

City of Long Lake Pay Plan

2026

City Position Description	Step 1 (86%)	Step 2 (88%)	Step 3 (90%)	Step 4 (92%)	Step 5 (94%)	Step 6 (96%)	Step 7 (98%)	Step 8 (100%)	Position Annual Salary (Step 8)
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Exempt Employees (Annual Salary)

City Administrator	\$ 109,563	\$ 112,111	\$ 114,659	\$ 117,207	\$ 119,755	\$ 122,303	\$ 124,851	\$ 127,399	\$127,398.50
PW Director	\$ 93,644	\$ 95,822	\$ 98,000	\$ 100,178	\$ 102,356	\$ 104,533	\$ 106,711	\$ 108,889	\$108,888.94
City Clerk/Zoning Administrator	\$ 84,274	\$ 86,234	\$ 88,194	\$ 90,154	\$ 92,114	\$ 94,074	\$ 96,034	\$ 97,994	\$97,993.52

Non-Exempt Employees (Hourly Wage)

Lead Maint Worker	\$ 38.08	\$ 38.97	\$ 39.85	\$ 40.74	\$ 41.62	\$ 42.51	\$ 43.39	\$ 44.28	\$92,100.00
PW Maint Worker II	\$ 33.51	\$ 34.29	\$ 35.07	\$ 35.85	\$ 36.63	\$ 37.41	\$ 38.19	\$ 38.97	\$81,050.00
PW Maint Worker I	\$ 29.50	\$ 30.19	\$ 30.87	\$ 31.56	\$ 32.24	\$ 32.93	\$ 33.62	\$ 34.30	\$71,350.00
PW Maint Worker	\$ 24.87	\$ 25.44	\$ 26.02	\$ 26.60	\$ 27.18	\$ 27.76	\$ 28.34	\$ 28.91	\$60,140.00
Administrative Assistant	\$ 23.77	\$ 24.33	\$ 24.88	\$ 25.43	\$ 25.99	\$ 26.54	\$ 27.09	\$ 27.64	\$57,500.00

Seasonal Employees (Hourly Wage)

On Call Snowplow Operator	\$ 50.00
Seasonal Maintenance Worker	\$ 21.50