

### Pay Scales – Non-Union (3% COLA)

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N01	40,820	42,860	45,003	47,253	48,672	50,132	51,636	53,186	54,781
Hourly	19.625	20.606	21.636	22.718	23.400	24.102	24.825	25.570	26.337
Bi-Weekly	1,570.00	1,648.46	1,730.88	1,817.42	1,872.00	1,928.15	1,986.00	2,045.62	2,106.96
N02	43,266	45,429	47,701	50,086	51,588	53,136	54,729	56,370	58,061
Hourly	20.801	21.841	22.933	24.080	24.802	25.546	26.312	27.101	27.914
Bi-Weekly	1,664.08	1,747.27	1,834.65	1,926.38	1,984.15	2,043.69	2,104.96	2,168.08	2,233.12
N03	45,864	48,158	50,567	53,096	54,689	56,331	58,020	59,760	61,553
Hourly	22.050	23.153	24.311	25.527	26.293	27.082	27.894	28.731	29.593
Bi-Weekly	1,764.00	1,852.23	1,944.88	2,042.15	2,103.42	2,166.58	2,231.54	2,298.46	2,367.42
N04	48,618	51,049	53,602	56,283	57,972	59,711	61,501	63,346	65,248
Hourly	23.374	24.543	25.770	27.059	27.871	28.707	29.568	30.455	31.369
Bi-Weekly	1,869.92	1,963.42	2,061.62	2,164.73	2,229.69	2,296.58	2,365.42	2,436.38	2,509.54
N05	51,532	54,109	56,815	59,656	61,445	63,288	65,187	67,142	69,156
Hourly	24.775	26.014	27.315	28.681	29.541	30.427	31.340	32.280	33.248
Bi-Weekly	1,982.00	2,081.12	2,185.19	2,294.46	2,363.27	2,434.15	2,507.19	2,582.38	2,659.85
N06	54,625	57,356	60,224	63,236	65,133	67,086	69,100	71,173	73,310
Hourly	26.262	27.575	28.954	30.402	31.314	32.253	33.221	34.218	35.245
Bi-Weekly	2,100.96	2,206.00	2,316.31	2,432.15	2,505.12	2,580.23	2,657.69	2,737.42	2,819.62
N07	57,901	60,796	63,835	67,028	69,039	71,111	73,245	75,442	77,705
Hourly	27.837	29.229	30.690	32.225	33.192	34.188	35.214	36.270	37.358
Bi-Weekly	2,226.96	2,338.31	2,455.19	2,578.00	2,655.35	2,735.04	2,817.12	2,901.62	2,988.65
N08	61,375	64,443	67,664	71,049	73,181	75,375	77,636	79,966	82,364
Hourly	29.507	30.982	32.531	34.158	35.183	36.238	37.325	38.445	39.598
Bi-Weekly	2,360.58	2,478.58	2,602.46	2,732.65	2,814.65	2,899.04	2,986.00	3,075.62	3,167.85
N09	65,058	68,311	71,727	75,313	77,572	79,899	82,295	84,764	87,308
Hourly	31.278	32.842	34.484	36.208	37.294	38.413	39.565	40.752	41.975
Bi-Weekly	2,502.23	2,627.35	2,758.73	2,896.65	2,983.54	3,073.04	3,165.19	3,260.15	3,358.00
N10	68,964	72,413	76,034	79,837	82,231	84,698	87,239	89,856	92,552
Hourly	33.156	34.814	36.555	38.383	39.534	40.720	41.942	43.200	44.496
Bi-Weekly	2,652.46	2,785.12	2,924.38	3,070.65	3,162.73	3,257.62	3,355.35	3,456.00	3,559.69
N11	73,102	76,756	80,594	84,623	87,162	89,777	92,471	95,245	98,103
Hourly	35.145	36.902	38.747	40.684	41.905	43.162	44.457	45.791	47.165
Bi-Weekly	2,811.62	2,952.15	3,099.77	3,254.73	3,352.38	3,452.96	3,556.58	3,663.27	3,773.19
N12	77,486	81,361	85,430	89,702	92,394	95,166	98,022	100,963	103,992
Hourly	37.253	39.116	41.072	43.126	44.420	45.753	47.126	48.540	49.996
Bi-Weekly	2,980.23	3,129.27	3,285.77	3,450.08	3,553.62	3,660.23	3,770.08	3,883.19	3,999.69
N13	82,135	86,241	90,553	95,081	97,933	100,870	103,896	107,014	110,223
Hourly	39.488	41.462	43.535	45.712	47.083	48.495	49.950	51.449	52.992
Bi-Weekly	3,159.04	3,316.96	3,482.81	3,656.96	3,766.65	3,879.62	3,996.00	4,115.92	4,239.35
N14	87,063	91,416	95,988	100,786	103,811	106,924	110,132	113,435	116,838
Hourly	41.857	43.950	46.148	48.455	49.909	51.406	52.948	54.536	56.172
Bi-Weekly	3,348.58	3,516.00	3,691.85	3,876.38	3,992.73	4,112.46	4,235.85	4,362.88	4,493.77

