

**Salary Schedule for Management (Department Heads) & City Council
Effective on March 1, 2023**

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 Monthly			37.5000 6,500.00	- -	99.8510 17,307.51	
Deputy City Manager/PW Dir	9980	Hourly Monthly	69.6886 12,079.36	73.1730 12,683.32	76.8317 13,317.49	80.6733 13,983.37	84.7070 14,682.55	88.9424 15,416.68
Deputy City Manager	9500	Hourly Monthly	59.3355 10,284.82	62.3023 10,799.07	65.4174 11,339.02	68.6883 11,905.97	72.1227 12,501.27	75.7288 13,126.33
Chief of Police	9500	Hourly Monthly	59.3355 10,284.82	62.3023 10,799.07	65.4174 11,339.02	68.6883 11,905.97	72.1227 12,501.27	75.7288 13,126.33
Director of Finance	9500	Hourly Monthly	59.3355 10,284.82	62.3023 10,799.07	65.4174 11,339.02	68.6883 11,905.97	72.1227 12,501.27	75.7288 13,126.33
Director of Community Dev	9500	Hourly Monthly	59.3355 10,284.82	62.3023 10,799.07	65.4174 11,339.02	68.6883 11,905.97	72.1227 12,501.27	75.7288 13,126.33
Director of Parks and Recreation	9653	Hourly Monthly	39.2724 6,807.22	41.2360 7,147.57	43.2978 7,504.95	45.4627 7,880.20	47.7358 8,274.21	50.1226 8,687.92
Director of Public Works	9500	Hourly Monthly	59.3355 10,284.82	62.3023 10,799.07	65.4174 11,339.02	68.6883 11,905.97	72.1227 12,501.27	75.7288 13,126.33

**Each department head has his/her own employment contract.
Includes 5% COLA**

Salary Schedule for Mid-Management
Effective on March 1, 2023

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
Administrative Analyst III	8653	Hourly	37.3577	39.2256	41.1869	43.2462	45.4085	47.6789	48.8709	50.0927	51.3450	52.6286	53.9443
		Monthly	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,264.34	8,470.96	8,682.73	8,899.80	9,122.29	9,350.35
Accounting Supervisor	8598	Hourly	34.7008	36.4358	38.2576	40.1705	42.1790	44.2880	45.3952				
		Monthly	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,676.59	7,868.50				
Assistant Finance Director	8636	Hourly	38.1709	40.0794	42.0834	44.1876	46.3970	48.7169	49.9348	51.1832	52.4628	53.7744	55.1188
		Monthly	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,444.26	8,655.37	8,871.75	9,093.55	9,320.90	9,553.93
City Clerk	8636	Hourly	38.1709	40.0794	42.0834	44.1876	46.3970	48.7169	49.9348	51.1832	52.4628	53.7744	55.1188
		Monthly	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,444.26	8,655.37	8,871.75	9,093.55	9,320.90	9,553.93
City Planner	8653	Hourly	37.3577	39.2256	41.1869	43.2462	45.4085	47.6789	48.8709	50.0927	51.3450	52.6286	53.9443
		Monthly	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,264.34	8,470.96	8,682.73	8,899.80	9,122.29	9,350.35
Chief Plant Operator	8593	Hourly	41.2329	43.2945	45.4592	47.7322	50.1188	52.6247					
		Monthly	7,147.04	7,504.38	7,879.59	8,273.58	8,687.26	9,121.61					
Comm & Econ Development Manager	8636	Hourly	38.1709	40.0794	42.0834	44.1876	46.3970	48.7169	49.9348	51.1832	52.4628	53.7744	55.1188
		Monthly	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,444.26	8,655.37	8,871.75	9,093.55	9,320.90	9,553.93
Information Technology Manager	8653	Hourly	37.3577	39.2256	41.1869	43.2462	45.4085	47.6789	48.8709	50.0927	51.3450	52.6286	53.9443
		Monthly	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,264.34	8,470.96	8,682.73	8,899.80	9,122.29	9,350.35
Parks Maintenance Supervisor	8598	Hourly	34.7008	36.4358	38.2576	40.1705	42.1790	44.2880	45.3952				
		Monthly	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,676.59	7,868.50				
Police Captain	8877	Hourly	44.8068	47.0471	49.3995	51.8695	54.4630	57.1862	58.6159	60.0813	61.5833	63.1229	64.7010
		Monthly	7,766.51	8,154.83	8,562.58	8,990.71	9,440.25	9,912.27	10,160.09	10,414.09	10,674.44	10,941.30	11,214.84
Public Works Supervisor	8598	Hourly	34.7008	36.4358	38.2576	40.1705	42.1790	44.2880	45.3952				
		Monthly	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,676.59	7,868.50				
Recreation Supervisor	8598	Hourly	34.7008	36.4358	38.2576	40.1705	42.1790	44.2880	45.3952				
		Monthly	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,676.59	7,868.50				
Senior Engineer	8667	Hourly	36.7224	38.5585	40.4864	42.5107	44.6362	46.8680	48.0397	49.2407	50.4717	51.7335	53.0268
		Monthly	6,365.22	6,683.47	7,017.64	7,368.52	7,736.94	8,123.79	8,326.88	8,535.05	8,748.43	8,967.14	9,191.31
Transit Services Coordinator	8667	Hourly	36.7224	38.5585	40.4864	42.5107	44.6362	46.8680	48.0397	49.2407	50.4717	51.7335	53.0268
		Monthly	6,365.22	6,683.47	7,017.64	7,368.52	7,736.94	8,123.79	8,326.88	8,535.05	8,748.43	8,967.14	9,191.31
Assistant PW Dir/ City Engineer	8660	Hourly	44.1991	46.4091	48.7296	51.1661	53.7244	56.4106	57.8209	59.2664	60.7481	62.2668	63.8235
		Monthly	7,661.18	8,044.24	8,446.46	8,868.79	9,312.23	9,777.84	10,022.29	10,272.84	10,529.67	10,792.91	11,062.74

