

#### **Human Resources**

## Salary Schedules Fiscal Year 2023-2024

Classi	ified Positions					
Exempt Po	sitions					
Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
GRADE 109	9		\$51,581.08	\$64,477.19	\$77,372.18	Annual
713	Airport Operations Supervisor	Exempt				
198	Communications Specialist	Exempt				
439	Executive Assistant to the Town Manager	Exempt				
205	Human Resources Generalist	Exempt				
707	Parks Project Specialist	Exempt				
515	Planner	Exempt				
327	Safety & Health Specialist	Exempt				
840	Visual Communications Designer	Exempt				
487	Water Business Services Supervisor	Exempt				
479	Water Conservation Analyst	Exempt				
GRADE 110	)		\$56,739.75	\$70,924.69	\$85,109.63	Annual
475	Business Process Supervisor	Exempt				
237	CIP Process Analyst	Exempt				
477	Development Services Analyst	Exempt				
202	Economic Development Specialist	Exempt				
252	GIS Analyst	Exempt				
752	Parks Maintenance Supervisor	Exempt				
214	Payroll Administrator	Exempt				
712	Public Works Supervisor	Exempt				
753	Recreation Supervisor	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
485	Revenue and Customer Service Manager	Exempt				
335	Safety & Health Coordinator	Exempt				
210	Senior Accountant	Exempt				
203	Senior Human Resources Generalist	Exempt				
246	Senior Planner	Exempt				
841	Senior Visual Communications Designer	Exempt				
268	Technology Analyst	Exempt				
722	Water Distribution Supervisor	Exempt				
723	Water Production Supervisor	Exempt				
GRADE 111			\$62,981.00	\$78,725.67	\$94,471.48	Annual
655	Asset Systems Manager	Exempt				
490	Business Process Manager	Exempt				
718	Chief Water Quality Operator	Exempt				
719	Chief Water Reclamation Operator	Exempt				
239	Construction & Inspection Manager	Exempt				
814	Crime Scene Property & Evidence Supervisor	Exempt				
400	Deputy Town Clerk	Exempt				
163	Environmental Project Manager	Exempt				
229	Floodplain Manager	Exempt				
217	Grants Manager	Exempt				
199	HRIS and Payroll Manager	Exempt				
341	Network Administrator	Exempt				
211	Procurement Officer	Exempt				
467	SCADA Administrator	Exempt				
320	Software Developer	Exempt				
502	Superintendent	Exempt				
GRADE 112	2		\$70,538.94	\$88,173.38	\$105,807.83	Annual
124	Assistant Building Official	Exempt				
222	Associate Town Attorney	Exempt				
177	Chief Code Enforcement and Animal Control Officer	Exempt				
197	Organizational Development Manager	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
161	Project Manager	Exempt				
319	Real Property Manager	Exempt				
329	Risk Manager	Exempt				
258	Senior GIS Analyst	Exempt				
340	Senior Network Administrator	Exempt				
310	Senior Software Developer	Exempt				
241	Technology Supervisor	Exempt				
247	Technology Support Supervisor	Exempt				
489	Water Resources Administrator	Exempt				
GRADE 113	3		\$79,709.03	\$99,635.73	\$119,562.43	Annual
261	Assistant Town Attorney	Exempt				
275	Budget Manager	Exempt				
488	Business Financial Manager	Exempt				
230	Civil Engineer	Exempt				
170	Court Administrator	Exempt				
274	Finance Manager	Exempt				
240	Technology Manager	Exempt				
201	Tourism & Marketing Manager	Exempt				
263	Traffic Manager	Exempt				
159	Water Operations Manager	Exempt				
153	Water Reclamation Operations Manager	Exempt				
GRADE 114	1		\$90,070.97	\$112,588.68	\$135,106.43	Annual
175	Chief Building Official	Exempt				
151	CIP Engineering Division Manager	Exempt				
147	Development Engineering Division Manager	Exempt				
245	Planning Manager	Exempt				
262	Senior Assistant Town Attorney	Exempt				
167	Water Engineering Manager	Exempt				
GRADE 115	5		\$101,779.69	\$127,225.18	\$152,669.53	Annual
129	Development Services Deputy Director	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
149	Finance Deputy Director	Exempt				
250	Human Resources Deputy Director	Exempt				
155	Parks & Recreation Deputy Director	Exempt				
158	Public Works Deputy Director	Exempt				
135	Technology Services Deputy Director	Exempt				
148	Water Deputy Director	Exempt				
GRADE 116	i e		\$115,011.05	\$143,764.45	\$172,516.57	Annual
154	Deputy Town Attorney	Exempt				

