

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

EXHIBIT B

Effective July 1, 2021 (First Full Pay Period)

	Monthly Min.					Monthly Max.	
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
Office Assistant I	3,173	3,332	3,499	3,674	3,858	4,051	4,254
Office Assistant II	3,734	3,921	4,117	4,323	4,539	4,766	5,004
Recreation Coordinator I	4,144	4,351	4,569	4,797	5,037	5,289	5,553
Administrative Assistant I	4,429	4,650	4,882	5,126	5,382	5,651	5,934
Code Enforcement Officer I	4,771	5,010	5,261	5,524	5,800	6,090	6,394
Accounting Assistant I	4,771	5,010	5,261	5,524	5,800	6,090	6,394
Permit Technician I	4,889	5,133	5,390	5,660	5,943	6,240	6,552
Administrative Assistant II	4,920	5,166	5,424	5,695	5,980	6,279	6,593
Management Analyst I	5,061	5,314	5,580	5,859	6,152	6,460	6,783
Library Supervisor	5,061	5,314	5,580	5,859	6,152	6,460	6,783
Recreation Coordinator II	5,179	5,438	5,710	5,996	6,296	6,611	6,942
Fire Inspector (<i>auth. 1/1/22</i>)	5,200	5,460	5,733	6,020	6,321	6,637	6,969
Code Enforcement Officer II	5,302	5,567	5,845	6,137	6,444	6,766	7,104
Accounting Assistant II	5,343	5,610	5,890	6,184	6,493	6,818	7,159
Permit Technician II	5,433	5,705	5,990	6,290	6,604	6,934	7,281
Accountant I	5,655	5,938	6,235	6,547	6,874	7,218	7,579
Engineering Technician I	5,655	5,938	6,235	6,547	6,874	7,218	7,579
Senior Administrative Assistant	5,658	5,941	6,238	6,550	6,877	7,221	7,582
Senior Code Enforcement Officer	5,832	6,124	6,430	6,751	7,089	7,443	7,815
Assistant Planner	6,013	6,314	6,630	6,962	7,310	7,676	8,060
Building Inspector I	6,110	6,415	6,736	7,073	7,427	7,798	8,188
Supervising Librarian	6,175	6,484	6,808	7,148	7,505	7,880	8,274
Recreation Supervisor	6,216	6,527	6,853	7,196	7,556	7,934	8,331
Permit Services Coordinator	6,284	6,598	6,928	7,274	7,638	8,020	8,421
Engineering Technician II	6,284	6,598	6,928	7,274	7,638	8,020	8,421
Accountant II	6,284	6,598	6,928	7,274	7,638	8,020	8,421
Associate Planner	6,683	7,017	7,368	7,736	8,123	8,529	8,955

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

Building Inspector II	6,789	7,128	7,484	7,858	8,251	8,664	9,097
Deputy City Clerk/Mgmt. Analyst II	6,789	7,128	7,484	7,858	8,251	8,664	9,097
Accounting Supervisor	6,913	7,259	7,622	8,003	8,403	8,823	9,264
Public Works Supervisor	7,139	7,496	7,871	8,265	8,678	9,112	9,568
Library Operations Manager	7,611	7,992	8,392	8,812	9,253	9,716	10,202
City Clerk/Mgmt. Analyst III	7,637	8,019	8,420	8,841	9,283	9,747	10,234
Deputy City Librarian	7,708	8,093	8,498	8,923	9,369	9,837	10,329
Deputy Director Recreation	7,707	8,092	8,497	8,922	9,368	9,836	10,328
Senior Management Analyst	8,018	8,419	8,840	9,282	9,746	10,233	10,745
Assistant to the City Manager	8,018	8,419	8,840	9,282	9,746	10,233	10,745
Senior Planner	8,019	8,420	8,841	9,283	9,747	10,234	10,746
Associate Engineer	8,101	8,506	8,931	9,378	9,847	10,339	10,856
Project Manager	8,101	8,506	8,931	9,378	9,847	10,339	10,856
Public Works Superintendent	8,246	8,658	9,091	9,546	10,023	10,524	11,050
Senior Building Inspector	8,366	8,784	9,223	9,684	10,168	10,676	11,210
Maintenance Supervisor (WWTP)	8,451	8,874	9,318	9,784	10,273	10,787	11,326
Lab Dir/Environ Compliance Mgr	8,507	8,932	9,379	9,848	10,340	10,857	11,400
Human Resources Manager	8,794	9,234	9,696	10,181	10,690	11,225	11,786
Building Official	9,203	9,663	10,146	10,653	11,186	11,745	12,332
Chief Treatment Plant Operator	9,631	10,113	10,619	11,150	11,708	12,293	12,908
Senior Civil Engineer	10,127	10,633	11,165	11,723	12,309	12,924	13,570
Police Lieutenant	10,364	10,882	11,426	11,997	12,597	13,227	13,888
WWTP Manager	11,057	11,610	12,190	12,800	13,440	14,112	14,818
Engineering Manager	10,948	11,495	12,070	12,673	13,307	13,972	14,671
Police Captain	10,976	11,525	12,101	12,706	13,341	14,008	14,708

