

Non-Collective Bargaining Unit Wage and Salary Plan

<u>Title</u>	<u>Minimum</u>	<u>Mid-Range</u>	<u>Maximum</u>
Grade 1 Intern Library Assistant	\$12.24	14.68	\$17.12
Grade 2 Firefighter Recruit* Custodian	\$12.84	15.49	\$18.15
Grade 3 Customer Service Representative Refuse Worker Transfer Station Operator Meter Reader Community Center Manager Maintenance Worker I Administrative Specialist I	\$14.14	17.06	\$19.98
Grade 4 Maintenance Worker II WTP Operator I (new or Class D) WWTP Operator I (new or Class D) Airport Maintenance Technician Animal Control Officer Police Records Specialist Library Associate Scalehouse Attendant	\$15.28	18.43	\$21.58
Grade 5 HR Specialist I Customer Service Representative - Lead 911 Dispatcher Evidence Technician Municipal Court Clerk Equipment Operator WWTP Operator II (Class C) WTP Operator II (Class C) Refuse Driver Landfill Driver Accounting Specialist I Police Recruit Permit Technician Lab Technician Sign Technician Fuel Quality and Maintenance Technician Mechanic Assistant Grants Coordinator Administrative Specialist II	\$16.44	19.83	\$23.22
Grade 6 Accounting Specialist II Payroll/Benefits Specialist Maintenance Worker III Code Enforcement Officer Code Enforcement Officer/ Building Inspector Literacy Program Coordinator Library/Circulation Supervisor 911 Supervisor	\$17.65	21.29	\$24.94
Grade 7 Pretreatment Coordinator Crew Leader HR Specialist II IT Technician GIS Technician/911 Addressing Coordinator Recreation Events Coordinator** Assistant to the City Manager Senior Center Coordinator** Building Inspector I (no or res cert only)	\$19.15	23.11	\$27.06

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Grade 8 Parks Foreman Streets Foreman Solid Waste Foreman Utility Line Foreman WWTP Operator III (Class B) WTP Operator III (Class B) Building Inspector II (res & comm)	\$20.69	24.97	\$29.24
Grade 9 Parks and Recreation Manager Landfill Manager WWTP Manager Equipment Manager 911 Dispatch Manager EM Deputy Director Public Information Officer Safety Coordinator Utility Billing Manager Airport Operations Manager Assistant Finance Director	\$46,560	\$56,174	\$65,788
Grade 10 Grants Coordinator Solid Waste Manager Library Director Streets Manager IT Manager WTP Manager Utility Line Manager Human Resources Manager	\$53,388	\$64,412	\$75,436
Grade 11 City Clerk Deputy Fire Chief Deputy Police Chief IT Director	\$62,175	\$75,013	\$87,851
Grade 12 Airport Director Community Development Director Emergency Management Director Economic Development Director	\$65,202	\$78,666	\$92,129
Grade 13 Police Chief Fire Chief Public Works Director	\$75,316	\$88,728	\$102,141
Grade 14 Director of Public Safety Planning Division Director Treasurer/Finance Director	\$85,443	\$103,086	\$120,729

*Firefighter Recruit pay is based on 112 hours a pay period

**Salaried position within Grade 7