

Title					
Full-Time Employees					
Title	Minimum	Maximum	New 2022 Max	2023 Max	2024 Max
Account Clerk	\$20,000.00	\$70,000.00	\$78,750.00	\$80,325.00	\$81,932.00
Account Clerk, Typist	\$20,000.00	\$50,726.00	\$57,067.00	\$58,208.00	\$59,372.00
Accountant (degree)	\$28,000.00	\$68,246.43	\$76,777.00	\$78,313.00	\$79,879.00
Administrative Clerk	\$31,500.00	\$65,536.32	\$73,728.00	\$75,940.00	
Administrative Clerk (40 hour week)	\$35,500.00	\$73,206.85	\$82,358.00	\$84,829.00	
Administrative Secretary	\$38,000.00	\$82,167.61	\$92,439.00	\$95,212.00	
Administrator, Cultural & Heritage Affairs	\$40,000.00	\$94,268.56	\$106,052.00	\$109,234.00	
Assessor	\$62,000.00	\$128,701.98	\$144,790.00	\$149,134.00	
Assessor Trainee	\$25,000.00	\$59,754.63	\$67,224.00	\$68,568.00	\$69,939.00
Assistant Assessor	\$41,000.00	\$84,876.13	\$95,486.00	\$98,351.00	
Assistant Comptroller	\$54,000.00	\$120,000.00	\$135,000.00	\$139,050.00	
Assistant Construction Official	\$50,000.00			\$100,000.00	
Assistant Data Processing Coordinator	\$20,000.00	\$58,366.44	\$65,633.00	\$66,977.00	\$68,317.00
Assistant Engineer	\$79,000.00	\$125,000.00			
Assistant Health Officer	\$35,000.00	\$107,000.00	\$120,375.00	\$123,986.00	
Assistant Municipal Tax Collector	\$41,000.00	\$84,875.47	\$95,485.00	\$98,350.00	
Assistant Payroll Supervisor	\$50,000.00	\$74,284.56	\$83,570.00	\$86,077.00	
Assistant Public Works Inspector	\$20,000.00	\$39,795.30			
Assistant Superintendent Recreation	\$27,000.00	\$85,282.67	\$95,943.00	\$98,821.00	
Assistant Supervisor of Motor Pool	\$25,000.00	\$54,121.61	\$60,887.00	\$62,714.00	
Assistant Supervising Omnibus Operator	\$35,000.00	\$55,000.00	\$61,875.00	\$63,731.00	
Assistant Supervisor Sanitation	\$35,000.00	\$56,766.90			
Assistant Supervisor Traffic Maintenance	\$30,000.00	\$56,774.63	\$63,871.00	\$65,148.00	\$66,451.00
Assistant Violations Clerk	\$29,000.00	\$60,103.45	\$67,616.00	\$69,644.00	
Assistant Zoning Officer	\$21,000.00	\$85,000.00	\$95,625.00	\$98,494.00	
Boiler Operator	\$25,000.00	\$48,428.74	\$54,482.00	\$55,572.00	\$56,683.00
Building Inspector	\$45,000.00	\$77,681.02	\$87,391.00	\$89,139.00	\$90,922.00
Building Maintenance Worker	\$20,000.00	\$50,529.71	\$56,846.00	\$57,983.00	\$59,143.00
Building Service Worker	\$20,000.00	\$49,417.14	\$55,594.00	\$56,706.00	\$57,840.00
Building Subcode Official	\$45,000.00	\$92,220.01	\$103,748.00	\$106,860.00	
Buyer	\$35,000.00	\$75,537.16	\$84,979.00	\$86,679.00	\$88,413.00
Cashier	\$20,000.00	\$37,142.28	\$41,785.00	\$42,621.00	\$43,473.00
Chief Clerk	\$45,000.00	\$95,508.72	\$107,447.00	\$110,670.00	
