

## 2021 Pay and Classification Plan

		SALARY RANGE			
Pay Group	Position Title	Starting Range	Market Range	Post Market Range	Maximum Range
55	Custodian - Airport	\$15.1900	\$16.7090	\$18.9875	\$21.2660
55	Custodian - City	\$31,595.20	\$34,754.72	\$39,494.00	\$44,233.28
55	Fleet Maintenance Worker				
55	Solid Waste Operator I				
60	Administrative Associate	\$16.7090	\$18.3799	\$20.8863	\$23.3926
60	Court Clerk	\$34,754.72	\$38,230.19	\$43,443.40	\$48,656.61
60	Human Resources Assistant				
60	Library Associate				
60	Parking Enforcement Officer				
60	Sr Custodian				
65	Court Clerk Lead	\$18.3799	\$20.2179	\$22.9749	\$25.7319
65	Distribution/Collection Technician	\$38,230.19	\$42,053.21	\$47,787.74	\$53,522.27
65	Facilities Maintenance Technician				
65	Facilities Maintenance Technician- Airport				
65	Customer Service Specialist				
65	Financial Services Technician				
65	Parks Maintenance Technician				
65	Parking Enforcement Technician				
65	Police Records Technician				
65	Recreation Technician				
65	Sr Lifeguard				
70	Meter Technician	\$19.2989	\$21.2288	\$24.1236	\$27.0185
70	Solid Waste Operator II	\$40,141.70	\$44,155.87	\$50,177.13	\$56,198.38
70	Transit Operator				
75	Administrative Specialist	\$20.2638	\$22.2902	\$25.3298	\$28.3694
75	ARFF/Operations Technician	\$42,148.79	\$46,363.67	\$52,685.98	\$59,008.30
75	911 Emergency Dispatcher				
75	Financial Services Specialist				
75	Customer Service Specialist - Lead				
75	Digital Evidence Technician and Media Specialist				
75	Marketing & Communications Specialist				
75	Payroll Specialist				
75	Police Administrative Specialist				
75	Records & Management Technician				
75	Recreation Specialist				
75	Sr Distribution/Collection Tech				
75	Sr Facilities Maintenance Tech				
75	Sr Facilities Maintenance Tech - Airport				
75	Sr Meter Technician				
75	Sr Parks Maintenance Tech				
75	Streets Operator				
80	Administrative Analyst	\$22.2902	\$24.5192	\$27.8628	\$31.2063
80	Airport Environmental Technician	\$46,363.67	\$51,000.03	\$57,954.58	\$64,909.13
80	Arborist				
80	Code Compliance Officer				
80	911 Emergency Dispatcher II				
80	Court Administrator				
80	Cross Connection Control Tech				
80	Deputy Clerk				
80	Lead Transit Operator				
80	Permit Technician				
80	Police Property Control Technician				
80	Recreation Coordinator - (Program)				
80	Sign Technician				
80	Sr Streets Operator				
80	Sr Financial Services Specialist				
80	Transportation Specialist				

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80	Police Services Technician				
80	Records Technician - Lead				
85	Broadcast Specialist	\$24.0734	\$26.4808	\$30.0918	\$33.7028
85	Building and Land Use Inspector	\$50,072.76	\$55,080.03	\$62,590.95	\$70,101.86
85	Engineering Inspector				
85	Engineering Technician				
85	Executive Assistant				
85	GIS Technician				
85	Grants & Contracts Specialist				
85	Human Resources Technician				
85	Inventory Technician				
85	IS Technical Specialist				
85	Paralibrarian				
85	Police Officer Trainee				
85	Public Information Specialist				
85	Purchasing Administrator				
85	Recreation Facilities Technician				
85	Fats, Oils, and Grease Technician				
85	Mechanic				
85	Wastewater Facility Technician				
85	Water Facility Technician				
90	Arborist Supervisor	\$26.4808	\$29.1289	\$33.1010	\$37.0731
90	ARFF Captain	\$55,080.03	\$60,588.04	\$68,850.04	\$77,112.05
90	Cemetery Supervisor				
90	Chief Deputy Clerk				
90	Civil Engineer (EIT)				
90	911 Emergency Dispatcher Lead				
90	Public Information Specialist				
90	Community Events Administrator				
90	Fleet Supervisor				
90	Parks Supervisor				
90	Planner I				
90	Police Officer				
90	Recreation Supervisor - (Program)				
90	Safety/Risk Administrator				
90	Solid Waste Supervisor				
90	Sr Engineering Inspector				
90	Sr Engineering Technician				
90	Streets Supervisor				
90	Systems Analyst I				
90	Transit Supervisor				
95	Accountant	\$29.1289	\$32.0418	\$36.4111	\$40.7804
95	Airport Operations Administrator	\$60,588.04	\$66,646.84	\$75,735.05	\$84,823.25
95	Business Development & Redevelopment Coordinator				
95	Chief Building Inspector				
95	911 Emergency Dispatch Supervisor				
95	Crime Analyst				
95	Distribution/Collection Supervisor				
95	Financial Services Administrator				
95	Financial Services Analyst				
95	Human Resources Specialist				
95	Legal Coordinator				
95	Librarian				
95	Planner II				
95	Police Corporal				
95	Sustainability Coordinator				
95	Transit Multi-Modal Administrator				

