



WEST VALLEY CITY *Utah*

Request for Proposals

West Valley City Human Resources Division

Compensation Study and Analysis

I. Summary

West Valley City's Human Resources division is seeking proposals from qualified consulting firms, knowledgeable in public sector compensation structures, to conduct a comprehensive compensation study including a job classification and market analysis. The purpose of this project is to ensure that the City's compensation structure is competitive, equitable, and aligned with local, state, and national trends as appropriate. The City seeks to motivate employees to excel and support their career development. The contractor will evaluate current positions and pay scales and recommend a cost-effective compensation restructure to better attract and retain top talent.

Responders to this Request for Proposals are to review the criteria described in this request and submit a proposal that matches those criteria as closely as possible. Failure to follow any requirement of this request may result in rejection of a proposal.

Any questions should be directed to Kori Durfee at Kori.Durfee@wvc-ut.gov.

II. Submission Requirements

Proposals must be received no later than **12:00 P.M. local prevailing time**, as conclusively established by the clock in the City Recorder's Office, on **Thursday, September 26, 2024** to the West Valley City Recorder's Office, Administration, 3600 S. Constitution Blvd., West Valley City, Utah 84119. Proposals will reflect the best and most current information and offer.

Proposals may be submitted by email. Emailed proposals must be sent to Nichole Camac at Nichole.Camac@wvc-ut.gov. The proposal must be attached to the email in PDF format.

All proposals must be signed by an authorized representative of the responder. The signature on the proposal signifies the responder's intent to comply with the terms, specifications, and conditions set forth in this request, unless specific exceptions are explicitly noted on the face of the proposal.

West Valley City's Human Resources division reserves the right to reject any or all proposals, to waive any informality or technicality in the City's sole discretion, or to accept any proposal deemed to be in the best interests of the City.

III. Intent of Request for Proposal

The intent of this Request for Proposal is to generally set forth the minimum acceptable requirements for the proposals to be submitted herein. It is the intent of the City to choose a

proposal based on compliance with the terms of this request. The City may choose all, part, or none of the proposals. The successful responder shall enter into a contract with the City.

IV. Introduction

West Valley City, a municipal government in Utah incorporated on July 1, 1980, is the state's second-largest city with a population of about 145,000. It operates under a Mayor, City Council, and City Manager form of government and has around 750 full-time and over 400 part-time budgeted employees, staffed in approximately 300 full-time and 40 part-time positions. The City is organized into 10 departments: Administration, Community Development, Community Preservation, Economic Development, Finance, Fire, Legal, Parks and Recreation, Police, and Public Works. Its fiscal year spans from July 1st to June 30th.

West Valley City's benefited employees are exempt from Social Security and participate in the state retirement system (URS). The City covers approximately 80% of medical and dental premiums, and full-time employees accrue PTO starting at 4 hours per pay period (6 hours for 24-hour Firefighters), with an additional 80 hours after their first year. They also receive 11 paid holidays annually. Other benefits include an Employee Assistance Plan, flexible spending accounts, vision reimbursement, life insurance, AD&D, short and long-term disability, and optional supplemental plans.

Attached are the City's current pay scales. Public employees have recently transitioned to a pay range system, while Sworn Public Safety employees remain on a step scale. The City seeks recommendations to ensure employees can progress through their pay ranges within a reasonable amount of time, balancing market competitiveness with fiscal responsibility.

V. Scope of Project

West Valley City expects the contractor to provide an initial overview of the study, including the process and timelines, to the City's representatives. The contractor will work closely with the City's Human Resources division to develop compensation principles and goals early in the project, confirming the desired outcomes. Throughout the project, the contractor will meet with City representatives for input, education, and training. The City encourages innovative approaches and plans for its representatives to be actively involved, with regular meetings to discuss progress and provide updates.

The selected contractor will be responsible for the following tasks:

1. Job Classification and Analysis

- Review and assess current job descriptions and classifications.

- Conduct a comprehensive analysis of job duties, responsibilities, and required qualifications.

2. Salary and Benefits Market Analysis

- Benchmark the City's compensation package (salaries and benefits) against comparable public sector organizations and the private sector as applicable.
- Evaluate local, state, and national compensation and benefits trends relevant to the City's workforce.

3. Internal Equity Assessment

- Analyze the City's pay structure to ensure internal equity and address any pay compression and/or disparity issues.
- Provide recommendations for adjustments to improve fairness across all job classifications.

4. Compensation Restructure Recommendations

- Develop a cost-effective compensation restructure that aligns with the City's strategic goals.
- Propose strategies to enhance the City's ability to attract, retain, and motivate top talent.
- Recommend updates to the City's compensation philosophy and pay scales.

5. Implementation and Communication Plan

- Develop an implementation plan for the proposed compensation restructure.
- Provide guidance on communicating changes to employees.

6. Final Report

- Prepare a comprehensive final report summarizing the study's findings, recommendations, and proposed action plan.

VI. Instructions to Responders

All proposals are to explain how the consulting firm can provide all of the work described in the above Scope of Project. Each proposal must include, as a minimum, the following information:

1. Cover Letter

- Limited to one page, create a cover letter that succinctly explains the consulting firm's interest and qualifications for the project.
- Include the name, address, email, and telephone number of the consulting firm submitting the proposal and the firm's designated representative.

