

2020 General Pay Table

| GRADE | RATE | MIN | MID | MAX | FLSA STATUS | POSITION |
|-------|----------------|-------------|-------------|-------------|------------------------------------|---|
| 1 | Annual | \$25,417.60 | \$29,889.60 | \$34,340.80 | | |
| | Per Pay Period | \$977.60 | \$1,149.60 | \$1,320.80 | | |
| | Hourly (2080) | \$12.22 | \$14.37 | \$16.51 | | |
| 2 | Annual | \$27,393.60 | \$32,198.40 | \$37,024.00 | N | Water Apprentice |
| | Per Pay Period | \$1,053.60 | \$1,238.40 | \$1,424.00 | | |
| | Hourly (2080) | \$13.17 | \$15.48 | \$17.80 | | |
| 3 | Annual | \$29,348.80 | \$34,465.60 | \$39,582.40 | N | Receptionist |
| | Per Pay Period | \$1,128.80 | \$1,325.60 | \$1,522.40 | | |
| | Hourly (2080) | \$14.11 | \$16.57 | \$19.03 | | |
| 4 | Annual | \$31,283.20 | \$36,691.20 | \$42,286.40 | N | Facility Services Worker |
| | Per Pay Period | \$1,203.20 | \$1,411.20 | \$1,626.40 | N | Office Assistant I |
| | Hourly (2080) | \$15.04 | \$17.64 | \$20.33 | | |
| 5 | Annual | \$33,238.40 | \$39,083.20 | \$44,907.20 | N | Engineering Technician - Seasonal |
| | Per Pay Period | \$1,278.40 | \$1,503.20 | \$1,727.20 | N | Facility Maintenance Worker (Seasonal) |
| | Hourly (2080) | \$15.98 | \$18.79 | \$21.59 | N | Landscape & Irrigation Inspector |
| | | | | | N | Maintenance Worker I - Golf |
| | | | | | N | Maintenance Worker I - Public Works |
| | | | | | N | Maintenance Worker I - Signs & Markings |
| | | | | | N | Maintenance Worker I - Stormwater |
| | | | | | N | Maintenance Worker I - Water |
| | | | | | N | Water Monitor (Seasonal) |
| 6 | Annual | \$35,193.60 | \$41,392.00 | \$47,569.60 | N | Office Assistant II |
| | Per Pay Period | \$1,353.60 | \$1,592.00 | \$1,829.60 | N | Sr. Facility Services Worker |
| | Hourly (2080) | \$16.92 | \$19.90 | \$22.87 | N | Transit Services Assistant |
| 7 | Annual | \$37,252.80 | \$43,700.80 | \$50,252.80 | | |
| | Per Pay Period | \$1,432.80 | \$1,680.80 | \$1,932.80 | | |
| | Hourly (2080) | \$17.91 | \$21.01 | \$24.16 | | |
| 8 | Annual | \$39,166.40 | \$46,030.40 | \$52,873.60 | N | Arrestment Court Clerk |
| | Per Pay Period | \$1,506.40 | \$1,770.40 | \$2,033.60 | N | Maintenance Worker II - Golf |
| | Hourly (2080) | \$18.83 | \$22.13 | \$25.42 | N | Maintenance Worker II - Parks |
| | | | | N | Maintenance Worker II - Facilities | |
| 9 | Annual | \$41,080.00 | \$48,360.00 | \$55,556.80 | N | Collection System Operator I |
| | Per Pay Period | \$1,580.00 | \$1,860.00 | \$2,136.80 | N | Court Technician |
| | Hourly (2080) | \$19.75 | \$23.25 | \$26.71 | N | Police Records Specialist |
| | | | | | N | Stormwater Conveyance System Worker I |
| | | | | | N | Water Distribution System Operator I |
| | | | | N | Water Plant Operator I | |
| 10 | Annual | \$43,076.80 | \$50,585.60 | \$58,136.00 | N | Assistant Golf Professional |
| | Per Pay Period | \$1,656.80 | \$1,945.60 | \$2,236.00 | N | Billing Customer Support Specialist |
| | Hourly (2080) | \$20.71 | \$24.32 | \$27.95 | N | Customer Service Representative |
| | | | | | N | Facility Services Lead |
| | | | | | N | Golf Assistant Food & Beverage Manager |
| | | | | | N | Meter Services Technician |
| | | | | | N | Operator |
| | | | | | N | Parts & Supply Specialist |
| | | | | | N | Secretary |
| | | | | | N | Signs & Markings Technician I |
| | | | | | N | Utility Locator |
| | | | | | N | Water Conservation Technician |

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|----------------|----------------|-------------|-------------|-------------|-------------|--|
| 11 | Annual | \$44,990.40 | \$52,832.00 | \$60,736.00 | N | Parks Equipment Mechanic |
