

approved 11/26/2024
effective 12/30/2024

2025 Non-Union Wage Schedule--4% General Wage Increase

	DBM	A	B	C	D	E	F	G	H	I	J
Building Custodian	A12	18.76	19.38	20.00	20.62	21.24	21.85	22.63	23.42	24.19	24.95
Liquor Checkout Clerk	A12	18.76	19.38	20.00	20.62	21.24	21.85	22.63	23.42	24.19	24.95
Building Maintenance Worker	A13	21.59	22.31	23.04	23.73	24.43	25.16	26.05	26.94	27.83	28.71
Liquor Sales Associate	A13	21.59	22.31	23.04	23.73	24.43	25.16	26.05	26.94	27.83	28.71
Office Asst/Receptionist	A13	21.59	22.31	23.04	23.73	24.43	25.16	26.05	26.94	27.83	28.71
Office Specialist	B21	25.54	26.40	27.23	28.08	28.91	29.75	30.82	31.88	32.93	33.97
Program Specialist	B21	25.54	26.40	27.23	28.08	28.91	29.75	30.82	31.88	32.93	33.97
Community Services Officer	B21	25.54	26.40	27.23	28.08	28.91	29.75	30.82	31.88	32.93	33.97
Accounting Specialist	B22	27.50	28.40	29.31	30.22	31.12	32.03	33.17	34.30	35.42	36.56
Assessing Tech/EDA Assistant	B22	27.50	28.40	29.31	30.22	31.12	32.03	33.17	34.30	35.42	36.56
Media Production Technician	B22	27.50	28.40	29.31	30.22	31.12	32.03	33.17	34.30	35.42	36.56
Administrative Assistant	B22	27.50	28.40	29.31	30.22	31.12	32.03	33.17	34.30	35.42	36.56
Police Records Technician	B22	27.50	28.40	29.31	30.22	31.12	32.03	33.17	34.30	35.42	36.56
Adult Community Center Coord	B23	29.43	30.41	31.39	32.36	33.32	34.30	35.52	36.73	37.94	39.16
Appraiser	B23	29.43	30.41	31.39	32.36	33.32	34.30	35.52	36.73	37.94	39.16
Building Maintenance Supervisor	B23	29.43	30.41	31.39	32.36	33.32	34.30	35.52	36.73	37.94	39.16
Payroll and Benefits Specialist	B23	29.43	30.41	31.39	32.36	33.32	34.30	35.52	36.73	37.94	39.16
Training Facility Coordinator	B23	29.43	30.41	31.39	32.36	33.32	34.30	35.52	36.73	37.94	39.16
City Clerk	B24	31.89	32.94	33.98	35.03	36.09	37.14	38.46	39.77	41.09	42.40
Building Services Coordinator	B32	34.82	35.96	37.11	38.25	39.40	40.55	42.00	43.43	44.87	46.30
		<i>FLSA Exempt positions, except where noted</i>									
Civil Engineer	C41	37.24	38.48	39.71	40.94	42.17	43.40	44.94	46.47	48.01	49.55
Community Education Coord	C41	37.24	38.48	39.71	40.94	42.17	43.40	44.94	46.47	48.01	49.55
Facility Maintenance Supervisor	C41	37.24	38.48	39.71	40.94	42.17	43.40	44.94	46.47	48.01	49.55
Media Communications Specialist	C41	37.24	38.48	39.71	40.94	42.17	43.40	44.94	46.47	48.01	49.55
Senior Engineering Specialist	C41	37.24	38.48	39.71	40.94	42.17	43.40	44.94	46.47	48.01	49.55
WW Assistant Plant Supt	C41	37.24	38.48	39.71	40.94	42.17	43.40	44.94	46.47	48.01	49.55
WW Coll System Asst Supt	C41	37.24	38.48	39.71	40.94	42.17	43.40	44.94	46.47	48.01	49.55
Finance Director	C43	41.14	42.52	43.87	45.22	46.58	47.92	49.63	51.33	53.03	54.72
Assistant City Engineer	C44	43.59	45.02	46.47	47.89	49.34	50.77	52.57	54.38	56.17	57.97
Human Resource Manager	C44	43.59	45.02	46.47	47.89	49.34	50.77	52.57	54.38	56.17	57.97
Liquor Store Manager	C44	43.59	45.02	46.47	47.89	49.34	50.77	52.57	54.38	56.17	57.97
Public Ways Superintendent	C44	43.59	45.02	46.47	47.89	49.34	50.77	52.57	54.38	56.17	57.97
WW Plant Superintendent	C51	43.59	45.02	46.47	47.89	49.34	50.77	52.57	54.38	56.17	57.97
Parks and Recreation Superintendent	C52	46.51	48.05	49.59	51.12	52.66	54.18	56.12	58.03	59.95	61.86
Police Captain	C52	46.51	48.05	49.59	51.12	52.66	54.18	56.12	58.03	59.95	61.86
City Assessor	D61	48.95	50.56	52.19	53.81	55.41	57.03	59.05	61.08	63.10	65.10
Economic Development Director	D61	48.95	50.56	52.19	53.81	55.41	57.03	59.05	61.08	63.10	65.10
Director of Administrative Services	D62	50.90	52.57	54.27	55.94	57.62	59.29	61.40	63.51	65.60	67.70
Director of Public Safety	D63	52.85	54.59	56.34	58.08	59.83	61.56	63.75	65.94	68.11	70.29
Director of Public Works/City Eng	E81	60.66	62.65	64.67	66.66	68.66	70.67	73.17	75.67	78.18	80.67
City Administrator	E91	67.00	69.21	71.42	73.62	75.84	78.05	80.82	83.58	86.34	89.11