N15	92,285	96,899	101,743	106,831	110,036	113,337	116,738	120,241	123,847
Hourly	44,368	46,586	48,915	51,361	52,902	54,489	56,124	57,808	59,542
Bi-Weekly	3,549.42	3,726.88	3,913.19	4,108.88	4,232.15	4,359.12	4,489.92	4,624.65	4,763.35
N16	97,824	102,717	107,852	113,246	116,642	120,141	123,745	127,458	131,281
Hourly	47,031	49,383	51,852	54,445	56,078	57,760	59,493	61,278	63,116
Bi-Weekly	3,762.46	3,950.65	4,148.15	4,355.62	4,486.23	4,620.81	4,759.42	4,902.23	5,049.27
N17	103,694	108,880	114,323	120,039	123,639	127,348	131,169	135,104	139,158
Hourly	49,853	52,346	54,963	57,711	59,442	61,225	63,062	64,954	66,903
Bi-Weekly	3,988.23	4,187.69	4,397.04	4,616.88	4,755.35	4,898.00	5,044.96	5,196.31	5,352.23
N18	109,916	115,411	121,181	127,240	131,057	134,988	139,038	143,208	147,505
Hourly	52,844	55,486	58,260	61,173	63,008	64,898	66,845	68,850	70,916
Bi-Weekly	4,227.54	4,438.88	4,660.81	4,893.85	5,040.65	5,191.85	5,347.62	5,508.00	5,673.27
N19	116,507	122,333	128,450	134,873	138,919	143,087	147,380	151,803	156,356
Hourly	56,013	58,814	61,755	64,843	66,788	68,792	70,856	72,982	75,171
Bi-Weekly	4,481.04	4,705.12	4,940.38	5,187.42	5,343.04	5,503.35	5,668.46	5,838.58	6,013.69
N20	123,500	129,676	136,159	142,967	147,256	151,674	156,225	160,911	165,739
Hourly	59,375	62,344	65,461	68,734	70,796	72,920	75,108	77,361	79,682
Bi-Weekly	4,750.00	4,987.54	5,236.88	5,498.73	5,663.69	5,833.62	6,008.65	6,188.88	6,374.58

Grade	Department	Job Title
N04	City Clerk's Office	Administrative Clerk
N04	Finance/Utilities	Administrative Clerk
N04	Community Development	Administrative Clerk
N04	Fire	Administrative Clerk
N04	Parks and Recreation	Administrative Clerk
N04	Library	Library Associate
N05	Parks and Recreation	Recreation Specialist
N06	Finance	Customer Service Representative – Utilities
N06	Community Development	Permits Clerk
N06	Police	Police Records Clerk
N06	City Clerk's Office	Records Clerk
N06	Fire	Public Education Coordinator
N07	Finance	Accounting Clerk
N07	Economic Development	Administrative Assistant
N07	Parks and Recreation	Administrative Assistant
N07	Community Development	Administrative Assistant
N07	Police	Administrative Assistant-Administration
N07	Public Works	Administrative Assistant
N07	Police	Administrative Assistant-Operations
N07	Human Resources	Human Resources Coordinator
N08	Police	Community Service Officer
N08	Community Development	Permits Technician
N09	City Clerk's Office	Deputy City Clerk
N09	Human Resources	Human Resources Specialist
N09	Finance	Purchasing Coordinator
N10	Finance	Accountant
N10	Library	Children's Librarian
N10	Library	Teen Librarian
N10	Library	Adult Services Librarian
N10	Library	Collection Development Librarian
N10	Community Development	Planner
N10	Municipal Utilities	GIS Technician
N10	Municipal Utilities	Utility Permit Specialist