\$15.6108 \$19.1235 \$22.6359 Hourly  26 Administrative Assistant Non-exempt  27 Accounting Associate  28 Customer Service Representative  29 Legal Clerk  29 Parks and Recreation Maintenance  29 Associate II  29 Non-exempt  29 Legal Clerk  29 Parks and Recreation Maintenance  29 Associate II  29 Non-exempt  20 Public Works Maintenance Associate I  20 Non-exempt  21 Non-exempt  22 Water Billing Specialist  25 Non-exempt  26 Court Collections Specialist  27 Non-exempt  28 Non-exempt  29 Non-exempt  20 Courtroom Specialist  29 Non-exempt  30 Non-exempt  40 Non-exempt  41 Non-exempt  42 Water Billing Specialist  43 Non-exempt  44 Non-exempt  45 Non-exempt  46 Non-exempt  47 Non-exempt  48 Facilities Technician I  48 Non-exempt  49 Non-exempt  40 Non-exempt  40 Non-exempt  41 Non-exempt  42 Non-exempt  43 Non-exempt  44 Non-exempt  45 Non-exempt  46 Non-exempt  47 Non-exempt  48 Facilities Technician I  49 Non-exempt	Non-Exe	empt Positions					
Administrative Assistant Non-exempt  Custodian Non-exempt  Customer Service Representative Non-exempt  Associate I  RADE 209  RADE 209  Sad,743.80 \$42,561.88 \$50,379.42 Annua \$16,7037 \$20.4623 \$24,2209 Hourly  If Accounting Associate Non-exempt  Court Clerk Non-exempt  Customer Service Specialist Non-exempt  Parks and Recreation Maintenance Associate Non-exempt  Parks and Recreation Maintenance Associate Non-exempt  Parks and Recreation Maintenance Non-exempt  Parks and Recreation Maintenance Non-exempt  Non-exempt  Public Records Clerk Non-exempt  Public Works Maintenance Associate I Non-exempt  RECORD Records Clerk Non-exempt  Customer Service Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Customer Service Specialist Non-exempt	GRADE 2	208		\$32,470.36	\$39,776.88	\$47,082.62	Annual
Customer Service Representative Non-exempt Parks and Recreation Maintenance Non-exempt RADE 209  RADE 209  Statistics of Court Clerk Court Clerk Non-exempt Parks and Recreation Maintenance Non-exempt				\$15.6108	\$19.1235	\$22.6359	Hourly
Customer Service Representative Non-exempt Associate I  RADE 209  RADE 209  RADE 209  Sal,743.80 Sa	406	Administrative Assistant	Non-exempt				
Parks and Recreation Maintenance Associate I  RADE 209  RADE 209  \$34,743.80 \$42,561.48 \$50,379.42 Annual \$16,7037 \$20,4623 \$24,2209 Hourly  Accounting Associate Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Parks and Recreation Maintenance Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Police Records Clerk Non-exempt  Public Works Maintenance Associate I Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Court Collections Specialist Non-exempt	746	Custodian	Non-exempt				
S34,743.80   \$42,561.48   \$50,379.42   Annual S16,7037   \$20,4623   \$24,2209   Hourly	680	Customer Service Representative	Non-exempt				
\$16.7037 \$20.4623 \$24.2209 Hourly  17 Accounting Associate Non-exempt  56 Court Clerk Non-exempt  08 Customer Service Specialist Non-exempt  29 Legal Clerk Non-exempt  44 Police Records Clerk Non-exempt  43 Property & Evidence Records Clerk Non-exempt  101 Public Works Maintenance Associate I Non-exempt  223 Records Clerk Non-exempt  23 Records Clerk Non-exempt  44 Water Billing Specialist Non-exempt  45 S37,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  50 Court Collections Specialist Non-exempt  20 Courtroom Specialist Non-exempt  48 Faciliites Technician I Non-exempt	703		Non-exempt				
\$16.7037 \$20.4623 \$24.2209 Hourly Accounting Associate Non-exempt Court Clerk Non-exempt Read Customer Service Specialist Non-exempt Records Clerk Non-exempt Record	GRADE 2	209		\$34,743.80	\$42,561.48	\$50,379.42	Annual
Court Clerk  Non-exempt  Legal Clerk  Non-exempt  Parks and Recreation Maintenance Associate II  Police Records Clerk  Non-exempt  Public Works Maintenance Associate I  Non-exempt  Water Billing Specialist  Non-exempt  Sa7,176.36  S45,540.56  S53,905.80  Annua  \$17.8733  S21.8945  S25.9162  Hourly  Court Collections Specialist  Non-exempt				\$16.7037	\$20.4623	\$24.2209	Hourly
Customer Service Specialist  Non-exempt  Parks and Recreation Maintenance Associate II  Police Records Clerk  Non-exempt  RADE 210  Court Collections Specialist  Non-exempt	417	Accounting Associate	Non-exempt				
Legal Clerk Parks and Recreation Maintenance Associate II Non-exempt Police Records Clerk Non-exempt Public Works Maintenance Associate I Non-exempt Records Clerk Non-exempt Water Billing Specialist Non-exempt RADE 210 Court Collections Specialist Non-exempt	456	Court Clerk	Non-exempt				
Parks and Recreation Maintenance Associate II  Police Records Clerk  Non-exempt  Public Works Maintenance Associate I  Non-exempt  Records Clerk  Non-exempt  STA,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  Court Collections Specialist  Non-exempt  Courtroom Specialist  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt	408	Customer Service Specialist	Non-exempt				
Associate II  Police Records Clerk Non-exempt  Property & Evidence Records Clerk Non-exempt  Public Works Maintenance Associate I Non-exempt  Records Clerk Non-exempt  Water Billing Specialist Non-exempt  \$37,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  Court Collections Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt	429	Legal Clerk	Non-exempt				
Property & Evidence Records Clerk Non-exempt Records Clerk Non-exempt Water Billing Specialist Non-exempt  \$37,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  Court Collections Specialist Non-exempt Courtroom Specialist Non-exempt Non-exempt Non-exempt Non-exempt Non-exempt Non-exempt Non-exempt	598		Non-exempt				
Public Works Maintenance Associate I Non-exempt  Records Clerk Non-exempt  Water Billing Specialist Non-exempt  \$37,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  Court Collections Specialist Non-exempt  Courtroom Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt	444	Police Records Clerk	Non-exempt				
Records Clerk  Water Billing Specialist  Non-exempt  \$37,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  Court Collections Specialist  Non-exempt  Courtroom Specialist  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt	443	Property & Evidence Records Clerk	Non-exempt				
Water Billing Specialist  SRADE 210  \$37,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  Court Collections Specialist  Non-exempt  Courtroom Specialist  Non-exempt  Non-exempt  Non-exempt  Non-exempt	701	Public Works Maintenance Associate I	Non-exempt				
\$37,176.36 \$45,540.56 \$53,905.80 Annual \$17.8733 \$21.8945 \$25.9162 Hourly  50 Court Collections Specialist Non-exempt  20 Courtroom Specialist Non-exempt  48 Faciliites Technician I Non-exempt	423	Records Clerk	Non-exempt				
\$17.8733 \$21.8945 \$25.9162 Hourly Court Collections Specialist Non-exempt Courtroom Specialist Non-exempt Raciliites Technician I Non-exempt	442	Water Billing Specialist	Non-exempt				
\$17.8733 \$21.8945 \$25.9162 Hourly  Court Collections Specialist  Non-exempt  Courtroom Specialist  Non-exempt  Non-exempt  Non-exempt	CDADE	210		\$37,176.36	\$45,540.56	\$53,905.80	Annual
Courtroom Specialist Non-exempt  Raciliites Technician I Non-exempt	GRADE	210		\$17.8733	\$21.8945	\$25.9162	Hourly
48 Faciliites Technician I Non-exempt	450	Court Collections Specialist	Non-exempt				
	620	Courtroom Specialist	Non-exempt				
47 Lead Custodian Non-exempt	748	Faciliites Technician I	Non-exempt				
	747	Lead Custodian	Non-exempt				