2. Qualifications of Firm

- A detailed description of the firm's related experience and capability of fulfilling this contract if awarded.

- A list of similar projects completed for other municipalities or public sector organizations.

3. Qualifications of Project Team

- Include biographies and/or resumes of the individuals that will be directly involved in the project.
- List the names of any outside consultants and/or subcontractors to be utilized, including contact information and a brief description of their role(s) in the project.

4. Approach and Methodology

- A detailed explanation of the firm's approach to conducting the compensation study.
- Include the methodology for job classification and market analysis.

5. Costs and Timeframe

- A detailed breakdown of the proposed costs and timeframes to complete the project.

6. References

- Provide at least three (3) references of other public sector clients of similar size and scope. Must include project dates, cost, summary of work performed, and contact information.

VII. Criteria for Proposal Evaluation

Only proposals submitted by responsible responders as defined by the West Valley City Municipal Code will be considered. Proposals will be evaluated according to the following criteria. Proposals will be scored in each area, with the score given the weight indicated below.

- Experience and Qualifications of the Firm and Project Team (30%)
- Proposed Approach and Methodology (30%)
- Cost and Timeframe Proposal (30%)
- References (10%)

VIII. Other Important Information

The City reserves the right to, in its sole discretion, reject any and all responses to this Request for Proposals. The City reserves the right to, in its sole discretion, waive any requirement set forth in this Request for Proposals. The City reserves the right to, in its sole discretion, cancel this Request for Proposals. The City reserves the right to, in its sole discretion, negotiate with responders prior to final award.

Response to this Request for Proposals is at the responder's sole risk and expense. The City anticipates selecting one of the responders, but there is no guarantee that any responding proposal will be selected.

It is the City's policy to encourage equal opportunity in the award of contracts. The City endeavors to do business with responders that share the City's commitment to equal opportunity and will not do business with anybody who discriminates on the basis of race, religion, color, ancestry, age, gender, sexual orientation, disability, medical condition, or place of birth. The City appreciates in advance the efforts that responders will make and looks forward to participating with responders in the selection process.

All responses to this Request for Proposals are subject to the Governmental Records Access Management Act ("GRAMA").



FIRE DEPARTMENT PAY SCALE

FY 2024/2025

Effective June 22, 2024

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
FIREFIGHTER	\$53,222	\$55,350	\$57,564	\$59,867	\$62,262	
FIREFIGHTER + SPECIALTY	\$57,722	\$59,850	\$62,064	\$64,367	\$66,762	
PARAMEDIC	\$65,222	\$67,350	\$69,564	\$71,867	\$74,262	
PARAMEDIC + SPECIALTY	\$69,722	\$71,850	\$74,064	\$76,367	\$78,762	

SENIOR FIREFIGHTER	\$65,375	\$67,990	\$70,709	\$73,538	\$76,479	\$79,538
SR. FIREFIGHTER + SPECIALTY	\$69,875	\$72,490	\$75,209	\$78,038	\$80,979	\$84,038
SR. FIREFIGHTER PARAMEDIC	\$77,375	\$79,990	\$82,709	\$85,538	\$88,479	\$91,538
SR. FF PARAMEDIC + SPECIALTY	\$81,875	\$84,490	\$87,209	\$90,038	\$92,979	\$96,038

ENGINEER	\$83,515	\$85,812	\$88,172	CRITICAL PARAMEDIC		
ENGINEER + SPECIALTY	\$88,015	\$90,312	\$92,672	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
ENGINEER PARAMEDIC	\$95,515	\$97,812	\$100,172	\$95,515	\$97,812	\$100,172
ENGINEER PARAMEDIC + SPECIALTY	\$100,015	\$102,312	\$104,672	\$100,015	\$102,312	\$104,672

