City of Kaukauna
2025 Pay Schedule

	Min time on step	6months	12 months	12 months	12 months	12 months	12 months	12 months	12 months	12 months		
	FLSA Status	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**	Merit Incentives	**Positions**
Grade	**Min Performance Score**	**Minimum score 2.75**			**Minimum score of 3**		**Minimum score of 3.25**		**Minimum score of 3.5**		**Minimum score of 3.75**	
						100%				**110%**		
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, Laborer, Park Tech Sm Tr, Tandem Tr Code Enforcement Officer
11	non-exempt	$ 28.70	$ 29.38	$ 30.07	$ 30.78	$ 31.50	$ 32.25	$ 33.00	$ 33.78	$ 34.58		Heavy Equip & Sewer
12	non-exempt	$ 31.58	$ 32.32	$ 33.08	$ 33.86	$ 34.66	$ 35.47	$ 36.31	$ 37.16	$ 38.04		Mechanic

		6months	12 months	12 months	12 months	12 months	12 months	12 months	12 months	12 months	Merit Incentives	
Grade	**FLSA Status**	**Step A**	**Step B**	**Step C**	**Step D**	**Step E**	**Step F**	**Step G**	**Step H**	**Step I**		
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**	
						100.0%				**110%**		
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		
24	exempt	$91,584	$93,740	$95,947	$98,206	$100,518	$102,830	$105,195	$107,614	$110,089		Assistant Fire Chief - Day, Assistant Police Chief, Recreation & Community Enrichment Director
25	exempt	$95,704	$97,957	$100,263	$102,623	$105,039	$107,455	$109,927	$112,455	$115,042		Director of Planning & Community Development, Library Director
26	exempt	$100,200	$102,559	$104,973	$107,445	$109,974	$112,504	$115,091	$117,738	$120,446		HR Director
27	exempt	$104,710	$107,175	$109,698	$112,280	$114,923	$117,567	$120,271	$123,037	$125,867		Fire Chief, Police Chief
28	exempt	$109,422	$111,997	$114,634	$117,333	$120,095	$122,857	$125,683	$128,574	$131,531		Director of Public Works
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