

**Salary Schedule for Management (Department Heads) & City Council
Effective on July 1, 2022**

JOB TITLE	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Elected Official	9999	Monthly	774.00					
Appointed Official	9998	Monthly	200.00					
City Manager	9990	Hourly Salary Range			37.5000	-	98.0769	
		Monthly			6,500.00	-	17,000.00	
Deputy City Manager	9500	Hourly	56.5100	59.3355	62.3023	65.4174	68.6883	72.1227
		Monthly	9,795.07	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27
Chief of Police	9500	Hourly	56.5100	59.3355	62.3023	65.4174	68.6883	72.1227
		Monthly	9,795.07	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27
Director of Finance	9500	Hourly	56.5100	59.3355	62.3023	65.4174	68.6883	72.1227
		Monthly	9,795.07	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27
Director of Community Dev	9500	Hourly	56.5100	59.3355	62.3023	65.4174	68.6883	72.1227
		Monthly	9,795.07	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27
Director of Parks and Recreation	9653	Hourly	37.4023	39.2724	41.2360	43.2978	45.4627	47.7358
		Monthly	6,483.07	6,807.22	7,147.57	7,504.95	7,880.20	8,274.21
Director of Public Works	9500	Hourly	56.5100	59.3355	62.3023	65.4174	68.6883	72.1227
		Monthly	9,795.07	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27

Each department head has his/her own employment contract.

Salary Schedule for Mid-Management
Effective on July 1, 2022

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	33.0484	34.7008	36.4358	38.2576	40.1705	42.1790	43.2335				
		Monthly	5,728.39	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,493.81				
Assistant Finance Director	8636	Hourly	36.3532	38.1709	40.0794	42.0834	44.1876	46.3970	47.5569	48.7458	49.9644	51.2135	52.4938
		Monthly	6,301.22	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,243.20	8,449.27	8,660.50	8,877.01	9,098.93
City Clerk	8636	Hourly	36.3532	38.1709	40.0794	42.0834	44.1876	46.3970	47.5569	48.7458	49.9644	51.2135	52.4938
		Monthly	6,301.22	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,243.20	8,449.27	8,660.50	8,877.01	9,098.93
City Planner	8653	Hourly	35.5788	37.3577	39.2256	41.1869	43.2462	45.4085	46.5437	47.7073	48.9000	50.1225	51.3756
		Monthly	6,166.99	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,067.57	8,269.27	8,476.00	8,687.90	8,905.10
Chief Plant Operator	8593	Hourly	39.2694	41.2329	43.2945	45.4592	47.7322	50.1188					
		Monthly	6,806.70	7,147.04	7,504.38	7,879.59	8,273.58	8,687.26					
Comm & Econ Development Manager	8636	Hourly	36.3532	38.1709	40.0794	42.0834	44.1876	46.3970	47.5569	48.7458	49.9644	51.2135	52.4938
		Monthly	6,301.22	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,243.20	8,449.27	8,660.50	8,877.01	9,098.93
Information Technology Manager	8653	Hourly	35.5788	37.3577	39.2256	41.1869	43.2462	45.4085	46.5437	47.7073	48.9000	50.1225	51.3756
		Monthly	6,166.99	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,067.57	8,269.27	8,476.00	8,687.90	8,905.10
Parks Maintenance Supervisor	8598	Hourly	33.0484	34.7008	36.4358	38.2576	40.1705	42.1790	43.2335				
		Monthly	5,728.39	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,493.81				
Police Captain	8877	Hourly	42.6731	44.8068	47.0471	49.3995	51.8695	54.4630	55.8246	57.2202	58.6507	60.1170	61.6199
		Monthly	7,396.67	7,766.51	8,154.83	8,562.58	8,990.71	9,440.25	9,676.26	9,918.17	10,166.12	10,420.28	10,680.78
Public Works Supervisor	8598	Hourly	33.0484	34.7008	36.4358	38.2576	40.1705	42.1790	43.2335				
		Monthly	5,728.39	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,493.81				
Recreation Supervisor	8598	Hourly	33.0484	34.7008	36.4358	38.2576	40.1705	42.1790	43.2335				
		Monthly	5,728.39	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,493.81				
Senior Engineer	8667	Hourly	34.9737	36.7224	38.5585	40.4864	42.5107	44.6362	45.7521	46.8959	48.0683	49.2700	50.5018
		Monthly	6,062.11	6,365.22	6,683.47	7,017.64	7,368.52	7,736.94	7,930.36	8,128.62	8,331.84	8,540.13	8,753.65
Transit Services Coordinator	8667	Hourly	34.9737	36.7224	38.5585	40.4864	42.5107	44.6362	45.7521	46.8959	48.0683	49.2700	50.5018
		Monthly	6,062.11	6,365.22	6,683.47	7,017.64	7,368.52	7,736.94	7,930.36	8,128.62	8,331.84	8,540.13	8,753.65
Assistant PW Dir/ City Engineer	8660	Hourly	42.0944	44.1991	46.4091	48.7296	51.1661	53.7244	55.0675	56.4442	57.8553	59.3017	60.7842
		Monthly	7,296.36	7,661.18	8,044.24	8,446.46	8,868.79	9,312.23	9,545.03	9,783.66	10,028.25	10,278.96	10,535.93

