

**2020 NON-REPRESENTED CLASSIFICATION COMPENSATION  
GRADE ORDER LIST**

2.0% GPA

Exempt	Pay Grade	80%	Control Point	120%
	<b>Pay Grade B</b>			
N	PARKING RAMP ATTENDANT	\$13.30	\$16.62	\$19.94
	<b>Pay Grade C</b>			
N	BINDERY CLERK	\$14.21	\$17.76	\$21.31
N	LIBRARY PAGE CLERK			
	<b>Pay Grade D</b>			
N	LIBRARY CLERK	\$15.12	\$18.90	\$22.68
N	OPERATIONS CLERK - LIBRARY			
N	PARKING ENFORCEMENT PERSON			
N	PARKING ENFORCEMENT/RAMP ATTENDANT			
	<b>Pay Grade E</b>			
N	ACCOUNT CLERK I - FINANCE	\$16.04	\$20.05	\$24.06
N	OPERATOR			
	<b>Pay Grade F</b>			
N	ACCOUNT CLERK II - FINANCE	\$17.43	\$21.79	\$26.15
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-PARKING			
N	SERVICE PERSON-CEA			
N	UTILITY LOCATOR			
	<b>Pay Grade G</b>			
N	ACCOUNT CLERK III - FINANCE	\$19.26	\$24.07	\$28.88
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	OPERATOR 1			
N	REAL ESTATE ASSESSMENT TECHNICIAN			
N	UTILITY CLERK - FINANCE			
N	WEIGHTS & MEASURES SPECIALIST			

	<b>Pay Grade H</b>	\$21.08	\$26.35	\$31.62
N	ARBORIST			
N	ASSESSMENT TECHNICIAN - LEAD CLERICAL			
N	DEPUTY CITY CLERK			
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			
	<b>Pay Grade I</b>	\$22.93	\$28.66	\$34.39
N	ADMINISTRATIVE ASSISTANT - POLICE CHIEF			
N	ASSET MANAGEMENT PURCASHING SPECIALIST - UTILITIES			
N	BENEFITS COORDINATOR - HR			
N	CARPENTER/PAINTER			
N	COMMUNITY DEVELOPMENT SPECIALIST			
N	ENGINEERING TECHNICIAN			
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			
	<b>Pay Grade J</b>	\$24.76	\$30.95	\$37.14
N	CIVILIAN FIRE INSPECTOR			
N	FACILITIES TECHNICIAN-ELECTRICIAN			
N	MAINTENANCE SPECIALIST-MILLWRIGHT			
N	OPERATIONS CREW LEADER - MSB			
E	BUSINESS MANAGER - LIBRARY			
E	CIVIL ENGINEER			
E	COMMUNITY RELATIONS SPECIALIST			
E	DPW PLANS & RECORDS SPECIALIST			
E	GIS SPECIALST			
E	MARKETING COORDINATOR - LIBRARY			
E	MOBILITY MANAGER - VT			
E	PUBLIC HEALTH NURSE			
E	SYSTEMS ANALYST			

	<b>Pay Grade K</b>	\$26.58	\$33.23	\$39.88
N	CITY SURVEYOR			
N	INSPECTOR			
N	LEAD ELECTRICIAN			
N	LEAD MECHANIC			
N	MASTER ELECTRICIAN			
N	PLUMBER			
N	PROPERTY ASSESSOR III			
E	ADMINISTRATIVE SERVICES COORDINATOR - PRFM			
E	ADMINISTRATIVE SERVICES MANAGER - VT			
E	ASSISTANT TO FIRE CHIEF			
E	BUDGET ANALYST			
E	CITY SEALER			
E	CLUBHOUSE SUPERVISOR - PRFM			
E	ECONOMIC DEVELOPMENT SPECIALIST			
E	EMERGENCY MANAGEMENT COORDINATOR			
E	FISCAL RESOURCES MANAGER - POLICE			
E	HOUSING COORDINATOR			
E	INSTRUMENTATION TECHNICIAN			
E	MANAGERIAL ACCOUNT COORDINATOR - DPW			
E	NETWORK SERVICES SUPERVISOR			
E	OFFICE MANAGER - DPW			
E	PARKING UTILITY MANAGER			
E	PRINCIPAL PLANNER			
E	PURCHASING MANAGER			
E	RECREATION PROGRAMMER			
	<b>Pay Grade L</b>	\$28.41	\$35.51	\$42.61
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			
	<b>Pay Grade M</b>	\$30.25	\$37.81	\$45.37
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			

	<b>Pay Grade N</b>	\$32.09	\$40.11	\$48.13
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			
	<b>Pay Grade O</b>	\$33.92	\$42.40	\$50.88
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			
	<b>Pay Grade P</b>	\$35.77	\$44.71	\$53.65
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			
	<b>Pay Grade Q</b>	\$37.60	\$47.00	\$56.40
E	NOTHING ASSIGNED			
	<b>Pay Grade R</b>	\$39.43	\$49.29	\$59.15
E	DEPUTY DIRECTOR/CITY ENGINEER			
E	MAYOR			
	<b>Pay Grade S</b>	\$42.18	\$52.73	\$63.28
E	FIRE CHIEF			
E	GENERAL MANAGER			
E	HEALTH OFFICER			
E	LIBRARY DIRECTOR			
E	UTILITIES DIRECTOR			
	<b>Pay Grade T</b>	\$45.84	\$57.30	\$68.76
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	POLICE CHIEF			
E	PUBLIC WORKS DIRECTOR			