

June 16, 2014

To: Mayor Bemrich and City Council

From: David Fierke, City Manager

Subject: Approval of 2014-2015 Non-Union salary matrix

ACTION: For vote Monday, June 23, 2014

Brief History

In prior years wage increases for non-unionized employees have been at par with union employees. For fiscal year 2015 the unionized employees have wage increases that have been negotiated to provide a 2.25% wage increase. Typically a resolution to approve any changes and the accompanying matrix occurs annually.

Analysis of Issue

During the budget discussions for fiscal year 2014-2015, a recommendation was put forth to provide non-union employees with a two and one quarter percent (2.25%) cost of living increase. The attached salary matrix reflects a 2.25% increase to the wage matrix.

Additionally, the wage matrix's for 2015-2016 and 2016-2017 are attached. I am recommending that we approve these future wage increases. The increases that are being proposed follow the increases recently agreed to with the Police Officers. For the fiscal year 2015-2016 wages increase of 1.5% and 1.5% effective July 1, 2015 and January 1, 2016 respectively are being proposed. This has a budgetary impact of 2.25%. For fiscal year 2016-2017 the COLA proposed is 2.25% on July 1, 2016 which again matches the recently approved police contract.

Approval of these future COLA's enables City Council and staff to prepare plans and enact strategies with a greater degree of knowledge and accuracy. These become known standards to work from rather than assumptions as discussed months earlier in the budget preparation process.

Unlike the employees who are represented by a union and who typically have a multi-year contract specifying future COLA adjustments, no such predictable figure exists for the non-unionized employees. Providing this predictability provides the same level of recognition and future predictability that all other employees now have.

Budget Impact

Personnel costs reflecting this increase have been budgeted for in the 2014 – 2015 budget. Approval of future adjustments will provide a greater degree of knowledge for future budget preparations.

Strategic Plan Impact

NA

Comprehensive Plan Impact

NA

Subcommittee or Commission Review / Recommendation

NA

Staff Conclusions / Recommendations

The Human Resource Director and City Manager recommend approval.

Alternatives

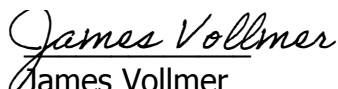
If this wage matrix is not approved, employees in the non-union group will likely be demoralized and this may lead to reduced productivity and commitment to the organization.

Implementation and Accountability

The Human Resource Director will implement the salary matrix upon approval by the City Council.

Signed

Approved


James Vollmer
Human Resource Director



David R. Fierke
City Manager

RESOLUTION NO. _____

**A RESOLUTION APPROVING WAGE SCHEDULE FOR MANAGER AND
COUNCIL APPOINTEES, AND NON-ORGANIZED EMPLOYEES**

BE IT RESOLVED, by the City Council of the City of Fort Dodge, Iowa that effective July 1, 2014 the attached Wage Schedule for Manager and Council Appointees, and non-organized employees, Exhibit D, for the 2014-2015 fiscal year be and the same is hereby approved; and

BE IT FURTHER RESOLVED, that effective July 1, 2015 the attached Wage Schedule for Manager and Council Appointees, and non-organized employees, Exhibit D, for the 2015-2016 fiscal year be and the same is hereby approved; and

BE IT FURTHER RESOLVED, that effective January 1, 2016 the attached Wage Schedule for Manager and Council Appointees, and non-organized employees, Exhibit D, for the 2015-2016 fiscal year be and the same is hereby approved; and

BE IT FURTHER RESOLVED, that effective July 1, 2016 the attached Wage Schedule for Manager and Council Appointees, and non-organized employees, Exhibit D, for the 2016-2017 fiscal year be and the same is hereby approved; and

PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa this _____ day of _____ 2014.

Ayes: _____

Nays: _____

Other: _____

City of Fort Dodge, Iowa

Matt Bemrich, Mayor

Attest:

Jeff Nemmers, City Clerk

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 7/1/2014

| 1.0225 | | | | | | | |
|----------------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grade | | A | B | C | D | E | F |
| 9 | Annual | \$22,193.60 | \$23,400.00 | \$24,502.40 | \$25,793.41 | \$26,977.60 | \$28,374.91 |
| | Bi-weekly | \$853.60 | \$900.00 | \$942.40 | \$992.05 | \$1,037.60 | \$1,091.34 |
| | Hrly | \$10.67 | \$11.25 | \$11.78 | \$12.40 | \$12.97 | \$13.64 |
| 10 | Annual | \$23,400.00 | \$24,502.40 | \$25,793.41 | \$26,977.60 | \$28,374.91 | \$29,806.68 |
| | Bi-weekly | \$900.00 | \$942.40 | \$992.05 | \$1,037.60 | \$1,091.34 | \$1,146.41 |
| | Hrly | \$11.25 | \$11.78 | \$12.40 | \$12.97 | \$13.64 | \$14.33 |
| 11 | Annual | \$24,502.40 | \$25,793.41 | \$26,977.60 | \$28,374.91 | \$29,806.68 | \$31,238.44 |
| | Bi-weekly | \$942.40 | \$992.05 | \$1,037.60 | \$1,091.34 | \$1,146.41 | \$1,201.48 |
| | Hrly | \$11.78 | \$12.40 | \$12.97 | \$13.64 | \$14.33 | \$15.02 |
| 12 | Annual | \$25,793.41 | \$26,977.60 | \$28,374.91 | \$29,806.68 | \$31,238.44 | \$32,800.36 |
| | Bi-weekly | \$992.05 | \$1,037.60 | \$1,091.34 | \$1,146.41 | \$1,201.48 | \$1,261.55 |
| | Hrly | \$12.40 | \$12.97 | \$13.64 | \$14.33 | \$15.02 | \$15.77 |
| 13 | Annual | \$26,977.60 | \$28,374.91 | \$29,806.68 | \$31,238.44 | \$32,800.36 | \$34,470.75 |
| | Bi-weekly | \$1,037.60 | \$1,091.34 | \$1,146.41 | \$1,201.48 | \$1,261.55 | \$1,325.80 |
| | Hrly | \$12.97 | \$13.64 | \$14.33 | \$15.02 | \$15.77 | \$16.57 |
| 14 | Annual | \$28,374.91 | \$29,806.68 | \$31,238.44 | \$32,800.36 | \$34,470.75 | \$36,192.00 |
| | Bi-weekly | \$1,091.34 | \$1,146.41 | \$1,201.48 | \$1,261.55 | \$1,325.80 | \$1,392.00 |
| | Hrly | \$13.64 | \$14.33 | \$15.02 | \$15.77 | \$16.57 | \$17.40 |
| 15 | Annual | \$29,806.68 | \$31,238.44 | \$32,800.36 | \$34,470.75 | \$36,192.00 | \$37,972.79 |
| | Bi-weekly | \$1,146.41 | \$1,201.48 | \$1,261.55 | \$1,325.80 | \$1,392.00 | \$1,461.34 |
| | Hrly | \$14.33 | \$15.02 | \$15.77 | \$16.57 | \$17.40 | \$18.27 |
| 16 | Annual | \$31,238.44 | \$32,800.36 | \$34,470.75 | \$36,192.00 | \$37,972.79 | \$39,772.40 |
| | Bi-weekly | \$1,201.48 | \$1,261.55 | \$1,325.80 | \$1,392.00 | \$1,461.34 | \$1,533.55 |
| | Hrly | \$15.02 | \$15.77 | \$16.57 | \$17.40 | \$18.27 | \$19.17 |
| Police Admin Tech | | | | | | | |
| 17 | Annual | \$32,800.36 | \$34,470.75 | \$36,192.00 | \$37,972.79 | \$39,772.40 | \$41,689.88 |
| | Bi-weekly | \$1,261.55 | \$1,325.80 | \$1,392.00 | \$1,461.34 | \$1,533.55 | \$1,611.15 |
| | Hrly | \$15.77 | \$16.57 | \$17.40 | \$18.27 | \$19.17 | \$20.14 |
| Department Secretary | | | | | | | |
| 18 | Annual | \$34,470.75 | \$36,192.00 | \$37,972.79 | \$39,772.40 | \$41,689.88 | \$43,733.60 |
| | Bi-weekly | \$1,325.80 | \$1,392.00 | \$1,461.34 | \$1,533.55 | \$1,611.15 | \$1,693.60 |
| | Hrly | \$16.57 | \$17.40 | \$18.27 | \$19.17 | \$20.14 | \$21.17 |

