

**City of Seward, NE**  
**Tuesday, February 17, 2015**  
**Regular Session**

**Item G16**

**DISCUSSION AND ACTION ON WAGE AND BENEFIT  
COMPREHENSIVE STUDY - Jack Vavra & Bonnie Otte**

*Consideration of an Ordinance Approving the Comprehensive Pay Plan effective December 1, 2014.*

**Administrative Report:** Attached is a proposed Ordinance amending the City's Comprehensive Pay Plan, providing for a 2% Cost of Living Adjustment - across the board for all positions (increased Step 1 and Step 9 by 2% and spread the difference by equal dollar amount between each step).

The Ordinance also takes into consideration the federal/state minimum wage (\$8.00/hr effective January 1, 2015), except for the Swim Lesson Aide.

Nine cities were surveyed (used cities that were in the last two contracted studies).

Several factors need to be considered when comparing the minimum and maximum wage lines of all cities: difference in number of pay steps; percentage difference between steps; number of persons in position; number of matches in the array - if only one match, may skew results; relationship of positions within department.

Cost of Living Adjustments were made as follows:

Beatrice	2.0%	10/1/14
Blair	Did not provide information	
Crete	2.0%	10/1/14

<b>Plattsmouth</b>	<b>2.75%</b>	<b>10/1/14</b>	
<b>Nebraska City</b>	<b>Did not provide info</b>		
<b>Schuyler</b>	<b>3.0%</b>	<b>10/1/14</b>	<b>(2.1% police)</b>
<b>Wahoo</b>	<b>2.1%</b>	<b>10/1/14</b>	
<b>York</b>	<b>2.0%</b>	<b>10/1/14</b>	
<b>Wayne</b>	<b>2.0%</b>	<b>1/1/15</b>	

