

MANAGEMENT SALARIES
2017-18

Grade	Positions		Minimum	Median	Maximum
162	Police Chief	Hourly	\$ 52.97	\$ 63.06	\$ 73.15
		Monthly	9,181	10,930	12,679
		Annual	110,172	131,160	152,148
160	Public Works Director Community Development Director Finance Director	Hourly	\$ 50.33	\$ 59.91	\$ 69.49
		Monthly	8,724	10,385	12,045
		Annual	104,688	124,620	144,540
157	Community Services Director Human Resources Director Library Director	Hourly	\$ 46.61	\$ 55.49	\$ 64.37
		Monthly	8,079	9,618	11,157
		Annual	96,948	115,416	133,884
155	Economic Development Manager	Hourly	\$ 44.31	\$ 52.75	\$ 61.20
		Monthly	7,680	9,144	10,608
		Annual	92,160	109,728	127,296
154	Police Captain	Hourly	\$ 43.16	\$ 51.42	\$ 59.67
		Monthly	7,481	8,912	10,342
		Annual	89,772	106,944	124,104
153	Public Works Operations Manager City Engineer Assistant Parks/Recreation Director Deputy Finance Director	Hourly	\$ 42.07	\$ 50.10	\$ 58.13
		Monthly	7,292	8,684	10,076
		Annual	87,504	104,208	120,912
150	Information Systems Supervisor	Hourly	\$ 39.04	\$ 46.48	\$ 53.91
		Monthly	6,767	8,056	9,344
		Annual	81,204	96,672	112,128
149	Building Official	Hourly	\$ 38.09	\$ 45.35	\$ 52.60
		Monthly	6,602	7,860	9,117
		Annual	79,224	94,320	109,404
148	Development Projects Manager	Hourly	\$ 37.15	\$ 44.22	\$ 51.29
		Monthly	6,439	7,665	8,890
		Annual	77,268	91,980	106,680

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Grade	Positions		Minimum	Median	Maximum
146	City Recorder	Hourly	\$ 35.29	\$ 42.02	\$ 48.75
		Monthly	6,117	7,284	8,450
		Annual	73,404	87,408	101,400
144	Parks Maintenance Manager	Hourly	\$ 33.60	\$ 40.00	\$ 46.39
		Monthly	5,824	6,933	8,041
		Annual	69,888	83,196	96,492
142	Code Enforcement Manager	Hourly	\$ 32.48	\$ 38.73	\$ 44.99
		Monthly	5,630	6,714	7,798
		Annual	67,560	80,568	93,576
141	Public Works Operations Supervisor Municipal Court Services Manager Pioneer Community Center Supervisor Aquatics / Recreation Supervisor	Hourly	\$ 31.75	\$ 37.78	\$ 43.82
		Monthly	5,503	6,549	7,595
		Annual	66,036	78,588	91,140
139	Assistant to the City Manager	Hourly	\$ 30.29	\$ 36.05	\$ 41.81
		Monthly	5,250	6,249	7,247
		Annual	63,000	74,988	86,964
133	Senior Administrative Assistant Human Resources Technician	Hourly	\$ 26.35	\$ 31.37	\$ 36.40
		Monthly	4,567	5,438	6,309
		Annual	54,804	65,256	75,708
129	Administrative Assistant I Assistant City Recorder	Hourly	\$ 24.07	\$ 28.24	\$ 33.29
		Monthly	4,172	4,971	5,770
		Annual	50,064	58,746	69,240

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.