CAPTAIN	\$104,704	\$107,322	\$110,005
CAPTAIN PARAMEDIC	\$110,704	\$113,322	\$116,005

BATTALION CHIEF	\$124,705	\$128,135
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POLICE DEPARTMENT PAY SCALE

FY 2024/2025

Effective June 22, 2024

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
POLICE OFFICER												
DAYS		\$69,567	\$73,115	\$75,308	\$77,567	\$79,894	\$86,286	\$88,659	\$91,097	\$93,602	\$96,176	
		\$33.4457	\$35.1514	\$36.2058	\$37.2918	\$38.4106	\$41.4837	\$42.6245	\$43.7966	\$45.0010	\$46.2385	
AFTERNOONS 2.50%		\$71,306	\$74,943	\$77,171	\$79,506	\$81,891	\$88,443	\$90,875	\$93,374	\$95,942	\$98,580	
		\$34.2817	\$36.0303	\$37.1014	\$38.2240	\$39.3707	\$42.5207	\$43.6899	\$44.8913	\$46.1260	\$47.3942	
GRAVEYARDS 5.00%		\$73,045	\$76,771	\$79,073	\$81,445	\$83,889	\$90,600	\$93,092	\$95,652	\$98,282	\$100,985	
		\$35.1178	\$36.9091	\$38.0159	\$39.1563	\$40.3313	\$43.5577	\$44.7558	\$45.9865	\$47.2510	\$48.5505	
OFFICER 1ST CLASS												
DAYS							\$89,737	\$92,205	\$94,741	\$97,346	\$100,023	\$102,774
							\$43.1428	\$44.3293	\$45.5486	\$46.8010	\$48.0880	\$49.4106
AFTERNOONS 2.50%							\$91,980	\$94,510	\$97,110	\$99,780	\$102,524	\$105,343
							\$44.2212	\$45.4375	\$46.6875	\$47.9712	\$49.2904	\$50.6457
GRAVEYARDS 5.00%							\$94,224	\$96,815	\$99,478	\$102,213	\$105,024	\$107,913
							\$45.3000	\$46.5457	\$47.8260	\$49.1409	\$50.4923	\$51.8813
SERGEANT												
DAYS		\$108,940	\$111,772	\$114,678								
		\$52.3750	\$53.7365	\$55.1337								
AFTERNOONS 2.50%		\$111,664	\$114,566	\$117,545								
		\$53.6846	\$55.0798	\$56.5120								
GRAVEYARDS 5.00%		\$114,387	\$117,361	\$120,413								
		\$54.9938	\$56.4236	\$57.8909								
LIEUTENANT												
DAYS		\$125,000	\$128,250	\$131,584								
		\$60.0962	\$61.6587	\$63.2615								
AFTERNOONS 2.50%		\$128,125	\$131,456	\$134,874								
		\$61.5986	\$63.2000	\$64.8433								
GRAVEYARDS 5.00%		\$131,250	\$134,663	\$138,163								
		\$63.1010	\$64.7418	\$66.4245								

West Valley City
Professional, Technical, and Clerical Employees
Fiscal Year 2024-2025 Pay Ranges

Effective June 22, 2024

Positions by Department	Hourly Minimum		Hourly Maximum	Annual Minimum		Annual Maximum
Administration						
Application Administrator	\$27.38	-	\$47.91	\$56,944	-	\$99,652
Assistant Court Administrator	\$32.02	-	\$56.04	\$66,607	-	\$116,562
Building Custodian I	\$18.03	-	\$31.56	\$37,512	-	\$65,646
Building Custodian II	\$19.50	-	\$34.13	\$40,567	-	\$70,992
Building Custodian III	\$20.29	-	\$35.52	\$42,213	-	\$73,873
Building Custodian IV	\$21.10	-	\$36.92	\$43,881	-	\$76,792
Communications & Event Specialist	\$32.02	-	\$56.04	\$66,607	-	\$116,562
Communications Specialist	\$27.91	-	\$48.84	\$58,050	-	\$101,588
Compensation Manager	\$42.15	-	\$73.76	\$87,667	-	\$153,417
Computer Technician	\$24.81	-	\$43.42	\$51,607	-	\$90,312
Court Clerk I	\$19.60	-	\$34.31	\$40,775	-	\$71,356
Court Clerk II	\$20.39	-	\$35.68	\$42,413	-	\$74,223
Court Clerk III	\$21.21	-	\$37.12	\$44,116	-	\$77,203
Custodian Supervisor	\$23.74	-	\$41.55	\$49,381	-	\$86,417
Data Analyst	\$32.02	-	\$56.04	\$66,607	-	\$116,562
Deputy Communications Director	\$49.31	-	\$86.29	\$102,556	-	\$179,473
Development Supervisor	\$42.15	-	\$73.76	\$87,667	-	\$153,417
Executive Administrative Assistant	\$23.86	-	\$41.75	\$49,620	-	\$86,835
Executive Admin Asst/Deputy City Recorder	\$30.19	-	\$52.83	\$62,790	-	\$109,883
Executive Admin Service Office Manager	\$39.88	-	\$69.78	\$82,944	-	\$145,152
Facilities Coordinator I	\$24.34	-	\$42.59	\$50,624	-	\$88,592
Facilities Coordinator II	\$26.33	-	\$46.07	\$54,759	-	\$95,828
Facilities Coordinator III	\$29.61	-	\$51.82	\$61,594	-	\$107,790
Facilities Coordinator Supervisor	\$33.31	-	\$58.29	\$69,285	-	\$121,249
Facilities Manager	\$42.15	-	\$73.76	\$87,667	-	\$153,417
GIS Administrator	\$38.81	-	\$67.91	\$80,720	-	\$141,260
Human Resources Analyst	\$28.47	-	\$49.82	\$59,215	-	\$103,626
Human Resources Analyst II	\$32.02	-	\$56.04	\$66,607	-	\$116,562
Human Resources Manager	\$43.83	-	\$76.70	\$91,159	-	\$159,528
IT Deputy Division Head	\$45.58	-	\$79.76	\$94,801	-	\$165,902
Justice Judge	\$71.99	-	\$92.55	\$149,730	-	\$192,510
Management Analyst	\$26.33	-	\$46.07	\$54,759	-	\$95,828
Network Supervisor	\$41.31	-	\$72.29	\$85,918	-	\$150,357
Payroll/Benefits Coordinator	\$29.61	-	\$51.82	\$61,594	-	\$107,790
Payroll Manager	\$36.03	-	\$63.05	\$74,941	-	\$131,147
Public Relations Director	\$33.31	-	\$58.29	\$69,285	-	\$121,249

