

**POSITION CLASSIFICATION AND PAY PLAN**  
**FISCAL YEAR 2023-24**  
**CIVIL SERVICE / NON-CIVIL SERVICE EMPLOYEES**

| POSITION                                       | PAY GRADE | FY 2023-24<br>PAY RANGE |         |
|------------------------------------------------|-----------|-------------------------|---------|
|                                                |           | MINIMUM                 | MAXIMUM |
| PRO SHOP CASHIER                               | 7         | 24,960                  | 36,866  |
| MAINTENANCE WORKER I                           | 8         | 28,829                  | 42,744  |
| PRO SHOP CLERK                                 | 8         | 28,829                  | 42,744  |
| CLERICAL ASSISTANT                             | 9         | 29,606                  | 43,901  |
| REFUSE COLLECTOR                               | 10        | 30,344                  | 46,795  |
| MAINTENANCE WORKER II                          | 11        | 31,177                  | 50,029  |
| REFUSE TRUCK DRIVER                            | 13        | 32,676                  | 52,486  |
| GOLF MAINTENANCE WORKER                        | 13        | 32,676                  | 52,486  |
| GYM INSTRUCTOR                                 | 13        | 32,676                  | 52,486  |
| RECREATION MAINTENANCE WORKER                  | 13        | 32,676                  | 52,486  |
| ADMINISTRATIVE ASSISTANT I                     | 15        | 34,333                  | 52,951  |
| BUILDING SPECIALIST I                          | 15        | 34,333                  | 52,951  |
| MATERIALS MANAGEMENT CLERK                     | 15        | 34,333                  | 52,951  |
| POLICE ADMINISTRATIVE SPECIALIST I             | 15        | 34,333                  | 52,951  |
| RECREATION SPECIALIST                          | 15        | 34,333                  | 52,951  |
| AQUATIC SPECIALIST                             | 15        | 34,333                  | 52,951  |
| HEAVY EQUIPMENT OPERATOR                       | 15        | 34,333                  | 52,951  |
| SPECIAL EVENTS/PROGRAM SPECIALIST              | 15        | 34,333                  | 52,951  |
| ACCOUNTING SPECIALIST I                        | 16        | 35,186                  | 54,276  |
| BUILDING MAINTENANCE TECHNICIAN                | 16        | 35,186                  | 54,276  |
| GOLF COURSE SPRAY/APPLICATOR TECH              | 16        | 35,186                  | 54,276  |
| PUBLIC PROPERTIES FOREMAN                      | 19        | 37,899                  | 58,760  |
| STREETS FOREMAN                                | 19        | 37,899                  | 58,760  |
| AUTOMATED EQUIPMENT OPERATOR                   | 19A       | 37,899                  | 62,631  |
| ACCOUNTING SPECIALIST II                       | 22        | 40,810                  | 60,517  |
| ADMINISTRATIVE ASSISTANT II                    | 22        | 40,810                  | 60,517  |
| ASSISTANT SENIOR CENTER MANAGER                | 22        | 40,810                  | 60,517  |
| ASSISTANT TO THE CITY CLERK                    | 22        | 40,810                  | 60,517  |
| BUILDING MAINTENANCE SPECIALIST                | 22        | 40,810                  | 60,517  |
| BUILDING SPECIALIST II                         | 22        | 40,810                  | 60,517  |
| PROCUREMENT SPECIALIST                         | 22        | 40,810                  | 60,517  |
| POLICE DISPATCHER-TRAINEE                      | 23        | 41,771                  | 62,656  |
| ADMINISTRATIVE ASSISTANT III                   | 24        | 42,879                  | 64,449  |
| AQUATIC COORDINATOR                            | 24        | 42,879                  | 64,449  |
| BUILDING SPECIALIST III                        | 24        | 42,879                  | 64,449  |
| GOLF MAINTENANCE MECHANIC                      | 24        | 42,879                  | 64,449  |
