

Salary Schedule for Management (Department Heads) & City Council
Effective on January 1, 2019

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	62.8171
		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	10,888.30
Director of Finance	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640	62.8171
		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	10,888.30
Director of Community Dev	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640	62.8171
		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	10,888.30
Director of Parks and Recreation	9653	Hourly	33.8846	35.5788	37.3578	39.2257	41.1869	43.2463	44.3274	45.4356	46.5715	47.7358
		Monthly	5,873.33	6,167.00	6,475.35	6,799.11	7,139.07	7,496.02	7,883.42	8,275.51	8,672.40	9,074.21
Director of Public Works	9500	Hourly	31.4242	33.9381	36.6532	39.5854	42.7523	46.1725	49.8663	53.8556	58.1640	62.8171
		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	10,888.30

Each department head has his/her own employment contract.

Salary Schedule for Mid-Management
Effective on January 1, 2019

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
Assistant Finance Director	8636	Hourly	34.6221	36.3532	38.1709	40.0794	42.0834	44.1875	45.2922	46.4245	47.5852	48.7748	49.9942
		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	8636	Hourly	34.6221	36.3532	38.1709	40.0794	42.0834	44.1875	45.2922	46.4245	47.5852	48.7748	49.9942
		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
Chief Plant Operator	8593	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
Comm & Econ Development Manager	8636	Hourly	34.6221	36.3532	38.1709	40.0794	42.0834	44.1875	45.2922	46.4245	47.5852	48.7748	49.9942
		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
Information Technology Manager	8653	Hourly	33.8846	35.5788	37.3578	39.2257	41.1869	43.2463	44.3274	45.4356	46.5715	47.7358	48.9292
		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	8598	Hourly	25.8943	27.1890	28.5485	29.9759	31.4747	33.0484	33.8746	34.7215	35.5895	36.4793	37.3913
		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	8877	Hourly	37.1070	38.9624	40.9105	42.9560	45.1038	47.3590	48.5430	49.7565	51.0004	52.2755	53.5823
		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 Supervisor	8598	Hourly	25.8943	27.1890	28.5485	29.9759	31.4747	33.0484	33.8746	34.7215	35.5895	36.4793	37.3913
		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	8598	Hourly	25.8943	27.1890	28.5485	29.9759	31.4747	33.0484	33.8746	34.7215	35.5895	36.4793	37.3913
		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	8667	Hourly	33.3083	34.9737	36.7224	38.5585	40.4864	42.5108	43.5735	44.6629	45.7794	46.9239	48.0970
		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
Assistant PW Dir/ City Engineer	8660	Hourly	40.0899	42.0944	44.1991	46.4091	48.7295	51.1660	52.4452	53.7563	55.1002	56.4777	57.8896
		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 January 1, 2019

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	12.4622	13.0853	13.7396	14.4266	15.1479	15.9053	16.3029	16.7105	17.1282	17.5564	17.9954
		Monthly	2,160.11	2,268.12	2,381.53	2,500.60	2,625.63	2,756.91	2,825.84	2,896.48	2,968.90	3,043.12	3,119.20
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	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
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
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
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
Human Resources Administrator	7680	Hourly	26.8195	28.1605	29.5685	31.0469	32.5993	34.2292	35.0850	35.9621	36.8611	37.7827	38.7272
		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
Information Systems Specialist	7625	Hourly	22.6410	23.7731	24.9617	26.2098	27.5203	28.8963	29.6187	30.3592	31.1181	31.8961	32.6935
		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
Junior Accountant	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
Payroll Technician II	7591	Hourly	23.4098	24.5803	25.8093	27.0998	28.4548	29.8775	30.6244	31.3900	32.1748	32.9792	33.8036
		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
Senior Secretary -Police	7508	Hourly	17.1250	17.9813	18.8803	19.8243	20.8155	21.8563	22.4027	22.9628	23.5369	24.1253	24.7284
		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	14.2952	15.0100	15.7605	16.5485	17.3759	18.2447	18.7008	19.1683	19.6475	20.1387	20.6422
		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	13.2492	13.9117	14.6072	15.3376	16.1045	16.9097	17.3325	17.7658	18.2099	18.6652	19.1318
		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

