

ORDINANCE NO. 25-18

ORDINANCE APPROVING AND ADOPTING COMPENSATION
INCREASES FOR THE EXECUTIVE MUNICIPAL OFFICERS OF THE
CITY FOR FISCAL YEAR 2025-2026.

In 2018 the City Council adopted a Compensation Step Plan ("Step Plan") for City employees, including executive municipal officers. The Step Plan is designed to incrementally increase employees' pay through the salary range related to their job titles. It allows for strict management and administration of compensation expenses. The Step Plan is contingent on authorization within the City's annual budget. Step increases become effective on an employee's hire date or if promoted, the employee's promotion date of each year.

The pay range for each job title is divided into 12 incremental pay steps. Employees at the range maximum do not receive merit salary increases but may receive a cost-of-living adjustment. The Step Plan addresses pay equity issues, reduces bias, and addresses employee pay progression through the pay range based on time-in-job series. The program recognizes and rewards employees for years of service, promotes transparency, provides budget clarity, improves budget forecasting, and is easy to understand and predictable.

The Step Plan has proven successful in competing for and retaining personnel experienced in local government. Since the step plan was established, there has been a decrease in employee turnover for reasons other than retirement.

In 2024, the Utah Legislature imposed a new budget requirement. Before the City Council may adopt a final annual budget, the City Council must hold a public hearing when the compensation of an executive municipal officer will increase.

The proposed Compensation Step Plan for the fiscal year beginning July 1, 2025, and ending June 30, 2026, is attached at Attachment A and the compensation increases for executive municipal officers are shown at Attachment B.

A public hearing was held on June 3, 2025, the City Council wants to pass, approve, and adopt the executive municipal officers' salary increases.

BE IT ENACTED by the Murray City Municipal Council as follows:

Section 1. Purpose.

The purpose of this Ordinance is to adopt compensation increases for executive municipal officers pursuant to Title 10, Chapter 3, Part 8, Section 818 of the Utah Code.

Section 2. Adoption.

The Murray City Municipal Council hereby approves and adopts the compensation increases for executive municipal officers as set forth in Attachments A and B.

Section 3. Effective Date

This ordinance shall take effect July 1, 2025.

PASSED, APPROVED AND ADOPTED by the Murray City Municipal Council on this 3rd day of June 2025.



MURRAY CITY MUNICIPAL COUNCIL



Pam Cotter, Chair

ATTEST:



Brooke Smith, City Recorder

Transmitted to the Office of the Mayor of Murray City on this 12th day of June, 2025.

MAYOR'S ACTION: Approved

DATED this 12 day of June 2025



Brett A. Hales, Mayor

ATTEST:



Brooke Smith, City Recorder

CERTIFICATE OF PUBLICATION

I hereby certify that this Ordinance or a summary hereof was published according to law on the 12 day of June 2025.