| | | | | | | | |
|----|-----------|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| | | Library Youth Services Director | | | | | |
| | | Library Admin Asst | | | | | |
| 19 | Annual | \$36,192.00 | \$34,172.79 | \$39,872.40 | \$41,889.88 | \$44,033.60 | \$46,217.60 |
| | Bi-weekly | \$1,392.00 | \$1,314.34 | \$1,533.55 | \$1,611.15 | \$1,693.60 | \$1,777.60 |
| | Hrly | \$17.40 | \$18.27 | \$19.17 | \$20.14 | \$21.17 | \$22.22 |
| 20 | Annual | \$34,172.79 | \$39,872.40 | \$41,889.88 | \$44,033.60 | \$46,217.60 | \$48,593.13 |
| | Bi-weekly | \$1,314.34 | \$1,533.55 | \$1,611.15 | \$1,693.60 | \$1,777.60 | \$1,868.97 |
| | Hrly | \$18.27 | \$19.17 | \$20.14 | \$21.17 | \$22.22 | \$23.36 |
| | | Budget Technician | | | | | |
| | | Engineering Assistant I | | | | | |
| 21 | Annual | \$39,872.40 | \$41,889.88 | \$44,033.60 | \$46,217.60 | \$48,593.13 | \$51,001.09 |
| | Bi-weekly | \$1,533.55 | \$1,611.15 | \$1,693.60 | \$1,777.60 | \$1,868.97 | \$1,961.58 |
| | Hrly | \$19.17 | \$20.14 | \$21.17 | \$22.22 | \$23.36 | \$24.52 |
| | | Museum Educator/Assistant Director | | | | | |
| | | City Forester | | | | | |
| | | Payroll & Acct Tech | | | | | |
| | | Deputy City Clerk | | | | | |
| | | Harlan Sports Complex Supv | | | | | |
| | | Neighborhood Wellness Coord | | | | | |
| | | Rental & Nuisance Inspector | | | | | |
| | | 55+ Volunteer Initiatives Coordinator | | | | | |
| | | Engineering Assistant II | | | | | |
| | | Community Development Admin Tech | | | | | |
| 22 | Annual | \$41,889.88 | \$44,033.60 | \$46,217.60 | \$48,593.13 | \$51,001.09 | \$53,495.83 |
| | Bi-weekly | \$1,611.15 | \$1,693.60 | \$1,777.60 | \$1,868.97 | \$1,961.58 | \$2,057.53 |
| | Hrly | \$20.14 | \$21.17 | \$22.22 | \$23.36 | \$24.52 | \$25.72 |
| | | Economic Development Specialist | | | | | |
| | | Engineering Assistant III | | | | | |
| | | Supt of Meters & Service | | | | | |
| | | P & R Operations Supervisor | | | | | |
| | | Associate Planner | | | | | |
| 23 | Annual | \$44,033.60 | \$46,217.60 | \$48,593.13 | \$51,001.09 | \$53,495.83 | \$56,120.72 |
| | Bi-weekly | \$1,693.60 | \$1,777.60 | \$1,868.97 | \$1,961.58 | \$2,057.53 | \$2,158.49 |
| | Hrly | \$21.17 | \$22.22 | \$23.36 | \$24.52 | \$25.72 | \$26.98 |
| | | HR/EEO Specialist | | | | | |
| | | Library Assistant Director | | | | | |
| | | P&R Marketing/Operations Mgr | | | | | |
| | | Plumbing Inspector | | | | | |
| 24 | Annual | \$46,217.60 | \$48,593.13 | \$51,001.09 | \$53,495.83 | \$56,120.72 | \$58,988.80 |
| | Bi-weekly | \$1,777.60 | \$1,868.97 | \$1,961.58 | \$2,057.53 | \$2,158.49 | \$2,268.80 |
| | Hrly | \$22.22 | \$23.36 | \$24.52 | \$25.72 | \$26.98 | \$28.36 |

| | | | | | | | |
|----|--|-------------|-------------|-------------|-------------|-------------|-------------|
| 25 | Golf Superintendant | | | | | | |
| | Annual | \$48,593.13 | \$51,001.09 | \$53,495.83 | \$56,120.72 | \$58,988.80 | \$61,934.54 |
| | Bi-weekly | \$1,868.97 | \$1,961.58 | \$2,057.53 | \$2,158.49 | \$2,268.80 | \$2,382.10 |
| | Hrly | \$23.36 | \$24.52 | \$25.72 | \$26.98 | \$28.36 | \$29.78 |
| 26 | City Electrician Building Inspector Vehicle Repairs Supv Recreation Administrator Supv of Traffic Safety Parks Superintendant | | | | | | |
| | Annual | \$51,001.09 | \$53,495.83 | \$56,120.72 | \$58,988.80 | \$61,934.54 | \$65,036.69 |
| | Bi-weekly | \$1,961.58 | \$2,057.53 | \$2,158.49 | \$2,268.80 | \$2,382.10 | \$2,501.41 |
| | Hrly | \$24.52 | \$25.72 | \$26.98 | \$28.36 | \$29.78 | \$31.27 |
| 27 | Engineer I | | | | | | |
| | Annual | \$53,495.83 | \$56,120.72 | \$58,988.80 | \$61,934.54 | \$65,036.69 | \$68,269.00 |
| | Bi-weekly | \$2,057.53 | \$2,158.49 | \$2,268.80 | \$2,382.10 | \$2,501.41 | \$2,625.73 |
| | Hrly | \$25.72 | \$26.98 | \$28.36 | \$29.78 | \$31.27 | \$32.82 |
| 28 | Water Treatment Plant Supt PW Operations Manager Community Development Manager | | | | | | |
| | Annual | \$56,120.72 | \$58,988.80 | \$61,934.54 | \$65,036.69 | \$68,269.00 | \$71,718.25 |
| | Bi-weekly | \$2,158.49 | \$2,268.80 | \$2,382.10 | \$2,501.41 | \$2,625.73 | \$2,758.39 |
| | Hrly | \$26.98 | \$28.36 | \$29.78 | \$31.27 | \$32.82 | \$34.48 |
| 29 | Airport Manager Assistant Fire Chief Blanden Museum Director GIS Specialist Water Utility Operations Manager | | | | | | |
| | Annual | \$58,988.80 | \$61,934.54 | \$65,036.69 | \$68,269.00 | \$71,718.25 | \$75,297.65 |
| | Bi-weekly | \$2,268.80 | \$2,382.10 | \$2,501.41 | \$2,625.73 | \$2,758.39 | \$2,896.06 |
| | Hrly | \$28.36 | \$29.78 | \$31.27 | \$32.82 | \$34.48 | \$36.20 |
| 30 | Police Captain City Treasurer Senior Planner | | | | | | |
| | Annual | \$61,934.54 | \$65,036.69 | \$68,269.00 | \$71,718.25 | \$75,297.65 | \$79,050.60 |
| | Bi-weekly | \$2,382.10 | \$2,501.41 | \$2,625.73 | \$2,758.39 | \$2,896.06 | \$3,040.41 |
| | Hrly | \$29.78 | \$31.27 | \$32.82 | \$34.48 | \$36.20 | \$38.01 |
| 31 | | | | | | | |
| | Annual | \$65,036.69 | \$68,269.00 | \$71,718.25 | \$75,297.65 | \$79,050.60 | \$83,054.40 |
| | Bi-weekly | \$2,501.41 | \$2,625.73 | \$2,758.39 | \$2,896.06 | \$3,040.41 | \$3,194.40 |
| | Hrly | \$31.27 | \$32.82 | \$34.48 | \$36.20 | \$38.01 | \$39.93 |

