

Pay Scales – Non-Union

Approved FY2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N01	37,355	39,223	41,184	43,243	44,541	45,876	47,253	48,672	50,132
Hourly	17.959	18.857	19.800	20.790	21.414	22.056	22.718	23.400	24.102
Bi-Weekly	1,436.73	1,508.58	1,584.00	1,663.19	1,713.12	1,764.46	1,817.42	1,872.00	1,928.15
N02	39,595	41,575	43,653	45,835	47,210	48,626	50,084	51,586	53,134
Hourly	19.036	19.988	20.987	22.036	22.697	23.378	24.079	24.801	25.545
Bi-Weekly	1,522.88	1,599.04	1,678.96	1,762.88	1,815.77	1,870.23	1,926.31	1,984.08	2,043.62
N03	41,972	44,071	46,274	48,587	50,045	51,547	53,092	54,685	56,326
Hourly	20.179	21.188	22.247	23.359	24.060	24.782	25.525	26.291	27.080
Bi-Weekly	1,614.31	1,695.04	1,779.77	1,868.73	1,924.81	1,982.58	2,042.00	2,103.27	2,166.38
N04	44,491	46,717	49,053	51,505	53,050	54,642	56,281	57,970	59,708
Hourly	21.390	22.460	23.583	24.762	25.505	26.270	27.058	27.870	28.706
Bi-Weekly	1,711.19	1,796.81	1,886.65	1,980.96	2,040.38	2,101.62	2,164.65	2,229.62	2,296.46
N05	47,158	49,516	51,992	54,592	56,229	57,916	59,652	61,441	63,284
Hourly	22.672	23.806	24.996	26.246	27.033	27.844	28.679	29.539	30.425
Bi-Weekly	1,813.77	1,904.46	1,999.69	2,099.69	2,162.65	2,227.54	2,294.31	2,363.12	2,434.00
N06	49,989	52,489	55,114	57,870	59,607	61,395	63,238	65,135	67,088
Hourly	24.033	25.235	26.497	27.822	28.657	29.517	30.403	31.315	32.254
Bi-Weekly	1,922.65	2,018.81	2,119.77	2,225.77	2,292.58	2,361.35	2,432.23	2,505.19	2,580.31
N07	52,988	55,638	58,419	61,339	63,180	65,075	67,028	69,039	71,111
Hourly	25.475	26.749	28.086	29.490	30.375	31.286	32.225	33.192	34.188
Bi-Weekly	2,038.00	2,139.92	2,246.88	2,359.19	2,430.00	2,502.88	2,578.00	2,655.35	2,735.04
N08	56,168	58,976	61,926	65,023	66,974	68,983	71,053	73,185	75,381
Hourly	27.004	28.354	29.772	31.261	32.199	33.165	34.160	35.185	36.241
Bi-Weekly	2,160.31	2,268.31	2,381.77	2,500.88	2,575.92	2,653.19	2,732.81	2,814.81	2,899.27
N09	59,538	62,514	65,641	68,923	70,990	73,120	75,315	77,574	79,901
Hourly	28.624	30.055	31.558	33.136	34.130	35.154	36.209	37.295	38.414
Bi-Weekly	2,289.92	2,404.38	2,524.65	2,650.88	2,730.38	2,812.31	2,896.73	2,983.62	3,073.12
N10	63,111	66,267	69,580	73,060	75,252	77,509	79,835	82,229	84,696
Hourly	30.342	31.859	33.452	35.125	36.179	37.264	38.382	39.533	40.719
Bi-Weekly	2,427.35	2,548.73	2,676.15	2,810.00	2,894.31	2,981.12	3,070.58	3,162.65	3,257.54
N11	66,897	70,242	73,755	77,443	79,766	82,158	84,623	87,162	89,777
Hourly	32.162	33.770	35.459	37.232	38.349	39.499	40.684	41.905	43.162
Bi-Weekly	2,572.96	2,701.62	2,836.73	2,978.58	3,067.92	3,159.92	3,254.73	3,352.38	3,452.96
N12	70,911	74,458	78,181	82,089	84,552	87,090	89,702	92,394	95,166
Hourly	34.092	35.797	37.587	39.466	40.650	41.870	43.126	44.420	45.753
Bi-Weekly	2,727.35	2,863.77	3,006.96	3,157.27	3,252.00	3,349.62	3,450.08	3,553.62	3,660.23
N13	75,165	78,924	82,869	87,013	89,623	92,312	95,081	97,933	100,870
Hourly	36.137	37.944	39.841	41.833	43.088	44.381	45.712	47.083	48.495
Bi-Weekly	2,890.96	3,035.54	3,187.27	3,346.65	3,447.04	3,550.46	3,656.96	3,766.65	3,879.62
N14	79,674	83,658	87,840	92,233	95,000	97,849	100,784	103,809	106,922
Hourly	38.305	40.220	42.231	44.343	45.673	47.043	48.454	49.908	51.405
Bi-Weekly	3,064.38	3,217.62	3,378.46	3,547.42	3,653.85	3,763.42	3,876.31	3,992.65	4,112.38