Brooke Smith, City Recorder

ATTACHMENT A

MURRAY CITY - COMPENSATION STEP PLAN
EFFECTIVE JULY 1, 2025

JOB	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
CODE	0	1	2	3	4	5	6	7	8	9	10	11	12	
ACCOUNTS PAYABLE TECHNICIAN	6052	\$21.86	\$22.96	\$24.11	\$25.32	\$26.59	\$27.92	\$28.62	\$29.34	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19
ADMINISTRATIVE SERVICES MANAGER (POLICE)	5315	\$30.78	\$32.33	\$33.94	\$35.64	\$37.41	\$39.30	\$40.27	\$41.28	\$42.31	\$43.37	\$44.45	\$45.56	\$46.71
APPRENTICE ARBORIST (2 YEARS)	7025	\$23.06	\$24.22	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
APPRENTICE LINEWORKER (4 YEARS)	7075	\$31.86	\$34.92	\$38.46	\$42.25	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
APPRENTICE METERING TECHNICIAN (4 YEARS)	7080	\$31.86	\$34.92	\$38.46	\$901.07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
APPRENTICE SUBSTATION TECHNICIAN (4 YEARS)	7085	\$31.86	\$34.92	\$38.46	\$42.25	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AQUATICS MANAGER	6715	\$28.74	\$30.18	\$31.68	\$33.27	\$34.93	\$36.67	\$37.59	\$38.53	\$39.49	\$40.48	\$41.49	\$42.53	\$43.59
ASSISTANT CEMETERY SUPERVISOR	3315	\$23.69	\$24.87	\$26.11	\$27.42	\$28.78	\$30.23	\$30.99	\$31.75	\$32.54	\$33.35	\$34.18	\$35.06	\$35.93
ASSISTANT CITY PROSECUTOR	2177	\$42.79	\$44.94	\$47.18	\$49.54	\$52.02	\$54.61	\$55.99	\$57.38	\$58.81	\$60.29	\$61.80	\$63.33	\$64.92
ASSISTANT CUSTOMER SERVICE SUPERVISOR	6240	\$23.58	\$24.75	\$26.00	\$27.31	\$28.67	\$30.10	\$30.86	\$31.63	\$32.42	\$33.23	\$34.07	\$34.92	\$35.79
ASSISTANT FIRE CHIEF	1456	\$51.58	\$54.15	\$56.87	\$59.71	\$62.69	\$65.83	\$67.48	\$69.16	\$70.88	\$72.65	\$74.48	\$76.33	\$78.24
ASSISTANT GOLF PRO	5120	\$25.12	\$26.38	\$27.71	\$29.08	\$30.53	\$32.06	\$32.87	\$33.69	\$34.53	\$35.39	\$36.27	\$37.19	\$38.11
ASSISTANT GREENS SUPERINTENDENT	7150	\$27.18	\$28.55	\$29.97	\$31.47	\$33.05	\$34.70	\$35.57	\$36.46	\$37.37	\$38.30	\$39.26	\$40.24	\$41.25
ASSISTANT LIBRARIAN	5425	\$22.05	\$23.15	\$24.31	\$25.53	\$26.81	\$28.16	\$28.86	\$29.58	\$30.32	\$31.08	\$31.86	\$32.66	\$33.48
ASSISTANT LIBRARY DIRECTOR	1902	\$40.67	\$42.70	\$44.83	\$47.08	\$49.44	\$51.91	\$53.21	\$54.54	\$55.90	\$57.30	\$58.73	\$60.20	\$61.71
ASSISTANT PARK CENTER DIRECTOR	5060	\$29.50	\$30.98	\$32.52	\$34.15	\$35.86	\$37.66	\$38.60	\$39.57	\$40.56	\$41.57	\$42.61	\$43.68	\$44.77
ASSISTANT POWER DIRECTOR	1875	\$54.36	\$57.08	\$59.93	\$62.94	\$66.08	\$69.38	\$71.12	\$72.90	\$74.72	\$76.60	\$78.50	\$80.47	\$82.48
ASSOCIATE LIBRARIAN	6890	\$19.96	\$20.95	\$22.00	\$23.09	\$24.25	\$25.46	\$26.10	\$26.75	\$27.42	\$28.11	\$28.81	\$29.53	\$30.27
BATTALION CHIEF	3322	\$3,512.04	\$3,687.64	\$3,872.03	\$4,065.62	\$4,268.90	\$4,309.95	\$4,417.70	\$4,528.14	\$4,641.34	\$4,757.37	\$4,876.31	\$4,998.23	\$5,123.18
BUILDING OFFICIAL	1540	\$45.11	\$47.38	\$49.73	\$52.22	\$54.85	\$57.58	\$59.03	\$60.51	\$62.02	\$63.58	\$65.15	\$66.79	\$68.46
BUSINESS LICENSE SPECIALIST	6300	\$22.88	\$24.03	\$25.23	\$26.48	\$27.81	\$29.19	\$29.93	\$30.68	\$31.45	\$32.24	\$33.04	\$33.86	\$34.71
CAPTAIN (FIRE)	3325	\$2,872.06	\$3,015.66	\$3,166.45	\$3,324.77	\$3,491.01	\$3,665.56	\$3,757.19	\$3,851.13	\$3,947.41	\$4,046.09	\$4,147.24	\$4,250.92	\$4,357.19
CEMETERY SUPERVISOR	3320	\$28.18	\$29.58	\$31.06	\$32.62	\$34.25	\$35.96	\$36.86	\$37.78	\$38.72	\$39.69	\$40.68	\$41.70	\$42.74
CENTRAL CONTROL OPERATOR	7260	\$33.37	\$35.03	\$36.79	\$38.63	\$40.55	\$42.58	\$43.64	\$44.74	\$45.86	\$47.01	\$48.19	\$49.38	\$50.61
CHIEF COMMUNICATIONS OFFICER	630	\$45.29	\$47.55	\$49.93	\$52.43	\$55.05	\$57.80	\$59.25	\$60.73	\$62.25	\$63.80	\$65.40	\$67.02	\$68.71
CITY ATTORNEY	1150	\$74.97	\$78.72	\$82.66	\$86.79	\$91.12	\$95.68	\$98.07	\$100.52	\$103.03	\$105.61	\$108.25	\$110.96	\$113.73
CITY ENGINEER	2450	\$52.99	\$55.65	\$58.43	\$61.35	\$64.41	\$67.63	\$69.32	\$71.05	\$72.83	\$74.65	\$76.52	\$78.43	\$80.39
CITY PROSECUTOR	2176	\$47.15	\$49.51	\$51.99	\$54.59	\$57.32	\$60.19	\$61.69	\$63.23	\$64.81	\$66.43	\$68.09	\$69.79	\$71.53
CITY RECORDER	1200	\$37.28	\$39.14	\$41.11	\$43.16	\$45.33	\$47.58	\$48.78	\$50.00	\$51.25	\$52.53	\$53.85	\$55.20	\$56.57
CITY TREASURER	1250	\$38.91	\$40.86	\$42.90	\$45.04	\$47.29	\$49.66	\$50.90	\$52.17	\$53.47	\$54.81	\$56.18	\$57.58	\$59.02
CIVIL ENGINEER I	3135	\$32.46	\$34.09	\$35.79	\$37.59	\$39.45	\$41.44	\$42.47	\$43.52	\$44.62	\$45.74	\$46.87	\$48.05	\$49.25
CIVIL ENGINEER II	3132	\$35.54	\$37.31	\$39.18	\$41.13	\$43.19	\$45.36	\$46.49	\$47.65	\$48.84	\$50.06	\$51.31	\$52.59	\$53.90
CODE ENFORCEMENT OFFICER	4133	\$22.68	\$23.82	\$25.01	\$26.26	\$27.57	\$28.96	\$29.68	\$30.42	\$31.18	\$31.96	\$32.76	\$33.58	\$34.42
CODE ENFORCEMENT SUPERVISOR	4134	\$32.32	\$33.94	\$35.64	\$37.42	\$39.30	\$41.27	\$42.30	\$43.36	\$44.44	\$45.55	\$46.69	\$47.86	\$49.06
CODE SERVICES ADMINISTRATOR	5400	\$29.10	\$30.56	\$32.08	\$33.69	\$35.37	\$37.15	\$38.08	\$39.03	\$40.01	\$41.01	\$42.04	\$43.09	\$44.17
COMMERCIAL METER READER	8050	\$19.93	\$20.91	\$21.96	\$23.06	\$24.21	\$25.41	\$26.05	\$26.69	\$27.37	\$28.05	\$28.75	\$29.47	\$30.20
COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	1788	\$56.11	\$58.92	\$61.86	\$64.95	\$68.20	\$71.62	\$73.41	\$75.25	\$77.13	\$79.06	\$81.04	\$83.07	\$85.15
CONTROLLER	1420	\$41.80	\$43.89	\$46.08	\$48.39	\$50.81	\$53.35	\$54.68	\$56.05	\$57.45	\$58.89	\$60.36	\$61.87	\$63.42
COUNCIL OFFICE ADMINISTRATOR III	525	\$21.69	\$22.78	\$23.91	\$25.10	\$26.36	\$27.68	\$28.37	\$29.08	\$29.82	\$30.57	\$31.31	\$32.10	\$32.91
COUNCIL EXECUTIVE DIRECTOR	550	\$47.16	\$49.52	\$51.99	\$54.58	\$57.32	\$60.19	\$61.68	\$63.23	\$64.81	\$66.44	\$68.10	\$69.79	\$71.53
COURT SECURITY OFFICER	4132	\$21.73	\$22.82	\$23.95	\$25.15	\$26.41	\$27.74	\$28.43	\$29.14	\$29.87	\$30.62	\$31.39	\$32.17	\$32.97
CRIME ANALYST	6030	\$24.61	\$25.84	\$27.13	\$28.48	\$29.91	\$31.41	\$32.19	\$33.01	\$33.83	\$34.68	\$35.54	\$36.43	\$37.33