Sapport   Public Works Maintenance Associate   Non-exempt	Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
S39,778.70   \$48,728.16   \$57,478.40   Annual   \$19,1244   \$23,4270   \$27,7300   Hourly   \$600   Assets Coordinator   Non-exempt   \$19,1244   \$23,4270   \$27,7300   Hourly   \$22,000   \$27,7300   \$2	607		Non-exempt				
Square   S	599	Public Works Maintenance Associate II	Non-exempt				
Assets Coordinator Non-exempt 453 Court Operations Specialist Non-exempt 454 Court Probation Monitor Non-exempt 455 Court Probation Monitor Non-exempt 456 Court Security Officer Non-exempt 457 Court Security Officer Non-exempt 458 Development Coordinator Non-exempt 458 Engineering Aide Non-exempt 459 Facilities Technician II Non-exempt 450 Heet Technician II Non-exempt 451 License & Tax Specialist Non-exempt 452 Non-exempt 453 Payroll Technician 454 Police Assets Coordinator Non-exempt 455 Police Assets Coordinator Non-exempt 456 Public Works Maintenance Associate III Non-exempt 457 Project Coordinator-CIP Non-exempt 458 Senior Accounting Associate Non-exempt 459 Real Property Coordinator Non-exempt 450 Senior Court Clerk Non-exempt 451 Senior Accounting Associate Non-exempt 452 Senior Court Clerk Non-exempt 453 Senior Court Clerk Non-exempt 454 Senior Accounting Associate Non-exempt 455 Senior Court Clerk Non-exempt 456 Senior Court Clerk Non-exempt 457 Project Decoment Specialist Non-exempt 458 Senior Accounting Associate Non-exempt 459 Senior Legal Specialist Non-exempt 450 Senior Court Clerk Non-exempt 451 Senior Legal Specialist Non-exempt 452 Senior Legal Specialist Non-exempt 453 Senior Legal Specialist Non-exempt 454 Senior Legal Document Specialist Non-exempt 455 Senior Court Clerk Non-exempt 456 Senior Court Clerk Non-exempt 457 Animal Control Officer Non-exempt 458 Senior Legal Document Specialist Non-exempt 459 Senior Legal Document Specialist Non-exempt 450 Senior Court Clerk Non-exempt 451 Senior Legal Document Specialist Non-exempt 452 Senior Legal Document Specialist Non-exempt 453 Senior Legal Document Specialist Non-exempt 454 Senior Markings Technician Non-exempt 455 Senior Court Clerk Non-exempt 456 Senior Court Clerk Non-exempt 457 Animal Control Officer Non-exempt 458 Associate Water Reclamation Mechanic Non-exempt 459 Animal Control Officer Non-exempt 450 Associate Water Reclamation Mechanic Non-exempt	GRADE 211				•		
Court Operations Specialist Non-exempt  242 Court Probation Monitor Non-exempt  813 Court Security Officer Non-exempt  814 Development Coordinator Non-exempt  434 Development Coordinator Non-exempt  435 Engineering Aide Non-exempt  446 Featilities Technician II Non-exempt  447 Facilities Technician II Non-exempt  448 Parks and Recreation Lead Maintenance Associate  449 Parks and Recreation Lead Maintenance Associate  440 Police Records Specialist Non-exempt  441 Police Records Specialist Non-exempt  442 Police Records Specialist Non-exempt  443 Permit Technician Non-exempt  444 Police Records Specialist Non-exempt  445 Police Records Specialist Non-exempt  446 Police Records Specialist Non-exempt  447 Project Coordinator CIP Non-exempt  448 Senior Accounting Associate Non-exempt  449 Senior Court Clerk Non-exempt  450 Senior Court Clerk Non-exempt  451 Senior Legal Specialist Non-exempt  452 Senior Court Clerk Non-exempt  453 Senior Legal Specialist Non-exempt  454 Senior Legal Specialist Non-exempt  455 Senior Legal Specialist Non-exempt  456 Senior Court Clerk Non-exempt  457 Senior Legal Document Specialist Non-exempt  458 Senior Legal Document Specialist Non-exempt  459 Senior Legal Specialist Non-exempt  450 Senior Legal Specialist Non-exempt  451 Senior Legal Document Specialist Non-exempt  452 Senior Court Clerk Non-exempt  453 Senior Legal Specialist Non-exempt  454 Senior Legal Specialist Non-exempt  455 Senior Court Clerk Non-exempt  466 Senior Courtnoom Specialist Non-exempt  467 Signs and Markings Technician I Non-exempt  468 Senior Legal Specialist Non-exempt  479 Signs and Markings Technician Non-exempt  480 Aqualic Maintenance Technician Non-exempt  481 Annual Control Officer Non-exempt  482 Associate Water Reclamation Mechanic Non-exempt  485 Associate Water Reclamation Mechanic Non-exempt				\$19.1244	\$23.4270	\$27.7300	Hourly
Court Probation Monitor Non-exempt							
Court Security Officer Non-exempt  Crime Scene Specialist Non-exempt  Development Coordinator Non-exempt  Engineering Aide Non-exempt  Featilities Technician II Non-exempt  Fleef Technician I Non-exempt  Clicense & Tax Specialist Non-exempt  Parks and Recreation Lead Maintenance Associate  Non-exempt  Police Records Specialist Non-exempt  Police Records Specialist Non-exempt  Police Records Specialist Non-exempt  Project Coordinator-CIP Non-exempt  Real Property Coordinator Non-exempt  Senior Accounting Associate Non-exempt  Senior Court Clerk Non-exempt  Senior Court Clerk Non-exempt  Senior Court Clerk Non-exempt  Senior Legal Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Senior Court Clerk Non-exempt  Senior Court Clerk Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Senior Legal Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Associate Markings Technician I Non-exempt  Non-exempt  Associate Non-exempt  Acqualic Maintenance Technician Non-exempt  No		·					