Includes 5% COLA

Salary Schedule for Confidential Group
Effective on March 1, 2023

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	16.7005	17.5355	18.4123	19.3329	20.2995	21.3145	21.8474	22.3936	22.9534		
		Monthly	2,894.75	3,039.49	3,191.47	3,351.04	3,518.58	3,694.51	3,786.88	3,881.56	3,978.59		
Account Clerk II	6468	Hourly	17.4201	18.2911	19.2057	20.1660	21.1743	22.2330	22.7888	23.3585	23.9425		
		Monthly	3,019.48	3,170.46	3,328.99	3,495.44	3,670.21	3,853.72	3,950.06	4,048.81	4,150.03		
Accounts Payable Technician I	6568	Hourly	17.4202	18.2912	19.2058	20.1661	21.1744	22.2331	22.7889	23.3586	23.9426	24.5412	25.1547
		Monthly	3,019.50	3,170.47	3,329.01	3,495.46	3,670.23	3,853.74	3,950.08	4,048.82	4,150.05	4,253.81	4,360.15
Accountant	7559	Hourly	28.5486	29.9760	31.4748	33.0485	34.7009	36.4359	37.3468	38.2805	39.2375	40.2184	41.2239
		Monthly	4,948.42	5,195.84	5,455.63	5,728.41	6,014.82	6,315.56	6,473.45	6,635.29	6,801.17	6,971.19	7,145.48
Administrative Analyst I	6663	Hourly	25.2517	26.5143	27.8400	29.2320	30.6936	32.2283	33.0340	33.8599	34.7064	35.5741	36.4635
		Monthly	4,376.96	4,595.81	4,825.60	5,066.88	5,320.22	5,586.24	5,725.89	5,869.05	6,015.78	6,166.18	6,320.34
Administrative Analyst II	7680	Hourly	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967
		Monthly	5,125.21	5,381.46	5,650.53	5,933.06	6,229.72	6,541.20	6,704.72	6,872.34	7,044.15	7,220.25	7,400.76
Admin Secretary Confidential	6200	Hourly	17.3832	18.2524	19.1650	20.1233	21.1295	22.1860	22.7407	23.3092	23.8919	24.4892	25.1014
		Monthly	3,013.09	3,163.75	3,321.93	3,488.04	3,662.45	3,845.57	3,941.72	4,040.26	4,141.26	4,244.79	4,350.91
Cultural Affairs Coordinator II	6539	Hourly	16.6014	17.4315	18.3031	19.2183	20.1792	21.1882	21.7179	22.2608	22.8173	23.3877	23.9724
		Monthly	2,877.58	3,021.46	3,172.54	3,331.17	3,497.73	3,672.62	3,764.44	3,858.54	3,955.00	4,053.87	4,155.22
Human Resources Administrator	7680	Hourly	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967
		Monthly	5,125.21	5,381.46	5,650.53	5,933.06	6,229.72	6,541.20	6,704.72	6,872.34	7,044.15	7,220.25	7,400.76
Information Systems Specialist	7625	Hourly	24.9618	26.2099	27.5204	28.8964	30.3412	31.8583	32.6548	33.4712	34.3080	35.1657	36.0448
		Monthly	4,326.71	4,543.05	4,770.20	5,008.71	5,259.14	5,522.11	5,660.17	5,801.67	5,946.72	6,095.39	6,247.77
Information Systems Technician	6625	Hourly	19.8450	20.8373	21.8792	22.9732	24.1219	25.3280	25.9612	26.6102	27.2755	27.9574	28.6563
		Monthly	3,439.80	3,611.80	3,792.39	3,982.02	4,181.13	4,390.19	4,499.94	4,612.43	4,727.75	4,845.95	4,967.09
Junior Accountant	6555	Hourly	23.1620	24.3201	25.5361	26.8129	28.1535	29.5612	30.3002	31.0577	31.8341	32.6300	33.4458
		Monthly	4,014.75	4,215.48	4,426.26	4,647.57	4,879.94	5,123.94	5,252.03	5,383.33	5,517.91	5,655.87	5,797.27
Payroll Technician I	6590	Hourly	23.4631	24.6363	25.8681	27.1615	28.5196	29.9456	30.6942	31.4616	32.2481	33.0543	33.8807
		Monthly	4,066.94	4,270.29	4,483.80	4,707.99	4,943.40	5,190.57	5,320.33	5,453.34	5,589.67	5,729.41	5,872.65
Payroll Technician II	7591	Hourly	25.8093	27.0998	28.4548	29.8775	31.3714	32.9400	33.7635	34.6076	35.4728	36.3596	37.2686
		Monthly	4,473.61	4,697.30	4,932.17	5,178.77	5,437.71	5,709.60	5,852.34	5,998.65	6,148.62	6,302.33	6,459.89
Police Clerk Supervisor	7804	Hourly	19.5094	20.4849	21.5091	22.5846	23.7138	24.8995	25.5220	26.1601	26.8141	27.4845	28.1716
		Monthly	3,381.63	3,550.72	3,728.24	3,914.66	4,110.39	4,315.91	4,423.81	4,534.42	4,647.78	4,763.98	4,883.08
Recreation Assistant	6170	Hourly	17.3644	18.2326	19.1442	20.1014	21.1065	22.1618	22.7158	23.2837	23.8658	24.4624	25.0740
		Monthly	3,009.83	3,160.32	3,318.33	3,484.24	3,658.46	3,841.38	3,937.41	4,035.84	4,136.74	4,240.15	4,346.16
Transit Dispatcher	6181	Hourly	17.3759	18.2447	19.1569	20.1147	21.1204	22.1764	22.7308	23.2991	23.8816		
		Monthly	3,011.82	3,162.41	3,320.53	3,486.55	3,660.87	3,843.91	3,940.01	4,038.51	4,139.48		
Transit Road Safety/Driver Trainer	6130	Hourly	16.9097	17.7552	18.6430	19.5752	20.5540	21.5817	22.1212	22.6742	23.2411		
		Monthly	2,931.01	3,077.57	3,231.45	3,393.03	3,562.69	3,740.83	3,834.34	3,930.19	4,028.46		
WasteWater Foreman	7270	Hourly	33.2056	34.8659	36.6092	38.4397	40.3617	42.3798					
		Monthly	5,755.64	6,043.42	6,345.59	6,662.88	6,996.03	7,345.83					

