

RESOLUTION NO. 12-338

BE IT RESOLVED by the City Council of the City of Decatur, Alabama upon the recommendation of the Personnel Board that a Step 11 be added to the pay plan schedule implementing a 2.5% pay increase within that step and the pay plan schedule is accordingly amended effective with the pay period beginning October 1, 2012 to include the Step 11 as shown on the attached sheets;

ADOPTED this 1st day of October 2012.

City of Decatur

Personnel Board

Kenneth E. Smith
Personnel Director

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Board Members

Judy Jackson Allen
Troy Butler
Harold Gilmore
Lynne Herring
Pam Werstler

MEMORANDUM

TO: Gary Hammon, Council President
And Council Members
Mayor Don Stanford

FROM: Personnel Board of the City of Decatur

SUBJECT: Fiscal Year 2013 Amendment to Pay Plan

DATE: September 27, 2012

The Personnel Board of the City of Decatur, at its regularly scheduled monthly meeting on September 27, 2012, decided to recommend the following to the City Council for consideration in its deliberation on the City's Budget for Fiscal Year 2013.

Approximately fifty-two percent (52%) of our workforce has topped out (reached the top of our present pay ranges) and do not have an opportunity to receive any further merit increases. This has contributed to an employee morale problem for many years.

Also, as previously furnished to you, at its July, 2012 meeting, the Personnel Board reviewed the results of surveying municipal salaries and consumer pricing trends. The survey indicates that Decatur salaries remain below similarity situated employees in many other cities with many/most at or below 90% of targeted average. In order to achieve competitiveness, salaries need to be addressed across the board. Once most salaries are competitive, specific under compensated classifications can be further addressed.

Therefore, the Personnel Board of the City of Decatur recommends the following to help with the above problem(s):

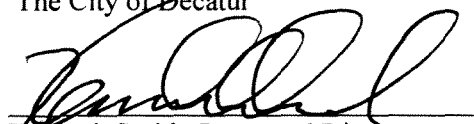
- **Additional Step 11:** Add a 2.5% increase of Step 11 to our current Salary Range Schedule.

Please find attached the proposed new Salary Range Schedule, effective October 1, 2012 (the first pay period in Fiscal Year 2013). The Personnel Director is available to discuss this recommendation with you.

Also, the survey results are available in the Personnel Department for council member's review, if you desire. I and/or the Personnel Board are also available to meet with you to discuss these recommendations.

Sincerely,

Personnel Board of
The City of Decatur



Kenneth Smith, Personnel Director

kh/CouncilMemo2.5%increaseStep 11

Attachment

City of Decatur, Alabama

Biweekly Salary Ranges

Classified Service Positions

Effective 10/01/2012

Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Assistant City Clerk	32	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,374
Finance Supervisor	34	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,618
Senior Accountant	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Accountant	28	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$1,952
Account Clerk	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Revenue Administrator	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Tax/License Auditor	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Revenue Supervisor	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Business License Inspector	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Revenue Examiner	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Taxpayer Service Rep.	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Legal Secretary	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Secretary	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Office Assistant Senior	21	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,389
Office Assistant	20	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,323
Receptionist	20	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,323
Municipal Magistrate	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Purchasing Specialist	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Senior Grants Administrator	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Grants Administrator	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Inspections Supervisor	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Plan Examiner	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Lead Code Inspector - Housing	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Code Inspector - Housing	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Chief Plumbing Inspector	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Sr. Code Inspector - Building	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Code Inspector - Building	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Building Maintenance Supv.	28	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$1,952
Building Maintenance Worker	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Civil Engineer	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Engineering Inspector	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Public Works Superintendent	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Crew Supervisor	28	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$1,952
Public Works Coordinator	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Heavy Equipment Operator	26	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,771

Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Equipment Operator Senior	24	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,607
Equipment Operator	22	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,460
Crew Worker	19	\$799	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,261
Lead Mechanic	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Mechanic	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Parts Clerk	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Auto Service Worker	21	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,389
Scale Operator	21	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,389
Animal Services Cruelty Inv.	24	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,607
Animal Services Officer	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Adoption Manager	20	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,323
Animal Care/Kennel Manager	20	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,323
Animal Care/Kennel Tech.	19	\$799	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,261
Custodial Worker	19	\$799	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,261
Parks Supervisor	26	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,771
Community Center Supv.	26	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,771
Recreation Coordinator	26	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,771
Aquatic Supervisor	26	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,771
Equipment Mechanic/Supv.	24	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,607
Senior Tree Trimmer	24	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,607
Senior Landscape Crew Worker	24	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,607
Asst. Community Center Supv.	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Cemetery Supervisor	22	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,460
Planner	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Planning Technician	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Drafter	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Major	35	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,682	\$2,750
Police Captain	34	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,618
Police Lieutenant	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Police Sergeant	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Police Officer	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858
Sign Shop Supervisor	28	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$1,952
Utility Worker	21	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,389
Correctional/City RN	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Jail Supervisor	24	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,607
Corrections Officer	22	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,460
Battalion Fire Chief	34	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,618
Fire Lieutenant	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Driver Engineer	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Firefighter	27	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,858

