

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 7/1/2018

1.015							
Grade		A	B	C	D	E	F
9	Annual	\$24,874.58	\$26,226.71	\$27,462.28	\$28,909.24	\$30,236.48	\$31,802.59
	Bi-weekly	\$956.71	\$1,008.72	\$1,056.24	\$1,111.89	\$1,162.94	\$1,223.18
	Hrly	\$11.96	\$12.61	\$13.20	\$13.90	\$14.54	\$15.29
10	Annual	\$26,226.71	\$27,462.28	\$28,909.24	\$30,236.48	\$31,802.59	\$33,407.31
	Bi-weekly	\$1,008.72	\$1,056.24	\$1,111.89	\$1,162.94	\$1,223.18	\$1,284.90
	Hrly	\$12.61	\$13.20	\$13.90	\$14.54	\$15.29	\$16.06
11	Annual	\$27,462.28	\$28,909.24	\$30,236.48	\$31,802.59	\$33,407.31	\$35,012.03
	Bi-weekly	\$1,056.24	\$1,111.89	\$1,162.94	\$1,223.18	\$1,284.90	\$1,346.62
	Hrly	\$13.20	\$13.90	\$14.54	\$15.29	\$16.06	\$16.83
12	Annual	\$28,909.24	\$30,236.48	\$31,802.59	\$33,407.31	\$35,012.03	\$36,762.63
	Bi-weekly	\$1,111.89	\$1,162.94	\$1,223.18	\$1,284.90	\$1,346.62	\$1,413.95
	Hrly	\$13.90	\$14.54	\$15.29	\$16.06	\$16.83	\$17.67
13	Annual	\$30,236.48	\$31,802.59	\$33,407.31	\$35,012.03	\$36,762.63	\$38,634.80
	Bi-weekly	\$1,162.94	\$1,223.18	\$1,284.90	\$1,346.62	\$1,413.95	\$1,485.95
	Hrly	\$14.54	\$15.29	\$16.06	\$16.83	\$17.67	\$18.57
14	Annual	\$31,802.59	\$33,407.31	\$35,012.03	\$36,762.63	\$38,634.80	\$40,563.98
	Bi-weekly	\$1,223.18	\$1,284.90	\$1,346.62	\$1,413.95	\$1,485.95	\$1,560.15
	Hrly	\$15.29	\$16.06	\$16.83	\$17.67	\$18.57	\$19.50
15	Annual	\$33,407.31	\$35,012.03	\$36,762.63	\$38,634.80	\$40,563.98	\$42,597.97
	Bi-weekly	\$1,284.90	\$1,346.62	\$1,413.95	\$1,485.95	\$1,560.15	\$1,638.38
	Hrly	\$16.06	\$16.83	\$17.67	\$18.57	\$19.50	\$20.48
16	Annual	\$35,012.03	\$36,762.63	\$38,634.80	\$40,563.98	\$42,597.97	\$44,688.96
	Bi-weekly	\$1,346.62	\$1,413.95	\$1,485.95	\$1,560.15	\$1,638.38	\$1,718.81
	Hrly	\$16.83	\$17.67	\$18.57	\$19.50	\$20.48	\$21.49
Inspections Admin Technician Police Admin Technician Recreation Technician ROW Maintenance Specialist Visitor Services Coordinator							
17	Annual	\$36,762.63	\$38,634.80	\$40,563.98	\$42,597.97	\$44,688.96	\$46,950.16
	Bi-weekly	\$1,413.95	\$1,485.95	\$1,560.15	\$1,638.38	\$1,718.81	\$1,805.78
	Hrly	\$17.67	\$18.57	\$19.50	\$20.48	\$21.49	\$22.57

Department Secretary
Library Admin Assistant
Police Evidence Technician

18	Annual	\$38,634.80	\$40,563.98	\$42,597.97	\$44,688.96	\$46,950.16	\$49,352.84
	Bi-weekly	\$1,485.95	\$1,560.15	\$1,638.38	\$1,718.81	\$1,805.78	\$1,898.19
	Hrly	\$18.57	\$19.50	\$20.48	\$21.49	\$22.57	\$23.73
19	Annual	\$40,563.98	\$42,597.97	\$44,688.96	\$46,950.16	\$49,352.84	\$51,800.67
	Bi-weekly	\$1,560.15	\$1,638.38	\$1,718.81	\$1,805.78	\$1,898.19	\$1,992.33
	Hrly	\$19.50	\$20.48	\$21.49	\$22.57	\$23.73	\$24.90
20	Annual	\$42,597.97	\$44,688.96	\$46,950.16	\$49,352.84	\$51,800.67	\$54,463.15
	Bi-weekly	\$1,638.38	\$1,718.81	\$1,805.78	\$1,898.19	\$1,992.33	\$2,094.74
	Hrly	\$20.48	\$21.49	\$22.57	\$23.73	\$24.90	\$26.18
21	Annual	\$44,688.96	\$46,950.16	\$49,352.84	\$51,800.67	\$54,463.15	\$57,162.00
	Bi-weekly	\$1,718.81	\$1,805.78	\$1,898.19	\$1,992.33	\$2,094.74	\$2,198.54
	Hrly	\$21.49	\$22.57	\$23.73	\$24.90	\$26.18	\$27.48

Budget Technician
Children's Services Librarian
City Forester
Community Development Admin Tech
Deputy City Clerk
Harlan Sports Complex Supv
Payroll & Acct Tech
Program Supervisor
Purchasing Coordinator
Museum Educator/Assistant Director
Neighborhood Wellness Coord
Rental & Nuisance Inspector
55+ Volunteer Initiatives Coordinator

22	Annual	\$46,950.16	\$49,352.84	\$51,800.67	\$54,463.15	\$57,162.00	\$59,958.10
	Bi-weekly	\$1,805.78	\$1,898.19	\$1,992.33	\$2,094.74	\$2,198.54	\$2,306.08
	Hrly	\$22.57	\$23.73	\$24.90	\$26.18	\$27.48	\$28.83

Adult & Teen Services Librarian
Associate Planner
Engineering Assistant III

23	Annual	\$49,352.84	\$51,800.67	\$54,463.15	\$57,162.00	\$59,958.10	\$62,900.08
	Bi-weekly	\$1,898.19	\$1,992.33	\$2,094.74	\$2,198.54	\$2,306.08	\$2,419.23
	Hrly	\$23.73	\$24.90	\$26.18	\$27.48	\$28.83	\$30.24

Building Inspector I
 CVB Executive Director
 Economic Development Specialist
 HR/EEO Specialist
 P&R Marketing/Operations Mgr