**MURRAY CITY - COMPENSATION STEP PLAN
EFFECTIVE JULY 1, 2025**

	JOB CODE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
CRIME VICTIM ADVOCATE	4135	\$25.17	\$26.43	\$27.76	\$29.14	\$30.60	\$32.12	\$32.92	\$33.74	\$34.58	\$35.44	\$36.33	\$37.24	\$38.17
CSR/BILLING EDITOR	6225	\$21.12	\$22.17	\$23.28	\$24.45	\$25.67	\$26.95	\$27.62	\$28.31	\$29.02	\$29.75	\$30.49	\$31.25	\$32.03
CULTURAL PROGRAMS ADMINISTRATIVE ASSISTANT	6872	\$24.28	\$25.49	\$26.78	\$28.13	\$29.53	\$31.01	\$31.78	\$32.57	\$33.39	\$34.22	\$35.09	\$35.97	\$36.86
CULTURAL PROGRAMS MANAGER	5052	\$30.50	\$32.02	\$33.63	\$35.30	\$37.06	\$38.93	\$39.89	\$40.89	\$41.90	\$42.95	\$44.01	\$45.12	\$46.25
CUSTOMER SERVICE LIBRARIAN	5430	\$25.25	\$26.51	\$27.83	\$29.22	\$30.69	\$32.23	\$33.04	\$33.87	\$34.72	\$35.59	\$36.48	\$37.39	\$38.32
CUSTOMER SERVICE SUPERVISOR	5210	\$30.32	\$31.84	\$33.43	\$35.10	\$36.85	\$38.69	\$39.66	\$40.65	\$41.67	\$42.71	\$43.78	\$44.87	\$45.99
DATABASE ANALYST	1824	\$36.07	\$37.88	\$39.77	\$41.75	\$43.85	\$46.03	\$47.19	\$48.36	\$49.58	\$50.81	\$52.08	\$53.39	\$54.72
DATABASE SUPERVISOR	1827	\$39.37	\$41.33	\$43.40	\$45.57	\$47.85	\$50.24	\$51.50	\$52.79	\$54.11	\$55.46	\$56.84	\$58.27	\$59.72
DEPUTY CITY ATTORNEY	2150	\$54.24	\$56.96	\$59.81	\$62.80	\$65.94	\$69.24	\$70.97	\$72.74	\$74.56	\$76.42	\$78.33	\$80.29	\$82.30
DEPUTY POLICE CHIEF	1660	\$49.38	\$51.85	\$54.45	\$57.17	\$60.03	\$63.03	\$64.61	\$66.23	\$67.87	\$69.58	\$71.33	\$73.10	\$74.93
DEPUTY RECORDER/PURCHASING AGENT	1905	\$29.68	\$31.17	\$32.72	\$34.35	\$36.06	\$37.88	\$38.82	\$39.79	\$40.79	\$41.81	\$42.85	\$43.93	\$45.03
DIRECTOR OF FINANCE	1400	\$63.32	\$66.49	\$69.81	\$73.31	\$76.98	\$80.83	\$82.85	\$84.92	\$87.04	\$89.22	\$91.45	\$93.74	\$96.08
ECONOMIC DEVELOPMENT SPECIALIST	5325	\$27.53	\$28.91	\$30.35	\$31.86	\$33.46	\$35.12	\$36.01	\$36.91	\$37.83	\$38.77	\$39.74	\$40.73	\$41.74
ENERGY SERVICES MANAGER	5165	\$40.83	\$42.86	\$45.00	\$47.24	\$49.61	\$52.10	\$53.40	\$54.73	\$56.10	\$57.51	\$58.94	\$60.42	\$61.94
ENGINEERING MANAGER	2300	\$54.11	\$56.81	\$59.65	\$62.64	\$65.77	\$69.07	\$70.79	\$72.55	\$74.37	\$76.23	\$78.14	\$80.09	\$82.08
ENGINEER TECHNICIAN	3140	\$25.48	\$26.75	\$28.10	\$29.50	\$30.98	\$32.52	\$33.33	\$34.16	\$35.01	\$35.89	\$36.79	\$37.71	\$38.65
ERP SYSTEMS ANALYST	3180	\$28.36	\$29.77	\$31.26	\$32.84	\$34.47	\$36.20	\$37.10	\$38.04	\$38.98	\$39.96	\$40.95	\$41.98	\$43.02
EQUIPMENT OPERATOR I	7303	\$23.49	\$24.67	\$25.90	\$27.19	\$28.56	\$29.98	\$30.73	\$31.50	\$32.29	\$33.10	\$33.93	\$34.78	\$35.65
EQUIPMENT OPERATOR II	7302	\$25.41	\$26.68	\$28.01	\$29.42	\$30.89	\$32.44	\$33.25	\$34.08	\$34.93	\$35.80	\$36.70	\$37.62	\$38.56
EVIDENCE TECHNICIAN	4115	\$21.25	\$22.31	\$23.43	\$24.60	\$25.83	\$27.12	\$27.80	\$28.50	\$29.21	\$29.94	\$30.69	\$31.46	\$32.25
EXECUTIVE ASSISTANT - MAYOR	625	\$26.73	\$28.07	\$29.48	\$30.95	\$32.51	\$34.14	\$35.00	\$35.86	\$36.76	\$37.68	\$38.63	\$39.59	\$40.59
