

### Payscales - Non-Union

Approved FY2018	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N01	30,990	32,540	34,167	35,875	36,951	38,060	39,202	40,378	41,589
Hourly	14.899	15.644	16.426	17.248	17.765	18.298	18.847	19.413	19.995
Bi-Weekly	1,191.92	1,251.54	1,314.12	1,379.81	1,421.19	1,463.85	1,507.77	1,553.00	1,599.58
N02	32,850	34,493	36,218	38,029	39,170	40,345	41,555	42,802	44,086
Hourly	15.793	16.583	17.413	18.283	18.832	19.397	19.978	20.578	21.195
Bi-Weekly	1,263.46	1,326.65	1,393.00	1,462.65	1,506.54	1,551.73	1,598.27	1,646.23	1,695.62
N03	34,821	36,562	38,390	40,310	41,519	42,765	44,048	45,369	46,730
Hourly	16.741	17.578	18.457	19.380	19.961	20.560	21.177	21.812	22.466
Bi-Weekly	1,339.27	1,406.23	1,476.54	1,550.38	1,596.88	1,644.81	1,694.15	1,744.96	1,797.31
N04	36,910	38,756	40,694	42,729	44,011	45,331	46,691	48,092	49,535
Hourly	17.745	18.633	19.564	20.543	21.159	21.794	22.448	23.121	23.815
Bi-Weekly	1,419.62	1,490.62	1,565.15	1,643.42	1,692.73	1,743.50	1,795.81	1,849.69	1,905.19
N05	39,124	41,080	43,134	45,291	46,650	48,050	49,492	50,977	52,506
Hourly	18.810	19.750	20.738	21.775	22.428	23.101	23.794	24.508	25.243
Bi-Weekly	1,504.77	1,580.00	1,659.00	1,741.96	1,794.23	1,848.08	1,903.54	1,960.65	2,019.46
N06	41,472	43,546	45,723	48,009	49,449	50,932	52,460	54,034	55,655
Hourly	19.938	20.936	21.982	23.081	23.774	24.487	25.221	25.978	26.757
Bi-Weekly	1,595.08	1,674.85	1,758.58	1,846.50	1,901.88	1,958.92	2,017.69	2,078.23	2,140.58
N07	43,960	46,158	48,466	50,889	52,416	53,988	55,608	57,276	58,994
Hourly	21.135	22.191	23.301	24.466	25.200	25.956	26.735	27.537	28.363
Bi-Weekly	1,690.77	1,775.31	1,864.08	1,957.27	2,016.00	2,076.46	2,138.77	2,202.92	2,269.00
N08	46,598	48,928	51,374	53,943	55,561	57,228	58,945	60,713	62,534
Hourly	22.403	23.523	24.699	25.934	26.712	27.513	28.339	29.189	30.064
Bi-Weekly	1,792.23	1,881.85	1,975.92	2,074.73	2,136.96	2,201.08	2,267.12	2,335.12	2,405.15
N09	49,394	51,864	54,457	57,180	58,895	60,662	62,482	64,356	66,287
Hourly	23.747	24.935	26.181	27.490	28.315	29.164	30.039	30.940	31.869
Bi-Weekly	1,899.77	1,994.77	2,094.50	2,199.23	2,265.19	2,333.15	2,403.15	2,475.23	2,549.50
N10	52,357	54,975	57,724	60,610	62,428	64,301	66,230	68,217	70,264
Hourly	25.172	26.430	27.752	29.139	30.013	30.914	31.841	32.797	33.781
Bi-Weekly	2,013.73	2,114.42	2,220.15	2,331.15	2,401.08	2,473.12	2,547.31	2,623.73	2,702.46
N11	55,499	58,274	61,188	64,247	66,174	68,159	70,204	72,310	74,479
Hourly	26.682	28.016	29.417	30.888	31.814	32.769	33.752	34.764	35.807
Bi-Weekly	2,134.58	2,241.31	2,353.38	2,471.04	2,545.15	2,621.50	2,700.15	2,781.15	2,864.58
N12	58,829	61,770	64,859	68,102	70,145	72,249	74,416	76,648	78,947
Hourly	28.283	29.697	31.182	32.741	33.724	34.735	35.777	36.850	37.955
Bi-Weekly	2,262.65	2,375.77	2,494.58	2,619.31	2,697.88	2,778.81	2,862.15	2,948.00	3,036.42
N13	62,358	65,476	68,750	72,188	74,354	76,585	78,883	81,249	83,686
Hourly	29.980	31.479	33.053	34.706	35.747	36.820	37.925	39.062	40.234
Bi-Weekly	2,398.38	2,518.31	2,644.23	2,776.46	2,859.77	2,945.58	3,033.96	3,124.96	3,218.69
N14	66,100	69,405	72,875	76,519	78,815	81,179	83,614	86,122	88,706
Hourly	31.779	33.368	35.036	36.788	37.892	39.028	40.199	41.405	42.647
Bi-Weekly	2,542.31	2,669.42	2,802.88	2,943.04	3,031.35	3,122.27	3,215.92	3,312.38	3,411.77
N15	70,066	73,569	77,247	81,109	83,542	86,048	88,629	91,288	94,027
Hourly	33.686	35.370	37.138	38.995	40.164	41.369	42.610	43.888	45.205
Bi-Weekly	2,694.85	2,829.58	2,971.04	3,119.58	3,213.15	3,309.54	3,408.81	3,511.08	3,616.42
N16	74,270	77,984	81,883	85,977	88,556	91,213	93,949	96,767	99,670
Hourly	35.707	37.492	39.367	41.335	42.575	43.852	45.168	46.523	47.918
Bi-Weekly	2,856.54	2,999.38	3,149.35	3,306.81	3,406.00	3,508.19	3,613.42	3,721.81	3,833.46

