



## Human Resources

### Salary Schedules Fiscal Year 2024-2025

#### Classified Positions

##### Exempt Positions

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>GRADE 109</b>			<b>\$51,581.08</b>	<b>\$64,477.19</b>	<b>\$77,372.18</b>	<b>Annual</b>
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				
<b>GRADE 110</b>			<b>\$56,739.75</b>	<b>\$70,924.69</b>	<b>\$85,109.63</b>	<b>Annual</b>
713	Airport Operations Supervisor	Exempt				
475	Business Process Supervisor	Exempt				
237	CIP Process Analyst	Exempt				
198	Communications Specialist	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				
485	Revenue and Customer Service Manager	Exempt				
335	Safety & Health Coordinator	Exempt				
203	Senior Human Resources Generalist	Exempt				
227	Tourism Marketing Specialist	Exempt				
840	Visual Communications Designer	Exempt				

\*\*Fair Labor Standards Act

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
487	Water Business Services Supervisor	Exempt				
479	Water Conservation Analyst	Exempt				
722	Water Distribution Supervisor	Exempt				
723	Water Production Supervisor	Exempt				
<b>GRADE 111</b>			<b>\$62,981.00</b>	<b>\$78,725.67</b>	<b>\$94,471.48</b>	<b>Annual</b>
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				
163	Environmental Project Manager	Exempt				
229	Floodplain Manager	Exempt				
217	Grants Manager	Exempt				
211	Procurement Officer	Exempt				
467	SCADA Administrator	Exempt				
210	Senior Accountant	Exempt				
246	Senior Planner	Exempt				
841	Senior Visual Communications Designer	Exempt				
268	Technology Analyst	Exempt				
<b>GRADE 112</b>			<b>\$70,538.94</b>	<b>\$88,173.38</b>	<b>\$105,807.83</b>	<b>Annual</b>
124	Assistant Building Official	Exempt				
222	Associate Town Attorney	Exempt				
177	Chief Code Enforcement and Animal Control Officer	Exempt				
400	Deputy Town Clerk	Exempt				
199	HRIS and Payroll Manager	Exempt				
341	Network Administrator	Exempt				
197	Organizational Development Manager	Exempt				
161	Project Manager	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
502	Superintendent	Exempt				
247	Technology Support Supervisor	Exempt				
489	Water Resources Administrator	Exempt				
<b>GRADE 113</b>			<b>\$79,709.03</b>	<b>\$99,635.73</b>	<b>\$119,562.43</b>	<b>Annual</b>
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				
196	Human Resources 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				
201	Tourism & Marketing Manager	Exempt				
263	Traffic Manager	Exempt				
159	Water Operations Manager	Exempt				
153	Water Reclamation Operations Manager	Exempt				
<b>GRADE 114</b>			<b>\$90,070.97</b>	<b>\$112,588.68</b>	<b>\$135,106.43</b>	<b>Annual</b>
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				
240	Technology Manager	Exempt				
167	Water Engineering Manager	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>GRADE 115</b>			<b>\$101,779.69</b>	<b>\$127,225.18</b>	<b>\$152,669.53</b>	<b>Annual</b>