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

Salary Schedule for PEAR

Effective on January 1, 2019

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	19.5114	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 January 1, 2019 - Corrected

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	18.4142	19.3349	20.3016	21.3167	22.3825	22.9421	23.5156	24.1035	24.7061	25.3238	25.9569
		Monthly	3,039.80	3,191.79	3,351.38	3,518.95	3,694.89	3,879.64	3,976.63	4,076.05	4,177.95	4,282.40	4,389.46	4,499.19
Community Dev Technician	2201	Hourly	16.3247	17.1409	17.9980	18.8979	19.8428	20.8349	21.3558	21.8897	22.4369	22.9978	23.5728	24.1621
		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	4,085.95	4,188.10
Transit Driver	2140	Hourly	12.4810	13.1051	13.7603	14.4483	15.1707	15.9293	16.3275	16.7357	17.1541	17.5829	18.0225	18.4731
		Monthly	2,163.37	2,271.54	2,385.12	2,504.38	2,629.59	2,761.07	2,830.10	2,900.85	2,973.37	3,047.71	3,123.90	3,202.00
Engineer I	2280	Hourly	24.6325	25.8641	27.1573	28.5152	29.9410	31.4380	32.2240	33.0296	33.8553	34.7017	35.5692	36.4584
		Monthly	4,269.63	4,483.12	4,707.27	4,942.63	5,189.77	5,449.25	5,585.49	5,725.12	5,868.25	6,014.96	6,165.33	6,319.46
Engineer II	2285	Hourly	28.3932	29.8129	31.3035	32.8687	34.5121	36.2377	37.1437	38.0723	39.0241	39.9997	40.9997	42.0246
		Monthly	4,921.49	5,167.56	5,425.94	5,697.24	5,982.10	6,281.20	6,438.23	6,599.19	6,764.17	6,933.27	7,106.61	7,284.27
Fleet Mechanic II	3245	Hourly	20.8285	21.8699	22.9634	24.1116	25.3172	26.5830	27.2476	27.9288	28.6270	29.3427	30.0763	30.8282
		Monthly	3,610.27	3,790.79	3,980.33	4,179.34	4,388.31	4,607.73	4,722.92	4,840.99	4,962.02	5,086.07	5,213.22	5,343.55
Maintenance Worker I	2150	Hourly	12.7886	13.4280	14.0994	14.8044	15.5446	16.3219	16.7299	17.1481	17.5769	18.0163	18.4667	18.9283
		Monthly	2,216.69	2,327.53	2,443.90	2,566.10	2,694.40	2,829.12	2,899.85	2,972.35	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	18.4411	18.9022	19.3747	19.8591	20.3556	20.8645
		Monthly	2,443.43	2,565.60	2,693.88	2,828.57	2,970.00	3,118.50	3,196.46	3,276.38	3,358.29	3,442.24	3,528.30	3,616.51
Maintenance Worker III	3183	Hourly	15.5363	16.3131	17.1288	17.9852	18.8845	19.8287	20.3244	20.8325	21.3533	21.8872	22.4343	22.9952
		Monthly	2,692.96	2,827.61	2,968.99	3,117.44	3,273.31	3,436.97	3,522.90	3,610.97	3,701.24	3,793.78	3,888.62	3,985.84
Assistant Planning Technician	2201	Hourly	16.3247	17.1409	17.9980	18.8979	19.8428	20.8349	21.3558	21.8897	22.4369	22.9978	23.5728	24.1621
		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	4,085.95	4,188.10
Associate Planning Technician	3265	Hourly	22.4173	23.5382	24.7151	25.9508	27.2484	28.6108	29.3261	30.0592	30.8107	31.5810	32.3705	33.1797
		Monthly	3,885.67	4,079.95	4,283.95	4,498.14	4,723.05	4,959.20	5,083.18	5,210.26	5,340.52	5,474.03	5,610.88	5,751.16
Police Clerk II	3150	Hourly	12.7886	13.4280	14.0994	14.8044	15.5446	16.3219	16.7299	17.1481	17.5769	18.0163	18.4667	18.9283
		Monthly	2,216.69	2,327.53	2,443.90	2,566.10	2,694.40	2,829.12	2,899.85	2,972.35	3,046.65	3,122.82	3,200.89	3,280.91
Traffic Engineer	3295	Hourly	29.7478	31.2352	32.7969	34.4368	36.1586	37.9666	38.9157	39.8886	40.8858	41.9080	42.9557	44.0296
		Monthly	5,156.29	5,414.10	5,684.80	5,969.04	6,267.50	6,580.87	6,745.39	6,914.03	7,086.88	7,264.05	7,445.65	7,631.79
Wastewater Operator I	2195	Hourly	15.9245	16.7207	17.5568	18.4346	19.3563	20.3241	20.8322	21.3531	21.8869	22.4341	22.9949	23.5698
		Monthly	2,760.25	2,898.26	3,043.17	3,195.33	3,355.10	3,522.85	3,610.92	3,701.20	3,793.73	3,888.57	3,985.78	4,085.43
Wastewater Operator II	2215	Hourly	17.5611	18.4392	19.3611	20.3292	21.3456	22.4129	22.9732	23.5476	24.1363	24.7397	25.3581	25.9921
		Monthly	3,043.92	3,196.12	3,355.93	3,523.72	3,699.91	3,884.90	3,982.03	4,081.58	4,183.62	4,288.21	4,395.41	4,505.30
Wastewater Operator III	3270	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	4,930.13	5,053.39	5,179.72	5,309.22	5,441.95	5,577.99	5,717.44
Wastewater Trainee	2175	Hourly	12.2271	12.8385	13.4804	14.1544								
		Monthly	2,119.36	2,225.33	2,336.60	2,453.43								