Includes 5% COLA except Chief Plant Operator which was increase per industry standard

Salary Schedule for Confidential Group

Effective on July 1, 2022

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	15.9052	16.7005	17.5355	18.4123	19.3329	20.2995	20.8070	21.3272	21.8604		
		Monthly	2,756.90	2,894.75	3,039.49	3,191.47	3,351.04	3,518.58	3,606.55	3,696.71	3,789.14		
Account Clerk II	6468	Hourly	16.5906	17.4201	18.2911	19.2057	20.1660	21.1743	21.7037	22.2463	22.8025		
		Monthly	2,875.70	3,019.48	3,170.46	3,328.99	3,495.44	3,670.21	3,761.97	3,856.03	3,952.43		
Accounts Payable Technician I	6568	Hourly	16.5907	17.4202	18.2912	19.2058	20.1661	21.1744	21.7038	22.2464	22.8026	23.3727	23.9570
		Monthly	2,875.72	3,019.50	3,170.47	3,329.01	3,495.46	3,670.23	3,761.99	3,856.04	3,952.45	4,051.27	4,152.55
Accountant	7559	Hourly	27.1891	28.5486	29.9760	31.4748	33.0485	34.7009	35.5684	36.4576	37.3690	38.3032	39.2608
		Monthly	4,712.78	4,948.42	5,195.84	5,455.63	5,728.41	6,014.82	6,165.19	6,319.32	6,477.29	6,639.22	6,805.21
Administrative Analyst I	6663	Hourly	24.0492	25.2517	26.5143	27.8400	29.2320	30.6936	31.4609	32.2474	33.0536	33.8799	34.7269
		Monthly	4,168.53	4,376.96	4,595.81	4,825.60	5,066.88	5,320.22	5,453.22	5,589.55	5,729.29	5,872.52	6,019.33
Administrative Analyst II	7664	Hourly	24.6371	25.8690	27.1625	28.5206	29.9466	31.4439	32.2300	33.0358	33.8617	34.7082	35.5759
		Monthly	4,270.43	4,483.96	4,708.17	4,943.57	5,190.74	5,450.28	5,586.53	5,726.21	5,869.36	6,016.09	6,166.49
Admin Secretary Confidential	6200	Hourly	16.5554	17.3832	18.2524	19.1650	20.1233	21.1295	21.6577	22.1991	22.7541	23.3230	23.9061
		Monthly	2,869.60	3,013.09	3,163.75	3,321.93	3,488.04	3,662.45	3,754.00	3,847.84	3,944.04	4,042.65	4,143.72
Cultural Affairs Coordinator II	6539	Hourly	15.8109	16.6014	17.4315	18.3031	19.2183	20.1792	20.6837	21.2008	21.7308	22.2741	22.8310
		Monthly	2,740.56	2,877.58	3,021.46	3,172.54	3,331.17	3,497.73	3,585.17	3,674.81	3,766.67	3,860.84	3,957.37
Human Resources Administrator	7680	Hourly	28.1605	29.5685	31.0469	32.5992	34.2292	35.9407	36.8392	37.7602	38.7042	39.6718	40.6636
		Monthly	4,881.15	5,125.21	5,381.46	5,650.53	5,933.06	6,229.72	6,385.46	6,545.10	6,708.73	6,876.45	7,048.36
Information Systems Specialist	7625	Hourly	23.7731	24.9618	26.2099	27.5204	28.8964	30.3412	31.0997	31.8772	32.6741	33.4910	34.3283
		Monthly	4,120.67	4,326.71	4,543.05	4,770.20	5,008.71	5,259.14	5,390.61	5,525.38	5,663.51	5,805.11	5,950.24
Information Systems Technician	6625	Hourly	18.9000	19.8450	20.8373	21.8792	22.9732	24.1219	24.7249	25.3430	25.9766	26.6260	27.2917
		Monthly	3,276.00	3,439.80	3,611.80	3,792.39	3,982.02	4,181.13	4,285.65	4,392.79	4,502.61	4,615.17	4,730.56
Junior Accountant	6555	Hourly	22.0590	23.1620	24.3201	25.5361	26.8129	28.1535	28.8573	29.5787	30.3182	31.0762	31.8531
		Monthly	3,823.56	4,014.75	4,215.48	4,426.26	4,647.57	4,879.94	5,001.93	5,126.97	5,255.15	5,386.54	5,521.20
Payroll Technician I	6590	Hourly	22.3458	23.4631	24.6363	25.8681	27.1615	28.5196	29.2326	29.9634	30.7125	31.4803	32.2673
		Monthly	3,873.27	4,066.94	4,270.29	4,483.80	4,707.99	4,943.40	5,066.98	5,193.66	5,323.50	5,456.59	5,593.00
Payroll Technician II	7591	Hourly	24.5803	25.8093	27.0998	28.4548	29.8775	31.3714	32.1557	32.9596	33.7836	34.6282	35.4939
		Monthly	4,260.59	4,473.61	4,697.30	4,932.17	5,178.77	5,437.71	5,573.65	5,713.00	5,855.82	6,002.22	6,152.28
Police Clerk Supervisor	7804	Hourly	18.5804	19.5094	20.4849	21.5091	22.5846	23.7138	24.3066	24.9143	25.5372	26.1756	26.8300
		Monthly	3,220.60	3,381.63	3,550.72	3,728.24	3,914.66	4,110.39	4,213.14	4,318.48	4,426.45	4,537.10	4,650.53
Recreation Assistant	6170	Hourly	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.6342	22.1751	22.7295	23.2977	23.8801
		Monthly	2,866.50	3,009.83	3,160.32	3,318.33	3,484.24	3,658.46	3,749.93	3,843.68	3,939.78	4,038.27	4,139.22
Transit Dispatcher	6181	Hourly	16.5485	17.3759	18.2447	19.1569	20.1147	21.1204	21.6484	22.1896	22.7443		
		Monthly	2,868.41	3,011.82	3,162.41	3,320.53	3,486.55	3,660.87	3,752.39	3,846.20	3,942.35		
Transit Road Safety/ Driver Trainer	6130	Hourly	16.1045	16.9097	17.7552	18.6430	19.5752	20.5540	21.0679	21.5946	22.1345		
		Monthly	2,791.45	2,931.01	3,077.57	3,231.45	3,393.03	3,562.69	3,651.77	3,743.06	3,836.65		
WasteWater Foreman	7270	Hourly	31.6244	33.2056	34.8659	36.6092	38.4397	40.3617					
		Monthly	5,481.56	5,755.64	6,043.42	6,345.59	6,662.88	6,996.03					