Billo Crime Scene Specialist Non-exempt  Development Coordinator Non-exempt  Billo Engineering Aide Non-exempt  Facilities Technician II Non-exempt  Ilicense & Tax Specialist Non-exempt  Billo Elicense & Tax Specialist Non-exempt  Associate  Non-exempt  Senior Accounting Associate  Non-exempt  Non-exempt  Senior Court Clerk Non-exempt  Non-exempt  Senior Legal Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Senior Legal Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Senior Legal Specialist Non-exempt  Non-exempt  Non-exempt  Non-exempt  Associate Walners Technician I Non-exempt  Replace I Senior Legal Specialist Non-exempt  Non-exempt  Associate Markings Technician I Non-exempt  Also Senior Legal Document Specialist Non-exempt  Also Senior Legal Document Specialist Non-exempt  Also Senior Legal Document Specialist Non-exempt  Alsociate Markings Technician I Non-exempt  Alsociate Markings Technician I Non-exempt  Non-exempt  Animal Control Officer  Non-exempt  Non-exempt  Non-exempt  Animal Control Officer  Non-exempt  Non-e	242						
Development Coordinator Non-exempt Engineering Aide Non-exempt Facilities Technician II Non-exempt Non-exempt Facilities Technician II Non-exempt Non-exempt Facilities Technician II Non-exempt Non-exempt Parks and Recreation Lead Maintenance Non-exempt Parks and Recreation Lead Maintenance Non-exempt Parks and Recreation Lead Maintenance Non-exempt Non-exempt Parks Non-exempt Non-exempt Non-exempt Non-exempt Non-exempt Non-exempt Non-exempt Non-exempt Senior Accounting Associate Non-exempt Senior Court Clerk Non-exempt Non-exempt Senior Legal Specialist Non-exempt Non-exempt Signs and Markings Technician Non-exempt Non-ex	812	·					
Project Coordinator Non-exempt	810	Crime Scene Specialist	Non-exempt				
Facilities Technician II Non-exempt  Facilities Technician II Non-exempt  License & Tax Specialist Non-exempt  Parks and Recreation Lead Maintenance Associate Non-exempt  Senior Accounting Associate  Non-exempt  Non-exempt  Senior Court Clerk  Non-exempt  Senior Legal Specialist  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Senior Legal Document Specialist  Non-exempt  Signs and Markings Technician I  Non-exempt  Signs and Markings Technician I  Non-exempt  Non-exemp	434	Development Coordinator	Non-exempt				
Fleet Technician I Non-exempt  License & Tax Specialist Non-exempt  Parks and Recreation Lead Maintenance Associate Non-exempt  Police Assets Coordinator Non-exempt  Police Records Specialist Non-exempt  Project Coordinator-CIP Non-exempt  Associate Non-exempt  Associate Non-exempt  Senior Accounting Associate Non-exempt  Senior Court Clerk Non-exempt  Senior Court Clerk Non-exempt  Senior Legal Specialist Non-exempt  Senior Legal Specialist Non-exempt  Senior Legal Document Specialist Non-exempt  Senior Legal Document Specialist Non-exempt  Senior Legal Courtenant Non-exempt  Associate Water Reclamation Non-exempt  Animal Control Officer Non-exempt  Aquatic Maintenance Technician Non-exempt  Associate Water Reclamation Mechanic Non-exempt  Non-exempt  Non-exempt  Application Non-exempt  Application Non-exempt  Application Non-exempt	336	Engineering Aide	Non-exempt				
Alignoria License & Tax Specialist Parks and Recreation Lead Maintenance Associate Non-exempt Associate Non-exempt Non-exempt Associate Non-exempt Non-exempt Associate Non-exempt Non-exempt Associate Non-exempt Non-exempt Non-exempt Associate Non-exempt Non-e	749	Facilities Technician II	Non-exempt				
Parks and Recreation Lead Maintenance Associate Payroll Technician Permit Technician Non-exempt Police Assets Coordinator Non-exempt Police Records Specialist Non-exempt	614	Fleet Technician I	Non-exempt				
Associate Non-exempt 413 Payroll Technician Non-exempt 433 Permit Technician Non-exempt 445 Police Assets Coordinator Non-exempt 446 Police Records Specialist Non-exempt 447 Project Coordinator-CIP Non-exempt 448 Senior Accounting Associate III Non-exempt 449 Senior Accounting Associate Non-exempt 440 Senior Court Clerk Non-exempt 441 Senior Courtroom Specialist Non-exempt 441 Non-exempt 442 Senior Legal Specialist Non-exempt 443 Senior Legal Document Specialist Non-exempt 444 Non-exempt 445 Senior Legal Document Specialist Non-exempt 446 Senior Courtroom Specialist Non-exempt 447 Signs and Markings Technician I Non-exempt 448 Senior Legal Document Specialist Non-exempt 449 Senior Legal Document Specialist Non-exempt 440 Signs and Markings Technician I Non-exempt 441 Senior Legal Document Specialist Non-exempt 442 Senior Legal Document Specialist Non-exempt 443 Senior Legal Document Specialist Non-exempt 444 Senior Legal Document Specialist Non-exempt 445 Senior Legal Document Specialist Non-exempt 446 Senior Legal Document Specialist Non-exempt 447 Signs and Markings Technician I Non-exempt 448 Senior Legal Document Specialist Non-exempt 449 Senior Legal Document Specialist Non-exempt 440 Senior Legal Document Specialist Non-exempt 440 Senior Legal Document Specialist Non-exempt 441 Senior Legal Document Specialist Non-exempt 441 Senior Legal Document Specialist Non-exempt 442 Senior Legal Document Specialist Non-exempt 444 Senior Accounting Associate Non-exempt 445 Senior Legal Document Specialist Non-exempt 446 Senior Courtroom Specialist Non-exempt 447 Senior Accounting Associate Non-exempt 448 Senior Accounting Associate Non-exempt 449 Senior Accounting Associate Non-exempt 440 Senior Accounting Associate Non-exempt 440 Senior Accounting Associate Non-exempt 441 Senior Accounting Associate Non-exempt 442 Senior Accounting Associate Non-exempt 444 Senior Accounting Associate Non-exempt 445 Senior Accounting Associate Non-exempt 446 Senior Accounting Associate Non-exempt 447 Senior Accounting Associate Non-e	419		Non-exempt				
