

## SUMMARY OF PROPOSED COMPENSATION UPDATES

Classification	Current Monthly Max Salary	% Below Market/ Adjustment	Proposed Monthly Max Salary <sup>1</sup>
<b>Planning</b>			
Assistant Planner	6,708	-16.70%	8,166
Associate Planner	7,869	-17.58%	9,391
Senior Planner	9,228	-16.82%	10,800
Principal Planner / Economic Development Administrator	10,350	-20.00%	12,420
<b>Fire Prevention</b>			
Fire Protection Specialist	7,060	-19.02%	8,305 <sup>2</sup>
Fire Marshal	13,068	-10.30% <sup>3</sup>	14,415 <sup>3</sup>
<b>Programming</b>			
Programmer Analyst I	8,191	Internal alignment	9,021 <sup>5</sup>
Programmer Analyst II	9,853	9.87%	10,825 <sup>5</sup>
Sr Programmer Analyst / Sr Programmer Analyst (Conf) <sup>4</sup>	10,776 / 10,936	10.00%	11,854 / 12,031 <sup>5</sup>
Systems & Programming Supervisor	12,083	10.00%	13,295
Information Technology Manager	13,243	-2.09%	14,624
Information Technology Director	14,921	-8.72%	16,818
<b>Accounting</b>			
Accountant / Accountant (Confidential) <sup>4</sup>	7,780 / 7,897	-6.26%	8,554 / 8,682
Senior Accountant / Senior Accountant (Confidential) <sup>4</sup>	8,554 / new	-9.63%	9,409 / 9,550
Assistant Finance Director	13,243	-14.15%	15,379
Finance Director	15,313	-15.91%	17,763
<b>Administrative Support</b>			
Admin Asst / Admin Asst (Conf) & HR Asst <sup>4</sup>	5,841 / 5,929	-5.25%	6,349 / 6,444
Executive Assistant / Executive Assistant (Conf) <sup>4</sup>	6,422 / 6,519	-8.62%	6,984 / 7,089
Executive Assistant to the City Manager	7,918	-9.06%	8,648
<b>City Clerk</b>			
City Clerk	11,691	-15.25%	13,474

<sup>1</sup>Proposed monthly salary based on combination market survey results and internal alignment within classification series.

<sup>2</sup>Based on internal alignment with Building Inspection series.

<sup>3</sup>Based on internal alignment with Building Official

<sup>4</sup>Confidential classifications salary based on 1.5% differential

<sup>5</sup>Based on estimated increases needed to fill vacant positions.