

SALARY ADJUSTMENTS BASED ON PROPOSED MANAGEMENT RESOLUTION

**As of January 2025

		INITIAL PLACEMENT				ADDITIONAL STEP IF LESS THAN 2.5%					July 1, 2026 - 2%		July 1, 2027 - 2%	
Recommended Title	Pay Grade	Step	Hourly	Annual Salary	% Increase	Additional Step if less than 3%	% Increase	Annual Salary	Amount increased per hour	Annual Difference	Amount increased per hour	Annual Difference	Amount increased per hour	Annual Difference
	300													
Park Technician I	300 Parks	5	\$27.58	\$57,366.40	1.6%	\$28.41	4.7%	\$59,092.80	\$1.26	\$2,629.38	\$0.57	\$1,181.86	\$0.58	\$1,205.49
Park Technician I	300 Parks	5	\$27.58	\$57,366.40	1.6%	\$28.41	4.7%	\$59,092.80	\$1.26	\$2,629.38	\$0.57	\$1,181.86	\$0.58	\$1,205.49
Park Technician I	300 Parks	5	\$27.58	\$57,366.40	1.6%	\$28.41	4.7%	\$59,092.80	\$1.26	\$2,629.38	\$0.57	\$1,181.86	\$0.58	\$1,205.49
Park Technician I	300 Parks	5	\$27.58	\$57,366.40	1.6%	\$28.41	4.7%	\$59,092.80	\$1.26	\$2,629.38	\$0.57	\$1,181.86	\$0.58	\$1,205.49
Park Technician I	300 Parks	5	\$27.58	\$57,366.40	1.6%	\$28.41	4.7%	\$59,092.80	\$1.26	\$2,629.38	\$0.57	\$1,181.86	\$0.58	\$1,205.49
Park Technician I	300 Parks	4	\$26.77	\$55,681.60	2.6%				\$0.68	\$1,410.66	\$0.54	\$1,113.63	\$0.55	\$1,135.90
Park Technician I	300 Parks	1	\$24.50	\$50,960.00	3.5%				\$0.82	\$1,710.38	\$0.49	\$1,019.20	\$0.50	\$1,039.58
Park Technician I	300 Parks	1	\$24.50	\$50,960.00	12.8%				\$2.77	\$5,768.26	\$0.49	\$1,019.20	\$0.50	\$1,039.58
Park Technician I	300 Parks	1	\$24.50	\$50,960.00	12.8%				\$2.77	\$5,768.36	\$0.49	\$1,019.20	\$0.50	\$1,039.58
Park Technician I	300 Parks				VACANT									
	305													
Park Technician II	305 Parks	5	\$29.78	\$61,942.40	0.9%	\$30.67	4.0%	\$63,793.60	\$1.17	\$2,428.66	\$0.61	\$1,275.87	\$0.63	\$1,301.39
Administrative Assistant	305 NU	1	\$26.46	\$55,036.80	1.8%	\$27.25	4.8%	\$56,680.00	\$1.26	\$2,616.22	\$0.55	\$1,133.60	\$0.56	\$1,156.27
Park Technician II	305 Parks	7	\$31.59	\$65,707.20	2.9%				\$0.90	\$1,863.16	\$0.63	\$1,314.14	\$0.64	\$1,340.43
Park Technician II	305 Parks	7	\$31.59	\$65,707.20	2.9%				\$0.90	\$1,863.16	\$0.63	\$1,314.14	\$0.64	\$1,340.43
Park Technician II	305 Parks	7	\$31.59	\$65,707.20	2.9%				\$0.90	\$1,863.16	\$0.63	\$1,314.14	\$0.64	\$1,340.43
Park Technician II	305 Parks	7	\$31.59	\$65,707.20	2.9%				\$0.90	\$1,863.16	\$0.63	\$1,314.14	\$0.64	\$1,340.43
Park Technician II	305 Parks	7	\$31.59	\$65,707.20	2.9%				\$0.90	\$1,863.16	\$0.63	\$1,314.14	\$0.64	\$1,340.43
Park Technician II	305 Parks	7	\$31.59	\$65,707.20	2.9%				\$0.90	\$1,863.16	\$0.63	\$1,314.14	\$0.64	\$1,340.43
Administrative Assistant	305 NU	1	\$26.46	\$55,036.80	6.9%				\$1.71	\$3,548.27	\$0.53	\$1,100.74	\$0.54	\$1,122.75
Park Technician II	305 Parks	1	\$26.46	\$55,036.80	11.8%				\$2.78	\$5,787.18	\$0.53	\$1,100.74	\$0.54	\$1,122.75
Park Technician II	305 Parks				VACANT									
	310													
Executive Assistant	310 NU	1	\$29.11	\$60,548.80	1.6%	\$29.98	4.6%	\$62,358.40	\$1.32	\$2,753.30	\$0.60	\$1,247.17	\$0.61	\$1,272.11
Park Technician III	310 Parks	8	\$35.79	\$74,443.20	1.8%	Top Step			\$0.64	\$1,335.36	\$0.72	\$1,488.86	\$0.73	\$1,518.64
Program Coordinator	310 Parks	1	\$29.11	\$60,548.80	2.7%				\$0.76	\$1,577.68	\$0.58	\$1,210.98	\$0.59	\$1,235.20
Executive Assistant	310 NU	3	\$30.88	\$64,230.40	2.6%				\$0.79	\$1,644.50	\$0.62	\$1,284.61	\$0.63	\$1,310.30
	315													
	320													
Senior Executive Assistant	320 NU	4	\$37.10	\$77,168.00	1.4%	\$38.21	4.5%	\$79,476.80	\$1.64	\$3,411.20	\$0.76	\$1,589.54	\$0.78	\$1,621.33
Senior Executive Assistant	320 NU	4	\$37.10	\$77,168.00	1.4%	\$38.21	4.5%	\$79,476.80	\$1.64	\$3,403.66	\$0.76	\$1,589.54	\$0.78	\$1,621.33
Senior Executive Assistant	320 NU	1	\$33.95	\$70,616.00	2.3%	\$34.97	5.4%	\$72,737.60	\$1.80	\$3,737.24	\$0.70	\$1,454.75	\$0.71	\$1,483.85
Accounting Specialist	320 NU	1	\$33.95	\$70,616.00	2.3%	\$34.97	5.4%	\$72,737.60	\$1.80	\$3,737.14	\$0.70	\$1,454.75	\$0.71	\$1,483.85

