

**Non-Union Wage Matrix**  
**Wage Scale**  
**Effective Date: FY 25-26 Budget Year DRAFT**

% of Prior Step	Base Starting	1.0%	0.5%	0.5%	1.0%	1.0%	2.0%	2.0%	2.0%	2.5%	2.5%	2.5%	3.0%	4.0%
	Wage	Actual Starting wage	1 year anniversary	2 year anniversary	3 year anniversary	4 year anniversary	5 year anniversary	6 year anniversary	7 year anniversary	8 year anniversary	9 year anniversary	10 year anniversary	15 year anniversary	20 year anniversary
<b>Director/Professional Classification</b>														
Airport Manager	\$ 5,091.95	\$ 5,091.95	\$ 5,143.38	\$ 5,169.23	\$ 5,195.20	\$ 5,247.68	\$ 5,300.69	\$ 5,406.70	\$ 5,514.84	\$ 5,652.71	\$ 5,794.02	\$ 5,938.87	\$ 6,117.04	\$ 6,361.72
Building Inspector	\$ 4,845.23	\$ 4,845.23	\$ 4,869.45	\$ 4,893.80	\$ 4,942.74	\$ 4,992.16	\$ 5,092.01	\$ 5,193.85	\$ 5,297.73	\$ 5,430.17	\$ 5,565.92	\$ 5,705.07	\$ 5,876.22	\$ 6,111.27
City Clerk	\$ 4,967.21	\$ 4,967.21	\$ 4,992.04	\$ 5,017.00	\$ 5,067.17	\$ 5,117.84	\$ 5,220.20	\$ 5,324.61	\$ 5,431.10	\$ 5,566.87	\$ 5,706.05	\$ 5,848.70	\$ 6,024.16	\$ 6,265.13
Treasurer	\$ 4,330.56	\$ 4,666.67	\$ 4,690.00	\$ 4,713.45	\$ 4,760.59	\$ 4,808.19	\$ 4,904.36	\$ 5,002.44	\$ 5,102.49	\$ 5,230.06	\$ 5,360.81	\$ 5,494.83	\$ 5,659.67	\$ 5,886.06
Dispatch Supervisor	\$ 5,071.36	\$ 5,071.36	\$ 5,096.71	\$ 5,122.20	\$ 5,173.42	\$ 5,225.15	\$ 5,329.66	\$ 5,436.25	\$ 5,544.97	\$ 5,683.60	\$ 5,825.69	\$ 5,971.33	\$ 6,150.47	\$ 6,396.49
Fire Chief / EMT	\$ 5,856.74	\$ 5,856.74	\$ 5,915.90	\$ 5,945.63	\$ 5,975.50	\$ 6,035.86	\$ 6,096.83	\$ 6,221.26	\$ 6,348.22	\$ 6,477.78	\$ 6,643.87	\$ 6,814.23	\$ 7,018.66	\$ 7,299.40
Library Director	\$ 3,905.33	\$ 3,905.33	\$ 3,924.86	\$ 3,944.48	\$ 3,983.93	\$ 4,023.77	\$ 4,104.24	\$ 4,186.33	\$ 4,270.05	\$ 4,376.81	\$ 4,486.23	\$ 4,598.38	\$ 4,736.33	\$ 4,925.79
Police Chief	\$ 6,508.17	\$ 6,508.17	\$ 6,573.91	\$ 6,606.94	\$ 6,640.15	\$ 6,707.22	\$ 6,774.97	\$ 6,913.23	\$ 7,054.32	\$ 7,198.28	\$ 7,382.86	\$ 7,572.16	\$ 7,799.32	\$ 8,111.30
Public Utilities Director	\$ 5,591.70	\$ 5,591.70	\$ 5,648.18	\$ 5,676.56	\$ 5,705.09	\$ 5,762.72	\$ 5,820.93	\$ 5,939.72	\$ 6,060.94	\$ 6,184.63	\$ 6,343.21	\$ 6,505.86	\$ 6,701.03	\$ 6,969.08
Public Works Director	\$ 5,711.06	\$ 5,711.06	\$ 5,768.74	\$ 5,797.73	\$ 5,826.87	\$ 5,885.72	\$ 5,945.18	\$ 6,066.51	\$ 6,190.31	\$ 6,316.65	\$ 6,478.61	\$ 6,644.73	\$ 6,844.07	\$ 7,117.83
Human Resources Officer - Hourly	\$ 21.00	\$ 21.00	\$ 21.11	\$ 21.21	\$ 21.42	\$ 21.64	\$ 22.07	\$ 22.51	\$ 22.96	\$ 23.54	\$ 24.12	\$ 24.73	\$ 25.47	\$ 26.49
Director - Hourly	\$ 18.65	\$ 18.65	\$ 18.75	\$ 18.84	\$ 19.03	\$ 19.22	\$ 19.60	\$ 20.00	\$ 20.40	\$ 20.91	\$ 21.43	\$ 21.97	\$ 22.62	\$ 23.53
<b>Administrative/Technical Classification</b>														
Airport Fueler/Maintenance/Cust Svc	\$ 20.82	\$ 20.82	\$ 20.92	\$ 21.03	\$ 21.24	\$ 21.45	\$ 21.88	\$ 22.32	\$ 22.76	\$ 23.33	\$ 23.92	\$ 24.51	\$ 25.25	\$ 26.26
Animal Caretaker	\$ 10.88	\$ 10.88	\$ 10.93	\$ 10.99	\$ 11.10	\$ 11.21	\$ 11.43	\$ 11.66	\$ 11.90	\$ 12.19	\$ 12.50	\$ 12.81	\$ 13.20	\$ 13.72
