

| The Pay Plan No. 701 of Personnel Policy |   | Year 2019 - COLA 2% and Additional Progression |              |              |              |              |          |
|--|---|--|--------------|--------------|--------------|--------------|----------|
| Grade                                    | Position  | Beginning                                      | Top Out      | INC25%       | Midpoint     | INC75%       | P/Hour   |
| 50                                       | Part Time Seasonal Maintenance (inactive)         | \$ 24,524.51                                   | N/A          | N/A          | N/A          | N/A          | \$ 11.79 |
| 51                                       | Administration/Comm. Dev. Intern (PT - Inactive)  | \$ 25,750.86                                   | \$ 39,913.83 | \$ 29,291.60 | \$ 32,832.35 | \$ 36,373.09 | \$ 12.38 |
| 52                                       | Maintenance Worker I                              | \$ 28,660.11                                   | \$ 41,910.29 | \$ 31,972.65 | \$ 35,285.20 | \$ 38,597.75 | \$ 13.78 |
|  | Facilities Maintenance Technician                 |  |              |              |              |              |          |
|  | Stormwater Maintenance Technician I               |  |              |              |              |              |          |
|  | CSR/Receptionist (PT/FT)                          |  |              |              |              |              |          |
|  | Main Street Administrative Asst (PT/FT)           |  |              |              |              |              |          |
| 53                                       | Administrative Assistant I                        | \$ 30,093.11                                   | \$ 44,006.19 | \$ 33,571.38 | \$ 37,049.65 | \$ 40,527.92 | \$ 14.47 |
|  | Administrative Assistant I (Police/Public Safety) |  |              |              |              |              |          |
|  | Facilities Maintenance Technician II              |  |              |              |              |              |          |
|  | Business/Alcohol License Clerk I                  |  |              |              |              |              |          |
|  | Maintenance Worker II                             |  |              |              |              |              |          |
|  | Stormwater Maintenance Technician II              |  |              |              |              |              |          |
|  | Permit Coordinator I                              |  |              |              |              |              |          |
|  | Utility Billing Clerk I                           |  |              |              |              |              |          |
| 54                                       | Facilities Maintenance Supervisor (inactive)      | \$ 31,597.77                                   | \$ 46,205.35 | \$ 35,249.66 | \$ 38,901.56 | \$ 42,553.45 | \$ 15.19 |
|  | Water Meter Maintenance Technician I              |  |              |              |              |              |          |
| 55                                       | Water/ Sewer Operator Trainee                     | \$ 31,926.28                                   | \$ 48,515.43 | \$ 36,073.57 | \$ 40,220.85 | \$ 44,368.14 | \$ 15.35 |
|  | Stormwater Maintenance Technician III             |  |              |              |              |              |          |
|  | Maintenance Worker III                            |  |              |              |              |              |          |
|  | Assistant Municipal Court Clerk I                 |  |              |              |              |              |          |
| 56                                       | Administrative Assistant II                       | \$ 33,523.23                                   | \$ 50,942.15 | \$ 37,877.96 | \$ 42,232.69 | \$ 46,587.42 | \$ 16.12 |
|  | Permit Coordinator II                             |  |              |              |              |              |          |
|  | Utility Billing Clerk II                          |  |              |              |              |              |          |

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|  | Business/Alcohol License Clerk II          |  |              |              |              |              |          |
|  | Heavy Equipment Operator I                 |  |              |              |              |              |          |
|  | Maintenance Crew Leader I                  |  |              |              |              |              |          |
|  | Water Meter Maintenance Technician II      |  |              |              |              |              |          |
|  | Assistant Municipal Court Clerk II         |  |              |              |              |              |          |
|  |  |  |              |              |              |              |          |
| 57                                       | Accounts Payable Clerk                     | \$ 35,199.46                                   | \$ 53,489.36 | \$ 39,771.93 | \$ 44,344.41 | \$ 48,916.88 | \$ 16.92 |
|  | Municipal Court/Police Records Clerk I     |  |              |              |              |              |          |
|  | Water/Sewer Operator III                   |  |              |              |              |              |          |
|  | Court Bailiff (uncertified)/PT             |  |              |              |              |              |          |
|  |  |  |              |              |              |              |          |
| 58                                       | Maintenance Crew Leader II                 | \$ 36,959.98                                   | \$ 56,164.69 | \$ 41,761.16 | \$ 46,562.34 | \$ 51,363.51 | \$ 17.77 |
|  | Water Meter Maintenance Technician III     |  |              |              |              |              |          |
|  | Heavy Equipment Operator II                |  |              |              |              |              |          |
|  | Utility Billing Clerk III                  |  |              |              |              |              |          |
|  | Administrative Assistant III               |  |              |              |              |              |          |
|  | Business/Alcohol License Clerk III         |  |              |              |              |              |          |
|  | Permit Coordinator III                     |  |              |              |              |              |          |
|  | Accounts Payable Clerk II                  |  |              |              |              |              |          |
|  | Police Officer (In Training - Uncertified) |  |              |              |              |              |          |
|  |  |  |              |              |              |              |          |
| 59                                       | Water/Sewer Operator II                    | \$ 38,808.61                                   | \$ 58,973.88 | \$ 43,849.93 | \$ 48,891.24 | \$ 53,932.56 | \$ 18.66 |
|  | Planning Technician (Comm. Dev. - F/PT)    |  |              |              |              |              |          |
|  | Executive Administrative Assistant         |  |              |              |              |              |          |
|  | Assistant City Clerk I (non certified)     |  |              |              |              |              |          |
|  | Municipal Court/Police Records Clerk II    |  |              |              |              |              |          |
|  | Mechanic                                   |  |              |              |              |              |          |
|  | Accounts Payable Clerk III                 |  |              |              |              |              |          |
|  |  |  |              |              |              |              |          |
| 60                                       | Building Inspector I (residential)         | \$ 40,749.11                                   | \$ 61,922.67 | \$ 46,042.50 | \$ 51,335.89 | \$ 56,629.28 | \$ 19.59 |
|  | Code Enforcement Officer                   |  |              |              |              |              |          |



