

**Salary Schedule for Management (Department Heads) & City Council**  
**Effective on July 1, 2017**

JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Elected Official	9999	Monthly	774.00								
Appointed Official	9998	Monthly	200.00								
City Manager	9990	Hourly Salary Range		37.5000	-	98.0769					
Chief of Police	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640
		Monthly	5,446.86	5,882.61	6,353.22	6,861.48	7,410.39	8,003.23	8,643.48	9,334.96	10,081.76
Director of Finance	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640
		Monthly	5,446.86	5,882.61	6,353.22	6,861.48	7,410.39	8,003.23	8,643.48	9,334.96	10,081.76
Director of Community Dev	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640
		Monthly	5,446.86	5,882.61	6,353.22	6,861.48	7,410.39	8,003.23	8,643.48	9,334.96	10,081.76
Director of Parks and Recreation	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640
		Monthly	5,446.86	5,882.61	6,353.22	6,861.48	7,410.39	8,003.23	8,643.48	9,334.96	10,081.76
Director of Public Works	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640
		Monthly	5,446.86	5,882.61	6,353.22	6,861.48	7,410.39	8,003.23	8,643.48	9,334.96	10,081.76

Each department head has his/her own employment contract.

## Salary Schedule for Mid-Management

Effective on July 1, 2017

JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Accounting Manager	Hourly	31,403.2	32,973.4	34,622.0	36,353.1	38,170.8	40,079.3	41,081.3	42,108.3	43,161.0	44,240.1	45,346.1
	Monthly	5,443.22	5,715.38	6,001.15	6,301.21	6,616.27	6,947.08	7,120.76	7,298.78	7,481.25	7,668.28	7,859.99
Administrative Analyst III	Hourly	28,963.7	30,411.9	31,932.5	33,529.1	35,205.6	36,965.8	37,890.0	38,837.2	39,808.2	40,803.4	41,823.5
	Monthly	5,020.37	5,271.39	5,534.96	5,811.71	6,102.30	6,407.41	6,567.60	6,731.79	6,900.08	7,072.58	7,249.40
Administrative Services Manager	Hourly	33,884.6	35,578.8	37,357.8	39,225.7	41,186.9	43,246.3	44,327.4	45,435.6	46,571.5	47,735.8	48,929.2
	Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,683.42	7,875.51	8,072.40	8,274.21	8,481.06
Assistant Finance Director	Hourly	34,622.1	36,353.2	38,170.9	40,079.4	42,083.4	44,187.5	45,292.2	46,424.5	47,585.2	48,774.8	49,994.2
	Monthly	6,001.16	6,301.22	6,616.28	6,947.10	7,294.45	7,659.17	7,850.65	8,046.92	8,248.09	8,454.30	8,665.65
City Clerk	Hourly	34,622.1	36,353.2	38,170.9	40,079.4	42,083.4	44,187.5	45,292.2	46,424.5	47,585.2	48,774.8	49,994.2
	Monthly	6,001.16	6,301.22	6,616.28	6,947.10	7,294.45	7,659.17	7,850.65	8,046.92	8,248.09	8,454.30	8,665.65
City Engineer	Hourly	33,884.6	35,578.8	37,357.8	39,225.7	41,186.9	43,246.3	44,327.4	45,435.6	46,571.5	47,735.8	48,929.2
	Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,683.42	7,875.51	8,072.40	8,274.21	8,481.06
City Planner	Hourly	33,884.6	35,578.8	37,357.8	39,225.7	41,186.9	43,246.3	44,327.4	45,435.6	46,571.5	47,735.8	48,929.2
	Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,683.42	7,875.51	8,072.40	8,274.21	8,481.06
Comm & Econ Development Manager	Hourly	34,622.1	36,353.2	38,170.9	40,079.4	42,083.4	44,187.5	45,292.2	46,424.5	47,585.2	48,774.8	49,994.2