FACILITIES MAINTENANCE SUPERVISOR	7180	\$26.98	\$28.33	\$29.75	\$31.23	\$32.79	\$34.43	\$35.29	\$36.17	\$37.07	\$38.00	\$38.95	\$39.92	\$40.92
FACILITIES MANAGER	7170	\$33.95	\$35.65	\$37.43	\$39.31	\$41.28	\$43.34	\$44.42	\$45.53	\$46.67	\$47.84	\$49.04	\$50.27	\$51.53
FIRE CHIEF	1450	\$63.22	\$66.38	\$69.69	\$73.17	\$76.83	\$80.67	\$82.68	\$84.75	\$86.86	\$89.03	\$91.26	\$93.54	\$95.88
FIRE ENGINEER	4305	\$2,660.53	\$2,793.00	\$2,933.51	\$3,080.03	\$3,157.32	\$3,236.59	\$3,317.88	\$3,400.18	\$3,484.48	\$3,572.80	\$3,662.12	N/A	N/A
FIREFIGHTER	4250	\$2,201.39	\$2,311.74	\$2,426.95	\$2,547.96	\$2,611.84	\$2,677.68	\$2,744.47	\$2,812.23	\$2,882.90	\$2,955.51	\$3,029.08	N/A	N/A
FIRE INSPECTOR	3350	\$29.09	\$30.54	\$32.06	\$33.67	\$35.36	\$37.12	\$38.05	\$39.00	\$39.97	\$40.97	\$42.00	\$43.04	\$44.12
FLEET INVENTORY CONTROL SPECIALIST	8175	\$20.99	\$22.04	\$23.14	\$24.30	\$25.52	\$26.80	\$27.47	\$28.16	\$28.86	\$29.58	\$30.32	\$31.08	\$31.86
FLEET MANAGER	3360	\$34.59	\$36.32	\$38.13	\$40.04	\$42.04	\$44.14	\$45.25	\$46.38	\$47.53	\$48.73	\$49.95	\$51.18	\$52.47
FORESTRY CREW SUPERVISOR	7600	\$28.62	\$30.05	\$31.56	\$33.14	\$34.80	\$36.54	\$37.45	\$38.39	\$39.35	\$40.33	\$41.34	\$42.37	\$43.43
FORESTRY SUPERVISOR	3305	\$32.99	\$34.65	\$36.38	\$38.19	\$40.10	\$42.11	\$43.16	\$44.24	\$45.35	\$46.48	\$47.64	\$48.83	\$50.05
GENERATION PLANT MANAGER	3412	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08	\$56.46	\$57.88	\$59.31	\$60.80	\$62.31	\$63.86	\$65.46
GENERATION/SUBSTATION SUPERVISOR	3410	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08	\$56.46	\$57.88	\$59.31	\$60.80	\$62.31	\$63.86	\$65.46
GENERATION/SUBSTATION TECHNICIAN	7500	\$38.04	\$39.94	\$41.94	\$44.05	\$46.24	\$48.55	\$49.77	\$51.01	\$52.29	\$53.60	\$54.94	\$56.32	\$57.73
GIS PROGRAMMER ANALYST	3263	\$33.89	\$35.58	\$37.36	\$39.23	\$41.18	\$43.24	\$44.32	\$45.43	\$46.57	\$47.73	\$48.92	\$50.14	\$51.39
GIS SPECIALIST	3260	\$25.66	\$26.94	\$28.28	\$29.69	\$31.18	\$32.74	\$33.56	\$34.40	\$35.26	\$36.14	\$37.04	\$37.97	\$38.92
GIS SUPERVISOR	1825	\$36.39	\$38.21	\$40.12	\$42.11	\$44.21	\$46.43	\$47.58	\$48.78	\$50.00	\$51.25	\$52.53	\$53.85	\$55.19
GOLF COURSE IRRIGATION SPECIALIST	7480	\$25.36	\$26.63	\$27.96	\$29.36	\$30.82	\$32.36	\$33.17	\$34.00	\$34.85	\$35.72	\$36.61	\$37.53	\$38.47
GOLF COURSE SUPERINTENDENT	1470	\$32.71	\$34.35	\$36.07	\$37.87	\$39.77	\$41.76	\$42.80	\$43.87	\$44.97	\$46.09	\$47.24	\$48.42	\$49.63
GOLF PROFESSIONAL	1460	\$40.34	\$42.36	\$44.47	\$46.69	\$49.03	\$51.48	\$52.77	\$54.09	\$55.44	\$56.83	\$58.25	\$59.70	\$61.19
HIGHWAY TRAFFIC CONTROL COORDINATOR	7560	\$26.07	\$27.37	\$28.74	\$30.18	\$31.68	\$33.27	\$34.10	\$34.95	\$35.82	\$36.72	\$37.64	\$38.58	\$39.54
HUMAN RESOURCE ANALYST	5450	\$27.59	\$28.98	\$30.42	\$31.94	\$33.54	\$35.22	\$36.10	\$37.00	\$37.93	\$38.88	\$39.85	\$40.85	\$41.87

