

CITY OF ELKHORN STEP PAY STRUCTURE 2024

Employment Position	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		MIN								MID							MAX
City Administrator	22	\$49.61	\$50.60	\$51.61	\$52.64	\$53.70	\$54.77	\$55.86	\$56.98	\$58.12	\$59.28	\$60.47	\$61.68	\$62.91	\$64.17	\$65.45	\$66.76
Open	21	\$46.80	\$47.73	\$48.69	\$49.66	\$50.66	\$51.67	\$52.70	\$53.76	\$54.83	\$55.93	\$57.05	\$58.19	\$59.35	\$60.54	\$61.75	\$62.98
Police Chief	20	\$44.15	\$45.03	\$45.93	\$46.85	\$47.79	\$48.74	\$49.72	\$50.71	\$51.73	\$52.76	\$53.82	\$54.89	\$55.99	\$57.11	\$58.25	\$59.42
Finance Director /Comptroller	19	\$41.65	\$42.48	\$43.33	\$44.20	\$45.08	\$45.99	\$46.90	\$47.84	\$48.80	\$49.78	\$50.77	\$51.79	\$52.82	\$53.88	\$54.96	\$56.06
Fire Chief	19	\$41.65	\$42.48	\$43.33	\$44.20	\$45.08	\$45.99	\$46.90	\$47.84	\$48.80	\$49.78	\$50.77	\$51.79	\$52.82	\$53.88	\$54.96	\$56.06
Director of Public Works	19	\$41.65	\$42.48	\$43.33	\$44.20	\$45.08	\$45.99	\$46.90	\$47.84	\$48.80	\$49.78	\$50.77	\$51.79	\$52.82	\$53.88	\$54.96	\$56.06
Open	18	\$39.29	\$40.08	\$40.88	\$41.70	\$42.53	\$43.38	\$44.25	\$45.13	\$46.04	\$46.96	\$47.90	\$48.86	\$49.83	\$50.83	\$51.85	\$52.88
Water Superintendent	17	\$37.07	\$37.81	\$38.57	\$39.34	\$40.12	\$40.93	\$41.75	\$42.58	\$43.43	\$44.30	\$45.19	\$46.09	\$47.01	\$47.95	\$48.91	\$49.89
Police Captain	17	\$37.07	\$37.81	\$38.57	\$39.34	\$40.12	\$40.93	\$41.75	\$42.58	\$43.43	\$44.30	\$45.19	\$46.09	\$47.01	\$47.95	\$48.91	\$49.89
Library Director	17	\$37.07	\$37.81	\$38.57	\$39.34	\$40.12	\$40.93	\$41.75	\$42.58	\$43.43	\$44.30	\$45.19	\$46.09	\$47.01	\$47.95	\$48.91	\$49.89
Recreation Dir.	17	\$37.07	\$37.81	\$38.57	\$39.34	\$40.12	\$40.93	\$41.75	\$42.58	\$43.43	\$44.30	\$45.19	\$46.09	\$47.01	\$47.95	\$48.91	\$49.89
Assistant Fire Chief	16	\$34.97	\$35.67	\$36.38	\$37.11	\$37.85	\$38.61	\$39.38	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35	\$45.24	\$46.14	\$47.07
City Clerk	15	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15	\$37.90	\$38.65	\$39.43	\$40.22	\$41.02	\$41.84	\$42.68	\$43.53	\$44.40
Treasurer	15	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15	\$37.90	\$38.65	\$39.43	\$40.22	\$41.02	\$41.84	\$42.68	\$43.53	\$44.40
Water Treatment Plant OIC	14	\$31.12	\$31.75	\$32.38	\$33.03	\$33.69	\$34.36	\$35.05	\$35.75	\$36.47	\$37.20	\$37.94	\$38.70	\$39.47	\$40.26	\$41.07	\$41.89
HR Generalist	14	\$31.12	\$31.75	\$32.38	\$33.03	\$33.69	\$34.36	\$35.05	\$35.75	\$36.47	\$37.20	\$37.94	\$38.70	\$39.47	\$40.26	\$41.07	\$41.89
Utility Field Office Coordinator	13	\$29.36	\$29.95	\$30.55	\$31.16	\$31.78	\$32.42	\$33.07	\$33.73	\$34.40	\$35.09	\$35.79	\$36.51	\$37.24	\$37.98	\$38.74	\$39.52
Office Manager	12	\$27.70	\$28.25	\$28.82	\$29.40	\$29.98	\$30.58	\$31.19	\$31.82	\$32.45	\$33.10	\$33.77	\$34.44	\$35.13	\$35.83	\$36.55	\$37.28
Water Operator III	12	\$27.70	\$28.25	\$28.82	\$29.40	\$29.98	\$30.58	\$31.19	\$31.82	\$32.45	\$33.10	\$33.77	\$34.44	\$35.13	\$35.83	\$36.55	\$37.28
Water Operator II	11	\$26.13	\$26.65	\$27.19	\$27.73	\$28.29	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17

