

CITY OF MINNETRISTA



CITY COUNCIL AGENDA ITEM 2a

Subject: 2026 Non-Union Salary Discussion

Prepared By: Jasper Kruggel, City Administrator

Meeting Date: October 6, 2025

Issue: The Personnel Committee and Staff have been evaluating the City of Minnetrista Compensation Plan and subsequent cost of living adjustment (COLA) for 2026. Staff compile data annually to evaluate market comparable cities and Minnetrista's relative position within that market. One member of the Personnel Committee is proposing reducing COLA and would like to discuss.

Overview: In 2022, City Council, with a unanimous vote, approved the City of Minnetrista Compensation Plan. An updated compensation plan was proposed for implementation in 2023, but two resignations expedited this project. The City Council's quick action on this matter saved two senior employees from leaving the City.

The compensation plan consists of a grid system of 12 grades and 10 steps. Steps two and three have a 2.5% increase, steps four, five and six have a 3% increase, and steps seven, eight, nine, and ten have a 3.5% increase.

2025 Minnetrista Compensation Plan										
		2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%
Grade	1	2	3	4	5	6	7	8	9	10
1	\$22.95	\$23.52	\$24.11	\$24.83	\$25.58	\$26.34	\$27.27	\$28.22	\$29.21	\$30.23
2	\$25.24	\$25.87	\$26.52	\$27.32	\$28.13	\$28.98	\$29.99	\$31.04	\$32.13	\$33.25
3	\$27.77	\$28.46	\$29.17	\$30.05	\$30.95	\$31.88	\$32.99	\$34.15	\$35.34	\$36.58
4	\$30.54	\$31.31	\$32.09	\$33.05	\$34.04	\$35.06	\$36.29	\$37.56	\$38.88	\$40.24
5	\$33.60	\$34.44	\$35.30	\$36.36	\$37.45	\$38.57	\$39.92	\$41.32	\$42.76	\$44.26
6	\$36.96	\$37.88	\$38.83	\$39.99	\$41.19	\$42.43	\$43.91	\$45.45	\$47.04	\$48.69
7	\$40.65	\$41.67	\$42.71	\$43.99	\$45.31	\$46.67	\$48.30	\$50.00	\$51.74	\$53.56
8	\$44.72	\$45.84	\$46.98	\$48.39	\$49.84	\$51.34	\$53.13	\$54.99	\$56.92	\$58.91
9	\$49.19	\$50.42	\$51.68	\$53.23	\$54.83	\$56.47	\$58.45	\$60.49	\$62.61	\$64.80
10	\$54.11	\$55.46	\$56.85	\$58.55	\$60.31	\$62.12	\$64.29	\$66.54	\$68.87	\$71.28
11	\$59.52	\$61.01	\$62.53	\$64.41	\$66.34	\$68.33	\$70.72	\$73.20	\$75.76	\$78.41
12	\$65.47	\$67.11	\$68.79	\$70.85	\$72.97	\$75.16	\$77.79	\$80.52	\$83.34	\$86.25

This graduated approach incentivizes longevity. Retaining employees allows for institutional knowledge of the city's affairs to be utilized to help City Council make better decisions. The City Council also adopted a desired market position of between 90% and 110% of the market, also rewarding longevity and maintaining that institutional knowledge. In 2022 when the plan was adopted, the average wage in Minnetrista was at 103% of the market, in 2023 with a 3.0% COLA the average wage was at 102%, in 2024 the average wage was at 102%, and in 2025 the average wage was at 102%. This

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position is slightly above the median of the guided range of 90% - 110% of the market. This plan positioned the City of Minnetrista within the market of comparable cities, offering competitive pay that helps retain and recruit employees. Those comparable cities are generally Corcoran, Dayton, Deephaven, Medina, Mound, Orono, Shorewood, Victoria, Waconia, Delano, and Wayzata. One key aspect of this plan is the annual COLA adjustment, which in practice is more of a market adjustment than something tied to a consumer price index or other inflation metrics. City Council budgets annually for the COLA adjustment related to non-union employees and has budgeted 3% each of the years in 2023, 2024, and 2026.

The Personnel Committee requested staff find information related to some of our comparable cities and what they are doing for COLA, market adjustments, and step increases; that information is below:

2026 Comparable City Compensation Data

Corcoran – 3.5% COLA with a 4%-5% step increase annually (**7.5% - 8.5% total**)

Shorewood – 3.0% COLA with a 3% step increase annually (**6%**)

Spring Park – 3.0% COLA with a step increase of 2.5% - 3.5% as determined by Council/Administration (**5.5% - 6.5%**)

Dayton – 4.0% COLA with a step increase of 4.0% (**8.0% total**)

Wayzata – 3.0% COLA with a step increase of 4.15% (**7.15% total**)

Waconia – 3.0% COLA with a step increase of 3.0%; also, some positions will receive a market adjustment between 1.0% and 3.5%. (**6.0% - 9.5% total**)

Mound – 3.0% COLA with a 3.0% step increase (**6.0% total**)

Medina – 3.0% COLA with a 3.0% to 5.5% step increase (**6.0% - 8.5% total**)

Minnetrista - Proposed 3.0% COLA with a 2.5% - 3.5% step increase (**5.5%-6.5% total**)

Also, attached you will find a survey conducted by the financial institution Abdo, that collects data related to COLA and shares annually. When staff proposes a budget, we do extensive research into what other communities are doing related to COLA, and try and position the proposed COLA where the market is indicating.

The aforementioned information except for the ABDO survey, which was recently received by the Finance Director at the GFOA Annual Conference, is what was provided to the Personnel Committee when discussing the proposed 3.0% COLA. Also, as a note, each percentage of COLA authorized by City Council in 2026 has a cost of \$21,000 to the City, of which roughly \$10,000 is related to the general levy (taxes), and \$11,000 is related to enterprise funds (utility fees). The total city operations budget (general + enterprise) for 2026 is slightly over \$10M.

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Attached below the Abdo COLA data you will find various documents developed by Council Member Reffkin that were shared at the Personnel Committee by her and requested to be shared with City Council.

Recommended City Council Action: Staff request that the City Council discuss the 2026 COLA allocation and provide staff direction on how to proceed.