Positions by Department	Hourly Minimum		Hourly Maximum		Annual Minimum		Annual Maximum	
Administration - <i>Continued</i>								
Senior Human Resources Analyst	\$36.03	-	\$63.05		\$74,941	-	\$131,147	
Systems Administrator	\$36.32	-	\$63.56		\$75,546	-	\$132,206	
Systems Administrator II	\$37.78	-	\$66.11		\$78,579	-	\$137,513	
Technical Support Supervisor	\$33.31	-	\$58.29		\$69,285	-	\$121,249	
Therapist/Counselor/LCSW	\$38.96	-	\$68.19		\$81,046	-	\$141,831	
Wireless Communications Specialist	\$34.64	-	\$60.62		\$72,048	-	\$126,084	
Community Development								
Administrative Assistant	\$21.21	-	\$37.12		\$44,116	-	\$77,203	
Administrative Law Clerk	\$19.23	-	\$33.65		\$39,998	-	\$69,997	
Building Inspector I	\$24.54	-	\$42.94		\$51,038	-	\$89,317	
Building Inspector II	\$25.52	-	\$44.66		\$53,082	-	\$92,894	
Building Inspector III	\$26.54	-	\$46.44		\$55,194	-	\$96,590	
Building Inspector IV	\$27.60	-	\$48.31		\$57,417	-	\$100,480	
Building Inspector V	\$28.71	-	\$50.24		\$59,709	-	\$104,491	
Building Inspector VI	\$29.85	-	\$52.24		\$62,090	-	\$108,658	
Building Inspector VII	\$31.05	-	\$54.34		\$64,584	-	\$113,022	
Building Inspector VIII	\$32.29	-	\$56.51		\$67,167	-	\$117,542	
Building Permit Technician	\$21.64	-	\$37.87		\$45,011	-	\$78,769	
Business Support Officer	\$25.31	-	\$44.29		\$52,638	-	\$92,117	
Chief Building Official	\$42.97	-	\$75.19		\$89,369	-	\$156,396	
Community Engagement Specialist	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Community Engagement Specialist II	\$25.31	-	\$44.29		\$52,638	-	\$92,117	
Current Planning Manager	\$43.67	-	\$76.42		\$90,828	-	\$158,949	
Deputy Building Official	\$38.19	-	\$66.83		\$79,432	-	\$139,006	
Neighborhood Services Director	\$37.46	-	\$65.56		\$77,919	-	\$136,358	
Office Manager	\$28.47	-	\$49.82		\$59,215	-	\$103,626	
Permit Supervisor	\$22.51	-	\$39.38		\$46,811	-	\$81,919	
Planner I	\$28.01	-	\$49.02		\$58,260	-	\$101,955	
Planner II	\$30.30	-	\$53.03		\$63,026	-	\$110,296	
Principle Planner	\$32.78	-	\$57.36		\$68,172	-	\$119,301	
Senior Planner	\$35.44	-	\$62.02		\$73,720	-	\$129,010	
Senior Plans Examiner	\$34.93	-	\$61.12		\$72,648	-	\$127,134	
Zoning Administrator	\$40.52	-	\$70.91		\$84,282	-	\$147,494	
Community Preservation								
Animal Care & Enrichment Supervisor	\$24.24	-	\$42.42		\$50,419	-	\$88,233	
Animal Control Field Officer	\$22.40	-	\$39.21		\$46,600	-	\$81,550	
Animal Services Director	\$45.40	-	\$79.44		\$94,423	-	\$165,240	
Animal Services Dispatcher	\$18.42	-	\$32.23		\$38,313	-	\$67,048	
Animal Services Field Supervisor	\$28.36	-	\$49.62		\$58,980	-	\$103,215	
Animal Shelter New Hope Coordinator	\$20.71	-	\$36.25		\$43,080	-	\$75,390	
Animal Shelter Office Clerk	\$18.42	-	\$32.23		\$38,313	-	\$67,048	
Animal Shelter Technician	\$18.42	-	\$32.23		\$38,313	-	\$67,048	