| | | | | | | | |
|----|----------------------------|-------------|--------------|--------------|--------------|--------------|--------------|
| 32 | Library Director | | | | | | |
| | Assistant Police Chief | | | | | | |
| | Annual | \$68,269.00 | \$71,718.25 | \$75,297.65 | \$79,050.60 | \$83,054.40 | \$87,152.00 |
| | Bi-weekly | \$2,625.73 | \$2,758.39 | \$2,896.06 | \$3,040.41 | \$3,194.40 | \$3,352.00 |
| 33 | Human Resource Director | | | | | | |
| | Director of Public Works | | | | | | |
| | Fire Chief | | | | | | |
| | Parks & Rec Director | | | | | | |
| 34 | Civil Engineer III | | | | | | |
| | Annual | \$71,718.25 | \$75,297.65 | \$79,050.60 | \$83,054.40 | \$87,152.00 | \$91,502.59 |
| | Bi-weekly | \$2,758.39 | \$2,896.06 | \$3,040.41 | \$3,194.40 | \$3,352.00 | \$3,519.33 |
| | Hrly | \$34.48 | \$36.20 | \$38.01 | \$39.93 | \$41.90 | \$43.99 |
| 35 | Police Chief | | | | | | |
| | Annual | \$75,297.65 | \$79,050.60 | \$83,054.40 | \$87,152.00 | \$91,502.59 | \$96,116.80 |
| | Bi-weekly | \$2,896.06 | \$3,040.41 | \$3,194.40 | \$3,352.00 | \$3,519.33 | \$3,696.80 |
| | Hrly | \$36.20 | \$38.01 | \$39.93 | \$41.90 | \$43.99 | \$46.21 |
| 36 | Finance Director/CityClerk | | | | | | |
| | Annual | \$79,050.60 | \$83,054.40 | \$87,152.00 | \$91,502.59 | \$96,116.80 | \$100,917.51 |
| | Bi-weekly | \$3,040.41 | \$3,194.40 | \$3,352.00 | \$3,519.33 | \$3,696.80 | \$3,881.44 |
| | Hrly | \$38.01 | \$39.93 | \$41.90 | \$43.99 | \$46.21 | \$48.52 |
| 37 | City Engineer | | | | | | |
| | Annual | \$83,054.40 | \$87,152.00 | \$91,502.59 | \$96,116.80 | \$100,917.51 | \$105,993.76 |
| | Bi-weekly | \$3,194.40 | \$3,352.00 | \$3,519.33 | \$3,696.80 | \$3,881.44 | \$4,076.68 |
| | Hrly | \$39.93 | \$41.90 | \$43.99 | \$46.21 | \$48.52 | \$50.96 |
| 38 | City Attorney | | | | | | |
| | Annual | \$87,152.00 | \$91,502.59 | \$96,116.80 | \$100,917.51 | \$105,993.76 | \$111,238.40 |
| | Bi-weekly | \$3,352.00 | \$3,519.33 | \$3,696.80 | \$3,881.44 | \$4,076.68 | \$4,278.40 |
| | Hrly | \$41.90 | \$43.99 | \$46.21 | \$48.52 | \$50.96 | \$53.48 |
| 39 | Director of Eng and BACG | | | | | | |
| | Annual | \$91,502.59 | \$96,116.80 | \$100,917.51 | \$105,993.76 | \$111,238.40 | \$116,818.74 |
| | Bi-weekly | \$3,519.33 | \$3,696.80 | \$3,881.44 | \$4,076.68 | \$4,278.40 | \$4,493.03 |
| | Hrly | \$43.99 | \$46.21 | \$48.52 | \$50.96 | \$53.48 | \$56.16 |
| 39 | City Attorney | | | | | | |
| | Annual | \$96,116.80 | \$100,917.51 | \$105,993.76 | \$111,238.40 | \$116,818.74 | \$122,632.56 |
| | Bi-weekly | \$3,696.80 | \$3,881.44 | \$4,076.68 | \$4,278.40 | \$4,493.03 | \$4,716.64 |
| | Hrly | \$46.21 | \$48.52 | \$50.96 | \$53.48 | \$56.16 | \$58.96 |

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 7/1/2015

| 1.015 | | | | | | | |
|----------------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grade | | A | B | C | D | E | F |
| 9 | Annual | \$22,526.50 | \$23,751.00 | \$24,869.94 | \$26,180.31 | \$27,382.26 | \$28,800.54 |
| | Bi-weekly | \$866.40 | \$913.50 | \$956.54 | \$1,006.93 | \$1,053.16 | \$1,107.71 |
| | Hrly | \$10.83 | \$11.42 | \$11.96 | \$12.59 | \$13.16 | \$13.85 |
| 10 | Annual | \$23,751.00 | \$24,869.94 | \$26,180.31 | \$27,382.26 | \$28,800.54 | \$30,253.78 |
| | Bi-weekly | \$913.50 | \$956.54 | \$1,006.93 | \$1,053.16 | \$1,107.71 | \$1,163.61 |
| | Hrly | \$11.42 | \$11.96 | \$12.59 | \$13.16 | \$13.85 | \$14.55 |
| 11 | Annual | \$24,869.94 | \$26,180.31 | \$27,382.26 | \$28,800.54 | \$30,253.78 | \$31,707.01 |
| | Bi-weekly | \$956.54 | \$1,006.93 | \$1,053.16 | \$1,107.71 | \$1,163.61 | \$1,219.50 |
| | Hrly | \$11.96 | \$12.59 | \$13.16 | \$13.85 | \$14.55 | \$15.24 |
| 12 | Annual | \$26,180.31 | \$27,382.26 | \$28,800.54 | \$30,253.78 | \$31,707.01 | \$33,292.37 |
| | Bi-weekly | \$1,006.93 | \$1,053.16 | \$1,107.71 | \$1,163.61 | \$1,219.50 | \$1,280.48 |
| | Hrly | \$12.59 | \$13.16 | \$13.85 | \$14.55 | \$15.24 | \$16.01 |
| 13 | Annual | \$27,382.26 | \$28,800.54 | \$30,253.78 | \$31,707.01 | \$33,292.37 | \$34,987.81 |
| | Bi-weekly | \$1,053.16 | \$1,107.71 | \$1,163.61 | \$1,219.50 | \$1,280.48 | \$1,345.69 |
| | Hrly | \$13.16 | \$13.85 | \$14.55 | \$15.24 | \$16.01 | \$16.82 |
| 14 | Annual | \$28,800.54 | \$30,253.78 | \$31,707.01 | \$33,292.37 | \$34,987.81 | \$36,734.88 |
| | Bi-weekly | \$1,107.71 | \$1,163.61 | \$1,219.50 | \$1,280.48 | \$1,345.69 | \$1,412.88 |
| | Hrly | \$13.85 | \$14.55 | \$15.24 | \$16.01 | \$16.82 | \$17.66 |
| 15 | Annual | \$30,253.78 | \$31,707.01 | \$33,292.37 | \$34,987.81 | \$36,734.88 | \$38,922.13 |
| | Bi-weekly | \$1,163.61 | \$1,219.50 | \$1,280.48 | \$1,345.69 | \$1,412.88 | \$1,480.70 |
| | Hrly | \$14.55 | \$15.24 | \$16.01 | \$16.82 | \$17.66 | \$18.55 |
| 16 | Annual | \$31,707.01 | \$33,292.37 | \$34,987.81 | \$36,734.88 | \$38,922.13 | \$40,470.48 |
| | Bi-weekly | \$1,219.50 | \$1,280.48 | \$1,345.69 | \$1,412.88 | \$1,480.70 | \$1,556.56 |
| | Hrly | \$15.24 | \$16.01 | \$16.82 | \$17.66 | \$18.55 | \$19.46 |
| Police Admin Tech | | | | | | | |
| 17 | Annual | \$33,292.37 | \$34,987.81 | \$36,734.88 | \$38,922.13 | \$40,470.48 | \$42,518.23 |
| | Bi-weekly | \$1,280.48 | \$1,345.69 | \$1,412.88 | \$1,480.70 | \$1,556.56 | \$1,635.32 |
| | Hrly | \$16.01 | \$16.82 | \$17.66 | \$18.55 | \$19.46 | \$20.44 |
| Department Secretary | | | | | | | |
| 18 | Annual | \$34,987.81 | \$36,734.88 | \$38,922.13 | \$40,470.48 | \$42,518.23 | \$44,694.10 |
| | Bi-weekly | \$1,345.69 | \$1,412.88 | \$1,480.70 | \$1,556.56 | \$1,635.32 | \$1,719.00 |
| | Hrly | \$16.82 | \$17.66 | \$18.55 | \$19.46 | \$20.44 | \$21.49 |