Pay Scales – Non-Union (continued)

N15	84,454	88,677	93,111	97,766	100,699	103,719	106,831	110,036	113,337
Hourly	40.603	42.633	44.765	47.003	48.413	49.865	51.361	52.902	54.489
Bi-Weekly	3,248.23	3,410.65	3,581.19	3,760.23	3,873.04	3,989.19	4,108.88	4,232.15	4,359.12
N16	89,523	93,999	98,700	103,636	106,746	109,949	113,248	116,644	120,143
Hourly	43.040	45.192	47.452	49.825	51.320	52.860	54.446	56.079	57.761
Bi-Weekly	3,443.19	3,615.35	3,796.15	3,986.00	4,105.62	4,228.81	4,355.69	4,486.31	4,620.88
N17	94,894	99,638	104,620	109,851	113,146	116,540	120,037	123,637	127,346
Hourly	45.622	47.903	50.298	52.813	54.397	56.029	57.710	59.441	61.224
Bi-Weekly	3,649.77	3,832.23	4,023.85	4,225.04	4,351.77	4,482.31	4,616.81	4,755.27	4,897.92
N18	100,589	105,618	110,899	116,445	119,937	123,535	127,242	131,059	134,990
Hourly	48.360	50.778	53.317	55.983	57.662	59.392	61.174	63.009	64.899
Bi-Weekly	3,868.81	4,062.23	4,265.35	4,478.65	4,612.96	4,751.35	4,893.92	5,040.73	5,191.92
N19	106,621	111,952	117,549	123,427	127,130	130,944	134,873	138,919	143,087
Hourly	51.260	53.823	56.514	59.340	61.120	62.954	64.843	66.788	68.792
Bi-Weekly	4,100.81	4,305.85	4,521.12	4,747.19	4,889.62	5,036.31	5,187.42	5,343.04	5,503.35
N20	113,021	118,672	124,607	130,836	134,761	138,805	142,969	147,258	151,676
Hourly	54.337	57.054	59.907	62.902	64.789	66.733	68.735	70.797	72.921
Bi-Weekly	4,346.96	4,564.31	4,792.58	5,032.15	5,183.12	5,338.65	5,498.81	5,663.77	5,833.69

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
N07	Finance	Accounting Clerk
N07	Economic Development	Administrative Assistant
N07	Parks and Recreation	Administrative Assistant
N07	Community Development	Administrative Assistant
N07	Police	Administrative Assistant
N07	Public Works	Administrative Assistant
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
N09	Parks and Recreation	Recreation Coordinator
N10	Police	Criminal Intelligence Analyst
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	Parks and Recreation	Food and Beverage Manager
N11	IT	IT Technician
N11	Fire	Office Manager
N11	Parks and Recreation	Recreation Supervisor
N11	IT	GIS Specialist
N11	Police	Evidence Assistant
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	Communications	Digital Marketing Specialist
N12	City Manager's Office	Budget Analyst
N12	Public Works/Utilities	Engineering Technician II
N12	IT	GIS Coordinator
N12	Library	Public Services Manager
N12	Library	Circulation Manager
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	Community Development	Plans Examiner
N13	Police	Police Technician
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
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	Engineering Manager; Development 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

