

**January 1, 2016 - December 31, 2016 - RESIDENT RATE**

<b>EXECUTIVE SERVICES</b>	Beginning Bi-Weekly Rate (80%)	Ending Bi-Weekly Rate (100%)
City Administrator	\$3,909.60	\$4,887.20
City Engineer/Director of Public Works	\$3,822.40	\$4,777.60
Director of Development	\$3,807.20	\$4,759.20
Chief of Police	\$3,580.00	\$4,475.20
Chief of Fire	\$3,580.00	\$4,475.20
Health Commissioner/City Sealer	\$3,252.00	\$4,064.80
Library Director	\$3,008.00	\$3,760.00
City Assessor	\$2,883.20	\$3,604.00
Dir. of Bldg Inspection & Neighborhood Services	\$3,048.80	\$3,811.20
Director of Finance/Comptroller/City Treasurer	\$3,337.60	\$4,172.00
Human Resource Director	\$3,019.20	\$3,774.40
Director of Information Technology/Communications	\$3,019.20	\$3,774.40
City Clerk	\$2,883.20	\$3,604.00
<b>MANAGERIAL SERVICES</b>	Beginning Rate (80%)	Ending Rate (100%)
Manager of Planning & Zoning	\$2,710.40	\$3,388.00
Manager of Community Development	\$2,710.40	\$3,388.00
<b>DEPUTY SERVICE</b>	Beginning Rate (80%)	Ending Rate (100%)
(Deputies to Department Heads)		
Assistant Director of Public Works	\$3,220.00	\$4,024.80
Assistant Fire Chief (Operations)	\$3,227.20	\$4,033.60
Deputy Chief of Police (Operations)	\$3,175.20	\$3,968.80
Deputy Chief of Police (Support Services)	\$3,175.20	\$3,968.80
Asst. City Engineer	\$3,068.00	\$3,835.20
Director of Community Health Services	\$2,961.60	\$3,701.60
Principle Engineer	\$2,908.80	\$3,636.00
Assistant Fire Chief EMS/Fire Prevention	\$3,073.60	\$3,841.60
Sanitation & Street Superintendent	\$2,737.60	\$3,422.40
Electrical Maintenance Superintendent	\$2,581.60	\$3,227.20
Building & Sign Maintenance/Inventory Superintendent	\$2,569.60	\$3,212.00
Forestry & Grounds Superintendent	\$2,508.00	\$3,135.20
Water System Superintendent	\$2,508.00	\$3,135.20
Senior Center Director	\$2,508.00	\$3,135.20
Fleet Services Superintendent	\$2,481.60	\$3,102.40
Librarian IV	\$2,633.60	\$3,292.00

<b>January 1, 2016 - December 31, 2016 NON-RESIDENT RATE</b>		
	<b>Beginning Bi-Weekly Rate (80%)</b>	<b>Ending Bi-Weekly Rate (100%)</b>
<b>EXECUTIVE SERVICE</b>		
City Administrator	\$3,831.20	\$4,789.60
City Engineer/Director of Public Works	\$3,745.60	\$4,682.40
Director of Development	\$3,731.20	\$4,664.00
Chief of Police	\$3,508.80	\$4,385.60
Chief of Fire	\$3,508.80	\$4,385.60
Health Commissioner/City Sealer	\$3,187.20	\$3,983.20
Library Director	\$2,948.00	\$3,684.80
City Assessor	\$2,825.60	\$3,532.00
Dir. of Bldg Inspection & Neighborhood Services	\$2,988.00	\$3,735.20
Director of Finance/Comptroller/City Treasurer	\$3,271.20	\$4,088.80
Human Resource Director	\$2,959.20	\$3,699.20
Director of Information Technology/Communications	\$2,959.20	\$3,699.20
City Clerk	\$2,825.60	\$3,532.00
	<b>Beginning Rate (80%)</b>	<b>Ending Rate (100%)</b>
<b>MANAGERIAL SERVICE</b>		
Manager of Planning & Zoning	\$2,656.00	\$3,320.00
Manager of Community Development	\$2,656.00	\$3,320.00
	<b>Beginning Rate (80%)</b>	<b>Ending Rate (100%)</b>
<b>DEPUTY SERVICE</b>		
(Deputies to Department Heads)		
Assistant Director of Public Works	\$3,156.00	\$3,944.00
Assistant Fire Chief (Operations)	\$3,162.40	\$3,952.80
Deputy Chief of Police (Operations)	\$3,112.00	\$3,889.60
Deputy Chief of Police (Support Services)	\$3,112.00	\$3,889.60
Asst. City Engineer	\$3,006.40	\$3,758.40
Director of Community Health Services	\$2,902.40	\$3,627.20
Principle Engineer	\$2,850.40	\$3,563.20
Assistant Fire Chief EMS/Fire Prevention	\$3,012.00	\$3,764.80
Sanitation & Street Superintendent	\$2,683.20	\$3,353.60
Electrical Maintenance Superintendent	\$2,529.60	\$3,162.40
Building & Sign Maintenance/Inventory Superintendent	\$2,518.40	\$3,148.00
Forestry & Grounds Superintendent	\$2,457.60	\$3,072.80
Water System Superintendent	\$2,457.60	\$3,072.80
Senior Center Director	\$2,457.60	\$3,072.80
Fleet Services Superintendent	\$2,432.00	\$3,040.00
Librarian IV	\$2,580.80	\$3,226.40

