

Management and Confidential Control Points
Effective September 1, 2025

	Minimum 80% of Monthly Control Point	100% of Monthly Control Point	Maximum 120% of Monthly Control Point	Group
Accounting Manager	9,072	11,340	13,608	Management
Assistant Building Official	11,264	14,080	16,896	Management
Assistant City Attorney*	14,382	17,978	21,573	Management
Assistant City Manager*	17,057	21,322	25,586	Management
Assistant Director of Community and Economic Development	13,251	16,564	19,877	Management
Assistant Director of Finance	12,419	15,524	18,628	Management
Assistant Director of Library and Recreation*	12,325	15,406	18,487	Management
Assistant Director of Public Works (Operations and Maintenance)	12,079	15,098	18,118	Management
Assistant Director of Public Works/City Engineer (Engineering)	12,996	16,244	19,493	Management
Assistant Director of Public Works (Utilities and Environmental Services)	14,508	18,135	21,762	Management
Assistant Fire Chief	15,014	18,768	22,521	Management
Assistant Fire Marshal	11,455	14,319	17,183	Management
Assistant to City Manager	10,791	13,489	16,186	Management
Assistant Utility Superintendent	9,520	11,900	14,280	Management
Business and Facilities Manager	11,622	14,527	17,433	Management
Business Manager-Fire	10,791	13,489	16,187	Management
Chief Building Official	13,252	16,564	19,877	Management
City Clerk	12,486	15,607	18,728	Management
Communications Manager*	10,465	13,082	15,698	Management
Community Relations Manager/PIO	9,688	12,111	14,533	Management
Construction Services Manager	10,441	13,052	15,662	Management
Deputy City Attorney*	11,782	14,728	17,673	Management
Deputy City Clerk	7,764	9,705	11,646	Management
Deputy City Manager	14,869	18,586	22,303	Management
Deputy Community and Economic Development Director/Economic Dev	13,252	16,564	19,877	Management
Deputy Community and Economic Development Director/Traffic Engineer*	13,251	16,564	19,877	Management
Deputy Director of Business Services	12,630	15,788	18,945	Management
Deputy Fire Chief*	17,714	22,143	26,571	Management
Development Services Manager	10,526	13,157	15,789	Management
Director of Community and Economic Development	15,482	19,352	23,223	Management
Director of Economic Development	14,761	18,452	22,142	Management
Director of Engineering/City Engineer	14,761	18,452	22,142	Management
Director of Finance	14,858	18,573	22,288	Management
Director of Human Resources and Labor Relations	14,761	18,452	22,142	Management
Director of Information Technology	14,761	18,452	22,142	Management
Director of Library and Recreation	14,761	18,452	22,142	Management
Director of Public Works	16,471	20,588	24,706	Management
Economic Development Manager	11,336	14,170	17,004	Management
Economic Development Specialist	9,072	11,340	13,608	Management
Emergency Preparedness Manager	9,520	11,900	14,280	Management
Emergency Services Manager	10,281	12,852	15,422	Management
EMS Manager	9,686	12,107	14,529	Management
Environmental Services Manager	10,441	13,051	15,662	Management
Financial Services Manager/Accounting	11,291	14,113	16,936	Management
Financial Services Manager/Treasury	11,291	14,113	16,936	Management
Fire Chief*	19,485	24,357	29,228	Management
Fire Marshal	15,014	18,767	22,521	Management
Housing Division Program Manager	11,101	13,877	16,652	Management
Human Resources Manager	11,676	14,595	17,514	Management
Library Manager	9,520	11,900	14,280	Management
Management Analyst	9,072	11,340	13,608	Management
Operations & Maintenance Manager	10,982	13,728	16,473	Management
Training and Emergency Services Manager	9,520	11,900	14,280	Management
Parks Division Manager	10,982	13,728	16,473	Management
Permit Center Manager	11,928	14,911	17,893	Management
Planning Manager/Deputy Community and Economic Development Director	13,252	16,564	19,877	Management
Police Captain*	15,590	19,488	23,385	Management
Police Chief*	19,875	24,844	29,813	Management
Police Lieutenant*	13,904	17,380	20,856	Management
Police Services Commander	11,625	14,532	17,438	Management
Police Support Services Manager	10,473	13,091	15,710	Management
Principal Analyst	10,791	13,489	16,186	Management
Recreation Manager*	9,839	12,299	14,759	Management
Revenue Manager	9,072	11,340	13,608	Management
Senior Civil Engineer	11,291	14,113	16,936	Management
Senior Management Analyst	9,889	12,361	14,833	Management
Senior Transportation Engineer	11,162	13,952	16,743	Management
Special Projects Manager	12,419	15,524	18,628	Management
Special Projects Manager-Finance	9,889	12,361	14,833	Management

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	Minimum 80% of Monthly Control Point	100% of Monthly Control Point	Maximum 120% of Monthly Control Point	Group
Utilities Division Manager	12,455	15,568	18,682	Management
Utilities Planning Manager	11,291	14,113	16,936	Management
Utilities Superintendent	11,036	13,795	16,554	Management
Waste and Recycling Manager	10,441	13,051	15,661	Management

Administrative Assistant	6,543	8,179	9,814	Confidential
Executive Assistant	7,868	9,835	11,802	Confidential
Human Resources Coordinator	7,110	8,887	10,665	Confidential
Human Resources Technician	6,543	8,179	9,814	Confidential
Office Assistant	5,412	6,765	8,118	Confidential
Payroll Coordinator	7,110	8,887	10,665	Confidential
Senior Office Assistant	5,965	7,456	8,947	Confidential

*The salary range for this classification has been adjusted to align with the market average for comparable roles in survey agencies.

Classifications adjusted: Assistant City Attorney, Assistant City Manager, Assistant Director of Library and Recreation, Communications Manager, Deputy City Attorney, Deputy Community and Economic Development Director/Traffic Engineer, Deputy Fire Chief, Fire Chief, Police Captain, Police Chief, Police Lieutenant, and Recreation Manager.