MURRAY CITY - COMPENSATION STEP PLAN
EFFECTIVE JULY 1, 2025

	JOB CODE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
HUMAN RESOURCE DIRECTOR	1600	\$53.78	\$56.47	\$59.29	\$62.25	\$65.36	\$68.63	\$70.35	\$72.11	\$73.91	\$75.76	\$77.65	\$79.59	\$81.58
I.T. DIRECTOR	1821	\$52.71	\$55.34	\$58.11	\$61.01	\$64.06	\$67.27	\$68.95	\$70.67	\$72.44	\$74.25	\$76.11	\$78.01	\$79.96
I.T. SUPPORT SUPERVISOR	1826	\$43.77	\$45.96	\$48.26	\$50.68	\$53.21	\$55.87	\$57.27	\$58.70	\$60.17	\$61.68	\$63.21	\$64.79	\$66.41
I.T. SYSTEMS ADMINISTRATOR	1823	\$35.52	\$37.30	\$39.16	\$41.12	\$43.18	\$45.33	\$46.46	\$47.62	\$48.82	\$50.03	\$51.29	\$52.57	\$53.89
I.T. TECHNICIAN / WEB SUPPORT	3270	\$27.00	\$28.36	\$29.77	\$31.26	\$32.81	\$34.46	\$35.33	\$36.20	\$37.11	\$38.05	\$39.00	\$39.97	\$40.96
I.T. TECHNICIAN I	3275	\$25.00	\$26.26	\$27.58	\$28.96	\$30.41	\$31.93	\$32.72	\$33.54	\$34.38	\$35.23	\$36.12	\$37.03	\$37.94
I.T. TECHNICIAN II	3170	\$27.84	\$29.23	\$30.70	\$32.23	\$33.86	\$35.55	\$36.43	\$37.34	\$38.28	\$39.23	\$40.21	\$41.23	\$42.25
I.T. TECHNICIAN III	3155	\$29.46	\$30.93	\$32.48	\$34.10	\$35.80	\$37.60	\$38.54	\$39.50	\$40.49	\$41.50	\$42.54	\$43.60	\$44.69
INSPECTOR I	3075	\$24.40	\$25.62	\$26.90	\$28.25	\$29.67	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38	\$35.23	\$36.12	\$37.03
INSPECTOR II	3100	\$28.07	\$29.49	\$30.98	\$32.52	\$34.13	\$35.85	\$36.74	\$37.65	\$38.60	\$39.56	\$40.55	\$41.55	\$42.59
INSPECTOR III	3125	\$32.30	\$33.91	\$35.60	\$37.38	\$39.25	\$41.22	\$42.25	\$43.31	\$44.38	\$45.49	\$46.63	\$47.79	\$48.99
INVENTORY CONTROL SPECIALIST (POWER)	6875	\$20.09	\$21.09	\$22.15	\$23.26	\$24.42	\$25.64	\$26.28	\$26.94	\$27.61	\$28.30	\$29.01	\$29.74	\$30.48
IRRIGATION LEADWORKER	7475	\$26.11	\$27.42	\$28.78	\$30.23	\$31.74	\$33.33	\$34.16	\$35.02	\$35.90	\$36.78	\$37.70	\$38.65	\$39.62
JOURNEY LINEMAN	7550	\$38.04	\$39.94	\$41.94	\$44.05	\$46.24	\$48.55	\$49.77	\$51.01	\$52.29	\$53.60	\$54.94	\$56.32	\$57.73
JUDICIAL ASSISTANT I	6110	\$19.80	\$20.80	\$21.83	\$22.93	\$24.08	\$25.28	\$25.91	\$26.56	\$27.22	\$27.90	\$28.60	\$29.32	\$30.05
JUDICIAL ASSISTANT II	6112	\$21.01	\$22.07	\$23.18	\$24.33	\$25.55	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89
JUDICIAL ASSISTANT III	6114	\$22.06	\$23.17	\$24.32	\$25.54	\$26.82	\$28.17	\$28.87	\$29.59	\$30.33	\$31.09	\$31.87	\$32.67	\$33.49
LEADWORKER - CITY	7575	\$26.68	\$28.01	\$29.42	\$30.89	\$32.44	\$34.06	\$34.91	\$35.78	\$36.67	\$37.59	\$38.53	\$39.49	\$40.48
LEADWORKER - UTILITIES	7580	\$27.32	\$28.68	\$30.11	\$31.62	\$33.20	\$34.86	\$35.73	\$36.62	\$37.54	\$38.48	\$39.44	\$40.43	\$41.44
LEGAL ADMINISTRATOR I	6040	\$21.97	\$23.06	\$24.22	\$25.43	\$26.70	\$28.03	\$28.73	\$29.45	\$30.19	\$30.94	\$31.71	\$32.50	\$33.31
LEGAL ADMINISTRATOR II	6045	\$24.86	\$26.11	\$27.42	\$28.78	\$30.23	\$31.74	\$32.54	\$33.34	\$34.17	\$35.03	\$35.91	\$36.79	\$37.72
LEGAL ADMINISTRATOR SUPERVISOR	6050	\$27.83	\$29.22	\$30.69	\$32.23	\$33.84	\$35.53	\$36.42	\$37.33	\$38.26	\$39.22	\$40.20	\$41.21	\$42.24
LIBRARIAN	5410	\$27.00	\$28.35	\$29.76	\$31.25	\$32.82	\$34.46	\$35.31	\$36.20	\$37.11	\$38.04	\$39.00	\$39.97	\$40.96
LIBRARY DIRECTOR	1900	\$52.98	\$55.63	\$58.40	\$61.33	\$64.39	\$67.61	\$69.30	\$71.03	\$72.81	\$74.63	\$76.50	\$78.41	\$80.37
LIBRARY PAGE (FULL-TIME)	6894	\$12.86	\$13.51	\$14.18	\$14.89	\$15.64	\$16.42	\$16.83	\$17.25	\$17.68	\$18.13	\$18.58	\$19.04	\$19.51
LINE CREW SUPERVISOR	7700	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08	\$56.46	\$57.88	\$59.31	\$60.80	\$62.31	\$63.86	\$65.46
MAINTENANCE CUSTODIAN	8110	\$18.78	\$19.72	\$20.71	\$21.74	\$22.83	\$23.96	\$24.56	\$25.17	\$25.80	\$26.45	\$27.11	\$27.79	\$28.48
MAINTENANCE WORKER	8225	\$21.57	\$22.64	\$23.77	\$24.96	\$26.21	\$27.52	\$28.21	\$28.92	\$29.64	\$30.38	\$31.14	\$31.92	\$32.72
MARKETING AND DESIGN SPECIALIST	6885	\$27.00	\$28.35	\$29.76	\$31.25	\$32.82	\$34.46	\$35.31	\$36.20	\$37.11	\$38.04	\$39.00	\$39.97	\$40.96
MARKETING SPECIALIST	6887	\$27.00	\$28.35	\$29.76	\$31.25	\$32.82	\$34.46	\$35.31	\$36.20	\$37.11	\$38.04	\$39.00	\$39.97	\$40.96
MASTER POLICE OFFICER	4525	\$35.91	\$37.71	\$39.59	\$41.56	\$42.61	\$43.68	\$44.75	\$45.89	\$47.03	\$48.22	\$49.41	N/A	N/A
MATERIALS SUPERVISOR	5205	\$28.21	\$29.62	\$31.10	\$32.66	\$34.29	\$36.01	\$36.91	\$37.83	\$38.77	\$39.74	\$40.73	\$41.74	\$42.79
MEAL PROGRAM SUPERVISOR	8275	\$21.59	\$22.66	\$23.80	\$24.99	\$26.24	\$27.55	\$28.24	\$28.95	\$29.67	\$30.41	\$31.17	\$31.95	\$32.75
MECHANIC	7710	\$24.81	\$26.05	\$27.35	\$28.71	\$30.15	\$31.65	\$32.44	\$33.25	\$34.08	\$34.93	\$35.80	\$36.70	\$37.62
METER READER	8350	\$20.33	\$21.34	\$22.41	\$23.52	\$24.70	\$25.94	\$26.59	\$27.25	\$27.93	\$28.63	\$29.35	\$30.08	\$30.83
METERING SUPERVISOR	3310	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08	\$56.46	\$57.88	\$59.31	\$60.80	\$62.31	\$63.86	\$65.46
METERING TECHNICIAN	7760	\$38.04	\$39.94	\$41.94	\$44.05	\$46.24	\$48.55	\$49.77	\$51.01	\$52.29	\$53.60	\$54.94	\$56.32	\$57.73
MUSEUM AND SPECIAL EVENTS COORDINATOR	6712	\$24.28	\$25.49	\$26.78	\$28.13	\$29.53	\$31.01	\$31.78	\$32.57	\$33.39	\$34.22	\$35.09	\$35.97	\$36.86
NETWORK ADMINISTRATOR	1823	\$35.52	\$37.30	\$39.16	\$41.12	\$43.18	\$45.33	\$46.46	\$47.62	\$48.82	\$50.03	\$51.29	\$52.57	\$53.89
OFFICE ADMINISTRATOR I	6005	\$18.99	\$19.95	\$20.94	\$21.99	\$23.08	\$24.24	\$24.85	\$25.47	\$26.11	\$26.76	\$27.43	\$28.12	\$28.82
OFFICE ADMINISTRATOR II	6010	\$20.16	\$21.17	\$22.22	\$23.33	\$24.50	\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84	\$30.59
OFFICE ADMINISTRATOR III	6015	\$22.04	\$23.14	\$24.30	\$25.52	\$26.80	\$28.15	\$28.85	\$29.57	\$30.31	\$31.07	\$31.85	\$32.65	\$33.47

