

MASTER SALARY SCHEDULE
Effective July 1, 2023

Approved by Council on 07/18/2023

CLASSIFICATION	Bargaining Group	Type	A	B	C	D	E	F
Account Clerk	Clerical	Hourly	17.55	18.43	19.35	20.31	21.33	22.40
		Monthly	3,041.67	3,193.75	3,353.44	3,521.11	3,697.17	3,882.03
		Annually	36,500.05	38,325.06	40,241.31	42,253.38	44,366.04	46,584.35
Accountant I	Mgmt/Confidential	Hourly	28.24	29.65	31.13	32.69	34.32	
		Monthly	4,894.71	5,139.44	5,396.41	5,666.23	5,949.55	
		Annually	58,736.48	61,673.30	64,756.97	67,994.82	71,394.56	
Accountant II	Mgmt/Confidential	Hourly	32.69	34.32	36.04	37.84	39.73	
		Monthly	5,665.75	5,949.04	6,246.49	6,558.81	6,886.75	
		Annually	67,988.99	71,388.44	74,957.86	78,705.75	82,641.04	
Accounting Technician	Clerical	Hourly	20.85	21.90	22.99	24.14	25.35	26.61
		Monthly	3,614.47	3,795.19	3,984.95	4,184.20	4,393.41	4,613.08
		Annually	43,373.61	45,542.29	47,819.41	50,210.38	52,720.90	55,356.94
Administrative Analyst	Clerical	Hourly	24.78	26.02	27.32	28.69	30.12	31.63
		Monthly	4,295.42	4,510.19	4,735.70	4,972.49	5,221.11	5,482.17
		Annually	51,545.07	54,122.32	56,828.44	59,669.86	62,653.35	65,786.02
Administrative Analyst PW	Clerical	Hourly	24.78	26.02	27.32	28.69	30.12	31.63
		Monthly	4,295.42	4,510.19	4,735.70	4,972.49	5,221.11	5,482.17
		Annually	51,545.07	54,122.32	56,828.44	59,669.86	62,653.35	65,786.02
Administrative Assistant	Clerical	Hourly	21.37	22.44	23.57	24.74	25.98	27.28
		Monthly	3,704.97	3,890.22	4,084.73	4,288.96	4,503.41	4,728.58
		Annually	44,459.61	46,682.59	49,016.72	51,467.55	54,040.93	56,742.98
Administrative Services Manager	Mgmt/Confidential	Hourly	30.16	31.67	33.25	34.91	36.66	
		Monthly	5,227.25	5,488.61	5,763.04	6,051.20	6,353.76	
		Annually	62,727.01	65,863.36	69,156.53	72,614.35	76,245.07	
Assistant Planner	Unrepresented	Hourly	24.05	25.25	26.52	27.84	29.23	
		Monthly	4,168.75	4,377.19	4,596.05	4,825.85	5,067.15	
		Annually	50,025.04	52,526.29	55,152.61	57,910.24	60,805.75	
Building Official	Unrepresented	Hourly	20.56	21.59	22.67	23.81	25.00	
		Monthly	3,564.48	3,742.70	3,929.83	4,126.33	4,332.64	
		Annually	42,773.71	44,912.39	47,158.01	49,515.91	51,991.71	
Chief of Police	Unrepresented	Hourly	64.53	67.76	71.15	74.71	78.44	
		Monthly	11,185.89	11,745.18	12,332.44	12,949.06	13,596.51	
		Annually	134,230.63	140,942.16	147,989.27	155,388.73	163,158.17	
City Clerk	Elected	Hourly						
		Monthly	100.00					
		Annually						
City Council	Elected	Hourly						
		Monthly	300.00					
		Annually						
City Manager	Unrepresented	Hourly	72.30	76.10	80.11	84.32	88.76	
		Monthly	12,531.18	13,190.71	13,884.96	14,615.75	15,385.00	
		Annually	150,374.14	158,288.57	166,619.55	175,389.00	184,620.00	
City Treasurer	Elected	Hourly						
		Monthly	60.00					
		Annually						
Code Compliance Officer	LPOA	Hourly	24.91	26.16	27.46	28.84	30.28	
		Monthly	4,317.76	4,533.65	4,760.33	4,998.35	5,248.26	
		Annually	51,813.12	54,403.78	57,123.96	59,980.16	62,979.17	
Community Development Director	Mgmt/Confidential	Hourly	52.39	55.01	57.76	60.65	63.68	
		Monthly	9,081.33	9,535.39	10,012.16	10,512.77	11,038.41	
		Annually	108,975.92	114,424.71	120,145.95	126,153.24	132,460.91	
Communications/Records Manager	Mgmt/Confidential	Hourly	26.00	27.30	28.66	30.09	31.60	
		Monthly	4,505.94	4,731.24	4,967.80	5,216.19	5,477.00	
		Annually	54,071.30	56,774.87	59,613.61	62,594.29	65,724.00	
Community Service Officer	Unrepresented	Hourly	19.57	20.55	21.58	22.66	23.79	
		Monthly	3,392.92	3,562.56	3,740.69	3,927.73	4,124.11	
		Annually	40,715.01	42,750.76	44,888.30	47,132.71	49,489.35	
Custodian I	AFSCME/Public Works	Hourly	16.00	16.80	17.64	18.52	19.45	
		Monthly	2,773.33	2,912.00	3,057.60	3,210.48	3,371.00	
		Annually	33,280.00	34,944.00	36,691.20	38,525.76	40,452.05	
Custodian II	AFSCME/Public Works	Hourly	18.35	19.27	20.23	21.25	22.31	
		Monthly	3,181.30	3,340.37	3,507.39	3,682.76	3,866.89	
		Annually	38,175.64	40,084.42	42,088.64	44,193.08	46,402.73	
Director of Public Works	Unrepresented	Hourly	50.76	53.30	55.96	58.76	61.70	
		Monthly	8,797.95	9,237.85	9,699.75	10,184.73	10,693.97	
		Annually	105,575.46	110,854.23	116,396.94	122,216.79	128,327.63	
Executive Assistant to the City Manager	Mgmt/Confidential	Hourly	26.99	28.34	29.76	31.25	32.81	
		Monthly	4,679.06	4,913.01	5,158.66	5,416.59	5,687.42	
		Annually	56,148.68	58,956.12	61,903.92	64,999.12	68,249.08	
Executive Assistant /Deputy City Clerk	Mgmt/Confidential	Hourly	28.96	30.40	31.92	33.52	35.20	
		Monthly	5,018.92	5,269.87	5,533.36	5,810.03	6,100.53	
		Annually	60,227.07	63,238.42	66,400.34	69,720.36	73,206.38	
Finance Director/Assistant City Manager	Unrepresented	Hourly	57.42	60.29	63.31	66.47	69.79	
		Monthly	9,952.72	10,450.36	10,972.88	11,521.52	12,097.60	
		Annually	119,432.66	125,404.29	131,674.50	138,258.23	145,171.14	
Human Resources Coordinator	Mgmt/Confidential	Hourly	31.94	33.53	35.21	36.97	38.82	
		Monthly	5,535.75	5,812.54	6,103.17	6,408.33	6,728.74	
		Annually	66,429.06	69,750.51	73,238.04	76,899.94	80,744.94	
Lead Maintenance Worker	AFSCME/Public Works	Hourly	25.31	26.57	27.90	29.30	30.76	
		Monthly	4,386.79	4,606.13	4,836.44	5,078.26	5,332.18	
		Annually	52,641.53	55,273.61	58,037.29	60,939.15	63,986.11	
Lead Parks/landscape Worker	AFSCME/Public Works	Hourly	25.31	26.57	27.90	29.30	30.76	
		Monthly	4,386.79	4,606.13	4,836.44	5,078.26	5,332.18	
		Annually	52,641.53	55,273.61	58,037.29	60,939.15	63,986.11	
		Hourly	24.14	25.35	26.61	27.94	29.34	
		Monthly						
		Annually						

