

Management and Confidential Control Points
Effective September 2, 2023

	Minimum 80% of Monthly Control Point	100% of Monthly Control Point	Maximum 120% of Monthly Control Point	Group
Accounting Manager	8,808	11,010	13,212	Management
Assistant Building Official	10,936	13,670	16,404	Management
Assistant City Attorney	13,070	16,337	19,604	Management
Assistant City Manager*	15,860	19,825	23,790	Management
Assistant Director of Finance	12,057	15,072	18,086	Management
Assistant Director of Library and Recreation	11,283	14,104	16,924	Management
Assistant Director of Public Works (Operations and Maintenance)**	11,727	14,659	17,590	Management
Assistant Director of Public Works*/City Engineer (Engineering)	12,617	15,771	18,926	Management
Assistant Fire Chief	14,577	18,221	21,865	Management
Assistant Fire Marshal	11,121	13,902	16,682	Management
Assistant to City Manager	10,477	13,096	15,715	Management
Assistant Utility Superintendent	9,243	11,553	13,864	Management
Business and Facilities Manager	11,283	14,104	16,925	Management
Business Manager-Fire	10,477	13,096	15,715	Management
Chief Building Official	12,866	16,082	19,298	Management
City Clerk	12,122	15,152	18,183	Management
Communications Manager	9,406	11,758	14,109	Management
Community Relations Manager/PIO	9,406	11,758	14,109	Management
Construction Services Manager	10,137	12,671	15,206	Management
Deputy City Attorney	10,156	12,695	15,234	Management
Deputy City Clerk	7,538	9,422	11,307	Management
Deputy City Manager	14,436	18,045	21,654	Management
Deputy Community Development Director/Traffic Engineer	12,463	15,579	18,695	Management
Deputy Director of Business Services	12,262	15,328	18,393	Management
Deputy Fire Chief	14,620	18,275	21,930	Management
Development Services Manager	10,219	12,774	15,329	Management
Director of Community Development	15,031	18,789	22,546	Management
Director of Economic Development	14,331	17,914	21,497	Management
Director of Engineering/City Engineer	14,331	17,914	21,497	Management
Director of Finance	14,426	18,032	21,638	Management
Director of Human Resources and Labor Relations	14,331	17,914	21,497	Management
Director of Information Technology	14,331	17,914	21,497	Management
Director of Library and Recreation	14,331	17,914	21,497	Management
Director of Public Works*/**	15,991	19,989	23,987	Management
Economic Development Manager	11,006	13,757	16,509	Management
Economic Development Specialist	8,808	11,010	13,212	Management
Emergency Preparedness Manager	9,243	11,553	13,864	Management
EMS Manager	9,404	11,755	14,106	Management
Environmental Services Manager	10,137	12,671	15,206	Management
Financial Services Manager/Accounting	10,962	13,702	16,443	Management
Financial Services Manager/Treasury	10,962	13,702	16,443	Management
Fire Chief*	16,378	20,473	24,568	Management
Fire Marshal	14,577	18,221	21,865	Management
Housing Division Program Manager	10,778	13,472	16,167	Management
Human Resources Manager	11,336	14,170	17,004	Management
Library Manager	9,243	11,553	13,864	Management
Management Analyst	8,808	11,010	13,212	Management
Assistant Director of Public Works (Utilities and Environmental Services)**	14,085	17,607	21,128	Management
Operations & Maintenance Manager**	10,662	13,328	15,993	Management
OSD Training and Emergency Services Manager	9,243	11,553	13,864	Management
Parks Division Manager**	10,662	13,328	15,993	Management
Permit Center Manager	11,581	14,477	17,372	Management
Planning Manager/Deputy Community Development Director	12,866	16,082	19,298	Management
Police Captain	14,577	18,221	21,865	Management
Police Chief*	16,706	20,883	25,060	Management
Police Lieutenant	12,414	15,517	18,621	Management
Police Support Services Manager	10,168	12,710	15,252	Management
Principal Analyst	10,477	13,096	15,715	Management
Recreation Manager	9,243	11,553	13,864	Management
Revenue Manager	8,808	11,010	13,212	Management
Senior Civil Engineer	10,962	13,702	16,443	Management
Senior Management Analyst	9,601	12,001	14,401	Management
Senior Transportation Engineer	10,837	13,546	16,255	Management
Special Projects Manager	12,057	15,072	18,086	Management
Special Projects Manager-Finance	9,601	12,001	14,401	Management
Utilities Division Manager*	12,092	15,115	18,138	Management
Utilities Planning Manager	10,962	13,702	16,443	Management
Utilities Superintendent	10,715	13,393	16,072	Management

Management and Confidential Control Points
Effective September 2, 2023

	Minimum 80% of Monthly Control Point	100% of Monthly Control Point	Maximum 120% of Monthly Control Point	Group
Administrative Assistant	6,352	7,940	9,528	Confidential
Executive Assistant	7,639	9,549	11,459	Confidential
Human Resources Coordinator	6,903	8,629	10,354	Confidential
Human Resources Technician	6,352	7,940	9,528	Confidential
Office Assistant	5,254	6,568	7,881	Confidential
Payroll Coordinator	6,903	8,629	10,354	Confidential
Senior Office Assistant	5,791	7,239	8,687	Confidential

*The salary range for this classification has been adjusted to maintain appropriate internal alignment/remedy identified internal compaction.

Classifications adjusted: Assistant City Manager, Assistant Director of Engineering, Fire Chief, Deputy Fire Chief, Director of Public Works, Utilities Division Manager, and Police Chief.

** The Operations Services Department was renamed the Public Works Department.

The following Public Works classifications have been retitled:

- Director of Public Works (formerly *Director of Operations & Water Utilities*)
- Assistant Director Utilities & Environmental Services (formerly *Managing Director of Utilities & Environmental Services*)
- Assistant Director Operations & Maintenance (formerly *Deputy Director of Business Services*)
- Operations & Maintenance Manager (formerly *Operations Superintendent*)
- Parks Division Manager (formerly *Park Maintenance Superintendent*)