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Recommended Title	Pay Grade	Step	Hourly	Annual Salary	% Increase	Additional Step if less than 3%	% Increase	Annual Salary	Amount increased per hour	Annual Difference	Amount increased per hour	Annual Difference	Amount increased per hour	Annual Difference
	340													
Division Manager - Parks Operations	340 NU	5	\$51.99	\$108,139.20	1.5%	\$53.55	4.6%	\$111,384.00	\$2.35	\$4,881.55	\$1.07	\$2,227.68	\$1.09	\$2,272.23
Finance Manager	340 NU	2	\$47.57	\$98,945.60	2.4%	\$49.00	5.5%	\$101,920.00	\$2.55	\$5,309.46	\$0.98	\$2,038.40	\$1.00	\$2,079.17
Police Sergeant	340 NU	5	\$51.99	\$108,139.20	2.5%				\$1.29	\$2,683.20	\$1.04	\$2,162.78	\$1.06	\$2,206.04
Accounting Manager	340 NU	7	\$55.16	\$114,732.80	2.6%				\$1.39	\$2,891.20	\$1.10	\$2,294.66	\$1.13	\$2,340.55
Police Sergeant	340 NU	5	\$51.99	\$108,139.20	2.5%				\$1.29	\$2,680.60	\$1.04	\$2,162.78	\$1.06	\$2,206.04
Police Sergeant	340 NU	5	\$51.99	\$108,139.20	2.5%				\$1.29	\$2,680.60	\$1.04	\$2,162.78	\$1.06	\$2,206.04
Police Sergeant	340 NU	5	\$51.99	\$108,139.20	2.5%				\$1.29	\$2,680.60	\$1.04	\$2,162.78	\$1.06	\$2,206.04
Police Sergeant	340 NU	5	\$51.99	\$108,139.20	2.5%				\$1.29	\$2,680.60	\$1.04	\$2,162.78	\$1.06	\$2,206.04
	345													
Emergency Operations Coordinator	345 NU	7	\$59.56	\$123,884.80	0.5%	\$61.35	3.5%	\$127,608.00	\$2.07	\$4,305.60	\$1.23	\$2,552.16	\$1.25	\$2,603.20
City Recorder	345 NU	3	\$52.92	\$110,073.60	2.7%				\$1.41	\$2,927.08	\$1.06	\$2,201.47	\$1.08	\$2,245.50
	350													
GIS Manager	350 NU	1	\$53.88	\$112,070.40	0.2%	\$55.50	3.2%	\$115,440.00	\$1.73	\$3,598.92	\$1.11	\$2,308.80	\$1.13	\$2,354.98
Planning Supervisor	350 NU	1	\$53.88	\$112,070.40	0.2%	\$55.50	3.2%	\$115,440.00	\$1.73	\$3,598.40	\$1.11	\$2,308.80	\$1.13	\$2,354.98
Building Official	350 NU	3	\$57.16	\$118,892.80	1.2%	\$58.87	4.3%	\$122,453.19	\$2.41	\$5,022.11	\$1.18	\$2,445.40	\$1.20	\$2,497.97
IT/AFN Manager	350 NU	3	\$57.16	\$118,892.80	1.2%	\$58.87	4.3%	\$122,453.19	\$2.41	\$5,022.01	\$1.18	\$2,445.40	\$1.20	\$2,497.97
IT/AFN Manager	350 NU	1	\$53.88	\$112,070.40	10.5%				\$5.11	\$10,629.32	\$1.08	\$2,241.41	\$1.10	\$2,286.24
	355													
Divison Chief	355 NU	2	\$59.93	\$124,654.40	1.1%	\$61.73	4.1%	\$128,398.40	\$2.45	\$5,096.00	\$1.23	\$2,567.97	\$1.26	\$2,619.33
Deputy Finance Director	355 NU	4	\$63.58	\$132,246.40	2.1%	\$65.49	5.2%	\$136,219.20	\$3.25	\$6,751.68	\$1.31	\$2,724.38	\$1.34	\$2,778.87
Deputy Parks Director	355 Parks	4	\$63.58	\$132,246.40	2.1%	\$65.49	5.2%	\$136,219.20	\$3.25	\$6,751.68	\$1.31	\$2,724.38	\$1.34	\$2,778.87
Deputy Public Works Director	355 NU	4	\$63.58	\$132,246.40	2.1%	\$65.49	5.2%	\$136,219.20	\$3.25	\$6,751.68	\$1.31	\$2,724.38	\$1.34	\$2,778.87
Fire Marshall	355 NU	4	\$63.58	\$132,246.40	2.1%	\$65.49	5.2%	\$136,219.20	\$3.25	\$6,751.68	\$1.31	\$2,724.38	\$1.34	\$2,778.87
	360													
Deputy Police Chief	360 NU	1	\$62.84	\$130,707.20	1.0%	\$64.73	4.0%	\$134,638.40	\$2.49	\$5,170.88	\$1.29	\$2,692.77	\$1.32	\$2,746.62
Deputy Fire Chief	360 NU	1	\$62.84	\$130,707.20	1.8%	\$64.73	4.9%	\$134,638.40	\$3.03	\$6,302.40	\$1.29	\$2,692.77	\$1.32	\$2,746.62
Assistant Attorney	360 NU	1	\$62.84	\$130,707.20	6.0%				\$3.56	\$7,404.80	\$1.26	\$2,614.14	\$1.28	\$2,666.43