Maintenance Mechanic	AFSCME/Public Works	Monthly	4,184.05	4,393.25	4,612.92	4,843.56	5,085.74	
		Annually	50,208.62	52,719.05	55,355.00	58,122.75	61,028.89	
		Hourly	19.33	20.30	21.32	22.38	23.50	
Maintenance Worker I	AFSCME/Public Works	Monthly	3,351.39	3,518.96	3,694.91	3,879.66	4,073.64	
		Annually	40,216.72	42,227.56	44,338.94	46,555.89	48,883.68	
		Hourly	22.39	23.51	24.68	25.92	27.21	
Maintenance Worker II	AFSCME/Public Works	Monthly	3,880.32	4,074.33	4,278.05	4,491.95	4,716.55	
		Annually	46,563.82	48,892.01	51,336.61	53,903.44	56,598.61	
		Hourly	16.00	16.80	17.64	18.52	19.45	20.42
Office Assistant I	Clerical	Monthly	2,773.33	2,912.00	3,057.60	3,210.48	3,371.00	3,539.55
		Annually	33,280.00	34,944.00	36,691.20	38,525.76	40,452.05	42,474.65
		Hourly	59.87	62.86	66.01	69.31	72.77	
Police Lieutenant	Supervisory	Monthly	10,377.63	10,896.51	11,441.34	12,013.40	12,614.07	
		Annually	124,531.54	130,758.12	137,296.02	144,160.82	151,368.86	
		Hourly	36.58	38.41	40.33	42.34	44.46	
Police Commander	Supervisory	Monthly	6,340.32	6,657.34	6,990.20	7,339.71	7,706.70	
		Annually	76,083.86	79,888.05	83,882.46	88,076.58	92,480.41	
		Hourly	34.75	36.48	38.31	40.22	42.23	
Police Corporal	LPOA	Monthly	6,022.48	6,323.61	6,639.79	6,971.78	7,320.37	
		Annually	72,269.79	75,883.28	79,677.45	83,661.32	87,844.39	
		Hourly	36.50	38.33	40.24	42.26	44.37	
Police Corporal w/Degree	LPOA	Monthly	6,327.14	6,643.49	6,975.67	7,324.45	7,690.67	
		Annually	75,925.62	79,721.90	83,708.00	87,893.40	92,288.07	
		Hourly	20.24	21.25	22.31	23.43	24.60	
Police Dispatcher	LPOA	Monthly	3,507.98	3,683.38	3,867.55	4,060.93	4,263.97	
		Annually	42,095.78	44,200.57	46,410.60	48,731.12	51,167.68	
		Hourly	18.08	18.98	19.93	20.93	21.98	
Police Office Assistant II	LPOA	Monthly	3,133.89	3,290.58	3,455.11	3,627.87	3,809.26	
		Annually	37,606.64	39,486.97	41,461.32	43,534.38	45,711.10	
		Hourly	27.22	28.58	30.01	31.51	33.09	
Police Officer	LPOA	Monthly	4,718.75	4,954.69	5,202.42	5,462.54	5,735.67	
		Annually	56,625.00	59,456.25	62,429.07	65,550.52	68,828.05	
		Hourly	28.60	30.03	31.53	33.11	34.76	
Police Officer w/Degree	LPOA	Monthly	4,957.32	5,205.19	5,465.45	5,738.72	6,025.65	
		Annually	59,487.84	62,462.23	65,585.34	68,864.61	72,307.84	
		Hourly	17.91	18.80	19.74	20.73	21.76	
Police Public Assistant	LPOA	Monthly	3,103.65	3,258.83	3,421.77	3,592.86	3,772.50	
		Annually	37,243.74	39,105.93	41,061.23	43,114.29	45,270.00	
		Hourly	16.00	16.80	17.64	18.52	19.45	
Police Records Assistant	LPOA	Monthly	2,773.33	2,912.00	3,057.60	3,210.48	3,371.00	
		Annually	33,280.00	34,944.00	36,691.20	38,525.76	40,452.05	
		Hourly	44.65	46.89	49.23	51.69	54.28	
Police Sergeant	Supervisory	Monthly	7,739.79	8,126.77	8,533.11	8,959.77	9,407.76	
		Annually	92,877.42	97,521.30	102,397.36	107,517.23	112,893.09	
		Hourly	46.91	49.25	51.72	54.30	57.02	
Police Sergeant w/Degree	Supervisory	Monthly	8,130.98	8,537.53	8,964.41	9,412.63	9,883.26	
