

**CITY OF ALAMOGORDO COMPENSATION PLAN  
EFFECTIVE December 27, 2021**

Position Grade Code	Position Number	Position Title	Exempt From OT	Employee Goup Code	Hourly Range MIN	Hourly Range MAX	Annual Range (Based on 2080 hrs.) MIN	Annual Range (Based on 2080 hrs.) MAX
EO	913	COMMISSIONER	Y	EO			\$ 6,000.00	\$ 6,000.00
EO	925	MAYOR AT LARGE	Y	EO			\$ 9,000.00	\$ 9,000.00
EX0	5	CITY MANAGER	Y	AT	\$ 48.0769	\$ 76.9231	\$ 100,000.00	\$ 160,000.00
EX1	315	ASSISTANT CITY MANAGER	Y	AT	\$ 34.8952	\$ 56.6567	\$ 72,582.02	\$ 117,845.94
EX1	56	CITY ATTORNEY	Y	AT	\$ 34.8952	\$ 56.6567	\$ 72,582.02	\$ 117,845.94
EX2	701	AFD FIRE CHIEF	Y	AT	\$ 31.5548	\$ 51.0365	\$ 65,633.98	\$ 106,155.92
EX2	10	APD POLICE CHIEF	Y	AT	\$ 31.5548	\$ 51.0365	\$ 65,633.98	\$ 106,155.92
EX2	51	CITY CLERK	Y	AT	\$ 31.5548	\$ 51.0365	\$ 65,633.98	\$ 106,155.92
EX2	101	COMMUNITY SERVICES DIRECTOR	Y	AT	\$ 31.5548	\$ 51.0365	\$ 65,633.98	\$ 106,155.92
EX2	1	FINANCE DIRECTOR	Y	AT	\$ 31.5548	\$ 51.0365	\$ 65,633.98	\$ 106,155.92
EX2	155	HUMAN RESOURCES DIRECTOR	Y	AT	\$ 31.5548	\$ 51.0365	\$ 65,633.98	\$ 106,155.92
EX2	86	PUBLIC WORKS DIRECTOR	Y	AT	\$ 31.5548	\$ 51.0365	\$ 65,633.98	\$ 106,155.92
EX3					\$ 27.5000	\$ 39.5072	\$ 57,200.00	\$ 82,174.98
FFT	705	AFD FIREFIGHTER	N	AF	\$ 14.59280	\$ 22.85000	\$ 38,320.69	\$ 60,004.10
FFT	1500	CODE ENF OFFICER/FIREFIGHTER	N	AF	\$ 14.59280	\$ 22.85000	\$ 38,320.69	\$ 60,004.10
FFT	1501	CODE ENF ABATEMENT OFFICER/FF	N	AF	\$ 14.59280	\$ 22.85000	\$ 38,320.69	\$ 60,004.10
FR1	703	AFD DEPUTY FIRE CHIEF	Y	NF	\$ 31.7657	\$ 36.5565	\$ 66,072.66	\$ 76,037.52
FR4	710	AFD FIRE LIEUTENANT	N	AF	\$ 16.7500	\$ 26.3300	\$ 43,985.50	\$ 69,142.58
MCR	4	COURT ADMINISTRATOR	Y	MC	\$ 10.0000	\$ 125.0000		
MCR	175	DEPUTY COURT CLERK	N	MC	\$ 10.0000	\$ 125.0000		
MCR	365	JUDICIAL CLERK	N	MC	\$ 10.0000	\$ 125.0000		
MCR	879	JUDICIAL SPECIALIST	N	MC	\$ 10.0000	\$ 125.0000		
MCR	886	MUNICIPAL COURT BAILIFF	N	MC	\$ 10.0000	\$ 125.0000		
MCR	50	MUNICIPAL JUDGE	Y	EO	\$ 10.0000	\$ 125.0000		
MCR	167	MUNICIPAL JUDGE/SUBSTITUTE	Y	MC	\$ 10.0000	\$ 125.0000		
NR1					\$ 35.9126	\$ 54.8412	\$ 74,698.21	\$ 114,069.70
NR2	680	APD CIT CLINICAL DIRECTOR	Y	NR	\$ 30.9869	\$ 47.0827	\$ 64,452.75	\$ 97,932.02
NR3	72	CITY PLANNER	Y	NR	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR3	1005	ENGINEERING MANAGER	Y	*AT	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR3	46	FACILITY MAINTENANCE MANAGER	Y	NR	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR3	253	HA MANAGER	Y	NR	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR3	68	MANAGEMENT INFORMATION SYS MGR	Y	NR	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR3	116	SENIOR CENTER MANAGER	Y	NR	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR3	3035	UTILITY/STREETS CONST MANAGER	Y	NR	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR3	3014	WATER/WW OPERATIONS MANAGER	Y	NR	\$ 26.7984	\$ 40.4853	\$ 55,740.67	\$ 84,209.42
NR4	3	ACCOUNTING MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	74	ANIMAL CONTROL MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	292	APD ADMINISTRATIVE MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	59	CHIEF PROCUREMENT OFFICER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	27	CUSTOMER SERVICE MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	70	FLEET MAINTENANCE MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	130	GOLF COURSE SUPERINTENDENT	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	980	LANDFILL MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	102	LIBRARY MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	361	APD DISPATCH MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	324	PROJECT MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	889	RECREATION FACILITY MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	153	SAFETY COORDINATOR	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	272	UTILITY MAINTENANCE SUPERVISOR	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	3001	WASTEWATER PLANT SUPERVISOR	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42
NR4	354	ZOO MANAGER	Y	NR	\$ 23.2368	\$ 34.8752	\$ 48,332.54	\$ 72,540.42

