

Range

Non-Union (NUE)

| Classification | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| 102 | \$10,288 | \$10,530 | \$10,773 | \$11,023 | \$11,266 | \$11,512 | \$11,753 | \$11,999 |
| 98 | \$8,563 | \$8,820 | \$9,081 | \$9,340 | \$9,601 | \$9,859 | \$10,118 | \$10,379 |
| 95 | \$8,314 | \$8,564 | \$8,815 | \$9,070 | \$9,321 | \$9,571 | \$9,824 | \$10,077 |
| 90 | \$7,580 | \$7,868 | \$8,155 | \$8,442 | \$8,729 | \$9,022 | \$9,315 | \$9,595 |
| 85 | \$7,498 | \$7,648 | \$8,015 | \$8,270 | \$8,530 | \$8,785 | \$9,044 | \$9,303 |
| 75 | \$6,690 | \$6,921 | \$7,151 | \$7,376 | \$7,608 | \$7,839 | \$8,069 | \$8,300 |
| 73 | \$6,160 | \$6,310 | \$6,488 | \$6,671 | \$6,857 | \$7,049 | \$7,247 | \$7,451 |
| 72 | \$5,879 | \$6,022 | \$6,177 | \$6,330 | \$6,487 | \$6,652 | \$6,819 | \$6,987 |
| 71 | \$5,583 | \$5,721 | \$5,867 | \$6,013 | \$6,162 | \$6,321 | \$6,478 | \$6,637 |
| 65 | \$4,708 | \$4,822 | \$5,008 | \$5,198 | \$5,406 | \$5,618 | \$5,685 | \$5,912 |
| 64 | \$4,484 | \$4,591 | \$4,771 | \$4,950 | \$5,149 | \$5,351 | \$5,415 | \$5,629 |
| 63 | \$4,186 | \$4,367 | \$4,544 | \$4,724 | \$4,902 | \$5,081 | \$5,262 | \$5,439 |
| 62 | \$4,084 | \$4,261 | \$4,433 | \$4,609 | \$4,783 | \$4,957 | \$5,136 | \$5,306 |
| 61 | \$3,882 | \$3,975 | \$4,132 | \$4,306 | \$4,474 | \$4,647 | \$4,838 | \$5,031 |
| Police Captain | \$8,149 | \$8,577 | \$9,008 | | | | | |
| Dispatch Center Manager | \$7,572 | \$7,951 | | | | | | |
| Records Manager | \$8,312 | | | | | | | |

Non-Union (NUN)

| Classification | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|----------------|---------|---------|---------|---------|---------|---------|---------|---------|
| 65 | \$4,970 | \$5,181 | \$5,394 | \$5,600 | \$5,812 | \$6,059 | \$6,292 | \$6,559 |
| 63 | \$4,528 | \$4,636 | \$4,818 | \$4,999 | \$5,201 | \$5,404 | \$5,468 | \$5,685 |
| 62 | \$4,084 | \$4,261 | \$4,433 | \$4,609 | \$4,783 | \$4,957 | \$5,136 | \$5,306 |
| 61 | \$3,882 | \$3,975 | \$4,132 | \$4,306 | \$4,474 | \$4,647 | \$4,838 | \$5,031 |
| 55 | \$3,436 | \$3,610 | \$3,789 | \$3,981 | \$4,176 | \$4,386 | \$4,605 | \$4,835 |