N11	Police	Civilian Supervisor
N11	Community Development	Permits Supervisor
N11	Community Development	Code Enforcement Officer I
N11	Community Development	Combination Inspector I
N11	Finance	Customer Service Supervisor – Utilities
N11	Public Works/Utilities	Engineering Technician I
N11	Public Works	Stormwater Technician I
N11	Parks and Recreation	Food and Beverage Manager
N11	IT	IT Technician
N11	Parks and Recreation	Recreation Supervisor
N11	IT	GIS Specialist
N11	Police	Evidence Technician
N12	Community Development	Associate Planner
N12	Public Works/Utilities	Civil Engineer I
N12	Community Development	Code Enforcement Officer II
N12	Community Development	Combination Inspector II
N12	Communications	Communications Specialist
N12	City Manager's Office	Budget Analyst
N12	Public Works/Utilities	Engineering Technician II
N12	Public Works	Stormwater Technician II
N12	IT	GIS Coordinator
N12	Library	Public Services Manager
N12	Library	Circulation Manager
N12	Police	Criminal Intelligence Analyst
N12	Municipal Utilities	Utility Coordinator
N13	Public Works	Storm Water Coordinator
N13	Community Development	Building Inspections Supervisor
N13	Community Development	Code Enforcement Supervisor
N13	Public Works/Utilities	Engineering Technician III
N13	Public Works	Engineering Traffic Specialist
N13	Parks and Recreation	Golf Course Superintendent
N13	Parks and Recreation	Head Golf Professional
N13	Parks and Recreation	Sports Facilities Superintendent
N13	Parks and Recreation	Facilities Maintenance Superintendent
N13	City Manager's Office	Assistant to the City Manager
N13	City Manager's Office	Airport Manager
N13	Community Development	Senior Planner
N14	Public Works	Fleet Supervisor
N14	Public Works	Street Supervisor
N14	Municipal Utilities	Utilities Supervisor – Wastewater
N14	Municipal Utilities	Utilities Supervisor – Water
N14	Police	Evidence & Forensic Supervisor
N15	Community Development	Deputy Building Official
N15	IT	Network Management Specialist
N16	Public Works/Utilities	Civil Engineer II
N16	Parks and Recreation	Recreation Superintendent
N16	Municipal Utilities	Utilities Superintendent – Wastewater
N16	Municipal Utilities	Utilities Superintendent – Water
N17	Parks and Recreation	Parks and Facilities Administrator
N18	Community Development	Chief Building Official
N18	Municipal Utilities	Development Engineering Manager
N18	Public Works	Public Works Engineering Manager
N18	Public Works	Storm Water and Environmental Manager
N18	Public Works	Operations Manager – Public Works
N18	Public Works	Traffic Engineering Manager
N18	Community Development	Planning Manager
N20	Public Works	City Engineer

### Pay Scales – Management (3% COLA)

Approved FY2026	Minimum	Midpoint	Maximum
MG1	103,694	121,426	139,158
Hourly	49.853	58.378	66.903
Bi-Weekly	3,988.23	4,670.23	5,352.23
MG2	123,500	144,620	165,739
Hourly	59.375	69.529	79.682
Bi-Weekly	4,750.00	5,562.31	6,374.58
MG3	130,911	153,296	175,681
Hourly	62.938	73.700	84.462
Bi-Weekly	5,035.04	5,896.00	6,756.96
MG4	138,765	162,496	186,227
Hourly	66.714	78.123	89.532
Bi-Weekly	5,337.12	6,249.85	7,162.58
MG5	147,089	172,243	197,396
Hourly	70.716	82.809	94.902
Bi-Weekly	5,657.27	6,624.73	7,592.15

Grade	Department	Job Title
MG1	City Clerk's Office	City Clerk
MG1	Communications	Communications Director
MG1	Finance	Finance Officer
MG2	Human Resources	Human Resources Director
MG2	IT	IT Director
MG2	Library	Library Director
MG2	Parks and Recreation	Parks and Recreation Director
MG3	Economic Development	Economic Development Director
MG4	Community Development	Community Development Director
MG4	City Manager's Office	Administrative Services Director
MG4	Police	Chief of Police
MG4	Fire	Fire Chief
MG4	Municipal Utilities	Municipal Utilities Director
MG4	Public Works	Public Works Director
MG5	City Manager's Office	Assistant City Manager