NR5	883	AIRPORT MANAGER	Y	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	893	BUDGET ANALYST	Y	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	1200	COMMUNICATIONS/MARKETING ADMIN	Y	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	117	FOOD SERVICES ADMINISTRATOR	Y	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	351	GIS/LAND MANAGEMENT COORDINATOR	N	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	275	HA PROPERTY MGMT COORDINATOR	Y	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	353	PARKS SUPERVISOR	Y	*AT	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	404	SPECIAL EVENTS MANAGER	Y	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR5	357	LEAD ZOO KEEPER	Y	NR	\$ 20.2081	\$ 30.1048	\$ 42,032.85	\$ 62,617.98
NR6	906	CODE ENFORCEMENT SUPERVISOR	Y	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	333	COLLECTION CENTER SUPERVISOR	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	885	DEPUTY CITY CLERK	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	55	EXECUTIVE ASST TO CITY MANAGER	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	245	HA MAINTENANCE FOREMAN	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	452	HEAD OF CIRCULATION/ADMIN SUPP	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	118	HOME SERVICES SUPERVISOR	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	150	HUMAN RESOURCES GENERALIST	Y	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	467	METER TECHNICIAN SUPERVISOR	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	160	PARALEGAL	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	164	SENIOR CTR FINANCE COORDINATOR	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	123	SENIOR SERVICES SUPERVISOR	Y	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR6	877	UTILITY BILLING SUPERVISOR	N	NR	\$ 17.6327	\$ 26.0483	\$ 36,676.02	\$ 54,180.46
NR7	481	ADMINISTRATIVE ASST-SENIOR CTR	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	122	ASST FOOD SERVICES ADMINISTRAT	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	64	CUSTOMER SERVICE SUPERVISOR	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	146	EXECUTIVE ADMIN ASST - FINANCE	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	702	EXECUTIVE ADMIN ASST - FIRE	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	672	EXECUTIVE ASSISTANT - POLICE	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	234	EXECUTIVE ASSISTANT-PUBLIC WKS	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	400	EXECUTIVE ASST-COMMUNITY SVCS	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	878	HA OCCUPANCY SPECIALIST	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	154	HUMAN RESOURCES ASSISTANT	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	161	LEGAL ASSISTANT	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	855	PAYROLL ACCOUNTING TECHNICIAN	N	NR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR7	550	SENIOR VOLUNTEER PROGRAM SPEC	N	AR	\$ 15.4428	\$ 22.5989	\$ 32,121.02	\$ 47,005.71
