

**City of Kaukauna  
2024 Pay Schedule**

Grade	FLSA Status	6months		12 months		12 months		12 months		12 months		Merit Incentives	Positions
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I			
Min Performance Score		Minimum score of 2.75			Minimum score of 3			Minimum score of 3.25		Minimum score of 3.5		Minimum score of 3.75	
						100%							
1	non-exempt	\$ 15.81	\$ 16.19	\$ 16.57	\$ 16.96	\$ 17.36	\$ 17.75	\$ 18.16	\$ 18.58	\$ 19.01			
2	non-exempt	\$ 17.81	\$ 18.23	\$ 18.66	\$ 19.10	\$ 19.55	\$ 20.00	\$ 20.46	\$ 20.93	\$ 21.41		Library Assistant	
3	non-exempt	\$ 18.06	\$ 18.48	\$ 18.92	\$ 19.36	\$ 19.82	\$ 20.27	\$ 20.74	\$ 21.22	\$ 21.70			
4	non-exempt	\$ 18.56	\$ 19.00	\$ 19.45	\$ 19.90	\$ 20.37	\$ 20.84	\$ 21.32	\$ 21.81	\$ 22.31			
5	non-exempt	\$ 20.52	\$ 21.01	\$ 21.50	\$ 22.01	\$ 22.53	\$ 23.04	\$ 23.57	\$ 24.12	\$ 24.67		Office Assistant, Administrative Coordinator (Library)	
6	non-exempt	\$ 20.66	\$ 21.15	\$ 21.65	\$ 22.16	\$ 22.68	\$ 23.20	\$ 23.74	\$ 24.28	\$ 24.84			
7	non-exempt	\$ 21.87	\$ 22.38	\$ 22.91	\$ 23.45	\$ 24.00	\$ 24.55	\$ 25.12	\$ 25.69	\$ 26.28		Records Assistant, Clerk of Courts	
8	non-exempt	\$ 24.36	\$ 24.94	\$ 25.52	\$ 26.12	\$ 26.74	\$ 27.35	\$ 27.98	\$ 28.63	\$ 29.28		Administrative Coordinator (Mayor), Planning & Community Development Coordinator, Assistant Naturalist, Environmental Center Administrative Assistant, Environmental Center Site Manager	
9	non-exempt	\$ 25.35	\$ 25.94	\$ 26.56	\$ 27.18	\$ 27.82	\$ 28.46	\$ 29.11	\$ 29.78	\$ 30.47		AR Specialist, AP Specialist, Paralegal, Library Technology Coordinator	
10	non-exempt	\$ 27.67	\$ 28.32	\$ 28.99	\$ 29.67	\$ 30.37	\$ 31.08	\$ 31.81	\$ 32.56	\$ 33.33		Janitor (aka facilities?), Laborer, Park Tech Sm Tr, Tandem Tr	
11	non-exempt	\$ 28.70	\$ 29.38	\$ 30.07	\$ 30.78	\$ 31.50	\$ 32.25	\$ 33.00	\$ 33.78	\$ 34.58		Code Enforcement Officer	
12	non-exempt	\$ 31.58	\$ 32.32	\$ 33.08	\$ 33.86	\$ 34.66	\$ 35.47	\$ 36.31	\$ 37.16	\$ 38.04		Heavy Equip & Sewer Mechanic	
Grade	FLSA Status	6months		12 months		12 months		12 months		12 months		Merit Incentives	
Performance Score		Minimum score of 2.75			Minimum score of 3			Minimum score of 3.25		Minimum score of 3.5		Minimum score of 3.75	
13	exempt	\$55,002	\$56,297	\$57,622	\$58,979	\$60,367	\$61,756	\$63,176	\$64,629	\$66,116			Youth Services Librarian I, Adult Services Librarian I
14	exempt	\$57,589	\$58,944	\$60,332	\$61,752	\$63,206	\$64,660	\$66,147	\$67,668	\$69,225			Administrative Services Supervisor (PD), Youth Services Librarian II, Adult Services Librarian II, HR/Payroll Coordinator
15	exempt	\$59,190	\$60,583	\$62,009	\$63,469	\$64,963	\$66,457	\$67,986	\$69,549	\$71,149			Associate Planner
16	exempt	\$59,527	\$60,929	\$62,363	\$63,831	\$65,334	\$66,837	\$68,374	\$69,946	\$71,555			Planning/Engineering Tech
17	exempt	\$64,078	\$65,586	\$67,130	\$68,711	\$70,328	\$71,946	\$73,601	\$75,294	\$77,025			City Clerk, Naturalist, Recreation Program Manager, Community Enrichment Program Manager, Principal Planner, Accountant
18	exempt	\$67,732	\$69,327	\$70,959	\$72,629	\$74,339	\$76,049	\$77,798	\$79,588	\$81,418			Principal Planner, Accountant
19	exempt	\$68,275	\$69,882	\$71,527	\$73,211	\$74,935	\$76,658	\$78,421	\$80,225	\$82,070			Street Foreman, Marketing & Communications Manager
20	exempt	\$69,190	\$70,819	\$72,486	\$74,192	\$75,939	\$77,685	\$79,472	\$81,300	\$83,170			Project Engineer
21	exempt	\$77,601	\$79,428	\$81,298	\$83,212	\$85,171	\$87,130	\$89,134	\$91,184	\$93,281			Street Superintendent, Senior Project Engineer, Building Inspector, Asst. Library Director, IT Manager, Assistant Fire Chief Training
22	exempt	\$81,535	\$83,455	\$85,419	\$87,430	\$89,488	\$91,547	\$93,652	\$95,806	\$98,010			LT Investigator, Assistant Fire Chief - Shifts
23	exempt	\$85,494	\$87,506	\$89,566	\$91,675	\$93,833	\$95,991	\$98,199	\$100,458	\$102,768			Assistant Fire Chief - Day, Assistant Police Chief, Recreation & Community Enrichment Director
24	exempt	\$91,584	\$93,740	\$95,947	\$98,206	\$100,518	\$102,830	\$105,195	\$107,614	\$110,089			Director of Planning & Community Development, Library Director
25	exempt	\$95,704	\$97,957	\$100,263	\$102,623	\$105,039	\$107,455	\$109,927	\$112,455	\$115,042			HR Director
26	exempt	\$100,200	\$102,559	\$104,973	\$107,445	\$109,974	\$112,504	\$115,091	\$117,738	\$120,446			Fire Chief, Police Chief
27	exempt	\$104,710	\$107,175	\$109,698	\$112,280	\$114,923	\$117,567	\$120,271	\$123,037	\$125,867			Director of Public Works
28	exempt	\$109,422	\$111,997	\$114,634	\$117,333	\$120,095	\$122,857	\$125,683	\$128,574	\$131,531			
29	exempt	\$114,345	\$117,037	\$119,792	\$122,612	\$125,498	\$128,385	\$131,338	\$134,358	\$137,449			
30	exempt	\$119,490	\$122,303	\$125,182	\$128,129	\$131,146	\$134,162	\$137,248	\$140,405	\$143,634			Finance Director /Treasurer