Positions by Department	Hourly Minimum		Hourly Maximum		Annual Minimum		Annual Maximum	
Community Preservation - <i>Continued</i>								
Code Enforcement Officer I	\$22.14	-	\$38.74		\$46,048	-	\$80,584	
Code Enforcement Officer II	\$23.95	-	\$41.91		\$49,818	-	\$87,182	
Code Enforcement Supervisor	\$26.94	-	\$47.14		\$56,031	-	\$98,054	
Community Cat Coordinator	\$19.15	-	\$33.52		\$39,836	-	\$69,713	
Executive Administrative Assistant	\$23.86	-	\$41.75		\$49,620	-	\$86,835	
Executive Secretary	\$18.64	-	\$32.62		\$38,772	-	\$67,851	
Graffiti Specialist I	\$23.03	-	\$40.30		\$47,898	-	\$83,822	
Graffiti Specialist II	\$24.91	-	\$43.59		\$51,810	-	\$90,668	
Grants Administrator	\$33.31	-	\$58.29		\$69,285	-	\$121,249	
Grant Coordinator	\$25.31	-	\$44.29		\$52,638	-	\$92,117	
Housing Administrator	\$33.31	-	\$58.29		\$69,285	-	\$121,249	
Housing Caseworker I	\$20.00	-	\$35.00		\$41,605	-	\$72,809	
Housing Caseworker II	\$20.81	-	\$36.41		\$43,276	-	\$75,733	
Lead Animal Control Officer	\$24.24	-	\$42.42		\$50,419	-	\$88,233	
Lead Housing Caseworker	\$21.64	-	\$37.87		\$45,011	-	\$78,769	
Senior Animal Shelter Office Clerk	\$19.92	-	\$34.86		\$41,433	-	\$72,508	
Economic Development								
Asset Optimization Director	\$53.32	-	\$93.32		\$110,912	-	\$194,096	
Business Development Manager	\$49.31	-	\$86.29		\$102,556	-	\$179,473	
Business Retention Specialist	\$49.31	-	\$86.29		\$102,556	-	\$179,473	
Operations Manager	\$29.61	-	\$51.82		\$61,594	-	\$107,790	
Executive Officers								
Assistant City Manager	\$105.77	-	\$158.65		\$220,000	-	\$330,000	
City Attorney	\$79.81	-	\$120.19		\$166,000	-	\$250,000	
City Manager	\$120.19	-	\$180.29		\$250,000	-	\$375,000	
City Recorder	\$43.03	-	\$64.90		\$89,500	-	\$135,000	
Community Development Director	\$79.81	-	\$120.19		\$166,000	-	\$250,000	
Community Preservation Director	\$63.46	-	\$95.19		\$132,000	-	\$198,000	
Court Administrator	\$43.03	-	\$64.90		\$89,500	-	\$135,000	
Economic Development Director	\$68.03	-	\$102.64		\$141,500	-	\$213,500	
Facilities Support Services Manager	\$55.29	-	\$82.93		\$115,000	-	\$172,500	
Finance Director	\$79.81	-	\$120.19		\$166,000	-	\$250,000	
Fire Chief	\$79.81	-	\$120.19		\$166,000	-	\$250,000	
Human Resources Director	\$63.46	-	\$95.19		\$132,000	-	\$198,000	
IT Division Head	\$55.29	-	\$82.93		\$115,000	-	\$172,500	
Parks & Recreation Director	\$68.03	-	\$102.64		\$141,500	-	\$213,500	
Police Chief	\$79.81	-	\$120.19		\$166,000	-	\$250,000	
Public Works Director	\$68.03	-	\$102.64		\$141,500	-	\$213,500	
Strategic Communications Director	\$63.46	-	\$95.19		\$132,000	-	\$198,000	

Positions by Department	Hourly Minimum		Hourly Maximum		Annual Minimum		Annual Maximum	
Finance								
Account Receivables/Treasury Clerk	\$20.97	-	\$36.70		\$43,625	-	\$76,344	
Accountant I	\$21.21	-	\$37.12		\$44,116	-	\$77,203	
Accountant II	\$23.86	-	\$41.75		\$49,620	-	\$86,835	
Accountant III	\$26.84	-	\$46.97		\$55,823	-	\$97,690	
Assistant Business License Coordinator	\$24.54	-	\$42.94		\$51,038	-	\$89,317	
Assistant Chief Accountant	\$42.97	-	\$75.19		\$89,369	-	\$156,396	
Assistant City Treasurer	\$39.72	-	\$69.51		\$82,620	-	\$144,585	
Budget/Disbursement Supervisor	\$41.99	-	\$73.48		\$87,341	-	\$152,847	
Chief Accountant	\$49.12	-	\$85.96		\$102,164	-	\$178,787	
Office Manager	\$28.47	-	\$49.82		\$59,215	-	\$103,626	
Purchasing Manager	\$33.31	-	\$58.29		\$69,285	-	\$121,249	
Senior Accountant	\$32.64	-	\$57.13		\$67,900	-	\$118,825	
Senior Accountant II	\$35.31	-	\$61.79		\$73,447	-	\$128,532	
Senior Accountant III	\$38.19	-	\$66.83		\$79,432	-	\$139,006	
Treasurer	\$44.68	-	\$78.19		\$92,929	-	\$162,626	
Fire Administration (Non-Sworn)								
Deputy Fire Chief	\$62.12	-	\$108.72		\$129,217	-	\$226,130	
Emergency Operations Support Specialist	\$21.21	-	\$37.12		\$44,116	-	\$77,203	
Executive Administrative Assistant	\$23.86	-	\$41.75		\$49,620	-	\$86,835	
Fire Inspector	\$31.10	-	\$54.42		\$64,685	-	\$113,199	
Senior Support Services Clerk	\$20.81	-	\$36.41		\$43,276	-	\$75,733	
Legal								
Attorney I	\$45.58	-	\$79.76		\$94,801	-	\$165,902	
Attorney II	\$47.41	-	\$82.97		\$98,614	-	\$172,575	
Attorney III	\$49.31	-	\$86.29		\$102,556	-	\$179,473	
Attorney IV	\$51.27	-	\$89.73		\$106,648	-	\$186,634	
Deputy Risk Manager	\$37.46	-	\$65.56		\$77,919	-	\$136,358	
Executive Legal Administrative Assistant	\$27.38	-	\$47.91		\$56,944	-	\$99,652	
Executive Legal Secretary	\$25.31	-	\$44.29		\$52,638	-	\$92,117	
Legal Department Division Head	\$56.53	-	\$98.93		\$117,586	-	\$205,776	
Legal Dept Deputy Division Head	\$53.32	-	\$93.32		\$110,912	-	\$194,096	
Legal Operations Manager	\$30.80	-	\$53.89		\$64,057	-	\$112,100	
Legal Secretary	\$21.64	-	\$37.87		\$45,011	-	\$78,769	
Victim Advocate	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Victim Services Coordinator	\$32.02	-	\$56.04		\$66,607	-	\$116,562	
Parks & Recreation								
1st Assistant Golf Pro	\$23.86	-	\$41.75		\$49,620	-	\$86,835	
2nd Assistant Golf Pro	\$22.06	-	\$38.61		\$45,885	-	\$80,299	
2nd Assistant Golf Superintendent	\$20.39	-	\$35.68		\$42,413	-	\$74,223	
Account Receivables & Payables	\$21.21	-	\$37.12		\$44,116	-	\$77,203	
Administrative Assistant	\$21.21	-	\$37.12		\$44,116	-	\$77,203	
Aquatics Specialist	\$20.47	-	\$35.83		\$42,586	-	\$74,526	