Permit Technician Non-exempt Police Assets Coordinator Non-exempt Police Records Specialist Non-exempt Project Coordinator-CIP Non-exempt Public Works Maintenance Associate III Non-exempt Real Property Coordinator Non-exempt Senior Accounting Associate Non-exempt Senior Court Clerk Non-exempt Senior Court Clerk Non-exempt Senior Legal Specialist Non-exempt Senior Legal Document Specialist Non-exempt Non-exempt Signs and Markings Technician I Non-exempt Animal Control Officer Non-exempt Animal Control Officer Non-exempt Associate Water Reclamation Mechanic Non-exempt	601		Non-exempt				
Police Assets Coordinator Non-exempt Police Records Specialist Non-exempt Project Coordinator-CIP Non-exempt Public Works Maintenance Associate III Non-exempt Real Property Coordinator Non-exempt Non-exempt Non-exempt Senior Accounting Associate Non-exempt Senior Court Clerk Non-exempt Non-exempt Senior Courtroom Specialist Non-exempt Non-exempt Senior Legal Document Specialist Non-exempt Non-exempt Non-exempt Signs and Markings Technician I Non-exempt Animal Control Officer Non-exempt Animal Control Officer Non-exempt Associate Water Reclamation Mechanic Non-exempt	413	Payroll Technician	Non-exempt				
Police Records Specialist Non-exempt Project Coordinator-CIP Non-exempt Public Works Maintenance Associate III Non-exempt Real Property Coordinator Non-exempt Senior Accounting Associate Non-exempt Senior Court Clerk Non-exempt Senior Courtroom Specialist Non-exempt Senior Legal Specialist Non-exempt Senior Legal Document Specialist Non-exempt Signs and Markings Technician I Non-exempt Animal Control Officer Non-exempt Associate Water Reclamation Mechanic Non-exempt Associate Water Reclamation Mechanic Non-exempt Non-exempt Non-exempt Associate Water Reclamation Mechanic Non-exempt	433	Permit Technician	Non-exempt				
Project Coordinator-CIP Non-exempt  Project Coordinator-CIP Non-exempt  Public Works Maintenance Associate III Non-exempt  Real Property Coordinator Non-exempt  Non-exempt  Senior Accounting Associate Non-exempt  Senior Court Clerk Non-exempt  Senior Courtroom Specialist Non-exempt  Senior Legal Specialist Non-exempt  Senior Legal Document Specialist Non-exempt  Non-exempt  Non-exempt  Signs and Markings Technician I Non-exempt  Star, 960.58 \$52,626.86 \$62,293.14 Annual \$20.6541 \$25.3014 \$29.9486 Hourly  Annual Control Officer Non-exempt  Associate Water Reclamation Mechanic Non-exempt  Associate Water Reclamation Mechanic Non-exempt	665	Police Assets Coordinator	Non-exempt				
Real Property Coordinator Non-exempt  Senior Accounting Associate Non-exempt  Senior Court Clerk Non-exempt  Senior Legal Specialist Non-exempt  Senior Legal Document Specialist Non-exempt  Signs and Markings Technician I Non-exempt  Animal Control Officer Non-exempt  Associate Water Reclamation Mechanic Non-exempt  Associate Water Reclamation Mechanic Non-exempt  Non-exempt  Non-exempt  Annual Non-exempt  Associate Water Reclamation Mechanic Non-exempt	445	Police Records Specialist	Non-exempt				
Real Property Coordinator  Non-exempt  Senior Accounting Associate  Non-exempt  Senior Court Clerk  Non-exempt  Senior Legal Specialist  Non-exempt  Senior Legal Document Specialist  Non-exempt  Non-exempt  Non-exempt  Signs and Markings Technician I  Non-exempt  Square Specialist  Non-exempt  Non-exempt  Non-exempt  Sugns and Markings Technician I  Non-exempt  Annual  Square Specialist  Non-exempt  Non-exempt  Annual	547	Project Coordinator-CIP	Non-exempt				
Senior Accounting Associate  Non-exempt  Senior Court Clerk  Non-exempt  Senior Courtroom Specialist  Non-exempt  Senior Legal Specialist  Non-exempt  Non-exempt  Signs and Markings Technician I  Senior Legal Specialist  Non-exempt  Non-exempt  Signs and Markings Technician I  Non-exempt  Successful Senior Legal Specialist  Non-exempt  Non-exempt  Successful Senior Legal Specialist  Non-exempt  Successful Senior Legal Specialist  Non-exempt  Non-exempt  Annual Senior Legal Specialist  Non-exempt  Non-exempt  Non-exempt  Non-exempt  Associate Water Reclamation Mechanic  Non-exempt  Non-exempt	605	Public Works Maintenance Associate III	Non-exempt				
Senior Court Clerk  Non-exempt  Senior Courtroom Specialist  Non-exempt  Senior Legal Specialist  Non-exempt  Senior Legal Document Specialist  Non-exempt  Non-exempt  Non-exempt  Signs and Markings Technician I  Non-exempt  \$42,960.58 \$52,626.86 \$62,293.14 Annual \$29.9486 Hourly  Animal Control Officer  Non-exempt  Aquatic Maintenance Technician  Non-exempt  Associate Water Reclamation Mechanic  Non-exempt	323	Real Property Coordinator	Non-exempt				
Senior Courtroom Specialist  Non-exempt  Senior Legal Specialist  Non-exempt  Senior Legal Document Specialist  Non-exempt  Non-exempt  Signs and Markings Technician I  Non-exempt  Start Specialist  Non-exempt  Start Specialist  Start Specialist  Non-exempt  Non-exempt  Associate Water Reclamation Mechanic  Non-exempt  Non-exempt	418	Senior Accounting Associate	Non-exempt				