24	Annual	\$51,800.67	\$54,463.15	\$57,162.00	\$59,958.10	\$62,900.08	\$66,114.62
	Bi-weekly	\$1,992.33	\$2,094.74	\$2,198.54	\$2,306.08	\$2,419.23	\$2,542.87
	Hrly	\$24.90	\$26.18	\$27.48	\$28.83	\$30.24	\$31.79

Golf Superintendant
 Information Technology Support Specialist

25	Annual	\$54,463.15	\$57,162.00	\$59,958.10	\$62,900.08	\$66,114.62	\$69,416.21
	Bi-weekly	\$2,094.74	\$2,198.54	\$2,306.08	\$2,419.23	\$2,542.87	\$2,669.85
	Hrly	\$26.18	\$27.48	\$28.83	\$30.24	\$31.79	\$33.37

Building Inspector II
 City Electrician
 Parks & Forestry Operations Supervisor
 Vehicle Repairs Supervisor

26	Annual	\$57,162.00	\$59,958.10	\$62,900.08	\$66,114.62	\$69,416.21	\$72,893.10
	Bi-weekly	\$2,198.54	\$2,306.08	\$2,419.23	\$2,542.87	\$2,669.85	\$2,803.58
	Hrly	\$27.48	\$28.83	\$30.24	\$31.79	\$33.37	\$35.04

27	Annual	\$59,958.10	\$62,900.08	\$66,114.62	\$69,416.21	\$72,893.10	\$76,515.87
	Bi-weekly	\$2,306.08	\$2,419.23	\$2,542.87	\$2,669.85	\$2,803.58	\$2,942.92
	Hrly	\$28.83	\$30.24	\$31.79	\$33.37	\$35.04	\$36.79

Parks & Forestry Superintendant
 PW Operations Manager

28	Annual	\$62,900.08	\$66,114.62	\$69,416.21	\$72,893.10	\$76,515.87	\$80,381.78
	Bi-weekly	\$2,419.23	\$2,542.87	\$2,669.85	\$2,803.58	\$2,942.92	\$3,091.61
	Hrly	\$30.24	\$31.79	\$33.37	\$35.04	\$36.79	\$38.65

Airport Director
 Assistant Fire Chief
 Assistant Recreation Director
 Blanden Museum Director

29	Annual	\$66,114.62	\$69,416.21	\$72,893.10	\$76,515.87	\$80,381.78	\$84,393.57
	Bi-weekly	\$2,542.87	\$2,669.85	\$2,803.58	\$2,942.92	\$3,091.61	\$3,245.91
	Hrly	\$31.79	\$33.37	\$35.04	\$36.79	\$38.65	\$40.57

Police Captain
 Senior Planner

30	Annual	\$69,416.21	\$72,893.10	\$76,515.87	\$80,381.78	\$84,393.57	\$88,599.88
	Bi-weekly	\$2,669.85	\$2,803.58	\$2,942.92	\$3,091.61	\$3,245.91	\$3,407.69
	Hrly	\$33.37	\$35.04	\$36.79	\$38.65	\$40.57	\$42.60

Community & Economic Dev Director
Information Technology Operations Manager

31	Annual	\$72,893.10	\$76,515.87	\$80,381.78	\$84,393.57	\$88,599.88	\$93,087.33
	Bi-weekly	\$2,803.58	\$2,942.92	\$3,091.61	\$3,245.91	\$3,407.69	\$3,580.28
	Hrly	\$35.04	\$36.79	\$38.65	\$40.57	\$42.60	\$44.75

Assistant Police Chief

Library Director

32	Annual	\$76,515.87	\$80,381.78	\$84,393.57	\$88,599.88	\$93,087.33	\$97,679.92
	Bi-weekly	\$2,942.92	\$3,091.61	\$3,245.91	\$3,407.69	\$3,580.28	\$3,756.92
	Hrly	\$36.79	\$38.65	\$40.57	\$42.60	\$44.75	\$46.96

Director of Public Works

Fire Chief

Human Resources Director

Parks & Rec Director

33	Annual	\$80,381.78	\$84,393.57	\$88,599.88	\$93,087.33	\$97,679.92	\$102,556.06
	Bi-weekly	\$3,091.61	\$3,245.91	\$3,407.69	\$3,580.28	\$3,756.92	\$3,944.46
	Hrly	\$38.65	\$40.57	\$42.60	\$44.75	\$46.96	\$49.31

Police Chief

34	Annual	\$84,393.57	\$88,599.88	\$93,087.33	\$97,679.92	\$102,556.06	\$107,727.67
	Bi-weekly	\$3,245.91	\$3,407.69	\$3,580.28	\$3,756.92	\$3,944.46	\$4,143.37
	Hrly	\$40.57	\$42.60	\$44.75	\$46.96	\$49.31	\$51.79

Finance Director/City Clerk

35	Annual	\$88,599.88	\$93,087.33	\$97,679.92	\$102,556.06	\$107,727.67	\$113,108.30
	Bi-weekly	\$3,407.69	\$3,580.28	\$3,756.92	\$3,944.46	\$4,143.37	\$4,350.32
	Hrly	\$42.60	\$44.75	\$46.96	\$49.31	\$51.79	\$54.38

City Engineer

36	Annual	\$93,087.33	\$97,679.92	\$102,556.06	\$107,727.67	\$113,108.30	\$118,797.75
	Bi-weekly	\$3,580.28	\$3,756.92	\$3,944.46	\$4,143.37	\$4,350.32	\$4,569.14
	Hrly	\$44.75	\$46.96	\$49.31	\$51.79	\$54.38	\$57.11

37	Annual	\$97,679.92	\$102,556.06	\$107,727.67	\$113,108.30	\$118,797.75	\$124,675.95
	Bi-weekly	\$3,756.92	\$3,944.46	\$4,143.37	\$4,350.32	\$4,569.14	\$4,795.23
	Hrly	\$46.96	\$49.31	\$51.79	\$54.38	\$57.11	\$59.94

Director of Engineering and BACG

38	Annual	\$102,556.06	\$107,727.67	\$113,108.30	\$118,797.75	\$124,675.95	\$130,930.39
	Bi-weekly	\$3,944.46	\$4,143.37	\$4,350.32	\$4,569.14	\$4,795.23	\$5,035.78
	Hrly	\$49.31	\$51.79	\$54.38	\$57.11	\$59.94	\$62.95

39	Annual	\$107,727.67	\$113,108.30	\$118,797.75	\$124,675.95	\$130,930.39	\$137,446.52
	Bi-weekly	\$4,143.37	\$4,350.32	\$4,569.14	\$4,795.23	\$5,035.78	\$5,286.40
	Hrly	\$51.79	\$54.38	\$57.11	\$59.94	\$62.95	\$66.08

