

Positions	Hire date	Current Salary	Averaged ranges	Proposed salary using adjusted ranges	Adjusted Archer Grades	Proposed salary using adjusted Archer grades
Accounting Manager		\$60,000	45,052 to 67,848	60,000	NA	60,000
Accountant	4/11/2011	49,004	45,689 to 69,244	51,577	36,163 to 50,628	49,004
Accredatation Manager	7/14/2014	50,003	NA	50,003	NA	50,003
Administrative Specialist	8/3/2009	31,699	NA	31,699	36,183 to 50,628	41,238
Athletic Coordinator	5/26/2009	31,387	NA	31,387	NA	31,387
Code Enforcement Officer	2/16/2016	34,278	35,977 to 53,539	35,977	37,757 to 52,871	37,757
Code Enforcement Officer	1/5/2009	36,649	35,977 to 53,539	42,123	37,757 to 52,871	43,046
Chief of Police	7/7/2007	74,443	70,780 to 112,617	89,606	76,840 to 107,577	90,671
City Clerk	9/9/2002	63,003	60,737 to 69,623	66,512	NA	66,512
City Mechanic	9/4/2003	42,432	31,800 to 48,634	42,432	36,163 to 50,628	44,842
Communications Officer	6/16/2014	29,952	31,215 to 49,523	33,045	34,568 to 48,394	35,950
Communications Officer	10/25/2004	32,676	31,215 to 49,523	41,284	34,568 to 48,394	39,544
Communications Officer	10,25,2004	33,259	31,215 to 49,523	41,284	34,568 to 48,394	42,172
Communications Officer	11/5/2012	30,908	31,215 to 49,523	33,960	34,568 to 48,394	36,773
Communications Officer	10/28/1999	35,443	31,215 to 49,523	44,940	34,568 to 48,394	38,715
Communications Officer	3/4/2003	33,259	31,215 to 49,523	39,450	34,568 to 48,394	43,554
Communications Officer	4/19/2013	31,678	31,215 to 49,523	33,960	34,568 to 48,394	36,641
Communications Officer	12/13/2007	32,614	31,215 to 49,523	38,535	34,568 to 48,394	40,098
Communications Supervisor	7/30/2012	37,564	33,390 to 52,632	35,833	40,948 to 57,327	43,404
Crew Leader	8/15/2011	27,310	36,434 to 52,432	39,633	36,163 to 50,628	39,779
Crew Supervisor Streets	1/11/2001	37,419	36,343 to 52,432	49,485	36,163 to 50,628	47,011
Customer Service Leader	12/27/1994	41,433	NA	41,433	34,568 to 48,394	48,394
Cust. Ser. - OCC Tax Clerk	10/8/1999	32,448	25,789 to 40,267	43,306	28,186 to 39,462	37,206
Custodian		14,642	24,429 to 38,180	14,642	21,806 to 30,528	14,642
Custodian PT	5/5/2015	20,196	24,429 to 38,180	24,429	21,806 to 30,528	22,242
Custodian - Full time	12/6/2010	24,211	24,429 to 38,180	27,866	21,806 to 30,528	23,986
Equipment Operator I	1/4/2012	27,310	29,429 to 45,147	32,572	29,782 to 41,694	31,568
Equipment Operator I	7/22/2010	27,310	29,279 to 45,147	33,246	29,782 to 41,694	32,760
Equipment Operator I	5/4/2006	25,417	29,279 to 45,147	37,213	29,782 to 41,694	35,738
Equipment Operator I	5/9/1981	40,414	29,279 to 45,147	45,147	29,782 to 41,694	41,694

Equipment Operator I	12/22/1993	34,049	29,279 to 45,147	45,147	29,782 to 41,694	41,694
Equipment Operator I	8/14/2008	22,912	29,279 to 45,147	34,830	29,782 to 41,694	33,951