| | | | | | | | |
|----|-----------|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| | | Library Youth Services Director | | | | | |
| | | Library Admin Asst | | | | | |
| 19 | Annual | \$36,734.88 | \$33,922.13 | \$40,470.48 | \$42,518.23 | \$44,694.10 | \$46,910.86 |
| | Bi-weekly | \$1,412.88 | \$1,304.70 | \$1,556.56 | \$1,635.32 | \$1,719.00 | \$1,804.26 |
| | Hrly | \$17.66 | \$18.55 | \$19.46 | \$20.44 | \$21.49 | \$22.55 |
| 20 | Annual | \$33,922.13 | \$40,470.48 | \$42,518.23 | \$44,694.10 | \$46,910.86 | \$49,322.02 |
| | Bi-weekly | \$1,304.70 | \$1,556.56 | \$1,635.32 | \$1,719.00 | \$1,804.26 | \$1,897.00 |
| | Hrly | \$18.55 | \$19.46 | \$20.44 | \$21.49 | \$22.55 | \$23.71 |
| | | Budget Technician | | | | | |
| | | Engineering Assistant I | | | | | |
| 21 | Annual | \$40,470.48 | \$42,518.23 | \$44,694.10 | \$46,910.86 | \$49,322.02 | \$51,766.11 |
| | Bi-weekly | \$1,556.56 | \$1,635.32 | \$1,719.00 | \$1,804.26 | \$1,897.00 | \$1,991.00 |
| | Hrly | \$19.46 | \$20.44 | \$21.49 | \$22.55 | \$23.71 | \$24.89 |
| | | Museum Educator/Assistant Director | | | | | |
| | | City Forester | | | | | |
| | | Payroll & Acct Tech | | | | | |
| | | Deputy City Clerk | | | | | |
| | | Harlan Sports Complex Supv | | | | | |
| | | Neighborhood Wellness Coord | | | | | |
| | | Rental & Nuisance Inspector | | | | | |
| | | 55+ Volunteer Initiatives Coordinator | | | | | |
| | | Engineering Assistant II | | | | | |
| | | Community Development Admin Tech | | | | | |
| 22 | Annual | \$42,518.23 | \$44,694.10 | \$46,910.86 | \$49,322.02 | \$51,766.11 | \$54,298.26 |
| | Bi-weekly | \$1,635.32 | \$1,719.00 | \$1,804.26 | \$1,897.00 | \$1,991.00 | \$2,088.39 |
| | Hrly | \$20.44 | \$21.49 | \$22.55 | \$23.71 | \$24.89 | \$26.10 |
| | | Economic Development Specialist | | | | | |
| | | Engineering Assistant III | | | | | |
| | | Supt of Meters & Service | | | | | |
| | | P & R Operations Supervisor | | | | | |
| | | Associate Planner | | | | | |
| 23 | Annual | \$44,694.10 | \$46,910.86 | \$49,322.02 | \$51,766.11 | \$54,298.26 | \$56,962.53 |
| | Bi-weekly | \$1,719.00 | \$1,804.26 | \$1,897.00 | \$1,991.00 | \$2,088.39 | \$2,190.87 |
| | Hrly | \$21.49 | \$22.55 | \$23.71 | \$24.89 | \$26.10 | \$27.39 |
| | | HR/EEO Specialist | | | | | |
| | | Library Assistant Director | | | | | |
| | | P&R Marketing/Operations Mgr | | | | | |
| | | Plumbing Inspector | | | | | |
| 24 | Annual | \$46,910.86 | \$49,322.02 | \$51,766.11 | \$54,298.26 | \$56,962.53 | \$59,873.63 |
| | Bi-weekly | \$1,804.26 | \$1,897.00 | \$1,991.00 | \$2,088.39 | \$2,190.87 | \$2,302.83 |
| | Hrly | \$22.55 | \$23.71 | \$24.89 | \$26.10 | \$27.39 | \$28.79 |
| | | Golf Superintendant | | | | | |
| 25 | Annual | \$49,322.02 | \$51,766.11 | \$54,298.26 | \$56,962.53 | \$59,873.63 | \$62,863.56 |
| | Bi-weekly | \$1,897.00 | \$1,991.00 | \$2,088.39 | \$2,190.87 | \$2,302.83 | \$2,417.83 |
| | Hrly | \$23.71 | \$24.89 | \$26.10 | \$27.39 | \$28.79 | \$30.22 |

| | | | | | | | |
|----|----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | City Electrician | | | | | | |
| | Building Inspector | | | | | | |
| | Vehicle Repairs Supv | | | | | | |
| | Recreation Adminstrator | | | | | | |
| 26 | Supv of Traffic Safety | | | | | | |
| | Parks Superintendant | | | | | | |
| | Annual | \$51,766.11 | \$54,298.26 | \$56,962.53 | \$59,873.63 | \$62,863.56 | \$66,012.24 |
| | Bi-weekly | \$1,991.00 | \$2,088.39 | \$2,190.87 | \$2,302.83 | \$2,417.83 | \$2,538.93 |
| | Hrly | \$24.89 | \$26.10 | \$27.39 | \$28.79 | \$30.22 | \$31.74 |
| 27 | Engineer I | | | | | | |
| | Annual | \$54,298.26 | \$56,962.53 | \$59,873.63 | \$62,863.56 | \$66,012.24 | \$69,293.04 |
| | Bi-weekly | \$2,088.39 | \$2,190.87 | \$2,302.83 | \$2,417.83 | \$2,538.93 | \$2,665.12 |
| | Hrly | \$26.10 | \$27.39 | \$28.79 | \$30.22 | \$31.74 | \$33.31 |
| 28 | Water Treatment Plant Supt | | | | | | |
| | PW Operations Manager | | | | | | |
| | Community Development Manager | | | | | | |
| | Annual | \$56,962.53 | \$59,873.63 | \$62,863.56 | \$66,012.24 | \$69,293.04 | \$72,794.02 |
| | Bi-weekly | \$2,190.87 | \$2,302.83 | \$2,417.83 | \$2,538.93 | \$2,665.12 | \$2,799.77 |
| | Hrly | \$27.39 | \$28.79 | \$30.22 | \$31.74 | \$33.31 | \$35.00 |
| 29 | Airport Manager | | | | | | |
| | Assistant Fire Chief | | | | | | |
| | Blanden Museum Director | | | | | | |
| | GIS Specialist | | | | | | |
| 29 | Water Utility Operations Manager | | | | | | |
| | Annual | \$59,873.63 | \$62,863.56 | \$66,012.24 | \$69,293.04 | \$72,794.02 | \$76,427.12 |
| | Bi-weekly | \$2,302.83 | \$2,417.83 | \$2,538.93 | \$2,665.12 | \$2,799.77 | \$2,939.50 |
| | Hrly | \$28.79 | \$30.22 | \$31.74 | \$33.31 | \$35.00 | \$36.74 |
| 30 | Police Captain | | | | | | |
| | City Treasurer | | | | | | |
| | Senior Planner | | | | | | |
| | Annual | \$62,863.56 | \$66,012.24 | \$69,293.04 | \$72,794.02 | \$76,427.12 | \$80,236.36 |
| | Bi-weekly | \$2,417.83 | \$2,538.93 | \$2,665.12 | \$2,799.77 | \$2,939.50 | \$3,086.01 |
| | Hrly | \$30.22 | \$31.74 | \$33.31 | \$35.00 | \$36.74 | \$38.58 |
| 31 | Annual | \$66,012.24 | \$69,293.04 | \$72,794.02 | \$76,427.12 | \$80,236.36 | \$84,300.22 |
| | Bi-weekly | \$2,538.93 | \$2,665.12 | \$2,799.77 | \$2,939.50 | \$3,086.01 | \$3,242.32 |
| | Hrly | \$31.74 | \$33.31 | \$35.00 | \$36.74 | \$38.58 | \$40.53 |
| 32 | Library Director | | | | | | |
| | Assistant Police Chief | | | | | | |
| | Annual | \$69,293.04 | \$72,794.02 | \$76,427.12 | \$80,236.36 | \$84,300.22 | \$88,459.28 |
| | Bi-weekly | \$2,665.12 | \$2,799.77 | \$2,939.50 | \$3,086.01 | \$3,242.32 | \$3,402.28 |
| | Hrly | \$33.31 | \$35.00 | \$36.74 | \$38.58 | \$40.53 | \$42.53 |

| | | | | | | | |
|----|-----------|---|--------------|--------------|--------------|--------------|--------------|
| | | Human Resource Director Director of Public Works Fire Chief Parks & Rec Director Civil Engineer III | | | | | |
| 33 | Annual | \$72,794.02 | \$76,427.12 | \$80,236.36 | \$84,300.22 | \$88,459.28 | \$92,875.13 |
| | Bi-weekly | \$2,799.77 | \$2,939.50 | \$3,086.01 | \$3,242.32 | \$3,402.28 | \$3,572.12 |
| | Hrly | \$35.00 | \$36.74 | \$38.58 | \$40.53 | \$42.53 | \$44.65 |
| | | Police Chief | | | | | |
| 34 | Annual | \$76,427.12 | \$80,236.36 | \$84,300.22 | \$88,459.28 | \$92,875.13 | \$97,558.55 |
| | Bi-weekly | \$2,939.50 | \$3,086.01 | \$3,242.32 | \$3,402.28 | \$3,572.12 | \$3,752.25 |
| | Hrly | \$36.74 | \$38.58 | \$40.53 | \$42.53 | \$44.65 | \$46.90 |
| | | Finance Director/CityClerk | | | | | |
| 35 | Annual | \$80,236.36 | \$84,300.22 | \$88,459.28 | \$92,875.13 | \$97,558.55 | \$102,431.27 |
| | Bi-weekly | \$3,086.01 | \$3,242.32 | \$3,402.28 | \$3,572.12 | \$3,752.25 | \$3,939.66 |
| | Hrly | \$38.58 | \$40.53 | \$42.53 | \$44.65 | \$46.90 | \$49.25 |
| 36 | Annual | \$84,300.22 | \$88,459.28 | \$92,875.13 | \$97,558.55 | \$102,431.27 | \$107,583.66 |
| | Bi-weekly | \$3,242.32 | \$3,402.28 | \$3,572.12 | \$3,752.25 | \$3,939.66 | \$4,137.83 |
| | Hrly | \$40.53 | \$42.53 | \$44.65 | \$46.90 | \$49.25 | \$51.72 |
| | | City Engineer | | | | | |
| 37 | Annual | \$88,459.28 | \$92,875.13 | \$97,558.55 | \$102,431.27 | \$107,583.66 | \$112,906.98 |
| | Bi-weekly | \$3,402.28 | \$3,572.12 | \$3,752.25 | \$3,939.66 | \$4,137.83 | \$4,342.58 |
| | Hrly | \$42.53 | \$44.65 | \$46.90 | \$49.25 | \$51.72 | \$54.28 |
| | | Director of Eng and BACG | | | | | |
| 38 | Annual | \$92,875.13 | \$97,558.55 | \$102,431.27 | \$107,583.66 | \$112,906.98 | \$118,571.02 |
| | Bi-weekly | \$3,572.12 | \$3,752.25 | \$3,939.66 | \$4,137.83 | \$4,342.58 | \$4,560.42 |
| | Hrly | \$44.65 | \$46.90 | \$49.25 | \$51.72 | \$54.28 | \$57.01 |
| | | City Attorney | | | | | |
| 39 | Annual | \$97,558.55 | \$102,431.27 | \$107,583.66 | \$112,906.98 | \$118,571.02 | \$124,472.05 |
| | Bi-weekly | \$3,752.25 | \$3,939.66 | \$4,137.83 | \$4,342.58 | \$4,560.42 | \$4,787.39 |
| | Hrly | \$46.90 | \$49.25 | \$51.72 | \$54.28 | \$57.01 | \$59.84 |