**Payscales - Non-Union (continued)**

<b>Approved FY2018</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
N17	78,726	82,662	86,795	91,135	93,869	96,685	99,586	102,574	105,651
Hourly	37.849	39.741	41.728	43.815	45.129	46.483	47.878	49.314	50.794
Bi-Weekly	3,027.92	3,179.31	3,338.27	3,505.19	3,610.35	3,718.65	3,830.23	3,945.15	4,063.50
N18	83,450	87,623	92,004	96,604	99,502	102,487	105,562	108,729	111,991
Hourly	40.120	42.126	44.233	46.444	47.838	49.273	50.751	52.274	53.842
Bi-Weekly	3,209.62	3,370.12	3,538.62	3,715.54	3,827.00	3,941.81	4,060.08	4,181.88	4,307.35
N19	88,456	92,879	97,523	102,399	105,471	108,635	111,894	115,251	118,709
Hourly	42.527	44.653	46.886	49.230	50.707	52.228	53.795	55.409	57.072
Bi-Weekly	3,402.15	3,572.27	3,750.88	3,938.42	4,056.58	4,178.27	4,303.62	4,432.73	4,565.73

<b>Grade</b>	<b>Department</b>	<b>Job Title</b>
N04	City Clerk's Office	Administrative Clerk
N04	Finance/Utilities	Administrative Clerk
N04	Fire	Administrative Clerk
N04	Library	Library Associate
N06	Finance	Customer Service Representative-Utilities
N06	Planning and Building	Permits Clerk
N06	Police	Police Records Clerk
N06	City Clerk's Office	Records Clerk
N07	Finance	Accounting Clerk
N07	Economic Development	Administrative Assistant
N07	Parks and Recreation	Administrative Assistant
N07	Planning and Building	Administrative Assistant
N07	Police	Administrative Assistant
N07	Public Works	Administrative Assistant
N08	Police	Community Service Officer
N09	City Clerk's Office	Deputy City Clerk
N09	Human Resources	Human Resources Specialist
N09	Finance	Purchasing Coordinator
N10	Finance	Budget Analyst
N10	Library	Children's Librarian
N10	Library	Collection Development Librarian
<del>N10</del>	<del>Parks and Recreation</del>	<del>Food and Beverage Manag</del> reclassified to N11 1-1-18
N10	Planning and Building	Permit Specialist
N10	Planning and Building	Planner
N10	Library	Public Services Librarian
N11	Parks and Recreation	Food and Beverage Manag new grade 1-1-18
N11	Library	Circulation Supervisor/Technology Librarian
N11	Fire	Civilian Supervisor
N11	Police	Civilian Supervisor
N11	Planning and Building	Code Enforcement Officer I
N11	Planning and Building	Combination Inspector I
N11	Finance	Customer Service Supervisor-Utilities
N11	Public Works	Engineering Tech. I
<del>N11</del>	<del>Parks and Recreation</del>	<del>Head Golf Professional</del> reclassified to N13 1-1-18
N11	Parks and Recreation	Recreation Supervisor
N11	Public Works	Storm Water Coordinator