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 1/1/2019

1.015							
Grade		A	B	C	D	E	F
9	Annual	\$25,247.70	\$26,620.11	\$27,874.21	\$29,342.88	\$30,690.03	\$32,279.63
	Bi-weekly	\$971.07	\$1,023.85	\$1,072.09	\$1,128.57	\$1,180.39	\$1,241.52
	Hrly	\$12.14	\$12.80	\$13.40	\$14.11	\$14.75	\$15.52
10	Annual	\$26,620.11	\$27,874.21	\$29,342.88	\$30,690.03	\$32,279.63	\$33,908.42
	Bi-weekly	\$1,023.85	\$1,072.09	\$1,128.57	\$1,180.39	\$1,241.52	\$1,304.17
	Hrly	\$12.80	\$13.40	\$14.11	\$14.75	\$15.52	\$16.30
11	Annual	\$27,874.21	\$29,342.88	\$30,690.03	\$32,279.63	\$33,908.42	\$35,537.21
	Bi-weekly	\$1,072.09	\$1,128.57	\$1,180.39	\$1,241.52	\$1,304.17	\$1,366.82
	Hrly	\$13.40	\$14.11	\$14.75	\$15.52	\$16.30	\$17.09
12	Annual	\$29,342.88	\$30,690.03	\$32,279.63	\$33,908.42	\$35,537.21	\$37,314.07
	Bi-weekly	\$1,128.57	\$1,180.39	\$1,241.52	\$1,304.17	\$1,366.82	\$1,435.16
	Hrly	\$14.11	\$14.75	\$15.52	\$16.30	\$17.09	\$17.94
13	Annual	\$30,690.03	\$32,279.63	\$33,908.42	\$35,537.21	\$37,314.07	\$39,214.32
	Bi-weekly	\$1,180.39	\$1,241.52	\$1,304.17	\$1,366.82	\$1,435.16	\$1,508.24
	Hrly	\$14.75	\$15.52	\$16.30	\$17.09	\$17.94	\$18.85
14	Annual	\$32,279.63	\$33,908.42	\$35,537.21	\$37,314.07	\$39,214.32	\$41,172.44
	Bi-weekly	\$1,241.52	\$1,304.17	\$1,366.82	\$1,435.16	\$1,508.24	\$1,583.56
	Hrly	\$15.52	\$16.30	\$17.09	\$17.94	\$18.85	\$19.79
15	Annual	\$33,908.42	\$35,537.21	\$37,314.07	\$39,214.32	\$41,172.44	\$43,236.94
	Bi-weekly	\$1,304.17	\$1,366.82	\$1,435.16	\$1,508.24	\$1,583.56	\$1,662.96
	Hrly	\$16.30	\$17.09	\$17.94	\$18.85	\$19.79	\$20.79
16	Annual	\$35,537.21	\$37,314.07	\$39,214.32	\$41,172.44	\$43,236.94	\$45,359.30
	Bi-weekly	\$1,366.82	\$1,435.16	\$1,508.24	\$1,583.56	\$1,662.96	\$1,744.59
	Hrly	\$17.09	\$17.94	\$18.85	\$19.79	\$20.79	\$21.81
Inspections Admin Technician Police Admin Technician Recreation Technician ROW Maintenance Specialist Visitor Services Coordinator							
17	Annual	\$37,314.07	\$39,214.32	\$41,172.44	\$43,236.94	\$45,359.30	\$47,654.41
	Bi-weekly	\$1,435.16	\$1,508.24	\$1,583.56	\$1,662.96	\$1,744.59	\$1,832.86
	Hrly	\$17.94	\$18.85	\$19.79	\$20.79	\$21.81	\$22.91

Department Secretary
Library Admin Assistant
Police Evidence Technician

18	Annual	\$39,214.32	\$41,172.44	\$43,236.94	\$45,359.30	\$47,654.41	\$50,093.13
	Bi-weekly	\$1,508.24	\$1,583.56	\$1,662.96	\$1,744.59	\$1,832.86	\$1,926.66
	Hrly	\$18.85	\$19.79	\$20.79	\$21.81	\$22.91	\$24.08
19	Annual	\$41,172.44	\$43,236.94	\$45,359.30	\$47,654.41	\$50,093.13	\$52,577.68
	Bi-weekly	\$1,583.56	\$1,662.96	\$1,744.59	\$1,832.86	\$1,926.66	\$2,022.22
	Hrly	\$19.79	\$20.79	\$21.81	\$22.91	\$24.08	\$25.28
20	Annual	\$43,236.94	\$45,359.30	\$47,654.41	\$50,093.13	\$52,577.68	\$55,280.10
	Bi-weekly	\$1,662.96	\$1,744.59	\$1,832.86	\$1,926.66	\$2,022.22	\$2,126.16
	Hrly	\$20.79	\$21.81	\$22.91	\$24.08	\$25.28	\$26.58
21	Annual	\$45,359.30	\$47,654.41	\$50,093.13	\$52,577.68	\$55,280.10	\$58,019.43
	Bi-weekly	\$1,744.59	\$1,832.86	\$1,926.66	\$2,022.22	\$2,126.16	\$2,231.52
	Hrly	\$21.81	\$22.91	\$24.08	\$25.28	\$26.58	\$27.89

Budget Technician
Children's Services Librarian
City Forester
Community Development Admin Tech
Deputy City Clerk
Harlan Sports Complex Supv
Payroll & Acct Tech
Program Supervisor
Purchasing Coordinator
Museum Educator/Assistant Director
Neighborhood Wellness Coord
Rental & Nuisance Inspector
55+ Volunteer Initiatives Coordinator

22	Annual	\$47,654.41	\$50,093.13	\$52,577.68	\$55,280.10	\$58,019.43	\$60,857.47
	Bi-weekly	\$1,832.86	\$1,926.66	\$2,022.22	\$2,126.16	\$2,231.52	\$2,340.67
	Hrly	\$22.91	\$24.08	\$25.28	\$26.58	\$27.89	\$29.26

Adult & Teen Services Librarian
Associate Planner
Engineering Assistant III

23	Annual	\$50,093.13	\$52,577.68	\$55,280.10	\$58,019.43	\$60,857.47	\$63,843.58
	Bi-weekly	\$1,926.66	\$2,022.22	\$2,126.16	\$2,231.52	\$2,340.67	\$2,455.52
	Hrly	\$24.08	\$25.28	\$26.58	\$27.89	\$29.26	\$30.69

Building Inspector I
CVB Executive Director
Economic Development Specialist
HR/EEO Specialist
P&R Marketing/Operations Mgr