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 1/1/2016

| 1.015 | | | | | | | |
|----------------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grade | | A | B | C | D | E | F |
| 9 | Annual | \$22,864.40 | \$24,107.27 | \$25,242.99 | \$26,573.01 | \$27,793.00 | \$29,232.55 |
| | Bi-weekly | \$879.40 | \$927.20 | \$970.88 | \$1,022.04 | \$1,068.96 | \$1,124.33 |
| | Hrly | \$10.99 | \$11.59 | \$12.14 | \$12.78 | \$13.36 | \$14.05 |
| 10 | Annual | \$24,107.27 | \$25,242.99 | \$26,573.01 | \$27,793.00 | \$29,232.55 | \$30,707.58 |
| | Bi-weekly | \$927.20 | \$970.88 | \$1,022.04 | \$1,068.96 | \$1,124.33 | \$1,181.06 |
| | Hrly | \$11.59 | \$12.14 | \$12.78 | \$13.36 | \$14.05 | \$14.76 |
| 11 | Annual | \$25,242.99 | \$26,573.01 | \$27,793.00 | \$29,232.55 | \$30,707.58 | \$32,182.62 |
| | Bi-weekly | \$970.88 | \$1,022.04 | \$1,068.96 | \$1,124.33 | \$1,181.06 | \$1,237.79 |
| | Hrly | \$12.14 | \$12.78 | \$13.36 | \$14.05 | \$14.76 | \$15.47 |
| 12 | Annual | \$26,573.01 | \$27,793.00 | \$29,232.55 | \$30,707.58 | \$32,182.62 | \$33,791.75 |
| | Bi-weekly | \$1,022.04 | \$1,068.96 | \$1,124.33 | \$1,181.06 | \$1,237.79 | \$1,299.68 |
| | Hrly | \$12.78 | \$13.36 | \$14.05 | \$14.76 | \$15.47 | \$16.25 |
| 13 | Annual | \$27,793.00 | \$29,232.55 | \$30,707.58 | \$32,182.62 | \$33,791.75 | \$35,512.63 |
| | Bi-weekly | \$1,068.96 | \$1,124.33 | \$1,181.06 | \$1,237.79 | \$1,299.68 | \$1,365.87 |
| | Hrly | \$13.36 | \$14.05 | \$14.76 | \$15.47 | \$16.25 | \$17.07 |
| 14 | Annual | \$29,232.55 | \$30,707.58 | \$32,182.62 | \$33,791.75 | \$35,512.63 | \$37,285.90 |
| | Bi-weekly | \$1,124.33 | \$1,181.06 | \$1,237.79 | \$1,299.68 | \$1,365.87 | \$1,434.07 |
| | Hrly | \$14.05 | \$14.76 | \$15.47 | \$16.25 | \$17.07 | \$17.93 |
| 15 | Annual | \$30,707.58 | \$32,182.62 | \$33,791.75 | \$35,512.63 | \$37,285.90 | \$39,922.13 |
| | Bi-weekly | \$1,181.06 | \$1,237.79 | \$1,299.68 | \$1,365.87 | \$1,434.07 | \$1,504.70 |
| | Hrly | \$14.76 | \$15.47 | \$16.25 | \$17.07 | \$17.93 | \$18.82 |
| 16 | Annual | \$32,182.62 | \$33,791.75 | \$35,512.63 | \$37,285.90 | \$39,922.13 | \$41,077.54 |
| | Bi-weekly | \$1,237.79 | \$1,299.68 | \$1,365.87 | \$1,434.07 | \$1,504.70 | \$1,579.91 |
| | Hrly | \$15.47 | \$16.25 | \$17.07 | \$17.93 | \$18.82 | \$19.75 |
| Police Admin Tech | | | | | | | |
| 17 | Annual | \$33,791.75 | \$35,512.63 | \$37,285.90 | \$39,922.13 | \$41,077.54 | \$43,156.00 |
| | Bi-weekly | \$1,299.68 | \$1,365.87 | \$1,434.07 | \$1,504.70 | \$1,579.91 | \$1,659.85 |
| | Hrly | \$16.25 | \$17.07 | \$17.93 | \$18.82 | \$19.75 | \$20.75 |
| Department Secretary | | | | | | | |
| 18 | Annual | \$35,512.63 | \$37,285.90 | \$39,922.13 | \$41,077.54 | \$43,156.00 | \$45,364.52 |
| | Bi-weekly | \$1,365.87 | \$1,434.07 | \$1,504.70 | \$1,579.91 | \$1,659.85 | \$1,744.79 |
| | Hrly | \$17.07 | \$17.93 | \$18.82 | \$19.75 | \$20.75 | \$21.81 |

| | | | | | | | |
|---------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Library Youth Services Director | | | | | | | |
| Library Admin Asst | | | | | | | |
| 19 | Annual | \$37,285.90 | \$33,922.13 | \$41,077.54 | \$43,156.00 | \$45,364.52 | \$47,614.53 |
| | Bi-weekly | \$1,434.07 | \$1,304.70 | \$1,579.91 | \$1,659.85 | \$1,744.79 | \$1,831.33 |
| | Hrly | \$17.93 | \$18.82 | \$19.75 | \$20.75 | \$21.81 | \$22.89 |
| 20 | Annual | \$33,922.13 | \$41,077.54 | \$43,156.00 | \$45,364.52 | \$47,614.53 | \$50,061.85 |
| | Bi-weekly | \$1,304.70 | \$1,579.91 | \$1,659.85 | \$1,744.79 | \$1,831.33 | \$1,925.46 |
| | Hrly | \$18.82 | \$19.75 | \$20.75 | \$21.81 | \$22.89 | \$24.07 |
| Budget Technician | | | | | | | |
| Engineering Assistant I | | | | | | | |
| 21 | Annual | \$41,077.54 | \$43,156.00 | \$45,364.52 | \$47,614.53 | \$50,061.85 | \$52,542.60 |
| | Bi-weekly | \$1,579.91 | \$1,659.85 | \$1,744.79 | \$1,831.33 | \$1,925.46 | \$2,020.87 |
| | Hrly | \$19.75 | \$20.75 | \$21.81 | \$22.89 | \$24.07 | \$25.26 |
| Museum Educator/Assistant Director | | | | | | | |
| City Forester | | | | | | | |
| Payroll & Acct Tech | | | | | | | |
| Deputy City Clerk | | | | | | | |
| Harlan Sports Complex Supv | | | | | | | |
| Neighborhood Wellness Coord | | | | | | | |
| Rental & Nuisance Inspector | | | | | | | |
| 55+ Volunteer Initiatives Coordinator | | | | | | | |
| Engineering Assistant II | | | | | | | |
| Community Development Admin Tech | | | | | | | |
| 22 | Annual | \$43,156.00 | \$45,364.52 | \$47,614.53 | \$50,061.85 | \$52,542.60 | \$55,112.74 |
| | Bi-weekly | \$1,659.85 | \$1,744.79 | \$1,831.33 | \$1,925.46 | \$2,020.87 | \$2,119.72 |
| | Hrly | \$20.75 | \$21.81 | \$22.89 | \$24.07 | \$25.26 | \$26.50 |
| Economic Development Specialist | | | | | | | |
| Engineering Assistant III | | | | | | | |
| Supt of Meters & Service | | | | | | | |
| P & R Operations Supervisor | | | | | | | |
| Associate Planner | | | | | | | |
| 23 | Annual | \$45,364.52 | \$47,614.53 | \$50,061.85 | \$52,542.60 | \$55,112.74 | \$57,816.97 |
| | Bi-weekly | \$1,744.79 | \$1,831.33 | \$1,925.46 | \$2,020.87 | \$2,119.72 | \$2,223.73 |
| | Hrly | \$21.81 | \$22.89 | \$24.07 | \$25.26 | \$26.50 | \$27.80 |
| HR/EEO Specialist | | | | | | | |
| Library Assistant Director | | | | | | | |
| P&R Marketing/Operations Mgr | | | | | | | |
| Plumbing Inspector | | | | | | | |
| 24 | Annual | \$47,614.53 | \$50,061.85 | \$52,542.60 | \$55,112.74 | \$57,816.97 | \$60,771.74 |
| | Bi-weekly | \$1,831.33 | \$1,925.46 | \$2,020.87 | \$2,119.72 | \$2,223.73 | \$2,337.37 |
| | Hrly | \$22.89 | \$24.07 | \$25.26 | \$26.50 | \$27.80 | \$29.22 |
| Golf Superintendant | | | | | | | |
| 25 | Annual | \$50,061.85 | \$52,542.60 | \$55,112.74 | \$57,816.97 | \$60,771.74 | \$63,806.51 |
| | Bi-weekly | \$1,925.46 | \$2,020.87 | \$2,119.72 | \$2,223.73 | \$2,337.37 | \$2,454.10 |
| | Hrly | \$24.07 | \$25.26 | \$26.50 | \$27.80 | \$29.22 | \$30.68 |

