

Position Band Summary

Five-step pay bands built from the wage range sheet. Seasonal rows used a placeholder minimum-wage assumption because the source workbook listed 'Minimum wage' instead of a number. Update the yellow input cell if needed.

Editable Assumptions

Seasonal minimum wage	\$12.50
Hours per year	2080

If your local minimum wage is different, update O2 and all Seasonal step rates will recalculate.

Band ID	Grade Span	Position Band	Departments Covered	Classification	Minimum Qualifications	Min Hourly	Max Hourly	Min Annual	Max Annual	Hourly Step Increment	Annual Step Increment
1	1-5	Seasonal	Parks, Streets/Snow, Water, Sewer		Must be 16 to operate machinery	\$12.50	\$15.00	\$26,000.00	\$31,200.00	\$0.63	\$1,300.00
2	6-10	Laborer - General	Parks, Streets/Snow, Solid Waste		Pass pre-employment screening	\$17.50	\$18.50	\$36,400.00	\$38,480.00	\$0.25	\$520.00
3	11-15	Laborer - Utilities	Water, Sewer		Pass pre-employment screening	\$18.50	\$19.50	\$38,480.00	\$40,560.00	\$0.25	\$520.00
4	16-20	Operator - General	Parks, Streets/Snow		CDL Certified	\$20.50	\$25.00	\$42,640.00	\$52,000.00	\$1.13	\$2,340.00
5	21-25	Driver	Solid Waste, Sweeping		CDL Certified	\$20.50	\$25.00	\$42,640.00	\$52,000.00	\$1.13	\$2,340.00
6	26-30	Operator - Water	Water		CDL Certified, Water Operator Certified	\$25.00	\$28.00	\$52,000.00	\$58,240.00	\$0.75	\$1,560.00
7	31-35	Operator - Sewer	Sewer		CDL Certified, Sewer Operator Certified	\$25.00	\$28.00	\$52,000.00	\$58,240.00	\$0.75	\$1,560.00
8	36-40	Cashier	City Hall/Misc Positions		Pass pre-employment screening	\$17.00	\$22.00	\$35,360.00	\$45,760.00	\$1.25	\$2,600.00
9	41-45	Assistant/Zoning Admin	City Hall/Misc Positions		Pass pre-employment screening	\$12.50	\$19.50	\$26,000.00	\$40,560.00	\$1.75	\$3,640.00
10	46-50	Mechanic	City Hall/Misc Positions		5-years of applicable experience	\$22.00	\$25.00	\$45,760.00	\$52,000.00	\$0.75	\$1,560.00
11	51-55	Compliance Officer	City Hall/Misc Positions		Pass pre-employment screening	\$20.00	\$25.00	\$41,600.00	\$52,000.00	\$1.25	\$2,600.00
12	56-60	Deputy C/T	City Hall/Misc Positions	Supervisor	Be bondable, 3-years applicable experience	\$30.00	\$35.00	\$62,400.00	\$72,800.00	\$1.25	\$2,600.00
13	61-65	Shop Superintendent	City Hall/Misc Positions	Supervisor	3-years of applicable experience	\$30.00	\$35.00	\$62,400.00	\$72,800.00	\$1.25	\$2,600.00
14	66-70	Inspector/Marshal	City Hall/Misc Positions	Supervisor	Certified for both Building Insp and Fire Marshal, 3-years applicable experience	\$30.00	\$35.00	\$62,400.00	\$72,800.00	\$1.25	\$2,600.00
15	71-75	Superintendent	Parks, Streets/Snow, Solid Waste	Supervisor	3-years applicable experience, CLD Certified	\$30.00	\$35.00	\$62,400.00	\$72,800.00	\$1.25	\$2,600.00
16	76-80	Commissioner	Water, Sewer	Supervisor	3-years applicable experience, all certifications	\$32.00	\$38.00	\$66,560.00	\$79,040.00	\$1.50	\$3,120.00
17	81-85	Assistant PW Director	City Hall/Misc Positions	Assistant Dept. Head	5-years of applicable experience	\$41.00	\$44.50	\$85,280.00	\$92,560.00	\$1.75	\$1,820.00
18	86-90	Captain	Police Administration Positions	Assistant Dept. Head	5-years of applicable experience	\$41.00	\$44.50	\$85,280.00	\$92,560.00	\$1.75	\$1,820.00
19	91-95	Clerk/Treasurer	City Hall/Misc Positions	Department Head	Be bondable, 7-years applicable experience	\$41.50	\$47.00	\$86,320.00	\$97,760.00	\$2.75	\$2,860.00
20	96-100	Public Works Director	City Hall/Misc Positions	Department Head	College Degree or 7-years applicable experience	\$43.50	\$49.00	\$90,480.00	\$101,920.00	\$2.75	\$2,860.00
21	101-105	Chief of Police	Police Administration Positions	Department Head	College Degree or 7-years applicable experience	\$44.50	\$50.00	\$92,560.00	\$104,000.00	\$2.75	\$2,860.00
22	106-110	City Administrator	City Hall/Misc Positions	Administrator	College Degree or 9-years applicable experience	\$51.50	\$55.00	\$107,120.00	\$114,400.00	\$1.75	\$1,820.00