Note: salary ranges include internal/external adjustments with the 2.50% COLA applied

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

July 2022

2.00% COLA effective first full pay period after July 1, 2022

	Monthly Min.				Monthly Max.		
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
Office Assistant I	3,238	3,400	3,570	3,748	3,935	4,132	4,339
Office Assistant II	3,810	4,000	4,200	4,410	4,630	4,861	5,104
Police Trainee <i>(authorized 10/1/22)</i>	N/A	N/A	N/A	N/A	N/A	N/A	5,393
Recreation Coordinator I	4,227	4,438	4,660	4,893	5,138	5,395	5,665
Administrative Assistant I	4,517	4,743	4,980	5,229	5,490	5,764	6,052
Code Enforcement Officer I	4,867	5,110	5,365	5,633	5,915	6,211	6,522
Accounting Assistant I	4,867	5,110	5,365	5,633	5,915	6,211	6,522
Permit Technician I	4,987	5,236	5,498	5,773	6,062	6,365	6,683
Administrative Assistant II	5,019	5,270	5,533	5,810	6,100	6,405	6,725
Management Analyst I	5,192	5,452	5,725	6,011	6,312	6,628	6,959
Library Supervisor	5,225	5,486	5,760	6,048	6,350	6,667	7,000
Recreation Coordinator II	5,285	5,549	5,826	6,117	6,423	6,744	7,081
Fire Inspector	5,305	5,570	5,849	6,141	6,448	6,770	7,108
Code Enforcement Officer II	5,407	5,677	5,961	6,259	6,572	6,901	7,246
Accounting Assistant II	5,450	5,722	6,008	6,308	6,623	6,954	7,302
Permit Technician II	5,541	5,818	6,109	6,414	6,735	7,072	7,426
Accountant I	5,768	6,056	6,359	6,677	7,011	7,362	7,730
Engineering Technician I	5,768	6,056	6,359	6,677	7,011	7,362	7,730
Senior Administrative Assistant	5,771	6,060	6,363	6,681	7,015	7,366	7,734
Senior Code Enforcement Officer	5,949	6,246	6,558	6,886	7,230	7,591	7,971
Public Works Inspector <i>(authorized 1/1/23)</i>	5,949	6,246	6,558	6,886	7,230	7,591	7,971
Assistant Planner	6,135	6,442	6,764	7,102	7,457	7,830	8,221
Building Inspector I	6,231	6,543	6,870	7,213	7,574	7,953	8,351
Supervising Librarian	6,297	6,612	6,943	7,290	7,654	8,037	8,439
Recreation Supervisor	6,341	6,658	6,991	7,341	7,708	8,093	8,498
Engineering Technician II	6,410	6,730	7,067	7,420	7,791	8,181	8,590
Accountant II	6,456	6,779	7,118	7,474	7,848	8,240	8,652
Associate Planner	6,816	7,157	7,515	7,891	8,286	8,700	9,135
Building Inspector II	6,924	7,270	7,633	8,015	8,416	8,837	9,279
Permit Services Coordinator <i>(updated 6/1/23)</i>	6,924	7,270	7,633	8,015	8,416	8,837	9,279
Deputy City Clerk/Mgmt. Analyst II	6,924	7,270	7,633	8,015	8,416	8,837	9,279
Accounting Supervisor	7,050	7,403	7,773	8,162	8,570	8,999	9,449
Public Works Supervisor	7,283	7,647	8,029	8,430	8,852	9,295	9,760

