

## Salary Schedule for Management (Department Heads) & City Council Effective on July 1, 2024

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			80.0000	-	108.9474	
		Monthly			13,866.67	-	18,884.22	
Deputy City Manager/PW Dir	9980	Hourly	76.0372	79.8391	83.8311	88.0227	92.4238	97.0450
		Monthly	13,179.78	13,838.78	14,530.72	15,257.27	16,020.13	16,821.13
Deputy City Manager	9500	Hourly	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275
		Monthly	11,221.76	11,782.84	12,371.98	12,990.57	13,640.10	14,322.10
Chief of Police	9550	Hourly	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275
		Monthly	11,221.76	11,782.84	12,371.98	12,990.57	13,640.10	14,322.10
Director of Finance	9500	Hourly	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275
		Monthly	11,221.76	11,782.84	12,371.98	12,990.57	13,640.10	14,322.10
Director of Community Dev	9500	Hourly	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275
		Monthly	11,221.76	11,782.84	12,371.98	12,990.57	13,640.10	14,322.10
Director of Parks and Recreation	9653	Hourly	51.4202	53.9912	56.6908	59.5253	62.5016	65.6267
		Monthly	8,912.83	9,358.47	9,826.41	10,317.72	10,833.61	11,375.29
Director of Public Works	9500	Hourly	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275
		Monthly	11,221.76	11,782.84	12,371.98	12,990.57	13,640.10	14,322.10

**Each department head has his/her own employment contract.**

**Salary Schedule for Mid-Management**  
Effective on July 1, 2024

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	39.4012	41.3713	43.4399	45.6119	47.8925	50.2871	51.5443	52.8329	54.1537	55.5075	56.8952
		Monthly	6,829.54	7,171.03	7,529.58	7,906.06	8,301.37	8,716.43	8,934.35	9,157.70	9,386.64	9,621.30	9,861.83
Assistant Finance Director	8636	Hourly	40.2588	42.2717	44.3853	46.6046	48.9348	51.3815	52.6660	53.9827	55.3323	56.7156	58.1335
		Monthly	6,978.19	7,327.09	7,693.45	8,078.13	8,482.03	8,906.13	9,128.77	9,357.00	9,590.93	9,830.70	10,076.47
City Clerk	8636	Hourly	40.2588	42.2717	44.3853	46.6046	48.9348	51.3815	52.6660	53.9827	55.3323	56.7156	58.1335
		Monthly	6,978.19	7,327.09	7,693.45	8,078.13	8,482.03	8,906.13	9,128.77	9,357.00	9,590.93	9,830.70	10,076.47
City Planner	8653	Hourly	39.4012	41.3713	43.4399	45.6119	47.8925	50.2871	51.5443	52.8329	54.1537	55.5075	56.8952
		Monthly	6,829.54	7,171.03	7,529.58	7,906.06	8,301.37	8,716.43	8,934.35	9,157.70	9,386.64	9,621.30	9,861.83
Chief Plant Operator	8593	Hourly	43.4883	45.6627	47.9458	50.3431	52.8603	55.5033					
		Monthly	7,537.97	7,914.87	8,310.61	8,726.14	9,162.45	9,620.57					
Comm & Econ Development Manager	8636	Hourly	40.2588	42.2717	44.3853	46.6046	48.9348	51.3815	52.6660	53.9827	55.3323	56.7156	58.1335
		Monthly	6,978.19	7,327.09	7,693.45	8,078.13	8,482.03	8,906.13	9,128.77	9,357.00	9,590.93	9,830.70	10,076.47
Information Technology Manager	8653	Hourly	39.4012	41.3713	43.4399	45.6119	47.8925	50.2871	51.5443	52.8329	54.1537	55.5075	56.8952
		Monthly	6,829.54	7,171.03	7,529.58	7,906.06	8,301.37	8,716.43	8,934.35	9,157.70	9,386.64	9,621.30	9,861.83
Parks Maintenance Supervisor	8598	Hourly	36.5989	38.4288	40.3502	42.3677	44.4861	46.7104	47.8782				
		Monthly	6,343.81	6,660.99	6,994.03	7,343.73	7,710.92	8,096.47	8,298.89				
Police Captain	8877	Hourly	47.2577	49.6206	52.1016	54.7067	57.4420	60.3141	61.8220	63.3676	64.9518	66.5756	68.2400
		Monthly	8,191.33	8,600.90	9,030.94	9,482.49	9,956.61	10,454.44	10,715.81	10,983.72	11,258.31	11,539.77	11,828.27
Public Works Supervisor	8598	Hourly	36.5989	38.4288	40.3502	42.3677	44.4861	46.7104	47.8782				
		Monthly	6,343.81	6,660.99	6,994.03	7,343.73	7,710.92	8,096.47	8,298.89				
Senior Engineer	8667	Hourly	38.7311	40.6677	42.7011	44.8362	47.0780	49.4319	50.6677	51.9344	53.2328	54.5636	55.9277
		Monthly	6,713.39	7,049.07	7,401.52	7,771.61	8,160.19	8,568.20	8,782.40	9,001.96	9,227.02	9,457.69	9,694.13
Transit Services Coordinator	8667	Hourly	38.7311	40.6677	42.7011	44.8362	47.0780	49.4319	50.6677	51.9344	53.2328	54.5636	55.9277
		Monthly	6,713.39	7,049.07	7,401.52	7,771.61	8,160.19	8,568.20	8,782.40	9,001.96	9,227.02	9,457.69	9,694.13