| | | | | | | | |
|----|-----------|-------------|-------------|----------------------------------|-------------|-------------|-------------|
| | | | | City Electrician | | | |
| | | | | Building Inspector | | | |
| | | | | Vehicle Repairs Supv | | | |
| | | | | Recreation Adminstrator | | | |
| | | | | Supv of Traffic Safety | | | |
| | | | | Parks Superintendant | | | |
| 26 | Annual | \$52,542.60 | \$55,112.74 | \$57,816.97 | \$60,771.74 | \$63,806.51 | \$67,002.43 |
| | Bi-weekly | \$2,020.87 | \$2,119.72 | \$2,223.73 | \$2,337.37 | \$2,454.10 | \$2,577.02 |
| | Hrly | \$25.26 | \$26.50 | \$27.80 | \$29.22 | \$30.68 | \$32.21 |
| | | | | Engineer I | | | |
| 27 | Annual | \$55,112.74 | \$57,816.97 | \$60,771.74 | \$63,806.51 | \$67,002.43 | \$70,332.43 |
| | Bi-weekly | \$2,119.72 | \$2,223.73 | \$2,337.37 | \$2,454.10 | \$2,577.02 | \$2,705.09 |
| | Hrly | \$26.50 | \$27.80 | \$29.22 | \$30.68 | \$32.21 | \$33.81 |
| | | | | Water Treatment Plant Supt | | | |
| | | | | PW Operations Manager | | | |
| | | | | Community Development Manager | | | |
| 28 | Annual | \$57,816.97 | \$60,771.74 | \$63,806.51 | \$67,002.43 | \$70,332.43 | \$73,885.93 |
| | Bi-weekly | \$2,223.73 | \$2,337.37 | \$2,454.10 | \$2,577.02 | \$2,705.09 | \$2,841.77 |
| | Hrly | \$27.80 | \$29.22 | \$30.68 | \$32.21 | \$33.81 | \$35.52 |
| | | | | Airport Manager | | | |
| | | | | Assistant Fire Chief | | | |
| | | | | Blanden Museum Director | | | |
| | | | | GIS Specialist | | | |
| | | | | Water Utility Operations Manager | | | |
| 29 | Annual | \$60,771.74 | \$63,806.51 | \$67,002.43 | \$70,332.43 | \$73,885.93 | \$77,573.52 |
| | Bi-weekly | \$2,337.37 | \$2,454.10 | \$2,577.02 | \$2,705.09 | \$2,841.77 | \$2,983.60 |
| | Hrly | \$29.22 | \$30.68 | \$32.21 | \$33.81 | \$35.52 | \$37.29 |
| | | | | Police Captain | | | |
| | | | | City Treasurer | | | |
| | | | | Senior Planner | | | |
| 30 | Annual | \$63,806.51 | \$67,002.43 | \$70,332.43 | \$73,885.93 | \$77,573.52 | \$81,439.91 |
| | Bi-weekly | \$2,454.10 | \$2,577.02 | \$2,705.09 | \$2,841.77 | \$2,983.60 | \$3,132.30 |
| | Hrly | \$30.68 | \$32.21 | \$33.81 | \$35.52 | \$37.29 | \$39.15 |
| 31 | Annual | \$67,002.43 | \$70,332.43 | \$73,885.93 | \$77,573.52 | \$81,439.91 | \$85,564.72 |
| | Bi-weekly | \$2,577.02 | \$2,705.09 | \$2,841.77 | \$2,983.60 | \$3,132.30 | \$3,290.95 |
| | Hrly | \$32.21 | \$33.81 | \$35.52 | \$37.29 | \$39.15 | \$41.14 |
| | | | | Library Director | | | |
| | | | | Assistant Police Chief | | | |
| 32 | Annual | \$70,332.43 | \$73,885.93 | \$77,573.52 | \$81,439.91 | \$85,564.72 | \$89,786.17 |
| | Bi-weekly | \$2,705.09 | \$2,841.77 | \$2,983.60 | \$3,132.30 | \$3,290.95 | \$3,453.31 |
| | Hrly | \$33.81 | \$35.52 | \$37.29 | \$39.15 | \$41.14 | \$43.17 |

| | | | | | | | |
|----|-----------|----------------------------|--------------|--------------|--------------|--------------|--------------|
| | | Human Resource Director | | | | | |
| | | Director of Public Works | | | | | |
| | | Fire Chief | | | | | |
| | | Parks & Rec Director | | | | | |
| | | Civil Engineer III | | | | | |
| 33 | Annual | \$73,885.93 | \$77,573.52 | \$81,439.91 | \$85,564.72 | \$89,786.17 | \$94,268.26 |
| | Bi-weekly | \$2,841.77 | \$2,983.60 | \$3,132.30 | \$3,290.95 | \$3,453.31 | \$3,625.70 |
| | Hrly | \$35.52 | \$37.29 | \$39.15 | \$41.14 | \$43.17 | \$45.32 |
| | | Police Chief | | | | | |
| 34 | Annual | \$77,573.52 | \$81,439.91 | \$85,564.72 | \$89,786.17 | \$94,268.26 | \$99,021.93 |
| | Bi-weekly | \$2,983.60 | \$3,132.30 | \$3,290.95 | \$3,453.31 | \$3,625.70 | \$3,808.54 |
| | Hrly | \$37.29 | \$39.15 | \$41.14 | \$43.17 | \$45.32 | \$47.61 |
| | | Finance Director/CityClerk | | | | | |
| 35 | Annual | \$81,439.91 | \$85,564.72 | \$89,786.17 | \$94,268.26 | \$99,021.93 | \$103,967.74 |
| | Bi-weekly | \$3,132.30 | \$3,290.95 | \$3,453.31 | \$3,625.70 | \$3,808.54 | \$3,998.76 |
| | Hrly | \$39.15 | \$41.14 | \$43.17 | \$45.32 | \$47.61 | \$49.98 |
| 36 | Annual | \$85,564.72 | \$89,786.17 | \$94,268.26 | \$99,021.93 | \$103,967.74 | \$109,197.42 |
| | Bi-weekly | \$3,290.95 | \$3,453.31 | \$3,625.70 | \$3,808.54 | \$3,998.76 | \$4,199.90 |
| | Hrly | \$41.14 | \$43.17 | \$45.32 | \$47.61 | \$49.98 | \$52.50 |
| | | City Engineer | | | | | |
| 37 | Annual | \$89,786.17 | \$94,268.26 | \$99,021.93 | \$103,967.74 | \$109,197.42 | \$114,600.58 |
| | Bi-weekly | \$3,453.31 | \$3,625.70 | \$3,808.54 | \$3,998.76 | \$4,199.90 | \$4,407.71 |
| | Hrly | \$43.17 | \$45.32 | \$47.61 | \$49.98 | \$52.50 | \$55.10 |
| | | Director of Eng and BACG | | | | | |
| 38 | Annual | \$94,268.26 | \$99,021.93 | \$103,967.74 | \$109,197.42 | \$114,600.58 | \$120,349.59 |
| | Bi-weekly | \$3,625.70 | \$3,808.54 | \$3,998.76 | \$4,199.90 | \$4,407.71 | \$4,628.83 |
| | Hrly | \$45.32 | \$47.61 | \$49.98 | \$52.50 | \$55.10 | \$57.86 |
| | | City Attorney | | | | | |
| 39 | Annual | \$99,021.93 | \$103,967.74 | \$109,197.42 | \$114,600.58 | \$120,349.59 | \$126,339.13 |
| | Bi-weekly | \$3,808.54 | \$3,998.76 | \$4,199.90 | \$4,407.71 | \$4,628.83 | \$4,859.20 |
| | Hrly | \$47.61 | \$49.98 | \$52.50 | \$55.10 | \$57.86 | \$60.74 |