Chief Financial Officer	\$50,000.00	\$142,441.75	\$160,247.00	\$165,054.00	
Chief Fire Alarm Operator	\$25,000.00	\$61,503.14	\$69,191.00	\$71,267.00	
Chief Housing Inspector	\$50,000.00	\$89,631.94	\$100,836.00	\$103,861.00	
Chief Parking Enforcement Officer	\$30,000.00	\$68,978.52	\$77,601.00	\$79,929.00	
Chief Registered Environmental Health Specialist	\$40,000.00	\$97,000.00	\$109,125.00	\$112,399.00	
City Clerk*	\$56,000.00	\$132,441.75	\$148,997.00	\$153,467.00	
Civil Engineer Trainee	\$58,812.00	\$115,000.00			
Clerk 1 (Clerk)	\$20,000.00	\$45,298.14	\$50,960.00	\$51,979.00	\$53,019.00
Clerk 2 (Senior Clerk)	\$20,000.00	\$50,992.37	\$57,366.00	\$58,513.00	\$59,683.00
Clerk 3 (Principal Clerk)	\$22,000.00	\$56,009.21	\$63,010.00	\$64,270.00	\$65,555.00
Clerk Stenographer 1	\$20,000.00	\$52,947.56	\$59,566.00	\$60,757.00	\$61,972.00
Clerk Stenographer 2	\$20,000.00	\$56,169.35	\$63,191.00	\$64,455.00	\$65,744.00
Code Enforcement Officer	\$20,600.00	\$42,448.32	\$47,754.00	\$54,000.00	\$55,080.00
Code Enforcement Officer Supervisor	\$30,000.00	\$57,500.00			
Code Enforcement Officer Trainee	\$20,000.00	\$39,795.30			
Communications Officer	\$20,800.00	\$55,720.49	\$62,686.00	\$63,940.00	\$65,219.00
Complaint Investigator	\$20,600.00	\$49,887.02	\$56,123.00	\$60,000.00	\$61,200.00
Comptroller	\$60,000.00	\$160,000.00			
Computer Service Technician	\$20,000.00	\$47,754.36	\$53,724.00	\$54,798.00	\$55,894.00
Construction Code Official	\$60,000.00	\$122,038.92	\$137,294.00	\$141,413.00	
Coordinator of Contractual Operations	\$45,000.00	\$84,896.64	\$95,509.00	\$98,374.00	
Coordinator of Maintenance Services	\$33,500.00	\$68,892.88	\$77,504.00	\$79,829.00	
Coordinator of Safety Programs	\$20,000.00	\$49,887.02	\$56,123.00	\$57,245.00	\$58,390.00
Crew Supervisor Building Maintenance Worker	\$60,000.00	\$100,000.00			
Court Attendant	\$17,500.00	\$40,856.51	\$45,964.00	\$46,883.00	\$47,821.00
Cust. Serv. Rep. Bilingual	\$20,000.00	\$57,350.64	\$64,519.00	\$65,809.00	\$67,125.00
Customer Service Representative	\$20,000.00	\$55,210.83	\$62,112.00	\$63,354.00	\$64,621.00
Deputy Court Administrator	\$30,000.00	\$81,500.00	\$91,688.00	\$94,439.00	
Deputy Mun. Emergency Mgmt. Coord.	\$30,000.00	\$116,658.47	\$131,241.00	\$135,178.00	
Deputy Municipal Clerk*	\$35,500.00	\$94,688.38	\$106,524.00	\$109,720.00	
Deputy Registrar - Vital Statistics	\$20,000.00	\$54,039.53	\$60,794.00	\$62,010.00	\$63,250.00
Electrical Sub-Code Official	\$45,000.00	\$92,220.01	\$103,748.00	\$106,860.00	
Elevator Inspector	\$45,000.00	\$92,220.01			

