

COF SALARY SCHEDULE

Revision Date: 08/01/2022

| Grade | Minimum Hourly Pay | Midpoint Hourly Pay | Maximum Hourly Pay | Position Titles |
|---------------------|-----------------------|------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 102 | \$16.05 | \$19.57 | \$23.49 | Accounting Clerk Mechanic Assistant |
| 1950 Hours per Year | \$31,297.50 | \$38,161.50 | \$45,805.50 | Parks Golf Maintenance Worker |
| 2080 Hours per Year | \$33,384.00 | \$40,705.60 | \$48,859.20 | |
| 103 | \$17.03 | \$20.77 | \$24.92 | Evidence and Property Control Specialist Public Works Tech - Street |
| 1950 Hours per Year | \$33,208.50 | \$40,501.50 | \$48,594.00 | Public Works Tech - Solid Waste |
| 2080 Hours per Year | \$35,422.40 | \$43,201.60 | \$51,833.60 | Sewer Maintenance Tech Sewer Tech Transit Dispatcher |
| 104 | \$18.02 | \$21.96 | \$26.36 | Administrative Aide - Fire Administrative Aide - Planning |
| 1950 Hours per Year | \$35,139.00 | \$42,822.00 | \$51,402.00 | Administrative Aide - Police |
| 2080 Hours per Year | \$37,481.60 | \$45,676.80 | \$54,828.80 | Administrative Aide - Public Works Administrative Aide - Sewer Administrative Aide - Transit Administrative Aide - Parks Code Enforcement Technician HR Assistant License Tax Enforcement Officer Recycling Coordinator Transit Driver Senior PW Tech - Solid Waste Senior PW Tech - Streets Senior Sewer Maintenance Tech Senior Sewer Tech Sewer Plant Maintenance Tech |
| 105 | \$18.53 | \$23.16 | \$27.80 | Accounting Specialist E911 Telecommunicator |
| 1950 Hours per Year | \$36,133.50 | \$45,162.00 | \$54,210.00 | Mechanic |
| 2080 Hours per Year | \$38,542.40 | \$48,172.80 | \$57,824.00 | Plant Operator Senior Sewer Plant Maintenance Tech |

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|---------------------|-------------|-------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 106 | \$19.49 | \$24.37 | \$29.24 | Community Planner E911 Telecommunicator II |
| 1950 Hours per Year | \$38,005.50 | \$47,521.50 | \$57,018.00 | FOG Inspector |
| 2080 Hours per Year | \$40,539.20 | \$50,689.60 | \$60,819.20 | Health Safety Training Specialist Heavy Equipment Operator Laboratory Tech Neighborhood Inspector Office Manager Senior Mechanic |
| 107 | \$20.45 | \$25.57 | \$30.68 | Assistant Golf Course Superintendent E911 Terminal Agency Coordinator |
| 1950 Hours per Year | \$39,877.50 | \$49,861.50 | \$59,826.00 | EM Deputy Director |
| 2080 Hours per Year | \$42,536.00 | \$53,185.60 | \$63,814.40 | HR Specialist License Fee Administrator Paralegal |
| 108 | \$21.41 | \$26.76 | \$32.12 | Building Inspector Building Maintenance Supervisor Collection Construction Assistant Superintendent Collection Maintenance Assistant Superintendent Culture and Arts Coordinator DEI Officer E911 Shift Supervisor Garage Assistant Superintendent Licensed Electrician Payroll Specialist Pump Maintenance Assistant Superintendent Senior Plant Operator Solid Waste Assistant Superintendent Street Assistant Superintendent Transit Assistant Superintendent |
| 109 | \$22.37 | \$27.96 | \$33.56 | Community Policing Advocate |
| Fire Hourly | \$13.98 | \$17.48 | \$20.98 | Firefighter Patrol Officer |
| 1950 Hours per Year | \$43,621.50 | \$54,522.00 | \$65,442.00 | Senior Community Planner |
| 2080 Hours per Year | \$46,529.60 | \$58,156.80 | \$69,804.80 | Parks Supervisor-Athletics/Maintenance |
| 3328 Hours per Year | \$46,529.60 | \$58,156.80 | \$69,804.80 | Parks Supervisor-Downtown Division Parks Supervisor-EFP, Cove, Lakeview Parks Supervisor-Juniper Hill |
| 110 | \$23.33 | \$29.16 | \$34.99 | Computer Systems Tech |
| Fire Hourly | \$14.58 | \$18.23 | \$21.87 | Deputy City Clerk Detective |