| | Per Pay Period | \$1,730.40 | \$2,032.00 | \$2,336.00 | N | Police Digital Media Technician |
| | Hourly (2080) | \$21.63 | \$25.40 | \$29.20 | N | Sales Tax PIF Specialist |
| | | | | | N | Sr. Customer Service Representative |
| | | | | | N | Sr. Customer Service Representative - Finance |
| | | | | | N | Sr. Office Assistant |
| | | | | | N | Sr. Office Assistant/Accounting Tech (Fire) |
| | | | | | N | Water Plant Operator II |
| | | | | | N | Water Quality Compliance Technician |
| | | | | | | |
| 12 | Annual | \$46,966.40 | \$55,203.20 | \$63,398.40 | N | Accounting Technician |
| | Per Pay Period | \$1,806.40 | \$2,123.20 | \$2,438.40 | N | Collection System Operator II |
| | Hourly (2080) | \$22.58 | \$26.54 | \$30.48 | N | Fleet Technician |
| | | | | | N | Golf Irrigation Technician |
| | | | | | N | Golf Mechanic |
| | | | | | N | Grounds & Facilities Sr. Maintenance Tech. |
| | | | | | N | Human Resources Technician |
| | | | | | N | Lead Operator |
| | | | | | N | Parks Irrigation Technician |
| | | | | | N | Payroll Technician |
| | | | | | N | Plant Mechanic I |
| | | | | | N | POST Partners Volunteer Coordinator |
| | | | | | N | Preventive Maintenance Tech |
| | | | | | N | Property & Evidence Technician |
| | | | | | N | Recreation Specialist |
| | | | | | N | Recreation Specialist - Aquatics |
| | | | | | N | Recreation Specialist - Athletics |
| | | | | | N | Signs & Markings Technician II |
| | | | | | N | Sr. Maintenance Technician - Facilities |
| | | | | | N | Sr. Maintenance Technician - Golf |
| | | | | | N | Sr. Maintenance Technician - Parks |
| | | | | | N | Sr. Meter Services Technician |
| | | | | | N | Stormwater Conveyance System Worker II |
| | | | | | N | Water Distribution System Operator II |
| | | | | | | |
| | 13 | Annual | \$48,900.80 | \$57,470.40 | \$66,060.80 | N |
| Per Pay Period | | \$1,880.80 | \$2,210.40 | \$2,540.80 | N | Development Services Technician |
| Hourly (2080) | | \$23.51 | \$27.63 | \$31.76 | N | Fleet Support Technician |
| | | | | | N | Meter Services Specialist |
| | | | | | N | Legal Assistant |
| | | | | | N | Parks & Recreation Administrative Systems Technician |
| | | | | | N | Sr. Billing Specialist |
| | | | | | N | Water Operations Administrative Assistant |
| | | | | | N | Water Plant Operator III |
| | | | | | | |
| 14 | Annual | \$50,876.80 | \$59,779.20 | \$68,702.40 | N | Administrative Supervisor |
| | Per Pay Period | \$1,956.80 | \$2,299.20 | \$2,642.40 | N | Building Inspector |
| | Hourly (2080) | \$24.46 | \$28.74 | \$33.03 | N | Cross Connection Control Technician |
| | | | | | N | Electrical Specialist Facilities |
| | | | | | N | Engineering Technician |
| | | | | | N | HVAC Specialist |
| | | | | | N | Neighborhood Liasion |
| | | | | | N | Sr. Collection System Operator |
| | | | | | N | Sr. HR Technician |
| | | | | | N | Sr. Stormwater Conveyance System Worker |
| | | | | | N | Sr. Water Distribution System Operator |
| | | | | | N | Teen Court Coordinator |
| | | | | | N | Zoning Inspector |
| | | | | | | |
| 15 | Annual | \$52,811.20 | \$62,067.20 | \$71,323.20 | E | Accountant |
| | Per Pay Period | \$2,031.20 | \$2,387.20 | \$2,743.20 | N | Assistant Town Clerk |
| | Hourly (2080) | \$25.39 | \$29.84 | \$34.29 | N | Planner I |
| | | | | | N | Plant Mechanic II |
| | | | | | N | Police Records Supervisor |
| | | | | | N | Recreation Specialist - Youth Programming |
| | | | | | N | Traffic Engineering Technician |
| | | | | | N | Traffic Signal Technician II |
| | | | | | N | Water Plant Operator IV |

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|-------|----------------|-------------|-------------|-------------|--------------------------------------|--|