** 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, 2019

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	12.0000	12.6000	13.2300	13.8915	14.5861	15.3154	15.6983	16.0907	16.4930	16.9053	17.3279
		Monthly	2,080.00	2,184.00	2,293.20	2,407.86	2,528.25	2,654.67	2,721.03	2,789.06	2,858.78	2,930.25	3,003.51
Recreation Leader II	1021	Hourly	13.0000	13.6500	14.3325	15.0491	15.8016	16.5917	17.0065	17.4316	17.8674	18.3141	18.7719
		Monthly	2,253.33	2,366.00	2,484.30	2,608.52	2,738.94	2,875.89	2,947.78	3,021.48	3,097.02	3,174.44	3,253.80
Recreation Leader III	1022	Hourly	12.5000	13.1250	13.7813	14.4703	15.1938	15.9535	16.3524	16.7612	17.1802	17.6097	18.0499
		Monthly	2,166.67	2,275.00	2,388.75	2,508.19	2,633.60	2,765.28	2,834.41	2,905.27	2,977.90	3,052.35	3,128.66
P/T Transit Driver	1040	Hourly	12.4810	13.1051	13.7603	14.4483	15.1707	15.9293	16.3275	16.7357	17.1541	17.5829	18.0225
		Monthly	2,163.37	2,271.54	2,385.12	2,504.38	2,629.59	2,761.07	2,830.10	2,900.85	2,973.37	3,047.71	3,123.90
P/T PACT Coordinator	1035	Hourly	12.0429	12.6450	13.2773	13.9412	14.6382	15.3701	15.7544	16.1482	16.5520	16.9657	17.3899
		Monthly	2,087.44	2,191.81	2,301.40	2,416.47	2,537.29	2,664.16	2,730.76	2,799.03	2,869.00	2,940.73	3,014.25
P/T Planning Technician	1201	Hourly	16.3247	17.1409	17.9980	18.8979	19.8428	20.8349	21.3558	21.8897	22.4369	22.9978	23.5728
		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	4,085.95

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

Increases in Jan each year	2019	\$12.00
	2020	\$13.00
	2021	\$14.00
	2022	\$15.00