City of Decatur, Alabama

Biweekly Salary Ranges

Exempt Service Positions

Effective 10/01/2012

Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Assistant City Attorney	35	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,682	\$2,750
City Prosecutor	35	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,682	\$2,750
Safety Coordinator	34	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,618
Network Administrator	34	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,618
Asst. Director Parks & Rec.	34	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,618
Internal Auditor	34	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,554	\$2,618
Sr. Technical Support Analyst	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Sr. Geo. Inform. Sys. Supp. Ana.	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Animal Field Services Supv.	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Parks & Rec. Fac./Opr. Mgr.	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Recycling Manager	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Purchasing Agent	33	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,432	\$2,493
Community Affairs Coordinator	32	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,316	\$2,374
Transport./GIS Planner (MPO)	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Chief Magistrate	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Landscaping & Beaut. Coord.	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Parks Superintendent	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Recreation Superintendent	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Historic Resource&Event Coord.	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Landfill Supervisor	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Fleet Supervisor	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Executive Secretary/Coord.	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Tennis Supervisor	29	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,050
Technical Support Analyst	28	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$1,952
Systems Support Technician	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Executive Secretary	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Programs Coordinator	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Old Bank Coordinator	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Secretary	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Office Assistant Senior	21	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,389

Point Mallard Dept.

Biweekly Salary Ranges

Exempt Service Positions

Effective 10/01/2012

Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Golf Course Manager	31	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,204	\$2,260
Marketing Supervisor	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Golf Course Maintenance Supt.	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Parks Superintendent	30	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,812	\$1,904	\$2,000	\$2,099	\$2,152
Asst. Ice Rink Supervisor	26	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,771
Ice Skating Professional	26	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,727	\$1,771
Aquatic Center Maint. Supv.	25	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,643	\$1,685
Equipment Mechanic/Supv.	24	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,567	\$1,607
Account Clerk	23	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,491	\$1,529
Pro Shop Attendant	22	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,460
Campground Maint. Worker	22	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,460
Equipment Operator	22	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,460
Asst. Golf Course Maint. Supt.	22	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,424	\$1,460
Aq. Center Asst. Maint. Supv.	21	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,355	\$1,389
Office Assistant	20	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,290	\$1,323
Crew Worker	19	\$799	\$840	\$883	\$925	\$969	\$1,018	\$1,070	\$1,120	\$1,175	\$1,230	\$1,261

Department Directors*

Biweekly Salary Ranges

Effective 10/01/2012

Class Title	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Police Chief	60a	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Police Chief**	60b	\$2,432	\$2,554	\$2,682	\$2,815	\$2,954	\$3,106	\$3,260	\$3,423	\$3,594	\$3,775	\$3,870
Fire Chief	60a	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Fire Chief**	60b	\$2,432	\$2,554	\$2,682	\$2,815	\$2,954	\$3,106	\$3,260	\$3,423	\$3,594	\$3,775	\$3,870
Chief Financial Officer	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
City Attorney	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Municipal Judge	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Dir. General Services	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Dir. Comm. & Economic Dev.	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Dir. Parks & Recreation	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Dir. Comm. Planning & Dev.	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Dir. Engineering & Public Works	60	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,820	\$4,000	\$4,100
Dir. Building	58	\$2,429	\$2,541	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,740
Dir. Information Systems	58	\$2,429	\$2,541	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,740
City Clerk/Treasurer	58	\$2,429	\$2,541	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,484	\$3,648	\$3,740
Dir. Transport. Planning (MPO)	56	\$2,226	\$2,323	\$2,429	\$2,541	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,416
Dir. Youth Services	56	\$2,226	\$2,323	\$2,429	\$2,541	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,416
Dir. Landfill	56	\$2,226	\$2,323	\$2,429	\$2,541	\$2,657	\$2,779	\$2,907	\$3,041	\$3,179	\$3,332	\$3,416
Dir. Animal Services	54	\$2,037	\$2,129	\$2,226	\$2,323	\$2,429	\$2,541	\$2,657	\$2,779	\$2,907	\$3,041	\$3,118

*Directors shall be responsible for providing all necessary transportation for personal performance of their official duties.

**Position with city vehicle provided.