

2023 January - June Salary Range

NON-REPRESENTED & MANAGEMENT SALARY SCHEDULE

Grade	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
M1	Fire Department Administrative Assistant	Annual	\$56,487.31	\$58,746.80	\$61,096.67	\$63,540.54	\$66,082.16	\$68,725.44	\$71,474.46
		Monthly	\$4,707.28	\$4,895.57	\$5,091.39	\$5,295.04	\$5,506.85	\$5,727.12	\$5,956.21
		Hourly	\$27.16	\$28.24	\$29.37	\$30.55	\$31.77	\$33.04	\$34.36
M2		Annual	\$58,181.93	\$60,509.20	\$62,929.57	\$65,446.75	\$68,064.62	\$70,787.21	\$73,618.70
M3		Annual	\$59,927.38	\$62,324.48	\$64,817.46	\$67,410.16	\$70,106.56	\$72,910.82	\$75,827.26
M4		Annual	\$61,725.20	\$64,194.21	\$66,761.98	\$69,432.46	\$72,209.76	\$75,098.15	\$78,112.08
M5	Legal Assistant; IS Technician; IS Network Technician; Library Public Service Manager; Municipal Broadband Network Technician	Annual	\$63,576.96	\$66,120.04	\$68,764.84	\$71,515.43	\$74,376.05	\$77,351.09	\$80,445.14
		Monthly	\$5,298.08	\$5,510.00	\$5,730.40	\$5,959.62	\$6,198.00	\$6,445.92	\$6,703.76
		Hourly	\$30.57	\$31.79	\$33.06	\$34.38	\$35.76	\$37.19	\$38.68
M6	PW Administrative Manager; Executive Assistant; Contract Specialist; Human Resources Assistant; Public Works Administrator	Annual	\$65,484.27	\$68,103.64	\$70,827.79	\$73,660.90	\$76,607.33	\$79,671.63	\$82,858.49
		Monthly	\$5,457.02	\$5,675.30	\$5,902.32	\$6,138.41	\$6,383.94	\$6,639.30	\$6,904.87
		Hourly	\$31.48	\$32.74	\$34.05	\$35.41	\$36.83	\$38.30	\$39.84
M7	Librarian; Librarian-Youth Services; Resource Conservation Manager; Recreation Manager	Annual	\$67,448.80	\$70,146.75	\$72,952.62	\$75,870.72	\$78,905.55	\$82,061.78	\$85,344.25
		Monthly	\$5,620.73	\$5,845.56	\$6,079.38	\$6,322.56	\$6,575.46	\$6,838.48	\$7,112.02
		Hourly	\$32.43	\$33.72	\$35.07	\$36.48	\$37.94	\$39.45	\$41.03
M8		Annual	\$69,472.26	\$72,251.15	\$75,141.20	\$78,146.85	\$81,272.72	\$84,523.63	\$87,904.57
M9	Assistant City Clerk & ECM Analyst; Human Resources Generalist	Annual	\$71,556.43	\$74,418.69	\$77,395.43	\$80,491.25	\$83,710.90	\$87,059.34	\$90,541.71
		Monthly	\$5,963.04	\$6,201.56	\$6,449.62	\$6,707.60	\$6,975.91	\$7,254.94	\$7,545.14
		Hourly	\$34.40	\$35.78	\$37.21	\$38.70	\$40.25	\$41.86	\$43.53
M10		Annual	\$73,703.12	\$76,651.25	\$79,717.30	\$82,905.99	\$86,222.23	\$89,671.12	\$93,257.96
M11	Accountant	Annual	\$75,914.22	\$78,950.78	\$82,108.82	\$85,393.17	\$88,808.90	\$92,361.25	\$96,055.70
		Monthly	\$6,326.18	\$6,579.23	\$6,842.40	\$7,116.10	\$7,400.74	\$7,696.77	\$8,004.64
		Hourly	\$36.50	\$37.96	\$39.48	\$41.05	\$42.70	\$44.40	\$46.18
M12	IS Network Administrator; IS System Administrator; Municipal Broadband Network Administrator; SCADA Administrator; Senior Activity Center Administrator; Court Administrator; Stormwater Program Manager	Annual	\$78,191.64	\$81,319.31	\$84,572.08	\$87,954.96	\$91,473.16	\$95,132.09	\$98,937.37
		Monthly	\$6,515.97	\$6,776.61	\$7,047.67	\$7,329.58	\$7,622.76	\$7,927.67	\$8,244.78
		Hourly	\$37.59	\$39.10	\$40.66	\$42.29	\$43.98	\$45.74	\$47.57
M13		Annual	\$80,537.39	\$83,758.89	\$87,109.24	\$90,593.61	\$94,217.36	\$97,986.05	\$101,905.49
M14	Senior Accountant; PW Supervisor - Sanitation, Streets, Fleet; Parks Manager; Records Service Manager	Annual	\$82,953.51	\$86,271.65	\$89,722.52	\$93,311.42	\$97,043.88	\$100,925.63	\$104,962.66
		Monthly	\$6,912.79	\$7,189.30	\$7,476.88	\$7,775.95	\$8,086.99	\$8,410.47	\$8,746.89
		Hourly	\$39.88	\$41.48	\$43.14	\$44.86	\$46.66	\$48.52	\$50.46
M15		Annual	\$85,442.12	\$88,859.80	\$92,414.20	\$96,110.76	\$99,955.19	\$103,953.40	\$108,111.54