Approved FY2023	Minimum	Midpoint	Maximum
MG1	94,894	111,120	127,346
Hourly	45.622	53.423	61.224
Bi-Weekly	3,649.77	4,273.85	4,897.92
MG2	113,021	132,348	151,676
Hourly	54.337	63.629	72.921
Bi-Weekly	4,346.96	5,090.31	5,833.69
MG3	119,802	140,288	160,774
Hourly	57.597	67.446	77.295
Bi-Weekly	4,607.77	5,395.69	6,183.62
MG4	126,988	148,703	170,419
Hourly	61.052	71.492	81.932
Bi-Weekly	4,884.15	5,719.35	6,554.58
MG5	134,607	157,627	180,644
Hourly	64.715	75.782	86.848
Bi-Weekly	5,177.19	6,062.58	6,947.85
MGR	230,770	-	-
Hourly	110.947	-	-
Bi-Weekly	8,875.77	-	-

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
MGR	City Manager's Office	City Manager

Pay Scales – AFSCME Union

Approved FY2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A06	50,118	52,624	55,255	58,017	59,758	61,551
Hourly	24.095	25.300	26.565	27.893	28.730	29.592
Bi-Weekly	1,927.62	2,024.00	2,125.19	2,231.42	2,298.38	2,367.35
A07	52,905	55,551	58,327	61,244	63,080	64,973
Hourly	25.435	26.707	28.042	29.444	30.327	31.237
Bi-Weekly	2,034.81	2,136.58	2,243.35	2,355.54	2,426.15	2,498.96
A08	55,686	58,471	61,395	64,465	66,400	68,392
Hourly	26.772	28.111	29.517	30.993	31.923	32.881
Bi-Weekly	2,141.77	2,248.88	2,361.35	2,479.42	2,553.85	2,630.46
A09	58,463	61,385	64,455	67,677	69,707	71,797
Hourly	28.107	29.512	30.988	32.537	33.513	34.518
Bi-Weekly	2,248.58	2,360.96	2,479.04	2,602.96	2,681.04	2,761.42
A10	61,248	64,309	67,525	70,901	73,029	75,219
Hourly	29.446	30.918	32.464	34.087	35.110	36.163
Bi-Weekly	2,355.69	2,473.42	2,597.12	2,726.96	2,808.81	2,893.04
A11	64,027	67,228	70,589	74,119	76,342	78,632
Hourly	30.782	32.321	33.937	35.634	36.703	37.804
Bi-Weekly	2,462.58	2,585.69	2,714.96	2,850.73	2,936.23	3,024.31
A13	70,185	73,694	77,380	81,249	83,687	86,197
Hourly	33.743	35.430	37.202	39.062	40.234	41.441
Bi-Weekly	2,699.42	2,834.38	2,976.15	3,124.96	3,218.73	3,315.27

Grade	Department	Job Title
A06	Municipal Utilities	Utilities Operator Assistant
A07	Parks and Recreation	Groundskeeper
A07	Parks and Recreation	Park Maintenance Technician I
A07	Public Works	Equipment Operator
A08	Municipal Utilities	Utilities Operator I
A09	Parks and Recreation	Facilities Maintenance Technician
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	Municipal Utilities	Utilities Operator IV
A13	Public Works	Lead Traffic Technician

Pay Scales – Teamsters Police Department Union

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

Approved FY2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PON	57,808	-	-	-	-	-	-	-	-
Hourly	28.158	-	-	-	-	-	-	-	-
Bi-Weekly	2,223.38	-	-	-	-	-	-	-	-
PO	64,232	67,443	70,816	74,358	76,589	78,887	81,254	83,691	86,201
Hourly	31.287	32.851	34.494	36.219	37.306	38.425	39.578	40.765	41.988
Bi-Weekly	2,470.46	2,593.96	2,723.69	2,859.92	2,945.73	3,034.12	3,125.15	3,218.88	3,315.42

Grade	Department	Job Title
PON	Police	Police Officer Recruit
PO	Police	Police Officer