NR8	674	ADMIN ASST/INVENTORY CLK-POLICE	N	NR	\$ 13.5807	\$ 19.6657	\$ 28,247.86	\$ 40,904.66
NR8	941	ADMINISTRATIVE ASST-FIRE	N	NR	\$ 13.5807	\$ 19.6657	\$ 28,247.86	\$ 40,904.66
NR8	261	HA BUILDING MAINTENANCE TECH	N	NR	\$ 13.5807	\$ 19.6657	\$ 28,247.86	\$ 40,904.66
NR8	274	HA ELIGIBILITY SPECIALIST	N	NR	\$ 13.5807	\$ 19.6657	\$ 28,247.86	\$ 40,904.66
NR8	127	RSVP VOLUNTEER COORDINATOR	N	NR	\$ 13.5807	\$ 19.6657	\$ 28,247.86	\$ 40,904.66
NR8	84	SENIOR CENTER INFO/RESOURCE COOR	N	NR	\$ 13.5807	\$ 19.6657	\$ 28,247.86	\$ 40,904.66
NR9	510	HA GROUNDS MAINT LABORER	N	NR	\$ 12.5000	\$ 17.6743	\$ 26,000.00	\$ 36,762.54
NR9	242	HA LABORER	N	NR	\$ 12.5000	\$ 17.6743	\$ 26,000.00	\$ 36,762.54
NR9	243	HA OFFICE ASSISTANT	N	NR	\$ 12.5000	\$ 17.6743	\$ 26,000.00	\$ 36,762.54
NR9	282	KITCHEN COOK	N	NR	\$ 12.5000	\$ 17.6743	\$ 26,000.00	\$ 36,762.54
NR9	465	NUTRITION COORD/PROGRAM AIDE	N	NR	\$ 12.5000	\$ 17.6743	\$ 26,000.00	\$ 36,762.54
NR9	461	SENIOR CENTER MAINTENANCE	N	NR	\$ 12.5000	\$ 17.6743	\$ 26,000.00	\$ 36,762.54
NR0	99	KITCHEN AIDE-FT	N	NR	\$ 11.5000	\$ 15.8999	\$ 23,920.00	\$ 33,071.79
NR0	120	KITCHEN AIDE-PT	N	NR	\$ 11.5000	\$ 15.8999	\$ 23,920.00	\$ 33,071.79
NR0	482	KITCHEN AIDE/CUSTODIAN-FT	N	NR	\$ 11.5000	\$ 15.8999	\$ 23,920.00	\$ 33,071.79
NR0	44	MEALS ON WHEELS AIDE	N	NR	\$ 11.5000	\$ 15.8999	\$ 23,920.00	\$ 33,071.79
NR0	165	RECEPTIONIST - SENIOR CENTER	N	NR	\$ 11.5000	\$ 15.8999	\$ 23,920.00	\$ 33,071.79
NR0	456	SENIOR CTR PROGRAM AIDE/DRIVER	N	NR	\$ 11.5000	\$ 15.8999	\$ 23,920.00	\$ 33,071.79
NRS	681	CIT PEER RECOVERY SPECIALIST - GRANT	N	NR	\$ 12.5000	\$ 18.0000	\$ 26,000.00	\$ 37,440.00
NRS	706	AFD LABORER	N	NR	\$ 12.5000	\$ 18.0000	\$ 26,000.00	\$ 37,440.00
NRS	377	BEAUTIFICATION INTERN	N	NR	\$ 12.5000	\$ 18.0000	\$ 26,000.00	\$ 37,440.00
NRS	199	BONITO PARK RANGER I	N	NR	\$ 12.5000	\$ 18.0000	\$ 26,000.00	\$ 37,440.00
NRS		SEASONAL POSITIONS	N	NR	\$ 12.5000	\$ 18.0000	\$ 26,000.00	\$ 37,440.00
PST	605	APD POLICE OFFICER NON-CERTIFIED	N	AP	\$ 19.2000	\$ 19.2000	\$ 39,936.00	\$ 39,936.00
PSO	605	APD POLICE OFFICER	N	AP	\$ 20.4000	\$ 26.0889	\$ 44,553.60	\$ 56,978.16
PSO	607	APD SCHOOL RESOURCE OFFICER	N	AP	\$ 20.4000	\$ 26.0889	\$ 42,432.00	\$ 54,264.91
PSS	615	APD SERGEANT	N	AP	\$ 26.1636	\$ 31.5319	\$ 54,420.29	\$ 65,586.35
R2	621	APD LIEUTENANT	Y	NP	\$ 31.7657	\$ 36.5565	\$ 66,072.66	\$ 76,037.52
R1	640	APD CAPTAIN	Y	NP	\$ 36.3227	\$ 42.0149	\$ 75,551.22	\$ 87,390.99
RO	641	APD DEPUTY POLICE CHIEF	Y	NP	\$ 39.6549	\$ 45.9163	\$ 82,482.19	\$ 95,505.90