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ANOKA COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Andover	4.00%, not yet final	4.15%
Anoka	3.00%	9.65% General Levy 0.89% Debt Levy, Total 10.54%
Centerville	3.0%	8.00%, Preliminary
Circle Pines	3.00%	9.70%
Columbia Heights	4.00%	9.20%
Columbus	3.00%	3.50%
East Bethel	8.00%	3.70%
Hilltop	3.00%	3.00%
Lexington	3.50%	5.00%
Oak Grove	3.50%	4.95%
Ramsey	3.00%	6.50%
St. Francis	3.00%	16.09%, but we are moving stormwater to levy so without that change it would be 11.24
Spring Lake Park	4.00%	6.54%

CHISAGO COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Chisago City	3.75%	9.86% Total City Levy
Lindstrom	3.00%	9.78%, Preliminary
North Branch	3.50%	850.00%
Taylors Falls	2.7% January 1 and 1% July 1	14.1%, Preliminary
Wyoming	3.00%	9.20%

FARIBAULT COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Winnebago	3.30%	17.62%

HENNEPIN COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Brooklyn Center	3.00%	4.98%
Corcoran	3.50%	30.11%
Crystal	4.00%	16.00%
Dayton	4.00%	8.97%
Deephaven	4.00%	9.95%
Edina	2.00%	11.03%
Golden Valley	3.00%	4.40%
Independence	3.00%	7.53%
Long Lake	3.00%	2.28%
Loretto	3.00%	5.50%
Maple Plain	3.00%	8.13%
Medina	3.00%	12.30%
Minnetonka	3.00%	7.935%
Minnetrista	3% staff proposed in prelim levy and budget	10.00%
Mound	3.00%	6.00%
New Hope	3.00%	4.93%
Orono	3% COLA with 2-3% market adjustment	6.72%
Plymouth	3.00%	7.30%
Robbinsdale	3.00%	8.00%
Rogers	4.00%	14.26%
Shorewood	3.00%	9.70%
Spring Park	5.00%	Preliminary set at 9%. Final Levy likely 6-7% range
St. Bonifacius	4.00%	4.50%
Tonka Bay	3.50%	14.00%
Wayzata	3.00%	7.50%

KANDIYOHI COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Atwater	2.50%	7.47%
New London	3.00 - 5.00%	5.00 - 6.25%
Spicer	2.50%	11.72%
Willmar	4.00%	15.02%

LE SUEUR COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Elysian	3.00%	4.60%
Le Center	0.00%	8.53%
Montgomery	3.00%	15.99%
New Prague	4.00%	7.00%

PINE COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Sandstone	3.00%	2.70%

RAMSEY COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Lauderdale	3.00%	8.30%
Little Canada	3.20%	11.56%
Mounds View	4.00%	9.00%
New Brighton	3.00%	8.50%
Shoreview	3.00%	8.65%
Spring Lake Park	4.00%	6.54%
White Bear Lake	3.00%	9.46%

RICE COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Dundas	4.00%	14.09%
Faribault	4.00%	10.40%

SCOTT COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Elko New Market	3.40%	Unknown at this time
Jordan	In negotiations, no available data	Prelim Levy 6.70%, increases tax rate by 2.381%
New Prague	4.00%	7.00%
Savage	3.00%	7.50%
Shakopee	3.00%	5.50%

SIBLEY COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Gaylord	3.00%	9.00%
Green Isle	3.00%	9.41%
New Auburn	4.00%	2.50%

STEARNS COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Avon	3.00%	0.00%
Clearwater	3.50%	8.80%
Cold Spring	3.00%	3.32%
Eden Valley	3.00%	Unsure
Freeport	3.00%	9.65%
Holdingford	4.00%	35.00%
Richmond	4.00%	5.00%
Rockville	3.00%	5.69%
Sartell	3.00%	2.60%
Sauk Centre	3.00%	7.60%
St. Joseph	3.50%	10.10%

WASHINGTON COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Afton	3.50%	4.44%
Bayport	3.00%	9.83%
Hugo	3.00%	5.60%
Lake Elmo	3.00%	Total Levy increase -14%, Projected tax rate up 2.7 percentage points to 29.57%
Lake Saint Croix Beach	3.00%	7.30%
Lakeland	5.00%	8.73%
Oak Park Heights	3.50%	5.93%
Oakdale	3.00%	7.00%

WRIGHT COUNTY

City	2026 COLA %	2026 Property Tax Increase %
Albertville	4.00%	7.17%
Cokato	3.00%	10.00%
Dayton	4.00%	8.97%
Maple Lake	2.75%	4.00%
Monticello	3.00%	8.64%
Otsego	4.00%	19.30%
South Haven	0.00%	11.00%
St. Michael	4.00%	6.75%
Waverly	4.00%	9.00%

2022 mtg

Title	Current Pay	2023 Pay	Steps									
			1	2	3	4	5	6	7	8	9	10
Director of Public Safety	\$63.03	\$64.92	\$51.00	\$52.28	\$53.58	\$55.19	\$56.85	\$58.55	\$60.60	\$62.72	\$64.92	\$67.19
Director of Finance	\$60.90	\$62.72	\$51.00	\$52.28	\$53.58	\$55.19	\$56.85	\$58.55	\$60.60	\$62.72	\$64.92	\$67.19
Director of Administration	\$49.52	\$51.00	\$51.00	\$52.28	\$53.58	\$55.19	\$56.85	\$58.55	\$60.60	\$62.72	\$64.92	\$67.19
Director of Community Development	\$60.87	\$62.72	\$51.00	\$52.28	\$53.58	\$55.19	\$56.85	\$58.55	\$60.60	\$62.72	\$64.92	\$67.19
Director of Public Works	\$53.58	\$55.19	\$51.00	\$52.28	\$53.58	\$55.19	\$56.85	\$58.55	\$60.60	\$62.72	\$64.92	\$67.19
Building Official	\$42.99	\$44.28	\$42.15	\$43.20	\$44.28	\$45.61	\$46.98	\$48.39	\$50.08	\$51.84	\$53.65	\$55.53
Senior Planner	\$43.84	\$44.28	\$42.15	\$43.20	\$44.28	\$45.61	\$46.98	\$48.39	\$50.08	\$51.84	\$53.65	\$55.53
City Clerk	\$37.20	\$38.32	\$38.32	\$39.28	\$40.26	\$41.47	\$42.71	\$43.99	\$45.53	\$47.13	\$48.77	\$50.48
Building Inspector	\$33.82	\$34.84	\$34.84	\$35.71	\$36.60	\$37.70	\$38.83	\$39.99	\$41.39	\$42.84	\$44.34	\$45.89
Associate Accountant/Deputy Clerk	\$35.53	\$36.60	\$34.84	\$35.71	\$36.60	\$37.70	\$38.83	\$39.99	\$41.39	\$42.84	\$44.34	\$45.89
Utility Billing & Recycling Coord.	\$30.75	\$31.67	\$31.67	\$32.46	\$33.27	\$34.27	\$35.30	\$36.36	\$37.63	\$38.95	\$40.31	\$41.72
Public Safety Admin w/Evidence	\$33.27	\$34.27	\$31.67	\$32.46	\$33.27	\$34.27	\$35.30	\$36.36	\$37.63	\$38.95	\$40.31	\$41.72
Public Safety Admin Assistant	\$33.21	\$34.21	\$28.79	\$29.51	\$30.25	\$31.15	\$32.09	\$33.05	\$34.21	\$35.41	\$36.65	\$37.93
Cust. Service/Comm. Assistant	\$25.41	\$26.17	\$26.17	\$26.83	\$27.50	\$28.32	\$29.17	\$30.05	\$31.10	\$32.19	\$33.31	\$34.48