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

Library Operations Manager	7,765	8,153	8,561	8,989	9,438	9,910	10,406
City Clerk/Mgmt. Analyst III	7,790	8,179	8,588	9,017	9,468	9,941	10,438
Deputy City Librarian	7,967	8,365	8,783	9,222	9,683	10,167	10,675
Deputy Director Recreation	7,967	8,365	8,783	9,222	9,683	10,167	10,675
Senior Planner	8,180	8,589	9,018	9,469	9,942	10,439	10,961
Associate Engineer	8,263	8,676	9,110	9,566	10,044	10,546	11,073
Project Manager	8,263	8,676	9,110	9,566	10,044	10,546	11,073
Public Works Superintendent	8,410	8,830	9,271	9,735	10,222	10,733	11,270
Senior Building Inspector	8,532	8,959	9,407	9,877	10,371	10,890	11,435
Principal Planner <i>(authorized 6/1/23)</i>	8,589	9,018	9,469	9,942	10,439	10,961	11,509
Senior Management Analyst <i>(updated 8/1/22)</i>	8,589	9,018	9,469	9,942	10,439	10,961	11,509
Asst. to the City Manager <i>(updated 8/1/22)</i>	8,589	9,018	9,469	9,942	10,439	10,961	11,509
Maintenance Supervisor (WWTP)	8,621	9,052	9,505	9,980	10,479	11,003	11,553
Lab Dir/Environ Compliance Mgr	8,833	9,275	9,739	10,226	10,737	11,274	11,838
Finance Manager <i>(authorized 1/1/23)</i>	8,985	9,434	9,906	10,401	10,921	11,467	12,040
Human Resources Manager	8,985	9,434	9,906	10,401	10,921	11,467	12,040
Building Official	9,387	9,856	10,349	10,866	11,409	11,979	12,578
Chief Treatment Plant Operator	9,824	10,315	10,831	11,373	11,942	12,539	13,166
Senior Civil Engineer	10,329	10,845	11,387	11,956	12,554	13,182	13,841
Deputy Director – Ops & Utilities <i>(auth. 8/8/22)</i>	10,448	10,970	11,519	12,095	12,700	13,335	14,002
Police Lieutenant	10,579	11,108	11,663	12,246	12,858	13,501	14,176
WWTP Manager	11,298	11,863	12,456	13,079	13,733	14,420	15,141
Police Captain	11,755	12,343	12,960	13,608	14,288	15,002	15,752
Deputy Director – Engineering <i>(updated. 8/11/22)</i>	11,755	12,343	12,960	13,608	14,288	15,002	15,752

Note: salary ranges include internal/external adjustments with the 2.00% COLA applied

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

July 2023

2.25% COLA effective first full pay period after July 1, 2023

	Monthly Min.					Monthly Max.	
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
Office Assistant I	3,310	3,476	3,650	3,833	4,025	4,226	4,437
Office Assistant II	3,894	4,089	4,293	4,508	4,733	4,970	5,219
Police Trainee	N/A	N/A	N/A	N/A	N/A	N/A	5,514
Recreation Coordinator I	4,322	4,538	4,765	5,003	5,253	5,516	5,792
Administrative Assistant I	4,617	4,848	5,090	5,345	5,612	5,893	6,188
Code Enforcement Officer I	4,977	5,226	5,487	5,761	6,049	6,351	6,669
Accounting Assistant I	4,977	5,226	5,487	5,761	6,049	6,351	6,669
Permit Technician I	5,099	5,354	5,622	5,903	6,198	6,508	6,833
Administrative Assistant II	5,131	5,388	5,657	5,940	6,237	6,549	6,876
Management Analyst I	5,310	5,575	5,854	6,147	6,454	6,777	7,116
Library Supervisor	5,342	5,609	5,889	6,183	6,492	6,817	7,158
Recreation Coordinator II	5,402	5,672	5,956	6,254	6,567	6,895	7,240
Fire Inspector	5,423	5,694	5,979	6,278	6,592	6,922	7,268
Code Enforcement Officer II	5,529	5,805	6,095	6,400	6,720	7,056	7,409
Accounting Assistant II	5,571	5,850	6,142	6,449	6,771	7,110	7,466
Permit Technician II	5,667	5,950	6,247	6,559	6,887	7,231	7,593
Accountant I	5,899	6,194	6,504	6,829	7,170	7,528	7,904
Engineering Technician I	5,899	6,194	6,504	6,829	7,170	7,528	7,904
Senior Administrative Assistant	5,900	6,195	6,505	6,830	7,172	7,531	7,908
Senior Code Enforcement Officer	6,082	6,386	6,705	7,040	7,392	7,762	8,150
Public Works Inspector	6,082	6,386	6,705	7,040	7,392	7,762	8,150
Assistant Planner	6,273	6,587	6,916	7,262	7,625	8,006	8,406
Building Inspector I	6,371	6,690	7,025	7,376	7,745	8,132	8,539
Supervising Librarian	6,439	6,761	7,099	7,454	7,827	8,218	8,629
Recreation Supervisor	6,485	6,809	7,149	7,506	7,881	8,275	8,689
Engineering Technician II	6,555	6,883	7,227	7,588	7,967	8,365	8,783
Accountant II	6,602	6,932	7,279	7,643	8,025	8,426	8,847
Associate Planner	6,970	7,319	7,685	8,069	8,472	8,896	9,341
Building Inspector II	7,080	7,434	7,806	8,196	8,606	9,036	9,488
Permit Services Coordinator	7,080	7,434	7,806	8,196	8,606	9,036	9,488