Includes 5% COLA

Salary Schedule for PEAR
Effective on March 1, 2023

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 Monthly	17.6974 3,067.55	18.5823 3,220.93	19.5114 3,381.98	20.4870 3,551.08	21.5114 3,728.64	22.5870 3,915.08	23.1517 4,012.96	23.7305 4,113.29		
Animal Control Supervisor	5802	Hourly Monthly	19.5094 3,381.63	20.4849 3,550.72	21.5091 3,728.24	22.5846 3,914.66	23.7138 4,110.39	24.8995 4,315.91	25.5220 4,423.81	26.1601 4,534.42	26.8141 4,647.78	27.4845 4,763.98
Community Service Officer	4221	Hourly Monthly	19.3349 3,351.38	20.3016 3,518.94	21.3167 3,694.89	22.3825 3,879.63	23.5016 4,073.61	24.6767 4,277.29	25.2936 4,384.22	25.9259 4,493.82	26.5740 4,606.16	27.2384 4,721.32
Police Dispatch	5816	Hourly Monthly	20.5923 3,569.33	21.6219 3,747.80	22.7030 3,935.19	23.8382 4,131.95	25.0301 4,338.55	26.2816 4,555.48	26.9386 4,669.36	27.6121 4,786.10	28.3024 4,905.75	29.0100 5,028.40
Kennel Attendant	4762	Hourly Monthly	17.1625 2,974.83	18.0206 3,123.57	18.9216 3,279.74	19.8677 3,443.73	20.8611 3,615.92	21.9042 3,796.73				
Property Evidence Clerk	4151	Hourly Monthly	16.8443 2,919.68	17.6865 3,065.66	18.5708 3,218.94	19.4993 3,379.88	20.4743 3,548.88	21.4980 3,726.32	22.0355 3,819.49	22.5864 3,914.98		
Police Officer	4837	Hourly Monthly	29.5022 5,113.71	30.9773 5,369.40	32.5262 5,637.87	34.1525 5,919.77	35.8601 6,215.75	37.6531 6,526.54				
Police Officer Trainee	4237	Hourly Monthly	24.0892 4,175.46									
Police Sergeant	5867	Hourly Monthly	39.9236 6,920.09	41.9198 7,266.10	44.0158 7,629.41	46.2166 8,010.88						

