

CITY OF WHITTER
2028 EMPLOYEE CLASSIFICATION AND PAY PLAN SCHEDULE
(Effective January 1, 2028 via Ordinance 2026-____)

HOURLY (non-exempt) POSITIONS:

		Between steps:		5.0%											
		Between steps:		2.5%											
Cola:	2.10%														
HOURLY PAY RATE															
		Level with 5.0% increase between steps				Level with 2.5% increase between steps									
Dept.	Job Title	A	B	C	D	E	F	G	H	I	J	K	L		
	Work Student	16.45	17.27	18.13	19.04	19.52	20.00	20.51	21.02	21.54	22.08	22.63	23.20		
01-400	Receptionist/Office Assistant	19.74	20.72	21.76	22.85	23.42	24.00	24.60	25.22	25.85	26.50	27.16	27.84		
01-400	Accounting Technicians	31.43	33.00	34.65	36.38	37.29	38.22	39.18	40.16	41.16	42.19	43.24	44.33		
01-510	Police Officer	32.08	33.68	35.37	37.14	38.06	39.02	39.99	40.99	42.02	43.07	44.14	45.25		
01-600	Laborer I	18.08	18.99	19.94	20.93	21.46	21.99	22.54	23.11	23.68	24.27	24.88	25.50		
01-600	Laborer II	25.17	26.43	27.75	29.13	29.86	30.61	31.37	32.16	32.96	33.79	34.63	35.50		
01-600	Laborer III	33.65	35.33	37.10	38.96	39.93	40.93	41.95	43.00	44.08	45.18	46.31	47.46		
01-600	Water/Wastewater Operator	33.65	35.33	37.10	38.96	39.93	40.93	41.95	43.00	44.08	45.18	46.31	47.46		
01-600	Mechanic Operator	33.01	34.66	36.39	38.21	39.17	40.15	41.15	42.18	43.23	44.31	45.42	46.56		
01-800	Parks & Rec Operations Manager	33.02	34.67	36.40	38.22	39.18	40.16	41.16	42.19	43.25	44.33	45.44	46.57		
51-800	Harbor Technician	16.45	17.27	18.13	19.04	19.52	20.00	20.51	21.02	21.54	22.08	22.63	23.20		
51-800	Harbor Office Assistant I	19.74	20.72	21.76	22.85	23.42	24.00	24.60	25.22	25.85	26.50	27.16	27.84		
51-800	Harbor Office Assistant II	22.36	23.48	24.65	25.88	26.53	27.19	27.87	28.57	29.29	30.02	30.77	31.54		
51-800	Harbor Officer I	18.08	18.99	19.94	20.93	21.46	21.99	22.54	23.11	23.68	24.27	24.88	25.50		
51-800	Harbor Officer II	23.98	25.18	26.44	27.76	28.46	29.17	29.90	30.65	31.41	32.20	33.00	33.83		
51-800	Harbor Finance - Deputy F/D	37.09	38.95	40.89	42.94	44.01	45.11	46.24	47.40	48.58	49.80	51.04	52.32		

		ANNUAL PAY									
Dept.	Job Title	Level with 5.0% increase between steps				Level with 2.5% increase between steps					
		A	B	C	D	E	F	G	H	I	J
	Work Student	34,212	35,923	37,719	39,605	40,595	41,610	42,650	43,717	44,810	45,930
01-400	Receptionist/Office Assistant	41,051	43,103	45,258	47,521	48,709	49,927	51,175	52,455	53,766	55,110
01-400	Accounting Technicians	65,367	68,635	72,067	75,670	77,562	79,501	81,489	83,526	85,614	87,754
01-510	Police Officer	66,726	70,062	73,565	77,244	79,175	81,154	83,183	85,263	87,394	89,579
01-600	Laborer I	37,610	39,491	41,465	43,539	44,627	45,743	46,886	48,059	49,260	50,492
01-600	Laborer II	52,349	54,966	57,714	60,600	62,115	63,668	65,260	66,891	68,564	70,278
01-600	Laborer III	69,996	73,496	77,171	81,030	83,055	85,132	87,260	89,442	91,678	93,970
01-600	Water/Wastewater Operator	69,996	73,496	77,171	81,030	83,055	85,132	87,260	89,442	91,678	93,970
01-600	Mechanic Operator	68,659	72,092	75,696	79,481	81,468	83,505	85,592	87,732	89,925	92,173
01-800	Parks & Rec Operations Manager	68,680	72,114	75,719	79,505	81,493	83,530	85,619	87,759	89,953	92,202
51-800	Harbor Technician	34,212	35,923	37,719	39,605	40,595	41,610	42,650	43,717	44,810	45,930
51-800	Harbor Office Assistant I	41,051	43,103	45,258	47,521	48,709	49,927	51,175	52,455	53,766	55,110
51-800	Harbor Office Assistant II	46,509	48,834	51,276	53,840	55,185	56,565	57,979	59,429	60,914	62,437
51-800	Harbor Officer I	37,610	39,491	41,465	43,539	44,627	45,743	46,886	48,059	49,260	50,492
51-800	Harbor Officer II	49,885	52,380	54,998	57,748	59,192	60,672	62,189	63,743	65,337	66,970
51-800	Harbor Finance - Deputy FD	77,153	81,011	85,062	89,315	91,547	93,836	96,182	98,587	101,051	103,578

Initial hire pay Level is determined based on qualifications and experience. Increases in Level are to be awarded on the basis of merit for above-average job performance.
All pay increases must be approved by the city manager.