24	Annual	\$52,577.68	\$55,280.10	\$58,019.43	\$60,857.47	\$63,843.58	\$67,106.34
	Bi-weekly	\$2,022.22	\$2,126.16	\$2,231.52	\$2,340.67	\$2,455.52	\$2,581.01
	Hrly	\$25.28	\$26.58	\$27.89	\$29.26	\$30.69	\$32.26

Golf Superintendant
Information Technology Support Specialist

25	Annual	\$55,280.10	\$58,019.43	\$60,857.47	\$63,843.58	\$67,106.34	\$70,457.45
	Bi-weekly	\$2,126.16	\$2,231.52	\$2,340.67	\$2,455.52	\$2,581.01	\$2,709.90
	Hrly	\$26.58	\$27.89	\$29.26	\$30.69	\$32.26	\$33.87

Building Inspector II
City Electrician
Parks & Forestry Operations Supervisor
Vehicle Repairs Supervisor

26	Annual	\$58,019.43	\$60,857.47	\$63,843.58	\$67,106.34	\$70,457.45	\$73,986.49
	Bi-weekly	\$2,231.52	\$2,340.67	\$2,455.52	\$2,581.01	\$2,709.90	\$2,845.63
	Hrly	\$27.89	\$29.26	\$30.69	\$32.26	\$33.87	\$35.57

27	Annual	\$60,857.47	\$63,843.58	\$67,106.34	\$70,457.45	\$73,986.49	\$77,663.61
	Bi-weekly	\$2,340.67	\$2,455.52	\$2,581.01	\$2,709.90	\$2,845.63	\$2,987.06
	Hrly	\$29.26	\$30.69	\$32.26	\$33.87	\$35.57	\$37.34

Parks & Forestry Superintendant
PW Operations Manager

28	Annual	\$63,843.58	\$67,106.34	\$70,457.45	\$73,986.49	\$77,663.61	\$81,587.51
	Bi-weekly	\$2,455.52	\$2,581.01	\$2,709.90	\$2,845.63	\$2,987.06	\$3,137.98
	Hrly	\$30.69	\$32.26	\$33.87	\$35.57	\$37.34	\$39.22

Airport Director
Assistant Fire Chief
Assistant Recreation Director
Blanden Museum Director

29	Annual	\$67,106.34	\$70,457.45	\$73,986.49	\$77,663.61	\$81,587.51	\$85,659.48
	Bi-weekly	\$2,581.01	\$2,709.90	\$2,845.63	\$2,987.06	\$3,137.98	\$3,294.60
	Hrly	\$32.26	\$33.87	\$35.57	\$37.34	\$39.22	\$41.18

Police Captain
Senior Planner

30	Annual	\$70,457.45	\$73,986.49	\$77,663.61	\$81,587.51	\$85,659.48	\$89,928.88
	Bi-weekly	\$2,709.90	\$2,845.63	\$2,987.06	\$3,137.98	\$3,294.60	\$3,458.80
	Hrly	\$33.87	\$35.57	\$37.34	\$39.22	\$41.18	\$43.24

Community & Economic Dev Director
Information Technology Operations Manager

31	Annual	\$73,986.49	\$77,663.61	\$81,587.51	\$85,659.48	\$89,928.88	\$94,483.64
	Bi-weekly	\$2,845.63	\$2,987.06	\$3,137.98	\$3,294.60	\$3,458.80	\$3,633.99
	Hrly	\$35.57	\$37.34	\$39.22	\$41.18	\$43.24	\$45.42

Assistant Police Chief
Library Director

32	Annual	\$77,663.61	\$81,587.51	\$85,659.48	\$89,928.88	\$94,483.64	\$99,145.12
	Bi-weekly	\$2,987.06	\$3,137.98	\$3,294.60	\$3,458.80	\$3,633.99	\$3,813.27
	Hrly	\$37.34	\$39.22	\$41.18	\$43.24	\$45.42	\$47.67

Director of Public Works
Fire Chief

Human Resources Director
Parks & Rec Director

33	Annual	\$81,587.51	\$85,659.48	\$89,928.88	\$94,483.64	\$99,145.12	\$104,094.40
	Bi-weekly	\$3,137.98	\$3,294.60	\$3,458.80	\$3,633.99	\$3,813.27	\$4,003.63
	Hrly	\$39.22	\$41.18	\$43.24	\$45.42	\$47.67	\$50.05

Police Chief

34	Annual	\$85,659.48	\$89,928.88	\$94,483.64	\$99,145.12	\$104,094.40	\$109,343.58
	Bi-weekly	\$3,294.60	\$3,458.80	\$3,633.99	\$3,813.27	\$4,003.63	\$4,205.52
	Hrly	\$41.18	\$43.24	\$45.42	\$47.67	\$50.05	\$52.57

Finance Director/City Clerk

35	Annual	\$89,928.88	\$94,483.64	\$99,145.12	\$104,094.40	\$109,343.58	\$114,804.92
	Bi-weekly	\$3,458.80	\$3,633.99	\$3,813.27	\$4,003.63	\$4,205.52	\$4,415.57
	Hrly	\$43.24	\$45.42	\$47.67	\$50.05	\$52.57	\$55.19

City Engineer

36	Annual	\$94,483.64	\$99,145.12	\$104,094.40	\$109,343.58	\$114,804.92	\$120,579.72
	Bi-weekly	\$3,633.99	\$3,813.27	\$4,003.63	\$4,205.52	\$4,415.57	\$4,637.68
	Hrly	\$45.42	\$47.67	\$50.05	\$52.57	\$55.19	\$57.97

37	Annual	\$99,145.12	\$104,094.40	\$109,343.58	\$114,804.92	\$120,579.72	\$126,546.09
	Bi-weekly	\$3,813.27	\$4,003.63	\$4,205.52	\$4,415.57	\$4,637.68	\$4,867.16
	Hrly	\$47.67	\$50.05	\$52.57	\$55.19	\$57.97	\$60.84

Director of Engineering and BACG

38	Annual	\$104,094.40	\$109,343.58	\$114,804.92	\$120,579.72	\$126,546.09	\$132,894.35
	Bi-weekly	\$4,003.63	\$4,205.52	\$4,415.57	\$4,637.68	\$4,867.16	\$5,111.32
	Hrly	\$50.05	\$52.57	\$55.19	\$57.97	\$60.84	\$63.89

39	Annual	\$109,343.58	\$114,804.92	\$120,579.72	\$126,546.09	\$132,894.35	\$139,508.22
	Bi-weekly	\$4,205.52	\$4,415.57	\$4,637.68	\$4,867.16	\$5,111.32	\$5,365.70
	Hrly	\$52.57	\$55.19	\$57.97	\$60.84	\$63.89	\$67.07