Includes 5% COLA except WasteWater Foreman which was increase per industry standard

Salary Schedule for PEAR

Effective on July 1, 2022

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	16.8547	17.6974	18.5823	19.5114	20.4870	21.5114	22.0492	22.6004		
		Monthly	2,921.48	3,067.55	3,220.93	3,381.98	3,551.08	3,728.64	3,821.86	3,917.40		
Animal Control Supervisor	5802	Hourly	18.5804	19.5094	20.4849	21.5091	22.5846	23.7138	24.3066	24.9143	25.5372	26.1756
		Monthly	3,220.60	3,381.63	3,550.72	3,728.24	3,914.66	4,110.39	4,213.14	4,318.48	4,426.45	4,537.10
Community Service Officer	4221	Hourly	18.4142	19.3349	20.3016	21.3167	22.3825	23.5016	24.0891	24.6913	25.3086	25.9413
		Monthly	3,191.79	3,351.38	3,518.94	3,694.89	3,879.63	4,073.61	4,175.44	4,279.83	4,386.82	4,496.49
Police Dispatch	5816	Hourly	19.6117	20.5923	21.6219	22.7030	23.8382	25.0301	25.6559	26.2973	26.9547	27.6286
		Monthly	3,399.36	3,569.33	3,747.80	3,935.19	4,131.95	4,338.55	4,447.02	4,558.20	4,672.15	4,788.96
Kennel Attendant	4762	Hourly	16.3452	17.1625	18.0206	18.9216	19.8677	20.8611				
		Monthly	2,833.17	2,974.83	3,123.57	3,279.74	3,443.73	3,615.92				
Property Evidence Clerk	4151	Hourly	16.0422	16.8443	17.6865	18.5708	19.4993	20.4743	20.9862	21.5109		
		Monthly	2,780.65	2,919.68	3,065.66	3,218.94	3,379.88	3,548.88	3,637.61	3,728.56		
Police Officer	4837	Hourly	28.0973	29.5022	30.9773	32.5262	34.1525	35.8601				
		Monthly	4,870.20	5,113.71	5,369.40	5,637.87	5,919.77	6,215.75				
Police Officer Trainee	4237	Hourly	24.0892									
		Monthly	4,175.46									
Police Sergeant	5867	Hourly	38.0225	39.9236	41.9198	44.0158						
		Monthly	6,590.57	6,920.09	7,266.10	7,629.41						

Includes 5% COLA except Police Officer, Police Trainee & Police Sergeant increase 15%

Salary Schedule for UFCW Local 8
Effective on July 1, 2022

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**	STEP 13***
Code Enforcement Officer	3221	Hourly	18.4142	19.3349	20.3016	21.3167	22.3825	23.5016	24.0891	24.6913	25.3086	25.9413	26.5898	27.2545	27.9359
		Monthly	3,191.79	3,351.38	3,518.94	3,694.89	3,879.63	4,073.61	4,175.44	4,279.83	4,386.82	4,496.49	4,608.90	4,724.11	4,842.22
Community Dev Technician	2201	Hourly	17.1409	17.9979	18.8978	19.8427	20.8348	21.8765	22.4234	22.9840	23.5586	24.1476	24.7513	25.3701	26.0044
		Monthly	2,971.09	3,119.64	3,275.62	3,439.40	3,611.37	3,791.93	3,886.72	3,983.89	4,083.49	4,185.58	4,290.23	4,397.48	4,507.43
Transit Driver	2140	Hourly	15.9293	16.7258	17.5621	18.4402	19.3622	20.3303	20.8386	21.3596	21.8936			22.4409	23.0019
		Monthly	2,761.08	2,899.14	3,044.10	3,196.30	3,356.11	3,523.92	3,612.02	3,702.33	3,794.89			3,889.76	3,987.00
Engineer I	2280	Hourly	25.8641	27.1573	28.5152	29.9410	31.4381	33.0100	33.8353	34.6812	35.5482	36.4369	37.3478	38.2815	39.2385
		Monthly	4,483.11	4,707.27	4,942.63	5,189.77	5,449.27	5,721.73	5,864.79	6,011.41	6,161.69	6,315.73	6,473.62	6,635.46	6,801.34