Disclaimer: Every precaution has been taken to insure that the content of this wage schedule is current and accurate; however, given the changing nature of union contracts, organizational structure, etc., there may be delays or errors.

approved 12/29/2025
effective 12/29/2025

2026 Non-Union Wage Schedule--4% General Wage Increase

	DBM	A	B	C	D	E	F	G	H	I	J
Building Custodian	A12	19.51	20.16	20.80	21.44	22.09	22.72	23.54	24.36	25.16	25.95
Liquor Checkout Clerk	A12	19.51	20.16	20.80	21.44	22.09	22.72	23.54	24.36	25.16	25.95
Building Maintenance Worker	A13	22.45	23.20	23.96	24.68	25.41	26.17	27.09	28.02	28.94	29.86
Liquor Sales Associate	A13	22.45	23.20	23.96	24.68	25.41	26.17	27.09	28.02	28.94	29.86
Office Asst/Receptionist	A13	22.45	23.20	23.96	24.68	25.41	26.17	27.09	28.02	28.94	29.86
Office Specialist	B21	26.56	27.46	28.32	29.20	30.07	30.94	32.05	33.16	34.25	35.33
Program Specialist	B21	26.56	27.46	28.32	29.20	30.07	30.94	32.05	33.16	34.25	35.33
Community Services Officer	B21	26.56	27.46	28.32	29.20	30.07	30.94	32.05	33.16	34.25	35.33
Accounting Specialist	B22	28.60	29.54	30.48	31.43	32.36	33.31	34.50	35.67	36.84	38.02
Assessing Tech/EDA Assistant	B22	28.60	29.54	30.48	31.43	32.36	33.31	34.50	35.67	36.84	38.02
Media Production Technician	B22	28.60	29.54	30.48	31.43	32.36	33.31	34.50	35.67	36.84	38.02
Administrative Assistant	B22	28.60	29.54	30.48	31.43	32.36	33.31	34.50	35.67	36.84	38.02
Police Records Technician	B22	28.60	29.54	30.48	31.43	32.36	33.31	34.50	35.67	36.84	38.02
Adult Community Center Coord	B23	30.61	31.63	32.65	33.65	34.65	35.67	36.94	38.20	39.46	40.73
Appraiser	B23	30.61	31.63	32.65	33.65	34.65	35.67	36.94	38.20	39.46	40.73
Building Maintenance Supervisor	B23	30.61	31.63	32.65	33.65	34.65	35.67	36.94	38.20	39.46	40.73
Payroll and Benefits Specialist	B23	30.61	31.63	32.65	33.65	34.65	35.67	36.94	38.20	39.46	40.73
Training Facility Coordinator	B23	30.61	31.63	32.65	33.65	34.65	35.67	36.94	38.20	39.46	40.73
City Clerk	B24	33.17	34.26	35.34	36.43	37.53	38.63	40.00	41.36	42.73	44.10
Building Services Coordinator	B32	36.21	37.40	38.59	39.78	40.98	42.17	43.68	45.17	46.66	48.15