Elevator Sub-Code Official	\$45,000.00	\$92,220.01	\$103,748.00	\$106,860.00	
Emergency Management Coordinator	\$10,000.00	\$26,530.20			
Employee Benefits Clerk	\$20,000.00	\$53,060.40	\$59,693.00	\$60,887.00	\$62,105.00
Engineering Aide	\$45,000.00	\$95,000.00			
Equipment Operator	\$20,800.00	\$59,426.24	\$66,855.00	\$68,192.00	\$69,556.00
Executive Secretary	\$59,000.00	\$81,000.00			
Field Rep. Housing Inspection	\$20,000.00	\$42,664.80	\$47,998.00	\$48,958.00	\$49,937.00
Fire Prevention Specialist	\$20,800.00	\$55,133.40	\$62,025.00	\$63,266.00	\$64,531.00
Fire Protection Inspector	\$20,000.00	\$71,705.55	\$80,669.00	\$82,282.00	\$83,928.00
Fire Protection Sub Code Official	\$49,000.00	\$92,220.01	\$103,748.00	\$106,860.00	
Garage Attendant	\$20,000.00	\$45,413.52	\$51,090.00	\$52,112.00	\$53,154.00
General Supv. Public Works	\$42,000.00	\$84,896.64	\$95,509.00	\$98,374.00	
Graphic Artist 1	\$35,000.00	\$60,000.00			
Health Officer	\$56,000.00	\$115,346.95	\$129,765.00	\$133,658.00	
Housing Inspector	\$20,000.00	\$55,097.35	\$61,985.00	\$63,225.00	\$64,490.00
Housing Assistance Technician	\$45,000.00			\$75,000.00	
Identification Officer	\$25,000.00	\$63,672.48	\$71,632.00	\$73,065.00	\$74,526.00
Keyboarding Clerk 1 (Clk. Typist)	\$20,000.00	\$51,856.45	\$58,339.00	\$59,506.00	\$60,696.00
Keyboarding Clerk 2 (Sn. Clk. Typist)	\$20,000.00	\$54,842.80	\$61,698.00	\$62,932.00	\$64,191.00
Keyboarding Clerk 3 (Prin. Clk. Typist)	\$22,500.00	\$57,830.53	\$65,059.00	\$66,360.00	\$67,687.00
Keyboarding Clerk 4	\$25,000.00	\$65,730.09	\$73,946.00	\$76,164.00	
Laborer 1	\$20,000.00	\$48,429.43	\$54,483.00	\$55,573.00	\$56,684.00
Laborer 2	\$25,000.00	\$56,766.90	\$63,863.00	\$65,140.00	\$66,443.00
Laborer 3 (Supv. Laborer)	\$33,500.00	\$77,681.02	\$87,391.00	\$90,013.00	
Legal Secretary	\$25,000.00	\$70,730.09	\$79,571.00	\$81,162.00	\$82,785.00
Maintenance Repairer	\$20,000.00	\$48,575.92	\$54,648.00	\$55,741.00	\$56,856.00
Maintenance Repairer (Electrical Heating & Air Conditioning)	\$45,786.00	\$64,181.00	\$72,204.00	\$73,648.00	\$75,121.00
Maintenance Worker 1 Grounds	\$35,000.00	\$58,584.00			
Maintenance Worker 2 Grounds	\$40,842.00	\$66,921.47	\$75,287.00	\$77,546.00	
Maintenance Worker 3 Grounds	\$49,342.00	\$77,681.02			
Management Info. Systems Specialist	\$40,000.00	\$84,896.64	\$95,509.00	\$98,374.00	
Management Specialist	\$35,000.00	\$115,346.95	\$129,765.00	\$133,658.00	
Mechanic	\$20,800.00	\$53,779.17	\$60,502.00	\$61,712.00	\$62,946.00
Mechanic Supervisor	\$34,000.00	\$69,938.71	\$78,681.00	\$81,041.00	
Mechanic, Diesel	\$28,000.00	\$62,269.31	\$70,053.00	\$71,454.00	\$72,883.00