<b>GRADE 116</b>			<b>\$105,713.33</b>	<b>\$134,784.10</b>	<b>\$163,854.86</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				
135	Technology Services Deputy Director	Exempt				
148	Water Deputy Director	Exempt				
<b>GRADE 117</b>			<b>\$113,641.83</b>	<b>\$144,892.90</b>	<b>\$176,143.98</b>	<b>Annual</b>
154	Deputy Town Attorney	Exempt				
<b>Non-Exempt Positions</b>						
<b>GRADE 208</b>			<b>\$32,470.36</b>	<b>\$39,776.88</b>	<b>\$47,082.62</b>	<b>Annual</b>
			<b>\$15.6108</b>	<b>\$19.1235</b>	<b>\$22.6359</b>	<b>Hourly</b>
746	Custodian	Non-exempt				
703	Parks and Recreation Maintenance Associate I	Non-exempt				
706	Public Works Maintenance Apprentice	Non-exempt				
<b>GRADE 209</b>			<b>\$34,743.80</b>	<b>\$42,561.48</b>	<b>\$50,379.42</b>	<b>Annual</b>
			<b>\$16.7037</b>	<b>\$20.4623</b>	<b>\$24.2209</b>	<b>Hourly</b>
406	Administrative Assistant	Non-exempt				
680	Customer Service Representative	Non-exempt				
429	Legal Clerk	Non-exempt				
<b>GRADE 210</b>			<b>\$37,176.36</b>	<b>\$45,540.56</b>	<b>\$53,905.80</b>	<b>Annual</b>
			<b>\$17.8733</b>	<b>\$21.8945</b>	<b>\$25.9162</b>	<b>Hourly</b>
417	Accounting Associate	Non-exempt				
456	Court Clerk	Non-exempt				
450	Court Collections Specialist	Non-exempt				
408	Customer Service Specialist	Non-exempt				
748	Facilities Technician I	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
747	Lead Custodian	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				
<b>GRADE 211</b>			<b>\$39,778.70</b>	<b>\$48,728.16</b>	<b>\$57,678.40</b>	<b>Annual</b>
			<b>\$19.1244</b>	<b>\$23.4270</b>	<b>\$27.7300</b>	<b>Hourly</b>
660	Assets Coordinator	Non-exempt				
453	Court Operations Specialist	Non-exempt				
242	Court Probation Monitor	Non-exempt				
620	Courtroom Specialist	Non-exempt				
812	Court Security Officer	Non-exempt				
336	Engineering Aide	Non-exempt				
749	Facilities Technician II	Non-exempt				
611	Fleet Coordinator	Non-exempt				
614	Fleet Technician I	Non-exempt				
419	License & Tax Specialist	Non-exempt				
607	Parks and Recreation Maintenance Associate III	Non-exempt				
413	Payroll Technician	Non-exempt				
665	Police Assets Coordinator	Non-exempt				
445	Police Records Specialist	Non-exempt				
599	Public Works Maintenance Associate II	Non-exempt				
435	Senior Legal Specialist	Non-exempt				
415	Senior Legal Document Specialist	Non-exempt				
704	Signs and Markings Technician I	Non-exempt				
<b>GRADE 212</b>			<b>\$42,960.58</b>	<b>\$52,626.86</b>	<b>\$62,293.14</b>	<b>Annual</b>
			<b>\$20.6541</b>	<b>\$25.3014</b>	<b>\$29.9486</b>	<b>Hourly</b>
527	Animal Control Officer	Non-exempt				
729	Associate Water Reclamation Mechanic	Non-exempt				
517	Code Enforcement Technician	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
810	Crime Scene Specialist	Non-exempt				
434	Development Coordinator	Non-exempt				
448	Dispatcher	Non-exempt				
616	Equipment Mechanic	Non-exempt				
741	Equipment Operator I	Non-exempt				
508	Fleet Technician II	Non-exempt				
744	Irrigation Control Technician	Non-exempt				
426	Legal Assistant	Non-exempt				