**Confidential, Professional and Supervisory Employees**

(Schedule R)

		<b>2016 Beginning</b>	<b>2016 Ending</b>
<b><u>P-12</u></b>			
Clerk Typist	Hourly	13.78	17.22
	Bi-weekly	1,102.40	1,377.60
	Annual	28,662.40	35,817.60
<b><u>P-16</u></b>			
Secretary	Hourly	16.82	21.02
Secretary (Legal)	Bi-weekly	1,345.60	1,681.60
Administrative Assistant I	Annual	34,985.60	43,721.60
HR Staff Assistant I			
<b><u>P-18</u></b>			
Senior Secretary	Hourly	18.63	23.29
Senior Secretary (Legal)	Bi-weekly	1,490.40	1,863.20
Administrative Assistant II	Annual	38,750.40	48,443.20
HR Staff Assistant II			
<b><u>P-20</u></b>			
Admin. Serv. Asst. (Library)	Hourly	20.59	25.74
Principal Secretary	Bi-weekly	1,647.20	2,059.20
Principal Secretary (Legal)	Annual	42,827.20	53,539.20
Administrative Assistant III			
HR Staff Assistant III			
<b><u>P-22</u></b>			
Accountant	Hourly	22.74	28.43
Admin. Assistant (Executive)	Bi-weekly	1,819.20	2,274.40
Asst. Sup. of Circ. Serv. & Library Adm.	Annual	47,299.20	59,134.40
Auditor			
Bldg Insp. & Zoning Office Service Supervisor			
Dental Hygienist			
Librarian I			
Safety & Training Coord. I			
Supervisor of Administrative Services (Health)			
<b><u>P-23</u></b>			
Human Resources Analyst	Hourly	23.92	29.90
Senior Center Assist. Director	Bi-weekly	1,913.60	2,392.00
	Annual	49,753.60	62,192.00
<b><u>P-24</u></b>			
Librarian II	Hourly	25.18	31.47
Records Supervisor	Bi-weekly	2,014.40	2,517.60
Safety & Training Coord. II	Annual	52,374.40	65,457.60
Senior Accountant			
Senior Auditor			
Senior Human Resources Analyst			

**Confidential, Professional and Supervisory Employees**

(Schedule R)