Positions by Department	Hourly		Hourly		Annual		Annual	
	Minimum		Maximum		Minimum		Maximum	
Parks & Recreation - <i>Continued</i>								
Aquatics Supervisor	\$29.14	-	\$50.99		\$60,607	-	\$106,062	
Assistant Greens Superintendent	\$27.91	-	\$48.84		\$58,050	-	\$101,588	
Assistant Parks & Rec Director	\$42.15	-	\$73.76		\$87,667	-	\$153,417	
Banquet/Event Coordinator	\$21.64	-	\$37.87		\$45,011	-	\$78,769	
Box Office Supervisor	\$25.31	-	\$44.29		\$52,638	-	\$92,117	
Building Custodian I	\$18.03	-	\$31.56		\$37,512	-	\$65,646	
Costume Shop Manager	\$27.38	-	\$47.91		\$56,944	-	\$99,652	
Division Manager of Arts & Culture	\$40.52	-	\$70.91		\$84,282	-	\$147,494	
Event Operations Supervisor	\$21.64	-	\$37.87		\$45,011	-	\$78,769	
Event Supervisor	\$20.00	-	\$35.00		\$41,605	-	\$72,809	
Facility Custodian	\$20.29	-	\$35.52		\$42,213	-	\$73,873	
Facilities Manager - FFC	\$22.51	-	\$39.38		\$46,811	-	\$81,919	
Facility Shift Supervisor	\$20.81	-	\$36.41		\$43,276	-	\$75,733	
Food & Beverage Coordinator	\$21.64	-	\$37.87		\$45,011	-	\$78,769	
Food & Beverage Manager	\$34.64	-	\$60.62		\$72,048	-	\$126,084	
Front Desk Manager	\$20.81	-	\$36.41		\$43,276	-	\$75,733	
General Maintenance I	\$21.21	-	\$37.12		\$44,116	-	\$77,203	
General Maintenance II	\$23.86	-	\$41.75		\$49,620	-	\$86,835	
Golf Course Equipment Technician	\$20.39	-	\$35.68		\$42,413	-	\$74,223	
Golf Course Equipment Technician II	\$22.94	-	\$40.15		\$47,720	-	\$83,510	
Golf Course Marketing Director	\$27.91	-	\$48.84		\$58,050	-	\$101,588	
Golf Course Superintendent	\$35.31	-	\$61.79		\$73,447	-	\$128,532	
Grant Coordinator	\$25.31	-	\$44.29		\$52,638	-	\$92,117	
Head Golf Pro	\$39.72	-	\$69.51		\$82,620	-	\$144,585	
Maintenance Supervisor - FFC	\$29.02	-	\$50.79		\$60,365	-	\$105,639	
Marketing & Development Manager	\$34.64	-	\$60.62		\$72,048	-	\$126,084	
Marketing & Graphic Design Coordinator	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Member/Facility Services Section Supervisor	\$32.64	-	\$57.13		\$67,900	-	\$118,825	
Mowing Crew Leader	\$23.32	-	\$40.81		\$48,507	-	\$84,887	
Office Assistant/FFC Memberships Manager	\$23.86	-	\$41.75		\$49,620	-	\$86,835	
Office Manager	\$28.47	-	\$49.82		\$59,215	-	\$103,626	
Park Worker I	\$21.56	-	\$37.72		\$44,836	-	\$78,463	
Park Worker II	\$23.32	-	\$40.81		\$48,507	-	\$84,887	
Park Worker III	\$25.22	-	\$44.13		\$52,455	-	\$91,796	
Parks Construction Manager	\$28.47	-	\$49.82		\$59,215	-	\$103,626	
Parks Facilities Supervisor	\$27.60	-	\$48.31		\$57,417	-	\$100,480	
Parks Forester Supervisor	\$27.60	-	\$48.31		\$57,417	-	\$100,480	
Parks Horticulturist Supervisor	\$27.60	-	\$48.31		\$57,417	-	\$100,480	
Parks Irrigation Supervisor	\$27.60	-	\$48.31		\$57,417	-	\$100,480	
Parks Superintendent	\$38.96	-	\$68.19		\$81,046	-	\$141,831	
Pool Manager	\$24.91	-	\$43.59		\$51,810	-	\$90,668	
Program/Activity Section Supervisor	\$32.64	-	\$57.13		\$67,900	-	\$118,825	
Public Programming Manager	\$34.64	-	\$60.62		\$72,048	-	\$126,084	
Recreation Concessions Manager	\$21.64	-	\$37.87		\$45,011	-	\$78,769	
Recreation Program Manager	\$24.81	-	\$43.42		\$51,607	-	\$90,312	