Includes 5% COLA

Salary Schedule for UFCW Local 8
Effective on March 1, 2023

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	19.3349	20.3016	21.3167	22.3825	23.5016	24.6767	25.2936	25.9259	26.5740	27.2384	27.9194	28.6174	29.3328
		Monthly	3,351.38	3,518.94	3,694.89	3,879.63	4,073.61	4,277.29	4,384.22	4,493.82	4,606.16	4,721.32	4,839.36	4,960.35	5,084.35
Community Dev Technician	2201	Hourly	17.9979	18.8978	19.8427	20.8348	21.8765	22.9703	23.5446	24.1332	24.7365	25.3549	25.9888	26.6385	27.3045
		Monthly	3,119.64	3,275.62	3,439.40	3,611.37	3,791.93	3,981.52	4,081.06	4,183.09	4,287.66	4,394.85	4,504.73	4,617.34	4,732.78
Transit Driver	2140	Hourly	16.7258	17.5621	18.4402	19.3622	20.3303	21.3468	21.8805	22.4275	22.9882			23.5629	24.1520
		Monthly	2,899.14	3,044.10	3,196.30	3,356.11	3,523.92	3,700.11	3,792.62	3,887.43	3,984.62			4,084.24	4,186.35
Engineer I	2280	Hourly	27.1573	28.5152	29.9410	31.4381	33.0100	34.6605	35.5270	36.4152	37.3256	38.2587	39.2152	40.1956	41.2005
		Monthly	4,707.27	4,942.63	5,189.77	5,449.27	5,721.73	6,007.82	6,158.01	6,311.97	6,469.77	6,631.51	6,797.30	6,967.24	7,141.42
Engineer II	2285	Hourly	31.3035	32.8687	34.5121	36.2377	38.0496	39.9521	40.9509	41.9747	43.0241	44.0997	45.2022	46.3323	47.4906
		Monthly	5,425.94	5,697.24	5,982.10	6,281.20	6,595.26	6,925.03	7,098.16	7,275.61	7,457.51	7,643.95	7,835.05	8,030.93	8,231.70
Fleet Mechanic II	3245	Hourly	22.9634	24.1116	25.3172	26.5831	27.9123	29.3079	30.0406	30.7916	31.5614	32.3504	33.1592	33.9882	34.8379
		Monthly	3,980.32	4,179.34	4,388.31	4,607.74	4,838.13	5,080.04	5,207.04	5,337.21	5,470.64	5,607.40	5,747.59	5,891.29	6,038.57
Maintenance Worker I	2150	Hourly	17.1379	17.9948	18.8945	19.8392	20.8312	21.8728	22.4196					22.9801	23.5546
		Monthly	2,970.57	3,119.10	3,275.05	3,438.79	3,610.74	3,791.29	3,886.06					3,983.22	4,082.80
Maintenance Worker II	2170	Hourly	17.9913	18.8909	19.8354	20.8272	21.8686	22.9620	23.5361					24.1245	24.7276
		Monthly	3,118.49	3,274.42	3,438.14	3,610.05	3,790.56	3,980.08	4,079.59					4,181.58	4,286.12
Maintenance Worker III	3183	Hourly	18.8845	19.8287	20.8201	21.8611	22.9542	24.1019	24.7044					25.3220	25.9551
		Monthly	3,273.31	3,436.97	3,608.82	3,789.26	3,978.73	4,177.66	4,282.10					4,389.15	4,498.88
Assistant Planning Technician	2201	Hourly	17.9979	18.8978	19.8427	20.8348	21.8765	22.9703	23.5446	24.1332	24.7365			25.3549	25.9888
		Monthly	3,119.64	3,275.62	3,439.40	3,611.37	3,791.93	3,981.52	4,081.06	4,183.09	4,287.66			4,394.85	4,504.73