		<i>FLSA Exempt positions, except where noted</i>									
Civil Engineer	C41	38.73	40.02	41.30	42.58	43.86	45.14	46.74	48.33	49.93	51.53
Community Education Coord	C41	38.73	40.02	41.30	42.58	43.86	45.14	46.74	48.33	49.93	51.53
Facility Maintenance Supervisor	C41	38.73	40.02	41.30	42.58	43.86	45.14	46.74	48.33	49.93	51.53
Media Communications Specialist	C41	38.73	40.02	41.30	42.58	43.86	45.14	46.74	48.33	49.93	51.53
Senior Engineering Specialist	C41	38.73	40.02	41.30	42.58	43.86	45.14	46.74	48.33	49.93	51.53
WW Assistant Plant Supt	C41	38.73	40.02	41.30	42.58	43.86	45.14	46.74	48.33	49.93	51.53
WW Coll System Asst Supt	C41	38.73	40.02	41.30	42.58	43.86	45.14	46.74	48.33	49.93	51.53
Finance Director	C43	42.79	44.22	45.62	47.03	48.44	49.84	51.62	53.38	55.15	56.91
Assistant City Engineer	C44	45.33	46.82	48.33	49.81	51.31	52.80	54.67	56.56	58.42	60.29
Human Resource Manager	C44	45.33	46.82	48.33	49.81	51.31	52.80	54.67	56.56	58.42	60.29
Liquor Store Manager	C44	45.33	46.82	48.33	49.81	51.31	52.80	54.67	56.56	58.42	60.29
Public Ways Superintendent	C44	45.33	46.82	48.33	49.81	51.31	52.80	54.67	56.56	58.42	60.29
WW Plant Superintendent	C51	45.33	46.82	48.33	49.81	51.31	52.80	54.67	56.56	58.42	60.29
Parks and Recreation Superintendent	C52	48.37	49.97	51.57	53.16	54.77	56.35	58.36	60.35	62.35	64.33
Police Captain	C52	48.37	49.97	51.57	53.16	54.77	56.35	58.36	60.35	62.35	64.33
City Assessor	D61	50.91	52.58	54.28	55.96	57.63	59.31	61.41	63.52	65.62	67.70
Economic Development Director	D61	50.91	52.58	54.28	55.96	57.63	59.31	61.41	63.52	65.62	67.70
Director of Administrative Services	D62	52.94	54.67	56.44	58.18	59.92	61.66	63.86	66.05	68.22	70.41
Director of Public Safety	D63	54.96	56.77	58.59	60.40	62.22	64.02	66.30	68.58	70.83	73.10
Director of Public Works/City Eng	E81	63.09	65.16	67.26	69.33	71.41	73.50	76.10	78.70	81.31	83.90
City Administrator	E91	69.68	71.98	74.28	76.56	78.87	81.17	84.05	86.92	89.79	92.67

Disclaimer: Every precaution has been taken to insure that the content of this wage schedule is current and accurate; however, given the changing nature of union contracts, organizational structure, etc., there may be delays or errors.