**MURRAY CITY - COMPENSATION STEP PLAN
EFFECTIVE JULY 1, 2025**

	JOB CODE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
OFFICE ADMINISTRATOR SUPERVISOR	6020	\$26.73	\$28.07	\$29.48	\$30.95	\$32.51	\$34.14	\$35.00	\$35.86	\$36.76	\$37.68	\$38.63	\$39.59	\$40.59
OPERATIONS MANAGER	1860	\$52.50	\$55.13	\$57.89	\$60.78	\$63.83	\$67.02	\$68.70	\$70.42	\$72.18	\$73.98	\$75.83	\$77.73	\$79.68
PARAMEDIC/FIREFIGHTER	4302	\$2,789.38	\$2,928.53	\$3,074.86	\$3,228.35	\$3,309.19	\$3,392.06	\$3,477.00	\$3,564.98	\$3,654.01	\$3,745.08	\$3,839.22	N/A	N/A
PARK CENTER DIRECTOR	5055	\$34.78	\$36.51	\$38.33	\$40.26	\$42.26	\$44.38	\$45.48	\$46.63	\$47.79	\$48.99	\$50.22	\$51.48	\$52.77
PARKS AND RECREATION DIRECTOR	1550	\$55.07	\$57.83	\$60.72	\$63.76	\$66.94	\$70.29	\$72.05	\$73.85	\$75.70	\$77.59	\$79.53	\$81.52	\$83.56
PARKS FIELD SUPERVISOR	7440	\$28.74	\$30.18	\$31.68	\$33.27	\$34.93	\$36.67	\$37.59	\$38.53	\$39.49	\$40.48	\$41.49	\$42.53	\$43.59
PARKS IRRIGATION SPECIALIST	7490	\$23.59	\$24.76	\$26.00	\$27.31	\$28.67	\$30.10	\$30.85	\$31.62	\$32.41	\$33.22	\$34.05	\$34.90	\$35.77
PARKS SUPERINTENDENT	1560	\$39.68	\$41.66	\$43.74	\$45.93	\$48.23	\$50.64	\$51.90	\$53.20	\$54.53	\$55.89	\$57.30	\$58.72	\$60.19
PAYROLL COORDINATOR	5051	\$24.71	\$25.95	\$27.25	\$28.62	\$30.05	\$31.56	\$32.35	\$33.16	\$33.99	\$34.84	\$35.71	\$36.60	\$37.52
PERMIT SPECIALIST	6640	\$26.92	\$28.26	\$29.67	\$31.16	\$32.72	\$34.36	\$35.22	\$36.10	\$37.00	\$37.93	\$38.88	\$39.85	\$40.85
PLANNER I	3336	\$24.78	\$26.02	\$27.33	\$28.69	\$30.12	\$31.63	\$32.42	\$33.23	\$34.06	\$34.91	\$35.78	\$36.67	\$37.59
PLANNER II	3337	\$28.32	\$29.73	\$31.22	\$32.78	\$34.43	\$36.15	\$37.06	\$37.99	\$38.94	\$39.91	\$40.90	\$41.91	\$42.96
PLANNING DIVISION MANAGER	1800	\$39.78	\$41.76	\$43.84	\$46.04	\$48.34	\$50.76	\$52.02	\$53.33	\$54.66	\$56.03	\$57.43	\$58.86	\$60.33
PLANS EXAMINER	3128	\$31.33	\$32.90	\$34.54	\$36.27	\$38.08	\$39.98	\$40.97	\$42.00	\$43.04	\$44.13	\$45.24	\$46.36	\$47.52
POLICE CHIEF	1650	\$62.85	\$65.99	\$69.30	\$72.76	\$76.40	\$80.22	\$82.22	\$84.27	\$86.38	\$88.55	\$90.76	\$93.03	\$95.36
POLICE LIEUTENANT	3370	\$42.72	\$44.85	\$47.09	\$49.44	\$51.91	\$54.51	\$55.87	\$57.26	\$58.70	\$60.16	\$61.67	\$63.21	\$64.78
POLICE OFFICER	4450	\$33.12	\$34.79	\$36.52	\$38.34	\$39.31	\$40.28	\$41.29	\$42.33	\$43.38	\$44.48	\$45.58	N/A	N/A
POLICE RECORDS SPECIALIST II	6012	\$20.16	\$21.17	\$22.22	\$23.33	\$24.50	\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84	\$30.59
POLICE RECORDS SPECIALIST III	6017	\$22.04	\$23.14	\$24.30	\$25.52	\$26.80	\$28.15	\$28.85	\$29.57	\$30.31	\$31.07	\$31.85	\$32.65	\$33.47
POWER DIRECTOR	1700	\$67.21	\$70.57	\$74.09	\$77.80	\$81.68	\$85.78	\$87.92	\$90.13	\$92.38	\$94.69	\$97.04	\$99.47	\$101.95
PUBLIC WORKS CONSTRUCTION INSPECTOR	3055	\$28.20	\$29.61	\$31.09	\$32.65	\$34.28	\$35.99	\$36.89	\$37.81	\$38.76	\$39.73	\$40.72	\$41.74	\$42.78
PUBLIC WORKS DIRECTOR	1530	\$68.92	\$72.37	\$75.98	\$79.79	\$83.77	\$87.97	\$90.17	\$92.42	\$94.73	\$97.10	\$99.53	\$102.02	\$104.57
RECORDS SUPERVISOR	6642	\$26.73	\$28.07	\$29.48	\$30.95	\$32.51	\$34.14	\$35.00	\$35.86	\$36.76	\$37.68	\$38.63	\$39.59	\$40.59
RECREATION COORDINATOR	6870	\$25.61	\$26.90	\$28.24	\$29.65	\$31.14	\$32.70	\$33.52	\$34.36	\$35.22	\$36.10	\$37.00	\$37.93	\$38.88
RECREATION DIRECTOR	1565	\$38.18	\$40.09	\$42.09	\$44.19	\$46.40	\$48.73	\$49.95	\$51.19	\$52.47	\$53.79	\$55.13	\$56.50	\$57.93
RESOURCE MANAGER		\$41.07	\$43.13	\$45.28	\$47.55	\$49.92	\$52.42	\$53.73	\$55.07	\$56.45	\$57.86	\$59.31	\$60.79	\$62.31
RISK ANALYST	5555	\$25.58	\$26.86	\$28.20	\$29.60	\$31.08	\$32.63	\$33.46	\$34.29	\$35.15	\$36.03	\$36.92	\$37.84	\$38.79
RISK MANAGER	1780	\$38.95	\$40.90	\$42.95	\$45.10	\$47.35	\$49.73	\$50.96	\$52.25	\$53.55	\$54.89	\$56.26	\$57.67	\$59.10
SENIOR ACCOUNTANT	5020	\$33.01	\$34.66	\$36.39	\$38.21	\$40.12	\$42.13	\$43.18	\$44.26	\$45.37	\$46.50	\$47.66	\$48.85	\$50.07
SENIOR CENTER DIRECTOR	1500	\$37.37	\$39.23	\$41.20	\$43.26	\$45.42	\$47.70	\$48.89	\$50.11	\$51.36	\$52.64	\$53.96	\$55.31	\$56.69
SENIOR CENTRAL CONTROL OPERATOR	7270	\$36.85	\$38.69	\$40.61	\$42.65	\$44.78	\$47.03	\$48.20	\$49.41	\$50.64	\$51.92	\$53.20	\$54.53	\$55.89
SENIOR CITY ATTORNEY	2175	\$49.96	\$52.46	\$55.08	\$57.84	\$60.73	\$63.77	\$65.36	\$66.99	\$68.66	\$70.38	\$72.14	\$73.94	\$75.79
SENIOR CIVIL ENGINEER	3130	\$40.20	\$42.21	\$44.32	\$46.54	\$48.86	\$51.31	\$52.59	\$53.91	\$55.25	\$56.63	\$58.05	\$59.50	\$60.99
SENIOR GIS ANALYST	3265	\$30.84	\$32.38	\$34.00	\$35.70	\$37.48	\$39.36	\$40.34	\$41.35	\$42.38	\$43.44	\$44.53	\$45.64	\$46.78
SENIOR JUDICIAL ASSISTANT	6115	\$27.89	\$29.28	\$30.75	\$32.29	\$33.91	\$35.60	\$36.49	\$37.40	\$38.34	\$39.30	\$40.28	\$41.29	\$42.32
SENIOR LIBRARIAN	2750	\$29.91	\$31.41	\$32.97	\$34.62	\$36.35	\$38.17	\$39.13	\$40.11	\$41.11	\$42.15	\$43.20	\$44.28	\$45.39
SENIOR PLANNER	1810	\$32.28	\$33.89	\$35.59	\$37.36	\$39.23	\$41.20	\$42.22	\$43.28	\$44.35	\$45.46	\$46.60	\$47.76	\$48.96
SENIOR UTILITY PLANNER	3330	\$37.03	\$38.88	\$40.83	\$42.87	\$45.02	\$47.27	\$48.45	\$49.66	\$50.91	\$52.18	\$53.48	\$54.83	\$56.20
SERGEANT	3400	\$37.36	\$39.23	\$41.21	\$43.25	\$45.42	\$47.68	\$48.88	\$50.08	\$51.35	\$52.63	\$53.95	\$55.30	\$56.67
STORM WATER COMPLIANCE INSPECTOR	3470	\$25.70	\$26.98	\$28.31	\$29.75	\$31.23	\$32.79	\$33.62	\$34.45	\$35.30	\$36.19	\$37.09	\$38.03	\$38.98
STORM WATER SUPERVISOR	3460	\$32.01	\$33.61	\$35.29	\$37.05	\$38.91	\$40.86	\$41.88	\$42.93	\$44.00	\$45.10	\$46.23	\$47.39	\$48.57
STREET & STORM WATER SUPERINTENDENT	1025	\$40.37	\$42.39	\$44.51	\$46.74	\$49.08	\$51.53	\$52.81	\$54.13	\$55.49	\$56.88	\$58.30	\$59.76	\$61.24