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

Deputy City Clerk/Mgmt. Analyst II	7,080	7,434	7,806	8,196	8,606	9,036	9,488
Accounting Supervisor	7,210	7,571	7,950	8,347	8,764	9,202	9,662
Public Works Supervisor	7,447	7,819	8,210	8,621	9,052	9,505	9,980
Library Operations Manager	7,938	8,335	8,752	9,190	9,650	10,133	10,640
City Clerk/Mgmt. Analyst III	7,965	8,363	8,781	9,220	9,681	10,165	10,673
Deputy City Librarian	8,145	8,552	8,980	9,429	9,900	10,395	10,915
Deputy Director Recreation	8,145	8,552	8,980	9,429	9,900	10,395	10,915
Senior Planner	8,364	8,782	9,221	9,682	10,166	10,674	11,208
Associate Engineer	8,449	8,871	9,315	9,781	10,270	10,783	11,322
Project Manager	8,449	8,871	9,315	9,781	10,270	10,783	11,322
Public Works Superintendent	8,599	9,029	9,480	9,954	10,452	10,975	11,524
Senior Building Inspector	8,725	9,161	9,619	10,100	10,605	11,135	11,692
Principal Planner	8,782	9,221	9,682	10,166	10,674	11,208	11,768
Senior Management Analyst	8,782	9,221	9,682	10,166	10,674	11,208	11,768
Assistant to the City Manager	8,782	9,221	9,682	10,166	10,674	11,208	11,768
Maintenance Supervisor (WWTP)	8,814	9,255	9,718	10,204	10,714	11,250	11,813
Lab Dir/Environ Compliance Mgr	9,032	9,484	9,958	10,456	10,979	11,528	12,104
Finance Manager	9,188	9,647	10,129	10,635	11,167	11,725	12,311
Human Resources Manager	9,188	9,647	10,129	10,635	11,167	11,725	12,311
Senior Project Manager <i>(authorized July 1, 2023)</i>	9,293	9,758	10,246	10,758	11,296	11,861	12,454
Building Official	9,597	10,077	10,581	11,110	11,666	12,249	12,861
Chief Treatment Plant Operator	10,046	10,548	11,075	11,629	12,210	12,821	13,462
Senior Civil Engineer	10,561	11,089	11,643	12,225	12,836	13,478	14,152
Deputy Director – Ops & Utilities	10,684	11,218	11,779	12,368	12,986	13,635	14,317
Police Lieutenant	10,817	11,358	11,926	12,522	13,148	13,805	14,495
WWTP Manager	11,552	12,130	12,737	13,374	14,043	14,745	15,482
Police Captain	12,018	12,619	13,250	13,913	14,609	15,339	16,106
Deputy Director - Engineering	12,018	12,619	13,250	13,913	14,609	15,339	16,106

