



## Human Resources

# Salary Schedules Fiscal Year 2020-2021

### Classified Positions

#### Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
			\$49,578.13	\$61,973.46	\$74,367.73	Annual
<b>GRADE 109</b>						
713	Airport Operations Supervisor	Exempt				
475	Business Process Supervisor	Exempt				
198	Communications Specialist	Exempt				
439	Executive Assistant to the Town Manager	Exempt				
252	Geographic Information Systems (GIS) Analyst	Exempt				
840	Graphic Designer	Exempt				
208	Human Resources Analyst	Exempt				
276	Management Assistant	Exempt				
752	Parks Maintenance Supervisor	Exempt				
712	Public Works Supervisor	Exempt				
753	Recreation Supervisor	Exempt				
210	Senior Accountant	Exempt				
246	Senior Planner	Exempt				
440	Special Events Coordinator	Exempt				
722	Water Distribution Supervisor	Exempt				
723	Water Production Supervisor	Exempt				
486	Water Quality Supervisor	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>GRADE 110</b>			<b>\$54,536.48</b>	<b>\$68,170.60</b>	<b>\$81,804.72</b>	<b>Annual</b>
719	Chief Water Reclamation Operator	Exempt				
237	CIP Process Analyst	Exempt				
330	Database Administrator	Exempt				
202	Economic Development Specialist	Exempt				
341	Network Administrator	Exempt				
214	Payroll Administrator	Exempt				
211	Procurement Officer	Exempt				
285	Revenue and Customer Service Manager	Exempt				
325	Safety & Emergency Management Coordinator	Exempt				
221	Senior Budget Analyst	Exempt				
206	Senior Human Resources Analyst	Exempt				
320	Software Developer	Exempt				
268	Technology Analyst	Exempt				
<b>GRADE 111</b>			<b>\$60,535.37</b>	<b>\$75,668.66</b>	<b>\$90,803.04</b>	<b>Annual</b>
655	Asset Systems Manager	Exempt				
222	Associate Town Attorney	Exempt				
124	Assistant Building Official	Exempt				
239	Construction & Inspection Manager	Exempt				
814	Crime Scene Property & Evidence Supervisor	Exempt				
400	Deputy Town Clerk	Exempt				
163	Environmental Project Manager	Exempt				
217	Grants Manager	Exempt				
164	Police Telecommunications Manager	Exempt				
467	SCADA Administrator	Exempt				
258	Senior GIS Analyst	Exempt				
340	Senior Network Administrator	Exempt				
502	Superintendent	Exempt				
241	Technology Supervisor	Exempt				
201	Tourism & Marketing Manager	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
483	Water Business Services Coordinator	Exempt				
481	Water Resources Coordinator	Exempt				
<b>GRADE 112</b>			<b>\$67,799.82</b>	<b>\$84,749.50</b>	<b>\$101,699.19</b>	<b>Annual</b>
261	Assistant Town Attorney	Exempt				
177	Chief Code Enforcement and Animal Control Officer	Exempt				
230	Civil Engineer	Exempt				
161	Project Manager	Exempt				
240	Technology Manager	Exempt				
263	Traffic Manager	Exempt				
159	Water Operations Manager	Exempt				
153	Water Reclamation Operations Manager	Exempt				
<b>GRADE 113</b>			<b>\$76,613.83</b>	<b>\$95,766.75</b>	<b>\$114,919.68</b>	<b>Annual</b>
175	Chief Building Official	Exempt				
151	CIP Engineering Division Manager	Exempt				
170	Court Administrator	Exempt				
147	Development Engineering Division Manager	Exempt				