**Staff Contact:**

POSITION	Seward		Min	Max	Min	Max	Min	Max	Min%	Max%	Beatrice		Blair (MSA)		Crete		Mattsmouth (MS)		Nebraska City		Schuyler		Wahoo (MSA)		York		Wa		
	Min	Max	Median	Median	Median	Mean	Midpoint	Midpoint	Change	Change	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min
											2.00%	COLA			2.00%	COLA	2.75%	COLA			3.00%	COLA	2.10%	COLA	2.00%	COLA	2.00%		
ACCOUNT CLERK III	15.26	19.51	14.38	19.42	15.08	20.23	14.73	19.82	-3.45%	1.60%	13.13	19.21	15.07	19.63	0.00	0.00	12.49	17.29	17.37	21.76	0.00	0.00	18.75	25.16	0.00	0.00	13.68		
UTIL BILLING CLK-CUST SERV REP	13.82	18.47	13.90	18.79	13.84	18.45	13.87	18.62	0.35%	0.84%	13.45	19.69	14.31	18.87	0.00		12.82	16.24	0.00		0.00	0.00	14.66	18.75	14.12	18.83	13.68		
ACCOUNT CLERK I	11.68	15.12	17.37	21.76	17.37	21.76	17.37	21.76	48.74%	43.89%	0.00	0.00	0.00		0.00		0.00		17.37	21.76	0.00		0.00		0.00		0.00		
PERMITS TECHNICIAN	10.00	14.11		0.00	0.00	0.00	0.00	0.00																					
LIBRARY ASSISTANT II	13.54	16.79	12.42	17.66	13.24	18.33	12.83	18.00	-5.27%	7.15%	15.22	22.28	15.07	19.63	11.89	17.66	0.00	0.00	0.00		12.42	16.55	0.00	0.00	11.60	15.54			
LIBRARY ASSISTANT I	10.05	12.73	10.52	13.82	11.17	14.66	10.85	14.24	7.95%	11.82%	0.00	0.00	0.00		15.89	19.49	0.00		0.00		9.67	14.21	11.37	13.82	9.24	12.79	9.70		
LIBRARY CLERK	8.48	11.00	8.39	11.57	8.49	11.40	8.44	11.49	-0.45%	4.40%	7.25	0.00	8.25	10.50	10.48	14.82			9.68	12.63	8.53	12.73	8.00	9.72	7.25	8.00			
SECRETARY I	14.56	17.50	13.56	18.12	14.03	17.56	13.80	17.84	-5.24%	1.92%	13.13	19.21	13.56	18.12			16.62	16.62			15.25	18.29			11.60	15.54			
CIVIC CENTER LIVE-IN CRTKR	8.36	10.10	0.00	0.00	0.00	0.00	0.00	0.00			0.00										0.00	0.00							
CUSTODIAN	12.16	16.98		17.77	13.38	17.26	6.69	17.51	-44.97%	3.15%											12.65	16.05	14.04	17.77	13.46	17.95			
ASST POWER DIR/LINE CREW CHIEF	23.10	29.56	22.42	29.53	22.95	30.27	22.69	29.90	-1.79%	1.15%	24.94	36.51			22.42	26.80					24.95	30.75	20.40	27.75			22.06		
LINEMAN 1ST CLASS	21.81	27.07	22.45	27.63	22.39	28.42	22.42	28.02	2.81%	3.53%	23.16	33.91			23.00	25.89			24.31	28.00	22.45	27.25	21.74	29.13			19.68		
ELEC SERVICE TECHNICIAN	21.50	26.75	22.65	27.45	22.05	28.54	22.35	28.00	3.94%	4.66%	23.16	33.91			23.00	25.89					22.65	27.45	21.74	29.13			19.68		
ELEC. SEASONAL GROUNDMAN	16.85	19.85	0.00	0.00	0.00	0.00	0.00	0.00																					
METER READER	14.92	19.07	0.00	0.00	0.00	0.00	0.00	0.00																					
ASSIST. PARK DIRECTOR	18.74	22.43	16.29	20.78	16.29	20.78	16.29	20.78	-13.09%	-7.37%			16.29	20.78															
PUBLIC PROP. CRTKR HORTICUL	15.52	18.83		0.00	0.00	0.00	0.00	0.00																					
PUBLIC PROP. CARETAKER II	15.13	18.53	13.11	18.99	13.97	18.96	13.54	18.98	-10.53%	2.42%	14.85	21.74	14.81	19.29	11.89	18.68							14.33	16.13					
PUBLIC PROP. CARETAKER I	13.93	18.54	12.76	34.98	12.71	17.97	12.74	26.48	-8.60%	42.83%	13.79	20.19			11.54	18.14			12.97	16.72	0.00	0.00	0.00	0.00	12.54	16.84			
PUB PROP SUMMER LABORER	8.85	10.73		0.00	0.00	0.00	0.00	0.00																					
ST. DIVISION FOREMAN	19.43	25.71	19.97	24.47	20.16	25.41	20.06	24.94	3.26%	-3.01%	19.97	29.24	21.86	26.42	20.10	24.47	24.14	24.14	24.12	30.36	17.26	21.98	15.96	21.39	19.76	26.27	18.23		
ST. MAINT. WORKER III	15.22	20.48	15.03	20.67	14.90	20.91	14.97	20.79	-1.63%	1.53%	17.65	25.84			11.89	20.67					14.41	17.18	15.54	20.71	15.03		15.03		
ST. MAINT. WORKER II	13.92	18.82	13.79	19.70	14.25	19.89	14.02	19.79	0.70%	5.15%	16.39	24.00	16.29	20.77	11.54	20.07	13.24	19.39	15.99	20.00	13.46	18.63	0.00	0.00	14.12	18.83	12.99		
ST. MAINT. WORKER I	12.91	16.94	14.00	17.17	13.86	18.15	13.93	17.66	7.93%	4.25%	15.22	22.28	17.26	21.61					13.67	17.60	12.33	15.90	14.00	16.70	12.79	17.17	11.78		
