



Draper City - General Government Non-Exempt
FY2026 - Salary Pay Plan
Effective June 22, 2025

GRADE	JOB TITLE	MIN	MID	MAX
07	Recreation Worker I	\$ 11.92	\$ 15.90	\$ 19.88
08	Seasonal Laborer	\$ 13.11	\$ 17.49	\$ 21.87
09	Crossing Guard Facilities Worker I Parks Worker Seasonal Wildland Crew Trails and Open Space Worker	\$ 14.42	\$ 19.24	\$ 24.05
10	Animal Services Attendant Facilities Worker II Finance Clerk I Office Clerk I Police Support Services Clerk I Recreation Worker II Scanning Clerk Van Driver Youth Council Adviser	\$ 15.86	\$ 21.16	\$ 26.46
11	Administrative Assistant I Amphitheater Coordinator (Seasonal) Facilities Worker III Finance Clerk II Judicial Assistant I Office Clerk II Police Support Services Clerk II Seasonal Wildland Crew Lead Sr. Van Driver Utility Billing Services Representative I	\$ 17.45	\$ 23.28	\$ 29.11
12	Accounts Payable Technician I Administrative Assistant II Animal Services Officer I Crossing Guard Supervisor/Police Support Services Clerk III Equipment Operator I, Solid Waste Equipment Operator I, Storm Water Equipment Operator I, Streets Finance Clerk III Judicial Assistant II Office Clerk III Parks Maintenance Technician I Police Support Services Clerk III Trails and Open Space Technician I Utility Billing Service Representative II	\$ 19.19	\$ 25.61	\$ 32.02



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GRADE	JOB TITLE	MIN	MID	MAX
13	Accounts Payable Technician II Administrative Assistant III Animal Services Officer II Building Permit Technician Business License Official Community Events Coordinator Crime Prevention Specialist Emergency Services Coordinator Equipment Operator II, Solid Waste Equipment Operator II, Storm Water Equipment Operator II, Streets Facilities Maintenance/Community Service Coordinator Judicial Assistant III Mechanic I Multimedia Specialist Parks Maintenance Technician II Passport Coordinator Planning Coordinator Police Records Specialist Recreation Coordinator I Recreation Worker III Storm Water Compliance Inspector (SWPPP) Utility Billing Service Representative III Water Systems Operator I	\$ 21.11	\$ 28.17	\$ 35.22
14	Accountant I Accounting Specialist Accounts Payable Technician III Animal Services Officer III Building Inspector I Crime Scene/Evidence Technician Engineering Design Technician I Equipment Operator III, Solid Waste Equipment Operator III, Storm Water Equipment Operator III, Streets Executive Assistant GIS Specialist I Human Resources Coordinator Mechanic II Parks Maintenance Technician III Purchasing Specialist Recreation Coordinator II Wildland Fuel Crew Supervisor Utility Billing Lead Water Systems Operator II	\$ 23.22	\$ 30.98	\$ 38.74



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GRADE	JOB TITLE	MIN	MID	MAX
15	Accountant II Animal Services Supervisor Building Inspector II Code Enforcement Officer Community Crime Analyst Cross Connection Specialist (Water) Custodial Supervisor Deputy Recorder Engineering Design Technician II Engineering Inspector I Fire Inspector GIS Specialist II Heavy Equipment Operator, Storm Water Heavy Equipment Operator, Streets Human Resources Specialist HVAC Technician I Mechanic III Office Manager Payroll Administrator Planner I Police Support Services Supervisor Recreation Coordinator III Solid Waste Route Lead Solid Waste Special Services Lead Victim Advocate Water Crew Lead Water Systems Operator III	\$ 25.55	\$ 34.08	\$ 42.61
16	Building Inspector III Engineering Design Technician III Engineering Inspector II GIS Specialist III HVAC Technician II Parks Foreman Planner II Purchasing Agent Shop Foreman (Fleet) Solid Waste Foreman Sr. Communications Specialist Sr. Executive Assistant Sr. Recreation Worker Storm Water Foreman Storm Water Specialist Streets Foreman Trails and Open Space Foreman Water Foreman Water Quality & Conservation Coordinator Water Utility Inspector	\$ 28.11	\$ 37.49	\$ 46.88



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GRADE	JOB TITLE	MIN	MID	MAX
17	Building Inspector Supervisor Engineer I HVAC Technician III Plans Examiner	\$ 30.92	\$ 41.24	\$ 51.56

Grade	JOB TITLE	MIN	MID	MAX
09	Crossing Guard Starting Rate	\$ 17.58		
08	Seasonal Laborer New Hire Rate	\$ 17.00		
08	Seasonal Laborer Return Rate	\$ 17.50		
08	Seasonal Laborer Return Rate (5+ years)	\$ 18.50		
09	Seasonal Wildlands Fuel Crew Member New Hire Rate	\$ 18.50	\$ 19.00	\$ 19.50
09	Seasonal Wildlands Fuel Crew Member Return Rate	\$ 20.00	\$ 20.50	\$ 21.00
11	Seasonal Wildlands Fuel Crew Lead New Hire Rate	\$ 23.00	\$ 24.00	\$ 25.00



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GRADE	JOB TITLE	MIN	MID	MAX
18	Engineer II Human Resources Generalist Parks Manager Parks Projects Manager Planner III Recreation Manager Solid Waste Manager Storm Water Manager Streets Manager Systems Administrator Trails and Open Space Manager	\$ 67,564.22	\$ 90,085.63	\$ 112,607.04
19	City Recorder City Treasurer Community Events Manager Engineer III Facilities Manager Fire Marshal Fleet Manager Judicial Manager Risk Manager	\$ 74,320.64	\$ 99,094.19	\$ 123,867.74
20	GIS Manager Water Manager	\$ 81,752.71	\$ 109,003.61	\$ 136,254.52
21	Engineering Manager Network Manager Planning Manager Public Works Operations Manager	\$ 89,927.98	\$ 119,903.97	\$ 149,879.97
22	Assistant City Attorney Assistant Finance Director Chief Building Official Police Captain Senior Engineering Manager	\$ 98,920.77	\$ 131,894.37	\$ 164,867.97
23	Deputy Fire Chief Deputy Public Works Director/City Engineer	\$ 108,812.85	\$ 145,083.81	\$ 181,354.76
24	Communications Director Community Development Director Finance Director Human Resources Director Information Technology Director Parks & Recreation Director	\$ 119,694.14	\$ 159,592.19	\$ 199,490.24
25	Assistant City Manager Chief of Police City Attorney Fire Chief Judge Public Works Director/City Engineer	\$ 131,663.55	\$ 175,551.41	\$ 219,439.26
26	City Manager	\$ 164,579.44	\$ 219,439.26	\$ 274,299.08