345	Planning Manager	Exempt				
<b>GRADE 114</b>			<b>\$86,573.40</b>	<b>\$108,216.73</b>	<b>\$129,860.08</b>	<b>Annual</b>
129	Development Services Deputy Director	Exempt				
149	Finance Deputy Director	Exempt				
250	Human Resources Deputy Director	Exempt				
155	Parks & Recreation Deputy Director	Exempt				
158	Public Works Deputy Director	Exempt				
262	Senior Assistant Town Attorney	Exempt				
148	Water Deputy Director	Exempt				
<b>GRADE 115</b>			<b>\$97,827.46</b>	<b>\$122,284.87</b>	<b>\$146,741.19</b>	<b>Annual</b>
154	Deputy Town Attorney	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>Non-Exempt Positions</b>						
<b>GRADE 206</b>			<b>\$27,259.96</b>	<b>\$33,393.62</b>	<b>\$39,527.80</b>	<b>Annual</b>
			<b>\$13.1057</b>	<b>\$16.0546</b>	<b>\$19.0037</b>	<b>Hourly</b>
700	Maintenance Associate I	Non-exempt				
<b>GRADE 207</b>			<b>\$29,168.36</b>	<b>\$35,730.76</b>	<b>\$42,294.20</b>	<b>Annual</b>
			<b>\$14.0232</b>	<b>\$17.1783</b>	<b>\$20.3338</b>	<b>Hourly</b>
436	Customer Service Clerk	Non-exempt				
<b>GRADE 208</b>			<b>\$31,209.62</b>	<b>\$38,232.22</b>	<b>\$45,254.56</b>	<b>Annual</b>
			<b>\$15.0046</b>	<b>\$18.3809</b>	<b>\$21.7570</b>	<b>Hourly</b>
417	Accounting Associate	Non-exempt				
406	Administrative Assistant	Non-exempt				
456	Court Clerk	Non-exempt				
680	Customer Service Representative	Non-exempt				
429	Legal Clerk	Non-exempt				
600	Maintenance Associate II	Non-exempt				
430	Permit Clerk	Non-exempt				
444	Police Records Clerk	Non-exempt				
443	Property & Evidence Records Clerk	Non-exempt				
423	Records Clerk	Non-exempt				
<b>GRADE 209</b>			<b>\$33,394.66</b>	<b>\$40,908.92</b>	<b>\$48,423.18</b>	<b>Annual</b>
			<b>\$16.0551</b>	<b>\$19.6677</b>	<b>\$23.2804</b>	<b>Hourly</b>
748	Facilities Technician I	Non-exempt				
427	Legal Document Specialist	Non-exempt				
419	License and Tax Specialist	Non-exempt				
442	Water Billing Specialist	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>GRADE 210</b>			<b>\$35,732.84</b>	<b>\$43,772.04</b>	<b>\$51,812.28</b>	<b>Annual</b>
			<b>\$17.1792</b>	<b>\$21.0443</b>	<b>\$24.9098</b>	<b>Hourly</b>
660	Assets Coordinator	Non-exempt				
450	Court Collections Specialist	Non-exempt				
620	Courtroom Specialist	Non-exempt				
434	Development Coordinator	Non-exempt				
336	Engineering Aide	Non-exempt				
749	Facilities Technician II	Non-exempt				
614	Fleet Technician I	Non-exempt				
604	Maintenance Associate III	Non-exempt				
547	Project Coordinator-CIP	Non-exempt				
323	Real Property Coordinator	Non-exempt				
418	Senior Accounting Associate	Non-exempt				
			<b>\$38,234.04</b>	<b>\$46,835.88</b>	<b>\$55,438.76</b>	<b>Annual</b>
<b>GRADE 211</b>			<b>\$18.3818</b>	<b>\$22.5173</b>	<b>\$26.6532</b>	<b>Hourly</b>
729	Associate Water Reclamation Mechanic	Non-exempt				
453	Court Operations Specialist	Non-exempt				
242	Court Probation Monitor	Non-exempt				
812	Court Security Officer	Non-exempt				
810	Crime Scene Specialist	Non-exempt				
448	Dispatcher	Non-exempt				
741	Equipment Operator I	Non-exempt				
438	Executive Assistant	Non-exempt				
508	Fleet Technician II	Non-exempt				