S00				AR	\$ 11.5000	\$ 12.4637	\$ 23,920.00	\$ 25,924.50
S01				AR	\$ 11.5000	\$ 15.8555	\$ 23,920.00	\$ 32,979.44
S02	368	CEMETERY LABORER	N	AR	\$ 11.7500	\$ 16.4875	\$ 24,440.00	\$ 34,294.00
S02	390	GOLF COURSE LABORER	N	AR	\$ 11.7500	\$ 16.4875	\$ 24,440.00	\$ 34,294.00
S02	207	PARKS LABORER	N	AR	\$ 11.7500	\$ 16.4875	\$ 24,440.00	\$ 34,294.00
S02	307	STREET MAINTENANCE LABORER	N	AR	\$ 11.7500	\$ 16.4875	\$ 24,440.00	\$ 34,294.00
S02	2001	WEED/DRAINAGE MAINT LABORER	N	AR	\$ 11.7500	\$ 16.4875	\$ 24,440.00	\$ 34,294.00
S03	910	BEVERAGE SERVERS	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S03	334	COLLECTION CENTER LABORER	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S03	293	LANDFILL LABORER	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
870	870	RECREATION AIDE	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S03	162	RECREATION ATTENDANT	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S03	330	RECREATION CLERK	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S03	810	STREET MAINTENANCE WORKER	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S03	2002	WEED/DRAINAGE MAINTENANCE WORKER	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S03	526	ZOO FACILITY SUPPORT ASSISTANT	N	AR	\$ 12.4000	\$ 17.5807	\$ 25,792.00	\$ 36,567.86
S04	3025	ADMIN ASST-WATER/WW DIVISION	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	310	ANIMAL CONTROL ADMIN ASSISTANT	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	557	ANIMAL CONTROL KENNEL OFFICER	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	281	APD RECORDS CLERK	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	286	CIVIC CENTER MAINTENANCE	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	113	CENTRAL RECEIVING ATTENDANT	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	337	COLLECTION CENTER TECHNICIAN	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	66	CUSTOMER SVC REPRESENTATIVE	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	33	DISPATCHER/CLERK	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	385	FLEET MAINTENANCE PARTS CLERK	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	131	GOLF COURSE MAINTENANCE AND SUPPORT	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	273	LANDFILL WORKER	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	109	LIBRARY CLERK	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	31	METER READER	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	869	RECORDS & ARCHIVES CLERK	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	800	RECREATION ASSISTANT	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	873	RECREATION CENTER MAINTENANCE	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	462	SENIOR CENTER FITNESS COORD.	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	3031	UTILITY CONSTRUCTION LABORER	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	222	UTILITY MAINTENANCE LABORER	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S04	2003	WEED/DRAINAGE MAINT TECHNICIAN	N	AR	\$ 13.0140	\$ 19.0806	\$ 27,069.12	\$ 39,687.65
S05	556	ACCOUNTS PAYABLE SPECIALIST	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	52	ADMINISTRATIVE ASST-CITY CLERK	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	205	AIRPORT LIGHT EQUIP OPERATOR	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	19	EVIDENCE TECHNICIAN	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	930	FACILITY MAINT/POOL TECHNICIAN	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	7	FACILITY MAINTENANCE TECH	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	132	GOLF COURSE IRRIGATION SPEC.	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	989	IPRA RECORDS CLERK	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	309	LIBRARY ASSISTANT	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	468	METER TECHNICIAN	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	94	PARKS MAINTENANCE	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	133	PARKS MAINTENANCE/WELDER	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	550	SCP/FGP VOLUNTEER COORDINATOR	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	811	STREET MAINTENANCE TECHNICIAN	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	464	UTILITY BILLING CLERK	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	3032	UTILITY CONSTRUCTION WORKER	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	223	UTILITY MAINTENANCE WORKER	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	3021	WASTEWATER PLANT LABORER	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	3018	WATER PLANT LABORER	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	527	ZOO MAINTENANCE TECHNICIAN	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S05	97	ZOOKEEPER	N	AR	13.9154	20.5378	\$ 28,944.03	\$ 42,718.62
S06	176	ACCOUNTING TECHNICIAN	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	75	ANIMAL CONTROL OFFICER	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	25	APD DISPATCHER TRAINEE	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	115	CEMETERY SEXTON	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	336	COLLECTION CTR HEAVY EQUIP OP	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	1201	COMMUNICATIONS/MARKETING ASST	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	76	ELECTRONIC TECHNICIAN	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	49	FACILITY MAINTENANCE HVAC TECH	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	71	GOLF COURSE EQUIPMENT MECHANIC	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	112	INVENTORY ADMINISTRATOR	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25

