

**COMPENSATION SCHEDULE (PAY MATRIX) FOR EMPLOYEES AND
STATUTORY OFFICERS**

STATUTORY OFFICERS

Title	Min	Mid	Max
Chief of Police (Exempt)	\$73,640	\$93,605	\$113,570
Chief of Police (Non-Exempt)	\$33.00	\$42.60	\$52.20
City Recorder	\$23.50	\$29.70	\$35.90
Treasurer	\$18.50	\$26.30	\$34.10

ADMINISTRATION

Title	Min	Mid	Max
City Administrator	\$68,000	\$83,300	\$98,600
Planner / Office Administrator	\$59,821	\$73,216	\$86,611
Finance & Human Resources Director	\$27.50	\$36.60	\$45.70
Utility, Permit & Licensing Clerk	\$15.15	\$17.85	\$20.50
Office Assistant	\$12.40	\$14.95	\$17.50

PUBLIC WORKS

Title	Min	Mid	Max
Public Works Director	\$25.00	\$38.65	\$52.30
Maintenance III	\$19.10	\$23.45	\$27.80
Maintenance II	\$15.10	\$19.30	\$23.50
Maintenance I	\$13.30	\$16.60	\$19.90
Parks Maintenance Seasonal	\$10.25	\$12.50	\$14.90

WASTEWATER TREATMENT PLANT

Title	Min	Mid	Max
Lead Operator	\$61,360	\$76,960	\$92,435
Assistant Operator Cert III	\$18.05	\$23.40	\$28.70
Assistant Operator Cert II	\$15.50	\$19.65	\$23.80
Assistant Operator I (Uncertified)	\$13.30	\$16.40	\$19.50

POLICE

Title	Min	Mid	Max
Sergeant	\$24.35	\$28.95	\$33.60
Detective	\$21.55	\$26.00	\$30.50
Patrol Officer III	\$21.55	\$26.00	\$30.50
Patrol Officer II	\$18.75	\$22.50	\$26.25
Patrol Officer I	\$16.55	\$20.68	\$24.80
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.*