



Human Resources

Salary Schedules Fiscal Year 2023-2024

Classified Positions

Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
GRADE 109			\$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				

**Fair Labor Standards Act

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			\$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			\$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			\$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			\$101,779.69	\$127,225.18	\$152,669.53	Annual
129	Development Services Deputy Director	Exempt				

**Fair Labor Standards Act

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			\$115,011.05	\$143,764.45	\$172,516.57	Annual
154	Deputy Town Attorney	Exempt				

Non-Exempt Positions

GRADE 208			\$32,470.36	\$39,776.88	\$47,082.62	Annual
			\$15.6108	\$19.1235	\$22.6359	Hourly
406	Administrative Assistant	Non-exempt				
746	Custodian	Non-exempt				
680	Customer Service Representative	Non-exempt				
703	Parks and Recreation Maintenance Associate I	Non-exempt				
GRADE 209			\$34,743.80	\$42,561.48	\$50,379.42	Annual
			\$16.7037	\$20.4623	\$24.2209	Hourly
417	Accounting Associate	Non-exempt				
456	Court Clerk	Non-exempt				
408	Customer Service Specialist	Non-exempt				
429	Legal Clerk	Non-exempt				
598	Parks and Recreation Maintenance Associate II	Non-exempt				
444	Police Records Clerk	Non-exempt				
443	Property & Evidence Records Clerk	Non-exempt				
701	Public Works Maintenance Associate I	Non-exempt				
423	Records Clerk	Non-exempt				
442	Water Billing Specialist	Non-exempt				
GRADE 210			\$37,176.36	\$45,540.56	\$53,905.80	Annual
			\$17.8733	\$21.8945	\$25.9162	Hourly
450	Court Collections Specialist	Non-exempt				
620	Courtroom Specialist	Non-exempt				
748	Facilities Technician I	Non-exempt				
747	Lead Custodian	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
607	Parks and Recreation Maintenance Associate III	Non-exempt				
599	Public Works Maintenance Associate II	Non-exempt				
GRADE 211			\$39,778.70	\$48,728.16	\$57,678.40	Annual
			\$19.1244	\$23.4270	\$27.7300	Hourly
660	Assets Coordinator	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				
434	Development Coordinator	Non-exempt				
336	Engineering Aide	Non-exempt				
749	Facilities Technician II	Non-exempt				
614	Fleet Technician I	Non-exempt				
419	License & Tax Specialist	Non-exempt				
601	Parks and Recreation Lead Maintenance Associate	Non-exempt				
413	Payroll Technician	Non-exempt				
433	Permit Technician	Non-exempt				
665	Police Assets Coordinator	Non-exempt				
445	Police Records Specialist	Non-exempt				
547	Project Coordinator-CIP	Non-exempt				
605	Public Works Maintenance Associate III	Non-exempt				
323	Real Property Coordinator	Non-exempt				
418	Senior Accounting Associate	Non-exempt				
455	Senior Court Clerk	Non-exempt				
621	Senior Courtroom Specialist	Non-exempt				
435	Senior Legal Specialist	Non-exempt				
415	Senior Legal Document Specialist	Non-exempt				
704	Signs and Markings Technician I	Non-exempt				
GRADE 212			\$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				
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			\$46,398.04	\$56,837.04	\$67,276.82	Annual
			\$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				
GRADE 214			\$50,573.38	\$61,952.28	\$73,331.70	Annual
			\$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			\$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 216			\$61,193.86	\$74,962.42	\$88,731.50	Annual
			\$29.4201	\$36.0396	\$42.6594	Hourly
516	Building Inspector II	Non-exempt				
300	Senior Plans Examiner	Non-exempt				

Additional Pay (Applies only to Non Exempt Positions)			
Shift Differential Pay	\$1.15 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.	

*Final paygrade/title subject to position review later in the year

Classified Sworn Positions

Non-Exempt Positions

Job Code	Grade	Job Title	Salary Schedules	Minimum	Midpoint	Maximum
806	PO	Police Officer	Non-Exempt			
			Annual	\$59,595.64	\$71,725.68	\$83,856.50
			Hourly	\$28.6517	\$34.4835	\$40.3156
804	DET	Police Detective	Non-Exempt			
			Annual	\$63,767.08	\$76,746.54	\$89,726.52
			Hourly	\$30.6573	\$36.8974	\$43.1377
802	SGT	Police Sergeant	Non-Exempt			
			Annual	\$84,432.92	\$93,530.06	\$102,627.46
			Hourly	\$40.5927	\$44.9664	\$49.3401

Exempt Positions

800	LT	Police Lieutenant	Exempt Annual	Minimum \$99,517.22	Midpoint \$116,439.72	Maximum \$133,362.20
801	CAPT	Police Captain	Exempt Annual	Minimum \$109,468.32	Midpoint \$130,240.68	Maximum \$151,013.04

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	\$1.15 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.

Unclassified Positions

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 Officers 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 Officers 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				

**Fair Labor Standards Act

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.*

