

**2019 NON-REPRESENTED CLASSIFICATION COMPENSATION
GRADE ORDER LIST**

1.5% GPA

| Exempt | Pay Grade | 80% | Control Point | 120% |
|--------|--|-------|---------------|-------|
| | Pay Grade B | 13.03 | 16.29 | 19.55 |
| N | PARKING RAMP ATTENDANT | | | |
| | Pay Grade C | 13.93 | 17.41 | 20.89 |
| N | BINDERY CLERK | | | |
| N | LIBRARY PAGE CLERK | | | |
| | Pay Grade D | 14.82 | 18.53 | 22.24 |
| N | LIBRARY CLERK | | | |
| N | OPERATIONS CLERK - LIBRARY | | | |
| N | PARKING ENFORCEMENT PERSON | | | |
| N | PARKING ENFORCEMENT/RAMP ATTENDANT | | | |
| | Pay Grade E | 15.73 | 19.66 | 23.59 |
| N | ACCOUNT CLERK I - FINANCE | | | |
| N | OPERATOR | | | |
| | Pay Grade F | 17.09 | 21.36 | 25.63 |
| N | ACCOUNT CLERK II - FINANCE | | | |
| N | ADMINISTRATIVE ASSISTANT - COMM/ECON DEV | | | |
| N | ADMINISTRATIVE ASSISTANT - FIRE | | | |
| N | ADMINISTRATIVE ASSISTANT - HEALTH | | | |
| N | ADMINISTRATIVE ASSISTANT - HR | | | |
| N | ADMINISTRATIVE ASSISTANT - PRFM | | | |
| N | INVENTORY CONTROL CLERK - DPW | | | |
| N | OPERATOR I | | | |
| N | OPERATOR I-PARKING | | | |
| N | SERVICE PERSON-CEA | | | |
| N | UTILITY LOCATOR | | | |
| | Pay Grade G | 18.88 | 23.60 | 28.32 |
| N | ACCOUNT CLERK III - FINANCE | | | |
| N | ADMINISTRATIVE SUPPORT SPECIALIST - DPW | | | |
| N | ADMINISTRATIVE SUPPORT SPECIALIST - HR | | | |
| N | ADMINISTRATIVE SUPPORT SPECIALIST - LEGAL SERVICES | | | |
| N | ADMINISTRATIVE SUPPORT SPECIALIST - LIBRARY | | | |
| N | ADMINISTRATIVE SUPPORT SPECIALIST - POLICE | | | |
| N | ADMINISTRATIVE SUPPORT SPECIALIST - UTILITIES | | | |
| N | COMMUNICATION SPECIALIST - POLICE | | | |
| N | CUSTOMER SERVICE SPECIALIST - DPW | | | |
| N | GROUPS COORDINATOR | | | |
| N | LABORATORY TECHNICIAN | | | |
| N | LEAD ADMINISTRATIVE SUPPORT SPECIALIST - POLICE | | | |
| N | LEAD COMMUNICATION SPECIALIST - POLICE | | | |
| N | LEAD CSO | | | |
| N | OPERATIONS CREW LEADER-PARKING | | | |
| N | REAL ESTATE ASSESSMENT TECHNICIAN | | | |
| N | UTILITY CLERK - FINANCE | | | |
| N | WEIGHTS & MEASURES SPECIALIST | | | |