312	GIS Technician	Non-exempt				
744	Irrigation Control Technician	Non-exempt				
445	Police Records Specialist	Non-exempt				
466	Recreation Programmer	Non-exempt				
455	Senior Court Clerk	Non-exempt				
621	Senior Courtroom Specialist	Non-exempt				
704	Signs and Markings Technician I	Non-exempt				
441	Special Events Programmer	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>GRADE 212</b>			<b>\$41,292.42</b>	<b>\$50,583.26</b>	<b>\$59,874.36</b>	<b>Annual</b>
			<b>\$19.8521</b>	<b>\$24.3189</b>	<b>\$28.7857</b>	<b>Hourly</b>
209	Accountant	Non-exempt				
527	Animal Control Officer	Non-exempt				
616	Equipment Mechanic	Non-exempt				
743	Equipment Operator II	Non-exempt				
426	Legal Assistant	Non-exempt				
309	Technology Support Specialist I	Non-exempt				
371	Traffic Technician I	Non-exempt				
736	Water Operator I	Non-exempt				
<b>GRADE 213</b>			<b>\$44,596.50</b>	<b>\$54,629.90</b>	<b>\$64,664.34</b>	<b>Annual</b>
			<b>\$21.4406</b>	<b>\$26.2644</b>	<b>\$31.0886</b>	<b>Hourly</b>
518	Building Inspector I	Non-exempt				
315	Buisness Process Analyst	Non-exempt				
522	Code Enforcement Officer I	Non-exempt				
461	Community Outreach Coordinator	Non-exempt				
525	Construction Inspector	Non-exempt				
248	Crime Analyst	Non-exempt				
510	Lead Fleet Technician	Non-exempt				
520	Planner	Non-exempt				
302	Plans Examiner	Non-exempt				
526	Right of Way Inspector	Non-exempt				
632	Senior Executive Assistant	Non-exempt				
705	Signs and Markings Specialist	Non-exempt				
372	Traffic Technician II	Non-exempt				
532	Water Quality Technician	Non-exempt				
728	Water Reclamation Mechanic	Non-exempt				
730	Water Reclamation Operator I	Non-exempt				
737	Water Operator II	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>GRADE 214</b>			<b>\$48,609.60</b>	<b>\$59,546.50</b>	<b>\$70,484.18</b>	<b>Annual</b>
			<b>\$23.3700</b>	<b>\$28.6281</b>	<b>\$33.8866</b>	<b>Hourly</b>
471	Administrative Supervisor	Non-exempt				
516	Building Inspector II	Non-exempt				
521	Code Enforcement Officer II	Non-exempt				
560	Engineering Specialist	Non-exempt				
751	Facilities Tradesman	Non-exempt				
514	Housing Rehabilitation Specialist	Non-exempt				
470	Police Records Supervisor	Non-exempt				
464	Police Telecommunications Supervisor	Non-exempt				
215	Procurement Agent	Non-exempt				
313	Technology Support Specialist II	Non-exempt				
738	Water Operator III	Non-exempt				
533	Water Quality Specialist	Non-exempt				
731	Water Reclamation Operator II	Non-exempt				
469	Water Technology Support Specialist II	Non-exempt				
<b>GRADE 215</b>			<b>\$53,470.30</b>	<b>\$65,501.28</b>	<b>\$77,532.52</b>	<b>Annual</b>
			<b>\$25.7069</b>	<b>\$31.4910</b>	<b>\$37.2752</b>	<b>Hourly</b>
176	Chief Building Inspector	Non-exempt				
452	Court Supervisor	Non-exempt				
300	Senior Plans Examiner	Non-exempt				
373	Traffic Technician III	Non-exempt				
<b>GRADE 216</b>			<b>\$58,817.46</b>	<b>\$72,051.46</b>	<b>\$85,285.72</b>	<b>Annual</b>
			<b>\$28.2776</b>	<b>\$34.6401</b>	<b>\$41.0028</b>	<b>Hourly</b>
243	Technology Support Supervisor	Non-exempt				