M16	WWTP Supervisor; Water Treatment Plant Supervisor I; Water Distribution Supervisor; Assistant Parks & Recreation Director; Facilities Manager/Assistant Operations Manager	Annual	\$88,005.38	\$91,525.60	\$95,186.62	\$98,994.09	\$102,953.85	\$107,072.00	\$111,354.88
		Monthly	\$7,333.78	\$7,627.13	\$7,932.22	\$8,249.51	\$8,579.49	\$8,922.67	\$9,279.57
		Hourly	\$42.31	\$44.00	\$45.76	\$47.59	\$49.50	\$51.48	\$53.54
M17	GIS Manager	Annual	\$90,645.54	\$94,271.37	\$98,042.22	\$101,963.91	\$106,042.47	\$110,284.16	\$114,695.53
		Monthly	\$7,553.80	\$7,855.95	\$8,170.18	\$8,496.99	\$8,836.87	\$9,190.35	\$9,557.96
		Hourly	\$43.58	\$45.32	\$47.14	\$49.02	\$50.98	\$53.02	\$55.14
M18	Human Resources Manager; Planning Manager; Water Treatment Plant Supervisor II	Annual	\$93,364.91	\$97,099.51	\$100,983.49	\$105,022.83	\$109,223.74	\$113,592.69	\$118,136.40
		Monthly	\$7,780.41	\$8,091.63	\$8,415.29	\$8,751.90	\$9,101.98	\$9,466.06	\$9,844.70
		Hourly	\$44.89	\$46.68	\$48.55	\$50.49	\$52.51	\$54.61	\$56.80
M19	Engineering Services Manager (non PE)	Annual	\$96,165.86	\$100,012.49	\$104,012.99	\$108,173.51	\$112,500.45	\$117,000.47	\$121,680.49
		Monthly	\$8,013.82	\$8,334.37	\$8,667.75	\$9,014.46	\$9,375.04	\$9,750.04	\$10,140.04
		Hourly	\$46.23	\$48.08	\$50.01	\$52.01	\$54.09	\$56.25	\$58.50
M20	Finance Manager; Building Official; Operations Manager	Annual	\$99,050.83	\$103,012.87	\$107,133.38	\$111,418.72	\$115,875.46	\$120,510.48	\$125,330.90
		Monthly	\$8,254.24	\$8,584.41	\$8,927.78	\$9,284.89	\$9,656.29	\$10,042.54	\$10,444.24
		Hourly	\$47.62	\$49.53	\$51.51	\$53.57	\$55.71	\$57.94	\$60.26
M21	WWTP Manager	Annual	\$102,022.36	\$106,103.25	\$110,347.38	\$114,761.28	\$119,351.73	\$124,125.80	\$129,090.83
		Monthly	\$8,501.86	\$8,841.94	\$9,195.62	\$9,563.44	\$9,945.98	\$10,343.82	\$10,757.57
		Hourly	\$49.05	\$51.01	\$53.05	\$55.17	\$57.38	\$59.68	\$62.06
M22	Water System Manager; IS & Technology Manager; Municipal Broadband Business Manager; Public Defender	Annual	\$105,083.03	\$109,286.35	\$113,657.80	\$118,204.12	\$122,932.28	\$127,849.57	\$132,963.55
		Monthly	\$8,756.92	\$9,107.20	\$9,471.48	\$9,850.34	\$10,244.36	\$10,654.13	\$11,080.30
		Hourly	\$50.52	\$52.54	\$54.64	\$56.83	\$59.10	\$61.47	\$63.92
M23	City Engineer	Annual	\$108,235.52	\$112,564.94	\$117,067.54	\$121,750.24	\$126,620.25	\$131,685.06	\$136,952.46
		Monthly	\$9,019.63	\$9,380.41	\$9,755.63	\$10,145.85	\$10,551.69	\$10,973.75	\$11,412.71
		Hourly	\$52.04	\$54.12	\$56.28	\$58.53	\$60.88	\$63.31	\$65.84
M24	Assistant PW Director	Annual	\$111,482.59	\$115,941.89	\$120,579.56	\$125,402.75	\$130,418.86	\$135,635.61	\$141,061.04
		Monthly	\$9,290.22	\$9,661.82	\$10,048.30	\$10,450.23	\$10,868.24	\$11,302.97	\$11,755.09
		Hourly	\$53.60	\$55.74	\$57.97	\$60.29	\$62.70	\$65.21	\$67.82
M25		Annual	\$114,827.06	\$119,420.15	\$124,196.95	\$129,164.83	\$134,331.42	\$139,704.68	\$145,292.87
		Monthly	\$9,568.92	\$9,951.68	\$10,345.58	\$10,750.40	\$11,166.78	\$11,594.55	\$12,033.72
		Hourly	\$56.86	\$59.14	\$61.50	\$63.96	\$66.52	\$69.18	\$71.95
M26	Police Captain; Assistant Fire Chief	Annual	\$118,271.87	\$123,002.75	\$127,922.86	\$133,039.77	\$138,361.36	\$143,895.82	\$149,651.65
		Monthly	\$9,855.99	\$10,250.23	\$10,660.24	\$11,086.65	\$11,530.11	\$11,991.32	\$12,470.97
		Hourly	\$56.86	\$59.14	\$61.50	\$63.96	\$66.52	\$69.18	\$71.95
M27		Annual	\$121,820.03	\$126,692.83	\$131,760.55	\$137,030.97	\$142,512.21	\$148,212.69	\$154,141.20
M28		Annual	\$125,474.63	\$130,493.62	\$135,713.36	\$141,141.90	\$146,787.57	\$152,659.07	\$158,765.44
M29		Annual	\$129,238.87	\$134,408.43	\$139,784.76	\$145,376.15	\$151,191.20	\$157,238.85	\$163,528.40
M30		Annual	\$133,116.04	\$138,440.68	\$143,978.31	\$149,737.44	\$155,726.94	\$161,956.01	\$168,434.25

