

MANAGEMENT SALARIES
2013-14

Grade Positions		Minimum	Median	Maximum
162 Police Chief	Hourly	\$ 48.46	\$ 57.69	\$ 66.91
	Monthly	8,400	9,999	11,598
	Annual	100,800	119,988	139,176
160 Public Works Director Community Development Director Finance Director	Hourly	\$ 46.04	\$ 54.81	\$ 63.57
	Monthly	7,980	9,500	11,019
	Annual	95,760	113,994	132,228
157 Community Services Director Human Resources Director Library Director	Hourly	\$ 42.64	\$ 50.76	\$ 58.89
	Monthly	7,391	8,799	10,207
	Annual	88,692	105,588	122,484
155 Economic Development Manager	Hourly	\$ 40.53	\$ 48.26	\$ 55.98
	Monthly	7,026	8,365	9,704
	Annual	84,312	100,380	116,448
154 Police Lieutenant	Hourly	\$ 39.53	\$ 47.05	\$ 54.58
	Monthly	6,851	8,156	9,461
	Annual	82,212	97,872	113,532
153 Public Works Operations Manager City Engineer	Hourly	\$ 38.49	\$ 45.84	\$ 53.18
	Monthly	6,672	7,945	9,218
	Annual	80,064	95,340	110,616
152 Assistant Parks/Recreation Director Deputy Finance Director	Hourly	\$ 37.56	\$ 44.72	\$ 51.88
	Monthly	6,510	7,752	8,993
	Annual	78,120	93,024	107,916
151 Development Engineering Manager Development Services Manager	Hourly	\$ 36.63	\$ 43.60	\$ 50.58
	Monthly	6,349	7,558	8,767
	Annual	76,188	90,696	105,204
150 Information Systems Manager	Hourly	\$ 35.72	\$ 42.52	\$ 49.32
	Monthly	6,191	7,370	8,549
	Annual	74,292	88,440	102,588

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149 Building Official	Hourly	\$ 34.83	\$ 41.47	\$ 48.11
	Monthly	6,037	7,188	8,339
	Annual	72,444	86,256	100,068
148 Parks Maintenance Manager Recreation Services Manager Capital Projects Manager	Hourly	\$ 33.98	\$ 40.45	\$ 46.92
	Monthly	5,890	7,012	8,133
	Annual	70,680	84,144	97,596
146 City Recorder	Hourly	\$ 32.28	\$ 38.43	\$ 44.59
	Monthly	5,595	6,662	7,729
	Annual	67,140	79,944	92,748
144 Library Services Manager	Hourly	\$ 30.73	\$ 36.59	\$ 42.44
	Monthly	5,327	6,342	7,356
	Annual	63,924	76,104	88,272
142 Code Enforcement Manager	Hourly	\$ 29.72	\$ 35.38	\$ 41.05
	Monthly	5,151	6,133	7,115
	Annual	61,812	73,596	85,380
141 Public Works Operations Supervisor Public Works Inspection Supervisor	Hourly	\$ 29.03	\$ 34.55	\$ 40.08
	Monthly	5,032	5,990	6,947
	Annual	60,384	71,880	83,364
139 Municipal Court Services Manager Pioneer Community Center Supervisor Assistant to the City Manager Aquatics/Recreation Supervisor	Hourly	\$ 27.70	\$ 32.97	\$ 38.25
	Monthly	4,801	5,716	6,630
	Annual	57,612	68,592	79,560
136 Police Records Manager	Hourly	\$ 25.82	\$ 30.75	\$ 35.68
	Monthly	4,475	5,330	6,185
	Annual	53,700	63,960	74,220
133 Senior Administrative Assistant Human Resources Technician	Hourly	\$ 24.10	\$ 28.70	\$ 33.29
	Monthly	4,177	4,974	5,770
	Annual	50,124	59,688	69,240

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129 Administrative Assistant I	Hourly	\$	22.02	\$	26.21	\$	30.39
Assistant City Recorder	Monthly		3,817		4,543		5,268
	Annual		45,804		54,516		63,216

In 2004 an outside consultant conducted a classification/compensation study that was then adopted by the City Commission. This study recommended that the above classifications be placed on a pay-for-performance system that provides for salary increases based on successful completion of predetermined goals until salary mid-point is achieved. The City uses a 5% benchmark for employees. Once at mid-point, merit payments of 0-5% may be awarded based on annual evaluation goal accomplishments. Employees in these groups do not receive automatic step increases, which is helping the City towards financial stability. The City Manager may approve special pay adjustments based on comparable data and market conditions.