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 7/1/2019

1.0125							
Grade		A	B	C	D	E	F
9	Annual	\$25,563.29	\$26,952.86	\$28,222.64	\$29,709.66	\$31,073.65	\$32,683.13
	Bi-weekly	\$983.20	\$1,036.65	\$1,085.49	\$1,142.68	\$1,195.14	\$1,257.04
	Hrly	\$12.29	\$12.96	\$13.57	\$14.28	\$14.94	\$15.71
10	Annual	\$26,952.86	\$28,222.64	\$29,709.66	\$31,073.65	\$32,683.13	\$34,332.27
	Bi-weekly	\$1,036.65	\$1,085.49	\$1,142.68	\$1,195.14	\$1,257.04	\$1,320.47
	Hrly	\$12.96	\$13.57	\$14.28	\$14.94	\$15.71	\$16.51
11	Annual	\$28,222.64	\$29,709.66	\$31,073.65	\$32,683.13	\$34,332.27	\$35,981.42
	Bi-weekly	\$1,085.49	\$1,142.68	\$1,195.14	\$1,257.04	\$1,320.47	\$1,383.90
	Hrly	\$13.57	\$14.28	\$14.94	\$15.71	\$16.51	\$17.30
12	Annual	\$29,709.66	\$31,073.65	\$32,683.13	\$34,332.27	\$35,981.42	\$37,780.49
	Bi-weekly	\$1,142.68	\$1,195.14	\$1,257.04	\$1,320.47	\$1,383.90	\$1,453.10
	Hrly	\$14.28	\$14.94	\$15.71	\$16.51	\$17.30	\$18.16
13	Annual	\$31,073.65	\$32,683.13	\$34,332.27	\$35,981.42	\$37,780.49	\$39,704.50
	Bi-weekly	\$1,195.14	\$1,257.04	\$1,320.47	\$1,383.90	\$1,453.10	\$1,527.10
	Hrly	\$14.94	\$15.71	\$16.51	\$17.30	\$18.16	\$19.09
14	Annual	\$32,683.13	\$34,332.27	\$35,981.42	\$37,780.49	\$39,704.50	\$41,687.09
	Bi-weekly	\$1,257.04	\$1,320.47	\$1,383.90	\$1,453.10	\$1,527.10	\$1,603.35
	Hrly	\$15.71	\$16.51	\$17.30	\$18.16	\$19.09	\$20.04
15	Annual	\$34,332.27	\$35,981.42	\$37,780.49	\$39,704.50	\$41,687.09	\$43,777.40
	Bi-weekly	\$1,320.47	\$1,383.90	\$1,453.10	\$1,527.10	\$1,603.35	\$1,683.75
	Hrly	\$16.51	\$17.30	\$18.16	\$19.09	\$20.04	\$21.05
16	Annual	\$35,981.42	\$37,780.49	\$39,704.50	\$41,687.09	\$43,777.40	\$45,926.29
	Bi-weekly	\$1,383.90	\$1,453.10	\$1,527.10	\$1,603.35	\$1,683.75	\$1,766.40
	Hrly	\$17.30	\$18.16	\$19.09	\$20.04	\$21.05	\$22.08
Inspections Admin Technician Police Admin Technician Recreation Technician ROW Maintenance Specialist Visitor Services Coordinator							
17	Annual	\$37,780.49	\$39,704.50	\$41,687.09	\$43,777.40	\$45,926.29	\$48,250.09
	Bi-weekly	\$1,453.10	\$1,527.10	\$1,603.35	\$1,683.75	\$1,766.40	\$1,855.77
	Hrly	\$18.16	\$19.09	\$20.04	\$21.05	\$22.08	\$23.20

Department Secretary
Library Admin Assistant
Police Evidence Technician

18	Annual	\$39,704.50	\$41,687.09	\$43,777.40	\$45,926.29	\$48,250.09	\$50,719.30
	Bi-weekly	\$1,527.10	\$1,603.35	\$1,683.75	\$1,766.40	\$1,855.77	\$1,950.74
	Hrly	\$19.09	\$20.04	\$21.05	\$22.08	\$23.20	\$24.38
19	Annual	\$41,687.09	\$43,777.40	\$45,926.29	\$48,250.09	\$50,719.30	\$53,234.90
	Bi-weekly	\$1,603.35	\$1,683.75	\$1,766.40	\$1,855.77	\$1,950.74	\$2,047.50
	Hrly	\$20.04	\$21.05	\$22.08	\$23.20	\$24.38	\$25.59
20	Annual	\$43,777.40	\$45,926.29	\$48,250.09	\$50,719.30	\$53,234.90	\$55,971.10
	Bi-weekly	\$1,683.75	\$1,766.40	\$1,855.77	\$1,950.74	\$2,047.50	\$2,152.73
	Hrly	\$21.05	\$22.08	\$23.20	\$24.38	\$25.59	\$26.91
21	Annual	\$45,926.29	\$48,250.09	\$50,719.30	\$53,234.90	\$55,971.10	\$58,744.67
	Bi-weekly	\$1,766.40	\$1,855.77	\$1,950.74	\$2,047.50	\$2,152.73	\$2,259.41
	Hrly	\$22.08	\$23.20	\$24.38	\$25.59	\$26.91	\$28.24

Budget Technician
Children's Services Librarian
City Forester
Community Development Admin Tech
Deputy City Clerk
Harlan Sports Complex Supv
Payroll & Acct Tech
Program Supervisor
Purchasing Coordinator
Museum Educator/Assistant Director
Neighborhood Wellness Coord
Rental & Nuisance Inspector
55+ Volunteer Initiatives Coordinator

22	Annual	\$48,250.09	\$50,719.30	\$53,234.90	\$55,971.10	\$58,744.67	\$61,618.19
	Bi-weekly	\$1,855.77	\$1,950.74	\$2,047.50	\$2,152.73	\$2,259.41	\$2,369.93
	Hrly	\$23.20	\$24.38	\$25.59	\$26.91	\$28.24	\$29.62

Adult & Teen Services Librarian
Associate Planner
Engineering Assistant III

23	Annual	\$50,719.30	\$53,234.90	\$55,971.10	\$58,744.67	\$61,618.19	\$64,641.63
	Bi-weekly	\$1,950.74	\$2,047.50	\$2,152.73	\$2,259.41	\$2,369.93	\$2,486.22
	Hrly	\$24.38	\$25.59	\$26.91	\$28.24	\$29.62	\$31.08

Building Inspector I
CVB Executive Director
Economic Development Specialist
HR/EEO Specialist
P&R Marketing/Operations Mgr