Mechanic, Helper	\$20,800.00	\$48,429.43	\$54,483.00	\$55,573.00	\$56,684.00
Meter Worker 1	\$20,000.00	\$48,429.43	\$54,483.00	\$55,573.00	\$56,684.00
Motor Broom Driver	\$20,800.00	\$53,779.17	\$60,502.00	\$61,712.00	\$62,946.00
Municipal Court Administrator	\$34,000.00	\$112,541.08	\$126,609.00	\$130,407.00	
Municipal Court Judge	\$41,284.00	\$99,933.26			
Omnibus Operator	\$20,000.00	\$53,779.17	\$60,502.00	\$61,712.00	\$62,946.00
Operats. and Training Off. Emer. Mgm't.	\$7,000.00	\$12,734.50			
Park Attendant	\$20,000.00	\$42,448.32	\$47,754.00	\$48,709.00	\$49,683.00
Parking Attendant	\$20,000.00	\$43,083.09	\$48,468.00	\$49,437.00	\$50,426.00
Parking Enforcement Officer	\$20,000.00	\$46,390.09	\$52,189.00	\$53,233.00	\$54,298.00
Parking Meter Collector/Parking Meter Repair/Sr. Traffic Maintenance Worker	\$35,000.00	\$57,000.00	\$64,125.00	\$65,408.00	\$66,716.00
Park Naturalist	\$45,000.00	\$80,000.00	\$90,000.00	\$91,800.00	\$93,636.00
Parks Superintendent	\$43,000.00	\$78,834.66	\$88,689.00	\$91,350.00	
Payroll Clerk	\$25,000.00	\$54,121.61	\$60,887.00	\$62,105.00	\$63,347.00
Payroll Supervisor	\$55,000.00	\$87,590.60	\$98,539.00	\$101,495.00	
Personnel Assistant	\$25,000.00	\$60,488.86			
Personnel Officer	\$35,000.00	\$115,346.95			
Planning Aide	\$45,000.00	\$95,000.00	\$106,875.00	\$109,013.00	\$111,193.00
Plumbing Sub-Code Official	\$45,000.00	\$92,220.01	\$103,748.00	\$106,860.00	
Police Aide	\$20,000.00	\$40,325.90	\$45,367.00	\$46,274.00	\$47,199.00
Principal Account Clerk	\$20,000.00	\$66,060.16	\$87,375.00	\$95,000.00	\$96,900.00
Principal Employee Benefits Clerk	\$22,500.00	\$63,672.48	\$71,632.00	\$73,065.00	\$74,526.00
Principal Planner	\$45,000.00	\$95,607.41	\$107,558.00	\$109,709.00	\$111,903.00
Program Monitor	\$28,840.00	\$95,508.72	\$107,447.00	\$110,670.00	
Public Information Assistant	\$45,000.00	\$80,000.00			
Public Safety Telecomm. - Trainee	\$20,000.00	\$42,664.80	\$47,998.00	\$48,958.00	\$49,937.00
Public Safety Telecommunicator	\$20,800.00	\$55,720.49	\$62,686.00	\$63,940.00	\$65,219.00
Public Works Inspector	\$35,000.00	\$65,730.09			
Public Works Repairer	\$20,000.00	\$48,428.74	\$54,482.00	\$55,572.00	\$56,683.00
Purchasing Agent	\$55,000.00	\$100,718.19	\$113,308.00	\$116,707.00	
Principal Purchasing Assistant	\$35,000.00	\$64,000.00	\$72,000.00	\$73,440.00	\$74,909.00
Radio Dispatcher	\$20,800.00	\$55,720.49	\$62,686.00	\$63,940.00	\$65,219.00
Records Support Technician 1	\$20,000.00	\$51,856.45	\$58,339.00	\$59,506.00	\$60,696.00
Records Support Technician 2	\$20,000.00	\$53,897.26	\$60,634.00	\$61,847.00	\$63,084.00

