

**Salary Schedule for Management (Department Heads) & City Council
Effective on July 1, 2025**

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, 2025

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	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				
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, 2025

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 Monthly	17.4201 3,019.48	18.2911 3,170.46	19.2057 3,328.99	20.1660 3,495.44	21.1743 3,670.21	22.2330 3,853.72	22.7888 3,950.06	23.3585 4,048.81	23.9425 4,150.03		
Accounts Payable Technician	6568	Hourly Monthly	17.4202 3,019.50	18.2912 3,170.47	19.2058 3,329.01	20.1661 3,495.46	21.1744 3,670.23	22.2331 3,853.74	22.7889 3,950.08	23.3586 4,048.82	23.9426 4,150.05	24.5412 4,253.81	25.1547 4,360.15
Accounts Recievable Specialist	6555	Hourly Monthly	23.1620 4,014.75	24.3201 4,215.48	25.5361 4,426.26	26.8129 4,647.57	28.1535 4,879.94	29.5612 5,123.94	30.3002 5,252.03	31.0577 5,383.33	31.8341 5,517.91	32.6300 5,655.87	33.4458 5,797.27
Accountant	7559	Hourly Monthly	28.5486 4,948.42	29.9760 5,195.84	31.4748 5,455.63	33.0485 5,728.41	34.7009 6,014.82	36.4359 6,315.56	37.3468 6,473.45	38.2805 6,635.29	39.2375 6,801.17	40.2184 6,971.19	41.2239 7,145.48
Administrative Analyst I	6663	Hourly Monthly	25.2517 4,376.96	26.5143 4,595.81	27.8400 4,825.60	29.2320 5,066.88	30.6936 5,320.22	32.2283 5,586.24	33.0340 5,725.89	33.8599 5,869.05	34.7064 6,015.78	35.5741 6,166.18	36.4635 6,320.34
Administrative Analyst II	7680	Hourly Monthly	29.5685 5,125.21	31.0469 5,381.46	32.5992 5,650.53	34.2292 5,933.06	35.9407 6,229.72	37.7377 6,541.20	38.6811 6,704.72	39.6481 6,872.34	40.6393 7,044.15	41.6553 7,220.25	42.6967 7,400.76
Cultural Affairs Coordinator	6539	Hourly Monthly	18.3031 3,172.54	19.2183 3,331.17	20.1792 3,497.73	21.1882 3,672.62	22.2476 3,856.25	23.3600 4,049.07	23.9440 4,150.29	24.5426 4,254.05	25.1562 4,360.41	25.7851 4,469.42	26.4297 4,581.15
Human Resources Administrator	7680	Hourly Monthly	29.5685 5,125.21	31.0469 5,381.46	32.5992 5,650.53	34.2292 5,933.06	35.9407 6,229.72	37.7377 6,541.20	38.6811 6,704.72	39.6481 6,872.34	40.6393 7,044.15	41.6553 7,220.25	42.6967 7,400.76
Information Systems Specialist	7625	Hourly Monthly	29.5685 5,125.21	31.0469 5,381.46	32.5992 5,650.53	34.2292 5,933.06	35.9407 6,229.72	37.7377 6,541.20	38.6811 6,704.72	39.6481 6,872.34	40.6393 7,044.15	41.6553 7,220.25	42.6967 7,400.76
Information Systems Technician	6625	Hourly Monthly	19.8450 3,439.80	20.8373 3,611.80	21.8792 3,792.39	22.9732 3,982.02	24.1219 4,181.13	25.3280 4,390.19	25.9612 4,499.94	26.6102 4,612.43	27.2755 4,727.75	27.9574 4,845.95	28.6563 4,967.09
Junior Accountant	6555	Hourly Monthly	23.1620 4,014.75	24.3201 4,215.48	25.5361 4,426.26	26.8129 4,647.57	28.1535 4,879.94	29.5612 5,123.94	30.3002 5,252.03	31.0577 5,383.33	31.8341 5,517.91	32.6300 5,655.87	33.4458 5,797.27
Payroll Technician	7591	Hourly Monthly	25.8093 4,473.61	27.0998 4,697.30	28.4548 4,932.17	29.8775 5,178.77	31.3714 5,437.71	32.9400 5,709.60	33.7635 5,852.34	34.6076 5,998.65	35.4728 6,148.62	36.3596 6,302.33	37.2686 6,459.89
Police Clerk Supervisor	7804	Hourly Monthly	25.2517 4,376.96	26.5143 4,595.81	27.8400 4,825.60	29.2320 5,066.88	30.6936 5,320.22	32.2283 5,586.24	33.0340 5,725.89	33.8599 5,869.05	34.7064 6,015.78	35.5741 6,166.18	36.4635 6,320.34
Recreation Assistant	6170	Hourly Monthly	17.3644 3,009.83	18.2326 3,160.32	19.1442 3,318.33	20.1014 3,484.24	21.1065 3,658.46	22.1618 3,841.38	22.7158 3,937.41	23.2837 4,035.84	23.8658 4,136.74	24.4624 4,240.15	25.0740 4,346.16
Transit Administrator /Dispatcher	7181	Hourly Monthly	26.8195 4,648.71	28.1605 4,881.15	29.5685 5,125.21	31.0469 5,381.46	32.5992 5,650.53	34.2292 5,933.06	35.0849 6,081.38	35.9620 6,233.41	36.8611 6,389.26	37.7826 6,548.98	38.7272 6,712.71
Transit Operations Supervisor	7130	Hourly Monthly	29.5685 5,125.21	31.0469 5,381.46	32.5992 5,650.53	34.2292 5,933.06	35.9407 6,229.72	37.7377 6,541.20	38.6811 6,704.72	39.6481 6,872.34	40.6393 7,044.15	41.6553 7,220.25	42.6967 7,400.76
WasteWater Foreman	7270	Hourly Monthly	33.2056 5,755.64	34.8659 6,043.42	36.6092 6,345.59	38.4397 6,662.88	40.3617 6,996.03	42.3798 7,345.83					