Equipment Operator I	10/28/1999	30,908	29,279 to 45,147	41,967	29,782 to 41,694	38,716
Executive Secretary	vacant	23,795	NA	23,795	NA	23,795
Executive Secretary	9/2/2003	47,590	NA	47,590	NA	47,590
Ex. Sec, Seasonal	Vacant	30,992	NA	30,992	NA	30,992
Facilities Maintenance		27,040	25171 to 39748	27,040	NA	27,040
Facilities Superintendent	10/1/2007	52,832	44,128 to 65,924	52,846	44,139 to 61,794	51,201
Finance Director	3/19/2013	76,211	69,374 to 100,109	80,821	76,840 to 107,577	81,450
Fire Captain Paramedic	10/5/2009	62,695	53,812 to 83,186	62,695	52,114 to 72,961	58,368
Fire Chief	Vacant	74,443	76,511 to 120,853	96,464	76,840 to 107,577	90,671
Firefighter I EMT	5/5/2003	40,418	33,671 to 53,584	45,618	39,353 to 55,095	49,585
Firefighter EMT	11/25/2015	35,730	33,671 to 53,584	35,730	39,353 to 55,095	39,353
Firefighter II	7/15/2015	34,303	33,671 to 53,584	34,303	39,353 to 55,095	39,353
Firefighter EMT	5/5/2003	38,205	33,671 to 53,584	45,611	39,353 to 55,095	49,585
Firefighter EMT	10/29/1999	42,427	33,671 to 53,584	48,596	39,353 to 55,095	51,946
Firefighter EMT	12/2/2014	35,730	33,671 to 53,584	34,666	39,353 to 55,095	40,140
Firefighter EMT	5/5/2003	38,496	33,671 to 53,584	46,606	39,353 to 55,095	49,585
Firefighter EMT	2/14/1996	47,931	33,671 to 53,584	53,584	39,353 to 55,095	55,095
Firefighter EMT	7/29/1999	40,418	33,671 to 53,584	49,591	39,353 to 55,095	55,095
Firefighter EMT	11/25/2015	35,720	33,671 to 53,584	33,671	39,353 to 55,095	39,353
Firefighter EMT	5/5/2003	40,418	33,671 to 53,584	46,606	39,353 to 55,095	49,584
Firefighter EMT	5/5/2003	38,496	33,671 to 53,584	46,606	39,353 to 55,095	49,584
Firefighter EMT	8/13/2013	37,564	33,671 to 53,584	35,661	39,353 to 55,095	40,927
Firefighter EMT I	11/5/2014	35,730	33,671 to 53,584	34,666	39,353 to 55,095	40,141
Firefighter EMT I	1/10/2008	39,020	33,671 to 53,584	41,631	39,353 to 55,095	45,649
Firefighter Paramedic	10/21/2003	40,418	NA	53,800	42,543 to 59,561	52,743
Firefighter Paramedic I	2/17/2010	39,020	NA	47,822	42,543 to 59,561	47,643
Firefighter Paramedic	3/7/1999	45,689	NA	57,216	42,543 to 59,561	48,493
Firefighter Paramedic	2/20/2001	42,427	NA	55,508	42,543 to 59,561	55,293
Firefighter Paramedic EMT		39,020	NA	39,020	42,543 to 59,561	42,543
Firefighter Paramedic	12/30/2009	39,020	NA	56,362	42,543 to 59,561	46,793
Fire Lieutenant II Paramedic	1/1/2006	50,348	44,074 to 67,796	55,935	47,329 to 66,267	56,798
Fire Lieutenant	1/1/2008	59,696	44,074 to 67,796	59,696	47,329 to 66,267	54,897

Fire Lieutenant EMT	1/1/2006	51,600	44,074 to 67,796	55,935	47,329 to 66,267	56,789
Fire Lieutenant Paramedic	1/1/2004	58,298	44,074 to 67,796	58,307	47,329 to 66,267	58,691
Fire Marshall	10/5/2009	54,392	58,346 to 84,991	77,731	59,293 to 83,010	66,408
Fire Sergeant II Paramedic	12/21/1998	50,348	NA	52,946	42,543 to 59,561	52,743