approved 12/28/2026
effective 12/28/2026

2027 Non-Union Wage Schedule--4% General Wage Increase

	DBM	A	B	C	D	E	F	G	H	I	J
Building Custodian	A12	20.29	20.97	21.63	22.30	22.97	23.63	24.48	25.33	26.17	26.99
Liquor Checkout Clerk	A12	20.29	20.97	21.63	22.30	22.97	23.63	24.48	25.33	26.17	26.99
Building Maintenance Worker	A13	23.35	24.13	24.92	25.67	26.43	27.22	28.17	29.14	30.10	31.05
Liquor Sales Associate	A13	23.35	24.13	24.92	25.67	26.43	27.22	28.17	29.14	30.10	31.05
Office Asst/Receptionist	A13	23.35	24.13	24.92	25.67	26.43	27.22	28.17	29.14	30.10	31.05
Office Specialist	B21	27.62	28.56	29.45	30.37	31.27	32.18	33.33	34.49	35.62	36.74
Program Specialist	B21	27.62	28.56	29.45	30.37	31.27	32.18	33.33	34.49	35.62	36.74
Community Services Officer	B21	27.62	28.56	29.45	30.37	31.27	32.18	33.33	34.49	35.62	36.74
Accounting Specialist	B22	29.74	30.72	31.70	32.69	33.65	34.64	35.88	37.10	38.31	39.54
Assessing Tech/EDA Assistant	B22	29.74	30.72	31.70	32.69	33.65	34.64	35.88	37.10	38.31	39.54
Media Production Technician	B22	29.74	30.72	31.70	32.69	33.65	34.64	35.88	37.10	38.31	39.54
Administrative Assistant	B22	29.74	30.72	31.70	32.69	33.65	34.64	35.88	37.10	38.31	39.54
Police Records Technician	B22	29.74	30.72	31.70	32.69	33.65	34.64	35.88	37.10	38.31	39.54
Adult Community Center Coord	B23	31.83	32.90	33.96	35.00	36.04	37.10	38.42	39.73	41.04	42.36
Appraiser	B23	31.83	32.90	33.96	35.00	36.04	37.10	38.42	39.73	41.04	42.36
Building Maintenance Supervisor	B23	31.83	32.90	33.96	35.00	36.04	37.10	38.42	39.73	41.04	42.36
Payroll and Benefits Specialist	B23	31.83	32.90	33.96	35.00	36.04	37.10	38.42	39.73	41.04	42.36
Training Facility Coordinator	B23	31.83	32.90	33.96	35.00	36.04	37.10	38.42	39.73	41.04	42.36
City Clerk	B24	34.50	35.63	36.75	37.89	39.03	40.18	41.60	43.01	44.44	45.86
Building Services Coordinator	B32	37.66	38.90	40.13	41.37	42.62	43.86	45.43	46.98	48.53	50.08
		<i>FLSA Exempt positions, except where noted</i>									
Civil Engineer	C41	40.28	41.62	42.95	44.28	45.61	46.95	48.61	50.26	51.93	53.59
Community Education Coord	C41	40.28	41.62	42.95	44.28	45.61	46.95	48.61	50.26	51.93	53.59
Facility Maintenance Supervisor	C41	40.28	41.62	42.95	44.28	45.61	46.95	48.61	50.26	51.93	53.59
Media Communications Specialist	C41	40.28	41.62	42.95	44.28	45.61	46.95	48.61	50.26	51.93	53.59
Senior Engineering Specialist	C41	40.28	41.62	42.95	44.28	45.61	46.95	48.61	50.26	51.93	53.59
WW Assistant Plant Supt	C41	40.28	41.62	42.95	44.28	45.61	46.95	48.61	50.26	51.93	53.59
WW Coll System Asst Supt	C41	40.28	41.62	42.95	44.28	45.61	46.95	48.61	50.26	51.93	53.59
Finance Director	C43	44.50	45.99	47.44	48.91	50.38	51.83	53.68	55.52	57.36	59.19
Assistant City Engineer	C44	47.14	48.69	50.26	51.80	53.36	54.91	56.86	58.82	60.76	62.70
Human Resource Manager	C44	47.14	48.69	50.26	51.80	53.36	54.91	56.86	58.82	60.76	62.70
Liquor Store Manager	C44	47.14	48.69	50.26	51.80	53.36	54.91	56.86	58.82	60.76	62.70
Public Ways Superintendent	C44	47.14	48.69	50.26	51.80	53.36	54.91	56.86	58.82	60.76	62.70
WW Plant Superintendent	C51	47.14	48.69	50.26	51.80	53.36	54.91	56.86	58.82	60.76	62.70
Parks and Recreation Superintendent	C52	50.30	51.97	53.63	55.29	56.96	58.60	60.69	62.76	64.84	66.90
Police Captain	C52	50.30	51.97	53.63	55.29	56.96	58.60	60.69	62.76	64.84	66.90
City Assessor	D61	52.95	54.68	56.45	58.20	59.94	61.68	63.87	66.06	68.24	70.41
Economic Development Director	D61	52.95	54.68	56.45	58.20	59.94	61.68	63.87	66.06	68.24	70.41
Director of Administrative Services	D62	55.06	56.86	58.70	60.51	62.32	64.13	66.41	68.69	70.95	73.23
Director of Public Safety	D63	57.16	59.04	60.93	62.82	64.71	66.58	68.95	71.32	73.66	76.02
Director of Public Works/City Eng	E81	65.61	67.77	69.95	72.10	74.27	76.44	79.14	81.85	84.56	87.26
City Administrator	E91	72.47	74.86	77.25	79.62	82.02	84.42	87.41	90.40	93.38	96.38