Senior Legal Specialist  Non-exempt  Senior Legal Document Specialist  Non-exempt  Non-exempt  Signs and Markings Technician I  Non-exempt  \$42,960.58 \$52,626.86 \$62,293.14 Annual \$29,9486 Hourly  Animal Control Officer  Non-exempt  Aguatic Maintenance Technician  Non-exempt  Associate Water Reclamation Mechanic  Non-exempt  Non-exempt	455	Senior Court Clerk	Non-exempt				
Senior Legal Document Specialist Non-exempt  Signs and Markings Technician I Non-exempt  \$42,960.58 \$52,626.86 \$62,293.14 Annual \$20.6541 \$25.3014 \$29.9486 Hourly  Animal Control Officer Non-exempt Aguatic Maintenance Technician Non-exempt  Associate Water Reclamation Mechanic Non-exempt	621	Senior Courtroom Specialist	Non-exempt				
Signs and Markings Technician I Non-exempt  \$42,960.58 \$52,626.86 \$62,293.14 Annual \$20.6541 \$25.3014 \$29.9486 Hourly  Animal Control Officer Non-exempt  Aquatic Maintenance Technician Non-exempt  Associate Water Reclamation Mechanic Non-exempt	435	Senior Legal Specialist	Non-exempt				
\$42,960.58 \$52,626.86 \$62,293.14 Annual \$20.6541 \$25.3014 \$29.9486 Hourly  527 Animal Control Officer Non-exempt 603 Aquatic Maintenance Technician Non-exempt 729 Associate Water Reclamation Mechanic Non-exempt	415	Senior Legal Document Specialist	Non-exempt				
\$20.6541 \$25.3014 \$29.9486 Hourly  527 Animal Control Officer Non-exempt  603 Aquatic Maintenance Technician Non-exempt  729 Associate Water Reclamation Mechanic Non-exempt	704	Signs and Markings Technician I	Non-exempt				
\$20.6541 \$25.3014 \$29.9486 Hourly  527 Animal Control Officer Non-exempt  603 Aquatic Maintenance Technician Non-exempt  729 Associate Water Reclamation Mechanic Non-exempt	GRADE 212	1					Annual
Aquatic Maintenance Technician Non-exempt  Associate Water Reclamation Mechanic Non-exempt				\$20.6541	\$25.3014	\$29.9486	Hourly
729 Associate Water Reclamation Mechanic Non-exempt	527	Animal Control Officer	Non-exempt				
	603	Aquatic Maintenance Technician	Non-exempt				
Code Enforcement Technician Non-exempt	729	Associate Water Reclamation Mechanic	Non-exempt				
	517	Code Enforcement Technician	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
448	Dispatcher	Non-exempt				
616	Equipment Mechanic	Non-exempt				
741	Equipment Operator I	Non-exempt				
438	Executive Assistant	Non-exempt				
508	Fleet Technician II	Non-exempt				
744	Irrigation Control Technician	Non-exempt				
426	Legal Assistant	Non-exempt				
466	Recreation Programmer	Non-exempt				
309	Technology Support Specialist I	Non-exempt				
736	Water Operator I	Non-exempt				
GRADE 213	3		\$46,398.04	\$56,837.04	\$67,276.82	Annual 
500	0.1.5	Maria	\$22.3068	\$27.3255	\$32.3446	Hourly
522	Code Enforcement Officer I	Non-exempt				
461	Community Outreach Coordinator	Non-exempt				
224	Environmental Technician	Non-exempt				
743	Equipment Operator II	Non-exempt				
754	Facilities Specialist	Non-exempt				
414	Human Resources Specialist	Non-exempt				
510	Lead Fleet Technician	Non-exempt				
662	Senior Assets Coordinator	Non-exempt				
431	Senior Legal Assistant	Non-exempt				
705	Signs and Markings Specialist	Non-exempt				
372	Traffic Technician II	Non-exempt				
737	Water Operator II	Non-exempt				
532	Water Quality Technician	Non-exempt				
730	Water Reclamation Operator I	Non-exempt	\$50,573.38	\$61,952.28	\$73,331.70	Annual
GRADE 214	ı		\$24.3141	\$29.7847	\$35.2556	Hourly
471	Administrative Supervisor	Non-exempt	-			•
531	Backflow Prevention Inspector	Non-exempt				
518	Building Inspector I	Non-exempt				
315	Business Process Analyst	Non-exempt				
521	Code Enforcement Officer II	Non-exempt				
525	Construction Inspector	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
560	Engineering Specialist	Non-exempt				
225	Environmental Specialist	Non-exempt				
751	Facilities Tradesman	Non-exempt				
219	Financial Specialist	Non-exempt				
514	Housing Rehabilitation Specialist	Non-exempt				
302	Plans Examiner	Non-exempt				
470	Police Records Supervisor	Non-exempt				
526	Right of Way Inspector	Non-exempt				
313	Technology Support Specialist II	Non-exempt				
738	Water Operator III	Non-exempt				
533	Water Quality Specialist	Non-exempt				
728	Water Reclamation Mechanic	Non-exempt				
731	Water Reclamation Operator II	Non-exempt				
469	Water Technology Support Specialist II	Non-exempt				
GRADE 215	5		\$55,630.38	\$68,147.56	\$80,664.74	Annual
			\$26.7454	\$32.7632	\$38.7811	Hourly
452	Court Supervisor	Non-exempt				
464	Police Telecommunications Supervisor	Non-exempt				
529	Senior Construction Inspector	Non-exempt				
249	Senior Crime Analyst	Non-exempt				
561	Senior Engineering Specialist	Non-exempt				
513	Senior Right of Way Inspector	Non-exempt				
373	Traffic Technician III	Non-exempt				
GRADE 21	<b>3</b>		\$61,193.86	\$74,962.42	\$88,731.50	Annual
516	Building Inspector II	Non-exempt	\$29.4201	\$36.0396	\$42.6594	Hourly
300	Senior Plans Examiner	Non-exempt				
	<del> </del>					
Addi <u>tional</u>	Pay (Applies only to Non Exempt Positions)					
	Shift Differential Pay	\$1.15 per hour	Pay for employ 6:00 a.m.	ees who work l	oetween 6:00	p.m. and
	On-Call/Stand-By Pay	\$1.00 per hour	Pay for employ			during