S06	283	LANDFILL HEAVY EQUIPMENT OPTR	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	294	LANDFILL MACHANIC	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	296	LANDFILL TECHNICIAN	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	381	MECHANIC 1	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	394	PARKS MECHANIC	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	1002	PLANNING/ZONING ADMIN ASST	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	457	RECREATION COORDINATOR	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	29	UTILITY BILLING CLK/COLLECTION	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	3033	UTILITY CONST TECHNICIAN	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	224	UTILITY MAINTENANCE TECHNICIAN	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	3020	WASTEWATER PLANT WORKER	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	3015	WATER PLANT WORKER	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S06	528	ZOO EDUCATION COOR/CASHIER	N	AR	\$ 14.8884	\$ 22.1006	\$ 30,967.87	\$ 45,969.25
S07	23	APD CERTIFIED DISPATCHER	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S07	382	MECHANIC 2	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S07	60	PROCUREMENT SPECIALIST	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S07	3034	UTILITY CONSTRUCTION JOURNEYMAN	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S07	812	STREET MAINTENANCE JOURNEYMAN	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S07	226	UTILITY MAINTENANCE JOURNEYMAN	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S07	3023	WASTEWATER PLANT TECHNICIAN	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S07	3016	WATER PLANT TECHNICIAN	N	AR	\$ 15.9587	\$ 23.8253	\$ 33,194.10	\$ 49,556.62
S08	580	ACCOUNTING SPECIALIST	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	213	AQUATICS/RECREATION COORDINATOR	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	471	CIVIC CENTER SUPERVISOR	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	42	FACILITY MAINTENANCE LEAD TECH	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	384	FLEET HEAVY EQUIPMENT MECHANIC	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	399	GOLF COURSE ASST SUPERINTENDENT	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	104	LIBRARY-CATALOGER	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	383	MECHANIC 3	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	170	PARKS FOREMAN	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	103	REFERENCE LIBRARIAN	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	3017	WATER PLANT JOURNEYMAN	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	2000	WEED/DRAINAGE MAINT FOREMAN	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S08	105	YOUTH SERVICES LIBRARIAN	N	AR	\$ 17.1275	\$ 25.6941	\$ 35,625.20	\$ 53,443.73
S09	3004	WATER/WW CONTROL SYSTEMS JNMAN	N	AR	\$ 18.3110	\$ 28.0851	\$ 38,086.88	\$ 58,417.01
S09	47	ELECTRICIAN JOURNEYMAN	N	AR	\$ 18.3110	\$ 28.0851	\$ 38,086.88	\$ 58,417.01
S10	172	ACCOUNTANT	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	48	ELECTRICAL & COMM FOREMAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	45	FACILITY MAINTENANCE FOREMAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	358	GRANT COORDINATOR	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	327	STREET MAINTENANCE FOREMAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	420	PUBLIC WORKS INSPECTOR	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	981	LANDFILL FOREMAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	40	UTILITY CONSTRUCTION FOREMAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	419	UTILITY LINE LOCATE TECHNICIAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	221	UTILITY MAINTENANCE FOREMAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	3013	WATER PLANT FOREMAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S10	1510	WATER QUALITY LAB TECHNICIAN	N	AR	\$ 19.4463	\$ 30.3310	\$ 40,448.30	\$ 63,088.48
S11				AR	\$ 20.9237	\$ 32.7923	\$ 43,521.30	\$ 68,207.98

\* CURRENT EE

GRANDFATHERED WITH AT WILL AGREEMENT - THROUGH ATTRITION WILL NO LONGER BE AT WILL.

ALL SALARIES ARE BASED ON 2080 HOURS PER YEAR, PART TIME POSITION SALARIES WILL VARY BASED ON ACTUAL BUDGETED HOURS.

\*PSO IS BASED ON 2184 HOURS PER YEAR. \*\*FFT IS BASED ON 2626 HOURS PER YEAR.

\*Annual Range changes when Pay Grade Ranges are updated on Pay Grade Sheet.

**\*\*PLEASE DO NOT RENAME (TABS) SHEETS IN THIS WORKBOOK. FORMULAS ARE SET USING THESE NAMES.**