Fire Sergeant EMT	12/22/1998	47,931	NA	52,946	42,543 to 59,561	52,743
Fire Sergeant EMT		47,931	NA	52,946	42,543 to 59,561	52,743
Fire Sergeant EMT	1/1/2006	44,553	NA	51,238	42,543 to 59,561	51,043
Fire Sergeant EMT	7/19/1995	51,600	NA	52,946	42,543 to 59,561	47,643
Interim CSD Director	8/15/1996	74,443	NA	74,443	NA	74,443
Laborer	4/20/2000	26,041	22,986 to 35,913	33,322	NA	33,322
Laborer	11/19/1998	27,352	22,986 to 35,913	33,968	NA	33,968
Laborer	9/20/2007	23,628	22,986 to 35,913	28,154	NA	28,154
Laborer		26,051	22,986 to 35,913	33,322	NA	33,322
Laborer	6/27/1996	29,432	22,986 to 35,913	35,913	NA	35,913
Economic Development Manager	1/3/2005	65,395	67,893 to 105,093	77,193	NA	77,193
Maintenance Worker		23,046	25,320 to 39,884	26,776	29,782 to 41,694	29,782
Maintenance worker		23,046	25,320 to 39,884	26,776	29,782 to 41,694	29,782
Maintenance Worker	12/6/2010	28,724	25,320 to 39,884	28,960	29,782 to 41,694	32,760
Maintenance Worker	8/5/2011	27,310	25,320 to 39,884	28,232	29,782 to 41,694	32,162
Maintenance Worker- PT	3/24/2014	23,046	25,320 to 39,884	26,776	29,782 to 41,694	30,972
Maintenance Worker			25,320 to 39,884	29,782	29,782 to 41,694	29,782
Maintenance Worker	3/28/2011	22,921	25,320 to 39,884	26,776	29,782 to 41,694	32,757
Maintenance Worker	8/20/2010	23,046	25,320 to 39,884	28,960	29,782 to 41,694	33,352
Maintenance Worker	1/4/2012	26,041	25,320 to 39,884	28,232	29,782 to 41,694	30,972
Maintenance Worker		27,310	25,320 to 39,884	28,232	29,782 to 41,694	29,782
Maintenance Worker		23,046	25,320 to 39,884	26,776	29,782 to 41,694	29,782
Maintenance Worker		40,414	25,320 to 39,884	40,414	29,782 to 41,694	40,414
Planning and Dev. PRJT	5/20/1999	57,075	51,205 to 77,466	73,526	59,293 to 89,010	84,552
Police Corporal	3/28/2013	42,681	37,584 to 57,422	42,681	42,543 to 59,561	45,095
Police Corporal	7/1/2009	52,596	37,584 to 57,422	52,596	42,543 to 59,561	48,493
Police Corporal	8/13/2014	47,819	37,584 to 57,422	38,575	42,543 to 59,561	43,393
Police Detective	12/6/1999	51,646	40,170 to 59,506	55,626	42,543 to 59,561	55,293
Police Detective		48,651	40,170 to 59,506	48,651	42,543 to 59,561	49,651
Police Detective	5/5/2003	46,280	40,170 to 59,506	52,122	42,543 to 59,561	52,743

Police Detective		44,824	40,170 to 59,506		44,824	42,543 to 59,561	44,824
Police Detective	11/15/2007	45,115	40,170 to 59,506		47,898	42,543 to 59,561	49,343
Police Evidence Custodian	6/10/2015	32,864	34,256 to 53,701		34,256	36,163 to 50,628	36,294
Police Executive Assistant		50,003	NA	NA		NA	70,985
Police Lieutenant	10/1/2003	61,172	47,965 to 71,448		62,054	50,520 to 70,728	62,640
Police Lieutenant	10/1/2003	65,582	47,965 to 71,448		65,582	50,520 to 70,728	62,640
Police Lieutenant		48,883	47,965 to 71,448		48,883	50,520 to 70,728	50,520
Police Officer	12/10/2014	40,214	35,822 to 55,065		40,214	40,948 to 57,327	41,766