		Annually	97,571.78	102,450.37	107,572.89	112,951.53	118,599.11	
		Hourly	20.24	21.25	22.31	23.43	24.60	
Public Services Officer	LPOA	Monthly	3,507.98	3,683.38	3,867.55	4,060.93	4,263.97	
		Annually	42,095.78	44,200.57	46,410.60	48,731.12	51,167.68	
		Hourly	25.36	26.63	27.96	29.36	30.83	
Public Works Lead	AFSCME/Public Works	Monthly	4,396.04	4,615.84	4,846.63	5,088.97	5,343.41	
		Annually	52,752.49	55,390.11	58,159.62	61,067.60	64,120.98	
		Hourly	28.24	29.65	31.14	32.69	34.33	
Public Works Street Supervisor	Mgmt/Confidential	Monthly	4,895.42	5,140.19	5,397.20	5,667.06	5,950.41	
		Annually	58,745.00	61,682.25	64,766.37	68,004.68	71,404.92	
		Hourly	30.31	31.83	33.42	35.09	36.84	
Public Works Superintendant	Mgmt/Confidential	Monthly	5,253.83	5,516.52	5,792.35	6,081.97	6,386.06	
		Annually	63,045.98	66,198.28	69,508.19	72,983.60	76,632.78	
		Hourly	29.57	31.05	32.60	34.23	35.94	
Public Works Supervisor Water Division	Mgmt/Confidential	Monthly	5,124.89	5,381.13	5,650.19	5,932.70	6,229.34	
		Annually	61,498.68	64,573.61	67,802.29	71,192.40	74,752.02	
		Hourly	16.06	16.87	17.71	18.60	19.52	20.50
Recreation Coordinator	Clerical	Monthly	2,784.27	2,923.48	3,069.66	3,223.14	3,384.30	3,553.51
		Annually	33,411.22	35,081.78	36,835.87	38,677.66	40,611.55	42,642.13
		Hourly	17.54	18.42	19.34	20.31	21.32	22.39
Recreation Specialist	Clerical	Monthly	3,040.57	3,192.60	3,352.23	3,519.84	3,695.83	3,880.62
		Annually	36,486.81	38,311.15	40,226.71	42,238.04	44,349.95	46,567.44
		Hourly	24.35	25.57	26.85	28.19	29.60	
Recreation Superintendent	Mgmt/Confidential	Monthly	4,221.45	4,432.52	4,654.15	4,886.86	5,131.20	
		Annually	50,657.40	53,190.27	55,849.79	58,642.28	61,574.39	
		Hourly	20.35	21.37	22.44	23.56	24.74	25.97
Senior Account Clerk	Clerical	Monthly	3,527.28	3,703.64	3,888.83	4,083.27	4,287.43	4,501.80
		Annually	42,327.35	44,443.72	46,665.90	48,999.20	51,449.16	54,021.61
		Hourly	45.18	47.44	49.81	52.30	54.92	
Senior Accountant	Mgmt/Confidential	Monthly	7,831.36	8,222.92	8,634.07	9,065.77	9,519.06	
		Annually	93,976.27	98,675.08	103,608.84	108,789.28	114,228.74	
		Hourly	27.36	28.73	30.16	31.67	33.26	34.92
Senior Administrative Analyst	Clerical	Monthly	4,742.40	4,979.52	5,228.50	5,489.92	5,764.42	6,052.64
		Annually	56,908.83	59,754.27	62,741.98	65,879.08	69,173.04	72,631.69
		Hourly	28.86	30.30	31.81	33.40	35.08	36.83
Senior Administrative Analyst/Comm. Develop.	Clerical	Monthly	5,001.76	5,251.85	5,514.44	5,790.16	6,079.67	6,383.66
		Annually	60,021.13	63,022.19	66,173.30	69,481.97	72,956.06	76,603.87
		Hourly	16.00	16.80	17.64	18.52	19.45	20.42
Senior Office Assistant	Clerical	Monthly	2,773.33	2,912.00	3,057.60	3,210.48	3,371.00	3,539.55
		Annually	33,280.00	34,944.00	36,691.20	38,525.76	40,452.05	42,474.65
		Hourly	34.57	36.29	38.11	40.01	42.02	
Senior Planner	Mgmt/Confidential	Monthly	5,991.42	6,290.99	6,605.54	6,935.82	7,282.61	
		Annually	71,897.07	75,491.92	79,266.51	83,229.84	87,391.33	
		Hourly	20.80	21.84	22.94	24.08	25.29	