	Monthly	6,001.16	6,301.22	6,616.28	6,947.10	7,294.45	7,659.17	7,850.65	8,046.92	8,248.09	8,454.30	8,665.65
Economic Dev. Project Manager	Hourly	33,884.6	35,578.8	37,357.8	39,225.7	41,186.9	43,246.3	44,327.4	45,435.6	46,571.5	47,735.8	48,929.2
	Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,683.42	7,875.51	8,072.40	8,274.21	8,481.06
Engineering Manager	Hourly	33,884.6	35,578.8	37,357.8	39,225.7	41,186.9	43,246.3	44,327.4	45,435.6	46,571.5	47,735.8	48,929.2
	Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,683.42	7,875.51	8,072.40	8,274.21	8,481.06
Information Systems Manager	Hourly	33,884.6	35,578.8	37,357.8	39,225.7	41,186.9	43,246.3	44,327.4	45,435.6	46,571.5	47,735.8	48,929.2
	Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,683.42	7,875.51	8,072.40	8,274.21	8,481.06
Information Technology Supervisor	Hourly	25,894.3	27,189.0	28,548.5	29,975.9	31,474.7	33,048.4	33,874.6	34,721.5	35,589.5	36,479.3	37,391.3
	Monthly	4,488.35	4,712.76	4,948.40	5,195.82	5,455.61	5,728.39	5,871.60	6,018.39	6,168.85	6,323.07	6,481.15
Parks & Rec Manager	Hourly	33,884.6	35,578.8	37,357.8	39,225.7	41,186.9	43,246.3	44,327.4	45,435.6	46,571.5	47,735.8	48,929.2
	Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,683.42	7,875.51	8,072.40	8,274.21	8,481.06
Parks Maintenance Supervisor	Hourly	25,894.3	27,189.0	28,548.5	29,975.9	31,474.7	33,048.4	33,874.6	34,721.5	35,589.5	36,479.3	37,391.3
	Monthly	4,488.35	4,712.76	4,948.40	5,195.82	5,455.61	5,728.39	5,871.60	6,018.39	6,168.85	6,323.07	6,481.15
Police Captain	Hourly	37,107.0	38,962.4	40,910.5	42,956.0	45,103.8	47,359.0	48,543.0	49,756.5	51,000.4	52,275.5	53,582.3
	Monthly	6,431.88	6,753.47	7,091.15	7,445.71	7,817.99	8,208.89	8,414.11	8,624.46	8,840.08	9,061.08	9,287.61
Public Works Maint. Coordinator	Hourly	22,825.0	23,966.3	25,164.6	26,422.8	27,743.9	29,131.1	29,859.4	30,605.9	31,371.0	32,155.3	32,959.2
	Monthly	3,956.33	4,154.15	4,361.86	4,579.95	4,808.95	5,049.40	5,175.63	5,305.02	5,437.65	5,573.59	5,712.93
Public Works Supervisor	Hourly	25,894.3	27,189.0	28,548.5	29,975.9	31,474.7	33,048.4	33,874.6	34,721.5	35,589.5	36,479.3	37,391.3
	Monthly	4,488.35	4,712.76	4,948.40	5,195.82	5,455.61	5,728.39	5,871.60	6,018.39	6,168.85	6,323.07	6,481.15
Recreation Supervisor	Hourly	25,894.3	27,189.0	28,548.5	29,975.9	31,474.7	33,048.4	33,874.6	34,721.5	35,589.5	36,479.3	37,391.3
	Monthly	4,488.35	4,712.76	4,948.40	5,195.82	5,455.61	5,728.39	5,871.60	6,018.39	6,168.85	6,323.07	6,481.15
Transit Services Coordinator	Hourly	33,308.3	34,973.7	36,722.4	38,558.5	40,486.4	42,510.8	43,573.5	44,662.9	45,779.4	46,923.9	48,097.0
	Monthly	5,773.44	6,062.11	6,365.22	6,683.48	7,017.65	7,368.53	7,552.75	7,741.57	7,935.10	8,133.48	8,336.82
Transit Supervisor	Hourly	22,825.0	23,966.3	25,164.6	26,422.8	27,743.9	29,131.1	29,859.4	30,605.9	31,371.0	32,155.3	32,959.2
	Monthly	3,956.33	4,154.15	4,361.86	4,579.95	4,808.95	5,049.40	5,175.63	5,305.02	5,437.65	5,573.59	5,712.93
Assistant PW Dir/ City Engineer	Hourly	40,089.9	42,094.4	44,199.1	46,409.1	48,729.5	51,166.0	52,445.2	53,756.3	55,100.2	56,477.7	57,899.6
	Monthly	6,948.92	7,296.36	7,661.18	8,044.24	8,446.45	8,868.77	9,090.49	9,317.76	9,550.70	9,789.47	10,034.20