RECYCLING WORKER	9.05	12.89	0.00	0.00	0.00	0.00	0.00	0.00																					
FACILITY MAINTENANCE SUPERV	21.15	28.25	22.81	29.24	21.98	28.16	22.40	28.70	5.88%	1.61%	19.97	29.24	25.63	30.19	23.46	25.73					24.45	31.25	17.86	23.96	22.81	30.44	19.68		
WW PLANT / WATER PLANT OPER	17.57	23.18	18.03	23.34	17.97	23.75	18.00	23.54	2.42%	1.55%	19.97	29.24	19.26	23.74			15.41	20.44	18.11	23.08	18.65	23.45	17.02	22.83	17.95	23.95	17.36		
SENIOR UTIL. MAINT. WORKER II	18.11	24.38		0.00	0.00	0.00	0.00	0.00																					
UTIL MAINT. WORKER II	17.25	23.22	16.69	22.27	16.94	22.89	16.82	22.58	-2.49%	-2.78%	18.55	27.15									15.85	19.85	17.02	22.83	16.35	21.71			
UTIL MAINT. WORKER I	14.76	18.85	15.56	20.03	15.42	19.59	15.49	19.81	4.92%	5.11%	16.39	24.00	15.56	20.03			15.41	17.82			15.95	20.15	16.16	17.02	13.46	17.95	15.03		
WWW SUMMER LABORER	8.85	10.73	0.00	0.00	0.00	0.00	0.00	0.00																					
REC SUMMER LABORER	8.85	10.73		0.00	0.00	0.00	0.00	0.00																					
POOL MANAGER	10.72	12.46	10.84	12.25	10.61	11.76	10.73	12.00	0.02%	-3.64%	10.75	10.75			9.00	9.50			9.00	12.00	0.00	0.00	10.93	13.29	11.50	12.50	12.50		
ASST. POOL MANAGER	8.81	10.77	9.36	11.66	9.37	11.33	9.36	11.50	6.32%	6.77%					9.00	9.00					8.25	13.00	9.72	11.82	10.50	11.50			
SWIM POOL COORDINATOR	8.56	10.72	0.00	0.00	0.00	0.00	0.00	0.00															0.00	0.00					
POOL LIFEGUARD	7.61	9.57	7.49	10.02	7.65	9.58	7.57	9.80	-0.48%	2.47%	7.25	7.25			7.47	10.03	7.50	8.50	7.25	10.00	7.25	10.33	8.00	9.72	8.50	10.25	8.00		
POOL OFFICE/CONCESSIONS	7.61	8.91	7.25	7.25	7.50	8.07	7.38	7.66	-3.06%	-14.01%	7.25	7.25					7.25	7.25			8.00	9.72	8.00	9.72	0.00	0.00			
WATER SAFETY INSTR.	7.30	7.37	0.00	0.00	0.00	0.00	0.00	0.00																					
SWIM LESSON AIDE	5.21	5.25		0.00	0.00	0.00	0.00	0.00																					
POLICE SERGEANT	21.65	27.29	20.90	27.27	21.48	26.81	21.19	27.04	-2.13%	-0.93%	20.90	28.44	23.37	27.93	21.16	26.33	27.06	28.99	20.54	26.64	16.90	22.08	0.00	0.00	20.46	27.27			
POLICE OFFICER II	17.50	23.26	17.10	23.28	17.90	23.65	17.50	23.47	0.00%	0.87%	17.77	24.18	22.68	27.11	17.10	23.28	20.63	26.28	16.90	23.27	15.78	21.10	15.95	21.39	17.24	22.99	17.07		
POLICE OFFICER I	16.66	22.36	0.00	0.00	0.00	0.00	0.00	0.00																					
ADM/SEC RECORDS CLK PD	13.79	17.42	14.31	18.87	13.94	18.40	14.13	18.64	2.44%	6.98%	13.13	19.21	14.31	18.87			14.39	17.12					0.00	0.00					
COMMUNITY SERVICE OFFICER	12.22	15.73	12.23	16.43	12.72	17.02	12.48	16.73	2.09%	6.35%			14.63	19.06	11.31	15.58									12.23	16.43			
CITY ADMINISTRATOR	46.40	50.81	44.67	53.58	44.77	53.84	44.72	53.71	-3.63%	5.70%	0.00	64.26	49.02	53.58	0.00	61.48	47.16	47.16	42.17	50.97					40.73	54.59			
POLICE CHIEF	32.28	37.70	31.71	39.72	31.60	38.83	31.85	39.28	-1.94%	4.17%	31.15	45.60	36.19	40.75	0.00	39.72	36.00	36.00	31.51	41.08	23.71	33.49	33.98	33.98	31.91	42.78	28.31		
ASST ADM/CLK-TREAS/BUD/HUMAN	29.41	36.24	35.87	40.30	35.87	40.30	35.87	40.30	21.96%	11.21%			35.87	40.30															
WWW/TW DIRECTOR	28.04	37.29	23.81	31.01	22.86	29.85	23.34	30.43	-16.79%	-18.39%	23.16	33.91	26.34	30.77							24.45	31.25	17.49	23.47					
ELEC/POWER RESOURCE DIRECTOR	27.03	35.02	25.65	36.86	23.91	35.98	24.78	36.42	-8.34%	4.01%	26.20	38.36			0.00	37.47					25.65	31.85					19.87		
PUBL FACIL/C/GIS DIRECTOR	26.02	36.11	0.00	0.00	0.00	0.00	0.00	0.00																					
ST/TRANS/RECYCLING SUPT	26.02	36.11	0.00	0.00	0.00	0.00	0.00	0.00																					
ASST CHIEF OF POLICE	25.57	31.77	24.31	32.10	25.00	31.22	24.66	31.66	-3.58%	-0.35%	23.16	33.91	30.91	35.47	24.05	28.99	28.85	32.24	24.57	31.95			18.48	24.76					
PARKS/REC/CEM DIRECTOR	23.34	29.39	2																										

