerk   | 61           | \$9,128               | \$11,866              | 1             |           |                             | 2022-18      |                      |
| Principal Civil Engineer                             | 61           | \$9,128               | \$11,866              | 1             |           |                             | 2022-18      |                      |
| Public Works Maintenance Manager                     | 61           | \$9,128               | \$11,866              | 1             |           |                             | 2022-18      |                      |
| Facilities Manager                                   | 59           | \$8,688               | \$11,294              | 1             |           |                             | 2022-18      |                      |
| Human Resources Manager                              | 59           | \$8,688               | \$11,294              | 1             |           |                             | 2022-18      |                      |
| Recreation Manager                                   | 58           | \$8,476               | \$11,019              | 2             |           |                             | 2022-18      |                      |
| Assistant to the City Manager                        | 57           | \$8,269               | \$10,750              | 1             |           |                             | 2022-18      |                      |
| Economic Development/Housing Manager                 | 57           | \$8,269               | \$10,750              | 1             |           |                             | 2022-18      |                      |
| Public Safety Manager                                | 57           | \$8,269               | \$10,750              | 1             |           |                             | 2022-18      |                      |
| Principal Planner                                    | 56           | \$8,067               | \$10,488              | 0             |           |                             | 2022-18      |                      |
| Communications & Marketing Manager                   | 55           | \$7,871               | \$10,232              | 1             |           |                             | 2022-18      |                      |
| Environmental Manager                                | 53           | \$7,492               | \$9,739               | 1             |           |                             | 2022-18      |                      |
| Administrative Services Manager                      | 52           | \$7,309               | \$9,502               | 0             |           |                             | 2022-18      |                      |
| Senior Planner                                       | 52           | \$7,309               | \$9,502               | 3             |           |                             | 2022-18      |                      |
| Accounting Supervisor                                | 51           | \$7,131               | \$9,225               | 1             |           |                             | 2022-18      |                      |
| Senior Management Analyst                            | 51           | \$7,131               | \$9,225               | 2             |           |                             | 2022-18      |                      |
| Information Technology Analyst                       | 50           | \$6,957               | \$9,044               | 1             |           |                             | 2022-18      |                      |
| Senior Financial Analyst                             | 50           | \$6,957               | \$9,044               | 0             |           |                             | 2022-18      |                      |
| Economic Development Manager                         | 49           | \$6,787               | \$8,823               | 0             |           |                             | 2022-18      |                      |
| Housing Manager                                      | 49           | \$6,787               | \$8,823               | 0             |           |                             | 2022-18      |                      |
| Public Works Supervisor                              | 49           | \$6,787               | \$8,823               | 0             |           |                             | 2022-18      |                      |
| Senior Communications & Marketing Analyst            | 49           | \$6,787               | \$8,823               | 0             |           |                             | 2022-18      |                      |
| Code Enforcement Supervisor                          | 48           | \$6,622               | \$8,608               | 1             |           |                             | 2022-18      |                      |
| Facilities Supervisor                                | 48           | \$6,622               | \$8,608               | 1             |           |                             | 2022-18      |                      |
| Senior Landscape Administrator                       | 48           | \$6,622               | \$8,608               | 1             |           |                             | 2022-18      |                      |