		<b>2016 Beginning</b>	<b>2016 Ending</b>
<b><u>P-25</u></b>			
	Hourly	26.47	33.09
Principal Human Resources Analyst	Bi-weekly	2,117.60	2,647.20
Sanitation Supervisor	Annual	55,057.60	68,827.20
Street-Sewer Supervisor			
Treasurer's Office Supervisor			
Water System Supervisor			
<b><u>P-26</u></b>			
	Hourly	27.82	34.77
Asst. Dir. of Community Hlth Svcs	Bi-weekly	2,225.60	2,781.60
Cable (Video) Comm. Coord.	Annual	57,865.60	72,321.60
Safety & Training Coord. III			
Senior Planner			
<b><u>P-27A</u></b>			
	Hourly	29.24	36.55
Assistant City Clerk	Bi-weekly	2,339.20	2,924.00
G.I.S. Supervisor	Annual	60,819.20	76,024.00
Librarian III			
Community Development Supervisor			
Senior Sanitation Supvr.			
Senior Street & Sewer Supvr.			
Senior Water Maint. Supvr.			
Supervisor of Circ. Serv. & Library Adm.			
PC Network Specialist (Police)			
Municipal Court Administrator			
WIC Program Director/Project Nutritionist			
Customer Service Administrator			
<b><u>P-27B</u></b>			
	Hourly	31.39	39.24
	Bi-weekly	2,511.20	3,139.20
Police Lieutenant (Jr. Grd.)	Annual	65,291.20	81,619.20
	Holiday Pay	4,087.23	5,109.36
	Total Pay	69,378.43	86,728.56
<b><u>P-28A</u></b>			
	Hourly	31.18	38.97
IT Supervisor	Bi-weekly	2,494.40	3,117.60
Finance Supervisor	Annual	64,854.40	81,057.60
Asst. City Attorney I			
<b><u>P-28B</u></b>			
	Hourly	33.42	41.77
	Bi-weekly	2,673.60	3,341.60
Police Lieutenant	Annual	69,513.60	86,881.60
	Holiday Pay	4,351.55	5,438.79
	Total Pay	73,865.15	92,320.39
<b><u>P-29A</u></b>			
	Hourly	32.70	40.88
	Bi-weekly	2,616.00	3,270.40
	Annual	68,016.00	85,030.40
<b><u>P-29B</u></b>			
	Hourly	27.03	33.79
Fire Battalion Chief (103.68 hrs)	Bi-weekly	2,802.47	3,503.35
	Annual	72,864.23	91,087.03
	Holiday Pay	4,799.44	5,999.74
	Total Pay	77,663.67	97,086.77

**Confidential, Professional and Supervisory Employees**

(Schedule R)

		<b>2016 Beginning</b>	<b>2016 Ending</b>
<b><u>P-29C</u></b>	Hourly	35.03	43.79
	Bi-weekly	2,802.40	3,503.20
Fire Battalion Chief (80 hrs)	Annual	72,862.40	91,083.20
Police Captain	Holiday Pay	4,561.19	5,701.81
	Total Pay	77,423.59	96,785.01
<b><u>P-30A</u></b>	Hourly	34.15	42.69
	Bi-weekly	2,732.00	3,415.20
Assistant City Attorney II	Annual	71,032.00	88,795.20
<b><u>P-30B</u></b>	Hourly	36.54	45.68
	Bi-weekly	2,923.20	3,654.40
Deputy Fire Chief EMS/Fire Prevention (80 hrs)	Annual	76,003.20	95,014.40
Fire Training Officer (Deputy Fire Chief) (80 hrs)	Holiday Pay	4,757.80	5,947.90
	Total Pay	80,761.00	100,962.30
<b><u>P-33</u></b>	Hourly	39.56	49.45
	Bi-weekly	3,164.80	3,956.00
Assistant City Attorney III	Annual	82,284.80	102,856.00

**Confidential, Professional and Supervisory Employees**  
(Schedule NR)

		<b>2016 Beginning</b>	<b>2016 Ending</b>
<b><u>P-12</u></b>			
Clerk Typist	Hourly	13.51	16.89
	Bi-weekly	1,080.80	1,351.20
	Annual	28,100.80	35,131.20
<b><u>P-16</u></b>			
Secretary	Hourly	16.49	20.61
Secretary (Legal)	Bi-weekly	1,319.20	1,648.80
Administrative Assistant I	Annual	34,299.20	42,868.80
HR Staff Assistant I			
<b><u>P-18</u></b>			
Senior Secretary	Hourly	18.27	22.84
Senior Secretary (Legal)	Bi-weekly	1,461.60	1,827.20
Administrative Assistant II	Annual	38,001.60	47,507.20
HR Staff Assistant II			
<b><u>P-20</u></b>			
Admin. Serv. Asst. (Library)	Hourly	20.19	25.24
Principal Secretary	Bi-weekly	1,615.20	2,019.20
Principal Secretary (Legal)	Annual	41,995.20	52,499.20
<b><u>P-22</u></b>			
Accountant	Hourly	22.30	27.88
Admin. Assistant (Executive)	Bi-weekly	1,784.00	2,230.40
Asst. Sup. of Circ. Serv. & Library Adm.	Annual	46,384.00	57,990.40
Auditor			
Bldg Insp. & Zoning Office Service Supervisor			
Dental Hygienist			
Librarian I			
Safety & Training Coord. I			
Supervisor of Administrative Services (Health)			