ASST LIB DIRECTOR	16.67	20.80	15.72	19.50	15.28	20.57	15.50	20.03	-7.00%	-3.68%	17.65	26.49	14.63	19.06	11.54	17.15	16.44	19.52	15.09	19.47	0.00	0.00	0.00	0.00	16.35	21.71	
ASSISTANT RECREATION DIRECTOR	15.63	19.35	15.38	20.23	15.56	21.12	15.47	20.68	-1.05%	6.86%							12.46	12.46			10.51	15.76	16.13	18.14	15.17	20.23	15.38
CIVIC CENTER MANAGER	15.06	17.36	12.46	15.50	12.25	14.57	12.36	15.04	-17.96%	-13.36%																	
AGING SERV. COMM. ASSISTANT	11.25	13.82	0.00	0.00			0.00	0.00																			

Line	Min	Max	Seward
Mean	Mean	Mean	Diff between %Min & Max
18.32	15.08	20.23	27.89%
18.32	13.84	18.45	33.61%
	17.37	21.76	29.50%
	0.00	0.00	41.10%
	13.24	18.33	24.00%
12.99	11.17	14.66	26.73%
	8.49	11.40	29.75%
	14.03	17.56	20.21%
	0.00	0.00	20.86%
	13.38	17.26	39.63%
29.53	22.95	30.27	27.96%
26.33	22.39	28.42	24.12%
26.33	22.05	28.54	24.42%
	0.00	0.00	17.83%
	0.00	0.00	27.84%
	16.29	20.78	19.69%
	0.00	0.00	21.33%
	13.97	18.96	22.43%
	12.71	17.97	33.04%
	0.00	0.00	21.32%
24.41	20.16	25.41	32.35%
20.13	14.90	20.91	34.57%
17.40	14.25	19.89	35.20%
15.76	13.86	18.15	31.22%
	0.00	0.00	42.36%
26.33	21.98	28.16	33.54%
23.23	17.97	23.75	31.91%
	0.00	0.00	34.65%
	16.94	22.89	34.66%
20.13	15.42	19.59	27.64%
	0.00	0.00	21.32%
	0.00	0.00	21.32%
12.50	10.61	11.76	16.16%
	9.37	11.33	22.24%
	0.00	0.00	25.27%
10.59	7.65	9.58	25.74%
	7.50	8.07	17.12%
	0.00	0.00	0.98%
	0.00	0.00	0.79%
	21.48	26.81	26.04%
23.28	17.90	23.65	32.92%
	0.00	0.00	34.22%
	13.94	18.40	26.32%
	12.72	17.02	28.69%
44.84	44.77	53.84	9.50%
36.09	31.60	38.83	16.80%
	35.87	40.30	23.21%
	22.86	29.85	32.97%
36.25	23.91	35.98	29.54%
	0.00	0.00	38.81%
	0.00	0.00	38.81%
	25.00	31.22	24.24%
	27.22	33.68	25.96%
26.72	21.40	27.81	19.93%
	24.44	34.45	17.28%
	0.00	0.00	17.87%
14.33	19.65	23.65	21.27%

25.00	15.28	20.57	24.77%
	15.56	21.12	23.76%
	12.25	14.57	15.24%

ORDINANCE NO.