City Planner-in-Training	\$ 3,173.67	\$ 3,173.67	\$ 3,189.53	\$ 3,205.48	\$ 3,237.54	\$ 3,269.91	\$ 3,335.31	\$ 3,402.02	\$ 3,470.06	\$ 3,556.81	\$ 3,645.73	\$ 3,736.87	\$ 3,848.98	\$ 4,002.94
City Planner I														
City Planner II	\$ 3,876.72	\$ 3,876.72	\$ 3,896.10	\$ 3,915.58	\$ 3,954.74	\$ 3,994.28	\$ 4,074.17	\$ 4,155.65	\$ 4,238.76	\$ 4,344.73	\$ 4,453.35	\$ 4,564.69	\$ 4,701.63	\$ 4,889.69
Deputy City Clerk/Payroll - Hourly	\$ 23.65	\$ 23.65	\$ 23.77	\$ 23.89	\$ 24.13	\$ 24.37	\$ 24.85	\$ 25.35	\$ 25.86	\$ 26.51	\$ 27.17	\$ 27.85	\$ 28.68	\$ 29.83
Dir/Auto Cad/Floodplain Admin	\$ 4,330.56	\$ 4,330.56	\$ 4,352.21	\$ 4,373.97	\$ 4,417.71	\$ 4,461.89	\$ 4,551.13	\$ 4,642.15	\$ 4,734.99	\$ 4,853.37	\$ 4,974.70	\$ 5,099.07	\$ 5,252.04	\$ 5,462.12
General Office Clerk - Hourly	\$ 13.31	\$ 13.31	\$ 13.37	\$ 13.44	\$ 13.57	\$ 13.71	\$ 13.98	\$ 14.26	\$ 14.55	\$ 14.91	\$ 15.29	\$ 15.67	\$ 16.14	\$ 16.78
Police Lieutenant/Detective	\$ 5,164.47	\$ 5,164.47	\$ 5,216.64	\$ 5,242.85	\$ 5,295.28	\$ 5,348.23	\$ 5,455.20	\$ 5,564.30	\$ 5,675.59	\$ 5,817.47	\$ 5,962.91	\$ 6,111.98	\$ 6,295.34	\$ 6,547.16
Police Captain	\$ 5,572.54	\$ 5,572.54	\$ 5,628.83	\$ 5,657.12	\$ 5,685.54	\$ 5,742.97	\$ 5,857.83	\$ 5,974.99	\$ 6,094.49	\$ 6,246.85	\$ 6,403.02	\$ 6,563.10	\$ 6,759.99	\$ 7,030.39
Water/Wastewater Plant Supervisor	\$ 4,642.89	\$ 4,642.89	\$ 4,689.79	\$ 4,713.35	\$ 4,737.04	\$ 4,784.89	\$ 4,833.22	\$ 4,931.86	\$ 5,032.51	\$ 5,135.21	\$ 5,266.88	\$ 5,401.93	\$ 5,563.99	\$ 5,786.55
<b>Swimming Pool Classification</b>														
	1st Yr	2nd Yr	3rd Yr	4th Yr										
Swimming Pool Manager - Seasonal -	\$ 2,538.71	\$ 2,564.35	\$ 2,590.26	\$ 2,603.27	\$ 2,616.35	\$ 2,642.78	\$ 2,669.48	\$ 2,723.96	\$ 2,779.55	\$ 2,836.27	\$ 2,909.00	\$ 2,981.72	\$ 3,071.17	\$ 3,194.02
Lifeguard - Hourly	\$ 14.00	\$ 15.00												
Head Lifeguard or Acting Add - Hourly	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50										
<b>Part Paid Firefighters Classification</b>														
	Probationary Wage	After Completion of Probationary Period												
Part Paid Firefighter	\$ 10.96	\$ 13.14												
Monthly Stipend - Completion of one	\$ 150.00	\$ 150.00												
EMT Certification - Add Upon Certification	\$ 3.00	\$ 3.00												
AEMT Certification	\$ 4.00	\$ 4.00												
Paramedic	\$ 5.00	\$ 5.00												
Critical Care Paramedic	\$ 6.00	\$ 6.00												
Firefighter I - Add Upon Certification	\$ 2.00	\$ 2.00												
Firefighter II - Add Upon Certification	\$ 3.00	\$ 3.00												
Driver/Operator	\$ 4.00	\$ 4.00												
<b>Elected Officials</b>														
	Monthly Wage													
Mayor	\$ 1,833.99													
City Court Judge	\$ 1,833.99													
Councilperson	\$ 333.34													
<b>Appointed Positions</b>														
	Wage													
City Attorney	\$ 150.00													
Deputy City Attorney	\$ 3,000.00													

Base Wage
25-26 Step Increase
Adjust Base Wage