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		MIN								MID							MAX
Engineering Tech	11	\$26.13	\$26.65	\$27.19	\$27.73	\$28.29	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17
DPW Lead Person - Streets	11	\$26.13	\$26.65	\$27.19	\$27.73	\$28.29	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17
DPW Lead Person - Parks	11	\$26.13	\$26.65	\$27.19	\$27.73	\$28.29	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17
Recreation Supervisor	11	\$26.13	\$26.65	\$27.19	\$27.73	\$28.29	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17
Water Operator I	10	\$24.65	\$25.15	\$25.65	\$26.16	\$26.68	\$27.22	\$27.76	\$28.32	\$28.88	\$29.46	\$30.05	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18
Youth Services Librarian	10	\$24.65	\$25.15	\$25.65	\$26.16	\$26.68	\$27.22	\$27.76	\$28.32	\$28.88	\$29.46	\$30.05	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18
Adult Services Librarian	10	\$24.65	\$25.15	\$25.65	\$26.16	\$26.68	\$27.22	\$27.76	\$28.32	\$28.88	\$29.46	\$30.05	\$30.65	\$31.27	\$31.89	\$32.53	\$33.18
Water Operator-in-Training	9	\$23.26	\$23.72	\$24.20	\$24.68	\$25.17	\$25.68	\$26.19	\$26.72	\$27.25	\$27.79	\$28.35	\$28.92	\$29.50	\$30.09	\$30.69	\$31.30
DPW Crewman	8	\$21.94	\$22.38	\$22.83	\$23.28	\$23.75	\$24.22	\$24.71	\$25.20	\$25.71	\$26.22	\$26.75	\$27.28	\$27.83	\$28.38	\$28.95	\$29.53
Tech Services Coordinator - MML	8	\$21.94	\$22.38	\$22.83	\$23.28	\$23.75	\$24.22	\$24.71	\$25.20	\$25.71	\$26.22	\$26.75	\$27.28	\$27.83	\$28.38	\$28.95	\$29.53
Circulation Supervisor - MML	8	\$21.94	\$22.38	\$22.83	\$23.28	\$23.75	\$24.22	\$24.71	\$25.20	\$25.71	\$26.22	\$26.75	\$27.28	\$27.83	\$28.38	\$28.95	\$29.53
Court Clerk	8	\$21.94	\$22.38	\$22.83	\$23.28	\$23.75	\$24.22	\$24.71	\$25.20	\$25.71	\$26.22	\$26.75	\$27.28	\$27.83	\$28.38	\$28.95	\$29.53
Administrative Specialist	7	\$20.70	\$21.11	\$21.54	\$21.97	\$22.41	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86
Confidential Sec'y.- Police	7	\$20.70	\$21.11	\$21.54	\$21.97	\$22.41	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86
Account Clerk - Payroll/AP	7	\$20.70	\$21.11	\$21.54	\$21.97	\$22.41	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86
Account Clerk - Utility Billing	7	\$20.70	\$21.11	\$21.54	\$21.97	\$22.41	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86