2023 mtg

Title	1	2	3	4	5	6	7	8	9	10
City Administrator	\$63.56	\$65.15	\$66.78	\$68.79	\$70.85	\$72.97	\$75.53	\$78.17	\$80.91	\$83.74
Director of Public Safety	\$52.53	\$53.85	\$55.19	\$56.85	\$58.55	\$60.31	\$62.42	\$64.61	\$66.87	\$69.21
Director of Finance	\$52.53	\$53.85	\$55.19	\$56.85	\$58.55	\$60.31	\$62.42	\$64.61	\$66.87	\$69.21
Director of Administration	\$52.53	\$53.85	\$55.19	\$56.85	\$58.55	\$60.31	\$62.42	\$64.61	\$66.87	\$69.21
Director of Community Development	\$52.53	\$53.85	\$55.19	\$56.85	\$58.55	\$60.31	\$62.42	\$64.61	\$66.87	\$69.21
Director of Public Works	\$52.53	\$53.85	\$55.19	\$56.85	\$58.55	\$60.31	\$62.42	\$64.61	\$66.87	\$69.21
Building Official	\$43.42	\$44.50	\$45.61	\$46.98	\$48.39	\$49.84	\$51.59	\$53.39	\$55.26	\$57.20
Senior Planner	\$43.42	\$44.50	\$45.61	\$46.98	\$48.39	\$49.84	\$51.59	\$53.39	\$55.26	\$57.20
City Clerk	\$39.47	\$40.46	\$41.47	\$42.71	\$43.99	\$45.31	\$46.90	\$48.54	\$50.24	\$52.00
Building Inspector	\$35.88	\$36.78	\$37.70	\$38.83	\$39.99	\$41.19	\$42.63	\$44.13	\$45.67	\$47.27
Associate Accountant/Deputy Clerk	\$35.88	\$36.78	\$37.70	\$38.83	\$39.99	\$41.19	\$42.63	\$44.13	\$45.67	\$47.27
Utility Billing & Recycling Coord.	\$32.62	\$33.43	\$34.27	\$35.30	\$36.36	\$37.45	\$38.76	\$40.11	\$41.52	\$42.97
Public Safety Admin w/Evidence	\$32.62	\$33.43	\$34.27	\$35.30	\$36.36	\$37.45	\$38.76	\$40.11	\$41.52	\$42.97
Public Safety Admin Assistant	\$29.65	\$30.39	\$31.15	\$32.09	\$33.05	\$34.04	\$35.23	\$36.47	\$37.74	\$39.07
Cust. Service/Comm. Assistant	\$26.96	\$27.63	\$28.32	\$29.17	\$30.05	\$30.95	\$32.03	\$33.15	\$34.31	\$35.51

2024 mtg

Title	1	2	3	4	5	6	7	8	9	10
City Administrator	\$65.48	\$67.12	\$68.79	\$70.86	\$72.98	\$75.17	\$77.80	\$80.53	\$83.35	\$86.26
Director of Public Safety	\$59.53	\$61.01	\$62.54	\$64.42	\$66.35	\$68.34	\$70.73	\$73.21	\$75.77	\$78.42
Director of Finance	\$54.11	\$55.47	\$56.85	\$58.56	\$60.32	\$62.13	\$64.30	\$66.55	\$68.88	\$71.29
Director of Administration	\$54.11	\$55.47	\$56.85	\$58.56	\$60.32	\$62.13	\$64.30	\$66.55	\$68.88	\$71.29
Director of Community Development	\$54.11	\$55.47	\$56.85	\$58.56	\$60.32	\$62.13	\$64.30	\$66.55	\$68.88	\$71.29
Director of Public Works	\$54.11	\$55.47	\$56.85	\$58.56	\$60.32	\$62.13	\$64.30	\$66.55	\$68.88	\$71.29
Deputy Police Chief	\$54.11	\$55.47	\$56.85	\$58.56	\$60.32	\$62.13	\$64.30	\$66.55	\$68.88	\$71.29
Building Official	\$44.72	\$45.84	\$46.99	\$48.40	\$49.85	\$51.34	\$53.14	\$55.00	\$56.93	\$58.92
Senior Planner	\$44.72	\$45.84	\$46.99	\$48.40	\$49.85	\$51.34	\$53.14	\$55.00	\$56.93	\$58.92
City Clerk	\$40.66	\$41.67	\$42.72	\$44.00	\$45.32	\$46.68	\$48.31	\$50.00	\$51.75	\$53.56
Senior Accountant	\$40.66	\$41.67	\$42.72	\$44.00	\$45.32	\$46.68	\$48.31	\$50.00	\$51.75	\$53.56
Building Inspector	\$36.96	\$37.89	\$38.83	\$40.00	\$41.20	\$42.43	\$43.92	\$45.46	\$47.05	\$48.69
Utility Billing & Recycling Coord.	\$33.60	\$34.44	\$35.30	\$36.36	\$37.45	\$38.58	\$39.93	\$41.32	\$42.77	\$44.27
Public Safety Admin w/Evidence	\$33.60	\$34.44	\$35.30	\$36.36	\$37.45	\$38.58	\$39.93	\$41.32	\$42.77	\$44.27
Public Safety Admin Assistant	\$30.55	\$31.31	\$32.09	\$33.06	\$34.05	\$35.07	\$36.30	\$37.57	\$38.88	\$40.24
Administrative Assistant	\$30.55	\$31.31	\$32.09	\$33.06	\$34.05	\$35.07	\$36.30	\$37.57	\$38.88	\$40.24