Engineer II	2285	Hourly	29.8129	31.3035	32.8687	34.5121	36.2377	38.0496	39.0008	39.9758	40.9752	41.9996	43.0496	44.1258	45.2289
		Monthly	5,167.57	5,425.94	5,697.24	5,982.10	6,281.20	6,595.26	6,760.14	6,929.14	7,102.37	7,279.93	7,461.93	7,648.47	7,839.68
Fleet Mechanic II	3245	Hourly	21.8699	22.9634	24.1116	25.3172	26.5831	27.9123	28.6101	29.3254	30.0585	30.8100	31.5803	32.3698	33.1790
		Monthly	3,790.78	3,980.32	4,179.34	4,388.31	4,607.74	4,838.13	4,959.08	5,083.07	5,210.14	5,340.40	5,473.92	5,610.77	5,751.03
Maintenance Worker I	2150	Hourly	16.3218	17.1379	17.9948	18.8945	19.8392	20.8312	21.3520					21.8858	22.4329
		Monthly	2,829.11	2,970.57	3,119.10	3,275.05	3,438.79	3,610.74	3,701.01					3,793.54	3,888.37
Maintenance Worker II	2170	Hourly	17.1346	17.9913	18.8909	19.8354	20.8272	21.8686	22.4153					22.9757	23.5501
		Monthly	2,970.00	3,118.49	3,274.42	3,438.14	3,610.05	3,790.56	3,885.32					3,982.45	4,082.02
Maintenance Worker III	3183	Hourly	17.9852	18.8845	19.8287	20.8201	21.8611	22.9542	23.5281					24.1163	24.7192
		Monthly	3,117.43	3,273.31	3,436.97	3,608.82	3,789.26	3,978.73	4,078.20					4,180.16	4,284.66
Assistant Planning Technician	2201	Hourly	17.1409	17.9979	18.8978	19.8427	20.8348	21.8765	22.4234	22.9840	23.5586			24.1476	24.7513
		Monthly	2,971.09	3,119.64	3,275.62	3,439.40	3,611.37	3,791.93	3,886.72	3,983.89	4,083.49			4,185.58	4,290.23
Associate Planning Technician	3265	Hourly	23.5382	24.7151	25.9509	27.2484	28.6108	30.0413	30.7923	31.5621	32.3512	33.1600	33.9890	34.8387	35.7097
		Monthly	4,079.95	4,283.95	4,498.16	4,723.06	4,959.21	5,207.16	5,337.33	5,470.76	5,607.54	5,747.73	5,891.43	6,038.71	6,189.68
Police Clerk II	3150	Hourly	16.3218	17.1379	17.9948	18.8945	19.8392	20.8312	21.3520					21.8858	22.4329
		Monthly	2,829.11	2,970.57	3,119.10	3,275.05	3,438.79	3,610.74	3,701.01					3,793.54	3,888.37
Traffic Engineer	3295	Hourly	31.2352	32.7970	34.4369	36.1587	37.9666	39.8649	40.8615	41.8830	42.9301	44.0034	45.1035	46.2311	47.3869
		Monthly	5,414.10	5,684.81	5,969.06	6,267.51	6,580.88	6,909.92	7,082.66	7,259.72	7,441.22	7,627.26	7,817.94	8,013.39	8,213.73
Wastewater Operator I	2195	Hourly	23.1283	24.2847	25.4989	26.7738	28.1125							28.8153	29.5357
		Monthly	4,008.91	4,209.35	4,419.81	4,640.79	4,872.83							4,994.65	5,119.52
Wastewater Operator II	2215	Hourly	24.8538	26.0965	27.4013	28.7714	30.2100							30.9653	31.7394
		Monthly	4,307.99	4,523.39	4,749.56	4,987.04	5,236.40							5,367.32	5,501.50
Wastewater Operator III	3270	Hourly	28.9007	30.3457	31.8630	33.4562	35.1290							36.0072	36.9074
		Monthly	5,009.45	5,259.92	5,522.92	5,799.07	6,089.03							6,241.25	6,397.28
Wastewater Inspector	2185	Hourly	23.6313	24.8129	26.0535	27.3562	28.7240							29.4421	30.1782
		Monthly	4,096.09	4,300.90	4,515.94	4,741.74	4,978.83							5,103.30	5,230.89
Wastewater Trainee	2175	Hourly	18.2612	19.1743	20.1330	21.1397									
		Monthly	3,165.27	3,323.55	3,489.72	3,664.21									