Deputy City Clerk	7	\$20.70	\$21.11	\$21.54	\$21.97	\$22.41	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86
Admin. Asst. II - Fire/EMS	6	\$19.53	\$19.92	\$20.32	\$20.72	\$21.14	\$21.56	\$21.99	\$22.43	\$22.88	\$23.34	\$23.80	\$24.28	\$24.77	\$25.26	\$25.77	\$26.28
Admin. Asst. II - Park & Rec	6	\$19.53	\$19.92	\$20.32	\$20.72	\$21.14	\$21.56	\$21.99	\$22.43	\$22.88	\$23.34	\$23.80	\$24.28	\$24.77	\$25.26	\$25.77	\$26.28
Admin. Asst. II - Public Works	6	\$19.53	\$19.92	\$20.32	\$20.72	\$21.14	\$21.56	\$21.99	\$22.43	\$22.88	\$23.34	\$23.80	\$24.28	\$24.77	\$25.26	\$25.77	\$26.28
Admin. Asst. II - Utilities	6	\$19.53	\$19.92	\$20.32	\$20.72	\$21.14	\$21.56	\$21.99	\$22.43	\$22.88	\$23.34	\$23.80	\$24.28	\$24.77	\$25.26	\$25.77	\$26.28
Community Service Officer/Records Clerk	5	\$18.42	\$18.79	\$19.17	\$19.55	\$19.94	\$20.34	\$20.75	\$21.16	\$21.58	\$22.02	\$22.46	\$22.91	\$23.36	\$23.83	\$24.31	\$24.79
Admin. Asst. I - Fire/EMS	5	\$18.42	\$18.79	\$19.17	\$19.55	\$19.94	\$20.34	\$20.75	\$21.16	\$21.58	\$22.02	\$22.46	\$22.91	\$23.36	\$23.83	\$24.31	\$24.79
Admin Asst. I - Park & Rec	5	\$18.42	\$18.79	\$19.17	\$19.55	\$19.94	\$20.34	\$20.75	\$21.16	\$21.58	\$22.02	\$22.46	\$22.91	\$23.36	\$23.83	\$24.31	\$24.79
Admin Asst. I - Public Works	5	\$18.42	\$18.79	\$19.17	\$19.55	\$19.94	\$20.34	\$20.75	\$21.16	\$21.58	\$22.02	\$22.46	\$22.91	\$23.36	\$23.83	\$24.31	\$24.79
Admin Asst. I - Utilities	5	\$18.42	\$18.79	\$19.17	\$19.55	\$19.94	\$20.34	\$20.75	\$21.16	\$21.58	\$22.02	\$22.46	\$22.91	\$23.36	\$23.83	\$24.31	\$24.79

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		MIN								MID							MAX
Customer Account Clerk - Utilities	5	\$18.42	\$18.79	\$19.17	\$19.55	\$19.94	\$20.34	\$20.75	\$21.16	\$21.58	\$22.02	\$22.46	\$22.91	\$23.36	\$23.83	\$24.31	\$24.79
Library Associate	4	\$17.38	\$17.73	\$18.08	\$18.44	\$18.81	\$19.19	\$19.57	\$19.96	\$20.36	\$20.77	\$21.19	\$21.61	\$22.04	\$22.48	\$22.93	\$23.39
Receptionist	3	\$16.40	\$16.72	\$17.06	\$17.40	\$17.75	\$18.10	\$18.46	\$18.83	\$19.21	\$19.59	\$19.99	\$20.39	\$20.79	\$21.21	\$21.63	\$22.07
Library Assistant	2	\$15.47	\$15.78	\$16.09	\$16.41	\$16.74	\$17.08	\$17.42	\$17.77	\$18.12	\$18.48	\$18.85	\$19.23	\$19.62	\$20.01	\$20.41	\$20.82

NOTES
Spread between pay grades is 6%. Spread within each pay grade is 34.6%. Last revised Sept. 18, 2023 per Council approval. Rates adjusted by 2% from 2023.