



CITY OF PATASKALA

ORDINANCE 2022-4439

Passed December 5, 2022

AN ORDINANCE TO CREATE, AND ESTABLISH COMPENSATION FOR, A NEW FULL-TIME POSITION OF EMPLOYMENT (ASSISTANT CITY ADMINISTRATOR) WITHIN THE CITY OF PATASKALA, AND TO AMEND THE 2022 PAY MATRIX FOR THE NON-COLLECTIVELY BARGAINED EMPLOYEES FOR THE CITY OF PATASKALA, EFFECTIVE FOR THE PAY PERIOD BEGINNING ON AND AFTER JANUARY 9, 2022.

WHEREAS, the effective and efficient operations of the City of Pataskala is contingent on proper staffing levels; and

WHEREAS, the City of Pataskala recognizes the need to create a new position of employment in the city's Administration, Assistant City Administrator, to provide additional administrative support and oversight to all departments of the city, to oversee all aspects of facility management, and to assist the City Administrator in the day to day operations of the City of Pataskala; and

WHEREAS, Council for the City of Pataskala wishes to create this new position and establish a starting rate of pay, consistent with the attached position description attached hereto as **Exhibit A** and incorporated herein by reference.

WHEREAS, City Council adopted a 2020-2022 non-collective bargaining personnel Employee Pay Matrix ("the Matrix") via Resolution 2020-020; and

WHEREAS, the proposed creation of a new position, Assistant City Administrator, would require the Matrix to be amended to reflect the new position; and

WHEREAS, Section 3.01(A)(4) of the Charter of the City of Pataskala authorizes Council to establish rates of compensation for all public non-collective bargaining employees and contract employees of the City of Pataskala by either Ordinance or Resolution.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PATASKALA, COUNTY OF LICKING, STATE OF OHIO, A MAJORITY OF THE MEMBERS ELECTED THERETO CONCURRING THAT:

Section 1: The full-time, exempt position of Assistant City Administrator is hereby created within the City of Pataskala pursuant to the Position Description attached and incorporated herein as **Exhibit A**.

Section 2: The position created in Section 1 shall be in the unclassified service, with a starting annual salary of one hundred five thousand (\$105,000.00) per year.

Section 3: City Council hereby authorizes the Finance department to make the following change to the 2022 non-collective bargaining employee pay matrix:

Add the position of Assistant City Administrator to the pay matrix with a starting pay of \$105,000.00 per year. The position is to be added to the Pay Matrix starting with the 2022 schedule.

Section 4: The City of Pataskala's 2020-2022 Employee Pay Matrix is hereby amended, incorporating the changes as listed in Section 3 above, as illustrated in **Exhibit B**, a copy of which is attached and is incorporated herein.

Section 5: It is hereby found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of Council and that all deliberations of the Council and any of the decision-making bodies of the City of Pataskala which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Section 6: This Ordinance shall become effective from and after the earliest period allowed by the Charter of the City of Pataskala.

ATTEST:


Kathy M. Hoskinson, Clerk of Council


Michael W. Compton, Mayor

APPROVED AS TO FORM:


Brian M. Zets, Law Director

FINAL DRAFT CITY OF PATASKALA

An Equal Opportunity Employer
POSITION DESCRIPTION

Employee Name:	Position Title: Assistant City Administrator
Dept.: Administration	Employment Status: Full-time
Reports to: City Administrator	FLSA Status: Exempt
Normal Hours: Varies	Civil Service Status: Unclassified
EEO Status: 01 – Official / Administrator	

QUALIFICATIONS: An example of acceptable qualifications:
 Completion of secondary education or equivalent (high school diploma or GED) and five (5) years of recent work experience in municipal environment, including supervisory experience; Bachelor’s degree from an accredited college or university with major course work in Business, Public Administration preferred; or related field or any equivalent combination of education, experience, and training which provides the required knowledge, skills, and abilities.

LICENSURE OR CERTIFICATION REQUIREMENTS:
 Must possess and maintain a valid State of Ohio driver’s license and must remain insurable under the City’s vehicle insurance policy.

EQUIPMENT OPERATED: The following are examples only and are not intended to be all inclusive:
 Calculator, computer, computer software (Microsoft Office and other applicable computer software programs), mobile phone, fax machine, copier, scanner, telephone, postage machine, and other standard modern business office equipment, motor vehicle.