Pay Scales – Police Department Command Staff

Approved FY2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PS8	90,278	94,792	99,532	104,510	107,644	110,874		
Hourly	43.403	45.573	47.852	50.245	51.752	53.305		
Bi-Weekly	3,472.23	3,645.85	3,828.15	4,019.62	4,140.15	4,264.38		
PS *	89,106	93,561	98,240	103,153	106,247	109,435		
Hourly	43.403	45.573	47.852	50.245	51.752	53.305		
Bi-Weekly	3,427.15	3,598.50	3,778.46	3,967.42	4,086.42	4,209.04		
PL	92,889	97,533	102,411	107,532	110,758	114,080	117,501	121,027
Hourly	44.658	46.891	49.236	51.698	53.249	54.846	56.491	58.186
Bi-Weekly	3,572.65	3,751.27	3,938.88	4,135.85	4,259.92	4,387.69	4,519.27	4,654.88
PC	105,964	111,261	116,825	122,666	126,345	130,135	134,039	138,060
Hourly	50.944	53.491	56.166	58.974	60.743	62.565	64.442	66.375
Bi-Weekly	4,075.54	4,279.27	4,493.27	4,717.92	4,859.42	5,005.19	5,155.35	5,310.00

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

Grade	Department	Job Title
PS8	Police	Police Sergeant (8-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 Duty Crew

Annual salary estimate based on working 2,912 hours per year.

Approved FY2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F08	51,106	53,662	56,344	59,160	60,934	62,762	64,646	66,586	68,583
Hourly *	17.550	18.428	19.349	20.316	20.925	21.553	22.200	22.866	23.552
Bi-Weekly	1,965.62	2,063.92	2,167.08	2,275.38	2,343.62	2,413.92	2,486.38	2,561.00	2,637.81
F09	56,784	59,623	62,605	65,735	67,707	69,739	71,830	73,985	76,204
Hourly	19.500	20.475	21.499	22.574	23.251	23.949	24.667	25.407	26.169
Bi-Weekly	2,184.00	2,293.19	2,407.88	2,528.27	2,604.12	2,682.27	2,762.69	2,845.58	2,930.92
F10	62,462	65,587	68,866	72,308	74,477	76,711	79,011	81,382	
Hourly	21.450	22.523	23.649	24.831	25.576	26.343	27.133	27.947	
Bi-Weekly	2,402.38	2,522.58	2,648.69	2,781.08	2,864.50	2,950.42	3,038.88	3,130.08	
F11	63,802	66,993	70,342	73,860	76,076	78,359	80,709	83,129	85,622
Hourly	21.910	23.006	24.156	25.364	26.125	26.909	27.716	28.547	29.403
Bi-Weekly	2,453.92	2,576.65	2,705.46	2,840.77	2,926.00	3,013.81	3,104.19	3,197.27	3,293.15
F12	70,179	73,688	77,372	81,242	83,679	86,189	88,775	91,440	
Hourly	24.100	25.305	26.570	27.899	28.736	29.598	30.486	31.401	
Bi-Weekly	2,699.19	2,834.15	2,975.85	3,124.69	3,218.42	3,314.96	3,414.42	3,516.92	
LE8	73,703	77,388	81,257	85,320	87,880	90,517	93,234		
Hourly	35.434	37.206	39.066	41.019	42.250	43.518	44.824		
Bi-Weekly	2,834.73	2,976.46	3,125.27	3,281.54	3,380.00	3,481.42	3,585.92		
F14	73,703	77,389	81,259	85,322	87,881	90,517	93,234		
Hourly	25.310	26.576	27.905	29.300	30.179	31.084	32.017		
Bi-Weekly	2,834.73	2,976.50	3,125.35	3,281.62	3,380.04	3,481.42	3,585.92		
LP8	76,149	79,957	83,955	88,152	90,796	93,521	96,327		
Hourly	36.610	38.441	40.363	42.381	43.652	44.962	46.311		
Bi-Weekly	2,928.81	3,075.27	3,229.04	3,390.46	3,492.15	3,596.96	3,704.88		
F15	76,149	79,958	83,956	88,155	90,799	93,522	96,326		
Hourly	26.150	27.458	28.831	30.273	31.181	32.116	33.079		
Bi-Weekly	2,928.81	3,075.31	3,229.08	3,390.58	3,492.27	3,597.00	3,704.85		

* Rate for Part Time (Non-Union) Recruit. Employee will be moved off of recruit status when clearance program is passed and FFI and EMT certifications are obtained. All other Part Time (Non-Union) Duty Crew positions follow the Union Contract pay scales (F09 – F15 above) for like positions.

