

COMPENSATION SCHEDULE (PAY MATRIX) FOR EMPLOYEES AND STATUTORY OFFICERS

STATUTORY OFFICERS

Title	Min	Mid	Max
City Administrator	\$94,830	\$109,637	\$124,444
Chief of Police (Exempt)	\$88,000	\$104,403	\$116,890
Chief of Police (Non-Exempt)	\$41.73	\$47.73	\$53.74
City Recorder	\$27.16	\$35.68	\$44.19
Treasurer	\$21.38	\$30.40	\$39.41

ADMINISTRATION

Title	Min	Mid	Max
Planner / Office Administrator	\$69,172	\$84,661	\$100,150
Finance / Human Resources Director	\$31.78	\$42.32	\$52.85
Deputy Recorder	\$19.11	\$24.00	\$28.85
Utility, Permit & Licensing Clerk	\$17.58	\$20.64	\$23.70
Office Assistant	\$14.40	\$17.34	\$20.27

PUBLIC WORKS

Title	Min	Mid	Max
Public Works Director	\$31.00	\$47.70	\$64.40
Maintenance III	\$24.15	\$28.17	\$32.19
Maintenance II	\$19.16	\$23.16	\$27.16
Maintenance I	\$17.85	\$20.45	\$23.05
Parks Maintenance Seasonal	\$14.70	\$15.98	\$17.26

WASTEWATER TREATMENT PLANT

Title	Min	Mid	Max
Lead Operator / Manager	\$71,141	\$89,015	\$106,890
Assistant Operator Cert III	\$24.68	\$28.94	\$33.20
Assistant Operator Cert II	\$19.95	\$23.45	\$26.96
Assistant Operator I (Uncertified)	\$17.85	\$20.45	\$23.05

POLICE

Title	Min	Mid	Max
Sergeant	\$38.00	\$39.74	\$41.48
Detective	\$31.97	\$34.52	\$37.07
Patrol Officer III	\$31.97	\$34.52	\$37.07
Patrol Officer II	\$28.70	\$29.84	\$30.98
Patrol Officer I	\$26.25	\$27.46	\$28.67
Patrol Officer I FTO	\$24.94		
Police Records Clerk	\$20.11	\$23.73	\$27.35
Reserve	Volunteer – Not Compensated		

Pay Increases will be awarded based on budget availability as follows:

Merit (performance) Increases will be awarded annually based on employee's annual performance review.

Cost of living increases may be awarded based on a 2-year review of the Consumer Price Index.

Salary surveys will be conducted periodically and may result in market-based increases with council approval.

COMPENSATION SCHEDULE (PAY MATRIX) FOR ELECTED OFFICIALS

ELECTED OFFICIALS

Title	Bi-Weekly	Annually
Mayor	\$438.06	\$11,389.56
City Council Members	\$211.25	\$5,492.50

Cost of living increases may be awarded based on a 2-year review of the Consumer Price Index.