601	Parks and Recreation Lead Maintenance Associate	Non-exempt				
433	Permit Technician	Non-exempt				
547	Project Coordinator-CIP	Non-exempt				
605	Public Works Maintenance Associate III	Non-exempt				
323	Real Property Coordinator	Non-exempt				
466	Recreation Programmer	Non-exempt				
418	Senior Accounting Associate	Non-exempt				
455	Senior Court Clerk	Non-exempt				
621	Senior Courtroom Specialist	Non-exempt				
736	Water Operator I	Non-exempt				
<b>GRADE 213</b>			<b>\$46,398.04</b>	<b>\$56,837.04</b>	<b>\$67,276.82</b>	<b>Annual</b>
			<b>\$22.3068</b>	<b>\$27.3255</b>	<b>\$32.3446</b>	<b>Hourly</b>
603	Aquatic Maintenance Technician	Non-exempt				
522	Code Enforcement Officer I	Non-exempt				
461	Community Outreach Coordinator	Non-exempt				
224	Environmental Technician	Non-exempt				
743	Equipment Operator II	Non-exempt				
438	Executive Assistant	Non-exempt				
754	Facilities Specialist	Non-exempt				
414	Human Resources Specialist	Non-exempt				
510	Lead Fleet Technician	Non-exempt				
709	Public Works Concrete Specialist	Non-exempt				
662	Senior Assets Coordinator	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
431	Senior Legal Assistant	Non-exempt				
705	Signs and Markings Specialist	Non-exempt				
309	Technology Support Specialist I	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				
<b>GRADE 214</b>			<b>\$50,573.38</b>	<b>\$61,952.28</b>	<b>\$73,331.70</b>	<b>Annual</b>
			<b>\$24.3141</b>	<b>\$29.7847</b>	<b>\$35.2556</b>	<b>Hourly</b>
209	Accountant	Exempt				
471	Administrative Supervisor	Non-exempt				
531	Backflow Prevention Inspector	Non-exempt				
518	Building Inspector I	Non-exempt				
521	Code Enforcement Officer II	Non-exempt				
525	Construction Inspector	Non-exempt				
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				
470	Police Records Supervisor	Non-exempt				
526	Right of Way Inspector	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				
<b>GRADE 215</b>			<b>\$55,630.38</b>	<b>\$68,147.56</b>	<b>\$80,664.74</b>	<b>Annual</b>
			<b>\$26.7454</b>	<b>\$32.7632</b>	<b>\$38.7811</b>	<b>Hourly</b>
315	Business Process Analyst	Non-exempt				
452	Court Supervisor	Non-exempt				
302	Plans Examiner	Non-exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
529	Senior Construction Inspector	Non-exempt				
249	Senior Crime Analyst	Non-exempt				
513	Senior Right of Way Inspector	Non-exempt				
313	Technology Support Specialist II	Non-exempt				
373	Traffic Technician III	Non-exempt				
<b>GRADE 216</b>			<b>\$61,193.86</b>	<b>\$74,962.42</b>	<b>\$88,731.50</b>	<b>Annual</b>
			<b>\$29.4201</b>	<b>\$36.0396</b>	<b>\$42.6594</b>	<b>Hourly</b>
516	Building Inspector II	Non-exempt				
464	Police Telecommunications Supervisor	Non-exempt				
561	Senior Engineering Specialist	Non-exempt				
<b>GRADE 217</b>			<b>\$65,783.40</b>	<b>\$80,584.60</b>	<b>\$95,386.36</b>	<b>Annual</b>
			<b>\$31.6266</b>	<b>\$38.7426</b>	<b>\$45.8588</b>	<b>Hourly</b>
300	Senior Plans Examiner	Non-exempt				