MURRAY CITY - COMPENSATION STEP PLAN
EFFECTIVE JULY 1, 2025

	JOB CODE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
STREETS FIELD SUPERVISOR	7450	\$29.00	\$30.46	\$31.99	\$33.59	\$35.27	\$37.04	\$37.96	\$38.91	\$39.88	\$40.88	\$41.89	\$42.94	\$44.00
THEATER OPERATIONS MANAGER	5050	\$30.35	\$31.86	\$33.46	\$35.14	\$36.89	\$38.74	\$39.70	\$40.69	\$41.71	\$42.76	\$43.82	\$44.92	\$46.04
THEATER TECHNICAL MANAGER		\$26.05	\$27.35	\$28.72	\$30.15	\$31.66	\$33.25	\$34.08	\$34.93	\$35.80	\$36.70	\$37.62	\$38.56	\$39.52
TREASURER'S CLERK/CSR	6555	\$21.09	\$22.15	\$23.26	\$24.42	\$25.64	\$26.92	\$27.59	\$28.28	\$28.99	\$29.71	\$30.45	\$31.21	\$31.99
UTILITY ARBORIST	7100	\$25.39	\$26.66	\$27.99	\$29.40	\$30.86	\$32.41	\$33.22	\$34.05	\$34.90	\$35.77	\$36.66	\$37.58	\$38.52
UTILITY PLANNER I	3335	\$25.19	\$26.45	\$27.77	\$29.16	\$30.61	\$32.14	\$32.95	\$33.76	\$34.61	\$35.48	\$36.36	\$37.27	\$38.21
UTILITY PLANNER II	3333	\$27.95	\$29.34	\$30.81	\$32.35	\$33.96	\$35.66	\$36.56	\$37.48	\$38.42	\$39.37	\$40.35	\$41.35	\$42.39
WASTEWATER SUPERINTENDENT	1533	\$40.37	\$42.39	\$44.51	\$46.74	\$49.07	\$51.52	\$52.82	\$54.14	\$55.49	\$56.88	\$58.30	\$59.76	\$61.24
WASTEWATER SUPERVISOR	7777	\$32.34	\$33.95	\$35.65	\$37.43	\$39.31	\$41.26	\$42.29	\$43.35	\$44.44	\$45.55	\$46.69	\$47.85	\$49.04
WASTEWATER TECH I	8500	\$21.60	\$22.68	\$23.81	\$25.00	\$26.26	\$27.58	\$28.26	\$28.97	\$29.69	\$30.44	\$31.20	\$31.98	\$32.77
WASTEWATER TECH II	8550	\$23.41	\$24.58	\$25.81	\$27.10	\$28.45	\$29.88	\$30.63	\$31.40	\$32.19	\$32.99	\$33.81	\$34.66	\$35.53
WASTEWATER TECH III	7770	\$25.83	\$27.12	\$28.47	\$29.90	\$31.40	\$32.96	\$33.78	\$34.62	\$35.49	\$36.38	\$37.29	\$38.22	\$39.18
WASTEWATER TECH IV	7775	\$27.77	\$29.15	\$30.61	\$32.14	\$33.74	\$35.43	\$36.32	\$37.23	\$38.15	\$39.12	\$40.09	\$41.08	\$42.11
WATER CONSTRUCTION SUPERVISOR	7460	\$32.65	\$34.28	\$35.99	\$37.79	\$39.68	\$41.67	\$42.71	\$43.78	\$44.87	\$45.99	\$47.14	\$48.32	\$49.53
WATER DISTRIBUTION SCADA TECHNICIAN	3430	\$27.52	\$28.89	\$30.34	\$31.86	\$33.46	\$35.13	\$36.00	\$36.90	\$37.82	\$38.78	\$39.74	\$40.73	\$41.75
WATER DISTRIBUTION SUPERVISOR	3420	\$32.65	\$34.28	\$35.99	\$37.79	\$39.68	\$41.67	\$42.71	\$43.78	\$44.87	\$45.99	\$47.14	\$48.32	\$49.53
WATER DISTRIBUTION TECHNICIAN	3450	\$26.62	\$27.95	\$29.35	\$30.81	\$32.35	\$33.97	\$34.82	\$35.69	\$36.58	\$37.49	\$38.43	\$39.39	\$40.37
WATER ELECTRICIAN	3455	\$34.52	\$36.24	\$38.06	\$39.96	\$41.96	\$44.06	\$45.16	\$46.29	\$47.45	\$48.64	\$49.86	\$51.11	\$52.39
WATER SUPERINTENDENT	1535	\$40.37	\$42.39	\$44.51	\$46.74	\$49.07	\$51.52	\$52.82	\$54.14	\$55.49	\$56.88	\$58.30	\$59.76	\$61.24
WATER TECH I	8600	\$20.83	\$21.87	\$22.97	\$24.12	\$25.33	\$26.60	\$27.27	\$27.95	\$28.65	\$29.37	\$30.10	\$30.85	\$31.62
WATER TECH II	8650	\$22.81	\$23.94	\$25.14	\$26.40	\$27.73	\$29.11	\$29.84	\$30.59	\$31.35	\$32.13	\$32.93	\$33.75	\$34.59
WATER TECH III	7780	\$25.44	\$26.71	\$28.04	\$29.45	\$30.92	\$32.47	\$33.28	\$34.11	\$34.96	\$35.83	\$36.73	\$37.65	\$38.59
WATER TECH IV	7570	\$27.32	\$28.68	\$30.11	\$31.62	\$33.20	\$34.86	\$35.73	\$36.62	\$37.54	\$38.48	\$39.44	\$40.43	\$41.44

