

**Salary Schedule for Management (Department Heads) & City Council**  
**Effective on January 1, 2020**

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	7,683.42	7,875.51	8,072.40	8,274.21
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, 2020

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 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
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	27.3642	28.7324	30.1690	31.6775	33.2614	34.9244	35.7975	36.6925	37.6098	38.5500	39.5138
		Monthly	4,743.13	4,980.28	5,229.30	5,490.76	5,765.30	6,053.57	6,204.91	6,360.03	6,519.03	6,682.01	6,849.06
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, 2020

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	13.0853	13.7396	14.4265	15.1479	15.9053	16.7005	17.1180	17.5460	17.9846	18.4343	18.8951
		Monthly	2,268.12	2,381.52	2,500.60	2,625.63	2,756.91	2,894.76	2,967.13	3,041.31	3,117.34	3,195.27	3,275.15
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 I	6590	Hourly	21.2817	22.3458	23.4631	24.6362	25.8680	27.1614	27.8405	28.5504	29.2784	30.0250	30.7907
		Monthly	3,688.83	3,873.27	4,066.93	4,270.28	4,483.79	4,707.98	4,825.68	4,948.74	5,074.93	5,204.34	5,337.05
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, 2020

<b>JOB TITLE</b>	<b>GRADE</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
Animal Control Officer	4772	Hourly	15.2877	16.0521	16.8547	17.6974	18.5823	19.5114	19.9992	20.4992	21.0117	21.5369
		Monthly	2649.87	2782.36	2921.48	3067.55	3220.93	3381.98	3466.53	3553.19	3642.02	3733.07
Animal Control Supervisor	5802	Hourly	17.6956	18.5804	19.5094	20.4849	21.5091	22.5846	23.1492	23.7279	24.3211	24.9291
		Monthly	3067.24	3220.60	3381.63	3550.71	3728.25	3914.66	4012.52	4112.84	4215.66	4321.05
Community Service Officer	4221	Hourly	17.5373	18.4142	19.3349	20.3016	21.3167	22.3825	22.9421	23.5156	24.1035	24.7061
		Monthly	3039.80	3191.79	3351.38	3518.95	3694.89	3879.64	3976.63	4076.05	4177.95	4282.40
Police Dispatch	5816	Hourly	18.6778	19.6117	20.5923	21.6219	22.7030	23.8381	24.4341	25.0449	25.6711	26.3128
		Monthly	3237.49	3399.36	3569.33	3747.79	3935.18	4131.94	4235.24	4341.12	4449.65	4560.89
Kennel Attendant	4762	Hourly	13.4472	14.1196	14.8255	15.5668	16.3452	17.1624	17.5915	18.0313	18.4820	18.9441
		Monthly	2330.85	2447.39	2569.76	2698.25	2833.16	2974.82	3049.19	3125.42	3203.55	3283.64
Property Evidence Clerk	4151	Hourly	13.8579	14.5508	15.2783	16.0423	16.8444	17.6866	18.1287	18.5820	19.0465	19.5227
		Monthly	2402.04	2522.14	2648.24	2780.66	2919.69	3065.67	3142.32	3220.87	3301.40	3383.93
Police Officer	4837	Hourly	24.4324	25.6540	26.9367	28.2836	29.6977	31.1826				
		Monthly	4234.95	4446.70	4669.03	4902.48	5147.61	5404.99				
Police Sergeant	5867	Hourly	33.0630	34.7161	36.4520	38.2746						
		Monthly	5730.92	6017.47	6318.34	6634.26						

**Salary Schedule for UFCW Local 8**  
Effective on January 1, 2020

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	13.1051	13.7604	14.4484	15.1708	15.9293	16.7258	17.1439	17.5725	18.0119	18.4622	18.9237	19.3968
		Monthly	2,271.55	2,385.13	2,504.38	2,629.60	2,761.08	2,899.14	2,971.62	3,045.91	3,122.05	3,200.11	3,280.11	3,362.11
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	13.4280	14.0994	14.8044	15.5446	16.3218	17.1379	17.5664	18.0055	18.4557	18.9170	19.3900	19.8747
		Monthly	2,327.52	2,443.90	2,566.09	2,694.40	2,829.12	2,970.57	3,044.84	3,120.96	3,198.98	3,278.95	3,360.93	3,444.95
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	13.4280	14.0994	14.8044	15.5446	16.3218	17.1379	17.5664	18.0055	18.4557	18.9170	19.3900	19.8747
		Monthly	2,327.52	2,443.90	2,566.09	2,694.40	2,829.12	2,970.57	3,044.84	3,120.96	3,198.98	3,278.95	3,360.93	3,444.95
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	17.9514	18.8490	19.7914	20.7810	21.8200	22.9110	23.4838	24.0709	24.6727	25.2895	25.9217	26.5698
		Monthly	3,111.58	3,267.15	3,430.51	3,602.04	3,782.14	3,971.25	4,070.53	4,172.29	4,276.60	4,383.51	4,493.10	4,605.43
Wastewater Operator II	2215	Hourly	18.5746	19.5033	20.4785	21.5024	22.5775	23.7064	24.2991	24.9066	25.5292	26.1675	26.8216	27.4922
		Monthly	3,219.60	3,380.58	3,549.61	3,727.09	3,913.44	4,109.11	4,211.84	4,317.14	4,425.06	4,535.69	4,649.08	4,765.31
Wastewater Operator III	3270	Hourly	24.3128	25.5284	26.8049	28.1451	29.5524	31.0300	31.8057	32.6009	33.4159	34.2513	35.1076	35.9853
		Monthly	4,214.22	4,424.93	4,646.18	4,878.48	5,122.41	5,378.53	5,512.99	5,650.82	5,792.09	5,936.89	6,085.31	6,237.45
Wastewater Trainee	2175	Hourly	14.2540	14.9667	15.7150	16.5008								
		Monthly	2,470.69	2,594.23	2,723.94	2,860.14								

\*\* 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, 2020 - December 31, 2020

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	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 II	1021	Hourly	14.0000	14.7000	15.4350	16.2068	17.0171	17.8679	18.3146	18.7725	19.2418	19.7229	20.2159
		Monthly	2,426.67	2,548.00	2,675.40	2,809.17	2,949.63	3,097.11	3,174.54	3,253.90	3,335.25	3,418.63	3,504.10
Recreation Leader III	1022	Hourly	13.5000	14.1750	14.8838	15.6279	16.4093	17.2298	17.6605	18.1021	18.5546	19.0185	19.4939
		Monthly	2,340.00	2,457.00	2,579.85	2,708.84	2,844.28	2,986.50	3,061.16	3,137.69	3,216.13	3,296.54	3,378.95
P/T Transit Driver	1040	Hourly	13.1051	13.7604	14.4484	15.1708	15.9293	16.7258	17.1439	17.5725	18.0119	18.4622	18.9237
		Monthly	2,271.55	2,385.13	2,504.38	2,629.60	2,761.08	2,899.14	2,971.62	3,045.91	3,122.05	3,200.11	3,280.11
P/T PACT Coordinator	1035	Hourly	13.2773	13.9412	14.6382	15.3701	16.1386	16.9456	17.3692	17.8034	18.2485	18.7047	19.1724
		Monthly	2,301.40	2,416.47	2,537.29	2,664.16	2,797.36	2,937.23	3,010.66	3,085.93	3,163.08	3,242.16	3,323.21
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	2020	\$13.00
	2021	\$14.00
	2022	\$15.00