2025 mtg

Title	Employee	Grade	1	2	3	4	5	6	7	8	9	10
City Administrator	Kruggel	12	\$65.48	\$67.12	\$68.79	\$70.86	\$72.98	\$75.17	\$77.80	\$80.53	\$83.35	\$86.26
Director of Public Safety	Squires	11	\$59.53	\$61.01	\$62.54	\$64.42	\$66.35	\$68.34	\$70.73	\$73.21	\$75.77	\$78.42
Deputy Police Chief	Cummings	10	\$54.11	\$55.47	\$56.85	\$58.56	\$60.32	\$62.13	\$64.30	\$66.55	\$68.88	\$71.29
Director of Public Works	Peters	10	\$54.11	\$55.47	\$56.85	\$58.56	\$60.32	\$62.13	\$64.30	\$66.55	\$68.88	\$71.29
Public Works Supervisor	Storms	8	\$44.72	\$45.84	\$46.99	\$48.40	\$49.85	\$51.34	\$53.14	\$55.00	\$56.93	\$58.92
Building Official	Goodman	8	\$44.72	\$45.84	\$46.99	\$48.40	\$49.85	\$51.34	\$53.14	\$55.00	\$56.93	\$58.92
Senior Planner	Olson	8	\$44.72	\$45.84	\$46.99	\$48.40	\$49.85	\$51.34	\$53.14	\$55.00	\$56.93	\$58.92
Engineer Tech	McCarthy	7	\$40.66	\$41.67	\$42.72	\$44.00	\$45.32	\$46.68	\$48.31	\$50.00	\$51.75	\$53.56
City Clerk	Meyerhoff	7	\$40.66	\$41.67	\$42.72	\$44.00	\$45.32	\$46.68	\$48.31	\$50.00	\$51.75	\$53.56
Senior Accountant	Boll	7	\$40.66	\$41.67	\$42.72	\$44.00	\$45.32	\$46.68	\$48.31	\$50.00	\$51.75	\$53.56
Building Inspector	Pool	6	\$36.96	\$37.89	\$38.83	\$40.00	\$41.20	\$42.43	\$43.92	\$45.46	\$47.05	\$48.69
Utility Billing & Recycling Coord.	Neumann	5	\$33.60	\$34.44	\$35.30	\$36.36	\$37.45	\$38.58	\$39.93	\$41.32	\$42.77	\$44.27
Public Safety Admin w/Evidence	Langenfeld	5	\$33.60	\$34.44	\$35.30	\$36.36	\$37.45	\$38.58	\$39.93	\$41.32	\$42.77	\$44.27
Public Safety Admin Assistant	Brazil	4	\$30.55	\$31.31	\$32.09	\$33.06	\$34.05	\$35.07	\$36.30	\$37.57	\$38.88	\$40.24
Administrative Assistant	Atkinson	4	\$30.55	\$31.31	\$32.09	\$33.06	\$34.05	\$35.07	\$36.30	\$37.57	\$38.88	\$40.24

Title	% Min	%Max	%Actual
City Administrator	89%	94%	97%
Director of Public Safety	90%	99%	95%
Assistant City Administrator	97%	98%	94%
Director of Finance	97%	104%	112%
Director of Community Development	96%	102%	110%
Director of Public Works	94%	97%	101%
Deputy Chief	93%	108%	107%
Public Works Supervisor	103%	108%	94%
Building Official	102%	102%	95%
Senior Planner	108%	110%	106%
Engineering Tech	112%	110%	114%
City Clerk	98%	103%	90%
Senior Accountant	107%	116%	105%
Building Inspector	105%	106%	94%
Utility Billing & Recycling Coord.	106%	112%	100%
Public Safety Admin w/Evidence	109%	109%	105%
Public Safety Admin Assistant	109%	110%	114%
Administrative Assistant	113%	117%	101%
Average	102%	106%	102%

Target

90%

110%

		Range MIN	Range MAX	Actual AVG	\$66.13	\$87.13	\$84.18	1% Cola
City Administrator		\$65.48	\$86.26	\$83.35				
City of Corcoran	City/ County Admin./Manager/Coordinator	\$67.23	\$82.02	\$82.02	\$66.79	\$87.99	\$85.01	2% cola
City of Dayton	City/ County Admin./Manager/Coordinator	\$84.95	\$84.95	\$84.95				
City of Deephaven	City/ County Admin./Manager/Coordinator	\$83.10	\$83.10	\$83.10				
City of Medina	City/ County Admin./Manager/Coordinator	\$65.00	\$83.00	\$69.71				
Mound	City/ County Admin./Manager/Coordinator	\$71.45	\$90.89	\$81.16				
City of Orono	City/ County Admin./Manager/Coordinator	\$71.95	\$90.05	\$90.05				
City of Shorewood	City/ County Admin./Manager/Coordinator	\$69.81	\$83.77	\$83.77				
City of Victoria	City/ County Admin./Manager/Coordinator	\$73.34	\$110.00	\$88.94				
City of Waconia	City/ County Admin./Manager/Coordinator	\$78.35	\$102.24	\$90.84				
City of Delano	City/ County Admin./Manager/Coordinator	\$74.00	\$110.00	\$100.96				
City of Wayzata	City/ County Admin./Manager/Coordinator	\$68.74	\$87.73	\$89.49	\$75.65	\$94.36	\$88.49	3% Cola
Average		\$73.45	\$91.61	\$85.91				

		Range MIN	Range MAX	Actual AVG				
Director of Public Safety		\$59.53	\$78.42	\$73.21	\$60.12	\$79.20	\$73.94	1%
Corcoran	Director Of Public Safety	\$63.52	\$77.49	\$77.49	\$60.72	\$79.99	\$74.67	2% Cola
Dayton		\$58.25	\$73.72	\$73.72				
Orono	Police Chief	\$67.62	\$86.59	\$86.59				
Wayzata	Police Chief	\$62.63	\$79.94	\$67.43				
Medina	Police Chief	\$55.57	\$70.81	\$68.61				
SLPD	Police Chief	\$84.09	\$84.09	\$84.09	** 2024 x 3%			
West Hennepin	Police Chief	\$72.73	\$80.63	\$80.63	** 2024 x 3%			
Average		\$66.34	\$79.04	\$76.94	\$68.33	\$81.41	\$79.24	3% Cola