Most current compensation plan for this group expires on July 01, 2017

## Salary Schedule for Confidential Group

Effective on July 1, 2017

TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Account Clerk I	6467	Hourly 11,8688	12,4622	13,0854	13,7396	14,4266	15,1479	15,5266	15,9148	16,3127	16,7205	17,1385
		Monthly 2,057.26	2,160.12	2,268.13	2,381.53	2,500.61	2,625.64	2,691.28	2,758.56	2,827.53	2,898.22	2,970.67
Account Clerk II	6468	Hourly 13,6492	14,3317	15,0482	15,8007	16,5907	17,4202	17,8557	18,3021	18,7597	19,2287	19,7094
		Monthly 2,365.86	2,484.15	2,608.36	2,738.78	2,875.72	3,019.51	3,094.99	3,172.37	3,251.68	3,332.97	3,416.29
Accountant I	6555	Hourly 21,0086	22,0590	23,1620	24,3201	25,5361	26,8129	27,4832	28,1703	28,8745	29,5964	30,3363
-Accountant Training		Monthly 3,641.49	3,823.57	4,014.74	4,215.48	4,426.25	4,647.57	4,763.76	4,882.85	5,004.92	5,130.04	5,258.30
Accountant	7559	Hourly 25,8944	27,1891	28,5486	29,9760	31,4748	33,0485	33,8748	34,7216	35,5897	36,4794	37,3914
		Monthly 4,488.36	4,712.78	4,948.42	5,195.84	5,455.63	5,728.41	5,871.62	6,018.42	6,168.88	6,323.10	6,481.18
Accounting Technician	6535	Hourly 18,3170	19,2329	20,1945	21,2042	22,2644	23,3776	23,9621	24,5611	25,1752	25,8046	26,4497
		Monthly 3,174.95	3,333.69	3,500.38	3,675.40	3,859.17	4,052.13	4,153.43	4,257.26	4,363.70	4,472.79	4,584.61
Administrative Aide	7570	Hourly 25,1565	26,4143	27,7350	29,1218	30,5779	32,1068	32,9094	33,7322	34,5755	35,4399	36,3259
-Finance		Monthly 4,360.46	4,578.48	4,807.41	5,047.78	5,300.17	5,565.17	5,704.30	5,846.91	5,993.08	6,142.91	6,296.48
Administrative Analyst I	6663	Hourly 22,9040	24,0492	25,2517	26,5142	27,8400	29,2320	29,9628	30,7118	31,4796	32,2666	33,0733
		Monthly 3,970.03	4,168.53	4,376.95	4,595.80	4,825.59	5,066.87	5,193.54	5,323.38	5,456.47	5,592.88	5,732.70
Administrative Analyst II	7664	Hourly 23,4639	24,6371	25,8689	27,1624	28,5205	29,9465	30,6952	31,4626	32,2492	33,0554	33,8818
		Monthly 4,067.08	4,270.43	4,483.95	4,708.15	4,943.56	5,190.73	5,320.50	5,453.52	5,589.85	5,729.60	5,872.84
Administrative Assistant - Finance	7557	Hourly 24,3215	25,5376	26,8145	28,1552	29,5629	31,0411	31,8171	32,6125	33,4279	34,2635	35,1201