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		Step	Hourly	Annual Salary	% Increase	Additional Step if less than 3%	% Increase	Annual Salary	Amount increased per hour	Annual Difference	Amount increased per hour	Annual Difference	Amount increased per hour	Annual Difference
	365													
Director of Parks & Recreation*	365 Parks	4	\$74.16	\$154,252.80	0.4%	\$76.39	3.4%	\$158,891.20	\$2.51	\$5,222.36	\$1.53	\$3,177.82	\$1.56	\$3,241.38
Director of Community Development	365 NU	3	\$72.00	\$149,760.00	2.4%	\$74.16	5.5%	\$154,252.75	\$3.84	\$7,987.15	\$1.48	\$3,085.11	\$1.51	\$3,146.76
Director of Finance	365 NU	3	\$72.00	\$149,760.00	2.4%	\$74.16	5.5%	\$154,252.75	\$3.84	\$7,987.15	\$1.48	\$3,085.11	\$1.51	\$3,146.76
Director of Human Resources	365 NU	2	\$69.90	\$145,392.00	1.9%	\$72.00	4.9%	\$149,760.00	\$3.40	\$7,063.16	\$1.44	\$2,995.20	\$1.47	\$3,055.10
	370													
Director of Electric	370 NU	5	\$82.50	\$171,600.00	2.7%				\$2.16	\$4,497.22	\$1.65	\$3,432.00	\$1.68	\$3,500.64
Director of Public Works	370 NU	3	\$77.76	\$161,740.80	2.7%				\$2.03	\$4,230.30	\$1.56	\$3,234.82	\$1.59	\$3,299.51
Police Chief	370 NU	5	\$82.50	\$171,600.00	2.7%				\$2.16	\$4,497.22	\$1.65	\$3,432.00	\$1.68	\$3,500.64
Fire Chief	370 NU	1	\$73.30	\$152,464.00	12.2%				\$7.96	\$16,556.80	\$1.47	\$3,049.28	\$1.50	\$3,110.27
	375													
Deputy City Manager	375 NIU	1	\$79.16	\$164,652.80	9.9%				\$7.13	\$14,821.25	\$1.58	\$3,293.06	\$1.61	\$3,358.92
	380													
City Attorney*	380 NIU	3	\$88.18	\$183,414.40	2.5%				\$2.19	\$4,549.38	\$1.76	\$3,668.29	\$1.80	\$3,741.65
	AA													
City Manager*	AA	4	\$96.87	\$201,489.60	2.3%	\$99.79	5.4%	\$207,563.20	\$5.10	\$10,599.16	\$2.00	\$4,151.26	\$2.04	\$4,234.29

***Subject to Employment Contract**

	Average % increase	Average increase per hour	Average Annual Difference
2025	5.0%	\$2.18	\$4,533.84
2026	2.0%	\$0.95	\$1,981.87
2027	2.0%	\$0.97	\$2,021.52