Disclaimer: Every precaution has been taken to insure that the content of this wage schedule is current and accurate; however, given the changing nature of union contracts, organizational structure, etc., there may be delays or errors.

PAID ON CALL

Approved 11/26/2024

2025 Rates

eff 12/30/2024

	<u>Hourly</u>	<u>Annual Salary</u>
Firefighter	\$ 20.00	
HazMat Technician / Firefighter	\$ 22.51	
Technical Rescue Firefighter	\$ 22.51	
Fire Chief	\$ 20.00	\$ 11,622.44
Deputy Fire Chief--Administration	\$ 20.00	\$ 5,601.75
Assistant Fire Chief--Training / Operations	\$ 20.00	\$ 4,498.41
Fire Captain	\$ 20.00	\$ 1,915.36
Fire Lieutenant	\$ 20.00	\$ 1,283.55
Janitor (Marshall Fire Hall--annual salary)		\$ 3,299.67
Hazardous Materials Technician--In-jurisdiction Response	\$ 27.90	
Hazardous Materials Technician--State Response	\$ 70.34	

2026 Rates

eff 12/29/2025

	<u>Hourly</u>	<u>Annual Salary</u>
Firefighter	\$ 20.80	
HazMat Technician / Firefighter	\$ 23.41	
Technical Rescue Firefighter	\$ 23.41	
Fire Chief	\$ 20.80	\$ 12,087.34
Deputy Fire Chief--Administration	\$ 20.80	\$ 5,825.82
Assistant Fire Chief--Training / Operations	\$ 20.80	\$ 4,678.35
Fire Captain	\$ 20.80	\$ 1,991.97
Fire Lieutenant	\$ 20.80	\$ 1,334.89
Janitor (Marshall Fire Hall--annual salary)		\$ 3,431.66
Hazardous Materials Technician--In-jurisdiction Response	\$ 29.02	
Hazardous Materials Technician--State Response	\$ 73.15	

2027 Rates

eff 12/28/2026

	<u>Hourly</u>	<u>Annual Salary</u>
Firefighter	\$ 21.63	
HazMat Technician / Firefighter	\$ 24.35	
Technical Rescue Firefighter	\$ 24.35	
Fire Chief	\$ 21.63	\$ 12,570.83
Deputy Fire Chief--Administration	\$ 21.63	\$ 6,058.85
Assistant Fire Chief--Training / Operations	\$ 21.63	\$ 4,865.48
Fire Captain	\$ 21.63	\$ 2,071.65
Fire Lieutenant	\$ 21.63	\$ 1,388.29
Janitor (Marshall Fire Hall--annual salary)		\$ 3,568.93
Hazardous Materials Technician--In-jurisdiction Response	\$ 30.18	
Hazardous Materials Technician--State Response	\$ 76.08	