Cola: 2.10%

SALARIED (exempt) POSITIONS:

SALARIED (exempt) POSITIONS:														Contracts
Dept.	Job Title	A	B	C	D	E	F	G	H	I	J	K	L	
		Level with 5.0% increase between steps					Level with 2.5% increase between steps							
01-400	Assistant City Manager	46.27	48.59	51.01	53.57	56.24	57.65	59.09	60.57	62.08	63.63	65.23	66.86	
01-400	Finance Director	46.27	48.59	51.01	53.57	56.24	57.65	59.09	60.57	62.08	63.63	65.23	66.86	78.54
01-510	Public Safety Director	46.27	48.59	51.01	53.57	56.24	57.65	59.09	60.57	62.08	63.63	65.23	66.86	78.54
01-600	Public Works Director	44.07	46.27	48.58	51.01	53.56	54.90	56.27	57.68	59.12	60.60	62.12	63.67	
51-800	Harbormaster	44.07	46.27	48.58	51.01	53.56	54.90	56.27	57.68	59.12	60.60	62.12	63.67	76.36
01-520	Fire/EMS Chief	44.07	46.27	48.58	51.01	53.56	54.90	56.27	57.68	59.12	60.60	62.12	63.67	
01-400	City Clerk	40.13	42.13	44.24	46.45	48.77	49.99	51.24	52.52	53.84	55.18	56.56	57.98	
01-510	Police Lieutenant	40.13	42.13	44.24	46.45	48.77	49.99	51.24	52.52	53.84	55.18	56.56	57.98	
01-530	Fire/EMS Captain	40.13	42.13	44.24	46.45	48.77	49.99	51.24	52.52	53.84	55.18	56.56	57.98	
51-800	Deputy Harbormaster	40.13	42.13	44.24	46.45	48.77	49.99	51.24	52.52	53.84	55.18	56.56	57.98	
01-530	EMT I	23.02	24.17	25.38	26.65	27.32	28.00	28.70	29.42	30.16	30.91	31.68	32.47	
01-530	EMT II	30.43	31.95	33.54	35.22	36.10	37.00	37.93	38.88	39.85	40.85	41.87	42.91	
01-530	Fire/EMS Lieutenant	38.23	40.14	42.14	44.25	45.36	46.49	47.65	48.85	50.07	51.32	52.60	53.92	
Dept.	Job Title	Level with 5.0% increase between steps					Level with 2.5% increase between steps							
01-400	Assistant City Manager	96,245	101,057	106,110	111,416	116,987	119,911	122,909	125,982	129,131	132,360	135,669	139,060	
01-400	Finance Director	96,245	101,057	106,110	111,416	116,987	119,911	122,909	125,982	129,131	132,360	135,669	139,060	163,353
01-510	Public Safety Director	96,245	101,057	106,110	111,416	116,987	119,911	122,909	125,982	129,131	132,360	135,669	139,060	163,353
01-600	Public Works Director	91,658	96,241	101,053	106,106	111,411	114,196	117,051	119,977	122,977	126,051	129,202	132,433	
51-800	Harbormaster	91,658	96,241	101,053	106,106	111,411	114,196	117,051	119,977	122,977	126,051	129,202	132,433	158,830
01-520	Fire/EMS Chief	91,658	96,241	101,053	106,106	111,411	114,196	117,051	119,977	122,977	126,051	129,202	132,433	
01-400	City Clerk	83,461	87,634	92,015	96,616	101,447	103,983	106,583	109,247	111,978	114,778	117,647	120,588	
01-510	Police Lieutenant	83,461	87,634	92,015	96,616	101,447	103,983	106,583	109,247	111,978	114,778	117,647	120,588	
01-530	Fire/EMS Captain	83,461	87,634	92,015	96,616	101,447	103,983	106,583	109,247	111,978	114,778	117,647	120,588	
51-800	Deputy Harbormaster	83,461	87,634	92,015	96,616	101,447	103,983	106,583	109,247	111,978	114,778	117,647	120,588	
01-530	EMT I	47,889	50,283	52,798	55,437	56,823	58,244	59,700	61,193	62,722	64,290	65,898	67,545	
01-530	EMT II	63,286	66,450	69,772	73,261	75,093	76,970	78,894	80,867	82,888	84,960	87,084	89,261	
01-530	Fire/EMS Lieutenant	79,511	83,486	87,660	92,043	94,345	96,703	99,121	101,599	104,139	106,742	109,411	112,146	

Initial hire pay level is determined based on qualifications and experience at the time of hire. Increases in Level are to be awarded on the basis of merit for above-average job performance. All salary increases must be approved by the city manager. Contracts can be based on higher salary due to foregoing certain benefits (for example, retirement|health insurance|social security).