AFSCME-S (MUN & MUE)

| Classification | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|----------------|---------|---------|---------|---------|---------|---------|---------|---------|
| 75 | \$6,856 | \$7,093 | \$7,328 | \$7,559 | \$7,798 | \$8,033 | \$8,268 | \$8,504 |
| 74 | \$6,228 | \$6,428 | \$6,698 | \$6,963 | \$7,247 | \$7,532 | \$7,821 | \$8,158 |
| 70 | \$5,755 | \$5,940 | \$6,189 | \$6,432 | \$6,693 | \$6,959 | \$7,226 | \$7,535 |
| 65 | \$5,307 | \$5,549 | \$5,791 | \$6,034 | \$6,274 | \$6,517 | \$6,759 | \$7,001 |
| 60 | \$5,101 | \$5,307 | \$5,532 | \$5,734 | \$5,979 | \$6,204 | \$6,455 | \$6,704 |
| 56 | \$4,957 | \$5,157 | \$5,376 | \$5,574 | \$5,810 | \$6,029 | \$6,272 | \$6,516 |
| 55 | \$4,587 | \$4,698 | \$4,879 | \$5,062 | \$5,266 | \$5,473 | \$5,703 | \$5,926 |
| 50 | \$4,147 | \$4,242 | \$4,413 | \$4,599 | \$4,777 | \$4,962 | \$5,166 | \$5,369 |

AFSCME-C (UUS)

| Classification | 1 | 2 | 3 | 4 | 5 |
|----------------|---------|---------|---------|---------|---------|
| 54 | \$5,464 | \$5,697 | \$5,910 | \$6,150 | \$6,389 |
| 52 | \$5,010 | \$5,264 | \$5,521 | \$5,800 | \$6,090 |
| 51 | \$4,997 | \$5,249 | \$5,511 | \$5,786 | \$5,853 |
| 50 | \$4,588 | \$4,812 | \$5,058 | \$5,311 | \$5,576 |
| 36 | \$4,324 | \$4,536 | \$4,762 | \$5,003 | \$5,252 |
| 30 | \$4,124 | \$4,330 | \$4,543 | \$4,773 | \$5,031 |
| 28 | \$3,831 | \$4,022 | \$4,222 | \$4,434 | \$4,662 |

AFSCME-C (UCS)

| Classification | 1 | 2 | 3 | 4 | 5 |
|----------------|---------|---------|---------|---------|---------|
| 35 | \$5,128 | \$5,537 | \$5,946 | \$6,355 | \$6,765 |
| 30 | \$4,521 | \$4,749 | \$4,991 | \$5,234 | \$5,493 |
| 28 | \$4,306 | \$4,522 | \$4,750 | \$4,988 | \$5,233 |
| 26 | \$4,101 | \$4,307 | \$4,523 | \$4,749 | \$4,983 |
| 24 | \$3,867 | \$4,060 | \$4,266 | \$4,479 | \$4,702 |
| 22 | \$3,331 | \$3,499 | \$3,670 | \$3,856 | \$4,048 |

IBEW

| Classification | Hourly Rate |
|------------------|-------------|
| Foreman | \$56.16 |
| Crew Foreman | \$52.94 |
| Lineman | \$49.48 |
| Meter Serviceman | \$39.59 |

| Classification | 1 | 2 | 3 | 4 | 5 |
|--------------------|---------|---------|---------|---------|---------|
| Meter Tech | \$39.59 | \$42.06 | \$44.53 | \$47.00 | \$49.48 |
| Apprentice Lineman | \$37.11 | \$39.59 | \$42.06 | \$44.53 | \$47.00 |
| Meter Reader | \$31.17 | \$33.64 | | | |

IAFF

| Classification | Monthly Wage |
|---------------------------------------|--------------|
| Fire Officer 3 - Battalion Chief | \$7,578 |
| Fire Officer 3 - Probationary B.C. | \$7,200 |
| Fire Officer 2 - Captain | \$7,184 |
| Fire Officer 1 (+LTD) | \$6,810 |
| Fire Officer 1 (+LTD) Probationary | \$6,640 |
| Fire Fighter 2 (+LTD) | \$6,252 |
| Fire Fighter 1 (+LTD) | \$5,907 |
| Fire Fighter Probationary | \$5,582 |
| Fire Fighter Trainee | \$4,486 |