Records Support Technician 3	\$22,500.00	\$57,830.53	\$65,059.00	\$66,360.00	\$67,687.00
Records Support Technician 4	\$39,375.00		\$69,484.00	\$70,874.00	\$72,291.00
Recreation Aide	\$20,000.00	\$45,205.88	\$50,857.00	\$51,874.00	\$52,911.00
Recreation Leader	\$40,162.50			\$60,000.00	
Recreation Program Coordinator	\$40,162.50			\$70,000.00	
Recreation Superintendent	\$41,000.00	\$89,841.87	\$101,072.00	\$104,104.00	
Recreation Supervisor	\$20,000.00	\$55,670.26	\$62,629.00	\$64,508.00	
Reg. Environmental Health Specialist	\$21,000.00	\$90,202.68	\$101,478.00	\$103,508.00	\$105,578.00
Registered Environmental Health Specialist Trainee	\$29,000.00	\$50,000.00			
Registrar of Vital Stats., Clerk, Bd of Hlth.	\$26,000.00	\$70,892.59	\$79,754.00	\$82,147.00	
Rent Regulation Officer	\$37,500.00	\$80,973.50	\$91,095.00	\$93,828.00	
Rep. Rent Regulation	\$21,000.00	\$51,856.26	\$58,338.00	\$59,505.00	\$60,695.00
Road Repairer 1	\$35,000.00	\$48,429.43			
Road Repairer 2	\$35,000.00	\$56,766.90			
Road Repairer 3	\$35,000.00	\$77,681.02	\$87,391.00	\$90,013.00	
Sanitation Inspector	\$21,000.00	\$65,730.09	\$73,946.00	\$75,425.00	\$76,934.00
Sanitation Worker	\$20,000.00	\$48,945.27	\$55,063.00	\$56,164.00	\$57,287.00
Secretarial Assistant	\$20,000.00	\$69,023.27	\$77,651.00	\$79,204.00	\$80,788.00
Secretarial Assistant, Bilingual	\$20,000.00	\$70,218.36	\$78,996.00	\$80,576.00	\$82,188.00
Secretary	\$56,000.00	\$78,000.00			
Secretary, Board Commission	\$2,000.00	\$79,590.60	\$89,539.00	\$91,330.00	\$93,157.00
Senior Account Clerk	\$20,000.00	\$75,000.00	\$84,375.00	\$92,400.00	\$94,248.00
Senior Assistant Assessor	\$32,000.00	\$87,436.33	\$98,366.00	\$101,317.00	
Senior Buyer	\$35,000.00	\$87,000.00	\$97,875.00	\$99,833.00	\$101,830.00
Senior Building Maintenance Worker	\$20,000.00	\$55,133.40	\$62,025.00	\$63,266.00	\$64,531.00
Senior Customer Service Representative	\$21,000.00	\$59,899.56	\$67,387.00	\$68,735.00	\$70,110.00
Senior Employee Benefits Clerk	\$22,500.00	\$58,366.44	\$65,662.00	\$66,975.00	\$68,315.00
Senior Field Rep. Prop. Improvement	\$25,000.00	\$55,749.35	\$62,718.00	\$63,972.00	\$65,251.00
Senior Housing Inspector	\$20,000.00	\$75,000.00	\$84,375.00	\$86,063.00	\$87,784.00
Senior Maintenance Repairer	\$24,000.00	\$70,944.28	\$79,812.00	\$81,408.00	\$83,036.00
Senior Maintenance Repairer Heating & A/C	\$40,162.50			\$81,408.00	\$83,036.00
Senior Mechanic	\$24,000.00	\$63,874.77	\$71,859.00	\$73,296.00	\$74,762.00
Senior Payroll Clerk	\$45,000.00	\$70,358.09	\$79,153.00	\$80,736.00	\$82,351.00
Signal System Maintenance Worker	\$20,000.00	\$48,575.92	\$54,648.00	\$55,741.00	\$56,856.00
Signal System Superintendent	\$45,000.00	\$107,558.33	\$121,003.00	\$124,633.00	
Signal System Technician I	\$20,000.00	\$48,575.92	\$54,648.00	\$55,741.00	\$56,856.00
Signal System Technician II	\$24,000.00	\$64,968.23	\$73,089.00	\$74,551.00	\$76,042.00
Signal Systems Technician 3	\$42,000.00	\$94,876.01	\$106,736.00	\$109,938.00	
Social Worker	\$45,000.00	\$85,000.00			
Social Worker, Police Social Services	\$55,000.00	\$105,000.00			
Superintendent of Public Property	\$60,000.00	\$95,508.72	\$107,447.00	\$110,670.00	
Superintendent of Public Works	\$60,000.00	\$115,000.00	\$129,375.00	\$133,256.00	
Supervising Accountant	\$38,505.00	\$89,841.87	\$101,072.00	\$104,104.00	
Supervising Laborer	\$33,500.00	\$71,498.00			
Supervising Maint. Repairer Carpenter	\$43,500.00	\$89,420.82	\$100,598.00	\$103,616.00	
Supervising Omnibus Operator	\$31,200.00	\$64,000.00	\$72,000.00	\$74,160.00	
Supervising Parking Enforcement Officer	\$22,000.00	\$57,529.22	\$64,720.00	\$66,662.00	
Supervising Planner	\$45,000.00	\$108,000.00			
Supervising School Traffic Guard	\$20,000.00	\$34,489.26	\$38,800.00	\$39,964.00	
Supervisor of Accounts	\$45,526.00	\$88,525.29	\$99,591.00	\$102,579.00	
Supervisor of Customer Service	\$25,000.00	\$75,000.00	\$84,375.00	\$86,906.00	
Supervisor of Motor Pool	\$40,000.00	\$63,672.48	\$71,632.00	\$73,781.00	
Supervisor Senior Citizens Activities	\$38,000.00	\$78,680.08	\$88,515.00	\$91,170.00	
Supervisor of Sanitation	\$35,000.00	\$77,681.02			
Supervisor Traffic Maintenance	\$33,500.00	\$77,681.02	\$87,391.00	\$90,013.00	
Tax Collector	\$56,000.00	\$141,850.37	\$159,582.00	\$164,369.00	
Technical Asst. to Construction Official	\$25,000.00	\$71,741.83	\$80,710.00	\$82,324.00	\$83,970.00
Traffic Maintenance Worker	\$20,000.00	\$48,429.43	\$54,483.00	\$55,573.00	\$56,684.00
Transportation Inspector	\$20,600.00	\$45,413.52	\$51,090.00	\$52,112.00	\$53,154.00
Truck Driver	\$20,000.00	\$55,133.40	\$62,025.00	\$63,266.00	\$64,531.00
Violations Clerk	\$32,000.00	\$66,060.61	\$74,318.00	\$76,548.00	
Water Superintendent	\$70,000.00	\$135,000.00			
Zoning Officer	\$44,500.00	\$98,000.00	\$110,250.00	\$113,558.00	