## Pay Scales – Public Works, Municipal Utilities, Parks & Recreation Divisions (3% COLA)

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A06	54,766	57,506	60,380	63,398	65,300	67,259
Hourly	26.330	27.647	29.029	30.480	31.394	32.336
Bi-Weekly	2,106.38	2,211.77	2,322.31	2,438.38	2,511.54	2,586.88
A07	57,812	60,703	63,737	66,924	68,931	70,999
Hourly	27.794	29.184	30.643	32.175	33.140	34.134
Bi-Weekly	2,223.54	2,334.73	2,451.42	2,574.00	2,651.19	2,730.73
A08	60,848	63,891	67,086	70,441	72,555	74,730
Hourly	29.254	30.717	32.253	33.866	34.882	35.928
Bi-Weekly	2,340.31	2,457.35	2,580.23	2,709.27	2,790.58	2,874.23
A09	63,885	67,080	70,435	73,956	76,176	78,462
Hourly	30.714	32.250	33.863	35.556	36.623	37.722
Bi-Weekly	2,457.12	2,580.00	2,709.04	2,844.46	2,929.85	3,017.77
A10	66,926	70,273	73,786	77,476	79,799	82,193
Hourly	32.176	33.785	35.474	37.248	38.365	39.516
Bi-Weekly	2,574.08	2,702.81	2,837.92	2,979.85	3,069.19	3,161.27
A11	69,963	73,461	77,135	80,991	83,420	85,923
Hourly	33.636	35.318	37.084	38.938	40.106	41.309
Bi-Weekly	2,690.88	2,825.42	2,966.73	3,115.04	3,208.46	3,304.73
A13	76,694	80,529	84,556	88,785	91,449	94,193
Hourly	36.872	38.716	40.652	42.685	43.966	45.285
Bi-Weekly	2,949.77	3,097.27	3,252.15	3,414.81	3,517.27	3,622.81

Grade	Department	Job Title
A06	Parks and Recreation	Park Maintenance Assistant
A06	Municipal Utilities	Utilities Operator Assistant
A07	Parks and Recreation	Groundskeeper
A07	Parks and Recreation	Park Maintenance Technician I
A07	Public Works	Equipment Operator
A07	Parks and Recreation	Facilities Maintenance Technician
A08	Municipal Utilities	Utilities Operator I
A09	Parks and Recreation	Park Maintenance Technician II
A09	Parks and Recreation	Groundskeeper II
A09	Parks and Recreation	Mechanic – Golf Course
A09	Public Works	Fleet Technician
A09	Public Works	Traffic Technician
A10	Municipal Utilities	Utilities Operator II
A11	Municipal Utilities	Utilities Operator III
A11	Parks and Recreation	Lead Park Maintenance Technician
A11	Public Works	Lead Equipment Operator
A11	Public Works	Lead Fleet Technician
A13	Public Works	Lead Traffic Technician

## Pay Scales – Teamsters Police Department Union (3% COLA)

Annual salary estimate based on working 2,053 hours per year.

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PO	70,190	73,699	77,384	81,254	83,691	86,201	88,788	91,451	94,194
Hourly	34.189	35.898	37.693	39.578	40.765	41.988	43.248	44.545	45.881
Bi-Weekly	2,699.62	2,834.58	2,976.31	3,125.15	3,218.88	3,315.42	3,414.92	3,517.35	3,622.85

Grade	Department	Job Title
PO	Police	Police Officer

## Pay Scales – Police Department Command Staff (3% COLA)

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PS8	98,648	103,580	108,759	114,196	117,622	121,150		
Hourly	47.427	49.798	52.288	54.902	56.549	58.245		
Bi-Weekly	3,794.15	3,983.85	4,183.04	4,392.15	4,523.92	4,659.62		
PS *	97,368	102,235	107,347	112,714	116,095	119,577		
Hourly	47.427	49.798	52.288	54.902	56.549	58.245		
Bi-Weekly	3,744.92	3,932.12	4,128.73	4,335.15	4,465.19	4,599.12		
PL	101,502	106,577	111,906	117,501	121,027	124,659	128,398	132,251
Hourly	48.799	51.239	53.801	56.491	58.186	59.932	61.730	63.582
Bi-Weekly	3,903.92	4,099.12	4,304.08	4,519.27	4,654.88	4,794.58	4,938.38	5,086.58
PC	115,787	121,576	127,656	134,039	138,060	142,201	146,467	150,862
Hourly	55.667	58.450	61.373	64.442	66.375	68.366	70.417	72.530
Bi-Weekly	4,453.35	4,676.00	4,909.85	5,155.35	5,310.00	5,469.27	5,633.35	5,802.38

\* Annual salary estimate based on working 2,053 hours per year.