| 16 | Annual | \$54,766.40 | \$64,355.20 | \$73,944.00 | N | Benefits Specialist |
| | Per Pay Period | \$2,106.40 | \$2,475.20 | \$2,844.00 | N | Combination Building Inspector |
| | Hourly (2080) | \$26.33 | \$30.94 | \$35.55 | N | Construction Inspector |
| | | | | | N | Facility Services Supervisor |
| | | | | | N | GIS Technician |
| | | | | | N | Golf Operations Supervisor |
| | | | | | N | Plan Review Engineering Technician - Development Service |
| | | | | | N | Plans Examiner |
| | | | | | N | Public Works GIS Technician |
| | | | | | N | Regulatory & Water Quality Compliance Analyst |
| | | | | | N | Stormwater Inspector |
| | | | | | N | Street Operations Field Supervisor |
| | | | | | N | Water Conservation Plan Reviewer |
| | | | | | | |
| 17 | Annual | \$56,721.60 | \$66,664.00 | \$76,564.80 | E | Community Relations Specialist |
| | Per Pay Period | \$2,181.60 | \$2,564.00 | \$2,944.80 | E | Executive Assistant |
| | Hourly (2080) | \$27.27 | \$32.05 | \$36.81 | N | Parks & Recreation Customer Relations Program Specialist |
| | | | | | N | Sr. Emergency Vehicle Technician |
| | | | | | | |
| 18 | Annual | \$58,364.80 | \$70,075.20 | \$81,764.80 | E | Athletics Supervisor |
| | Per Pay Period | \$2,244.80 | \$2,695.20 | \$3,144.80 | E | Building Use Tax Auditor |
| | Hourly (2080) | \$28.06 | \$33.69 | \$39.31 | N | Collection System Supervisor |
| | | | | | N | Customer Billing & Support Supervisor |
| | | | | | N | Fleet Supervisor |
| | | | | | E | Golf Food & Beverage Manager |
| | | | | | E | Golf Maintenance Supervisor |
| | | | | | N | Meter Services Supervisor |
| | | | | | N | Natural Resource Specialist |
| | | | | | E | Parks / Open Space Supervisor |
| | | | | | N | Plant Maintenance Supervisor |
| | | | | | N | Real Property Specialist |
| | | | | | E | Recreation Aquatics Supervisor |
| | | | | | E | Recreation Supervisor - Fitness Wellness |
| | | | | | E | Recreation Supervisor - Special Programs and Events |
| | | | | | E | Sales Tax Auditor |
| | | | | | N | Signs & Markings Supervisor |
| | | | | | N | Sr. Combination Building Inspector |
| | | | | | N | Stormwater Conveyance System Supervisor |
| | | | | | E | Water Conservation Specialist |
| | | | | N | Water Distribution System Supervisor | |
| | | | | | | |
| 19 | Annual | \$62,254.40 | \$74,755.20 | \$87,131.20 | E | Accounting Supervisor |
| | Per Pay Period | \$2,394.40 | \$2,875.20 | \$3,351.20 | E | Court Administrator |
| | Hourly (2080) | \$29.93 | \$35.94 | \$41.89 | E | Dev Serv Enterprise Business Analyst |
| | | | | | E | Financial Analyst |
| | | | | | E | HR Generalist |
| | | | | | E | Plan Review Engineer |
| | | | | | E | Plan Review Project Coordinator |
| | | | | | E | Planner II |
| | | | | | N | Sr. Construction Inspector |
| | | | | | N | Sr. Construction Inspector - Water |
| | | | | | | |
| 20 | Annual | \$66,060.80 | \$79,268.80 | \$92,414.40 | E | Asset Program Manager |
| | Per Pay Period | \$2,540.80 | \$3,048.80 | \$3,554.40 | E | Asset Program Manager - Public Works |
| | Hourly (2080) | \$31.76 | \$38.11 | \$44.43 | E | Customer Relations Program Manager |
| | | | | | E | Enterprise Fund Analyst |
| | | | | | E | Finance Business Systems Analyst |
| | | | | | E | Finance Project Analyst |
| | | | | | E | Parks & Rec Business Analyst |
| | | | | | E | Sr. Community Relations Specialist |
| | | | | | E | Sr. Legal Specialist |
| | | | | | E | Trails Planner |
| | | | | | N | Water Resources Program Analyst |
| | | | | | N | Water Treatment Supervisor |
| | | | | | | |