## Payscales - Non-Union (continued)

Grade	Department	Job Title
N12	Planning and Building	Associate Planner
N12	Municipal Utilities	Civil Engineer I
N12	Public Works	Civil Engineer I
N12	Planning and Building	Code Enforcement Officer II
N12	Planning and Building	Combination Inspector II
N12	Communications	Communications Specialist
N12	Public Works	Engineering Technician II
N12	IT	GIS Coordinator
N13	Planning and Building	Combination Inspector III
N13	Municipal Utilities	Engineering Technician III
N13	Public Works	Engineering Traffic Specialist
N13	Parks and Recreation	Golf Course Superintendent
N13	Planning and Building	Plans Examiner
N13	Police	Police Technician
N13	Parks and Recreation	Sports Facilities Superintendent
N13	Parks and Recreation	Head Golf Professional      new grade 1-1-18
N14	Public Works	Central Garage Foreman
N14	Public Works	Public Works Supervisor
N14	Municipal Utilities	Wastewater Supervisor
N14	Municipal Utilities	Water Supervisor
N15	IT	Network Management Specialist
N16	Municipal Utilities	Civil Engineer II
N16	Public Works	Civil Engineer II
N16	Parks and Recreation	Recreation Superintendent
<del>N17</del>	<del>Parks and Recreation</del>	<del>Golf Administrator</del> eliminated 1-1-18
N17	Parks and Recreation	Parks and Facilities Administrator
N17	Planning and Building	Principal Planner
N17	Municipal Utilities	Utilities Administrator
N18	Planning and Building	Chief Building Official
N18	Municipal Utilities	Engineering Manager-Development
N18	Public Works	Engineering Manager-Public Works
N18	Public Works	Operations Manager-Public Works

### Payscales - Seasonal

Approved 04/01/2017		Step 1	Step 2	Step 3	Step 4
REC1	Gym Supervisor, Program Assistant	7.75	8.00	8.25	8.50
REC2	Non-Certified Program Instructor	9.25	9.50	9.75	10.00
REC3	Non-Certified Official	9.75	10.00	10.25	10.50
REC4	Certified Official, Certified Program Instructor	12.75	13.00	13.25	13.50
HWK1	Hawkeye Park Concessions (plus tips)	6.25	6.50	6.75	7.00
AQU1	Aquatic Admissions/Concessions	7.75	8.00	8.25	8.50
AQU2	Aquatic Water Slide Attendant	8.25	8.50	8.75	9.00
AQU3	Aquatic Maintenance	9.00	9.25	9.50	9.75
AQU4	Aquatic Life Guard, Admissions/Concessions Lead	9.25	9.50	9.75	10.00
AQU5	Aquatic Safety Instructor	10.25	10.50	10.75	11.00
AQU6	Aquatic Head Guard	11.25	11.50	11.75	12.00
AQU7	Aquatic Lesson Coordinator	11.75	12.00	12.25	12.50
AQU8	Aquatic Center Manager	14.50	14.75	15.00	15.25
AQU9	Aquatic Private Lesson Instructor	15.00	15.25	15.50	15.75
OC1	Tin Cup/Beverage Cart (plus tips)	6.25	6.50	6.75	7.00
OC2	Clubhouse Services	8.00	8.25	8.50	8.75
OC3	Banquet Bartender	8.25	8.50	8.75	9.00
OC4	Starter Supervisor	8.75	9.00	9.25	9.50
OC5	Tin Cup Cook	9.50	9.75	10.00	10.25
OC6	Banquet Server	9.75	10.00	10.25	10.50
OC7	Pro Shop Associate	10.50	10.75	11.00	11.25
OC8	Banquet Cook	11.00	11.25	11.50	11.75
OC9	Asst Food & Beverage Mgr, Asst Pro Shop Mgr, Asst Greenskeeper	17.75	18.00	18.25	18.50
SL1	Summer Seasonal Labor	10.50	10.75	11.00	11.25
SL2	8/10 Month Laborer	14.00	14.25	14.50	14.75
INT	Interns	12.00	-	-	-
INT-E	Interns-Engineering	14.00	-	-	-
SCH	Crossing Guards (school year)	13.75	-	-	-