<sup>\*</sup>Final paygrade/title subject to position review later in the year

### **Classified Sworn Positions**

Non-Exemp	ot Positions					
Job Code	Grade	Job Title	Salary Schedules			
806	PO	Police Officer	Non-Exempt	Minimum	Midpoint	Maximum
			Annual	\$59,595.64	\$71,725.68	\$83,856.50
			Hourly	\$28.6517	\$34.4835	\$40.3156
804	DET	Police Detective	Non-Exempt	Minimum	Midpoint	Maximum
			Annual	\$63,767.08	\$76,746.54	\$89,726.52
			Hourly	\$30.6573	\$36.8974	\$43.1377
802	SGT	Police Sergeant	Non-Exempt	Minimum	Midpoint	Maximum
			Annual	\$84,432.92	\$93,530.06	\$102,627.46
			Hourly	\$40.5927	\$44.9664	\$49.3401
Exempt Pos	sitions					
800	LT	Police Lieutenant	Exempt	Minimum	Midpoint	Maximum
			Annual	\$99,517.22	\$116,439.72	\$133,362.20
801	CAPT	Police Captain	Exempt	Minimum	Midpoint	Maximum
			Annual	\$109,468.32	\$130,240.68	\$151,013.04

5% added to base pay	Auto Theft Task Force
5% added to base pay	Lead Police Officer
5% added to base pay	Counter Narcotics Alliance
5% added to base pay	DART
5% added to base pay	DEA Task Force
5% added to base pay	EOD (Explosives)
5% added to base pay	GIITEM Task Force
5% added to base pay	Investigator
5% added to base pay	K9
5% added to base pay	Motorcycles
5% added to base pay	School Resource Officer (SRO)
5% added to base pay	SWAT
5% added to base pay	Volunteer Coordinator
One additional hour of pay per shift paid at time and one-half rate when serving as FTO	Field Training Officer

