

COMPENSATION SCHEDULE (PAY MATRIX) FOR EMPLOYEES AND STATUTORY OFFICERS

STATUTORY OFFICERS

Title	Min	Mid	Max
City Administrator	\$69,020	\$84,550	\$100,080
Chief of Police (Exempt)	\$74,745	\$95,009	\$115,275
Chief of Police (Non-Exempt)	\$33.50	\$43.24	\$53.00
City Recorder	\$23.85	\$30.15	\$36.45
Treasurer	\$18.78	\$26.70	\$34.60

ADMINISTRATION

Title	Min	Mid	Max
Planner / Office Administrator	\$60,718	\$74,314	\$87,910
Finance / Human Resources Director	\$27.90	\$37.15	\$46.40
Utility, Permit & Licensing Clerk	\$15.38	\$18.12	\$20.80
Office Assistant	\$12.59	\$15.17	\$17.80

PUBLIC WORKS

Title	Min	Mid	Max
Public Works Director	\$25.38	\$39.23	\$53.08
Maintenance III	\$19.39	\$23.80	\$28.25
Maintenance II	\$15.33	\$19.59	\$23.85
Maintenance I	\$13.50	\$16.85	\$20.20
Parks Maintenance Seasonal	\$10.40	\$12.69	\$15.15

WASTEWATER TREATMENT PLANT

Title	Min	Mid	Max
Lead Operator	\$62,280	\$81,159	\$93,825
Assistant Operator Cert III	\$18.32	\$23.75	\$29.15
Assistant Operator Cert II	\$15.73	\$19.94	\$24.20
Assistant Operator I (Uncertified)	\$13.50	\$16.65	\$19.80

POLICE

Title	Min	Mid	Max
Sergeant	\$24.72	\$29.38	\$34.10
Detective	\$21.87	\$26.39	\$30.95
Patrol Officer III	\$21.87	\$26.39	\$30.95
Patrol Officer II	\$19.03	\$22.84	\$26.65
Patrol Officer I	\$16.80	\$21.00	\$25.17
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	\$384.53	\$9,997.75
City Council Members	\$185.43	\$4,821.25

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