Salary Schedule for PEAR

Effective on July 1, 2025

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, 2025

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	21.2684	22.3318	23.4484	24.6208	25.8518	27.1444	27.8230	28.5186	29.2316	29.9624	30.7115	31.4793	32.2663
		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	17.9979	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	21.1581	22.2160	23.3268	24.4931	25.7178	27.0037	27.6788	28.3708	29.0801			29.8071	30.5523
		Monthly	3,667.40	3,850.77	4,043.31	4,245.47	4,457.75	4,680.64	4,797.66	4,917.61	5,040.55			5,166.56	5,295.73
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 I	2245	Hourly	20.7243	21.7605	22.8485	23.9909	25.1904	26.4499	27.1111	27.7889	28.4836	29.1957	29.9256	30.6737	31.4405
		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	22.9634	24.1116	25.3172	26.5831	27.9123	29.3079	30.0406	30.7916	31.5614	32.3504	33.1592	34.9882	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
Fleet Mechanic III	3145	Hourly	25.3172	26.5831	27.9123	29.3079	30.7733	32.3120	33.1198	33.9478	34.7965	35.6664	36.5581	37.4721	38.4089
		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	17.1379	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	18.8945	19.8392	20.8312	21.8728	22.9664	24.1147	24.7176					25.3355	25.9689
		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	20.8312	21.8728	22.9664	24.1147	25.3204	26.5864	27.2511					27.9324	28.6307
		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	17.9979	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	3150	Hourly	17.9948	18.8945	19.8392	20.8312	21.8728	22.9664	23.5406	24.1291	24.7323	25.3506	25.9844	26.6340	27.2999
		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	32.7970	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.

Salary Schedule for Part-time
Effective on July 1, 2025

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