		Range MIN	Range MAX	Actual AVG				
Director of Community Development		\$54.11	\$71.29	\$71.29	\$54.66	\$72.00	\$72.00	1% Cola
					\$55.20	\$72.72	\$72.72	2% Cola
City of Corcoran	Community Development Director	\$60.01	\$73.20	\$62.21				
City of Dayton	Community Development Director	\$50.88	\$64.38	\$64.38				
City of Excelsior	Community Development Director	\$64.28	\$64.28	\$64.28				
City of Medina	Community Development Director	\$50.71	\$64.61	\$64.61				
City of Victoria	Community Development Director	\$52.29	\$78.43	\$63.14				
City of Waconia	Community Development Director	\$60.59	\$79.07	\$76.76				
City of Orono	Community Development Director	\$56.14	\$69.48	\$61.51				
Shorewood	Community Development Director	\$55.27	\$66.33	\$58.43				
Mound	Community Development Director	\$58.16	\$69.19	\$69.19	**2024 x 3%			
average		\$56.48	\$69.89	\$64.95	\$58.18	\$71.98	\$66.89	3% Cola

		Range MIN	Range MAX	Actual Average				
	Deputy Chief	\$54.11	\$71.29	\$68.88	\$54.66	\$72.00	\$69.57	1% Cola
					\$55.20	\$72.72	\$70.26	2% Cola
Orono	Deputy Chief	\$52.76	\$68.10	\$65.30				
Deephaven	Lieutenant	\$60.94	\$60.94	\$60.94				
Wayzata	Deputy Chief	\$57.00	\$66.33	\$60.74				
SLPD		\$66.38	\$69.04	\$69.04				
West Hennepin	Deputy chief	\$52.84	\$64.36	\$64.36				
Average		\$57.99	\$65.75	\$64.08	\$59.73	\$67.73	\$66.00	3% Cola

		Range MIN	Range MAX	Actual AVG	\$45.17	\$59.51	\$51.86	1% Cola
Senior Planner		\$44.72	\$58.92	\$51.34				
Medina	Assistant Planner	\$34.30	\$46.75	\$46.75	2024 3%			
Dayton	City Planner	\$38.82	\$49.12	\$41.98				
Shorewood	City Planner	\$54.70	\$67.61	\$67.61				
Corcoran	City/County Planner	\$40.31	\$49.17	\$41.78				
Orono	City Planner	\$38.63	\$47.81	\$45.49				
Victora	City Planner	\$41.51	\$62.26	\$46.51				
Average	\$41.38		\$53.79	\$48.35	\$42.62	\$55.40	\$49.80	3% Cola

	Range MIN	Range MAX	Actual AVG
Engineer Tech	\$40.66	\$53.56	\$50.00
Waconia	\$35.48	\$46.29	\$35.48
Chaska	\$36.93	\$55.40	\$53.74
Chanhassen	\$33.02	\$41.83	\$37.72
Prior Lake	\$38.94	\$50.24	\$48.67
St. Michael	\$37.67	\$50.18	\$43.91
Average	\$36.41	\$48.79	\$43.90

\$41.06	\$54.10	\$50.50	1% Cola
\$41.47	\$54.63	\$51.00	2% Cola
\$37.50	\$50.25	\$45.22	3% Cola

Not direct comparison

		Range MIN	Range MAX	Actual AVG				
	City Clerk	\$40.66	\$53.56	\$42.72	\$41.06	\$54.10	\$43.14	1% Cola
					\$41.47	\$54.63	\$43.57	2% Cola
City of Corcoran	City/County Clerk	\$40.31	\$49.17	\$41.78				
City of Medina	City/County Clerk	\$39.26	\$56.19	\$46.11				
City of Orono	City/County Clerk	\$43.08	\$54.21	\$51.01				
City of Victoria	City/County Clerk	\$32.95	\$49.42	\$40.57				
City of Wayzata	City/County Clerk	\$39.85	\$50.87	\$50.87				
Deephaven		\$49.16	\$49.16	\$49.16				
Mound		\$45.19	\$53.64	\$53.64	2024 x 3%			
average		\$41.40	\$51.81	\$47.59	\$42.64	\$53.36	\$49.02	3% Cola

		Range MIN	Range MAX	Actual AVG				
Utility Billing/Recycling Coordinator		\$33.60	\$44.27	\$36.36	\$33.94	\$44.71	\$36.72	1% Cola
					\$34.27	\$45.15	\$37.09	2% Cola
Corcoran	Admin Assistant	\$30.33	\$37.00	\$33.11				
City of Dayton	Utility Billing Technician	\$33.90	\$42.90	\$38.14				
City of Medina	Utility Billing Technician	\$28.45	\$36.78	\$34.67				
City of Waconia	Utility Billing Technician	\$29.80	\$38.88	\$36.12				
Shorewood	Communications/Recycling Coordinator	\$35.02	\$43.77	\$41.27				
Excelsior		\$41.36	\$41.36	\$41.36				
Orono	Admin Assistant Exp	\$30.16	\$37.20	\$36.22				
Victoria	Finance Coordinator	\$27.74	\$41.60	\$31.53				
Wayzata		\$28.10	\$35.86	\$35.86				
Average		\$31.65	\$39.48	\$36.48	\$32.60	\$40.67	\$37.57	3% Cola

		Range MI	Range MA	Actual AV				
PD Admin Assistant		\$30.55	\$40.24	\$40.24	\$30.85	\$40.64	\$40.64	1% Cola
					\$31.16	\$41.05	\$41.05	2% Cola
Dayton	Police Administrative Assistant	\$33.90	\$42.90	\$41.25				
Wayzata	Police Records Technician/Crime Analyst	\$28.10	\$35.86	\$35.86				
Orono	Police Administrative Assistant	\$26.65	\$32.98	\$31.36				
Spring Lake Park	Records Management Technician	\$27.82	\$34.20	\$33.06				
Medina	Administrative Assistant	\$23.94	\$36.78	\$35.71				
West Hennepin	Administrative Assistant/TAC	\$31.56	\$42.55	\$37.28	2024 x 3%			
Average		\$28.08	\$36.54	\$35.45	\$28.92	\$37.64	\$36.51	3% Cola

