

| Non-Union 2027 Proposed Wages     | Step 1<br>Hourly<br>80% | Step 2<br>Hourly<br>84% | Step 3<br>Hourly<br>88% | Step 4<br>Hourly<br>88% | Step 5<br>Hourly<br>92% | Step 6<br>Hourly<br>100% | Market rate      | COLA  |
|-----------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|------------------|-------|
|                                   |                         |                         |                         |                         |                         |                          |                  |       |
| City Administrator                | 85.26                   | 89.52                   | 93.79                   | 98.05                   | 102.31                  | 106.57                   | 1.89%            | 3.00% |
| Police Chief                      | 74.46                   | 78.19                   | 81.91                   | 85.63                   | 89.36                   | 93.08                    | 4.25%            | 3.00% |
| Finance Director                  | 71.90                   | 75.50                   | 79.10                   | 82.69                   | 86.29                   | 89.88                    | 3.93%            | 3.00% |
| Public Works Director             | 70.18                   | 73.69                   | 77.20                   | 80.70                   | 84.21                   | 87.72                    | 2.06%            | 3.00% |
| Fire Chief                        | 70.00                   | 73.50                   | 77.00                   | 80.50                   | 84.00                   | 87.50                    | 3.65%            | 3.00% |
| Comm Dev Director                 | 69.04                   | 72.49                   | 75.94                   | 79.40                   | 82.85                   | 86.30                    | 3.96%            | 3.00% |
| City Engineer                     | 66.41                   | 69.73                   | 73.05                   | 76.37                   | 79.69                   | 83.01                    | 0.00%            | 3.00% |
| Adm Services Director             | 64.31                   | 67.53                   | 70.74                   | 73.96                   | 77.17                   | 80.39                    | 5.10%            | 3.00% |
| IT Manager                        | 56.01                   | 58.81                   | 61.61                   | 64.41                   | 67.21                   | 70.01                    | 0.00%            | 3.00% |
| Deputy Fire Chief of Oper. & Log. | 56.00                   | 58.80                   | 61.60                   | 64.40                   | 67.20                   | 70.00                    | 80% of FC 3.64%  | 3.00% |
| Asst Finance Officer              | 55.86                   | 58.65                   | 61.45                   | 64.24                   | 67.03                   | 69.83                    | 5.77%            | 3.00% |
| Asst Public Works Director        | 55.33                   | 58.09                   | 60.86                   | 63.62                   | 66.39                   | 69.16                    | 3.66%            | 3.00% |
| Econ Dev Manager                  | 54.23                   | 56.95                   | 59.66                   | 62.37                   | 65.08                   | 67.79                    | 3.23%            | 3.00% |
| Building Official                 | 53.37                   | 56.03                   | 58.70                   | 61.37                   | 64.04                   | 66.71                    | 4.62%            | 3.00% |
| Asst City Engineer                | 53.29                   | 55.95                   | 58.62                   | 61.28                   | 63.95                   | 66.61                    | 1.41%            | 3.00% |
| Deputy Fire Chief of Training     | 52.50                   | 55.12                   | 57.75                   | 60.37                   | 63.00                   | 65.62                    | 75% of FC 11.05% | 3.00% |
| Planning Manager                  | 51.01                   | 53.56                   | 56.11                   | 58.66                   | 61.21                   | 63.76                    | 0.00%            | 3.00% |
| Senior Planner                    | 47.84                   | 50.24                   | 52.63                   | 55.02                   | 57.41                   | 59.80                    | 2.50%            | 3.00% |
| Fire Marshall                     | 47.45                   | 49.82                   | 52.20                   | 54.57                   | 56.94                   | 59.31                    | 3.43%            | 3.00% |
| City Clerk                        | 47.33                   | 49.69                   | 52.06                   | 54.43                   | 56.79                   | 59.16                    | 4.05%            | 3.00% |
| Network Specialist                | 47.09                   | 49.45                   | 51.80                   | 54.16                   | 56.51                   | 58.87                    | 5.18%            | 3.00% |
| Parks Supervisor                  | 44.34                   | 46.56                   | 48.77                   | 50.99                   | 53.21                   | 55.42                    | 3.20%            | 3.00% |
| Street Supervisor                 | 44.34                   | 46.56                   | 48.77                   | 50.99                   | 53.21                   | 55.42                    | 3.20%            | 3.00% |
| Civil Engineer I (New in 2027)    | 43.95                   | 46.15                   | 48.35                   | 50.54                   | 52.74                   | 54.94                    |                  |       |
| Utilities Supervisor              | 43.83                   | 46.02                   | 48.22                   | 50.41                   | 52.60                   | 54.79                    | 3.20%            | 3.00% |
| Office Supervisor                 | 43.79                   | 45.98                   | 48.17                   | 50.36                   | 52.55                   | 54.74                    | 2.87%            | 3.00% |
| City Planner                      | 42.87                   | 45.02                   | 47.16                   | 49.31                   | 51.45                   | 53.59                    | 0.00%            | 3.00% |
| Building Maint Supervisor         | 41.00                   | 43.05                   | 45.10                   | 47.15                   | 49.20                   | 51.25                    | 4.99%            | 3.00% |
| Sr Engr Tech                      | 40.77                   | 42.81                   | 44.85                   | 46.89                   | 48.93                   | 50.97                    | 1.74%            | 3.00% |
| HR Generalist                     | 39.80                   | 41.79                   | 43.78                   | 45.77                   | 47.76                   | 49.75                    | 3.64%            | 3.00% |
| Fire Inspector                    | 37.01                   | 38.86                   | 40.71                   | 42.56                   | 44.41                   | 46.26                    | 4.39%            | 3.00% |
| Rec Coordinator                   | 35.30                   | 37.07                   | 38.83                   | 40.60                   | 42.36                   | 44.13                    | 4.15%            | 3.00% |
| HR Specialist                     | 31.77                   | 33.36                   | 34.95                   | 36.54                   | 38.12                   | 39.71                    | 1.11%            | 3.00% |
| Firefigher/Fire Technician        | 30.97                   | 32.52                   | 34.06                   | 35.61                   | 37.16                   | 38.71                    | 0.77%            | 3.00% |
|                                   |                         |                         |                         |                         |                         | Average                  | 2.97%            |       |