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|---------------------|--------------------|-------------|-------------|----------------------------------------------|
| 1950 Hours per Year | \$45,493.50 | \$56,862.00 | \$68,230.50 | Field Inspector |
| 2080 Hours per Year | \$48,526.40 | \$60,652.80 | \$72,779.20 | Firefighter II |
| 3328 Hours per Year | \$48,526.40 | \$60,652.80 | \$72,779.20 | Lead Electrician |
| 110 | | | | Lead Plant Operator |
| | | | | Museum and Historic Sites Supervisor |
| | | | | Trails, Sidewalks, Bike Paths Coordinator |
| | | | | Parks Supervisor-Arborist & Special Projects |
| | | | | Police Officer II |
| | | | | Project Specialist |
| | | | | Senior Building Inspector |
| 111 | \$24.77 | \$30.96 | \$37.15 | Fire Sergeant |
| Fire Hourly | \$15.48 | \$19.35 | \$23.22 | Golf Course Superintendent |
| | | | | Police Sergeant |
| 1950 Hours per Year | \$48,301.50 | \$60,372.00 | \$72,442.50 | Community Engagement Coordinator |
| 2080 Hours per Year | \$51,521.60 | \$64,396.80 | \$77,272.00 | |
| 3328 Hours per Year | \$51,521.60 | \$64,396.80 | \$77,272.00 | |
| 112 | \$26.69 | \$33.35 | \$40.03 | Engineering Tech |
| | | | | GIS Technician |
| 1950 Hours per Year | \$52,045.50 | \$65,032.50 | \$78,058.50 | Golf Pro Manager |
| 2080 Hours per Year | \$55,515.20 | \$69,368.00 | \$83,262.40 | Planning Supervisor |
| | | | | Police Lieutenant |
| 113 | \$28.60 | \$35.75 | \$42.90 | Collection System Superintendent |
| Fire Hourly | \$17.88 | \$22.34 | \$26.81 | Fire Captain |
| | | | | Fire Marshal |
| 1950 Hours per Year | \$55,770.00 | \$69,712.50 | \$83,655.00 | Fire Training Officer |
| 2080 Hours per Year | \$59,488.00 | \$74,360.00 | \$89,232.00 | Fleet Maintenance Superintendent |
| 3328 Hours per Year | \$59,488.00 | \$74,360.00 | \$89,232.00 | Historic Preservation Officer |
| | | | | Network Administrator |
| | | | | Plant Superintendent |
| | | | | Pretreatment Coordinator |
| | | | | Solid Waste Superintendent |
| | | | | Staff Engineer |
| | | | | Street Superintendent |
| | | | | Transit Superintendent |
| 114 | \$30.52 | \$38.15 | \$45.78 | Fire Battalion Chief |
| Fire Hourly | \$19.08 | \$23.84 | \$28.61 | Senior Engineer |
| 1950 Hours per Year | \$59,514.00 | \$74,392.50 | \$89,271.00 | |
| 2080 Hours per Year | \$63,481.60 | \$79,352.00 | \$95,222.40 | |
| 3328 Hours per Year | \$63,481.60 | \$79,352.00 | \$95,222.40 | |

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|---------------------|-------------|--------------|--------------|--------------------------------------------------------------------------|
| 115 | \$32.44 | \$40.55 | \$48.66 | Community Relations/Grants Manager Communications Manager |
| 1950 Hours per Year | \$63,258.00 | \$79,072.50 | \$94,887.00 | E911 Manager |
| 2080 Hours per Year | \$67,475.20 | \$84,344.00 | \$101,212.80 | EMS Director/Paramedic Police Captain Water Quality Engineer |
| 116 | \$34.36 | \$42.95 | \$51.54 | City Clerk Deputy Director/Purchasing Agent |
| 1950 Hours per Year | \$67,002.00 | \$83,752.50 | \$100,503.00 | Parks & Rec Deputy Director |
| 2080 Hours per Year | \$71,468.80 | \$89,336.00 | \$107,203.20 | Sustainability Project Manager |
| 117 | \$36.27 | \$45.34 | \$54.41 | Design Engineer Deputy Director Public Works |
| 1950 Hours per Year | \$70,726.50 | \$88,413.00 | \$106,099.50 | Deputy Director of Operations |
| 2080 Hours per Year | \$75,441.60 | \$94,307.20 | \$113,172.80 | Deputy Director of Engineering IT Deputy Director |
| 118 | \$38.19 | \$47.74 | \$57.29 | Assistant Fire Chief Assistant Police Chief |
| 1950 Hours per Year | \$74,470.50 | \$93,093.00 | \$111,715.50 | |
| 2080 Hours per Year | \$79,435.20 | \$99,299.20 | \$119,163.20 | |
| 119 | \$40.11 | \$50.14 | \$60.17 | |
| 1950 Hours per Year | \$78,214.50 | \$97,773.00 | \$117,331.50 | |
| 2080 Hours per Year | \$83,428.80 | \$104,291.20 | \$125,153.60 | |
| 120 | \$42.03 | \$52.54 | \$63.04 | Director of Economic Vitality HR Director |
| 1950 Hours per Year | \$81,958.50 | \$102,453.00 | \$122,928.00 | IT Director |
| 2080 Hours per Year | \$87,422.40 | \$109,283.20 | \$131,123.20 | Parks & Recreation Director Planning & Community Development Director |
| | | | | Public Works Director Sewer Director |
| 121 | \$43.95 | \$54.93 | \$65.92 | Finance Director Fire Chief |
| 1950 Hours per Year | \$85,702.50 | \$107,113.50 | \$128,544.00 | Police Chief |
| 2080 Hours per Year | \$91,416.00 | \$114,254.40 | \$137,113.60 | |
| 122 | \$45.86 | \$57.33 | \$68.79 | |
| 1950 Hours per Year | \$89,427.00 | \$111,793.50 | \$134,140.50 | |
| 2080 Hours per Year | \$95,388.80 | \$119,246.40 | \$143,083.20 | |

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|---------------------|--------------|--------------|--------------|------------------------|
| 123 | \$50.97 | \$63.71 | \$76.45 | City Attorney |
| 1950 Hours per Year | \$99,391.50 | \$124,234.50 | \$149,077.50 | |
| 124 | \$53.01 | \$66.26 | \$79.52 | Assistant City Manager |
| 1950 Hours per Year | \$103,376.00 | \$129,209.60 | \$155,064.00 | |
| 125 | \$55.06 | \$68.82 | \$82.59 | City Manager |
| 1950 Hours per Year | \$107,369.60 | \$134,201.60 | \$161,054.40 | |