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Pay Group	Position Title	Starting Range	Market Range	Post Market Range	Maximum Range
95	Wastewater Facility Supervisor				
95	Water Facility Supervisor				
100	Emergency Manager	\$32,041.8	\$35,245.9	\$40,052.2	\$44,858.5
100	GIS Analyst	\$66,646.84	\$73,311.53	\$83,308.55	\$93,305.58
100	Landscape Architect/Project Manager				
100	Library Facility Maintenance Supervisor				
100	Library Supervisor - Adult				
100	Library Supervisor - Collection				
100	Library Supervisor - Youth				
100	Parks, Open Space, and Trails Supervisor				
100	Records Administrator				
100	Recreation Facility Maintenance Supervisor				
100	Chapman Hill Operations Supervisor				
100	Aquatics Operations Supervisor				
100	Systems Analyst - 911				
100	Systems Analyst II				
100	Systems Analyst II-Communications				
100	Lake Nighthorse Operations Supervisor				
100	Systems Analyst II-Library				
100	Media and Community Engagement Manager				
105	Airport Facility & Airfield Maintenance Manager	\$34,605.1	\$38,065.6	\$43,256.4	\$48,447.1
105	Airport Fire Chief/Public Safety Manager	\$71,978.59	\$79,176.45	\$89,973.24	\$100,770.02
105	Airport Utilities & Environmental Manager				
105	Customer Service Manager				
105	GIS Supervisor				
105	Housing Innovation Program Manager				
105	Network Engineer				
105	Parking Operations Manager				
105	Planner III				
105	Project Manager - Utilities				
105	Sr Business Analyst				
105	Sr Civil Engineer				
105	Systems Analyst Supervisor				
110	Assistant City Engineer	\$38,757.7	\$42,633.5	\$49,416.1	\$56,198.7
110	Accounting & Financial Services Manager	\$80,616.02	\$88,677.62	\$102,785.43	\$116,893.23
110	Budget & Strategic Planning Manager				
110	Communications Director				
110	Database Administrator				
110	Distribution/Collection Manager				
110	Facilities/Fleet Manager				
110	Human Resources Manager				
110	Infrastructure & Security Manager				
110	Natural Resources Manager				
110	Planning Manager				
110	Police Sergeant				
110	Recreation Center Manager				
110	Solid Waste Manager				
110	Streets Manager				
110	WasteWater Plant Manager				
110	Water Plant Manager				
115	Assistant Community Development Director	\$44,183.8	\$48,602.2	\$56,334.3	\$64,066.5
115	Assistant Library Director	\$91,902.26	\$101,092.49	\$117,175.38	\$133,258.28
115	Assistant Parks Director				
115	Assistant Recreation Director				
115	Assistant Utilities Director				
115	Police Commander				
120	City Engineer	\$47,718.5	\$52,490.3	\$60,841.1	\$69,191.8

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Pay Group	Position Title	Starting Range	Market Range	Post Market Range	Maximum Range
120	IS Manager	\$99,254.44	\$109,179.89	\$126,549.42	\$143,918.94
125	911 Communications Director	\$51,536.00	\$56,689.60	\$65,708.40	\$74,727.10
125	Admin Services Director/City Clerk	\$107,194.80	\$117,914.28	\$136,673.37	\$155,432.46
125	Deputy Chief of Police				
130	Aviation Director	\$56,689.60	\$62,358.50	\$70,861.90	\$79,365.40
130	IS Director	\$117,914.28	\$129,705.71	\$147,392.85	\$165,079.99
130	Library Director				
130	Public Works Director				
130	Transportation Director				
135	City Operations Director	\$61,224.70	\$67,347.20	\$76,530.90	\$85,714.60
135	Finance Director	\$127,347.42	\$140,082.16	\$159,184.28	\$178,286.39
135	Managing Director Community Development				
135	Managing Director Internal & Cultural Services				
135	Managing Director Public Safety/Police Chief				
135	Parks and Recreation Director				