AN ORDINANCE TO PROVIDE FOR CLASSIFICATION OF OFFICERS AND EMPLOYEES OF THE CITY OF SEWARD, NEBRASKA; TO PROVIDE FOR LONGEVITY PAY AND PAYMENT OF PART-TIME EMPLOYEES; TO PROVIDE FOR A DATE SUCH CLASSIFICATION AND PAY RANGES OF COMPENSATION SHALL BECOME EFFECTIVE; TO PROVIDE FOR PUBLICATION IN PAMPHLET FORM; TO PROVIDE FOR A TIME WHEN THIS ORDINANCE SHALL TAKE EFFECT.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF SEWARD, NEBRASKA:

Section 1. CLASSIFICATION, RANGES OF COMPENSATION. The classification of officers and employees of the City of Seward, Nebraska, pay grades and ranges of compensation for such classification are as follows:

2014-2015 SALARY SCHEDULE  
PAY RANGE RATES  
(A) CLERICAL (HOURLY)

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Account Clerk III	15.56	19.90
Util Billing Clerk/ Customer Service Representative	14.10	18.83
Account Clerk I	11.91	15.43
Permits Technician	10.20	14.39
Library Assistant II	13.82	17.13
Library Assistant I	10.25	12.99
Library Clerk I	8.65	11.22
Secretary I	14.85	17.85
(B) LABOR & TRADES (HOURLY)		
Civic Center Live/in Caretaker	8.52	10.30
Custodian	12.40	17.32
Asst Power Director/Line Crew Chief	23.56	30.15
Lineman First Class	22.24	27.61
Electric Service Technician	21.93	27.29
Electric Seasonal Groundman	17.18	20.25
Meter Reader	15.22	19.45
Assistant Park Director	19.12	22.88
Public Properties Caretaker II/Horticulturist	15.83	19.21
Public Properties Caretaker II	15.44	18.90
Public Properties Caretaker I	14.21	18.91
Public Properties Summer Laborer	9.03	10.95
Street Division Foreman	19.82	26.23
Street Maintenance Worker III	15.52	20.88
Street Maintenance Worker II	14.20	19.20
Street Maintenance Worker I	13.17	17.28
Recycling Center Worker	9.23	13.15
Facility Maintenance Supervisor	21.57	28.81
WW Treatment/Water Plant Operator	17.93	23.65
Senior Utility Maintenance Worker II	18.47	24.87
Utility Maintenance Worker II	17.59	23.69
Utility Maintenance Worker I	15.06	19.22
W/WW Summer Laborer	9.03	10.95

Recreation Summer Laborer	9.03	10.95
Pool Manager	10.94	12.71
Assistant Pool Manager	8.98	10.98
Swim Program Coordinator	8.73	10.94
Lifeguard	8.00	10.00
Pool Office/Concession Wrk	8.00	10.00
Water Safety Instructor	8.00	10.00
Swim Lesson Aide	5.50	6.50

(C) PUBLIC SAFETY (HOURLY)

Police Sergeant	22.09	27.84
Police Officer II	17.85	23.73
Police Officer I	16.99	22.81
Administrative Secretary/Records Clerk	14.07	17.77
Community Service Officer	12.47	16.04

(D) SUPERVISORY, TECHNICAL & ADMINISTRATIVE (MONTHLY)

City Administrator	8,204	8,983
Police Chief	5,707	6,666
Asst. Adm/Clk-Treas/Budget & HR Director	5,200	6,407
Water/Wastewater Director	4,958	6,593
Electric Power/Resource Director	4,779	6,191
Public Facilities/Capital Imp/GIS Director	4,599	6,385
St/Transportation/Recycling Supt.	4,599	6,385
Asst. Chief of Police	4,521	5,617
Parks/Recreation/Cemetery Director	4,126	5,197
Library Director	4,015	4,815
Deputy Clerk/Finance Director/Asst. Treasurer	3,898	4,571
Accountant/Budget Administrator	3,825	4,508
Building Zoning/Code Enforcement Director	3,742	4,538
Assistant Library Director	2,947	3,677
Assistant Recreation Director	2,764	3,421
Civic Center Manager	2,663	3,068
Aging Services Commission Assistant	1,989	2,444

Section 2. LONGEVITY PAY. Each employee, who is a full-time employee, will, for each two years of service to the City, receive five dollars (\$5.00) per month in addition to the established base pay in his classification as set forth in Section One of this ordinance.

Section 3. COMPENSATION PAYABLE BIWEEKLY. The compensation and salary fixed for the respective officers and employees of the City by this ordinance shall be paid biweekly.

Section 4. PART-TIME EMPLOYEES. Persons employed by the City on a part-time or occasional basis shall be paid on an hourly rate and at such time as shall be fixed by the Mayor and Council by motion.