Part Time Duty Crew (POC) Standby On-Call Pay is \$4.00 per hour

Grade	Department	Job Title
F08	Fire	EMT only (part-time only)
F08	Fire	Firefighter recruit (part-time only)
F09	Fire	Firefighter EMT
F10	Fire	Paramedic only (part-time only)
F10	Fire	Fire Engineer EMT
F11	Fire	Firefighter Paramedic
F12	Fire	Fire Engineer Paramedic
F14	Fire	Fire Lieutenant EMT
LE8	Fire	Fire Lieutenant EMT (8-hour shift)-CRR
F15	Fire	Fire Lieutenant Paramedic
LP8	Fire	Fire Lieutenant Paramedic (8-hour shift)-CRR
F15	Fire	Public Education Coordinator (part-time only)

Pay Scales – Fire Department Command Staff

Approved FY2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC	86,201	90,511	95,036	99,788	102,782	105,866		
Hourly	29.602	31.082	32.636	34.268	35.296	36.355		
Bi-Weekly	3,315.42	3,481.19	3,655.23	3,838.00	3,953.15	4,071.77		
DIV	95,004	99,755	104,743	109,980	113,279	116,678	120,178	
Hourly	45.675	47.959	50.357	52.875	54.461	56.095	57.778	
Bi-Weekly	3,654.00	3,836.73	4,028.58	4,230.00	4,356.88	4,487.62	4,622.23	
DC	103,809	108,998	114,448	120,170	123,775	127,487	131,312	135,252
Hourly	49.908	52.403	55.023	57.774	59.507	61.292	63.131	65.025
Bi-Weekly	3,992.65	4,192.23	4,401.85	4,621.92	4,760.58	4,903.35	5,050.46	5,202.00

Grade	Department	Job Title
BC	Fire	Fire Battalion Chief; PT Fire Captain
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 FY2023	Step 1	Step 2	Step 3	Step 4	Step 5	
REC1	9.75	10.25	10.75	11.25	11.75	Gym Supervisor, Program Assistant
REC2	11.25	11.75	12.25	12.75	13.25	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	11.25	11.75	12.25	12.75	13.25	Hawkeye Park Concessions
AQU1	10.50	11.00	11.50	12.00	12.50	Aquatic Admissions/Concessions
AQU2	11.00	11.50	12.00	12.50	13.00	Aquatic Water Slide Attendant
AQU3	12.00	12.50	13.00	13.50	14.00	Aquatic Maintenance
AQU4	12.50	13.00	13.50	14.00	14.50	Aquatic Life Guard, Admissions/Concessions Lead
AQU5	14.50	15.00	15.50	16.00	16.50	Aquatic Safety Instructor
AQU6	15.50	16.00	16.50	17.00	17.50	Aquatic Head Guard
AQU7	16.00	16.50	17.00	17.50	18.00	Aquatic Lesson Coordinator
AQU8	18.75	19.25	19.75	20.25	20.75	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	10.00	10.50	11.00	11.50	12.00	Clubhouse Services
OC3	10.25	10.75	11.25	11.75	12.25	Banquet Bartender
OC4	10.75	11.25	11.75	12.25	12.75	Starter Supervisor
OC5	12.50	13.00	13.50	14.00	14.50	Tin Cup Cook
OC6	11.75	12.25	12.75	13.25	13.75	Banquet Server
OC7	12.50	13.00	13.50	14.00	14.50	Pro Shop Associate
OC8	14.00	14.50	15.00	15.50	16.00	Banquet Cook
OC9	20.75	21.25	21.75	22.25	22.75	Asst Food & Beverage Manager, Asst Pro Shop Manager, Asst Greenskeeper
SL1	12.50	13.00	13.50	14.00	14.50	Summer Seasonal Labor-Sports Complex (nights and weekends)
SL2	17.00	17.50	18.00	18.50	19.00	3-10 Month Laborers; 10-month Utility Locator
INT	15.00	-	-	-	-	Interns
INE	17.00	-	-	-	-	Intern-Engineering

* Step movement is based on returning from season to season

* Seasonal pay scales effective March 28, 2022