*Per HMSA MOA these titles will be removed from bargaining unit, and future HMSA increases, once incumbent vacates the position

Part-Time Employees

	Current	11/1/2022	1/1/2024	1/1/2025
School Traffic Guard - 1st Year	\$14.00	\$16.00	\$17.50	\$19.00
School Traffic Guard- 2nd Year	\$15.00	\$17.00	\$18.50	\$20.00

Laborer 1	\$15.00	\$17.00	\$18.50	\$20.00
Omnibus Operator	\$15.00	\$17.00	\$18.50	\$20.00
Cashier	\$15.00	\$17.00	\$18.50	\$20.00
Recreation Aide	\$15.00	\$17.00	\$18.50	\$20.00
Court Attendant	\$15.00	\$17.00	\$18.50	\$20.00
Complaint Investigator	\$16.00	\$18.00	\$19.50	\$21.00
Sanitation Worker	\$15.00	\$17.00	\$18.50	\$20.00
Code Enforcement Officer	\$15.00	19.00*	\$20.50	\$22.00
Clerk 1	\$15.00	\$17.00	\$18.50	\$20.00
Parking Enforcement Officer	\$15.00	\$17.00	\$18.50	\$20.00
Parking Attendant	\$17.00	\$19.00	\$20.50	\$22.00
Traffic Control Officer	\$17.00	\$19.00	\$20.50	\$22.00
Fire Prevention Specialist	\$21.80	\$32.00	\$33.50	\$35.00
Public Safety Telecommunicator	\$19.50	\$21.50	\$23.00	\$24.50
Mechanic's Helper		\$31.00	\$32.50	\$34.00
Fire Protection Inspector		\$50.00	\$51.50	\$53.00
Building Sub-Code Official		\$50.00	\$51.50	\$53.00
Fire Protection Sub-Code Official		\$50.00	\$51.50	\$53.00
Plumbing Sub-Code Official		\$50.00	\$51.50	\$53.00
Elevator Sub-Code Official		\$50.00	\$51.50	\$53.00
Elevator Inspector		\$50.00	\$51.50	\$53.00
Electrical Sub-Code Official		\$50.00	\$51.50	\$53.00