Section 5. CLASSIFICATIONS EFFECTIVE. The classifications and pay ranges set forth in Section One of this ordinance shall be effective December 1, 2014.

Section 6. REPEAL. Any City of Seward ordinance, resolution, or employee handbook or part of any ordinance, resolution, or employee handbook of the City of Seward, Nebraska in conflict with this Ordinance is hereby repealed to the extent of such conflict.

Section 7. WHEN OPERATIVE. This ordinance shall be effective from and after its approval, passage and publication as required by law and the ordinances of the City.



Passed and approved this 17th day of February , 2015.

ATTEST:

THE CITY OF SEWARD, NEBRASKA

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Bonnie Otte  
Assistant Administrator/  
Clerk-Treasurer/  
Budget & Human Resource Director

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Joshua Eickmeier, Mayor

DRAFT

(HOURLY)

POSITION	1	2	3	4	5	6	7	8	9
ACCOUNT CLERK III	15.56	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56	\$15.56	19.90
UTIL BILLING CLK-CUST SERV REP	14.10	\$14.10	\$14.10	\$14.10	\$14.10	\$14.10	\$14.10	\$14.10	18.83
ACCOUNT CLERK I	11.91	\$11.91	\$11.91	\$11.91	\$11.91	\$11.91	\$11.91	\$11.91	15.43
PERMITS TECHNICIAN	10.20	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20	14.39
LIBRARY ASSISTANT II	13.82	\$13.82	\$13.82	\$13.82	\$13.82	\$13.82	\$13.82	\$13.82	17.13
LIBRARY ASSISTANT I	10.25	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	12.99
LIBRARY CLERK	8.65	\$8.65	\$8.65	\$8.65	\$8.65	\$8.65	\$8.65	\$8.65	11.22
SECRETARY I	14.85	\$14.85	\$14.85	\$14.85	\$14.85	\$14.85	\$14.85	\$14.85	17.85
CIVIC CENTER LIVE-IN CRTKR	8.52	\$8.52	\$8.52	\$8.52	\$8.52	\$8.52	\$8.52	\$8.52	10.30
CUSTODIAN	12.40	\$12.40	\$12.40	\$12.40	\$12.40	\$12.40	\$12.40	\$12.40	17.32
ASST POWER DIR/LINE CREW CHIEF	23.56	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56	30.15
LINEMAN 1ST CLASS	22.24	\$22.24	\$22.24	\$22.24	\$22.24	\$22.24	\$22.24	\$22.24	27.61
ELEC SERVICE TECHNICIAN	21.93	\$21.93	\$21.93	\$21.93	\$21.93	\$21.93	\$21.93	\$21.93	27.29
ELEC. SEASONAL GROUNDMAN	17.18	\$17.18	\$17.18	\$17.18	\$17.18	\$17.18	\$17.18	\$17.18	20.25
METER READER	15.22	\$15.22	\$15.22	\$15.22	\$15.22	\$15.22	\$15.22	\$15.22	19.45
ASSIST. PARK DIRECTOR	19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	\$19.12	22.88
PUBLIC PROP. CRTKR HORTICUL	15.83	\$15.83	\$15.83	\$15.83	\$15.83	\$15.83	\$15.83	\$15.83	19.21
PUBLIC PROP. CARETAKER II	15.44	\$15.44	\$15.44	\$15.44	\$15.44	\$15.44	\$15.44	\$15.44	18.90
PUBLIC PROP. CARETAKER I	14.21	\$14.21	\$14.21	\$14.21	\$14.21	\$14.21	\$14.21	\$14.21	18.91
PUB PROP SUMMER LABORER	9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	10.95
ST. DIVISION FOREMAN	19.82	\$19.82	\$19.82	\$19.82	\$19.82	\$19.82	\$19.82	\$19.82	26.23
ST. MAINT. WORKER III	15.52	\$15.52	\$15.52	\$15.52	\$15.52	\$15.52	\$15.52	\$15.52	20.88
ST. MAINT. WORKER II	14.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	\$14.20	19.20
ST. MAINT. WORKER I	13.17	\$13.17	\$13.17	\$13.17	\$13.17	\$13.17	\$13.17	\$13.17	17.28
RECYCLING WORKER	9.23	\$9.23	\$9.23	\$9.23	\$9.23	\$9.23	\$9.23	\$9.23	13.15
FACILITY MAINTENANCE SUPERV	21.57	\$21.57	\$21.57	\$21.57	\$21.57	\$21.57	\$21.57	\$21.57	28.81
WW PLANT / WATER PLANT OPER	17.93	\$17.93	\$17.93	\$17.93	\$17.93	\$17.93	\$17.93	\$17.93	23.65
SENIOR UTIL. MAINT. WORKER II	18.47	\$18.47	\$18.47	\$18.47	\$18.47	\$18.47	\$18.47	\$18.47	24.87
UTIL MAINT. WORKER II	17.59	\$17.59	\$17.59	\$17.59	\$17.59	\$17.59	\$17.59	\$17.59	23.69
UTIL MAINT. WORKER I	15.06	\$15.06	\$15.06	\$15.06	\$15.06	\$15.06	\$15.06	\$15.06	19.22
W/WW SUMMER LABORER	9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	10.95
REC SUMMER LABORER	9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	\$9.03	10.95
POOL MANAGER	10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	\$10.94	12.71
ASST. POOL MANAGER	8.98	\$8.98	\$8.98	\$8.98	\$8.98	\$8.98	\$8.98	\$8.98	10.98
SWIM POOL COORDINATOR	8.73	\$8.73	\$8.73	\$8.73	\$8.73	\$8.73	\$8.73	\$8.73	10.94
POOL LIFEGUARD	8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	10.00
POOL OFFICE/CONCESSIONS	8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	10.00
WATER SAFETY INSTR.	8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	10.00
SWIM LESSON AIDE	5.50	\$5.50	\$5.50	\$5.50	\$5.50	\$5.50	\$5.50	\$5.50	6.50
POLICE SERGEANT	22.09	\$22.09	\$22.09	\$22.09	\$22.09	\$22.09	\$22.09	\$22.09	27.84
POLICE OFFICER II	17.85	\$17.85	\$17.85	\$17.85	\$17.85	\$17.85	\$17.85	\$17.85	23.73
POLICE OFFICER I	16.99	\$16.99	\$16.99	\$16.99	\$16.99	\$16.99	\$16.99	\$16.99	22.81
ADM/SEC RECORDS CLK PD	14.07	\$14.07	\$14.07	\$14.07	\$14.07	\$14.07	\$14.07	\$14.07	17.77
COMMUNITY SERVICE OFFICER	12.47	\$12.47	\$12.47	\$12.47	\$12.47	\$12.47	\$12.47	\$12.47	16.04

