

MANAGEMENT SALARIES
2016-17

Grade	Positions		Minimum	Median	Maximum
162	Police Chief	Hourly	\$ 51.93	\$ 61.82	\$ 71.71
		Monthly	9,001	10,715	12,429
		Annual	108,012	128,580	149,148
160	Public Works Director Community Development Director Finance Director	Hourly	\$ 49.34	\$ 58.73	\$ 68.12
		Monthly	8,552	10,180	11,808
		Annual	102,624	122,160	141,696
157	Community Services Director Human Resources Director Library Director	Hourly	\$ 47.30	\$ 55.21	\$ 63.10
		Monthly	8,199	9,569	10,938
		Annual	98,388	114,828	131,256
155	Economic Development Manager	Hourly	\$ 43.44	\$ 51.72	\$ 59.99
		Monthly	7,529	8,964	10,399
		Annual	90,348	107,568	124,788
154	Police Captain	Hourly	\$ 42.36	\$ 50.42	\$ 58.49
		Monthly	7,342	8,740	10,138
		Annual	88,104	104,880	121,656
153	Public Works Operations Manager City Engineer Assistant Parks/Recreation Director Deputy Finance Director	Hourly	\$ 41.24	\$ 49.12	\$ 56.99
		Monthly	7,149	8,514	9,878
		Annual	85,788	102,168	118,536
150	Information Systems Supervisor	Hourly	\$ 38.27	\$ 45.57	\$ 52.85
		Monthly	6,634	7,898	9,161
		Annual	79,608	94,776	109,932
149	Building Official	Hourly	\$ 37.32	\$ 44.44	\$ 51.55
		Monthly	6,469	7,703	8,936
		Annual	77,628	92,436	107,232
148	Development Projects Manager	Hourly	\$ 36.42	\$ 43.35	\$ 50.28
		Monthly	6,312	7,514	8,716
		Annual	75,744	90,168	104,592

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Grade	Positions		Minimum	Median	Maximum
146	City Recorder	Hourly	\$ 34.59	\$ 41.19	\$ 47.79
		Monthly	5,996	7,140	8,283
		Annual	71,952	85,680	99,396
144	Library Services Manager Parks Maintenance Manager	Hourly	\$ 32.94	\$ 39.21	\$ 45.48
		Monthly	5,709	6,796	7,883
		Annual	68,508	81,552	94,596
142	Code Enforcement Manager	Hourly	\$ 31.85	\$ 37.97	\$ 44.09
		Monthly	5,520	6,582	7,643
		Annual	66,240	78,984	91,716
141	Public Works Operations Supervisor Municipal Court Services Manager Pioneer Community Center Supervisor Aquatics / Recreation Supervisor	Hourly	\$ 31.11	\$ 37.03	\$ 42.95
		Monthly	5,393	6,419	7,445
		Annual	64,716	77,028	89,340
139	Assistant to the City Manager	Hourly	\$ 29.68	\$ 35.34	\$ 40.99
		Monthly	5,145	6,125	7,105
		Annual	61,740	73,500	85,260
133	Senior Administrative Assistant Human Resources Technician	Hourly	\$ 25.82	\$ 30.75	\$ 35.67
		Monthly	4,476	5,330	6,183
		Annual	53,712	63,960	74,196
129	Administrative Assistant I Assistant City Recorder	Hourly	\$ 23.60	\$ 28.24	\$ 32.63
		Monthly	4,090	4,873	5,655
		Annual	49,080	58,746	67,860

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.