		Monthly 4,215.73	4,426.51	4,647.84	4,880.23	5,124.24	5,380.45	5,514.97	5,652.84	5,794.16	5,939.01	6,087.49
Administrative Assistant - HR	7557	Hourly 24,3215	25,5376	26,8145	28,1552	29,5629	31,0411	31,8171	32,6125	33,4279	34,2635	35,1201
		Monthly 4,215.73	4,426.51	4,647.84	4,880.23	5,124.24	5,380.45	5,514.97	5,652.84	5,794.16	5,939.01	6,087.49
Administrative Asst - Public Relations	6535	Hourly 18,3170	19,2329	20,1945	21,2042	22,2644	23,3776	23,9621	24,5611	25,1752	25,8046	26,4497
		Monthly 3,174.95	3,333.69	3,500.38	3,675.40	3,859.17	4,052.13	4,153.43	4,257.26	4,363.70	4,472.79	4,584.61
Administrative Assistant - RM	6555	Hourly 21,0086	22,0590	23,1620	24,3201	25,5361	26,8129	27,4832	28,1703	28,8745	29,5964	30,3363
		Monthly 3,641.49	3,823.57	4,014.74	4,215.48	4,426.25	4,647.57	4,763.76	4,882.85	5,004.92	5,130.04	5,258.30
Administrative Clerk II	7551	Hourly 14,4866	15,2109	15,9715	16,7701	17,6086	18,4890	18,9512	19,4250	19,9106	20,4084	20,9186
		Monthly 2,511.01	2,636.56	2,768.39	2,906.81	3,052.15	3,204.76	3,284.88	3,367.00	3,451.17	3,537.45	3,625.89
Admin Secretary Confidential	6200	Hourly 15,7670	16,5554	17,3831	18,2523	19,1649	20,1231	20,6262	21,1419	21,6704	22,2122	22,7675
		Monthly 2,732.95	2,869.59	3,013.07	3,163.73	3,321.91	3,488.01	3,575.21	3,664.59	3,756.20	3,850.11	3,946.36
Chief Plant Operator	7593	Hourly 25,2866	26,5509	27,8785	29,2724	30,7360	32,2728	33,0796	33,9066	34,7543	35,6232	36,5137
		Monthly 4,383.01	4,602.16	4,832.27	5,073.88	5,327.58	5,593.96	5,733.80	5,877.15	6,024.08	6,174.68	6,329.05
Collections Officer	6520	Hourly 16,9376	17,7845	18,6737	19,6074	20,5878	21,6171	22,1576	22,7115	23,2793	23,8613	24,4578
		Monthly 2,935.85	3,082.64	3,236.78	3,398.61	3,568.54	3,746.97	3,840.65	3,936.66	4,035.08	4,135.96	4,239.35
Cultural Affairs Coordinator II	6539	Hourly 15,0580	15,8109	16,6014	17,4315	18,3031	19,2182	19,6987	20,1912	20,6960	21,2133	21,7437
		Monthly 2,610.05	2,740.56	2,877.58	3,021.46	3,172.54	3,331.16	3,414.44	3,499.80	3,587.30	3,676.98	3,768.91
Deputy City Clerk	7557	Hourly 24,3215	25,5376	26,8145	28,1552	29,5629	31,0411	31,8171	32,6125	33,4279	34,2635	35,1201
		Monthly 4,215.73	4,426.51	4,647.84	4,880.23	5,124.24	5,380.45	5,514.97	5,652.84	5,794.16	5,939.01	6,087.49

