

**2024 ANNUAL ADOPTED BUDGET
AUTHORIZED POSITIONS - FULL TIME EQUIVALENTS**

DEPARTMENT	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
MUNICIPAL COURT	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50
CLERK	4.12	4.12	4.12	4.12	4.12	4.12	4.50	4.50	4.50	4.50	5.00
INFORMATION SERVICES *	0.00	0.75	0.75	1.00	1.00	1.00	3.00	3.00	3.00	3.00	3.00
ADMINISTRATION/HUMAN RESOURCES	4.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
FINANCE	6.60	6.60	6.60	6.60	6.60	6.73	6.73	7.23	6.73	6.73	6.73
ASSESSOR	1.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MUNICIPAL BUILDINGS	2.78	4.05	4.05	4.05	4.05	4.05	4.05	4.05	4.05	4.05	2.80
TOTAL GENERAL GOVERNMENT	21.00	22.02	22.02	21.27	21.27	21.40	23.78	24.28	23.78	23.78	23.03
POLICE	60.75	61.75	61.75	61.75	61.75	61.75	62.75	62.75	62.75	63.15	62.75
DISPATCH	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00	15.00
FIRE	46.50	46.50	46.50	46.00	46.00	46.50	47.50	47.50	49.50	50.50	50.50
BUILDING INSPECTION	7.00	8.00	8.00	8.30	8.30	9.15	9.00	9.00	9.00	9.00	9.00
TOTAL PUBLIC SAFETY	129.25	131.25	131.25	131.05	131.05	132.40	134.25	134.25	136.25	137.65	137.25
ENGINEERING	8.25	8.25	8.25	8.25	8.25	8.25	8.25	8.25	8.25	8.25	8.25
HIGHWAY	22.00	22.00	22.00	22.00	22.00	22.00	22.00	21.75	22.00	22.00	22.00
PARKS	2.00	2.00	2.00	2.00	2.00	1.80	1.75	2.00	1.35	1.35	1.35
TOTAL PUBLIC WORKS	32.25	32.25	32.25	32.25	32.25	32.05	32.00	32.00	31.60	31.60	31.60
PUBLIC HEALTH	6.75	6.75	6.75	6.75	6.95	6.95	7.05	7.05	7.15	7.15	8.15
PLANNING	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.17	4.17	4.80	5.80
ECONOMIC DEVELOPMENT	0.58	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
TOTAL GENERAL FUND	193.83	197.27	197.27	196.32	196.52	197.80	202.08	202.75	203.95	205.98	206.83
PUBLIC HEALTH - GRANT	0.00	0.00	0.00	0.75	1.00	1.00	1.00	1.00	1.00	1.00	1.00
LIBRARY	17.02	16.94	16.94	16.68	15.38	14.88	15.15	15.15	14.65	14.65	15.00
TOURISM **							0.50	0.50	0.50	0.00	0.00
SEWER & WATER	11.55	11.55	10.80	10.80	10.80	11.80	11.80	12.80	12.80	12.80	12.50
TOTAL	222.40	225.76	225.01	224.55	223.70	225.48	230.53	232.20	232.90	234.43	235.33

Notes:

* Information Services-Change from contract staffing to in-house staffing authorized in 2020/transition to be complete at the end of 2024/Still have 1 outsourced staff member in 2024

** Eliminated Tourism part-time staffing and reverting back to contractual services (-0.50 FTE)

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January 2024 Salary Ranges
(3% effective on 1/2024 payroll + progress to market if applicable)