Street Sweeper Operator	AFSCME/Public Works	Monthly	3,606.00	3,786.30	3,975.61	4,174.39	4,383.11	
		Annually	43,271.99	45,435.59	47,707.37	50,092.74	52,597.37	
Utility Worker I	AFSCME/Public Works	Hourly	21.86	22.96	24.10	25.31	26.57	
		Monthly	3,789.58	3,979.06	4,178.01	4,386.91	4,606.25	
Utility Worker II	AFSCME/Public Works	Hourly	24.14	25.35	26.61	27.94	29.34	
		Monthly	4,184.05	4,393.25	4,612.92	4,843.56	5,085.74	
Water/Wastewater Operator I	AFSCME/Public Works	Hourly	29.35	30.81	32.35	33.97	35.67	
		Monthly	5,086.64	5,340.98	5,608.03	5,888.43	6,182.85	
Water/Wastewater Operator II	AFSCME/Public Works	Hourly	33.27	34.94	36.68	38.52	40.44	
		Monthly	5,767.41	6,055.78	6,358.57	6,676.50	7,010.33	
Water/Wastewater Operator III	AFSCME/Public Works	Hourly	37.26	39.12	41.08	43.13	45.29	
		Monthly	6,458.02	6,780.92	7,119.96	7,475.96	7,849.76	
Water/Wastewater Manager	Mgmt./Confidential	Hourly	39.37	41.34	43.41	45.58	47.86	
		Monthly	6,824.52	7,165.74	7,524.03	7,900.23	8,295.24	
Water/Wastewater Operator OIT (in training)	AFSCME/Public Works	Hourly	24.11	25.31	26.58	27.91	29.30	30.77
		Monthly	4,178.59	4,387.52	4,606.89	4,837.24	5,079.10	5,333.05
		Annually	50,143.06	52,650.21	55,282.72	58,046.86	60,949.20	63,996.66