Additional Pay for Sworn Positions (Applies only to N	•		
Shift Differential	\$1.15 per hour Pay for employees who work between 6:00 p.m. and 6:00 a.m.	\$1.15 per hour	nd
On-Call/Stand-By Pay	\$1.00 per hour Pay for employees who stand ready to work during non-work hours as assigned.	\$1.00 per hour	

### **Unclassified Positions**

Exempt Pos	Exempt Positions						
Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum		
Grade AA			\$47,295.13	\$59,118.62	\$70,943.24	Annual	
190	Cultural Heritage Specialist	Exempt					
Grade A			\$70,538.94	\$88,173.38	\$105,807.83	Annual	
260	Assistant to the Town Manager	Exempt					
Grade B			\$79,709.03	\$99,635.73	\$119,562.43	Annual	
141	Communications Manager	Exempt					
Grade C			\$90,070.97	\$112,588.68	\$135,106.43	Annual	
143	Airport Manager	Exempt					
Grade E			\$122,135.63	\$152,670.21	\$183,203.43	Annual	
182	Deputy Chief of Police	Exempt					
Town Office	ers Grade II		\$116,993.67	\$149,166.50	\$181,339.31	Annual	
114	Community and Neighborhood Services Director	Exempt					
127	Development Services Director	Exempt					
115	Director of Economic Development and Tourism	Exempt					
118	Finance Director	Exempt					
116	Human Resources Director	Exempt					
136	Parks and Recreation Director	Exempt					
180	Public Works Director	Exempt					
134	Technology Services Director	Exempt					
106	Town Clerk	Exempt					
146	Water Director	Exempt					
Town Offic	ers Grade III		\$131,032.91	\$167,066.48	\$203,100.03	Annual	
138	Chief of Police	Exempt					
110	Deputy Town Manager	Exempt					
120	Town Attorney	Exempt					

#### **Temporary Positions**

Job Code	Job Title	FLSA** Status	Minimum		Midpoint		Maximum
828	*Head Lifeguard	Non-exempt	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00
826	*Lifeguard	Non-exempt	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00
824	*Recreation Aide	Non-exempt	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00
	*returning employees may receive a \$.25 (cents) increase each year						

Job Code	Job Title	FLSA** Status	High School	College	Grad School	Law School	
480	Intern	Non-exempt	\$14.85	\$15.85	\$16.85	\$17.85	
Job Code	Job Title	FLSA** Status	half day session	full day session			
169	Judge Pro Tempore	Exempt	\$150.00	\$300.00	Flat Rate		
Job Code	Job Title	FLSA** Status	Flat Rate				
805	Background Investigator	Non-exempt	\$17.8733				
447	Dispatcher STT	Non-exempt	\$20.6541				

\*if less than half day session rate is \$50 per hour

#### Additional Pay (Applies only to Non-Exempt position)

Shift Differential	\$1.15 per hour	Pay for employees who work between 6:00 p.m. and 6:00 a.m.
On-Call/ Stand-by	\$1.00 per hour	Pay for employees who stand ready to work as assigned during non-work hours when assigned.



# **APPENDIX**TABLE OF REVISIONS

EFFECTIVE DATE	DESCRIPTION
7/1/2023	New Fiscal year adopted salary schedule
	* Organization Development Manager grade 112
	* Police Assets Coordinator grade 211
	* Business Process Analyst grade 214
	* Technology Support Specialist II grade 214
	* Cultural Heritage Specialist grade AA
	* Senior Software Developer grade 112
	* Procurement Specialist grade 109 to Procurement Officer grade 110
7/15/2023	2% increase to all Classified, Classified Sworn and Unclassified grades
10/7/2023	* Custodian (JC 208) changed from grade 208 to 209
	* Construction Inspector (JC 525) changed from grade 213 to 214
	* Right of Way Inspector (JC 526) changed from grade 213 to 214
	* Added Backflow Prevention Inspector (JC 531) grade 214
	* Added Senior Right of Way Inspector (JC 513) grade 215
12/30/2023	Public Works pay grade changes:
	* Public Works Maintenance Associate I from 208 to 209
	* Public Works Maintenance Associate II from 209 to 210
	* Public Works Maintenance Associate III from 210 to 211
	* Fleet Technician I from 210 to 211
	* Fleet Technician II from 211 to 212
	* Equipment Operator I from 211 to 212
	* Equipment Operator II from 212 to 213
1/1/2024	Minimum Wage increase to \$14.35 per hours
	* Recreation Aide from \$14.00 to \$15.00
	* Intern \$13.85 to \$14.85
1/13/2024	Mid-Year Reclassifications
, ,, ,	* Visual Communications Designer (grade 109) to Senior Visual Communications Designer (grade 110)
	* Assets Coordinator (grade 211) to Senior Assets Coordinator (grade 213)
	* Development Services Analyst (grade 110) to Business Process Manager (grade 111)
	* Legal Clerk (grade 209) to Senior Legal Specialist (grade 211)
	* Legal Document Specialist (grade 210) to Senior Legal Document Specialist (grade 211)
	* Tourism & Marketing Manager (grade 111) to (grade 113)
1/27/2024	Parks & Recreation (Landscaping) Title Changes
	* Parks & Rec Maintenance Associate III (JC 607) to Parks & Recreation Lead Maintenance Associate (JC 601)
	from grade 210 to 211
3/12/2024	* Water Conservation Analyst changed from 110 to 109 (6/8/23)
	I.