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| 65                                       | Planner II                                    | \$ 52,007.25                                   | \$ 79,030.64  | \$ 58,763.10 | \$ 65,518.95  | \$ 72,274.79  | \$ 25.00 |
|  | Human Resources Specialist II (5+ Years)      |  |               |              |               |               |          |
|  | Main Street Manager/Economic Development      |  |               |              |               |               |          |
| 66                                       | Police Sergeant II                            | \$ 54,607.62                                   | \$ 82,982.17  | \$ 61,701.26 | \$ 68,794.90  | \$ 75,888.54  | \$ 26.25 |
| inactive                                 | Purchasing Manager - Certified CPM            |  |               |              |               |               | \$ 25.00 |
| inactive                                 | Accounting Specialist Certified Financial CVI |  |               |              |               |               |          |
| 67                                       | Chief Building Official                       | \$ 57,338.01                                   | \$ 87,131.28  | \$ 64,786.33 | \$ 72,234.64  | \$ 79,682.96  | \$ 27.57 |
|  | Lieutenant I                                  |  |               |              |               |               | \$ 26.25 |
| 68                                       | Asst. Community Development Director          | \$ 60,204.89                                   | \$ 91,487.85  | \$ 68,025.63 | \$ 75,846.37  | \$ 83,667.11  | \$ 28.94 |
|  | Lieutenant II                                 |  |               |              |               |               | \$ 27.57 |
| 69                                       | Stormwater Utility Manager                    | \$ 63,215.15                                   | \$ 96,062.24  | \$ 71,426.92 | \$ 79,638.69  | \$ 87,850.46  | \$ 30.39 |
|  | Public Works Manager - Street Maintenance     |  |               |              |               |               |          |
|  | Public Works Manager - Utilities Distribution |  |               |              |               |               |          |
|  | City Clerk - (uncertified - BA >5 years)      |  |               |              |               |               |          |
| 70                                       | Water and Wastewater Manager                  | \$ 66,375.91                                   | \$ 100,865.35 | \$ 74,998.27 | \$ 83,620.63  | \$ 92,242.99  | \$ 31.91 |
|  | Police Captain                                |  |               |              |               |               | \$ 30.39 |
| 71                                       | City Clerk (Certified 5+ Years)               | \$ 69,694.71                                   | \$ 105,908.62 | \$ 78,748.18 | \$ 87,801.66  | \$ 96,855.14  | \$ 33.51 |
|  | Police Captain II                             |  |               |              |               |               |          |
| 72                                       | Public Works and Facilities Director          | \$ 73,179.44                                   | \$ 111,204.05 | \$ 82,685.59 | \$ 92,191.74  | \$ 101,697.89 | \$ 35.18 |
| 73                                       | Community Development Director                | \$ 76,838.41                                   | \$ 116,764.25 | \$ 86,819.87 | \$ 96,801.33  | \$ 106,782.79 | \$ 36.94 |
| 74                                       | Police Chief                                  | \$ 80,680.34                                   | \$ 122,602.46 | \$ 91,160.87 | \$ 101,641.40 | \$ 112,121.93 | \$ 38.79 |
|  | Public Safety Director (inactive)             |  |               |              |               |               |          |

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| 75                                       | Human Resources Director (Inactive/Future)         | \$ 84,714.35                                   | \$ 128,732.59 | \$ 95,718.91  | \$ 106,723.47 | \$ 117,728.03 | \$ 40.73 |
| 76                                       | Finance Director (Inactive/Future)                 | \$ 88,950.07                                   | \$ 135,169.22 | \$ 100,504.86 | \$ 112,059.64 | \$ 123,614.43 | \$ 42.76 |
|  | Police Chief (over 5 Years)                        |  |               |               |               |               |          |
|  | Community Development Director (5+ Years/Cert)     |  |               |               |               |               |          |
| 77                                       | Assistant / Deputy City Manager (Active)           | \$ 93,397.56                                   | \$ 141,927.68 | \$ 105,530.09 | \$ 117,662.62 | \$ 129,795.15 | \$ 44.90 |
| 78                                       | City Manager I                                     | \$ 98,067.44                                   | \$ 149,024.06 | \$ 110,806.60 | \$ 123,545.75 | \$ 136,284.91 | \$ 47.15 |
|  | Assistant / Deputy City Manager II (over 5 Years)  |  |               |               |               |               |          |
| 79                                       | City Manager II (over 5 Years)                     | \$ 102,970.82                                  | \$ 156,475.26 | \$ 116,346.93 | \$ 129,723.04 | \$ 143,099.15 | \$ 49.51 |
|  | Asst./Deputy City Manager III (Certified ICMA/GMA) |  |               |               |               |               |          |
| 80                                       | City Manager III (Certified ICMA/GMA)              | \$ 108,119.36                                  | \$ 164,299.03 | \$ 122,164.28 | \$ 136,209.19 | \$ 150,254.11 | \$ 51.98 |