## Salary Schedule for Confidential Group Effective on July 1, 2017

TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Executive Secretary	7523	Hourly 18,132.1	19,038.7	19,990.6	20,990.2	22,039.7	23,141.7	23,720.2	24,313.2	24,921.0	25,544.1	26,182.7
		Monthly 3,142.90	3,300.04	3,465.04	3,638.30	3,820.21	4,011.22	4,111.50	4,214.29	4,319.65	4,427.64	4,538.33
Human Resources Administrator	7680	Hourly 26,819.5	28,160.5	29,568.5	31,046.9	32,599.3	34,229.2	35,085.0	35,962.1	36,861.1	37,782.7	38,727.2
		Monthly 4,648.71	4,881.15	5,125.21	5,381.47	5,650.54	5,933.07	6,081.39	6,233.43	6,389.26	6,549.00	6,712.72
Human Resources Assistant	6555	Hourly 21,008.6	22,059.0	23,162.0	24,320.1	25,536.1	26,812.9	27,483.2	28,170.3	28,874.5	29,596.4	30,336.3
		Monthly 3,641.49	3,823.57	4,014.74	4,215.48	4,426.25	4,647.57	4,763.76	4,882.85	5,004.92	5,130.04	5,258.30
Information Systems Specialist	7625	Hourly 22,641.0	23,773.1	24,961.7	26,209.8	27,520.3	28,896.3	29,618.7	30,359.2	31,118.1	31,896.1	32,693.5
		Monthly 3,924.44	4,120.66	4,326.70	4,543.03	4,770.18	5,008.69	5,133.91	5,262.26	5,393.81	5,528.66	5,666.87
Information Systems Technician	6535	Hourly 18,317.0	19,232.9	20,194.5	21,204.2	22,264.4	23,377.6	23,962.1	24,561.1	25,175.2	25,804.6	26,449.7
		Monthly 3,174.95	3,333.69	3,500.38	3,675.40	3,859.17	4,052.13	4,153.43	4,257.26	4,363.70	4,472.79	4,584.61
Junior Accountant	6555	Hourly 21,008.6	22,059.0	23,162.0	24,320.1	25,536.1	26,812.9	27,483.2	28,170.3	28,874.5	29,596.4	30,336.3
		Monthly 3,641.49	3,823.57	4,014.74	4,215.48	4,426.25	4,647.57	4,763.76	4,882.85	5,004.92	5,130.04	5,258.30
Payroll Technician I	6590	Hourly 21,281.7	22,345.8	23,463.1	24,636.2	25,868.0	27,161.4	27,840.5	28,536.5	29,249.9	29,981.1	30,730.7
		Monthly 3,688.83	3,873.27	4,066.93	4,270.28	4,483.79	4,707.98	4,825.68	4,946.32	5,069.98	5,196.73	5,326.65
Payroll Technician II	7591	Hourly 23,409.8	24,580.3	25,809.3	27,099.8	28,454.8	29,877.5	30,624.4	31,390.0	32,174.8	32,979.2	33,803.6
		Monthly 4,057.70	4,260.58	4,473.61	4,697.29	4,932.16	5,178.77	5,308.24	5,440.94	5,576.96	5,716.39	5,859.30
Personnel Analyst	7680	Hourly 26,819.5	28,160.5	29,568.5	31,046.9	32,599.3	34,229.2	35,085.0	35,962.1	36,861.1	37,782.7	38,727.2
		Monthly 4,648.71	4,881.15	5,125.21	5,381.47	5,650.54	5,933.07	6,081.39	6,233.43	6,389.26	6,549.00	6,712.72
Secretary-Confidential	6480	Hourly 13,744.1	14,431.3	15,152.9	15,910.5	16,706.0	17,541.3	17,979.9	18,429.4	18,901.0	19,362.4	19,846.4
		Monthly 2,382.31	2,501.43	2,626.50	2,757.82	2,895.71	3,040.50	3,116.51	3,194.42	3,274.29	3,356.14	3,440.05
Senior Secretary -Police	7508	Hourly 17,125.0	17,981.3	18,880.3	19,824.3	20,815.5	21,856.3	22,402.7	22,962.8	23,536.9	24,125.3	24,728.4
		Monthly 2,968.33	3,116.75	3,272.59	3,436.22	3,608.03	3,788.43	3,883.14	3,980.22	4,079.72	4,181.72	4,286.26
Transit Dispatcher	6181	Hourly 14,295.2	15,010.0	15,760.5	16,548.5	17,375.9	18,244.7	18,700.8	19,168.3	19,647.5	20,138.7	20,642.2
		Monthly 2,477.83	2,601.73	2,731.81	2,868.40	3,011.82	3,162.41	3,241.48	3,322.51	3,405.57	3,490.71	3,577.98
Transit Road Safety/Driver Trainer	6130	Hourly 13,249.2	13,911.7	14,607.2	15,337.6	16,104.5	16,909.7	17,332.5	17,765.8	18,209.9	18,665.2	19,131.8
		Monthly 2,296.53	2,411.35	2,531.92	2,658.52	2,791.44	2,931.02	3,004.29	3,079.40	3,156.38	3,235.29	3,316.18
Systems Analyst	7680	Hourly 26,819.5	28,160.5	29,568.5	31,046.9	32,599.3	34,229.2	35,085.0	35,962.1	36,861.1	37,782.7	38,727.2
		Monthly 4,648.71	4,881.15	5,125.21	5,381.47	5,650.54	5,933.07	6,081.39	6,233.43	6,389.26	6,549.00	6,712.72

