

Pay Scale by Position: Exempt (3 Steps Each)

Suggested hiring placement is shown as a range based on equivalent applicable experience at hire. Directly applicable experience counts 1.00-for-1.00; somewhat applicable experience may be credited at 0.75-for-1.00, subject to HR/management review.

Grade	Band ID	Position Band	Departments Covered	Step	Hourly Rate	Annual Salary	Starting Placement Guidance
1	12	Deputy C/T	City Hall/Misc Positions	1	\$30.00	\$62,400.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of being bondable, applicable experience and have limited additional equivalent applicable experience at placement.
2	12	Deputy C/T	City Hall/Misc Positions	2	\$31.25	\$65,000.00	Suggested hiring range: Step 2 for candidates who are bondable, applicable experience and bring about 3.0 to 4.99 equivalent years of applicable experience and can perform core duties with limited supervision.
3	12	Deputy C/T	City Hall/Misc Positions	3	\$32.50	\$67,600.00	Suggested hiring range: Step 3 for candidates who meet are bondable, applicable experience, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
4	13	Shop Superintendent	Misc Positions	1	\$30.00	\$62,400.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 3-years of applicable experience at placement.
5	13	Shop Superintendent	Misc Positions	2	\$31.25	\$65,000.00	Suggested hiring range: Step 2 for candidates who bring about 5.0 equivalent years of applicable experience and can perform core duties with limited supervision.
6	13	Shop Superintendent	Misc Positions	3	\$32.50	\$67,600.00	Suggested hiring range: Step 3 for candidates who bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
7	14	Inspector/Marshal	City Hall/Misc Positions	1	\$30.00	\$62,400.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Certified for both Building Insp and Fire Marshal or have 3-years of applicable experience.
8	14	Inspector/Marshal	City Hall/Misc Positions	2	\$31.25	\$65,000.00	Suggested hiring range: Step 2 for candidates who meet Certified for both Building Insp and Fire Marshal and bring about 1.0-4.0 equivalent years of applicable experience and can perform core duties with limited supervision.

9	14	Inspector/Marshal	City Hall/Misc Positions	3	\$32.50	\$67,600.00	Suggested hiring range: Step 3 for candidates who meet Certified for both Building Insp and Fire Marshal, bring about 6.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
10	15	Superintendent	Parks, Streets/Snow, Solid Waste	1	\$30.00	\$62,400.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 3-years applicable experience, CDL Certified and have limited additional equivalent applicable experience at placement.
11	15	Superintendent	Parks, Streets/Snow, Solid Waste	2	\$31.25	\$65,000.00	Suggested hiring range: Step 2 for candidates who are CDL Certified and bring about 5.0 equivalent years of applicable experience and can perform core duties with limited supervision.
12	15	Superintendent	Parks, Streets/Snow, Solid Waste	3	\$32.50	\$67,600.00	Suggested hiring range: Step 3 for candidates who are CDL Certified, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
13	16	Commissioner	Water, Sewer	1	\$32.00	\$66,560.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 3-years applicable experience and all certifications at placement.
14	16	Commissioner	Water, Sewer	2	\$33.50	\$69,680.00	Suggested hiring range: Step 2 for candidates who have all certifications and bring about 5.0 equivalent years of applicable experience and can perform core duties with limited supervision.
15	16	Commissioner	Water, Sewer	3	\$35.00	\$72,800.00	Suggested hiring range: Step 3 for candidates who have all certifications, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
16	17	Assistant PW Director	City Hall/Misc Positions	1	\$41.00	\$85,280.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 5-years of applicable experience and have limited additional equivalent applicable experience at placement.
17	17	Assistant PW Director	City Hall/Misc Positions	2	\$42.75	\$88,920.00	Suggested hiring range: Step 2 for candidates who bring about 7.0 equivalent years of applicable experience and can perform core duties with limited supervision.
18	17	Assistant PW Director	City Hall/Misc Positions	3	\$44.50	\$92,560.00	Suggested hiring range: Step 3 for candidates who bring about 9.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.

19	18	Captain	Police Administration Positions	1	\$41.00	\$85,280.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 5-years of applicable experience at placement.
20	18	Captain	Police Administration Positions	2	\$42.75	\$88,920.00	Suggested hiring range: Step 2 for candidates who bring about 7.0 equivalent years of applicable experience and can perform core duties with limited supervision.
21	18	Captain	Police Administration Positions	3	\$44.50	\$92,560.00	Suggested hiring range: Step 3 for candidates who bring about 9.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
22	19	Clerk/Treasurer	City Hall/Misc Positions	1	\$41.50	\$86,320.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 5-years of applicable experience and have limited additional equivalent applicable experience at placement and must be bondable.
23	19	Clerk/Treasurer	City Hall/Misc Positions	2	\$44.25	\$92,040.00	Suggested hiring range: Step 2 for candidates who bring about 7.0 equivalent years of applicable experience, are bondable, and can perform core duties with limited supervision.
24	19	Clerk/Treasurer	City Hall/Misc Positions	3	\$47.00	\$97,760.00	Suggested hiring range: Step 3 for candidates who bring about 9.0 or more equivalent years of applicable experience, are bondable, and demonstrate the highest relevant accreditation and independent mastery.
25	20	Public Works Director	City Hall/Misc Positions	1	\$43.50	\$90,480.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of College Degree or 7-years applicable experience and have limited additional equivalent applicable experience at placement.
26	20	Public Works Director	City Hall/Misc Positions	2	\$46.25	\$96,200.00	Suggested hiring range: Step 2 for candidates who meet College Degree or applicable experience and bring about 3.0 to 4.99 equivalent years of applicable experience and can perform core duties with limited supervision.
27	20	Public Works Director	City Hall/Misc Positions	3	\$49.00	\$101,920.00	Suggested hiring range: Step 3 for candidates who meet College Degree or applicable experience, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
28	21	Chief of Police	Police Administration Positions	1	\$44.50	\$92,560.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of College Degree or 7-years applicable experience.

29	21	Chief of Police	Police Administration Positions	2	\$47.25	\$98,280.00	Suggested hiring range: Step 2 for candidates who meet College Degree or applicable experience and bring about 9.0 equivalent years of applicable experience and can perform core duties with limited supervision.
30	21	Chief of Police	Police Administration Positions	3	\$50.00	\$104,000.00	Suggested hiring range: Step 3 for candidates who meet College Degree or applicable experience, bring about 11.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.
31	22	Chief Administrative Officer	City Hall/Misc Positions	1	\$51.50	\$107,120.00	Suggested hiring range: Step 1 for candidates who meet the minimum requirement of College Degree or 9-years applicable experience at placement.
32	22	Chief Administrative Officer	City Hall/Misc Positions	2	\$53.25	\$110,760.00	Suggested hiring range: Step 2 for candidates who meet College Degree or applicable experience and bring about 11.0 equivalent years of applicable experience and can perform core duties with limited supervision.
33	22	Chief Administrative Officer	City Hall/Misc Positions	3	\$55.00	\$114,400.00	Suggested hiring range: Step 3 for candidates who meet College Degree or applicable experience, bring about 13.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery.