

**LIST OF MANAGEMENT INCENTIVE POSITIONS**

**TIER 1**

FSA/HSA - \$200  
10 DAYS OF PERSONAL TIME (Roll over & no payout)

ASSISTANT CITY ATTORNEY
ASSISTANT CITY MANAGER
ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR
ASSISTANT DIRECTOR, FINANCE
ASSISTANT DIRECTOR, PARKS & REC.
ASSISTANT HUMAN RESOURCES DIRECTOR
ASSISTANT LIBRARY DIRECTOR
ASSISTANT POLICE CHIEF
CHIEF INFORMATION OFFICER
CITY CLERK
CITY ENGINEER
DEPUTY FIRE CHIEF
DIRECTOR, COMMUNITY DEVELOPMENT
DIRECTOR, FINANCE & ADMINISTRATIVE SERVICES
DIRECTOR, HUMAN RESOURCES
DIRECTOR, LIBRARY
DIRECTOR, PARKS & RECREATION
DIRECTOR, PUBLIC WORKS
DIRECTOR, PROCUREMENT
FIRE CHIEF
POLICE CHIEF
UTILITY DISTRICT ASSISTANT EXECUTIVE DIRECTOR
UTILITY DISTRICT EXECUTIVE DIRECTOR
DEPUTY CITY CLERK

**24 total positions  
6 vacancies**

**TIER 2**

FSA/HSA - \$100  
5 DAYS OF PERSONAL TIME (Roll over & no payout)

SUPERINTENDENT, AQUATICS
SAFETY OFFICER
COMPLIANCE & SAFETY OFFICERS
MARKETING SPECIALIST
(2) HUMAN RESOURCES ADMINISTRATOR
YOUTH EMPOWERMENT CTR. DIRECTOR
WATER PLANT SUPERINTENDENT
ASSISTANT CUSTOMER SERVICE MANAGER
EMERGENCY COMMUNICATIONS MANAGER
PARKS SUPERINTENDENT
SENIOR MULTIMEDIA SPECIALIST
RISK MANAGER
PRINCIPAL PLANNER
TREASURY MANAGER
CUSTOMER SERVICE MANAGER
UTILITIES ENGINEER
CODE ADMINISTRATOR
(6)POLICE CAPTAIN - 3 are vacant
INTERNAL AUDITOR
PROJECT MANAGER
BENEFITS ADMINISTRATOR
COMMUNITY COURT PROGRAM MANAGER
FINANCIAL SERVICES MANAGER
BUILDING OFFICIAL
(4) POLICE MAJOR
PUBLIC WORKS OPERATIONS MANAGER
SENIOR UTILITIES ENGINEER
(2) OFFICE MANAGER
NETWORK ADMINISTRATOR
ASSISTANT WATER PLANT SUPERINTENDENT
ASSISTANT BUILDING OFFICIAL
JUSTICE SERVICE CENTER MANAGER
DEVELOPMENT SERVICES ENGINEER

**43 total positions  
9 Vacancies**