Most current compensation plan for this group expires on July 01, 2017

## Salary Schedule for PEAR

Effective on July 1, 2017

JOB TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
Animal Control Officer	4772	Hourly	15.2877	16.0521	16.8547	17.6974	18.5823	19.9992	20.4992	21.0117	21.5370	
		Monthly	2,649.87	2,782.36	2,921.48	3,067.56	3,220.93	3,381.98	3,466.53	3,553.19	3,642.02	3,733.07
Animal Control Supervisor	5802	Hourly	17.6956	18.5803	19.5094	20.4848	21.5091	22.5845	23.1491	23.7279	24.3211	24.9291
		Monthly	3,067.23	3,220.59	3,381.62	3,550.70	3,728.24	3,914.65	4,012.52	4,112.83	4,215.65	4,321.04
Community Service Officer	4221	Hourly	17.5373	18.4141	19.3348	20.3016	21.3166	22.3825	22.9420	23.5156	24.1035	24.7061
		Monthly	3,039.79	3,191.78	3,351.37	3,518.94	3,694.88	3,879.63	3,976.62	4,076.03	4,177.93	4,282.38
Police Dispatch	5816	Hourly	18.6778	19.6117	20.5922	21.6219	22.7029	23.8381	24.4340	25.0449	25.6710	26.3128
		Monthly	3,237.48	3,399.35	3,569.32	3,747.79	3,935.18	4,131.94	4,235.23	4,341.12	4,449.64	4,560.88
Kennel Attendant	4762	Hourly	12.8069	13.4472	14.1196	14.8256	15.5668	16.3452	16.7538	17.1727	17.6020	18.0420
		Monthly	2,219.86	2,330.85	2,447.40	2,569.77	2,698.25	2,833.17	2,904.00	2,976.60	3,051.01	3,127.29
Property Evidence Clerk	4151	Hourly	13.8579	14.5508	15.2784	16.0423	16.8444	17.6825	18.1288	18.5820	19.0465	19.5227
		Monthly	2,402.04	2,522.14	2,648.25	2,780.66	2,919.69	3,065.68	3,142.32	3,220.88	3,301.40	3,383.94
Police Officer	4837	Hourly	24.4324	25.6540	26.9367	28.2836	29.6977	31.1826				
		Monthly	4,234.95	4,446.70	4,669.03	4,902.48	5,147.61	5,404.99				
Police Sergeant	5867	Hourly	33.0630	34.7162	36.4520	38.2746						
		Monthly	5,730.92	6,017.47	6,318.34	6,634.26						