Non-Union and Appointed

Exhibit D
Salary Schedule

Effective 7/1/2016

| 1.0225 | | | | | | | |
|----------------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grade | | A | B | C | D | E | F |
| 9 | Annual | \$23,378.85 | \$24,649.68 | \$25,429.51 | \$27,170.90 | \$28,418.34 | \$29,890.28 |
| | Bi-weekly | \$899.19 | \$948.06 | \$978.06 | \$1,045.03 | \$1,093.01 | \$1,149.63 |
| | Hrly | \$11.24 | \$11.85 | \$12.23 | \$13.06 | \$13.66 | \$14.37 |
| 10 | Annual | \$24,649.68 | \$25,429.51 | \$27,170.90 | \$28,418.34 | \$29,890.28 | \$31,398.50 |
| | Bi-weekly | \$948.06 | \$978.06 | \$1,045.03 | \$1,093.01 | \$1,149.63 | \$1,207.63 |
| | Hrly | \$11.85 | \$12.23 | \$13.06 | \$13.66 | \$14.37 | \$15.10 |
| 11 | Annual | \$25,429.51 | \$27,170.90 | \$28,418.34 | \$29,890.28 | \$31,398.50 | \$32,906.73 |
| | Bi-weekly | \$978.06 | \$1,045.03 | \$1,093.01 | \$1,149.63 | \$1,207.63 | \$1,265.64 |
| | Hrly | \$12.23 | \$13.06 | \$13.66 | \$14.37 | \$15.10 | \$15.82 |
| 12 | Annual | \$27,170.90 | \$28,418.34 | \$29,890.28 | \$31,398.50 | \$32,906.73 | \$34,552.07 |
| | Bi-weekly | \$1,045.03 | \$1,093.01 | \$1,149.63 | \$1,207.63 | \$1,265.64 | \$1,328.93 |
| | Hrly | \$13.06 | \$13.66 | \$14.37 | \$15.10 | \$15.82 | \$16.61 |
| 13 | Annual | \$28,418.34 | \$29,890.28 | \$31,398.50 | \$32,906.73 | \$34,552.07 | \$36,311.66 |
| | Bi-weekly | \$1,093.01 | \$1,149.63 | \$1,207.63 | \$1,265.64 | \$1,328.93 | \$1,396.60 |
| | Hrly | \$13.66 | \$14.37 | \$15.10 | \$15.82 | \$16.61 | \$17.46 |
| 14 | Annual | \$29,890.28 | \$31,398.50 | \$32,906.73 | \$34,552.07 | \$36,311.66 | \$38,124.84 |
| | Bi-weekly | \$1,149.63 | \$1,207.63 | \$1,265.64 | \$1,328.93 | \$1,396.60 | \$1,466.34 |
| | Hrly | \$14.37 | \$15.10 | \$15.82 | \$16.61 | \$17.46 | \$18.33 |
| 15 | Annual | \$31,398.50 | \$32,906.73 | \$34,552.07 | \$36,311.66 | \$38,124.84 | \$40,036.52 |
| | Bi-weekly | \$1,207.63 | \$1,265.64 | \$1,328.93 | \$1,396.60 | \$1,466.34 | \$1,539.87 |
| | Hrly | \$15.10 | \$15.82 | \$16.61 | \$17.46 | \$18.33 | \$19.25 |
| 16 | Annual | \$32,906.73 | \$34,552.07 | \$36,311.66 | \$38,124.84 | \$40,036.52 | \$42,001.78 |
| | Bi-weekly | \$1,265.64 | \$1,328.93 | \$1,396.60 | \$1,466.34 | \$1,539.87 | \$1,615.45 |
| | Hrly | \$15.82 | \$16.61 | \$17.46 | \$18.33 | \$19.25 | \$20.19 |
| Police Admin Tech | | | | | | | |
| 17 | Annual | \$34,552.07 | \$36,311.66 | \$38,124.84 | \$40,036.52 | \$42,001.78 | \$44,127.01 |
| | Bi-weekly | \$1,328.93 | \$1,396.60 | \$1,466.34 | \$1,539.87 | \$1,615.45 | \$1,697.19 |
| | Hrly | \$16.61 | \$17.46 | \$18.33 | \$19.25 | \$20.19 | \$21.21 |
| Department Secretary | | | | | | | |
| 18 | Annual | \$36,311.66 | \$38,124.84 | \$40,036.52 | \$42,001.78 | \$44,127.01 | \$46,385.22 |
| | Bi-weekly | \$1,396.60 | \$1,466.34 | \$1,539.87 | \$1,615.45 | \$1,697.19 | \$1,784.05 |
| | Hrly | \$17.46 | \$18.33 | \$19.25 | \$20.19 | \$21.21 | \$22.30 |

| | | | | | | | |
|---------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Library Youth Services Director | | | | | | | |
| Library Admin Asst | | | | | | | |
| 19 | Annual | \$38,124.84 | \$40,036.52 | \$42,001.78 | \$44,127.01 | \$46,385.22 | \$48,685.85 |
| | Bi-weekly | \$1,466.34 | \$1,539.87 | \$1,615.45 | \$1,697.19 | \$1,784.05 | \$1,872.53 |
| | Hrly | \$18.33 | \$19.25 | \$20.19 | \$21.21 | \$22.30 | \$23.41 |
| 20 | Annual | \$40,036.52 | \$42,001.78 | \$44,127.01 | \$46,385.22 | \$48,685.85 | \$51,188.25 |
| | Bi-weekly | \$1,539.87 | \$1,615.45 | \$1,697.19 | \$1,784.05 | \$1,872.53 | \$1,968.78 |
| | Hrly | \$19.25 | \$20.19 | \$21.21 | \$22.30 | \$23.41 | \$24.61 |
| Budget Technician | | | | | | | |
| Engineering Assistant I | | | | | | | |
| 21 | Annual | \$42,001.78 | \$44,127.01 | \$46,385.22 | \$48,685.85 | \$51,188.25 | \$53,724.81 |
| | Bi-weekly | \$1,615.45 | \$1,697.19 | \$1,784.05 | \$1,872.53 | \$1,968.78 | \$2,066.34 |
| | Hrly | \$20.19 | \$21.21 | \$22.30 | \$23.41 | \$24.61 | \$25.83 |
| Museum Educator/Assistant Director | | | | | | | |
| City Forester | | | | | | | |
| Payroll & Acct Tech | | | | | | | |
| Deputy City Clerk | | | | | | | |
| Harlan Sports Complex Supv | | | | | | | |
| Neighborhood Wellness Coord | | | | | | | |
| Rental & Nuisance Inspector | | | | | | | |
| 55+ Volunteer Initiatives Coordinator | | | | | | | |
| Engineering Assistant II | | | | | | | |
| Community Development Admin Tech | | | | | | | |
| 22 | Annual | \$44,127.01 | \$46,385.22 | \$48,685.85 | \$51,188.25 | \$53,724.81 | \$56,352.77 |
| | Bi-weekly | \$1,697.19 | \$1,784.05 | \$1,872.53 | \$1,968.78 | \$2,066.34 | \$2,167.41 |
| | Hrly | \$21.21 | \$22.30 | \$23.41 | \$24.61 | \$25.83 | \$27.09 |
| Economic Development Specialist | | | | | | | |
| Engineering Assistant III | | | | | | | |
| Supt of Meters & Service | | | | | | | |
| P & R Operations Supervisor | | | | | | | |
| Associate Planner | | | | | | | |
| 23 | Annual | \$46,385.22 | \$48,685.85 | \$51,188.25 | \$53,724.81 | \$56,352.77 | \$59,117.85 |
| | Bi-weekly | \$1,784.05 | \$1,872.53 | \$1,968.78 | \$2,066.34 | \$2,167.41 | \$2,273.76 |
| | Hrly | \$22.30 | \$23.41 | \$24.61 | \$25.83 | \$27.09 | \$28.42 |
| HR/EEO Specialist | | | | | | | |
| Library Assistant Director | | | | | | | |
| P&R Marketing/Operations Mgr | | | | | | | |
| Plumbing Inspector | | | | | | | |
| 24 | Annual | \$48,685.85 | \$51,188.25 | \$53,724.81 | \$56,352.77 | \$59,117.85 | \$62,139.10 |
| | Bi-weekly | \$1,872.53 | \$1,968.78 | \$2,066.34 | \$2,167.41 | \$2,273.76 | \$2,389.97 |
| | Hrly | \$23.41 | \$24.61 | \$25.83 | \$27.09 | \$28.42 | \$29.87 |
| Golf Superintendant | | | | | | | |
| 25 | Annual | \$51,188.25 | \$53,724.81 | \$56,352.77 | \$59,117.85 | \$62,139.10 | \$65,242.16 |
| | Bi-weekly | \$1,968.78 | \$2,066.34 | \$2,167.41 | \$2,273.76 | \$2,389.97 | \$2,509.31 |
| | Hrly | \$24.61 | \$25.83 | \$27.09 | \$28.42 | \$29.87 | \$31.37 |

