

in **Exhibit 5D**. It should be noted that the recommended classification titles are utilized in the exhibits, and the At Market salary ranges are displayed.

EXHIBIT 5D
PROPOSED EXEMPT PAY RANGES – AT MARKET

Proposed Class Title	Proposed Minimum	Proposed Midpoint	Proposed Maximum
BENEFITS COORDINATOR BUSINESS LIAISON BUSINESS OPERATIONS COORDINATOR BUSINESS SERVICES COORDINATOR COMMUNICATION & OUTREACH COORDINATOR COMMUNITY OUTREACH COORDINATOR PUBLIC WORKS CUSTOMER SERVICE COORDINATOR HUMAN RESOURCE COORDINATOR HUMAN RESOURCE COORDINATOR - RECRUITMENT MANAGEMENT ANALYST PAYROLL ADMINISTRATOR PLANNER RECORDS MANAGEMENT LIAISON OFFICER RECREATION SUPERVISOR SENIOR EXECUTIVE ASSISTANT	\$48,188.14	\$60,235.18	\$72,282.21
ACCOUNTANT BUSINESS SERVICES COORDINATOR LAND MANAGEMENT ADMINISTRATOR LOGISTICS AND SAFETY OFFICER RISK MANAGEMENT COORDINATOR SENIOR CONTRACT SPECIALIST SOLID WASTE SUPERINTENDENT ZONING COORDINATOR	\$51,561.31	\$64,451.64	\$77,341.96
DESKTOP SYSTEM ADMINISTRATOR GEOGRAPHIC INFORMATION SERVICES PROJECTS ADMINISTRATOR INFORMATION TECHNOLOGY ADMINISTRATOR NETWORK ADMINISTRATOR OPERATIONS SUPPORT ADMINISTRATOR SYSTEMS ADMINISTRATOR	\$55,170.60	\$68,963.25	\$82,755.90
ADMINISTRATIVE SERVICES MANAGER APPLICATIONS DEVELOPMENT ADMINISTRATOR BUILDING DIVISION MANAGER ENGINEER I PROPERTY STANDARDS MANAGER SECTION ADMINISTRATOR SENIOR MANAGEMENT ANALYST - REVENUE SUPERINTENDENT / WASTE WATER SUPERINTENDENT / WATER TELECOMMUNICATIONS SYSTEMS ADMINISTRATOR	\$59,032.54	\$73,790.68	\$88,548.82



EXHIBIT 5D (CONTINUED)
PROPOSED EXEMPT PAY RANGES – AT MARKET

Proposed Class Title	Proposed Minimum	Proposed Midpoint	Proposed Maximum
BUSINESS OPERATIONS MANAGER CIVILIAN COMMANDER POLICE COMMUNICATIONS MANAGER/PUBLIC INFORMATION OFFICER ECONOMIC DEVELOP PROGRAM MANAGER FIRE MARSHAL FLEET MANAGER PROPERTY MAINTENANCE MANAGER PURCHASING MANAGER	\$63,164.82	\$78,956.03	\$94,747.23
BUSINESS MANAGER PROJECT MANAGER	\$67,586.36	\$84,482.95	\$101,379.54
ACCOUNTING MANAGER BUDGET ADMINISTRATOR BUILDING OFFICIAL FIELD OPERATIONS MANAGER HUMAN RESOURCES MANAGER INFORMATION TECHNOLOGY MANAGER OPERATIONS & MAINTENANCE MANAGER PARKS AND RECREATION MANAGER PLANNING MANAGER POLICE COMMANDER PROJECT ENGINEER SOCIAL SERVICES ADMINISTRATOR SOLID WASTE MANAGER STORMWATER MANAGER UTILITY ENGINEER WATER/WASTEWATER OPERATIONS MANAGER	\$72,317.40	\$90,396.76	\$108,476.11
DIVISION CHIEF-ADMINISTRATION DIVISION CHIEF-EMERG MEDICAL SERVICES	\$77,379.62	\$96,724.53	\$116,069.43
CAPTAIN ENGINEERING DIVISION MANAGER POLICE STAFF INSPECTOR UTILITIES ENGINEERING DIVISION MANAGER	\$82,796.20	\$103,495.25	\$124,194.29
ASSISTANT CITY ATTORNEY ASSISTANT POLICE CHIEF ASSISTANT PUBLIC WORKS DIRECTOR DEPUTY FIRE CHIEF	\$88,591.93	\$110,739.91	\$132,887.89
DIRECTOR FIRE CHIEF POLICE CHIEF	\$95,679.28	\$119,599.11	\$143,518.93
ASSISTANT CITY MANAGER	\$111,600.32	\$139,500.40	\$167,400.48