**Confidential, Professional and Supervisory Employees**

**P-23**

	Hourly	23.46	29.32
Human Resource Analyst	Bi-weekly	1,876.80	2,345.60
Senior Center Assist. Director	Annual	48,796.80	60,985.60

**P-24**

	Hourly	24.69	30.86
Librarian II	Bi-weekly	1,975.20	2,468.80
Records Supervisor	Annual	51,355.20	64,188.80
Safety & Training Coord. II			
Senior Accountant			
Senior Auditor			
Senior Human Resource Analyst			

**P-25**

	Hourly	25.96	32.45
Principal Human Resource Analyst	Bi-weekly	2,076.80	2,596.00
Sanitation Supervisor	Annual	53,996.80	67,496.00
Street-Sewer Supervisor			
Treasurer's Office Supervisor			
Water System Supervisor			

**P-26**

	Hourly	27.28	34.10
Asst. Dir. of Community Hlth Svcs	Bi-weekly	2,182.40	2,728.00
Cable (Video) Comm. Coord.	Annual	56,742.40	70,928.00
Safety & Training Coord. III			
Senior Planner			

**P-27A**

	Hourly	28.67	35.84
Assistant City Clerk	Bi-weekly	2,293.60	2,867.20
G.I.S. Supervisor	Annual	59,633.60	74,547.20
Librarian III			
Community Development Supervisor			
Senior Sanitation Supvr.			
Senior Street & Sewer Supvr.			
Senior Water Maint. Supvr.			
Supervisor of Circ. Serv. & Library Adm.			
PC Network Specialist (Police)			
Municipal Court Administrator			
WIC Program Director/Project Nutritionist			
Customer Service Administrator			

**Confidential, Professional and Supervisory Employees**

<b><u>P-27B</u></b>	Hourly	30.81	38.51
	Bi-weekly	2,464.80	3,080.80
Police Lieutenant (Jr. Grd.)	Annual	64,084.80	80,100.80
	Holiday Pay	4,011.71	5,014.31
	Total Pay	68,096.51	85,115.11
<b><u>P-28A</u></b>	Hourly	30.57	38.21
IT Supervisor	Bi-weekly	2,445.60	3,056.80
Finance Supervisor	Annual	63,585.60	79,476.80
Asst. City Attorney I			
<b><u>P-28B</u></b>	Hourly	32.78	40.97
	Bi-weekly	2,622.40	3,277.60
Police Lieutenant	Annual	68,182.40	85,217.60
	Holiday Pay	4,268.22	5,334.62
	Total Pay	72,450.62	90,552.22
<b><u>P-29A</u></b>	Hourly	32.07	40.09
	Bi-weekly	2,565.60	3,207.20
	Annual	66,705.60	83,387.20
<b><u>P-29B</u></b>	Hourly	26.50	33.14
Fire Battalion Chief (103.68 hrs)	Bi-weekly	2,747.52	3,435.96
	Annual	71,435.52	89,334.84
	Holiday Pay	4,705.33	5,884.33
	Total Pay	76,140.85	95,219.17
<b><u>P-29C</u></b>	Hourly	34.35	42.94
Fire Battalion Chief (80 hrs)	Bi-weekly	2,748.00	3,435.20
Police Captain	Annual	71,448.00	89,315.20
	Holiday Pay	4,472.64	5,591.13
	Total Pay	75,920.64	94,906.33
<b><u>P-30A</u></b>	Hourly	33.49	41.86
	Bi-weekly	2,679.20	3,348.80
Assistant City Attorney II	Annual	69,659.20	87,068.80
<b><u>P-30B</u></b>	Hourly	35.84	44.80
Deputy Fire Chief EMS/Fire Prevention (80 hrs)	Bi-weekly	2,867.20	3,584.00
Fire Training Officer (Deputy Fire Chief) (80 hrs)	Annual	74,547.20	93,184.00
	Holiday Pay	4,666.65	5,833.32
	Total Pay	79,213.85	99,017.32



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**Confidential, Professional and Supervisory Employees**

**P-33**

Assistant City Attorney III

Hourly

Bi-weekly

Annual

38.78

3,102.40

80,662.40

48.48

3,878.40

100,838.40