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| GRADE | RATE | MIN | MID | MAX | FLSA STATUS | POSITION |
|-------|----------------|-------------|--------------|--------------|--|--|
| 21 | Annual | \$69,908.80 | \$83,844.80 | \$97,864.00 | E | Building Inspector Supervisor |
| | Per Pay Period | \$2,688.80 | \$3,224.80 | \$3,764.00 | E | Plan Review Supervisor |
| | Hourly (2080) | \$33.61 | \$40.31 | \$47.05 | E | Public Works Inspections Supervisor |
| | | | | E | Recreation Facilities Supervisor | |
| | | | | E | Sr. Human Resources Analyst | |
| | | | | E | Sr. Planner | |
| | | | | E | Stormwater Compliance Supervisor | |
| | | | | E | Street Operations Superintendent | |
| 22 | Annual | \$73,694.40 | \$88,441.60 | \$103,188.80 | E | Golf Head Professional |
| | Per Pay Period | \$2,834.40 | \$3,401.60 | \$3,968.80 | E | Golf Maintenance Superintendent |
| | Hourly (2080) | \$35.43 | \$42.52 | \$49.61 | | |
| 23 | Annual | \$79,788.80 | \$95,763.20 | \$111,716.80 | E | Accounting Manager |
| | Per Pay Period | \$3,068.80 | \$3,683.20 | \$4,296.80 | E | Assistant Town Attorney |
| | Hourly (2080) | \$38.36 | \$46.04 | \$53.71 | E | Budget & Finance Manager |
| | | | | | E | Environmental, Health and Safety Program Manager |
| | | | | | E | Facilities Administrator |
| | | | | | E | Field Services Superintendent |
| | | | | | E | Fleet Services Manager |
| | | | | | E | Park Operations Manager |
| | | | | | E | Park Planning & Construction Manager |
| | | | | | E | Project Manager - CIP (Water) |
| | | | | | E | Project Manager - Construction |
| | | | | | E | Project Manager - Long Range |
| | | | | | E | Project Manager - Transportation |
| | | | | | E | Project Manager-CIP |
| | | | | | E | Public Works Development Lead Engineer |
| | | | | | E | Traffic Operations Engineer |
| | | | | E | Transportation Planner | |
| | | | | E | Treatment Services Superintendent | |
| | | | | E | Water Resources Project Manager | |
| | | | | E | Zoning Manager | |
| 24 | Annual | \$83,740.80 | \$100,505.60 | \$117,208.00 | E | Business Administration Manager |
| | Per Pay Period | \$3,220.80 | \$3,865.60 | \$4,508.00 | E | Business Solutions & Support Services Mgr. |
| | Hourly (2080) | \$40.26 | \$48.32 | \$56.35 | E | Chief Building Official |
| | | | | | E | Community Relations Manager |
| | | | | | E | Development Review Manager |
| | | | | | E | Planning Manager |
| | | | | | E | Recreation Manager |
| | | | | | E | Revenue Manager |
| | | | | E | Stormwater Manager | |
| | | | | E | Street Operations and Maintenance Division Manager | |
| 25 | Annual | \$87,692.80 | \$105,248.00 | \$122,803.20 | E | Engineering Manager |
| | Per Pay Period | \$3,372.80 | \$4,048.00 | \$4,723.20 | E | Operations Manager |
| | Hourly (2080) | \$42.16 | \$50.60 | \$59.04 | E | Transportation Planning & Traffic Engineering Mgr. |
| | | | | E | Water Resources Manager | |
| 26 | Annual | \$91,686.40 | \$110,011.20 | \$128,356.80 | E | Asst Director, Castle Rock Water |
| | Per Pay Period | \$3,526.40 | \$4,231.20 | \$4,936.80 | E | Asst Director, Development Services |
| | Hourly (2080) | \$44.08 | \$52.89 | \$61.71 | E | Asst Director, Finance |
| | | | | | E | Asst Director, Parks & Recreation |
| | | | | | E | Asst Director, Public Works |
| | | | | E | Human Resources Manager | |
| 27 | Annual | \$95,596.80 | \$114,712.00 | \$133,848.00 | | |
| | Per Pay Period | \$3,676.80 | \$4,412.00 | \$5,148.00 | | |
| | Hourly (2080) | \$45.96 | \$55.15 | \$64.35 | | |
| 28 | Annual | \$96,969.60 | \$116,376.00 | \$135,782.40 | | |
| | Per Pay Period | \$3,729.60 | \$4,476.00 | \$5,222.40 | | |
| | Hourly (2080) | \$46.62 | \$55.95 | \$65.28 | | |