# Salary Schedule for UFCW Local 8

Effective on July 1, 2017

TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12**
Code Enforcement Officer	3221	Hourly 17,5373	18,4141	19,3348	20,3016	21,3166	22,3825	22,9420	23,5156	24,1035	24,7061	25,3237	25,9568
		Monthly 3,039.79	3,191.78	3,351.37	3,518.94	3,694.88	3,879.63	3,976.62	4,076.03	4,177.93	4,282.38	4,389.44	4,499.18
Community Dev Technician	2201	Hourly 16,3247	17,1409	17,9980	18,8978	19,8427	20,8349	21,3558	21,8896	22,4369	22,9978	23,5728	24,1621
		Monthly 2,829.61	2,971.09	3,119.65	3,275.63	3,439.41	3,611.38	3,701.66	3,794.21	3,889.06	3,986.29	4,085.94	4,188.09
Transit Driver	2140	Hourly 11,8866	12,4810	13,1050	13,7603	14,4483	15,1707	15,5500	15,9387	16,3372	16,7456	17,1642	17,5934
		Monthly 2,060.35	2,163.37	2,271.54	2,385.11	2,504.37	2,629.59	2,695.33	2,762.71	2,831.78	2,902.57	2,975.14	3,049.51
Engineer I	2280	Hourly 24,6325	25,8642	27,1574	28,5152	29,9410	31,4381	32,2240	33,0296	33,8553	34,7017	35,5693	36,4585
		Monthly 4,269.64	4,483.12	4,707.28	4,942.64	5,189.77	5,449.26	5,585.49	5,725.13	5,868.26	6,014.97	6,165.34	6,319.47
Engineer II	2285	Hourly 28,3932	29,8128	31,3035	32,8686	34,5121	36,2377	37,1436	38,0722	39,0240	39,9996	40,9996	42,0246
		Monthly 4,921.48	5,167.55	5,425.93	5,697.23	5,982.09	6,281.19	6,438.22	6,599.18	6,764.16	6,933.26	7,106.59	7,284.26
Engineer III	3295	Hourly 29,7478	31,2352	32,7970	34,4388	36,1587	37,9666	38,9158	39,8887	40,8859	41,9080	42,9557	44,0296
		Monthly 5,156.29	5,414.10	5,684.81	5,969.05	6,267.50	6,580.88	6,745.40	6,914.03	7,086.89	7,264.06	7,445.66	7,631.80
Engineering Technician III	2242	Hourly 25,9412	27,2383	28,6002	30,0302	31,5317	33,1083	33,9360	34,7844	35,6540	36,5454	37,4590	38,3955
		Monthly 4,496.48	4,721.30	4,957.37	5,205.24	5,465.50	5,738.77	5,882.24	6,029.30	6,180.03	6,334.53	6,492.90	6,655.22
Equipment Operator	2201	Hourly 16,3247	17,1409	17,9980	18,8978	19,8427	20,8349	21,3558	21,8896	22,4369	22,9978	23,5728	24,1621
		Monthly 2,829.61	2,971.09	3,119.65	3,275.63	3,439.41	3,611.38	3,701.66	3,794.21	3,889.06	3,986.29	4,085.94	4,188.09
Fleet Mechanic I	2243	Hourly 18,7976	19,7375	20,7243	21,7606	22,8486	23,9910	24,5908	25,2056	25,8357	26,4816	27,1436	27,8222
		Monthly 3,258.25	3,421.16	3,592.22	3,771.83	3,960.42	4,158.44	4,262.41	4,368.97	4,478.19	4,590.14	4,704.90	4,822.52
Fleet Mechanic II	3245	Hourly 20,8285	21,8699	22,9634	24,1116	25,3171	26,5830	27,2476	27,9288	28,6270	29,3427	30,0762	30,8281
		Monthly 3,610.27	3,790.78	3,980.32	4,179.34	4,388.31	4,607.72	4,722.91	4,840.99	4,962.01	5,086.06	5,213.21	5,343.54
Fleet Mechanic III	3250	Hourly 21,3481	22,4155	23,5363	24,7131	25,9488	27,2462	27,9274	28,6255	29,3412	30,0747	30,8266	31,5972
		Monthly 3,700.34	3,885.36	4,079.62	4,283.61	4,497.79	4,722.68	4,840.74	4,961.76	5,085.81	5,212.95	5,343.27	5,476.86
Garage Foreman	3250	Hourly 21,3481	22,4155	23,5363	24,7131	25,9488	27,2462	27,9274	28,6255	29,3412	30,0747	30,8266	31,5972
		Monthly 3,700.34	3,885.36	4,079.62	4,283.61	4,497.79	4,722.68	4,840.74	4,961.76	5,085.81	5,212.95	5,343.27	5,476.86
Maintenance Worker I	2150	Hourly 12,7886	13,4280	14,0994	14,8044	15,5446	16,3218	16,7299	17,1481	17,5768	18,0163	18,4667	18,9283
		Monthly 2,216.69	2,327.52	2,443.90	2,566.10	2,694.40	2,829.12	2,899.85	2,972.34	3,046.65	3,122.82	3,200.89	3,280.91
Maintenance Worker II	2170	Hourly 14,0967	14,8015	15,5416	16,3187	17,1346	17,9914	18,4412	18,9022	19,3747	19,8591	20,3556	20,8645
		Monthly 2,443.43	2,565.60	2,693.88	2,828.58	2,970.00	3,118.50	3,196.47	3,276.38	3,358.29	3,442.25	3,528.30	3,616.51
Maintenance Worker III	3183	Hourly 15,5363	16,3131	17,1287	17,9852	18,8844	19,8286	20,3243	20,8325	21,3533	21,8871	22,4343	22,9951
		Monthly 2,692.95	2,827.60	2,968.98	3,117.43	3,273.30	3,436.96	3,522.89	3,610.96	3,701.23	3,793.76	3,888.61	3,985.82
Planning Technician I	2201	Hourly 16,3247	17,1409	17,9980	18,8978	19,8427	20,8349	21,3558	21,8896	22,4369	22,9978	23,5728	24,1621
		Monthly 2,829.61	2,971.09	3,119.65	3,275.63	3,439.41	3,611.38	3,701.66	3,794.21	3,889.06	3,986.29	4,085.94	4,188.09
Planning Technician II	3265	Hourly 22,4173	23,5382	24,7151	25,9509	27,2484	28,6108	29,3261	30,0592	30,8107	31,5810	32,3705	33,1798
		Monthly 3,885.67	4,079.95	4,283.95	4,498.15	4,723.06	4,959.21	5,083.19	5,210.27	5,340.53	5,474.04	5,610.89	5,751.16