| Exempt | Pay Grade | 80% | Control Point | 120% |
|--------|--|-------|---------------|-------|
| | Pay Grade H | 20.66 | 25.83 | 31.00 |
| N | ARBORIST | | | |
| N | ASSESSMENT TECHNICIAN - LEAD CLERICAL | | | |
| N | DEPUTY CITY CLERK | | | |
| N | ENGINEERING TECHNICIAN | | | |
| N | EROSION CONTROL INSPECTOR | | | |
| N | FACILITIES MANAGEMENT SUPPORT SPECIALIST | | | |
| N | FACILITIES TECHNICIAN | | | |
| N | FORENSIC EVIDENCE SPECIALIST | | | |
| N | GROUNDS TECHNICIAN | | | |
| N | HELP DESK ANALYST | | | |
| N | LIBRARY ASSISTANT | | | |
| N | LIQUIDS OPERATOR | | | |
| N | NETWORK SERVICES ASSISTANT | | | |
| N | OPERATOR II | | | |
| N | PAYROLL COORDINATOR | | | |
| N | PERSONAL PROPERTY ASSESSMENT TECHNICIAN | | | |
| N | PROPERTY TAX SPECIALIST | | | |
| N | SOLIDS OPERATOR | | | |
| N | UTILITY WORKER | | | |
| | Pay Grade I | 22.48 | 28.10 | 33.72 |
| N | ADMINISTRATIVE ASSISTANT - POLICE CHIEF | | | |
| N | ASSET MANAGEMENT PURCASHING SPECIALIST - UTILITIES | | | |
| N | BENEFITS COORDINATOR - HR | | | |
| N | CARPENTER/PAINTER | | | |
| N | COMMUNITY DEVELOPMENT SPECIALIST | | | |
| N | ENGINEERING SPECIALIST | | | |
| N | FACILITIES CONTROL TECHNICIAN | | | |
| N | HORTICULTURIST-CONSERVATION TECHNICIAN | | | |
| N | HVAC TECHNICIAN/PIPEFITTER | | | |
| N | LEGAL ASSISTANT | | | |
| N | MASTER MECHANIC | | | |
| N | PC/LAN SPECIALIST | | | |
| N | PROPERTY ASSESSOR II | | | |
| N | PURCHASING CLERK | | | |
| N | RECREATION COORDINATOR | | | |
| N | RELIEF OPERATOR/MAINTENANCE HELPER | | | |
| N | SECRETARY TO THE MAYOR | | | |
| N | WATER PLANT OPERATOR | | | |
| E | ENVIRONMENTALIST II | | | |
| E | LIBRARIAN | | | |
| E | LIBRARY ASSISTANT SUPERVISOR | | | |
| E | ROAD SUPERVISOR - VT | | | |
| E | TRAINING & RESOURCE DEVELOPMENT SPECIALIST | | | |

Exempt Minimum \$22.83

| Exempt | Pay Grade | 80% | Control Point | 120% |
|--------|---|-------|---------------|-------|
| | Pay Grade J | 24.27 | 30.34 | 36.41 |
| E | BUSINESS MANAGER - LIBRARY | | | |
| E | CIVIL ENGINEER | | | |
| N | CIVILIAN FIRE INSPECTOR | | | |
| E | COMMUNITY RELATIONS SPECIALIST | | | |
| E | DPW PLANS & RECORDS SPECIALIST | | | |
| N | FACILITIES TECHNICIAN-ELECTRICIAN | | | |
| E | GIS SPECIALST | | | |
| N | MAINTENANCE SPECIALIST-MILLWRIGHT | | | |
| E | MARKETING COORDINATOR - LIBRARY | | | |
| N | OPERATIONS CREW LEADER - MSB | | | |
| E | PUBLIC HEALTH NURSE | | | |
| E | SYSTEMS ANALYST | | | |
| | Pay Grade K | 26.06 | 32.58 | 39.10 |
| E | ADMINISTRATIVE SERVICES COORDINATOR - PRFM | | | |
| E | ADMINISTRATIVE SERVICES MANAGER - VT | | | |
| E | ASSISTANT TO FIRE CHIEF | | | |
| E | BUDGET ANALYST | | | |
| E | CITY SEALER | | | |
| N | CITY SURVEYOR | | | |
| E | CLUBHOUSE SUPERVISOR - PRFM | | | |
| E | ECONOMIC DEVELOPMENT SPECIALIST | | | |
| E | EMERGENCY MANAGEMENT COORDINATOR | | | |
| E | FISCAL RESOURCES MANAGER - POLICE | | | |
| E | HOUSING COORDINATOR | | | |
| N | INSPECTOR | | | |
| E | INSTRUMENTATION TECHNICIAN | | | |
| N | LEAD ELECTRICIAN | | | |
| N | LEAD MECHANIC | | | |
| E | MANAGERIAL ACCOUNT COORDINATOR - DPW | | | |
| N | MASTER ELECTRICIAN | | | |
| E | NETWORK SERVICES SUPERVISOR | | | |
| E | OFFICE MANAGER - DPW | | | |
| E | PARKING UTILITY MANAGER | | | |
| N | PLUMBER | | | |
| E | PRINCIPAL PLANNER | | | |
| N | PROPERTY ASSESSOR III | | | |
| E | PURCHASING MANAGER | | | |
| E | RECREATION PROGRAMMER | | | |
| | Pay Grade L | 27.85 | 34.81 | 41.77 |
| E | ASSISTANT CITY ATTORNEY I | | | |
| E | COMMUNICATIONS COORDINATOR - MAYOR | | | |
| E | CUSTOMER SERVICE ACCOUNTING SUPERVISOR | | | |
| E | DIVERSITY AND INCLUSION COORDINATOR | | | |
| E | ENTERPRISE ACCOUNTING MANAGER | | | |
| E | FIRE PROTECTION ENGINEER | | | |
| E | HR GENERALIST | | | |
| E | LEAD SYSTEMS ANALYST | | | |
| E | LIBRARY SUPERVISOR | | | |
| E | PARATRANSIT COORDINATOR/OPERATIONS SUPERVISOR | | | |
| E | TRANSIT MAINTENANCE/OPERATIONS SUPERVISOR | | | |
| E | TRANSIT OPERATIONS SPECIALIST | | | |
| E | TRANSIT OPERATIONS SUPERVISOR | | | |