Associate Planning Technician	3265	Hourly	24.7151	25.9509	27.2484	28.6108	30.0413	31.5434	32.3320	33.1403	33.9688	34.8180	35.6885	36.5807	37.4952
		Monthly	4,283.95	4,498.16	4,723.06	4,959.21	5,207.16	5,467.52	5,604.21	5,744.32	5,887.93	6,035.12	6,186.01	6,340.65	6,499.17
Police Clerk II	3150	Hourly	17.1379	17.9948	18.8945	19.8392	20.8312	21.8728	22.4196					22.9801	23.5546
		Monthly	2,970.57	3,119.10	3,275.05	3,438.79	3,610.74	3,791.29	3,886.06					3,983.22	4,082.80
Traffic Engineer	3295	Hourly	32.7970	34.4369	36.1587	37.9666	39.8649	41.8581	42.9046	43.9772	45.0766	46.2035	47.3586	48.5426	49.7562
		Monthly	5,684.81	5,969.06	6,267.51	6,580.88	6,909.92	7,255.40	7,436.80	7,622.71	7,813.28	8,008.61	8,208.82	8,414.05	8,624.41
Wastewater Operator I	2195	Hourly	24.2847	25.4989	26.7738	28.1125	29.5181							30.2561	31.0125
		Monthly	4,209.35	4,419.81	4,640.79	4,872.83	5,116.47							5,244.39	5,375.50
Wastewater Operator II	2215	Hourly	26.0965	27.4013	28.7714	30.2100	31.7205							32.5135	33.3263
		Monthly	4,523.39	4,749.56	4,987.04	5,236.40	5,498.22							5,635.67	5,776.56
Wastewater Operator III	3270	Hourly	30.3457	31.8630	33.4562	35.1290	36.8855							37.8076	38.7528
		Monthly	5,259.92	5,522.92	5,799.07	6,089.03	6,393.49							6,553.32	6,717.15
Wastewater Inspector	2185	Hourly	24.8129	26.0535	27.3562	28.7240	30.1602							30.9142	31.6871
		Monthly	4,300.90	4,515.94	4,741.74	4,978.83	5,227.77							5,358.46	5,492.43
Wastewater Trainee	2175	Hourly	19.1743	20.1330	21.1397	22.1967									
		Monthly	3,323.55	3,489.72	3,664.21	3,847.43									

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

Salary Schedule for Part-time
Effective on March 1, 2023

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	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.6342	22.1751			
Recreation Leader II	1021	Hourly	17.0888	17.9432	18.8404	19.7824	20.7715	21.8101	22.3554	22.9143			
Recreation Leader III	1022	Hourly	17.6400	18.5220	19.4481	20.4205	21.4415	22.5136	23.0764	23.6533			
P/T Transit Driver	1040	Hourly	16.7258	17.5621	18.4402	19.3622	20.3303	21.3468	21.8805	22.4275	22.9882		
P/T PACT Coordinator	1035	Hourly	16.9455	17.7928	18.6824	19.6165	20.5973	21.6272	22.1679	22.7221	23.2902		
P/T Information Systems Specialist	1125	Hourly	18.7425	19.6796	20.6636	21.6968	22.7816	23.9207	24.5187	25.1317	25.7600	26.4040	27.0641
P/T Planning Technician	1201	Hourly	17.9979	18.8978	19.8427	20.8348	21.8765	22.9703	23.5446	24.1332	24.7365	25.3549	25.9888

Includes 5% COLA