| POLICE ADMINISTRATIVE SPECIALIST II            | 24        | 42,879                  | 64,449  |
| RECREATION COORDINATOR                         | 24        | 42,879                  | 64,449  |
| RECREATION MAINTENANCE SUPERVISOR              | 24        | 42,879                  | 64,449  |
| SANITATION FOREMAN                             | 24A       | 42,879                  | 69,283  |
| GOLF MAINTENANCE SUPERVISOR/FOREMAN            | 25        | 43,961                  | 65,954  |
| POLICE DISPATCHER I                            | 25        | 43,961                  | 65,954  |
| PRO SHOP/OUTSIDE SERVICES MANAGER              | 25        | 43,961                  | 65,954  |
| ACCOUNTING SPECIALIST III                      | 26        | 46,159                  | 69,251  |
| ATHLETIC SUPERVISOR                            | 26        | 46,159                  | 69,251  |
| HUMAN RESOURCES SPECIALIST II                  | 26        | 46,159                  | 69,251  |
| POLICE ADMINISTRATIVE SPECIALIST III           | 26        | 46,159                  | 69,251  |
| POLICE DISPATCHER II                           | 26        | 46,159                  | 69,251  |
| CODE COMPLIANCE OFFICER                        | 27        | 46,646                  | 69,738  |
| EXECUTIVE ASSISTANT TO THE CHIEF OF POLICE     | 27        | 46,646                  | 69,738  |
| AQUATIC SUPERVISOR                             | 28        | 47,331                  | 70,183  |
| POLICE COMMUNICATIONS SUPERVISOR               | 28        | 47,331                  | 70,183  |
| * DEPUTY CITY CLERK                            | 29        | 48,094                  | 70,726  |
| PUBLIC INFO & PROF SERVICES SPECIALIST         | 29        | 48,094                  | 70,726  |
| * ASSISTANT IT MANAGER                         | 31        | 52,826                  | 78,938  |
| OPERATIONS MANAGER                             | 31        | 52,826                  | 78,938  |
| SPECIAL EVENTS/PROGRAMS SUPERVISOR             | 31        | 52,826                  | 78,938  |
| SENIOR PROCUREMENT OFFICER                     | 34        | 56,405                  | 82,229  |
| POLICE NETWORK ADMINISTRATOR                   | 37        | 59,102                  | 87,652  |
| POLICE OFFICER- RECRUIT                        | 37        | 59,102                  | 87,652  |
| * SENIOR CENTER MANAGER                        | 39        | 60,786                  | 89,846  |
| * ASSISTANT PUBLIC WORKS DIRECTOR              | 40        | 62,401                  | 92,542  |
| * CITY PLANNER                                 | 44        | 68,875                  | 102,148 |
| * GOLF SUPERINTENDENT                          | 45        | 74,759                  | 110,565 |
| * COMPTROLLER                                  | 46        | 80,977                  | 117,743 |
| * HUMAN RESOURCES DIRECTOR/RISK MANAGER        | 46        | 80,977                  | 117,743 |
| * INFORMATION TECHNOLOGY DIRECTOR              | 46        | 80,977                  | 117,743 |
| * CITY CLERK                                   | 49        | 90,091                  | 120,120 |
| * GOLF & COUNTRY CLUB DIRECTOR                 | 49        | 90,091                  | 120,120 |
| * PUBLIC WORKS DIRECTOR                        | 49        | 90,091                  | 120,120 |
| * RECREATION DIRECTOR                          | 49        | 90,091                  | 120,120 |
| * POLICE CAPTAIN                               | 49P       | 108,900                 | 151,104 |
| * ASSISTANT CITY MANAGER                       | 50        | 112,531                 | 156,000 |
| * BUILDING OFFICIAL & CODE COMPLIANCE DIRECTOR | 50        | 112,531                 | 156,000 |
| * FINANCE DIRECTOR                             | 50        | 112,531                 | 156,000 |
| * CHIEF OF POLICE                              | 50P       | 115,599                 | 165,372 |
| * NON-CIVIL SERVICE EMPLOYEE                   |           |                         |         |