	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%	
Grade	1	2	3	4	5	6	7	8	9	10	
1	\$22.28	\$22.84	\$23.41	\$24.11	\$24.83	\$25.58	\$26.47	\$27.40	\$28.36	\$29.35	
2	\$24.75	\$25.37	\$26.00	\$26.78	\$27.59	\$28.41	\$29.41	\$30.44	\$31.50	\$32.61	
3	\$27.50	\$28.19	\$28.89	\$29.76	\$30.65	\$31.57	\$32.68	\$33.82	\$35.00	\$36.23	
4	\$30.55	\$31.31	\$32.10	\$33.06	\$34.05	\$35.07	\$36.30	\$37.57	\$38.89	\$40.25	
5	\$33.60	\$34.44	\$35.30	\$36.36	\$37.45	\$38.57	\$39.92	\$41.32	\$42.77	\$44.26	
6	\$36.96	\$37.88	\$38.83	\$40.00	\$41.20	\$42.43	\$43.92	\$45.45	\$47.04	\$48.69	
7	\$40.66	\$41.68	\$42.72	\$44.00	\$45.32	\$46.68	\$48.31	\$50.00	\$51.75	\$53.57	
8	\$44.72	\$45.84	\$46.98	\$48.39	\$49.85	\$51.34	\$53.14	\$55.00	\$56.92	\$58.91	
9	\$49.19	\$50.42	\$51.68	\$53.23	\$54.83	\$56.47	\$58.45	\$60.49	\$62.61	\$64.80	
10	\$54.11	\$55.46	\$56.85	\$58.55	\$60.31	\$62.12	\$64.30	\$66.55	\$68.87	\$71.29	
11	\$59.53	\$61.02	\$62.54	\$64.42	\$66.35	\$68.34	\$70.74	\$73.21	\$75.77	\$78.43	
12	\$65.48	\$67.12	\$68.79	\$70.86	\$72.98	\$75.17	\$77.81	\$80.53	\$83.35	\$86.26	
	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%	
Grade	1	2	3	4	5	6	7	8	9	10	
1	\$46,342.40	\$47,500.96	\$48,688.48	\$50,149.14	\$51,653.61	\$53,203.22	\$55,065.33	\$56,992.62	\$58,987.36	\$61,051.92	
2	\$51,480.00	\$52,767.00	\$54,086.18	\$55,708.76	\$57,380.02	\$59,101.42	\$61,169.97	\$63,310.92	\$65,526.80	\$67,820.24	
3	\$57,200.00	\$58,630.00	\$60,095.75	\$61,898.62	\$63,755.58	\$65,668.25	\$67,966.64	\$70,345.47	\$72,807.56	\$75,355.83	
4	\$63,544.00	\$65,132.60	\$66,760.92	\$68,763.74	\$70,826.65	\$72,951.45	\$75,504.76	\$78,147.42	\$80,882.58	\$83,713.47	
5	\$69,888.00	\$71,635.20	\$73,426.08	\$75,628.86	\$77,897.73	\$80,234.66	\$83,042.87	\$85,949.37	\$88,957.60	\$92,071.12	
6	\$76,876.80	\$78,798.72	\$80,768.69	\$83,191.75	\$85,687.50	\$88,258.13	\$91,347.16	\$94,544.31	\$97,853.36	\$101,278.23	
7	\$84,572.80	\$86,687.12	\$88,854.30	\$91,519.93	\$94,265.52	\$97,093.49	\$100,491.76	\$104,008.97	\$107,649.29	\$111,417.01	
8	\$93,017.60	\$95,343.04	\$97,726.62	\$100,658.41	\$103,678.17	\$106,788.51	\$110,526.11	\$114,394.52	\$118,398.33	\$122,542.27	
9	\$102,315.20	\$104,873.08	\$107,494.91	\$110,719.75	\$114,041.35	\$117,462.59	\$121,573.78	\$125,828.86	\$130,232.87	\$134,791.02	
10	\$112,548.80	\$115,362.52	\$118,246.58	\$121,793.98	\$125,447.80	\$129,211.23	\$133,733.63	\$138,414.30	\$143,258.80	\$148,272.86	
11	\$123,822.40	\$126,917.96	\$130,090.91	\$133,993.64	\$138,013.45	\$142,153.85	\$147,129.23	\$152,278.76	\$157,608.51	\$163,124.81	
12	\$136,198.40	\$139,603.36	\$143,093.44	\$147,386.25	\$151,807.83	\$156,362.07	\$161,834.74	\$167,498.96	\$173,361.42	\$179,429.07	