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

July 2024

2.25% COLA effective first full pay period after July 1, 2024

	Monthly Min.					Monthly Max.	
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
Office Assistant I	3,385	3,554	3,732	3,919	4,115	4,321	4,537
Office Assistant II	3,982	4,181	4,390	4,610	4,840	5,082	5,336
Police Trainee	N/A	N/A	N/A	N/A	N/A	N/A	5,638
Recreation Coordinator I	4,418	4,639	4,871	5,115	5,371	5,640	5,922
Administrative Assistant I	4,722	4,958	5,206	5,466	5,739	6,026	6,327
Code Enforcement Officer I	5,089	5,343	5,610	5,890	6,185	6,494	6,819
Accounting Assistant I	5,089	5,343	5,610	5,890	6,185	6,494	6,819
Permit Technician I	5,213	5,474	5,748	6,035	6,337	6,654	6,987
Administrative Assistant II	5,247	5,509	5,784	6,073	6,377	6,696	7,031
Management Analyst I	5,430	5,702	5,987	6,286	6,600	6,930	7,276
Library Supervisor	5,461	5,734	6,021	6,322	6,638	6,970	7,319
Recreation Coordinator II	5,524	5,800	6,090	6,394	6,714	7,050	7,403
Code Enforcement Officer II	5,652	5,935	6,232	6,544	6,871	7,215	7,576
Accounting Assistant II	5,696	5,981	6,280	6,594	6,924	7,270	7,634
Permit Technician II	5,794	6,084	6,388	6,707	7,042	7,394	7,764
Accountant I	6,030	6,332	6,649	6,981	7,330	7,697	8,082
Engineering Technician I	6,030	6,332	6,649	6,981	7,330	7,697	8,082
Senior Administrative Assistant	6,033	6,335	6,652	6,985	7,334	7,701	8,086
Senior Code Enforcement Officer	6,218	6,529	6,855	7,198	7,558	7,936	8,333
Public Works Inspector	6,218	6,529	6,855	7,198	7,558	7,936	8,333
Assistant Planner	6,413	6,734	7,071	7,425	7,796	8,186	8,595
Building Inspector I	6,515	6,841	7,183	7,542	7,919	8,315	8,731
Supervising Librarian	6,584	6,913	7,259	7,622	8,003	8,403	8,823
Recreation Supervisor	6,630	6,962	7,310	7,675	8,059	8,462	8,885
Engineering Technician II	6,702	7,037	7,389	7,758	8,146	8,553	8,981
Accountant II	6,750	7,088	7,442	7,814	8,205	8,615	9,046
Associate Planner	7,127	7,483	7,857	8,250	8,663	9,096	9,551
Building Inspector II	7,239	7,601	7,981	8,380	8,799	9,239	9,701
Permit Services Coordinator	7,239	7,601	7,981	8,380	8,799	9,239	9,701
Deputy Clerk/Mgmt. Analyst II	7,239	7,601	7,981	8,380	8,799	9,239	9,701

Non-Rep Salary Schedules (July 1, 2021 – June 30, 2025)

Accounting Supervisor	7,372	7,741	8,128	8,534	8,961	9,409	9,879
Public Works Supervisor	7,614	7,995	8,395	8,815	9,256	9,719	10,205
Library Operations Manager	8,118	8,524	8,950	9,398	9,868	10,361	10,879
City Clerk/Mgmt. Analyst III	8,143	8,550	8,978	9,427	9,898	10,393	10,913
Deputy City Librarian	8,330	8,746	9,183	9,642	10,124	10,630	11,161
Deputy Director Recreation	8,330	8,746	9,183	9,642	10,124	10,630	11,161
Senior Planner	8,551	8,979	9,428	9,899	10,394	10,914	11,460
Associate Engineer	8,639	9,071	9,525	10,001	10,501	11,026	11,577
Project Manager	8,639	9,071	9,525	10,001	10,501	11,026	11,577
Public Works Superintendent	8,792	9,232	9,694	10,179	10,688	11,222	11,783
Senior Building Inspector	8,922	9,368	9,836	10,328	10,844	11,386	11,955
Principal Planner	8,979	9,428	9,899	10,394	10,914	11,460	12,033
Senior Management Analyst	8,979	9,428	9,899	10,394	10,914	11,460	12,033
Assistant to the City Manager	8,979	9,428	9,899	10,394	10,914	11,460	12,033
Maintenance Supervisor (WWTP)	9,013	9,464	9,937	10,434	10,956	11,504	12,079
Lab Dir/Environ Compliance Mgr	9,235	9,697	10,182	10,691	11,226	11,787	12,376
Finance Manager	9,393	9,863	10,356	10,874	11,418	11,989	12,588
Human Resources Manager	9,393	9,863	10,356	10,874	11,418	11,989	12,588
Senior Project Manager	9,502	9,977	10,476	11,000	11,550	12,128	12,734
Building Official	9,813	10,304	10,819	11,360	11,928	12,524	13,150
Chief Treatment Plant Operator	10,272	10,786	11,325	11,891	12,486	13,110	13,765
Senior Civil Engineer	10,798	11,338	11,905	12,500	13,125	13,781	14,470
Deputy Director – Ops & Utilities	10,924	11,470	12,044	12,646	13,278	13,942	14,639
Police Lieutenant	11,059	11,612	12,193	12,803	13,443	14,115	14,821
WWTP Manager	11,812	12,403	13,023	13,674	14,358	15,076	15,830
Police Captain	12,290	12,904	13,549	14,226	14,937	15,684	16,468
Deputy Director – Engineering	12,290	12,904	13,549	14,226	14,937	15,684	16,468