# Salary Schedule for UFCW Local 8

Effective on July 1, 2017

TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12**
Police Clerk I	Hourly	10,9369	11,4837	12,0579	12,6608	13,2939	13,9586	14,3075	14,6652	15,0319	15,4076	15,7928	16,1877
	Monthly	1,895.73	1,990.52	2,090.04	2,194.54	2,304.27	2,419.49	2,479.97	2,541.97	2,605.52	2,670.66	2,737.43	2,805.86
Police Clerk II	Hourly	12,7886	13,4280	14,0994	14,8044	15,5446	16,3218	16,7299	17,1481	17,5768	18,0163	18,4667	18,9283
	Monthly	2,216.69	2,327.52	2,443.90	2,566.10	2,694.40	2,829.12	2,899.85	2,972.34	3,046.65	3,122.82	3,200.89	3,280.91
Traffic Engineer	Hourly	29,7478	31,2352	32,7970	34,4368	36,1587	37,9666	38,9158	39,8887	40,8859	41,9080	42,9557	44,0296
	Monthly	5,156.29	5,414.10	5,684.81	5,969.05	6,267.50	6,580.88	6,745.40	6,914.03	7,086.89	7,264.06	7,445.66	7,631.80
Wastewater Operator I	Hourly	15,9245	16,7207	17,5568	18,4346	19,3564	20,3242	20,8323	21,3531	21,8869	22,4341	22,9949	23,5698
	Monthly	2,760.25	2,898.26	3,043.18	3,195.33	3,355.10	3,522.86	3,610.93	3,701.20	3,793.73	3,888.57	3,985.79	4,085.43
Wastewater Operator II	Hourly	17,5611	18,4392	19,3612	20,3292	21,3457	22,4130	22,9733	23,5476	24,1363	24,7397	25,3582	25,9922
	Monthly	3,043.93	3,196.13	3,355.93	3,523.73	3,699.92	3,884.91	3,982.03	4,081.59	4,183.63	4,288.22	4,395.42	4,505.31
Wastewater Operator III	Hourly	22,2859	23,4002	24,5702	25,7987	27,0887	28,4431	29,1542	29,8830	30,6301	31,3958	32,1807	32,9853
	Monthly	3,862.89	4,056.03	4,258.84	4,471.78	4,695.37	4,930.14	5,053.39	5,179.72	5,309.22	5,441.95	5,578.00	5,717.45
Wastewater Trainee	Hourly	12,2271	12,8384	13,4804	14,1544	14,8621	15,6052	15,9953	16,3952	16,8051	17,2252	17,6558	18,0972
	Monthly	2,119.36	2,225.33	2,336.59	2,453.42	2,576.10	2,704.90	2,772.52	2,841.84	2,912.88	2,985.70	3,060.35	3,136.85

\*\* To be eligible in this step, the employee must be employed by the City for over 15 years and at least one year in step 11.

## Salary Schedule for Part-time Effective on January 1, 2017

TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Recreation Leader I	1020	Hourly 10,500.00	11,025.00	11,576.33	12,155.11	12,762.88	13,401.00	13,736.00	14,079.43	14,431.44	14,792.11	15,162.00
	Monthly	1,820.00	1,911.00	2,006.55	2,106.88	2,212.22	2,322.83	2,380.90	2,440.43	2,501.44	2,563.97	2,628.07
Recreation Leader II	1021	Hourly	11,500.00	12,075.00	12,678.88	13,312.77	13,978.33	14,677.22	15,044.22	15,420.33	15,805.88	16,200.99
		Monthly	1,993.33	2,093.00	2,197.65	2,307.53	2,422.91	2,544.05	2,607.66	2,672.85	2,739.67	2,808.16
Recreation Leader III	1022	Hourly	10,500.00	11,025.00	11,576.33	12,155.11	12,762.88	13,401.00	13,736.00	14,079.43	14,431.44	14,792.11
		Monthly	1,820.00	1,911.00	2,006.55	2,106.88	2,212.22	2,322.83	2,380.90	2,440.43	2,501.44	2,563.97
P/T Transit Driver	1040	Hourly	11,250.00	11,812.50	12,403.11	13,023.33	13,674.44	14,358.22	14,717.11	15,085.00	15,462.22	15,848.77
		Monthly	1,950.00	2,047.50	2,149.88	2,257.37	2,370.24	2,488.75	2,550.97	2,614.74	2,680.11	2,747.11
P/T PACT Coordinator	1035	Hourly	11,469.44	12,042.99	12,645.00	13,277.33	13,941.11	14,638.22	15,004.11	15,379.22	15,763.77	16,157.88
		Monthly	1,988.03	2,087.43	2,191.80	2,301.39	2,416.46	2,537.29	2,600.72	2,665.74	2,732.38	2,800.69
P/T Planning Technician	1201	Hourly	16,324.77	17,140.99	17,998.00	18,897.99	19,842.88	20,834.99	21,355.88	21,889.77	22,436.99	22,997.88
		Monthly	2,829.61	2,971.10	3,119.65	3,275.63	3,439.41	3,611.39	3,701.67	3,794.21	3,889.07	3,986.29

Part-time wages have not gone to council to change as minimum wage has increased.

Increases in Jan each year	2017	\$10.50
	2018	\$11.00
	2019	\$12.00
	2020	\$13.00
	2021	\$14.00
	2022	\$15.00