24	Annual	\$53,234.90	\$55,971.10	\$58,744.67	\$61,618.19	\$64,641.63	\$67,945.17
	Bi-weekly	\$2,047.50	\$2,152.73	\$2,259.41	\$2,369.93	\$2,486.22	\$2,613.28
	Hrly	\$25.59	\$26.91	\$28.24	\$29.62	\$31.08	\$32.67

Golf Superintendant
Information Technology Support Specialist

25	Annual	\$55,971.10	\$58,744.67	\$61,618.19	\$64,641.63	\$67,945.17	\$71,338.17
	Bi-weekly	\$2,152.73	\$2,259.41	\$2,369.93	\$2,486.22	\$2,613.28	\$2,743.78
	Hrly	\$26.91	\$28.24	\$29.62	\$31.08	\$32.67	\$34.30

Building Inspector II
City Electrician
Parks & Forestry Operations Supervisor
Vehicle Repairs Supervisor

26	Annual	\$58,744.67	\$61,618.19	\$64,641.63	\$67,945.17	\$71,338.17	\$74,911.32
	Bi-weekly	\$2,259.41	\$2,369.93	\$2,486.22	\$2,613.28	\$2,743.78	\$2,881.20
	Hrly	\$28.24	\$29.62	\$31.08	\$32.67	\$34.30	\$36.02

27	Annual	\$61,618.19	\$64,641.63	\$67,945.17	\$71,338.17	\$74,911.32	\$78,634.40
	Bi-weekly	\$2,369.93	\$2,486.22	\$2,613.28	\$2,743.78	\$2,881.20	\$3,024.40
	Hrly	\$29.62	\$31.08	\$32.67	\$34.30	\$36.02	\$37.81

Parks & Forestry Superintendant
PW Operations Manager

28	Annual	\$64,641.63	\$67,945.17	\$71,338.17	\$74,911.32	\$78,634.40	\$82,607.35
	Bi-weekly	\$2,486.22	\$2,613.28	\$2,743.78	\$2,881.20	\$3,024.40	\$3,177.21
	Hrly	\$31.08	\$32.67	\$34.30	\$36.02	\$37.81	\$39.72

Airport Director
Assistant Fire Chief
Assistant Recreation Director
Blanden Museum Director

29	Annual	\$67,945.17	\$71,338.17	\$74,911.32	\$78,634.40	\$82,607.35	\$86,730.22
	Bi-weekly	\$2,613.28	\$2,743.78	\$2,881.20	\$3,024.40	\$3,177.21	\$3,335.78
	Hrly	\$32.67	\$34.30	\$36.02	\$37.81	\$39.72	\$41.70

Police Captain
Senior Planner

30	Annual	\$71,338.17	\$74,911.32	\$78,634.40	\$82,607.35	\$86,730.22	\$91,052.99
	Bi-weekly	\$2,743.78	\$2,881.20	\$3,024.40	\$3,177.21	\$3,335.78	\$3,502.04
	Hrly	\$34.30	\$36.02	\$37.81	\$39.72	\$41.70	\$43.78

Community & Economic Dev Director
Information Technology Operations Manager

31	Annual	\$74,911.32	\$78,634.40	\$82,607.35	\$86,730.22	\$91,052.99	\$95,664.69
	Bi-weekly	\$2,881.20	\$3,024.40	\$3,177.21	\$3,335.78	\$3,502.04	\$3,679.41
	Hrly	\$36.02	\$37.81	\$39.72	\$41.70	\$43.78	\$45.99

Assistant Police Chief

Library Director

32	Annual	\$78,634.40	\$82,607.35	\$86,730.22	\$91,052.99	\$95,664.69	\$100,384.43
	Bi-weekly	\$3,024.40	\$3,177.21	\$3,335.78	\$3,502.04	\$3,679.41	\$3,860.94
	Hrly	\$37.81	\$39.72	\$41.70	\$43.78	\$45.99	\$48.26

Director of Public Works

Fire Chief

Human Resources Director

Parks & Rec Director

33	Annual	\$82,607.35	\$86,730.22	\$91,052.99	\$95,664.69	\$100,384.43	\$105,395.59
	Bi-weekly	\$3,177.21	\$3,335.78	\$3,502.04	\$3,679.41	\$3,860.94	\$4,053.68
	Hrly	\$39.72	\$41.70	\$43.78	\$45.99	\$48.26	\$50.67

Police Chief

34	Annual	\$86,730.22	\$91,052.99	\$95,664.69	\$100,384.43	\$105,395.59	\$110,710.38
	Bi-weekly	\$3,335.78	\$3,502.04	\$3,679.41	\$3,860.94	\$4,053.68	\$4,258.09
	Hrly	\$41.70	\$43.78	\$45.99	\$48.26	\$50.67	\$53.23

Finance Director/City Clerk

35	Annual	\$91,052.99	\$95,664.69	\$100,384.43	\$105,395.59	\$110,710.38	\$116,239.99
	Bi-weekly	\$3,502.04	\$3,679.41	\$3,860.94	\$4,053.68	\$4,258.09	\$4,470.77
	Hrly	\$43.78	\$45.99	\$48.26	\$50.67	\$53.23	\$55.88

City Engineer

36	Annual	\$95,664.69	\$100,384.43	\$105,395.59	\$110,710.38	\$116,239.99	\$122,086.97
	Bi-weekly	\$3,679.41	\$3,860.94	\$4,053.68	\$4,258.09	\$4,470.77	\$4,695.65
	Hrly	\$45.99	\$48.26	\$50.67	\$53.23	\$55.88	\$58.70

37	Annual	\$100,384.43	\$105,395.59	\$110,710.38	\$116,239.99	\$122,086.97	\$128,127.91
	Bi-weekly	\$3,860.94	\$4,053.68	\$4,258.09	\$4,470.77	\$4,695.65	\$4,928.00
	Hrly	\$48.26	\$50.67	\$53.23	\$55.88	\$58.70	\$61.60

Director of Engineering and BACG

38	Annual	\$105,395.59	\$110,710.38	\$116,239.99	\$122,086.97	\$128,127.91	\$134,555.53
	Bi-weekly	\$4,053.68	\$4,258.09	\$4,470.77	\$4,695.65	\$4,928.00	\$5,175.21
	Hrly	\$50.67	\$53.23	\$55.88	\$58.70	\$61.60	\$64.69

39	Annual	\$110,710.38	\$116,239.99	\$122,086.97	\$128,127.91	\$134,555.53	\$141,252.07
	Bi-weekly	\$4,258.09	\$4,470.77	\$4,695.65	\$4,928.00	\$5,175.21	\$5,432.77
	Hrly	\$53.23	\$55.88	\$58.70	\$61.60	\$64.69	\$67.91