| | | | | | | | |
|----|-----------|-------------|-------------|----------------------------------|-------------|-------------|-------------|
| | | | | City Electrician | | | |
| | | | | Building Inspector | | | |
| | | | | Vehicle Repairs Supv | | | |
| | | | | Recreation Adminstrator | | | |
| | | | | Supv of Traffic Safety | | | |
| | | | | Parks Superintendant | | | |
| 26 | Annual | \$53,724.81 | \$56,352.77 | \$59,117.85 | \$62,139.10 | \$65,242.16 | \$68,509.98 |
| | Bi-weekly | \$2,066.34 | \$2,167.41 | \$2,273.76 | \$2,389.97 | \$2,509.31 | \$2,635.00 |
| | Hrly | \$25.83 | \$27.09 | \$28.42 | \$29.87 | \$31.37 | \$32.94 |
| | | | | Engineer I | | | |
| 27 | Annual | \$56,352.77 | \$59,117.85 | \$62,139.10 | \$65,242.16 | \$68,509.98 | \$71,914.91 |
| | Bi-weekly | \$2,167.41 | \$2,273.76 | \$2,389.97 | \$2,509.31 | \$2,635.00 | \$2,765.96 |
| | Hrly | \$27.09 | \$28.42 | \$29.87 | \$31.37 | \$32.94 | \$34.57 |
| | | | | Water Treatment Plant Supt | | | |
| | | | | PW Operations Manager | | | |
| | | | | Community Development Manager | | | |
| 28 | Annual | \$59,117.85 | \$62,139.10 | \$65,242.16 | \$68,509.98 | \$71,914.91 | \$75,548.37 |
| | Bi-weekly | \$2,273.76 | \$2,389.97 | \$2,509.31 | \$2,635.00 | \$2,765.96 | \$2,905.71 |
| | Hrly | \$28.42 | \$29.87 | \$31.37 | \$32.94 | \$34.57 | \$36.32 |
| | | | | Airport Manager | | | |
| | | | | Assistant Fire Chief | | | |
| | | | | Blanden Museum Director | | | |
| | | | | GIS Specialist | | | |
| | | | | Water Utility Operations Manager | | | |
| 29 | Annual | \$62,139.10 | \$65,242.16 | \$68,509.98 | \$71,914.91 | \$75,548.37 | \$79,318.93 |
| | Bi-weekly | \$2,389.97 | \$2,509.31 | \$2,635.00 | \$2,765.96 | \$2,905.71 | \$3,050.73 |
| | Hrly | \$29.87 | \$31.37 | \$32.94 | \$34.57 | \$36.32 | \$38.13 |
| | | | | Police Captain | | | |
| | | | | City Treasurer | | | |
| | | | | Senior Planner | | | |
| 30 | Annual | \$65,242.16 | \$68,509.98 | \$71,914.91 | \$75,548.37 | \$79,318.93 | \$83,272.31 |
| | Bi-weekly | \$2,509.31 | \$2,635.00 | \$2,765.96 | \$2,905.71 | \$3,050.73 | \$3,202.78 |
| | Hrly | \$31.37 | \$32.94 | \$34.57 | \$36.32 | \$38.13 | \$40.03 |
| 31 | Annual | \$68,509.98 | \$71,914.91 | \$75,548.37 | \$79,318.93 | \$83,272.31 | \$87,489.93 |
| | Bi-weekly | \$2,635.00 | \$2,765.96 | \$2,905.71 | \$3,050.73 | \$3,202.78 | \$3,365.00 |
| | Hrly | \$32.94 | \$34.57 | \$36.32 | \$38.13 | \$40.03 | \$42.06 |
| | | | | Library Director | | | |
| | | | | Assistant Police Chief | | | |
| 32 | Annual | \$71,914.91 | \$75,548.37 | \$79,318.93 | \$83,272.31 | \$87,489.93 | \$91,806.36 |
| | Bi-weekly | \$2,765.96 | \$2,905.71 | \$3,050.73 | \$3,202.78 | \$3,365.00 | \$3,531.01 |
| | Hrly | \$34.57 | \$36.32 | \$38.13 | \$40.03 | \$42.06 | \$44.14 |

| | | | | | | | |
|----|-----------|---|--------------|--------------|--------------|--------------|--------------|
| | | Human Resource Director Director of Public Works Fire Chief Parks & Rec Director Civil Engineer III | | | | | |
| 33 | Annual | \$75,548.37 | \$79,318.93 | \$83,272.31 | \$87,489.93 | \$91,806.36 | \$96,389.29 |
| | Bi-weekly | \$2,905.71 | \$3,050.73 | \$3,202.78 | \$3,365.00 | \$3,531.01 | \$3,707.28 |
| | Hrly | \$36.32 | \$38.13 | \$40.03 | \$42.06 | \$44.14 | \$46.34 |
| | | Police Chief | | | | | |
| 34 | Annual | \$79,318.93 | \$83,272.31 | \$87,489.93 | \$91,806.36 | \$96,389.29 | \$101,249.92 |
| | Bi-weekly | \$3,050.73 | \$3,202.78 | \$3,365.00 | \$3,531.01 | \$3,707.28 | \$3,894.23 |
| | Hrly | \$38.13 | \$40.03 | \$42.06 | \$44.14 | \$46.34 | \$48.68 |
| | | Finance Director/CityClerk | | | | | |
| 35 | Annual | \$83,272.31 | \$87,489.93 | \$91,806.36 | \$96,389.29 | \$101,249.92 | \$106,307.02 |
| | Bi-weekly | \$3,202.78 | \$3,365.00 | \$3,531.01 | \$3,707.28 | \$3,894.23 | \$4,088.73 |
| | Hrly | \$40.03 | \$42.06 | \$44.14 | \$46.34 | \$48.68 | \$51.11 |
| 36 | Annual | \$87,489.93 | \$91,806.36 | \$96,389.29 | \$101,249.92 | \$106,307.02 | \$111,654.36 |
| | Bi-weekly | \$3,365.00 | \$3,531.01 | \$3,707.28 | \$3,894.23 | \$4,088.73 | \$4,294.40 |
| | Hrly | \$42.06 | \$44.14 | \$46.34 | \$48.68 | \$51.11 | \$53.68 |
| | | City Engineer | | | | | |
| 37 | Annual | \$91,806.36 | \$96,389.29 | \$101,249.92 | \$106,307.02 | \$111,654.36 | \$117,179.09 |
| | Bi-weekly | \$3,531.01 | \$3,707.28 | \$3,894.23 | \$4,088.73 | \$4,294.40 | \$4,506.89 |
| | Hrly | \$44.14 | \$46.34 | \$48.68 | \$51.11 | \$53.68 | \$56.34 |
| | | Director of Eng and BACG | | | | | |
| 38 | Annual | \$96,389.29 | \$101,249.92 | \$106,307.02 | \$111,654.36 | \$117,179.09 | \$123,057.46 |
| | Bi-weekly | \$3,707.28 | \$3,894.23 | \$4,088.73 | \$4,294.40 | \$4,506.89 | \$4,732.98 |
| | Hrly | \$46.34 | \$48.68 | \$51.11 | \$53.68 | \$56.34 | \$59.16 |
| | | City Attorney | | | | | |
| 39 | Annual | \$101,249.92 | \$106,307.02 | \$111,654.36 | \$117,179.09 | \$123,057.46 | \$129,181.76 |
| | Bi-weekly | \$3,894.23 | \$4,088.73 | \$4,294.40 | \$4,506.89 | \$4,732.98 | \$4,968.53 |
| | Hrly | \$48.68 | \$51.11 | \$53.68 | \$56.34 | \$59.16 | \$62.11 |