Police Officer	2/17/2016	37,190	35,822 to 55,065		37,190	40,948 to 57,327	40,948
Police Officer		38,302	35,822 to 55,065		38,302	40,948 to 57,327	40,948
Police Officer		37,213	35,822 to 55,065		37,213	40,948 to 57,327	40,948
Police Officer	4/11/1988	52,084	35,822 to 55,065		55,065	40,948 to 57,327	57,536
Police Officer	2/23/2016	37,190	35,822 to 55,065		37,190	40,948 to 57,327	41,097
Police Officer	1/30/2012	41,703	35,822 to 55,065		41,703	40,948 to 57,327	44,220
Police Officer	11/19/2010	48,692	35,822 to 55,065		48,692	40,948 to 57,327	45,038
Police Officer	1/28/2013	41,303	35,822 to 55,065		41,303	40,948 to 57,327	43,402
Police Officer	10/18/2009	42,286	35,822 to 55,065		42,866	40,948 to 57,327	45,856
Police Sergeant	10/13/2014	44,460	42,792 to 64,321		44,460	47,329 to 66,267	48,275
Police Officer	2/16/2016	40,185	35,822 to 55,065		40,185	40,948 to 57,327	40,948
Police Off. Reserve PT	5/20/2011	31,200	NA		31,200	NA	31,200
Police Off. Reserve PT	5/20/2011	31,200	NA		31,200	NA	31,200
Police Off. Reserve PT	5/20/2011	31,200	NA		31,200	NA	31,200
Police Off. Reserve PT	1/4/2012	31,200	NA		31,200	NA	31,200
Police Sergeant	5/7/2001	50,128	42,792 to 64,321		58,938	47,329 to 66,267	62,465
Police Sergeant	7/1/2013	48,394	42,792 to 64,321		48,394	47,329 to 66,267	50,167
Police Sergeant	7/1/2009	55,432	42,792 to 64,321		55,432	47,329 to 66,267	53,951
Program Coordinator	3/31/2016	31,387	NA		31,387	34,568 to 48,394	34,568
Recreation Aide PT	5/27/2014	20,800	NA		20,800	24,996 to 34,995	25,994
Recreation Aide PT	12/30/2013	20,800	NA		20,800	24,996 to 34,995	25,994
Recreation Aide PT	3/14/2016	20,800	NA		20,800	24,996 to 34,995	24,996
Recreation Aide PT	1/23/2015	20,800	NA		20,800	24,996 to 34,995	25,495
Recreation Aide PT	10/14/2015	20,800	NA		20,800	24,996 to 34,995	25,495
Recreation Manager	7/1/2009	69,992	60,017 to 95,715		80,701	50,520 to 70,728	57,592
Recreation Program Leader	10/30/2007	35,006	24,684 to 38,499		30,204	39,353 to 55,095	45,649

Recreation Supervisor	9/5/1991	37,585	33,079 to 51,592	51,592	37,757 to 52,871	52,871
Reception	5/27/2010	25,854	24,323 to 37,062	28,144	NA	28,144
Special Events Coordinator		35,006	NA	35,006	NA	35,006
Summer Camp Seasonal		19,240	NA	19,240	NA	19,240
Summer Camp Seasonal		13,949	NA	13,949	NA	13,949
Supt. Of Operations	11/21/1985	49,587	NA	49,587	NA	49,587
Utility Service Worker	4/18/2005	32,427	23,509 to 36,666	32,427	31,377 to 43,928	38,280
Utility Service Worker	8/1/2011	27,040	23,509 to 36,666	27,040	31,377 to 43,928	37,647
Utility Service Worker	11/7/2005	33,280	23,509 to 36,666	33,280	31,377 to 43,928	37,647
Water Sewer Coordinator	8/25/2003	32,427	NA	32,427	36,163 to 50,628	44,842
Water Sewer Supervisor	10/11/1988	56,368	43,584 to 67,033	67,033	50,520 to 70,728	70,728
Total		5,552,932		6,048,511		6,281,949