Positions by Department	Hourly Minimum		Hourly Maximum		Annual Minimum		Annual Maximum	
Parks & Recreation - <i>Continued</i>								
Recreation Program and Marketing Manager	\$24.81	-	\$43.42		\$51,607	-	\$90,312	
Sales and Events Coordinator	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Senior Center Program Specialist	\$18.12	-	\$31.71		\$37,695	-	\$65,966	
Senior Recreation Director - Harman Home	\$30.19	-	\$52.83		\$62,790	-	\$109,883	
Special Events Coordinator	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Technical Director	\$33.31	-	\$58.29		\$69,285	-	\$121,249	
Theatre Program Manager	\$34.64	-	\$60.62		\$72,048	-	\$126,084	
Theatre Volunteer Coordinator	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Urban Park Supervisor	\$27.60	-	\$48.31		\$57,417	-	\$100,480	
Venue Manager	\$34.64	-	\$60.62		\$72,048	-	\$126,084	
Venue Sales Coordinator	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Visual & Performing Arts Manager	\$34.64	-	\$60.62		\$72,048	-	\$126,084	
Youth Program Coordinator	\$22.06	-	\$38.61		\$45,885	-	\$80,299	
Police Administration (Non-Sworn)								
Accreditation Manager	\$32.02	-	\$56.04		\$66,607	-	\$116,562	
Administrative Analyst	\$24.34	-	\$42.59		\$50,624	-	\$88,592	
Budget Manager	\$23.40	-	\$40.95		\$48,675	-	\$85,181	
Crime Analyst	\$24.25	-	\$42.44		\$50,447	-	\$88,282	
Deputy Police Chief	\$60.57	-	\$106.00		\$125,987	-	\$220,477	
Evidence Supervisor	\$26.33	-	\$46.07		\$54,759	-	\$95,828	
Evidence Technician	\$22.94	-	\$40.15		\$47,720	-	\$83,510	
Firearm Examiner	\$30.80	-	\$53.89		\$64,057	-	\$112,100	
Forensics Director	\$37.46	-	\$65.56		\$77,919	-	\$136,358	
Forensics Investigator I	\$25.52	-	\$44.66		\$53,082	-	\$92,894	
Forensics Investigator II	\$27.60	-	\$48.31		\$57,417	-	\$100,480	
Forensics Supervisor	\$33.31	-	\$58.29		\$69,285	-	\$121,249	
Intelligence Analyst	\$24.54	-	\$42.94		\$51,038	-	\$89,317	
Intelligence Analyst II	\$26.54	-	\$46.44		\$55,194	-	\$96,590	
Office Manager	\$28.47	-	\$49.82		\$59,215	-	\$103,626	
Parking Compliance Specialist	\$20.97	-	\$36.70		\$43,625	-	\$76,344	
Police Records Director	\$36.03	-	\$63.05		\$74,941	-	\$131,147	
Senior Evidence Clerk	\$23.86	-	\$41.75		\$49,620	-	\$86,835	
Senior Support Services Clerk	\$20.81	-	\$36.41		\$43,276	-	\$75,733	
Support Services Clerk	\$20.00	-	\$35.00		\$41,605	-	\$72,809	
Support Services Supervisor	\$24.34	-	\$42.59		\$50,624	-	\$88,592	
Public Works								
Administrative Assistant	\$21.21	-	\$37.12		\$44,116	-	\$77,203	
Asphalt Maintenance Supervisor	\$30.80	-	\$53.89		\$64,057	-	\$112,100	
Assistant City Engineer-Engineer VI	\$49.31	-	\$86.29		\$102,556	-	\$179,473	
Automotive Electronic Specialist	\$30.80	-	\$53.89		\$64,057	-	\$112,100	
City Engineer	\$57.68	-	\$100.93		\$119,967	-	\$209,943	
Concrete Maintenance Supervisor	\$30.80	-	\$53.89		\$64,057	-	\$112,100	
Crew Leader	\$29.85	-	\$52.24		\$62,090	-	\$108,658	