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

Shift Differential Pay	\$1.30 per hour	Pay for employees who work between 6:00 p.m. and 6:00 a.m.
On-Call/Stand-By Pay	\$1.30 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	<b>\$62,575.42</b>	<b>\$75,311.96</b>	<b>\$88,049.33</b>
			Hourly	<b>\$30.0843</b>	<b>\$36.2077</b>	<b>\$42.3314</b>
804	DET	Police Detective	Non-Exempt			
			Annual	<b>\$66,955.62</b>	<b>\$80,583.98</b>	<b>\$94,212.85</b>
			Hourly	<b>\$32.1902</b>	<b>\$38.7423</b>	<b>\$45.2946</b>
802	SGT	Police Sergeant	Non-Exempt			
			Annual	<b>\$88,654.38</b>	<b>\$98,206.56</b>	<b>\$107,758.83</b>
			Hourly	<b>\$42.6223</b>	<b>\$47.2147</b>	<b>\$51.8071</b>
800	LT	Police Lieutenant	Exempt			
			Annual	<b>\$104,493.08</b>	<b>\$122,261.71</b>	<b>\$140,030.31</b>
801	CAPT	Police Captain	Exempt			
			Annual	<b>\$114,941.74</b>	<b>\$136,752.71</b>	<b>\$158,563.69</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	\$1.30 per hour	Pay for employees who work between 6:00 p.m. and 6:00 a.m.
On-Call/Stand-By Pay	\$1.30 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	
<b>Grade AA</b>			<b>\$47,295.13</b>	<b>\$59,118.62</b>	<b>\$70,943.24</b>	<b>Annual</b>
190	Cultural Heritage Specialist	Exempt				
<b>Grade A</b>			<b>\$70,538.94</b>	<b>\$88,173.38</b>	<b>\$105,807.83</b>	<b>Annual</b>
260	Assistant to the Town Manager	Exempt				
<b>Grade B</b>			<b>\$79,709.03</b>	<b>\$99,635.73</b>	<b>\$119,562.43</b>	<b>Annual</b>
141	Communications Manager	Exempt				
<b>Grade C</b>			<b>\$90,070.97</b>	<b>\$112,588.68</b>	<b>\$135,106.43</b>	<b>Annual</b>
143	Airport Manager	Exempt				
<b>Grade E</b>			<b>\$122,135.63</b>	<b>\$152,670.21</b>	<b>\$183,203.43</b>	<b>Annual</b>
<b>Town Officers Grade I</b>			<b>\$105,713.33</b>	<b>\$134,784.10</b>	<b>\$163,854.86</b>	<b>Annual</b>
<b>Town Officers Grade II</b>			<b>\$113,641.83</b>	<b>\$144,892.90</b>	<b>\$176,143.98</b>	<b>Annual</b>
114	Community and Neighborhood Services Director	Exempt				
115	Director of Economic Development and Tourism	Exempt				
106	Town Clerk	Exempt				
<b>Town Officers Grade III</b>			<b>\$122,164.96</b>	<b>\$155,759.87</b>	<b>\$189,354.78</b>	<b>Annual</b>
182	Deputy Chief of Police	Exempt				
<b>Town Officers Grade IV</b>			<b>\$131,327.33</b>	<b>\$167,441.86</b>	<b>\$203,556.39</b>	<b>Annual</b>
127	Development Services Director	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				
146	Water Director	Exempt				

Job Code	Job Title	FLSA** Status	Minimum	Midpoint	Maximum	
<b>Town Officers Grade V</b>			<b>\$141,176.88</b>	<b>\$180,000.00</b>	<b>\$218,823.12</b>	<b>Annual</b>
138	Chief of Police	Exempt				
120	Town Attorney	Exempt				
<b>Town Officers Grade VI</b>			<b>\$151,765.15</b>	<b>\$193,500.00</b>	<b>\$235,234.85</b>	<b>Annual</b>
110	Deputy Town Manager	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	\$20.6541
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      \$1.30 per hour      *Pay for employees who work between 6:00 p.m. and 6:00 a.m.*

On-Call/ Stand-by      \$1.30 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 Construction Inspector (JC 529) grade 215
	* 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)
4/25/2024	Added Pubic Works Maintenance Apprentice grade 208
5/15/2024	Added Pubic Works Concrete Specialist grade 213
7/1/2024	New Fiscal year adopted salary schedule
	* Fleet Coordinator - New Position Grade 211
	* Human Resources Manager - New Position Grade 113
	* Tourism Marketing Specialist - New position Grade 110
	* Background Investigator change hourly rate from \$17.8733 to \$20.6541
	* Shift differential pay changed from \$1.15 per hour to \$1.30 per hour
	* On-call pay changed from \$1.00 per hour to \$1.30 per hour
7/13/2024	* Accounting Associate grade 209 to 210
	* Administrative Assistant 208 to 209
	* Airport Operations Supervisor grade 109 to 110