Grade	Department	Job Title
PS8	Police	Police Sergeant (8-hour/10-hour)
PS	Police	Police Sergeant (9-hour)
PL	Police	Police Lieutenant
PC	Police	Police Captain

**Pay Scales – Fire Department Union**  
**and Part-Time Non-Union (4% COLA)**  
Annual salary estimate based on working 2,912 hours per year.

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FT8	62,655	65,788	69,078	72,532	74,707	76,950	79,259	81,638	84,087
Hourly	30.123	31.629	33.211	34.871	35.917	36.995	38.105	39.249	40.426
Bi-Weekly	2,409.81	2,530.31	2,656.85	2,789.69	2,873.35	2,959.62	3,048.42	3,139.92	3,234.12
FP8	70,395	73,915	77,611	81,492	83,938	86,457	89,052	91,722	94,474
Hourly	33.844	35.536	37.313	39.179	40.355	41.566	42.813	44.097	45.420
Bi-Weekly	2,707.50	2,842.88	2,985.04	3,134.31	3,228.38	3,325.27	3,425.08	3,527.77	3,633.62
F09	62,655	65,788	69,078	72,532	74,707	76,950	79,259	81,638	84,087
Hourly	21.516	22.592	23.722	24.908	25.655	26.425	27.218	28.035	28.876
Bi-Weekly	2,409.81	2,530.31	2,656.85	2,789.69	2,873.35	2,959.62	3,048.42	3,139.92	3,234.12
F10	68,918	72,363	75,983	79,783	82,177	84,643	87,182	89,797	
Hourly	23.667	24.850	26.093	27.398	28.220	29.067	29.939	30.837	
Bi-Weekly	2,650.69	2,783.19	2,922.42	3,068.58	3,160.65	3,255.50	3,353.15	3,453.73	
F11	70,395	73,915	77,611	81,492	83,938	86,457	89,052	91,722	94,474
Hourly	24.174	25.383	26.652	27.985	28.825	29.690	30.581	31.498	32.443
Bi-Weekly	2,707.50	2,842.88	2,985.04	3,134.31	3,228.38	3,325.27	3,425.08	3,527.77	3,633.62
F12	77,433	81,306	85,371	89,640	92,328	95,097	97,951	100,889	
Hourly	26.591	27.921	29.317	30.783	31.706	32.657	33.637	34.646	
Bi-Weekly	2,978.19	3,127.15	3,283.50	3,447.69	3,551.08	3,657.58	3,767.35	3,880.35	
LE8	81,320	85,386	89,656	94,139	96,963	99,873	102,868		
Hourly	39.096	41.051	43.104	45.259	46.617	48.016	49.456		
Bi-Weekly	3,127.69	3,284.08	3,448.31	3,620.73	3,729.35	3,841.27	3,956.46		
F14	81,318	85,383	89,652	94,133	96,958	99,867	102,863		
Hourly	27.925	29.321	30.787	32.326	33.296	34.295	35.324		
Bi-Weekly	3,127.62	3,283.96	3,448.15	3,620.50	3,729.15	3,841.04	3,956.27		
LP8	84,017	88,219	92,631	97,263	100,181	103,187	106,282		
Hourly	40.393	42.413	44.534	46.761	48.164	49.609	51.097		
Bi-Weekly	3,231.42	3,393.04	3,562.73	3,740.88	3,853.12	3,968.73	4,087.77		
F15	84,020	88,222	92,634	97,267	100,184	103,190	106,285		
Hourly	28.853	30.296	31.811	33.402	34.404	35.436	36.499		
Bi-Weekly	3,231.54	3,393.15	3,562.85	3,741.04	3,853.23	3,968.85	4,087.88		

Grade	Department	Job Title
FT8	Fire	Firefighter in Training (40 hours)
FP8	Fire	Firefighter Paramedic in Training (40 hours)
F09	Fire	Firefighter EMT
F10	Fire	Fire Engineer EMT
F11	Fire	Firefighter Paramedic
F12	Fire	Fire Engineer Paramedic
LE8	Fire	Fire Lieutenant EMT (40-hour) – CRR
F14	Fire	Fire Lieutenant EMT
LP8	Fire	Fire Lieutenant Paramedic (40-hour) – CRR
F15	Fire	Fire Lieutenant Paramedic