| Street Maintenance Administrator                     | 48           | \$6,622               | \$8,608               | 1             |           |                             | 2022-18      |                      |
| GIS/Applications Analyst                             | 47           | \$6,460               | \$8,398               | 1             |           |                             | 2022-18      |                      |
| Senior Recreation Supervisor                         | 47           | \$6,460               | \$8,398               | 3             |           |                             | 2022-18      |                      |
| Senior Accountant                                    | 46           | \$6,302               | \$8,193               | 0             |           |                             | 2022-18      |                      |
| Associate Planner                                    | 45           | \$6,149               | \$7,993               | 1             |           |                             | 2022-18      |                      |
| Communications & Marketing Analyst                   | 45           | \$6,149               | \$7,993               | 1             |           |                             | 2022-18      |                      |
| Environmental Compliance Inspector                   | 45           | \$6,149               | \$7,993               | 1             |           |                             | 2022-18      |                      |
| Management Analyst                                   | 45           | \$6,149               | \$7,993               | 5             |           |                             | 2022-18      |                      |
| Recreation Supervisor                                | 45           | \$6,149               | \$7,993               | 2             |           |                             | 2022-18      |                      |
| Finance Analyst                                      | 44           | \$5,999               | \$7,798               | 1             |           |                             | 2022-18      |                      |
| Landscape Administrator                              | 44           | \$5,999               | \$7,798               | 1             |           |                             | 2022-18      |                      |
| Accountant   | 42           | \$5,710               | \$7,423               | 1             |           |                             | 2022-18      |                      |
| Assistant City Clerk                                 | 42           | \$5,710               | \$7,423               | 1             |           |                             | 2022-18      |                      |
| Information Technology Specialist                    | 42           | \$5,710               | \$7,423               | 0             |           |                             | 2022-18      |                      |
| Senior Code Enforcement Officer                      | 42           | \$5,710               | \$7,423               | 0             |           |                             | 2022-18      |                      |
| Communications & Marketing Specialist                | 41           | \$5,570               | \$7,242               | 1             |           |                             | 2022-18      |                      |
| Executive Assistant                                  | 41           | \$5,570               | \$7,242               | 1             |           |                             | 2022-18      |                      |
| GIS/Applications Technician                          | 41           | \$5,570               | \$7,242               | 0             |           |                             | 2022-18      |                      |
| Management Assistant                                 | 41           | \$5,570               | \$7,242               | 0             |           |                             | 2022-18      |                      |
| Records Coordinator                                  | 40           | \$5,435               | \$7,065               | 1             |           |                             | 2022-18      |                      |

| Full Time Job Classification*     | Salary Grade | Monthly Range Minimum | Monthly Range Maximum | # of Pos Auth | Annual | Effective Date if Different | Resolution # | Council Meeting Date |
|-----------------------------------|--------------|-----------------------|-----------------------|---------------|--------|-----------------------------|--------------|----------------------|
| Assistant Planner                 | 39           | \$5,302               | \$6,893               | 0             |        |                             | 2022-18      |                      |
| Code Enforcement Officer          | 38           | \$5,173               | \$6,725               | 2             |        |                             | 2022-18      |                      |
| Senior Accounting Technician      | 37           | \$5,046               | \$6,561               | 0             |        |                             | 2022-18      |                      |
| Engineering Technician            | 36           | \$4,923               | \$6,401               | 0             |        |                             | 2022-18      |                      |