EXHIBIT 5D (CONTINUED)
PROPOSED NON-EXEMPT PAY RANGES – AT MARKET

Proposed Class Title	Proposed Minimum	Proposed Midpoint	Proposed Maximum
GROUNDSKEEPER I RECREATION ATTENDANT RECREATION ATTENDANT (PT) SOLID WASTE ASSISTANT	\$27,611.25	\$34,514.06	\$41,416.88
ADMINISTRATIVE SUPPORT SPECIALIST BUILDING TECHNICIAN I EQUIPMENT OPERATOR I FLEET SERVICE WRITER GROUNDSKEEPER II HERBICIDE TECHNICIAN METER READER I STAFF ASSISTANT I UTILITIES STAFF ASSISTANT I	\$29,544.04	\$36,930.05	\$44,316.06
BUILDING TECHNICIAN II COLLECTION & DISTRIBUTION TECHNICIAN I EQUIPMENT OPERATOR II FLEET ASSET TECHNICIAN INVENTORY SPECIALIST LIEN SPECIALIST POLICE RECORDS TECHNICIAN POLICE RECORDS TECHNICIAN (PT) STAFF ASSISTANT II TRAFFIC CONTROL TECHNICIAN I UTILITIES STAFF ASSISTANT II WATER PLANT TRAINEE	\$31,612.12	\$39,515.15	\$47,418.18
CASE WORKER DEVELOPMENT TECHNICIAN I PROGRAM SPECIALIST MECHANIC I PROPERTY EVIDENCE TECHNICIAN PROPERTY STANDARD INSPECTOR TRADESWORKER JOURNEYMAN UTILITIES STAFF ASSISTANT III	\$33,824.97	\$42,281.21	\$50,737.46
ACCOUNTS SPECIALIST BUILDING TECHNICIAN III COMMUNITY SERVICE OFFICER CRIME ANALYST CUSTOMER ACCOUNT SPECIALIST II DEVELOPMENT TECHNICIAN II EXECUTIVE ASSISTANT PURCHASING SPECIALIST SERVICE DESK SPECIALIST SOLID WASTE EQUIPMENT OPERATOR WASTEWATER OPERATOR C WATER OPERATOR C	\$36,192.72	\$45,240.90	\$54,289.08



EXHIBIT 5D (CONTINUED)
PROPOSED NON-EXEMPT PAY RANGES – AT MARKET

Proposed Class Title	Proposed Minimum	Proposed Midpoint	Proposed Maximum
ACCREDITATION COORDINATOR ADMINISTRATIVE SERVICES SPECIALIST COLLECTION & DISTRIBUTION TECHNICIAN II CONTRACT SPECIALIST CUSTOMER ACCOUNT SPECIALIST III EQUIPMENT OPERATOR III GROUNDSKEEPER III INFRASTRUCTURE INSPECTOR METER READER II PLANNER/SCHEDULER RECREATION PROGRAM COORDINATOR WASTEWATER OPERATOR B WATER OPERATOR B	\$38,726.21	\$48,407.76	\$58,089.31
ARBORIST BACKGROUND INVESTIGATOR TRAINING COLLECTION & DISTRIBUTION TECHNICIAN III CRIMINALISTICS SPECIALIST ENGINEERING TECHNICIAN I GEOGRAPHIC INFORMATION SERVICES TECHNICIAN INFRASTRUCTURE DATA ANALYST INSTRUMENT CONTROL TECHNICIAN INSTRUMENT CONTROL TECHNICIAN MECHANIC II RECORDS SUPERVISOR STANDARD INSPECTOR TRAFFIC CONTROL TECH II/ELECTR UTILITY INSPECTOR	\$41,437.04	\$51,796.30	\$62,155.56
CHIEF MECHANIC CONSTRUCTION COORDINATOR ENGINEERING TECHNICIAN II EQUIPMENT SPECIALIST FIELD SERVICES SPECIALIST FLEET SERVICES SUPERVISOR FORENSIC SUPERVISOR LIFE SAFETY FIRE PREVENTION OFFICER (FIRE INSPECTOR) NETWORK TECHNICIAN REVENUE SPECIALIST SERVICE DESK TECHNICIAN WASTEWATER OPERATOR A WATER OPERATOR A ZONING PLANS EXAMINER	\$44,337.64	\$55,422.04	\$66,506.45
BUSINESS PROFESSIONAL COLLECTION & DISTRIBUTION SUPERVISOR EQUIPMENT SPECIALIST FIELD SUPERVISOR PARALEGAL PLANS EXAMINER/INSPECTOR PLANS EXAMINER/INSPECTOR -FIRE TRAFFIC CONTROL LIGHTING SUPERVISOR	\$47,884.65	\$59,855.81	\$71,826.97
CHIEF OPERATOR / WASTEWATER CHIEF OPERATOR / WATER	\$51,715.42	\$64,644.27	\$77,573.13
CHIEF PLANS EXAMINER	\$55,852.65	\$69,815.81	\$83,778.98

