

**Compensation Structure
Management and Non-Represented Salary Schedule
Effective January 1, 2014**

COLA Increase 1/1/14
1.93%

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
HTE Codes									
18	HR Assistant	<i>monthly</i>	\$ 3,911	\$ 4,110	\$ 4,315	\$ 4,529	\$ 4,758	\$ 4,992	\$ 5,234
		<i>hourly</i>	\$ 22.5635	\$ 23.7129	\$ 24.8925	\$ 26.1274	\$ 27.4489	\$ 28.8013	\$ 30.1969
20	Assistant to the Captain Payroll and Benefits Administrator	<i>monthly</i>	\$ 4,113	\$ 4,354	\$ 4,574	\$ 4,793	\$ 5,031	\$ 5,286	\$ 5,539
		<i>hourly</i>	\$ 23.7290	\$ 25.1211	\$ 26.3867	\$ 27.6523	\$ 29.0253	\$ 30.4934	\$ 31.9551
24	HR Generalist Court Administrator	<i>monthly</i>	\$4,346	\$4,567	\$4,793	\$5,032	\$5,285	\$5,547	\$5,815
		<i>hourly</i>	\$ 25.0744	\$ 26.3462	\$ 27.6510	\$ 29.0283	\$ 30.4912	\$ 32.0003	\$ 33.5489
23	Accounting Supv. Deputy Director, Human Resources City Recorder	<i>monthly</i>	\$4,532	\$4,691	\$5,000	\$5,250	\$5,508	\$5,782	\$6,071
		<i>hourly</i>	\$ 26.1486	\$ 27.0645	\$ 28.8438	\$ 30.2869	\$ 31.7762	\$ 33.3578	\$ 35.0251
22	Civil Engineer II Recreation Manager Accounting Manager Finance Analyst Operations Supervisor Principal Librarian Parks Maintenance Supv.	<i>monthly</i>	\$5,090	\$5,345	\$5,613	\$5,894	\$6,186	\$6,556	\$6,954
		<i>hourly</i>	\$ 29.3644	\$ 30.8339	\$ 32.3825	\$ 34.0036	\$ 35.6906	\$ 37.8258	\$ 40.1191
21	Senior Planner Building Official	<i>monthly</i>	\$5,356	\$5,622	\$5,912	\$6,196	\$6,505	\$6,901	\$7,315
		<i>hourly</i>	\$ 30.8998	\$ 32.4353	\$ 34.1083	\$ 35.7434	\$ 37.5292	\$ 39.8159	\$ 42.2014

**Compensation Structure
Management and Non-Represented Salary Schedule
Effective January 1, 2014**

COLA Increase 1/1/14
1.93%

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
21-2	HR Manager	<i>monthly</i>	\$ 5,624	\$ 5,902	\$ 6,207	\$ 6,505	\$ 6,830	\$ 7,246	\$ 7,680
	Assistant Parks and Recreation Dir Assistant Library Director	<i>hourly</i>	\$ 32.4450	\$ 34.0498	\$ 35.8108	\$ 37.5298	\$ 39.4051	\$ 41.8034	\$ 44.3098
25	Assistant to the City Manager	<i>monthly</i>	\$ 5,957	\$ 6,253	\$ 6,571	\$ 6,900	\$ 7,244	\$ 7,674	\$ 8,136
	Assistant City Engineer Assistant Finance Director Planning Manager	<i>hourly</i>	\$ 34.3660	\$ 36.0728	\$ 37.9114	\$ 39.8093	\$ 41.7928	\$ 44.2706	\$ 46.9395
31	Police Sergeant	<i>monthly</i>	\$ 5,392	\$ 5,662	\$ 5,949	\$ 6,241	\$ 6,553	\$ 6,881	
	Assistant to the Chief	<i>hourly</i>	\$ 31.1073	\$ 32.6639	\$ 34.3217	\$ 36.0050	\$ 37.8083	\$ 39.7004	
30	Police Captain	<i>monthly</i>	\$ 6,640	\$ 6,973	\$ 7,322	\$ 7,756	\$ 8,224	\$ 8,635	\$ 9,067
	Deputy Chief Financial Officer City Engineer Assistant City Attorney	<i>hourly</i>	\$ 38.3068	\$ 40.2311	\$ 42.2410	\$ 44.7451	\$ 47.4470	\$ 49.8193	\$ 52.3104

Revised 01/30/14