POSITION	1	2	3	4	5	6	7	8	9
CITY ADMINISTRATOR	8204	8204	8204	8204	8204	8204	8204	8204	8983
POLICE CHIEF	5707	5707	5707	5707	5707	5707	5707	5707	6666
ASST ADM/CLK-TREAS/BUD/HUMAN	5200	5200	5200	5200	5200	5200	5200	5200	6407
W/WWTW SUPT.	4958	4958	4958	4958	4958	4958	4958	4958	6593
ELEC/POWER/ RESOURCE DIRECTOR	4779	4779	4779	4779	4779	4779	4779	4779	6191
PUBL FACIL/CI/GIS DIRECTOR	4599	4599	4599	4599	4599	4599	4599	4599	6385
ST/TRANS/RECYCLING SUPT	4599	4599	4599	4599	4599	4599	4599	4599	6385
ASST CHIEF OF POLICE	4521	4521	4521	4521	4521	4521	4521	4521	5617
PARKS/REC/CEM DIRECTOR	4126	4126	4126	4126	4126	4126	4126	4126	5197
LIBRARY DIRECTOR	4015	4015	4015	4015	4015	4015	4015	4015	4815

DEPUTY CLK/FIN/ASST. TREAS.	3898	3898	3898	3898	3898	3898	3898	3898	4571
ACCOUNTANT/BUDGET ADMINISTRATOR	3825	3825	3825	3825	3825	3825	3825	3825	4508
BLDG/ZONING/CODE ENFORCEMENT	3742	3742	3742	3742	3742	3742	3742	3742	4538
ASST LIB DIRECTOR	2947	2947	2947	2947	2947	2947	2947	2947	3677
ASSISTANT RECREATION DIRECTOR	2764	2764	2764	2764	2764	2764	2764	2764	3421
CIVIC CENTER MANAGER	2663	2663	2663	2663	2663	2663	2663	2663	3068
AGING SERV. COMM. ASSISTANT	1989	1989	1989	1989	1989	1989	1989	1989	2444