Position Title	Grade	JFA Total	Minimum Pay	Market Rate	Maximum Pay
Executive and Management					
Director of Administration	14	810	\$107,465	\$131,912	\$145,076
Fire Chief	(790 pts and above)	795	\$51.67	\$63.42	\$69.75
Police Chief		795			
Assistant Fire Chief					
Assistant Fire Chief	13	770	\$99,968	\$122,711	\$134,958
City Engineer/DPW Director	(750 to 785 pts)	755	\$48.06	\$59.00	\$64.88
Assistant Police Chief		755			
Battalion Chief (2912 hrs/yr)					
Battalion Chief (2912 hrs/yr)	12	730	\$92,993	\$114,149	\$125,541
Director of Finance and Treasurer	(710 to 745 pts)	725	\$44.71	\$54.88	\$60.36
Director of Clerk Services					
Director of Clerk Services	11	705	\$86,507	\$106,185	\$116,781
Director of Health and Human Services	(670 to 705 pts)	680	\$41.59	\$51.05	\$56.14
Library Director		680			
Information Services Director		680			
Economic Development Director		670			
Supervisory and Advanced Technical					
Director of Inspection Services	10	665	\$80,598	\$97,624	\$106,792
Sewer & Water Superintendent	(615 to 665 pts)	665	\$38.75	\$46.93	\$51.34
Assistant City Engineer		635			
Planning Manager		630			
Department of Public Works Superintendent		615			
Emergency Services Communication Supervisor					
Emergency Services Communication Supervisor	9	585	\$74,975	\$90,814	\$99,342
Principal Planner	(560 to 610 pts)	570	\$36.05	\$43.66	\$47.76
Public Health Nurse Supervisor		565			
Project Engineer		560			
Human Resources Manager					
Chief Electrical Inspector					
Chief Electrical Inspector	8	550	\$69,744	\$84,478	\$92,412
Chief Plumbing Inspector	(505 to 555 pts)	550	\$33.53	\$40.61	\$44.43
Chief Building Inspector		545			
Adult Services Librarian/Assistant Director		540			
Human Resources Coordinator		520			
Public Health Program Manager		515			
Assistant Superintendent of Public Works		510			
Accounting Supervisor		505			
Server and Infrastructure Engineer		505			
Engineering Tech IV		505			
Deputy Treasurer					
Deputy Treasurer	7	485	\$64,879	\$78,585	\$85,966
City Forester		475	\$31.19	\$37.78	\$41.33
Building Inspector	(450 to 500 pts)	470			
Building Maintenance Superintendent		460			
Sanitarian		460			
Engineering Tech III		455			
Library Circulation Supervisor		455			
Mechanic I		455			
Associate Planner		455			
Public Health Nurse		455			
Administrative and Technical					
Residential Building Inspector	6	445	\$59,008	\$70,514	\$76,710
Sewer & Water Operator II	(415 to 445 pts)	440	\$28.37	\$33.90	\$36.88
Arborist		440			
Lead Dispatcher		435			
Court Administrative Assistant		435			
Foreman		435			
Public Health Specialist		425			
Deputy City Clerk		420			
Reference Librarian		420			
Youth Reference/Young Adult Librarian		420			
Community Drug Free Coalition Coordinator		420			
Engineering Tech II		415			
Permit Technician		415			

January 2024 Salary Ranges
(3% effective on 1/2024 payroll + progress to market if applicable)

Position Title	Grade	JFA Total	Minimum Pay	Market Rate	Maximum Pay
Dispatcher (2002 hrs/yr)	5	410	\$54,893	\$65,597	\$71,359
Heavy Equipment Operator	(380 to 410 pts)	410	\$26.39	\$31.54	\$34.31
Community Fire Prevention Specialist		400	\$27.42	\$32.77	\$35.64
Sewer & Water Operator I		395			
Inspection Permit Clerk		395			
Assistant Mechanic		390			
Permit Coordinator		385			
Accountant		385			
Light Equipment Operator					
Light Equipment Operator	4	375	\$51,062	\$61,019	\$66,380
Confidential Police Administrative Assistant	(345 to 375 pts)	370	\$24.55	\$29.34	\$31.91
Confidential Fire Administrative Assistant		370			
Deputy Court Administrative Assistant		370			
Sewer & Water Technician		370			
Administrative/Project Assistant		365			
Program and Outreach Coordinator		365			
Assistant Planner		355			
Clerical and Support Staff					
Administrative Assistant (DPW)	3	335	\$45,125	\$53,925	\$58,662
Administrative Assistant (Engineering)	(310 to 340 pts)	335	\$21.69	\$25.93	\$28.20
Administrative Clerk (Clerks)		335			
Desktop & User Support Administrator		335			
Municipal Court Clerk		325			
Assessor Clerk		325			
Account Clerk		315			
Administrative Clerk (Health)		315			
Laborer		315			
Maintenance Custodian		315			
Secretary (Inspection Services)					
Secretary (Inspection Services)	2	305	\$41,977	\$50,161	\$54,567
Library Assistant	(275 to 305 pts)	300	\$20.18	\$24.12	\$26.23
Secretary (Planning)		300			
Finance Clerk		290			
Secretary (Clerk)		290			
Lead Cashier		285			
Clerk Typist		275			
Cashier/Clerk					
Cashier/Clerk	1	270	\$39,047	\$46,661	\$50,761
Library Administrative Aide	(240 to 270 pts)	270	\$18.77	\$22.43	\$24.40
Custodian		235			
Police Utility Clerk		235			