	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%	
Grade	1	2	3	4	5	6	7	8	9	10	
1	\$22.50	\$23.07	\$23.64	\$24.35	\$25.08	\$25.83	\$26.74	\$27.67	\$28.64	\$29.65	
2	\$25.00	\$25.62	\$26.26	\$27.05	\$27.86	\$28.70	\$29.70	\$30.74	\$31.82	\$32.93	
3	\$27.78	\$28.47	\$29.18	\$30.06	\$30.96	\$31.89	\$33.00	\$34.16	\$35.35	\$36.59	
4	\$30.86	\$31.63	\$32.42	\$33.39	\$34.39	\$35.42	\$36.66	\$37.95	\$39.27	\$40.65	
5	\$33.94	\$34.78	\$35.65	\$36.72	\$37.83	\$38.96	\$40.32	\$41.74	\$43.20	\$44.71	
6	\$40.33	\$41.34	\$42.37	\$43.64	\$44.95	\$46.30	\$47.92	\$49.60	\$51.33	\$53.13	
7	\$41.07	\$42.09	\$43.15	\$44.44	\$45.77	\$47.15	\$48.80	\$50.50	\$52.27	\$54.10	
8	\$45.17	\$46.30	\$47.45	\$48.88	\$50.34	\$51.85	\$53.67	\$55.55	\$57.49	\$59.50	
9	\$49.68	\$50.92	\$52.20	\$53.76	\$55.38	\$57.04	\$59.03	\$61.10	\$63.24	\$65.45	
10	\$54.65	\$56.02	\$57.42	\$59.14	\$60.91	\$62.74	\$64.94	\$67.21	\$69.56	\$72.00	
11	\$60.13	\$61.63	\$63.17	\$65.06	\$67.02	\$69.03	\$71.44	\$73.94	\$76.53	\$79.21	
12	\$66.13	\$67.79	\$69.48	\$71.57	\$73.71	\$75.93	\$78.58	\$81.33	\$84.18	\$87.13	
	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%	
Grade	1	2	3	4	5	6	7	8	9	10	
1	\$46,800.00	\$47,970.00	\$49,169.25	\$50,644.33	\$52,163.66	\$53,728.57	\$55,609.07	\$57,555.38	\$59,569.82	\$61,654.77	
2	\$52,000.00	\$53,300.00	\$54,632.50	\$56,271.48	\$57,959.62	\$59,698.41	\$61,787.85	\$63,950.43	\$66,188.69	\$68,505.30	
3	\$57,782.40	\$59,226.96	\$60,707.63	\$62,528.86	\$64,404.73	\$66,336.87	\$68,658.66	\$71,061.71	\$73,548.87	\$76,123.09	
4	\$64,188.80	\$65,793.52	\$67,438.36	\$69,461.51	\$71,545.35	\$73,691.71	\$76,270.92	\$78,940.41	\$81,703.32	\$84,562.94	
5	\$70,595.20	\$72,360.08	\$74,169.08	\$76,394.15	\$78,685.98	\$81,046.56	\$83,883.19	\$86,819.10	\$89,857.77	\$93,002.79	
6	\$83,886.40	\$85,983.56	\$88,133.15	\$90,777.14	\$93,500.46	\$96,305.47	\$99,676.16	\$103,164.83	\$106,775.60	\$110,512.74	
7	\$85,425.60	\$87,561.24	\$89,750.27	\$92,442.78	\$95,216.06	\$98,072.54	\$101,505.08	\$105,057.76	\$108,734.78	\$112,540.50	
8	\$93,953.60	\$96,302.44	\$98,710.00	\$101,671.30	\$104,721.44	\$107,863.08	\$111,638.29	\$115,545.63	\$119,589.73	\$123,775.37	
9	\$103,334.40	\$105,917.76	\$108,565.70	\$111,822.68	\$115,177.36	\$118,632.68	\$122,784.82	\$127,082.29	\$131,530.17	\$136,133.72	
10	\$113,672.00	\$116,513.80	\$119,426.65	\$123,009.44	\$126,699.73	\$130,500.72	\$135,068.24	\$139,795.63	\$144,688.48	\$149,752.58	
11	\$125,070.40	\$128,197.16	\$131,402.09	\$135,344.15	\$139,404.48	\$143,586.61	\$148,612.14	\$153,813.57	\$159,197.04	\$164,768.94	
12	\$137,550.40	\$140,989.16	\$144,513.89	\$148,849.31	\$153,314.78	\$157,914.23	\$163,441.23	\$169,161.67	\$175,082.33	\$181,210.21	

	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%	
Grade	1	2	3	4	5	6	7	8	9	10	
1	\$22.73	\$23.29	\$23.88	\$24.59	\$25.33	\$26.09	\$27.00	\$27.95	\$28.93	\$29.94	
2	\$25.25	\$25.88	\$26.52	\$27.32	\$28.14	\$28.98	\$30.00	\$31.05	\$32.13	\$33.26	
3	\$28.05	\$28.75	\$29.47	\$30.35	\$31.26	\$32.20	\$33.33	\$34.50	\$35.70	\$36.95	
4	\$31.16	\$31.94	\$32.74	\$33.72	\$34.73	\$35.77	\$37.03	\$38.32	\$39.66	\$41.05	
5	\$34.27	\$35.13	\$36.01	\$37.09	\$38.20	\$39.35	\$40.72	\$42.15	\$43.62	\$45.15	
6	\$37.70	\$38.64	\$39.61	\$40.80	\$42.02	\$43.28	\$44.80	\$46.36	\$47.99	\$49.67	
7	\$41.47	\$42.51	\$43.57	\$44.88	\$46.23	\$47.61	\$49.28	\$51.00	\$52.79	\$54.64	
8	\$45.61	\$46.75	\$47.92	\$49.36	\$50.84	\$52.37	\$54.20	\$56.10	\$58.06	\$60.09	
9	\$50.17	\$51.43	\$52.71	\$54.30	\$55.92	\$57.60	\$59.62	\$61.70	\$63.86	\$66.10	
10	\$55.19	\$56.57	\$57.99	\$59.73	\$61.52	\$63.36	\$65.58	\$67.88	\$70.25	\$72.71	
11	\$60.72	\$62.24	\$63.79	\$65.71	\$67.68	\$69.71	\$72.15	\$74.68	\$77.29	\$79.99	
12	\$66.79	\$68.46	\$70.17	\$72.28	\$74.44	\$76.68	\$79.36	\$82.14	\$85.01	\$87.99	
	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%	
Grade	1	2	3	4	5	6	7	8	9	10	
1	\$47,278.40	\$48,460.36	\$49,671.87	\$51,162.03	\$52,696.89	\$54,277.79	\$56,177.52	\$58,143.73	\$60,178.76	\$62,285.02	
2	\$52,520.00	\$53,833.00	\$55,178.83	\$56,834.19	\$58,539.22	\$60,295.39	\$62,405.73	\$64,589.93	\$66,850.58	\$69,190.35	
3	\$58,344.00	\$59,802.60	\$61,297.67	\$63,136.59	\$65,030.69	\$66,981.61	\$69,325.97	\$71,752.38	\$74,263.71	\$76,862.94	
4	\$64,812.80	\$66,433.12	\$68,093.95	\$70,136.77	\$72,240.87	\$74,408.10	\$77,012.38	\$79,707.81	\$82,497.59	\$85,385.00	
5	\$71,281.60	\$73,063.64	\$74,890.23	\$77,136.94	\$79,451.05	\$81,834.58	\$84,698.79	\$87,663.25	\$90,731.46	\$93,907.06	
6	\$78,416.00	\$80,376.40	\$82,385.81	\$84,857.38	\$87,403.11	\$90,025.20	\$93,176.08	\$96,437.24	\$99,812.55	\$103,305.99	
7	\$86,257.60	\$88,414.04	\$90,624.39	\$93,343.12	\$96,143.42	\$99,027.72	\$102,493.69	\$106,080.97	\$109,793.80	\$113,636.59	
8	\$94,868.80	\$97,240.52	\$99,671.53	\$102,661.68	\$105,741.53	\$108,913.78	\$112,725.76	\$116,671.16	\$120,754.65	\$124,981.06	
9	\$104,353.60	\$106,962.44	\$109,636.50	\$112,925.60	\$116,313.36	\$119,802.76	\$123,995.86	\$128,335.72	\$132,827.47	\$137,476.43	
10	\$114,795.20	\$117,665.08	\$120,606.71	\$124,224.91	\$127,951.66	\$131,790.21	\$136,402.86	\$141,176.96	\$146,118.16	\$151,232.29	
11	\$126,297.60	\$129,455.04	\$132,691.42	\$136,672.16	\$140,772.32	\$144,995.49	\$150,070.34	\$155,322.80	\$160,759.09	\$166,385.66	
12	\$138,923.20	\$142,396.28	\$145,956.19	\$150,334.87	\$154,844.92	\$159,490.27	\$165,072.43	\$170,849.96	\$176,829.71	\$183,018.75	