Positions by Department	Hourly		Hourly		Annual	
	Minimum		Maximum		Minimum	Maximum
Public Works - <i>Continued</i>						
Crew Leader/Snow Shift Supervisor	\$29.61	-	\$51.82		\$61,594	\$107,790
Engineer Associate Manager	\$37.46	-	\$65.56		\$77,919	\$136,358
Engineer I	\$34.64	-	\$60.62		\$72,048	\$126,084
Engineer II	\$36.03	-	\$63.05		\$74,941	\$131,147
Engineer III	\$37.46	-	\$65.56		\$77,919	\$136,358
Engineer IV	\$42.15	-	\$73.76		\$87,667	\$153,417
Engineer V	\$43.83	-	\$76.70		\$91,159	\$159,528
Engineer Tech I	\$25.31	-	\$44.29		\$52,638	\$92,117
Engineer Tech II	\$26.33	-	\$46.07		\$54,759	\$95,828
Engineer Tech III	\$27.38	-	\$47.91		\$56,944	\$99,652
Engineer Tech IV	\$28.47	-	\$49.82		\$59,215	\$103,626
Engineer Tech V	\$30.80	-	\$53.89		\$64,057	\$112,100
Engineer Tech VI	\$33.31	-	\$58.29		\$69,285	\$121,249
Engineer Tech VII	\$36.03	-	\$63.05		\$74,941	\$131,147
Executive Admin Asst/Program Manager	\$30.19	-	\$52.83		\$62,790	\$109,883
Fleet Courier	\$20.81	-	\$36.41		\$43,276	\$75,733
Fleet Manager	\$38.96	-	\$68.19		\$81,046	\$141,831
Fleet Parts Specialist	\$20.81	-	\$36.41		\$43,276	\$75,733
GIS Manager	\$36.87	-	\$64.52		\$76,684	\$134,197
Mechanic I	\$22.51	-	\$39.38		\$46,811	\$81,919
Mechanic II	\$23.40	-	\$40.95		\$48,675	\$85,181
Mechanic III	\$24.34	-	\$42.59		\$50,624	\$88,592
Mechanic IV	\$26.33	-	\$46.07		\$54,759	\$95,828
Mechanic V	\$28.47	-	\$49.82		\$59,215	\$103,626
Operations Engineer	\$47.41	-	\$82.97		\$98,614	\$172,575
Operator I	\$22.94	-	\$40.15		\$47,720	\$83,510
Operator II	\$24.81	-	\$43.42		\$51,607	\$90,312
Public Works Clerk I	\$18.12	-	\$31.71		\$37,695	\$65,966
Public Works Clerk II	\$19.60	-	\$34.31		\$40,775	\$71,356
Public Works Clerk III	\$21.21	-	\$37.12		\$44,116	\$77,203
Sanitation Services Coordinator	\$23.40	-	\$40.95		\$48,675	\$85,181
Sanitation Technician	\$20.00	-	\$35.00		\$41,605	\$72,809
Sanitation Technician II	\$20.81	-	\$36.41		\$43,276	\$75,733
Sanitation Technician III	\$21.64	-	\$37.87		\$45,011	\$78,769
Sanitation & Utility Billing Supervisor	\$31.39	-	\$54.94		\$65,301	\$114,277
Senior Operator	\$26.84	-	\$46.97		\$55,823	\$97,690
Senior Mechanic (Light or Heavy) VI	\$32.02	-	\$56.04		\$66,607	\$116,562
Senior Training Mechanic	\$33.31	-	\$58.29		\$69,285	\$121,249
Service & Inventory Control Manager	\$34.64	-	\$60.62		\$72,048	\$126,084
Storm Water Inspections Manager	\$36.03	-	\$63.05		\$74,941	\$131,147
Storm Water Maintenance Supervisor	\$30.80	-	\$53.89		\$64,057	\$112,100
Street Lighting Supervisor	\$34.64	-	\$60.62		\$72,048	\$126,084
Street Lighting Tech I	\$23.40	-	\$40.95		\$48,675	\$85,181
Street Lighting Tech II	\$25.31	-	\$44.29		\$52,638	\$92,117
Street Lighting Tech III	\$27.38	-	\$47.91		\$56,944	\$99,652

Positions by Department	Hourly Minimum		Hourly Maximum	Annual Minimum		Annual Maximum
Public Works - <i>Continued</i>						
Street Maintenance Worker I	\$20.39	-	\$35.68	\$42,413	-	\$74,223
Street Maintenance Worker II	\$21.21	-	\$37.12	\$44,116	-	\$77,203
Street Operations Manager	\$42.15	-	\$73.76	\$87,667	-	\$153,417
Transportation Crew Leader	\$27.38	-	\$47.91	\$56,944	-	\$99,652
Transportation Tech I	\$21.64	-	\$37.87	\$45,011	-	\$78,769
Transportation Tech II	\$23.40	-	\$40.95	\$48,675	-	\$85,181
Transportation Tech III	\$25.31	-	\$44.29	\$52,638	-	\$92,117
Utility Billing Data Analyst	\$24.81	-	\$43.42	\$51,607	-	\$90,312