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

*** To be eligible in this step, the employee must be employed by the City for over 20 years and at least one year in step 12.

Includes 5% COLA except WasteWater positions which was increase per industry standard

Salary Schedule for Part-time
Effective on July 1, 2022

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	15.7500	16.5375	17.3644	18.2326	19.1442	20.1014	20.6039	21.1190			
Recreation Leader II	1021	Hourly	16.2750	17.0888	17.9432	18.8404	19.7824	20.7715	21.2908	21.8231			
Recreation Leader III	1022	Hourly	16.8000	17.6400	18.5220	19.4481	20.4205	21.4415	21.9775	22.5269			
P/T Transit Driver	1040	Hourly	15.9293	16.7258	17.5621	18.4402	19.3622	20.3303	20.8386	21.3596	21.8936		
P/T PACT Coordinator	1035	Hourly	16.1386	16.9455	17.7928	18.6824	19.6165	20.5973	21.1122	21.6400	22.1810		
P/T Information Systems Specialist	1125	Hourly	17.8500	18.7425	19.6796	20.6636	21.6968	22.7816	23.3511	23.9349	24.5333	25.1466	25.7753
P/T Planning Technician	1201	Hourly	17.1409	17.9979	18.8978	19.8427	20.8348	21.8765	22.4234	22.9840	23.5586	24.1476	24.7513

Includes 5% COLA