| Engineering Aide                  | 35           | \$4,803               | \$6,244               | 0             |        |                             | 2022-18      |                      |
| Human Resources Technician        | 35           | \$4,803               | \$6,244               | 0             |        |                             | 2022-18      |                      |
| Management Aide                   | 35           | \$4,803               | \$6,244               | 2             |        |                             | 2022-18      |                      |
| Planning Aide                     | 35           | \$4,803               | \$6,244               | 0             |        |                             | 2022-18      |                      |
| Senior Building Permit Technician | 35           | \$4,803               | \$6,244               | 0             |        |                             | 2022-18      |                      |
| Senior Permit Technician          | 35           | \$4,803               | \$6,244               | 1             |        |                             | 2022-18      |                      |
| Administrative Specialist         | 34           | \$4,686               | \$6,092               | 2             |        |                             | 2022-18      |                      |
| Audio-Visual Technician           | 34           | \$4,686               | \$6,092               | 1             |        |                             | 2022-18      |                      |
| Accounting Technician             | 33           | \$4,572               | \$5,944               | 2             |        |                             | 2022-18      |                      |
| Building Permit Technician        | 33           | \$4,572               | \$5,944               | 0             |        |                             | 2022-18      |                      |
| Facilities Maintenance Specialist | 33           | \$4,572               | \$5,944               | 0             |        |                             | 2022-18      |                      |
| Permit Technician                 | 33           | \$4,572               | \$5,944               | 0             |        |                             | 2022-18      |                      |
| Community Preservation Technician | 32           | \$4,460               | \$5,799               | 0             |        |                             | 2022-18      |                      |
| Records Specialist                | 30           | \$4,245               | \$5,519               | 0             |        |                             | 2022-18      |                      |
| Senior Office Specialist          | 26           | \$3,846               | \$5,000               | 0             |        |                             | 2022-18      |                      |
| Receptionist/Cashier              | 24           | \$3,661               | \$4,759               | 0             |        |                             | 2022-18      |                      |

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\* Classifications listed above can be filled on a part time basis at the hourly equivalent of the monthly salary listed

| Part Time Job Classification                        | Pay Grade | Step A  | Step B  | Step C  | Step D  | Step E  | Step F  | Step G  | Resolution # |
|---|-----------|---------|---------|---------|---------|---------|---------|---------|--------------|
|   | H17       | \$32.77 | \$34.41 | \$36.13 | \$37.94 | \$39.84 | \$41.83 | \$43.92 | 2022-18      |
|   | H16       | \$31.21 | \$32.77 | \$34.41 | \$36.13 | \$37.94 | \$39.84 | \$41.83 | 2022-18      |
|   | H15       | \$29.72 | \$31.21 | \$32.77 | \$34.41 | \$36.13 | \$37.94 | \$39.84 | 2022-18      |
|   | H14       | \$28.30 | \$29.72 | \$31.21 | \$32.77 | \$34.41 | \$36.13 | \$37.94 | 2022-18      |
| Recreation Coordinator                              | H13       | \$26.95 | \$28.30 | \$29.72 | \$31.21 | \$32.77 | \$34.41 | \$36.13 | 2022-18      |
|   | H12       | \$25.67 | \$26.95 | \$28.30 | \$29.72 | \$31.21 | \$32.77 | \$34.41 | 2022-18      |
|   | H11       | \$24.45 | \$25.67 | \$26.95 | \$28.30 | \$29.72 | \$31.21 | \$32.77 | 2022-18      |
|   | H10       | \$23.29 | \$24.45 | \$25.67 | \$26.95 | \$28.30 | \$29.72 | \$31.21 | 2022-18      |
|   | H9        | \$22.18 | \$23.29 | \$24.45 | \$25.67 | \$26.95 | \$28.30 | \$29.72 | 2022-18      |
|   | H8        | \$21.12 | \$22.18 | \$23.29 | \$24.45 | \$25.67 | \$26.95 | \$28.30 | 2022-18      |
|   | H7        | \$20.11 | \$21.12 | \$22.18 | \$23.29 | \$24.45 | \$25.67 | \$26.95 | 2022-18      |
| Senior Intern                                       | H6        | \$19.15 | \$20.11 | \$21.12 | \$22.18 | \$23.29 | \$24.45 | \$25.67 | 2022-18      |
| Recreation Specialist                               | H5        | \$18.24 | \$19.15 | \$20.11 | \$21.12 | \$22.18 | \$23.29 | \$24.45 | 2022-18      |
|   | H4        | \$17.37 | \$18.24 | \$19.15 | \$20.11 | \$21.12 | \$22.18 | \$23.29 | 2022-18      |
| Intern; Senior Recreation Leader;<br>Park Attendant | H3        | \$16.54 | \$17.37 | \$18.24 | \$19.15 | \$20.11 | \$21.12 | \$22.18 | 2022-18      |
|   | H2        | \$15.75 | \$16.54 | \$17.37 | \$18.24 | \$19.15 | \$20.11 | \$21.12 | 2022-18      |
| Recreation Leader                                   | H1        | \$15.00 | \$15.75 | \$16.54 | \$17.37 | \$18.24 | \$19.15 | \$20.11 | 2022-18      |