### Pay Scales – Fire Department Command Staff (3% COLA)

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC	103,813	109,004	114,454	120,176	123,781	127,494	131,319	
Hourly	35.650	37.433	39.304	41.269	42.507	43.782	45.096	
Bi-Weekly	3,992.81	4,192.46	4,402.08	4,622.15	4,760.81	4,903.62	5,050.73	
DIV	103,813	109,004	114,454	120,176	123,781	127,494	131,319	
Hourly	49.910	52.406	55.026	57.777	59.510	61.295	63.134	
Bi-Weekly	3,992.81	4,192.46	4,402.08	4,622.15	4,760.81	4,903.62	5,050.73	
DC	113,433	119,105	125,060	131,312	135,252	139,310	143,489	147,794
Hourly	54.535	57.262	60.125	63.131	65.025	66.976	68.985	71.055
Bi-Weekly	4,362.81	4,580.96	4,810.00	5,050.46	5,202.00	5,358.08	5,518.81	5,684.38

Grade	Department	Job Title
BC	Fire	Fire Battalion Chief (56-hour week)
DIV	Fire	Fire Division Chief – Community Risk Reduction
DIV	Fire	Fire Division Chief – Training & Safety
DC	Fire	Fire Deputy Chief – EMS
DC	Fire	Fire Deputy Chief – Fire

## Pay Scales – Seasonal

Approved FY2026	Step 1	Step 2	Step 3	Step 4	Step 5	
REC1	11.25	11.75	12.25	12.75	13.25	Gym Supervisor, Program Assistant
REC2	12.25	12.75	13.25	13.75	14.25	Non-Certified Program Instructor
REC3	11.75	12.25	12.75	13.25	13.75	Non-Certified Official (Tots-1st grade)
REC4	13.75	14.25	14.75	15.25	15.75	Non-Certified Official II (2nd grade-7th grade)
REC5	14.75	15.25	15.75	16.25	16.75	Certified Program Instructor, Senior Comm Center Attendant
REC6	16.75	17.25	17.75	18.25	18.75	Certified Official
HWK1	13.25	13.75	14.25	14.75	15.25	Hawkeye Park Concessions
AQU1	11.25	11.75	12.25	12.75	13.25	Aquatic Admissions/Concessions
AQU2	12.00	12.50	13.00	13.50	14.00	Aquatic Water Slide Attendant
AQU3	13.00	13.50	14.00	14.50	15.00	Aquatic Maintenance
AQU4	14.50	15.00	15.50	16.00	16.50	Aquatic Life Guard, Admissions/Concessions Lead
AQU5	16.50	17.00	17.50	18.00	18.50	Aquatic Safety Instructor
AQU6	17.50	18.00	18.50	19.00	19.50	Aquatic Head Guard
AQU7	18.00	18.50	19.00	19.50	20.00	Aquatic Lesson Coordinator
AQU8	20.75	21.25	21.75	22.25	22.75	Aquatic Center Manager
AQU9	18.25	18.75	19.25	19.75	20.25	Aquatic Private Lesson Instructor
OC1	6.25	6.75	7.25	7.75	8.25	Tin Cup/Beverage Cart (plus tips)
OC2	11.00	11.50	12.00	12.50	13.00	Clubhouse Services
OC3	11.25	11.75	12.25	12.75	13.25	Banquet Bartender
OC4	11.75	12.25	12.75	13.25	13.75	Starter Supervisor
OC5	16.00	16.50	17.00	17.50	18.00	Tin Cup Cook
OC6	13.00	13.50	14.00	14.50	15.00	Banquet Server
OC7	14.50	15.00	15.50	16.00	16.50	Pro Shop Associate
OC8	18.00	18.50	19.00	19.50	20.00	Banquet Cook
OC9	21.75	22.25	22.75	23.25	23.75	Asst Food & Beverage Manager, Asst Pro Shop Manager
SL1	13.50	14.00	14.50	15.00	15.50	Sports Complex Field Crew (weekends)
SL2	18.00	18.50	19.00	19.50	20.00	Sports Complex Field Maintenance, Golf Course Maintenance, Parks Maintenance, Streets Maintenance (3-10 Month); Utility Locator (10 Month)
INT	17.00	-	-	-	-	Interns
INE	19.00	-	-	-	-	Intern-Engineering

\* Step movement is based on returning from season to season

\* Seasonal pay scales effective March 20, 2023