REVISED 3/2025

ATTACHMENT B

EXECUTIVE MUNICIPAL OFFICERS – COMPENSATION INCREASE FISCAL YEAR 2025-2026

Job Title	Step as of June 30	Hourly Rate as of June 30	Annual Rate as of June 30	Hourly Rate as of July 1	Annual Rate as of July 1	Next Step	Annual Rate after Next Step
Assistant Fire Chief	5	\$64.22	\$133,577.60	\$65.83	\$136,926.40	9/18/2025	\$140,358.40
Assistant Fire Chief	5	\$64.22	\$133,577.60	\$65.83	\$136,926.40	9/18/2025	\$140,358.40
Assistant Fire Chief	6	\$65.83	\$136,926.40	\$67.48	\$140,358.40	9/18/2025	\$143,852.80
Assistant Power Director	9	\$74.73	\$155,438.40	\$76.60	\$159,328.00	5/28/2026	\$163,280.00
Cemetery Supervisor	9	\$37.16	\$77,292.80	\$39.69	\$82,555.20	9/29/2025	\$84,614.40
Chief Administrative Officer	n/a	\$93.05	\$193,544.00	\$95.38	\$198,390.40	n/a	\$198,390.40
City Attorney	12	\$104.88	\$218,150.40	\$113.73	\$236,558.40	Redlined	\$236,558.40
City Engineer	12	\$75.21	\$156,436.80	\$80.39	\$167,211.20	Redlined	\$167,211.20
City Recorder	7	\$48.78	\$101,462.40	\$50.00	\$104,000.00	1/6/2026	\$106,600.00
City Treasurer	4	\$45.51	\$94,660.80	\$47.29	\$98,363.20	6/12/2026	\$103,292.80
Comm & Econ Dvlpmnt Dir	10	\$74.22	\$154,377.60	\$81.04	\$168,563.20	1/06/2026	\$172,785.60
Cultural Programs Manager	12	\$45.12	\$93,849.60	\$46.25	\$96,200.00	Redlined	\$96,200.00
Deputy Police Chief	9	\$67.89	\$141,211.20	\$69.58	\$144,726.40	5/16/2026	\$148,366.40
Deputy Police Chief	12	\$73.10	\$152,048.00	\$74.93	\$155,854.40	Redlined	\$155,854.40
Director of Finance & Admin	10	\$84.48	\$175,718.40	\$91.45	\$190,216.00	6/5/2026	\$194,979.20
Fire Chief	7	\$82.68	\$171,974.40	\$84.75	\$176,280.00	2/16/2026	\$180,668.80
Fleet Manager	12	\$51.19	\$106,475.20	\$52.47	\$109,137.60	Redlined	\$109,137.60
Golf Course Superintendent	7	\$42.32	\$88,025.60	\$43.87	\$91,249.60	4/2/2026	\$93,537.60
Human Resource Director	10	\$71.87	\$149,489.60	\$77.65	\$161,512.00	6/5/2026	\$165,547.20
IT Director	12	\$74.16	\$154,252.80	\$79.96	\$166,316.80	Redlined	\$166,316.80
Library Director	3	\$59.37	\$123,489.60	\$61.33	\$127,566.40	6/09/2026	\$133,931.20
Parks & Recreation Director	12	\$77.39	\$160,971.20	\$83.56	\$173,804.80	Redlined	\$173,804.80
Parks Superintendent	11	\$57.29	\$119,163.20	\$58.72	\$122,137.60	1/28/2026	\$125,195.20
Police Chief	12	\$93.03	\$193,502.40	\$95.36	\$198,348.80	Redlined	\$198,348.80
Power Director	11	\$97.05	\$201,864.00	\$99.47	\$206,897.60	5/17/2026	\$212,056.00
Public Works Director	6	\$83.29	\$173,243.20	\$90.17	\$187,553.60	7/20/2025	\$192,233.60
Recreation Director	7	\$49.94	\$103,875.20	\$51.19	\$106,475.20	11/10/2025	\$109,137.60
Senior Center Director	12	\$55.31	\$115,044.80	\$56.69	\$117,915.20	Redlined	\$117,915.20
Street & Stormwater Supt.	4	\$47.88	\$99,590.40	\$49.08	\$102,086.40	4/15/2026	\$107,182.40
Wastewater Superintendent	7	\$52.82	\$109,865.60	\$54.14	\$112,611.20	3/9/2026	\$115,419.20
Water Superintendent	5	\$50.26	\$104,540.80	\$51.52	\$107,161.60	12/25/2025	\$109,865.60