

Human Resources

Chapter 29



Section 29.08.04080.17.1 Compensation and Benefits

17. Compensation and Benefits

17.1 Pay Plan - Preparation; amendment

The board of city commissioners shall be responsible for the development of a uniform and equitable pay plan which shall consist of minimum and maximum rates of pay for each class of positions and such intermediate steps as may be necessary and equitable. After the adoption of such plan no position shall be assigned a higher than maximum or lower than the minimum wage or salary provided for that grade, unless the schedule for the whole grade be amended. **Notwithstanding the foregoing, the City Administrator may authorize a performance based step increase for any employee that has reached the maximum wage allowed within a grade based upon a successful annual performance evaluation.** When changes in responsibilities or work of positions, living costs, recruiting experience, prevailing rates of pay, the City's financial condition and policies or other pertinent conditions warrant such action, the board of city commissioners shall consider changes to such a plan and shall adopt any such changes as they deem necessary and advisable.



Req #	Hiring Journal -May											Updated on 5/14/2024
		Date opened:	Date closed:	# of days positions/was open:	total applicants:	# of disqualified apps:	# withdrawn apps:	# of interviews:	# of deemed offers:			
	Position											Hired:
	333 Police Officer (8 Openings)	12/12/2023	1/18/2024	37	14	2	1	4	0	Hired Brian Steger		
	352 Police Officer (7 Openings)	2/2/2024	2/14/2024	12	8	2		6	0	Hired Justin Berger (Transfer from Street)		
	371 Police Officer (5 Openings)	3/18/2024	4/8/2024	21	15	2	8	3	1	1 in background		
	382 Police Officer (3 Openings)	5/6/2024	5/21/2024	15								
	334 Lateral Police Officer	12/12/2023	3/6/2024	85	10	1	0	3	0	Hired Robert Kleinholz		
	383 Lateral Police Officer (3 Openings)	5/6/2024	Until Filled									
	337 Records Clerk	12/20/2023	1/10/2024	21	42	22	13	7	0	Hired Isabell Chadwick (transfer from Court)		
	357 Animal Control Officer	2/14/2024	2/25/2024	11	19	11		8	0	Hired Israel Sosa		
	378 Animal Control Officer	4/23/2024	5/3/2024	10	10	0		10		Interview Stage		
	380 Animal Shelter Volunteer	4/23/2024	5/8/2024	15	9	1	2	6	0	4 in Background		
	344 Public Safety Telecommunicator II	1/16/2024	2/6/2024	21	16	0	0	6		Promoted Andrea Little & Angelina Jones		
	351 Fleet Shop Technician	1/31/2024	4/25/2024	85	12	5	2	4	0	Hired Krisopher Leggate		
	358 Street Maintenance Operator (4 openings)	3/15/2024	4/30/2024	46	13	1	2	10	0	Hired Jessica Grove & Kassi Lara (5/13) & 2 in offered		
	365 Solid Waste Operator (3 Openings)	3/6/2024	3/11/2024	5	9	1	2	5	0	Hired Seb Platta		
	379 Solid Waste Operator	5/1/2024	5/15/2024	14								
	372 Scale Service Representative	3/20/2024	3/27/2024	7	16	9	3	4	0	Hired Ferrell Johnson		
	376 Planner	4/4/2024	Until Filled		11	4	1	3		Interview stage		
	347 Museum Center Volunteer - GENERAL	1/29/2024	Until Filled		0							
	346 Museum Center Volunteer - HISTORY	1/29/2024	Until Filled		1							
	360 Museum Center Volunteer - Paleo Collections	3/20/2024	Until Filled		2							
	353 Museum Center Volunteer - Fieldwork	3/20/2024	Until Filled		21					21 in Background		
	361 Seasonal Buildings & Grounds (12 Openings)	2/22/2024	3/26/2024	33	23	0	8	7		Rehired - Bradyn Enderud, Braden Racht, Britton Cranston, Jack Goodall, Caleb Hansen, Mathew Rivinius, Aidon Rodakowski 1 New Hires - Aidan Cline, James Dusharm, Cale Gundlach, Caden Meier, Kendra Kaufman - All positions filled		
	356 Seasonal Utility Operator (4 Openings)	3/1/2024	3/4/2024	3	4	0	0	0		Rehired - Chris Kisler, Xander Beeson, Dawson Zuroff & 0 Jayden Hartwell - All positions filled		
	369 Seasonal Forestry Laborer (3 Openings)	3/13/2024	4/12/2024	30	17	3	10	4	0	Rehired Leon Larson & Lynn Schulz New Hire- Riley Cline		
	345 Seasonal Programming Assistant (1 opening)	3/14/2024	4/12/2024	29	12	0	3	9	0	Hired Maci Wehri		
	373 Seasonal Museum Worker (2 Openings)	3/28/2024	4/18/2024	21	21	19	0	2	0	Rehired Lauren Ehlis & Matthew Pretzer		
	367 Clerk of Court	3/7/2024	3/20/2024	13	17	12	1	4	0	Hired Britney Finlayson (transfer from Fire)		
	368 Deputy Clerk of Court I	3/7/2024	3/14/2024	7	23	13	1	9	0	Hired Valarie Lindley		
	381 Deputy Clerk of Court II (INTERNAL ONLY)	5/3/2024	5/10/2024	7	1	0	0	1		Interview Stage		
	377 Part-Time Fire Fighter	4/16/2024	5/16/2024		4							

Animal Control Supervisor

Responsibilities:

- Manages all administrative functions of the Animal Shelter
- Plans, directs, organizes and supervises all staff and volunteers of the Animal Shelter
- Assists in managing the departmental budget
- Develops and maintains a comprehensive public relations program including all web, social media, and printed information, providing a clear and consistent message

Education and Experience:

- Associates Degree
- 1-3 years related animal shelter experience
- 2 or more years in supervisory role or demonstrated professional development

Grade 15