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 1/1/2020

1.0125							
Grade		A	B	C	D	E	F
9	Annual	\$25,882.83	\$27,289.77	\$28,575.42	\$30,081.03	\$31,462.08	\$33,091.67
	Bi-weekly	\$995.49	\$1,049.61	\$1,099.05	\$1,156.96	\$1,210.08	\$1,272.76
	Hrly	\$12.44	\$13.12	\$13.74	\$14.46	\$15.13	\$15.91
10	Annual	\$27,289.77	\$28,575.42	\$30,081.03	\$31,462.08	\$33,091.67	\$34,761.43
	Bi-weekly	\$1,049.61	\$1,099.05	\$1,156.96	\$1,210.08	\$1,272.76	\$1,336.98
	Hrly	\$13.12	\$13.74	\$14.46	\$15.13	\$15.91	\$16.71
11	Annual	\$28,575.42	\$30,081.03	\$31,462.08	\$33,091.67	\$34,761.43	\$36,431.19
	Bi-weekly	\$1,099.05	\$1,156.96	\$1,210.08	\$1,272.76	\$1,336.98	\$1,401.20
	Hrly	\$13.74	\$14.46	\$15.13	\$15.91	\$16.71	\$17.51
12	Annual	\$30,081.03	\$31,462.08	\$33,091.67	\$34,761.43	\$36,431.19	\$38,252.75
	Bi-weekly	\$1,156.96	\$1,210.08	\$1,272.76	\$1,336.98	\$1,401.20	\$1,471.26
	Hrly	\$14.46	\$15.13	\$15.91	\$16.71	\$17.51	\$18.39
13	Annual	\$31,462.08	\$33,091.67	\$34,761.43	\$36,431.19	\$38,252.75	\$40,200.81
	Bi-weekly	\$1,210.08	\$1,272.76	\$1,336.98	\$1,401.20	\$1,471.26	\$1,546.18
	Hrly	\$15.13	\$15.91	\$16.71	\$17.51	\$18.39	\$19.33
14	Annual	\$33,091.67	\$34,761.43	\$36,431.19	\$38,252.75	\$40,200.81	\$42,208.18
	Bi-weekly	\$1,272.76	\$1,336.98	\$1,401.20	\$1,471.26	\$1,546.18	\$1,623.39
	Hrly	\$15.91	\$16.71	\$17.51	\$18.39	\$19.33	\$20.29
15	Annual	\$34,761.43	\$36,431.19	\$38,252.75	\$40,200.81	\$42,208.18	\$44,324.62
	Bi-weekly	\$1,336.98	\$1,401.20	\$1,471.26	\$1,546.18	\$1,623.39	\$1,704.79
	Hrly	\$16.71	\$17.51	\$18.39	\$19.33	\$20.29	\$21.31
16	Annual	\$36,431.19	\$38,252.75	\$40,200.81	\$42,208.18	\$44,324.62	\$46,500.37
	Bi-weekly	\$1,401.20	\$1,471.26	\$1,546.18	\$1,623.39	\$1,704.79	\$1,788.48
	Hrly	\$17.51	\$18.39	\$19.33	\$20.29	\$21.31	\$22.36
Inspections Admin Technician Police Admin Technician Recreation Technician ROW Maintenance Specialist Visitor Services Coordinator							
17	Annual	\$38,252.75	\$40,200.81	\$42,208.18	\$44,324.62	\$46,500.37	\$48,853.21
	Bi-weekly	\$1,471.26	\$1,546.18	\$1,623.39	\$1,704.79	\$1,788.48	\$1,878.97
	Hrly	\$18.39	\$19.33	\$20.29	\$21.31	\$22.36	\$23.49

Department Secretary
Library Admin Assistant
Police Evidence Technician

18	Annual	\$40,200.81	\$42,208.18	\$44,324.62	\$46,500.37	\$48,853.21	\$51,353.29
	Bi-weekly	\$1,546.18	\$1,623.39	\$1,704.79	\$1,788.48	\$1,878.97	\$1,975.13
	Hrly	\$19.33	\$20.29	\$21.31	\$22.36	\$23.49	\$24.69
19	Annual	\$42,208.18	\$44,324.62	\$46,500.37	\$48,853.21	\$51,353.29	\$53,900.33
	Bi-weekly	\$1,623.39	\$1,704.79	\$1,788.48	\$1,878.97	\$1,975.13	\$2,073.09
	Hrly	\$20.29	\$21.31	\$22.36	\$23.49	\$24.69	\$25.91
20	Annual	\$44,324.62	\$46,500.37	\$48,853.21	\$51,353.29	\$53,900.33	\$56,670.74
	Bi-weekly	\$1,704.79	\$1,788.48	\$1,878.97	\$1,975.13	\$2,073.09	\$2,179.64
	Hrly	\$21.31	\$22.36	\$23.49	\$24.69	\$25.91	\$27.25
21	Annual	\$46,500.37	\$48,853.21	\$51,353.29	\$53,900.33	\$56,670.74	\$59,478.98
	Bi-weekly	\$1,788.48	\$1,878.97	\$1,975.13	\$2,073.09	\$2,179.64	\$2,287.65
	Hrly	\$22.36	\$23.49	\$24.69	\$25.91	\$27.25	\$28.60

Budget Technician
Children's Services Librarian
City Forester
Community Development Admin Tech
Deputy City Clerk
Harlan Sports Complex Supv
Payroll & Acct Tech
Program Supervisor
Purchasing Coordinator
Museum Educator/Assistant Director
Neighborhood Wellness Coord
Rental & Nuisance Inspector
55+ Volunteer Initiatives Coordinator

22	Annual	\$48,853.21	\$51,353.29	\$53,900.33	\$56,670.74	\$59,478.98	\$62,388.41
	Bi-weekly	\$1,878.97	\$1,975.13	\$2,073.09	\$2,179.64	\$2,287.65	\$2,399.55
	Hrly	\$23.49	\$24.69	\$25.91	\$27.25	\$28.60	\$29.99

Adult & Teen Services Librarian
Associate Planner
Engineering Assistant III

23	Annual	\$51,353.29	\$53,900.33	\$56,670.74	\$59,478.98	\$62,388.41	\$65,449.65
	Bi-weekly	\$1,975.13	\$2,073.09	\$2,179.64	\$2,287.65	\$2,399.55	\$2,517.29
	Hrly	\$24.69	\$25.91	\$27.25	\$28.60	\$29.99	\$31.47

Building Inspector I
CVB Executive Director
Economic Development Specialist
HR/EEO Specialist
P&R Marketing/Operations Mgr