**Salary Schedule for Confidential Group**  
Effective on July 1, 2024

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	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	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
Cultural Affairs Coordinator	6539	Hourly	18.3031	19.2183	20.1792	21.1882	22.2476	23.3600	23.9440	24.5426	25.1562	25.7851	26.4297
		Monthly	3,172.54	3,331.17	3,497.73	3,672.62	3,856.25	4,049.07	4,150.29	4,254.05	4,360.41	4,469.42	4,581.15
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	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 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	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	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
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	19.1569	20.1147	21.1204	22.1764	23.2852	24.4495	25.0607	25.6872	26.3294		
		Monthly	3,320.53	3,486.55	3,660.87	3,843.91	4,036.10	4,237.91	4,343.85	4,452.45	4,563.76		
Transit Road Safety/ Driver Trainer	6130	Hourly	18.6430	19.5752	20.5540	21.5817	22.6608	23.7938	24.3886	24.9983	25.6233		
		Monthly	3,231.45	3,393.03	3,562.69	3,740.83	3,927.87	4,124.26	4,227.36	4,333.04	4,441.37		
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					

## Salary Schedule for PEAR

Effective on July 1, 2024

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	18.5823	19.5114	20.4870	21.5114	22.5870	23.7164	24.3093	24.9170		
		Monthly	3,220.93	3,381.98	3,551.08	3,728.64	3,915.08	4,110.84	4,213.61	4,318.95		
Animal Control Supervisor	5802	Hourly	22.4358	23.5576	24.7355	25.9723	27.2709	28.6344	29.3503	30.0841	30.8362	31.6071
		Monthly	3,888.87	4,083.32	4,287.49	4,501.87	4,726.96	4,963.30	5,087.39	5,214.58	5,344.94	5,478.56
Community Service Officer	4221	Hourly	19.3349	20.3016	21.3167	22.3825	23.5016	24.6767	25.2936	25.9259	26.5740	27.2384
		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
Police Dispatch	5816	Hourly	20.5923	21.6219	22.7030	23.8382	25.0301	26.2816	26.9386	27.6121	28.3024	29.0100
		Monthly	3,569.33	3,747.80	3,935.19	4,131.95	4,338.55	4,555.48	4,669.36	4,786.10	4,905.75	5,028.40
Kennel Attendant	4762	Hourly	17.1625	18.0206	18.9216	19.8677	20.8611	21.9042				
		Monthly	2,974.83	3,123.57	3,279.74	3,443.73	3,615.92	3,796.73				
Property Evidence Clerk	4151	Hourly	19.3709	20.3394	21.3564	22.4242	23.5454	24.7227	25.3408	25.9743		
		Monthly	3,357.62	3,525.50	3,701.78	3,886.86	4,081.20	4,285.27	4,392.41	4,502.21		
Police Officer	4837	Hourly	29.5022	30.9773	32.5262	34.1525	35.8601	37.6531				
		Monthly	5,113.71	5,369.40	5,637.87	5,919.77	6,215.75	6,526.54				
Police Officer Trainee	4237	Hourly	25.2937									
		Monthly	4,384.24									
Police Sergeant	5867	Hourly	39.9236	41.9198	44.0158	46.2166						
		Monthly	6,920.09	7,266.10	7,629.41	8,010.88						

