

**Range**

**Non-Union (NUE)**

Classification	1	2	3	4	5	6	7	8
102	\$10,700	\$10,951	\$11,204	\$11,464	\$11,717	\$11,972	\$12,223	\$12,479
98	\$8,906	\$9,173	\$9,444	\$9,714	\$9,985	\$10,253	\$10,523	\$10,794
95	\$8,647	\$8,907	\$9,168	\$9,433	\$9,694	\$9,954	\$10,217	\$10,480
90	\$7,883	\$8,183	\$8,481	\$8,780	\$9,078	\$9,383	\$9,688	\$9,979
85	\$7,798	\$7,954	\$8,336	\$8,601	\$8,871	\$9,136	\$9,406	\$9,675
75	\$6,958	\$7,198	\$7,437	\$7,671	\$7,912	\$8,153	\$8,392	\$8,632
73	\$6,406	\$6,562	\$6,748	\$6,938	\$7,131	\$7,331	\$7,537	\$7,749
72	\$6,114	\$6,263	\$6,424	\$6,583	\$6,746	\$6,918	\$7,092	\$7,266
71	\$5,806	\$5,950	\$6,102	\$6,254	\$6,408	\$6,574	\$6,737	\$6,902
65	\$4,896	\$5,015	\$5,208	\$5,406	\$5,622	\$5,843	\$5,912	\$6,148
64	\$4,663	\$4,775	\$4,962	\$5,148	\$5,355	\$5,565	\$5,632	\$5,854
63	\$4,353	\$4,542	\$4,726	\$4,913	\$5,098	\$5,284	\$5,472	\$5,657
62	\$4,247	\$4,431	\$4,610	\$4,793	\$4,974	\$5,155	\$5,341	\$5,518
61	\$4,037	\$4,134	\$4,297	\$4,478	\$4,653	\$4,833	\$5,032	\$5,232
Police Captain	\$8,475	\$8,920	\$9,368					
Interim Police Chief	\$7,800	\$10,794						
Dispatch Center Manager	\$7,875	\$8,269						
Records Manager	\$8,644							

**Non-Union (NUN)**

Classification	1	2	3	4	5	6	7	8
65	\$5,169	\$5,388	\$5,610	\$5,824	\$6,044	\$6,301	\$6,544	\$6,821
63	\$4,709	\$4,821	\$5,011	\$5,199	\$5,409	\$5,620	\$5,687	\$5,912
62	\$4,247	\$4,431	\$4,610	\$4,793	\$4,974	\$5,155	\$5,341	\$5,518
61	\$4,037	\$4,134	\$4,297	\$4,478	\$4,653	\$4,833	\$5,032	\$5,232
55	\$3,573	\$3,754	\$3,941	\$4,140	\$4,343	\$4,561	\$4,789	\$5,028

**AFSCME-S (MUN & MUE)**

Classification	1	2	3	4	5	6	7	8
75	\$7,062	\$7,306	\$7,548	\$7,786	\$8,032	\$8,274	\$8,516	\$8,759
74	\$6,415	\$6,621	\$6,899	\$7,172	\$7,464	\$7,758	\$8,056	\$8,403
70	\$5,928	\$6,118	\$6,375	\$6,625	\$6,894	\$7,168	\$7,443	\$7,761
65	\$5,466	\$5,715	\$5,965	\$6,215	\$6,462	\$6,713	\$6,962	\$7,211
60	\$5,254	\$5,466	\$5,698	\$5,906	\$6,158	\$6,390	\$6,649	\$6,905
56	\$5,106	\$5,312	\$5,537	\$5,741	\$5,984	\$6,210	\$6,460	\$6,711
55	\$4,725	\$4,839	\$5,025	\$5,214	\$5,424	\$5,637	\$5,874	\$6,104
50	\$4,271	\$4,369	\$4,545	\$4,737	\$4,920	\$5,111	\$5,321	\$5,530