Senior Center Coordinator wages are at \$19.95 with regular base wage increases

Includes 2% base wage increase; 7 steps with 26.53% range; 4% between steps, 3% between ranges

2023 January - June Salary Range

DIRECTOR SALARY SCHEDULE									
Grade	Position		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
D1	Museum Director	Annual	\$80,537.39	\$83,758.89	\$87,109.24	\$90,593.61	\$94,217.36	\$97,986.05	\$101,905.49
		Monthly	\$6,711.45	\$6,979.91	\$7,259.10	\$7,549.47	\$7,851.45	\$8,165.50	\$8,492.12
		Hourly	\$38.72	\$40.27	\$41.88	\$43.55	\$45.30	\$47.11	\$48.99
D2	Library Director	Annual	\$102,022.36	\$106,103.25	\$110,347.38	\$114,761.28	\$119,351.73	\$124,125.80	\$129,090.83
		Monthly	\$8,501.86	\$8,841.94	\$9,195.62	\$9,563.44	\$9,945.98	\$10,343.82	\$10,757.57
		Hourly	\$49.05	\$51.01	\$53.05	\$55.17	\$57.38	\$59.68	\$62.06
D3	Parks and Recreation Director	Annual	\$118,271.87	\$123,002.75	\$127,922.86	\$133,039.77	\$138,361.36	\$143,895.82	\$149,651.65
		Monthly	\$9,855.99	\$10,250.23	\$10,660.24	\$11,086.65	\$11,530.11	\$11,991.32	\$12,470.97
		Hourly	\$56.86	\$59.14	\$61.50	\$63.96	\$66.52	\$69.18	\$71.95
D4	Human Resources Director	Annual	\$121,820.03	\$126,692.83	\$131,760.55	\$137,030.97	\$142,512.21	\$148,212.69	\$154,141.20
		Monthly	\$10,151.67	\$10,557.74	\$10,980.05	\$11,419.25	\$11,876.02	\$12,351.06	\$12,845.10
		Hourly	\$58.57	\$60.91	\$63.35	\$65.88	\$68.52	\$71.26	\$74.11
D5		Annual	\$125,474.63	\$130,493.62	\$135,713.36	\$141,141.90	\$146,787.57	\$152,659.07	\$158,765.44
		Monthly	\$10,456.22	\$10,874.47	\$11,309.45	\$11,761.82	\$12,232.30	\$12,721.59	\$13,230.45
		Hourly	\$60.32	\$62.74	\$65.25	\$67.86	\$70.57	\$73.39	\$76.33
D6	Finance/Clerk-Treasurer; Administrative Services Director; Planning & Community Development Director; Public Works Director (non PE)	Annual	\$129,238.87	\$134,408.43	\$139,784.76	\$145,376.15	\$151,191.20	\$157,238.85	\$163,528.40
		Monthly	\$10,769.91	\$11,200.70	\$11,648.73	\$12,114.68	\$12,599.27	\$13,103.24	\$13,627.37
		Hourly	\$62.13	\$64.62	\$67.20	\$69.89	\$72.69	\$75.60	\$78.62
D7	Police Chief; Fire Chief; Public Works Director (PE); City Attorney	Annual	\$133,116.04	\$138,440.68	\$143,978.31	\$149,737.44	\$155,726.94	\$161,956.01	\$168,434.25
		Monthly	\$11,093.00	\$11,536.72	\$11,998.19	\$12,478.12	\$12,977.24	\$13,496.33	\$14,036.19
		Hourly	\$64.00	\$66.56	\$69.22	\$71.99	\$74.87	\$77.86	\$80.98