24	Annual	\$53,900.33	\$56,670.74	\$59,478.98	\$62,388.41	\$65,449.65	\$68,794.48
	Bi-weekly	\$2,073.09	\$2,179.64	\$2,287.65	\$2,399.55	\$2,517.29	\$2,645.94
	Hrly	\$25.91	\$27.25	\$28.60	\$29.99	\$31.47	\$33.07

Golf Superintendant
Information Technology Support Specialist

25	Annual	\$56,670.74	\$59,478.98	\$62,388.41	\$65,449.65	\$68,794.48	\$72,229.90
	Bi-weekly	\$2,179.64	\$2,287.65	\$2,399.55	\$2,517.29	\$2,645.94	\$2,778.07
	Hrly	\$27.25	\$28.60	\$29.99	\$31.47	\$33.07	\$34.73

Building Inspector II
City Electrician
Parks & Forestry Operations Supervisor
Vehicle Repairs Supervisor

26	Annual	\$59,478.98	\$62,388.41	\$65,449.65	\$68,794.48	\$72,229.90	\$75,847.72
	Bi-weekly	\$2,287.65	\$2,399.55	\$2,517.29	\$2,645.94	\$2,778.07	\$2,917.22
	Hrly	\$28.60	\$29.99	\$31.47	\$33.07	\$34.73	\$36.47

27	Annual	\$62,388.41	\$65,449.65	\$68,794.48	\$72,229.90	\$75,847.72	\$79,617.33
	Bi-weekly	\$2,399.55	\$2,517.29	\$2,645.94	\$2,778.07	\$2,917.22	\$3,062.21
	Hrly	\$29.99	\$31.47	\$33.07	\$34.73	\$36.47	\$38.28

Parks & Forestry Superintendant
PW Operations Manager

28	Annual	\$65,449.65	\$68,794.48	\$72,229.90	\$75,847.72	\$79,617.33	\$83,639.94
	Bi-weekly	\$2,517.29	\$2,645.94	\$2,778.07	\$2,917.22	\$3,062.21	\$3,216.92
	Hrly	\$31.47	\$33.07	\$34.73	\$36.47	\$38.28	\$40.21

Airport Director
Assistant Fire Chief
Assistant Recreation Director
Blanden Museum Director

29	Annual	\$68,794.48	\$72,229.90	\$75,847.72	\$79,617.33	\$83,639.94	\$87,814.35
	Bi-weekly	\$2,645.94	\$2,778.07	\$2,917.22	\$3,062.21	\$3,216.92	\$3,377.47
	Hrly	\$33.07	\$34.73	\$36.47	\$38.28	\$40.21	\$42.22

Police Captain
Senior Planner

30	Annual	\$72,229.90	\$75,847.72	\$79,617.33	\$83,639.94	\$87,814.35	\$92,191.15
	Bi-weekly	\$2,778.07	\$2,917.22	\$3,062.21	\$3,216.92	\$3,377.47	\$3,545.81
	Hrly	\$34.73	\$36.47	\$38.28	\$40.21	\$42.22	\$44.32

Community & Economic Dev Director
Information Technology Operations Manager

31	Annual	\$75,847.72	\$79,617.33	\$83,639.94	\$87,814.35	\$92,191.15	\$96,860.50
	Bi-weekly	\$2,917.22	\$3,062.21	\$3,216.92	\$3,377.47	\$3,545.81	\$3,725.40
	Hrly	\$36.47	\$38.28	\$40.21	\$42.22	\$44.32	\$46.57

Assistant Police Chief
Library Director

32	Annual	\$79,617.33	\$83,639.94	\$87,814.35	\$92,191.15	\$96,860.50	\$101,639.24
	Bi-weekly	\$3,062.21	\$3,216.92	\$3,377.47	\$3,545.81	\$3,725.40	\$3,909.20
	Hrly	\$38.28	\$40.21	\$42.22	\$44.32	\$46.57	\$48.87

Director of Public Works
Fire Chief

Human Resources Director
Parks & Rec Director

33	Annual	\$83,639.94	\$87,814.35	\$92,191.15	\$96,860.50	\$101,639.24	\$106,713.03
	Bi-weekly	\$3,216.92	\$3,377.47	\$3,545.81	\$3,725.40	\$3,909.20	\$4,104.35
	Hrly	\$40.21	\$42.22	\$44.32	\$46.57	\$48.87	\$51.30

Police Chief

34	Annual	\$87,814.35	\$92,191.15	\$96,860.50	\$101,639.24	\$106,713.03	\$112,094.26
	Bi-weekly	\$3,377.47	\$3,545.81	\$3,725.40	\$3,909.20	\$4,104.35	\$4,311.32
	Hrly	\$42.22	\$44.32	\$46.57	\$48.87	\$51.30	\$53.89

Finance Director/City Clerk

35	Annual	\$92,191.15	\$96,860.50	\$101,639.24	\$106,713.03	\$112,094.26	\$117,692.99
	Bi-weekly	\$3,545.81	\$3,725.40	\$3,909.20	\$4,104.35	\$4,311.32	\$4,526.65
	Hrly	\$44.32	\$46.57	\$48.87	\$51.30	\$53.89	\$56.58

City Engineer

36	Annual	\$96,860.50	\$101,639.24	\$106,713.03	\$112,094.26	\$117,692.99	\$123,613.05
	Bi-weekly	\$3,725.40	\$3,909.20	\$4,104.35	\$4,311.32	\$4,526.65	\$4,754.35
	Hrly	\$46.57	\$48.87	\$51.30	\$53.89	\$56.58	\$59.43

37	Annual	\$101,639.24	\$106,713.03	\$112,094.26	\$117,692.99	\$123,613.05	\$129,729.51
	Bi-weekly	\$3,909.20	\$4,104.35	\$4,311.32	\$4,526.65	\$4,754.35	\$4,989.60
	Hrly	\$48.87	\$51.30	\$53.89	\$56.58	\$59.43	\$62.37

Director of Engineering and BACG

38	Annual	\$106,713.03	\$112,094.26	\$117,692.99	\$123,613.05	\$129,729.51	\$136,237.47
	Bi-weekly	\$4,104.35	\$4,311.32	\$4,526.65	\$4,754.35	\$4,989.60	\$5,239.90
	Hrly	\$51.30	\$53.89	\$56.58	\$59.43	\$62.37	\$65.50

39	Annual	\$112,094.26	\$117,692.99	\$123,613.05	\$129,729.51	\$136,237.47	\$143,017.72
	Bi-weekly	\$4,311.32	\$4,526.65	\$4,754.35	\$4,989.60	\$5,239.90	\$5,500.68
	Hrly	\$53.89	\$56.58	\$59.43	\$62.37	\$65.50	\$68.76