## Salary Schedule for UFCW Local 8

Effective on July 1, 2024

Corrected 8/02/2023

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	21,268.4	22,331.8	23,448.4	24,620.8	25,851.8	27,144.4	27,823.0	28,518.6	29,231.6	29,962.4	30,711.5	31,479.3	32,266.3
		Monthly	3,686.52	3,870.85	4,064.39	4,267.61	4,480.98	4,705.03	4,822.65	4,943.22	5,066.81	5,193.48	5,323.33	5,456.41	5,592.83
Community Dev Technician	2201	Hourly	17,997.9	18,897.8	19,842.7	20,834.8	21,876.5	22,970.3	23,544.6	24,133.2	24,736.5	25,354.9	25,988.8	26,638.5	27,304.5
		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	18,398.3	19,318.2	20,284.1	21,298.3	22,363.2	23,481.4	24,068.4	24,670.1	25,286.9			25,919.1	26,567.1
		Monthly	3,189.04	3,348.49	3,515.91	3,691.71	3,876.29	4,070.11	4,171.86	4,276.15	4,383.06			4,492.64	4,604.96
Engineer I	2280	Hourly	27,157.3	28,515.2	29,941.0	31,438.1	33,010.0	34,660.5	35,527.0	36,415.2	37,325.6	38,258.7	39,215.2	40,195.6	41,200.5
		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	31,303.5	32,868.7	34,512.1	36,237.7	38,049.6	39,952.1	40,950.9	41,974.7	43,024.1	44,099.7	45,202.2	46,332.3	47,490.6
		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 I	2245	Hourly	20,724.3	21,760.5	22,848.5	23,990.9	25,190.4	26,449.9	27,111.1	27,789.9	28,483.6	29,195.7	29,925.6	30,673.7	31,440.5
		Monthly	3,592.21	3,771.82	3,960.41	4,158.42	4,366.34	4,584.65	4,699.26	4,816.74	4,937.16	5,060.59	5,187.10	5,316.77	5,449.69
Fleet Mechanic II	3245	Hourly	22,963.4	24,111.6	25,317.2	26,583.1	27,912.3	29,307.9	30,040.6	30,791.6	31,561.4	32,350.4	33,159.2	33,988.2	34,837.9
		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
Fleet Mechanic III	3145	Hourly	25,317.2	26,583.1	27,912.3	29,307.9	30,773.3	32,312.0	33,119.8	33,947.8	34,796.5	35,666.4	36,558.1	37,472.1	38,408.9
		Monthly	4,388.31	4,607.74	4,838.13	5,080.04	5,334.04	5,600.75	5,740.77	5,884.29	6,031.39	6,182.18	6,336.74	6,495.16	6,657.54
Maintenance Worker I	2150	Hourly	17,137.9	17,994.8	18,894.5	19,839.2	20,831.2	21,872.8	22,419.6					22,980.1	23,554.6
		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	18,894.5	19,839.2	20,831.2	21,872.8	22,966.4	24,114.7	24,717.6					25,355.5	25,968.9
		Monthly	3,275.05	3,438.79	3,610.74	3,791.29	3,980.84	4,179.88	4,284.38					4,391.49	4,501.28
Maintenance Worker III	3183	Hourly	20,831.2	21,872.8	22,966.4	24,114.7	25,320.4	26,586.4	27,251.1					27,932.4	28,630.7
		Monthly	3,610.74	3,791.29	3,980.84	4,179.88	4,388.87	4,608.31	4,723.52					4,841.62	4,962.65
Assistant Planning Technician	2201	Hourly	17,997.9	18,897.8	19,842.7	20,834.8	21,876.5	22,970.3	23,544.6	24,133.2	24,736.5			25,354.9	25,988.8
		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	24,715.1	25,950.9	27,248.4	28,610.8	30,041.3	31,543.4	32,323.0	33,140.3	33,968.8	34,818.0	35,688.5	36,580.7	37,495.2
		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	3150	Hourly	17,994.8	18,894.5	19,839.2	20,831.2	21,872.8	22,966.4	23,540.6	24,129.1	24,732.3	25,350.6	25,984.4	26,634.0	27,299.9
		Monthly	3,119.10	3,275.05	3,438.79	3,610.74	3,791.29	3,980.84	4,080.37	4,182.38	4,286.93	4,394.10	4,503.96	4,616.56	4,731.98
Traffic Engineer	3295	Hourly	32,797.0	34,436.9	36,158.7	37,966.6	39,864.9	41,858.1	42,904.6	43,977.2	45,076.6	46,203.5	47,358.6	48,542.6	49,756.2
		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	24,284.7	25,498.9	26,773.8	28,112.5	29,518.1							30,256.1	31,012.5
		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	26,096.5	27,401.3	28,771.4	30,210.0	31,720.5							32,513.5	33,326.3
		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	30,345.7	31,863.0	33,456.2	35,129.0	36,885.5							37,807.6	38,752.8
		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	24,812.9	26,053.5	27,356.2	28,724.0	30,160.2							30,914.2	31,687.1
		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	19,174.3	20,133.0	21,139.7	22,196.7									
		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.

**Salary Schedule for Part-time**  
Effective on July 1, 2024

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 PACT Coordinator	1035	Hourly	16.9455	17.7928	18.6824	19.6165	20.5973	21.6272	22.1679	22.7221	23.2902		
P/T Background Investigator	1040	Hourly	21.2684	22.3318	23.4484	24.6208	25.8518	27.1444	27.8230	28.5186	29.2316	29.9624	30.7115
P/T Administrative Analyst I	1063	Hourly	25.2517	26.5143	27.8400	29.2320	30.6936	32.2283	33.0340	33.8599	34.7064	35.5741	36.4635
Community Development Clerk	1037	Hourly	18.8404	19.7824	20.7715	21.8101	22.9006	24.0456	24.6467	25.2629	25.8945	26.5419	27.2054