**AFSCME-C (UUS)**

Classification	1	2	3	4	5
54	\$5,546	\$5,782	\$5,999	\$6,242	\$6,485
52	\$5,085	\$5,343	\$5,604	\$5,887	\$6,181
51	\$5,072	\$5,328	\$5,594	\$5,873	\$5,941
50	\$4,657	\$4,884	\$5,134	\$5,391	\$5,660
36	\$4,389	\$4,604	\$4,833	\$5,078	\$5,331
30	\$4,186	\$4,395	\$4,611	\$4,845	\$5,106
28	\$3,888	\$4,082	\$4,285	\$4,501	\$4,732

**AFSCME-C (UCS)**

Classification	1	2	3	4	5
35	\$5,205	\$5,620	\$6,035	\$6,450	\$6,866
30	\$4,589	\$4,820	\$5,066	\$5,313	\$5,575
28	\$4,371	\$4,590	\$4,750	\$5,063	\$5,311
26	\$4,163	\$4,372	\$4,591	\$4,820	\$5,058
24	\$3,925	\$4,121	\$4,330	\$4,546	\$4,773
22	\$3,381	\$3,551	\$3,725	\$3,914	\$4,109

**IBEW**

Classification	Hourly Rate
Foreman	\$61.04
Crew Foreman	\$57.54
Lineman	\$53.78
Meter Serviceman	\$43.02

Classification	1	2	3	4	5
Meter Tech	\$43.02	\$45.71	\$48.40	\$51.09	\$53.78
Apprentice Lineman	\$40.34	\$43.02	\$45.71	\$48.40	\$51.09
Meter Reader	\$33.88	\$36.57			

**IAFF**

Classification	Monthly Wage
Fire Officer 3 - Battalion Chief	\$8,108
Fire Officer 3 - Probationary B.C.	\$7,704
Fire Officer 2 - Captain	\$7,687
Fire Officer 1 (+LTD)	\$7,287
Fire Officer 1 (+LTD) Probationary	\$7,105
Fire Fighter 2 (+LTD)	\$6,408
Fire Fighter 1 (+LTD)	\$6,054
Fire Fighter Probationary	\$5,694
Fire Fighter Trainee	\$4,576

**Police Guild**

Classification	1	2	3	4	5	6
Lieutenant	\$9,533					
Sergeant	\$8,667					
Police Officer	\$5,488	\$6,032	\$6,333	\$6,650	\$6,984	\$7,335

Police Officer Trainee	\$4,665	
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**Teamsters (TUSC)**

Classification	1	2	3	4	5
27	\$4,321	\$4,539	\$4,772	\$5,002	\$5,258
26	\$4,215	\$4,428	\$4,654	\$4,884	\$5,127
24	\$4,016	\$4,215	\$4,428	\$4,654	\$4,884

**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	\$27.00/hour				
Municipal Court: Court Security Officer	\$27.00/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				
Police: Vehicle Equipment Installer	\$142.50/hour				
General Government: Work Study/Part Time	\$15.74-\$20.12/hour				
General Government: Intern	\$15.74-\$20.12/hour				
Court: Temporary Employee	\$15.74-\$20.12/hour				
Public Works: Seasonal Utility Worker	\$15.74-\$20.12/hour				
Public Works: Intern	\$15.74-\$20.12/hour				
Recreation: Office Support Personnel	\$15.74-\$20.12/hour				
Recreation: Class Leader	\$15.74-\$28.74/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	\$18.66				
Recreation: Program Instructor	\$18.36				
Recreation: Bus Driver (CDL)	\$17.20	\$19.82			
Recreation: Site Supervisor	\$17.80				
Recreation: Pool Manager	\$17.20				
Specialized Recreation Supervisor	\$17.20				
Park Lead	\$18.66				
Recreation: Sports Official	\$15.74	\$19.82			
Park Maintenance Worker	\$15.74				
Recreation: Program Staff	\$15.74	\$16.33	\$17.20		
Recreation Leader	\$15.81				
Recreation: Lifeguard	\$15.74				
Recreation: Cashier	\$15.74				
Municipal Court: Therapeutic Court Compliance Clerk	\$24.06				

Municipal Court: Therapeutic Court Coordinator	\$24.06			
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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