**Additional Pay (Applies only to Non Exempt Positions)**

Shift Differential Pay	\$0.90 per hour	Pay for employees who work between 6:00 p.m. and 6:00 a.m.
On-Call/Stand-By Pay	\$1.00 per hour	Pay for employees who stand ready to work during non-work hours when assigned.

\*\*Fair Labor Standards Act

# Classified Sworn Positions

## Non-Exempt Positions

Job Code	Grade	Job Title	FLSA ** Status				
807	POR	Police Recruit	Non-Exempt	Flat Rate			
				Annual	<b>\$46,349.94</b>		
				Hourly	<b>\$22.2836</b>		
806	PO	Police Officer	Non-Exempt	Minimum	Midpoint	Maximum	
				Annual	<b>\$49,594.22</b>	<b>\$59,688.98</b>	<b>\$69,783.74</b>
				Hourly	<b>\$23.8434</b>	<b>\$28.6966</b>	<b>\$33.5499</b>
804	DET	Police Detective	Non-Exempt	Minimum	Midpoint	Maximum	
				Annual	<b>\$53,313.94</b>	<b>\$64,165.71</b>	<b>\$75,017.49</b>
				Hourly	<b>\$25.6317</b>	<b>\$30.8489</b>	<b>\$36.0661</b>
802	SGT	Police Sergeant	Non-Exempt	Minimum	Midpoint	Maximum	
				Annual	<b>\$71,627.66</b>	<b>\$79,345.50</b>	<b>\$87,063.08</b>
				Hourly	<b>\$34.4364</b>	<b>\$38.1469</b>	<b>\$41.8572</b>

## Exempt Positions

800	LT	Police Lieutenant	Exempt	Minimum	Midpoint	Maximum
			Annual	<b>\$85,252.09</b>	<b>\$99,748.86</b>	<b>\$114,245.62</b>
801	CAPT	Police Captain	Exempt	Minimum	Midpoint	Maximum
			Annual	<b>\$93,776.76</b>	<b>\$112,865.39</b>	<b>\$131,954.01</b>

### Police Officer Special Assignments Pays

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 Non-Exempt Sworn)

Shift Differential	\$0.90 per hour	Pay for employees who work between 6:00 p.m. and 6:00 a.m.
On-Call/Stand-By Pay	\$1.00 per hour	Pay for employees who stand ready to work during non-work hours as assigned.

\*\*Fair Labor Standards Act



# Unclassified Positions

## Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>Grade A</b>			<b>\$67,799.82</b>	<b>\$84,749.50</b>	<b>\$101,699.19</b>	<b>Annual</b>
260	Assistant to the Town Manager	Exempt				
<b>Grade B</b>			<b>\$76,613.83</b>	<b>\$95,766.75</b>	<b>\$114,919.68</b>	<b>Annual</b>
141	Communications & Special Events Manager	Exempt				
<b>Grade C</b>			<b>\$86,573.40</b>	<b>\$108,216.73</b>	<b>\$129,860.08</b>	<b>Annual</b>
143	Airport Manager	Exempt				
<b>Grade D</b>			<b>\$97,827.46</b>	<b>\$122,284.87</b>	<b>\$146,741.19</b>	<b>Annual</b>
182	Deputy Chief of Police	Exempt				
<b>Town Officers Grade I</b>			<b>\$94,123.96</b>	<b>\$120,008.76</b>	<b>\$145,892.48</b>	<b>Annual</b>
114	Community and Neighborhood Services Director	Exempt				
115	Director of Economic Development and Tourism	Exempt				
127	Development Services 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				
<b>Town Officers Grade II</b>			<b>\$112,450.67</b>	<b>\$143,374.19</b>	<b>\$174,297.69</b>	<b>Annual</b>
112	Assistant Town Manager	Exempt				
110	Deputy Town Manager	Exempt				
118	Finance Director	Exempt				
138	Chief of Police	Exempt				
120	Town Attorney	Exempt				
132	Town Engineer	Exempt				

## Temporary Positions

Job Code	Job Title	FLSA** Status	Minimum		Midpoint		Maximum
826	*Lifeguard	Non-exempt	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00
828	*Head Lifeguard	Non-exempt	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50
824	*Recreation Aide	Non-exempt	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00

\*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	\$12.15	\$13.15	\$14.15	\$15.15

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
447	Dispatcher STT	Non-exempt	\$18.38

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

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

Shift Differential      \$0.90 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.*