	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%
Grade	1	2	3	4	5	6	7	8	9	10
1	\$22.95	\$23.52	\$24.11	\$24.83	\$25.58	\$26.35	\$27.27	\$28.22	\$29.21	\$30.23
2	\$25.49	\$26.13	\$26.78	\$27.59	\$28.41	\$29.27	\$30.29	\$31.35	\$32.45	\$33.58
3	\$28.33	\$29.03	\$29.76	\$30.65	\$31.57	\$32.52	\$33.66	\$34.83	\$36.05	\$37.32
4	\$31.47	\$32.25	\$33.06	\$34.05	\$35.07	\$36.12	\$37.39	\$38.70	\$40.05	\$41.45
5	\$34.61	\$35.47	\$36.36	\$37.45	\$38.57	\$39.73	\$41.12	\$42.56	\$44.05	\$45.59
6	\$38.07	\$39.02	\$40.00	\$41.20	\$42.43	\$43.70	\$45.23	\$46.82	\$48.46	\$50.15
7	\$41.88	\$42.93	\$44.00	\$45.32	\$46.68	\$48.08	\$49.76	\$51.50	\$53.31	\$55.17
8	\$46.06	\$47.21	\$48.39	\$49.85	\$51.34	\$52.88	\$54.73	\$56.65	\$58.63	\$60.68
9	\$50.67	\$51.93	\$53.23	\$54.83	\$56.47	\$58.17	\$60.20	\$62.31	\$64.49	\$66.75
10	\$55.73	\$57.13	\$58.55	\$60.31	\$62.12	\$63.98	\$66.22	\$68.54	\$70.94	\$73.42
11	\$61.32	\$62.85	\$64.42	\$66.35	\$68.34	\$70.39	\$72.86	\$75.41	\$78.05	\$80.78
12	\$67.44	\$69.13	\$70.86	\$72.98	\$75.17	\$77.43	\$80.14	\$82.94	\$85.85	\$88.85
	Step	2.50%	2.50%	3.00%	3.00%	3.00%	3.50%	3.50%	3.50%	3.50%
Grade	1	2	3	4	5	6	7	8	9	10
1	\$47,736.00	\$48,929.40	\$50,152.64	\$51,657.21	\$53,206.93	\$54,803.14	\$56,721.25	\$58,706.49	\$60,761.22	\$62,887.86
2	\$53,019.20	\$54,344.68	\$55,703.30	\$57,374.40	\$59,095.63	\$60,868.50	\$62,998.89	\$65,203.86	\$67,485.99	\$69,848.00
3	\$58,926.40	\$60,399.56	\$61,909.55	\$63,766.84	\$65,679.84	\$67,650.24	\$70,017.99	\$72,468.62	\$75,005.03	\$77,630.20
4	\$65,457.60	\$67,094.04	\$68,771.39	\$70,834.53	\$72,959.57	\$75,148.36	\$77,778.55	\$80,500.80	\$83,318.33	\$86,234.47
5	\$71,988.80	\$73,788.52	\$75,633.23	\$77,902.23	\$80,239.30	\$82,646.48	\$85,539.10	\$88,532.97	\$91,631.63	\$94,838.73
6	\$79,185.60	\$81,165.24	\$83,194.37	\$85,690.20	\$88,260.91	\$90,908.74	\$94,090.54	\$97,383.71	\$100,792.14	\$104,319.86
7	\$87,110.40	\$89,288.16	\$91,520.36	\$94,265.97	\$97,093.95	\$100,006.77	\$103,507.01	\$107,129.76	\$110,879.30	\$114,760.07
8	\$95,804.80	\$98,199.92	\$100,654.92	\$103,674.57	\$106,784.80	\$109,988.35	\$113,837.94	\$117,822.27	\$121,946.05	\$126,214.16
9	\$105,393.60	\$108,028.44	\$110,729.15	\$114,051.03	\$117,472.56	\$120,996.73	\$125,231.62	\$129,614.73	\$134,151.24	\$138,846.53
10	\$115,918.40	\$118,816.36	\$121,786.77	\$125,440.37	\$129,203.58	\$133,079.69	\$137,737.48	\$142,558.29	\$147,547.83	\$152,712.01
11	\$127,545.60	\$130,734.24	\$134,002.60	\$138,022.67	\$142,163.35	\$146,428.25	\$151,553.24	\$156,857.61	\$162,347.62	\$168,029.79
12	\$140,275.20	\$143,782.08	\$147,376.63	\$151,797.93	\$156,351.87	\$161,042.42	\$166,678.91	\$172,512.67	\$178,550.62	\$184,799.89

Title	2022 Salary	2025 Salary		% Change
City Admin	* 2023 - \$75.53	\$83.35		10.35%
Dir of Public Safety	\$64.92	\$73.21	***New chief	
Dir of Finance	\$60.90	\$71.29		17.06%
Dir of Community Dev	\$60.87	\$71.29		17.12%
Dir of Public Works	\$53.58	\$68.88		28.56%
Bldg Official	\$42.99	\$51.34		19.42%
Senior Planner	\$43.84	\$51.34		17.11%
City Clerk	\$37.20	\$42.72		14.84%
Bldg Inspector	\$33.82	\$40.00		18.27%
Uility billing	\$30.75	\$36.36		18.24%
Public Safety Admin w/evidence	\$33.27	\$39.93		20.02%
Public Safety Admin Assist	\$33.21	\$40.24		21.17%