*change effective as of date of passage of ordinance and moving forward

	Minimum	New Maximum 11/1/2022	1/1/2024	1/1/2025
Accounting Assistant	\$28.00	\$47.00	\$48.50	\$50.00
Account Clerk	\$17.00	\$47.00	\$48.50	\$50.00
Clerk 3 / Sr. Purchasing Assistant	\$17.00	\$27.00	\$28.50	\$30.00
Keyboarding Clerk 1	\$14.00	\$32.00	\$33.50	\$35.00
Graphic Artist 1	\$15.00	\$32.00	\$33.50	\$35.00
Maintenance Repairer (Electrical Heating & Air Conditioning)	\$22.00	\$33.00	\$34.50	\$36.00
Maintenance Repairer	\$15.00	\$42.00	\$43.50	\$45.00
Planning Aide	\$25.00	\$47.00	\$48.50	\$50.00

Seasonal & Temporary Part Time Positions	Minimum	Maximum
Recreation Coordinator	\$30.00	\$50.00
Recreation Officials (Referees & Umpires)*	\$20.00	\$65.00
Recreation Program Instructors & Assistants	\$20.00	\$25.00
Recreation Program Monitors	\$20.00	\$35.00
Recreation Scorekeepers		\$15.00
Lifeguard	\$15.00	\$25.00
Head Lifeguard	\$25.00	\$35.00
Temporary Laborer		\$15.00

*Paid Per Game Worked

Fire Department

	Maximum
Fire Chief	\$260,000.00

Firefighter	2018 - 2021	2022	2023
Step 1	\$45,860.00	\$46,000.00	\$46,000.00
Step 2	\$54,180.00	\$56,000.00	\$55,500.00
Step 3	\$66,049.00	\$67,000.00	\$62,250.00
Step 4	\$74,902.00	\$77,000.00	\$75,000.00
Step 5	\$87,089.00	\$88,000.00	\$84,500.00
Step 6	\$100,042.00	\$101,000.00	\$94,125.00
Step 7	\$101,080.00	\$109,000.00	\$104,000.00
Step 8		\$119,000.00	\$113,000.00
Step 9			\$122,000.00

Firefighters not at Step 7 as of 12/31/21 shall move horizontally on 1/1/22 and vertically on their anniversary date. Firefighters will not be placed on the 1/1/23 step guide until they reach their anniversary date and receive step movement to avoid reducing their pay. For example, a Firefighter on Step 6 in 2022 (\$101,000) will not go to the new Step 6 (\$94,125) they will go to the new Step 7 (\$104,000 on their anniversary date.

Firefighters on Step 7 as of 12/31/2021 shall go to the new Step 8 on 1/1/2022
 Firefighters on Step 8 as of 12/31/2022 shall go to the new Step 9 on 1/1/2023

Battalion Fire Chief	Eff. 1/1/2022	
Step 1	\$189,776.45	
Step 2	\$192,194.90	
Step 3	\$194,614.50	
*New Tier Scale	1/1/2022	1/1/2023
Step 1	\$127,500.00	\$130,500.00
Step 2	\$130,000.00	\$133,000.00
Step 3	\$132,500.00	\$135,500.00

Chief Inspector				
Step 1	\$144,880.00	\$147,778.00	\$150,734.00	\$151,734.00

Step 2	\$147,144.00	\$150,087.00	\$153,089.00	\$154,089.00
Step 3	\$149,408.00	\$152,396.00	\$155,444.00	\$156,444.00