* Degree includes: AA, BA, Intermediate or Advanced Post Certificates. No compounding for multiple degrees or certificates as stated in the MOU's.

Classification of Office Assistant I, Office Assistant II, Administrative Assistant, Recreation Specialist, Recreation Coordinator, Administrative Analyst and Sr. Administrative Analyst positions are not specific to one department. Their positions can be used in any of the City's various departments and/or may be used by multiple departments as determined by the City Manager.

Positions are filled on a full-time or part-time basis as determined by the City Manager.

PART-TIME MASTER SALARY SCHEDULE

CLASSIFICATION	STEP				
	A	B	C	D	E
Administrative Analyst	19.38	20.35	21.37	22.44	23.56
Administrative Assistant	16.72	17.55	18.43	19.35	20.32
Building Maintenance Worker	16.00	16.80	17.64	18.52	19.45
Grants Analyst	26.00	27.30	28.67	30.10	31.60
Lifeguard	16.00	17.00	17.85	18.74	19.68
Maintenance Worker I	16.36	17.17	18.03	18.93	19.88
Office Assistant I	16.00	16.80	17.64	18.52	19.45
Office Assistant II	16.00	16.80	17.64	18.52	19.45
Police Dispatcher	17.05	17.90	18.79	19.73	20.72
Police Records Assistant	16.00	16.80	17.64	18.52	19.45
Recreation Leader	16.00	16.80	17.64	18.52	19.45
Recreation Specialist	16.00	16.80	17.64	18.52	19.45
Reserve Police Officer	25.75	27.04	28.39	29.81	31.30
Sr. Administrative Analyst	21.40	22.47	23.60	24.78	26.02