| Exempt | Pay Grade | 80% | Control Point | 120% |
|--------|--|-------|---------------|-------|
| | Pay Grade M | 29.66 | 37.07 | 44.48 |
| E | ADMINISTRATIVE SERVICES SUPERVISOR - POLICE | | | |
| E | CITY CLERK | | | |
| E | ENGINEERING TECHNICIAN FOREMAN | | | |
| E | ENVIRONMENTAL PROGRAM COORDINATOR - UTILITIES | | | |
| E | OPERATIONS FOREMAN - DPW | | | |
| E | PUBLIC HEALTH NURSE SUPERVISOR | | | |
| E | RECREATION MANAGER | | | |
| E | SOFTWARE ENGINEER | | | |
| E | SUPERVISOR ENVIRONMENTAL HEALTH | | | |
| E | TECHNICAL SERVICES MANAGER - UTILITIES | | | |
| | Pay Grade N | 31.46 | 39.32 | 47.18 |
| E | INSPECTIONS SUPERVISOR | | | |
| E | NETWORK ADMINISTRATOR | | | |
| E | OPERATIONS FOREMAN-CEA | | | |
| E | OPERATIONS FOREMAN-CITY FORESTER | | | |
| E | POLICE LIEUTENANT | | | |
| E | PROFESSIONAL ENGINEER | | | |
| E | PROFESSIONAL ENGINEER - TRAFFIC | | | |
| E | RISK MANAGER | | | |
| E | STAFF DEVELOPMENT/TRAINING COORD | | | |
| E | WATER OPERATIONS SUPERVISOR | | | |
| E | WW OPERATIONS SUPERVISOR | | | |
| | Pay Grade O | 33.26 | 41.57 | 49.88 |
| E | ASSISTANT CITY ATTORNEY II | | | |
| E | ASSISTANT CITY ENGINEER | | | |
| E | FACILITIES MANAGER | | | |
| E | FACILITIES PROJECT MANAGER | | | |
| E | FIRE BATTALION CHIEF | | | |
| E | GOLF COURSE SUPERINTENDENT | | | |
| E | GROUNDS MANAGER | | | |
| E | POLICE CAPTAIN | | | |
| E | TRAFFIC ENGINEER | | | |
| | Pay Grade P | 35.06 | 43.83 | 52.60 |
| E | ASSISTANT CHIEF - POLICE | | | |
| E | ASSISTANT GENERAL MANAGER | | | |
| E | ASSISTANT LIBRARY DIRECTOR | | | |
| E | CITY ASSESSOR | | | |
| E | DEPUTY CITY ATTORNEY | | | |
| E | DEPUTY DIRECTOR COMMUNITY ECONOMIC DEVELOPMENT | | | |
| E | DEPUTY DIRECTOR FINANCE | | | |
| E | DEPUTY DIRECTOR HUMAN RESOURCES | | | |
| E | DEPUTY DIRECTOR OPERATIONS | | | |
| E | DEPUTY DIRECTOR PARKS RECREATION & FACILITIES MGMT | | | |
| E | DEPUTY DIRECTOR UTILITIES | | | |
| E | DEPUTY FIRE CHIEF | | | |
| | Pay Grade Q | 36.86 | 46.08 | 55.30 |
| E | NOTHING ASSIGNED | | | |

| Exempt | Pay Grade | 80% | Control Point | 120% |
|--------|--|-------|---------------|-------|
| | Pay Grade R | 38.66 | 48.32 | 57.98 |
| E | DEPUTY DIRECTOR/CITY ENGINEER | | | |
| E | MAYOR | | | |
| | Pay Grade S | 41.36 | 51.70 | 62.04 |
| E | FIRE CHIEF | | | |
| E | GENERAL MANAGER | | | |
| E | HEALTH OFFICER | | | |
| E | LIBRARY DIRECTOR | | | |
| E | POLICE CHIEF | | | |
| E | UTILITIES DIRECTOR | | | |
| | Pay Grade T | 44.94 | 56.18 | 67.42 |
| E | CITY ATTORNEY | | | |
| E | DIRECTOR COMMUNITY & ECONOMIC DEVELOPMENT | | | |
| E | DIRECTOR PARKS/RECREATION/FACILITIES MANGEMENT | | | |
| E | FINANCE DIRECTOR | | | |
| E | HUMAN RESOURCES DIRECTOR | | | |
| E | INFORMATION TECHNOLOGY DIRECTOR | | | |
| E | PUBLIC WORKS DIRECTOR | | | |