Police Guild

| Classification | 1 | 2 | 3 | 4 | 5 | 6 |
|----------------|---------|---------|---------|---------|---------|---------|
| Sergeant | \$7,572 | \$7,951 | | | | |
| Police Officer | \$5,035 | \$5,534 | \$5,810 | \$6,101 | \$6,407 | \$6,729 |

Teamsters (TUSC)

| Classification | 1 | 2 | 3 | 4 | 5 |
|----------------|---------|---------|---------|---------|---------|
| 27 | \$4,226 | \$4,439 | \$4,667 | \$4,892 | \$5,142 |
| 26 | \$4,122 | \$4,331 | \$4,552 | \$4,777 | \$5,014 |
| 24 | \$3,928 | \$4,122 | \$4,331 | \$4,552 | \$4,777 |

Contract/Part-Time/Volunteer

| Classification | 1 | 2 | 3 | 4 | 5 |
|--|---|---------|---------|---|---|
| Legal: City Attorney | Contract | | | | |
| General Government: Civil Service Secretary - Chief Examiner | \$2635 annual | | | | |
| Web Content/Information Specialist | \$25.00-\$30.00/hour | | | | |
| General Government: Code Enforcement Officer | \$25.00/hour | | | | |
| Municipal Court: Court Security Officer | \$25.00/hour | | | | |
| Fire Volunteers: Training and Emergency Response | Variable (proportion of quarterly budgeted funds, based on points during the month) | | | | |
| Fire: Residents | Variable (amount points earned during the month) | | | | |
| Fire: Volunteer Captain | \$10 per month paid quarterly | | | | |
| Fire: Volunteer Secretary/Treasurer | \$10 per month paid quarterly | | | | |
| Temporary Light Department Project Employee | \$62/hour | | | | |
| Police: Seasonal Equipment Installer | \$30/hour | | | | |
| Police: Reserve Officer | \$26/hour | | | | |
| Police: Prisoner Transport/Court Security Officer | \$20/hour | | | | |
| General Government: Work Study/Part Time | \$14.49-\$18.52/hour | | | | |
| General Government: Intern | \$14.49-\$18.52/hour | | | | |
| Court: Temporary Employee | \$14.49-\$18.25/hour | | | | |
| Public Works: Seasonal Utility Worker | \$14.49-\$18.25/hour | | | | |
| Public Works: Intern | \$14.49-\$18.25/hour | | | | |
| Recreation: Office Support Personnel | \$14.49-\$18.25/hour | | | | |
| Recreation: Class Leader | \$14.49-\$26.46/hour or percent of registration up to 70%, or up to 80% if the instructor provides the facility | | | | |
| | 1 | 2 | 3 | 4 | 5 |
| Recreation: Youth Program Coordinator | \$17.18 | | | | |
| Recreation: Program Instructor | \$16.90 | | | | |
| Recreation: Bus Driver (CDL) | \$15.83 | \$18.25 | | | |
| Recreation: Site Supervisor | \$16.37 | | | | |
| Recreation: Pool Manager | \$15.83 | | | | |
| Specialized Recreation Supervisor | \$15.83 | | | | |
| Park Lead | \$17.18 | | | | |
| Recreation: Sports Official | \$14.49 | \$18.25 | | | |
| Park Maintenance Worker | \$14.49 | | | | |
| Recreation: Program Staff | \$14.49 | \$15.03 | \$15.83 | | |
| Recreation Leader | \$14.55 | | | | |
| Recreation: Lifeguard | \$14.49 | | | | |
| Recreation: Cashier | \$14.49 | | | | |

Legend

NUE - Non Union Exempt Scale

NUN - Non Union Non Exempt Scale

MUN - Management Union Non Exempt Scale
MUE - Management Union Exempt Scale
UCS - Union Clerical Scale
UUS - Union Utility Scale
IAFF - International Association of Fire Fighters Scale
IBEW - International Brotherhood of Electrical Workers Scale
TUSC - Teamsters Union Scale