Fire Captain	Eff. 1/1/2022			
Step 1	\$155,920.45			
Step 2	\$158,338.90			
Step 3	\$160,757.35			
*New Tier Scale	1/1/2022	1/1/2023		
Step 1	\$120,000.00	\$123,000.00		
Step 2	\$122,500.00	\$125,500.00		
Step 3	\$125,000.00	\$128,000.00		

*Exact date of implementation will be after the expiration of the Civil Service Promotional List (Fire Captain- Symbol #PM1039V), which is 3 years after its effective date, notwithstanding any extensions

Fire Prevention Specialist	
Step/Year 1 12% above FF	\$108,792.00
Step/Year 2 14% above FF	\$110,735.00
Step/Year 3 16% above FF	\$112,678.00

Police Department

	Maximum
Police Chief	\$290,000.00

Police Officer	2018	2019	2020	2021	2022	2023
Step 1	\$43,194.93	\$43,194.93	\$43,194.93	\$43,194.93	\$45,350.00	
Step 2	\$51,451.40	\$51,451.40	\$51,451.40	\$51,451.40	\$56,350.00	57758.75
Step 3	\$59,707.85	\$59,707.85	\$59,707.85	\$59,707.85	\$67,350.00	69033.75
Step 4	\$67,964.30	\$67,964.30	\$67,964.30	\$67,964.30	\$78,350.00	80308.75
Step 5	\$76,220.75	\$76,220.74	\$76,220.74	\$76,220.74	\$89,350.00	91583.75
Step 6	\$84,477.00	\$84,477.00	\$84,477.00	\$84,477.00	\$100,350.00	102858.75
Step 7	\$92,733.65	\$92,733.65	\$92,733.65	\$92,733.65	\$111,350.00	114133.75
Step 8	\$100,990.04	\$106,000.00	\$111,000.00	\$117,000.00	\$122,754.02	125822.87
	2020***	\$2,021.00	\$2,022.00			

Police Sergeant			
1st Year	120862	n/a	n/a
2nd Year	\$137,062.00	\$137,062.00	\$137,062.00
Effective 1/1/2023	\$139,803.24		
Police Lieutenant			
1st Year	139569	n/a	n/a
2nd Year	\$155,767.00	\$155,767.00	\$155,767.00
Effective 1/1/2023	\$158,882.34		
Police Captain			
1st Year	158272	n/a	n/a
2nd Year	\$188,500.00	\$188,500.00	\$188,500.00
Effective 1/1/2023	\$192,270.00		

New Tier Scale Effective 1/1/2023

Sergeant	
Step 1	\$132,000.00
Step 2	\$138,000.00
Lieutenant	
Step 1	\$146,000.00
Step 2	\$150,000.00
Captain	
Step 1	\$155,000.00
Step 2	\$160,000.00

New tier scale applies to new members of the SOA promoted on or after 1/1/2023

	Minimum
Special Law Enforcement Officer- Class 2	\$20.00 per hour
Court Appearance Fee	\$60.00

Special Law Enforcement Officers- Class 1	\$25,000.00
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Police Training Rate	\$25,000.00
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	Minimum
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Directors			
Business Administrator	\$80,000.00	\$199,000.00	
Community Development Director	\$75,000.00	\$170,000.00	
Human Services Director	\$75,000.00	\$170,000.00	
Public Safety Director	\$75,000.00	\$170,000.00	
Transportation & Parking Director	\$75,000.00	\$170,000.00	
Environmental Services Director	\$75,000.00	\$170,000.00	
Finance Director	\$75,000.00	\$170,000.00	
Deputy Municipal Department Head	\$70,000.00	\$125,000.00	CSC granted the City the ability to use this title under 40:69A-43.1

Mayor - \$116,950.00	\$130,000.00*	*To take effect upon the election of a new mayor
City Council President	\$40,000.00	
City Council Vice President	\$37,500.00	
City Council Members	\$35,000.00	