

**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	\$58.41
Crew Foreman	\$55.06
Lineman	\$51.46
Meter Serviceman	\$41.17

Classification	1	2	3	4	5
Meter Tech	\$41.17	\$43.74	\$46.31	\$48.89	\$51.46
Apprentice Lineman	\$38.60	\$41.17	\$43.74	\$46.31	\$48.89
Meter Reader	\$32.42	\$34.99			

#### 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				
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	
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