INHERENTLY HAZARDOUS OR PHYSICALLY DEMANDING WORKING CONDITIONS:
 Has exposure to chemical compounds found in an office environment (e.g., toner, correction fluid, etc.); works in or around crowds; has contact with potentially violent or emotionally distraught persons; this is considered sedentary work and the employee must demonstrate the ability to perform the physical demands required of the position in accordance with the U.S. Department of Labor’s physical demands strength ratings.

In cases of emergency, unpredictable situations, and/or department needs, may be required to lift, push, pull, and/or carry objects heavier than D.O.L. strength ratings recommend.

JOB DESCRIPTION AND WORKER CHARACTERISTICS:
 JOB DUTIES in order of importance

ESSENTIAL FUNCTIONS OF THE POSITION: For purposes of 42 USC 12101:

(1) Assists the City Administrator in supervision of all departments and municipal employees that the City Administrator may direct (e.g., schedules and assigns tasks; assists with the hiring of job applicants; recommends and adjusts pay assignments; evaluates performance; receives and adjusts employee complaints; approves and recommends the approval of leave requests; develops and modifies policies and procedures; transmits policy or procedure changes through established chains of communication, etc.); may participate in personnel or labor relations activities; has access to other employees’ personnel files; may serve as a member of management’s collective bargaining negotiating team; has unlimited access to financial data used in the payroll and benefit budgeting process; has access to financial data used in monitoring department revenue/income.

(2) Acts as the Facility Manager for all buildings owned by the City; acts as a point of contact for tenants to address problems and answer questions. Oversight of daily maintenance and troubleshooting at any facility

CITY OF PATASKALA

An Equal Opportunity Employer

Page 2 of 3

POSITION DESCRIPTION

Employee Name:

Position Title: Assistant City Administrator

that needs assistance, primarily 621 & 623 W. Broad St., but other sites could access the individual as needed (e.g., plumbing and restroom issues; general electrical/lighting; HVAC concerns (Heating and Cooling); Oversight and Administration of minor exterior building maintenance; minor interior building maintenance; exterior building aesthetics including signage; snow and ice removal; ceiling tile replacement; elevator repair, etc.); Point of contact for all marketing of any vacant spaces at 621 W. Broad Street and negotiates or re-negotiates leases; manages cleaning services, including window and carpet cleaning for three (3) city-owned buildings; manages large-scale projects and any interior large-scale renovations; responsible for maintaining the security system and other alarms throughout the buildings (e.g., tests and acts as point of contact for Security System; tests fire alarms/tornado alarms/active shooter; acts as point of contact for Fire Extinguishers, Med Box and AED (Defibrillators), etc.).

(3) Assists the City Administrator in seeing that all laws and Ordinances are faithfully followed; attends council and other board meetings; formulates and reviews policies, procedures, and legislation; implements and enforces municipal ordinances, charter provisions, and other laws and regulations; assists the City Administrator with preparing contracts, ordinances and resolutions and ensures all programs and regulations meet standards of existing legislation; responds to oral and written inquiries and complaints from the general public and elected official.

(4) Assists the City Administrator in providing leadership and direction in the development of short and long range plans; gathers, interprets, and prepares data for studies, reports, and recommendations; coordinates department activities with other departments and agencies as needed; assists with negotiating economic development packages for potential development projects.

(5) Assists the City Administrator with monitoring revenues and expenditures in assigned areas to assure sound fiscal control; assists in preparing annual budget requests; assists in assuring effective and efficient use of budget funds, personnel, materials, facilities, and time.

(6) Fosters positive relationships with the public; meets and holds meetings with the citizens, private groups, and other members of the community; prepares and delivers speeches and presentations; coordinates public information; works with outside governmental and non-governmental agencies.

(7) Attends meetings and serves on committees, as directed; attends training, workshops, and seminars, as directed; maintains required licensure or certification, if any.

(8) Meets all job safety requirements and all applicable safety standards that pertain to essential functions.

(9) Demonstrates regular and predictable attendance.

OTHER DUTIES AND RESPONSIBILITIES:

(1) Performs other duties as assigned.

Date Adopted _____

Developed by:

Date Revised _____

Clemans, Nelson & Associates, Inc.

{7/7/2022 PDPATCI 00282906.DOCX }

CITY OF PATASKALA

An Equal Opportunity Employer

Page 3 of 3

POSITION DESCRIPTION

Employee Name:

Position Title: Assistant City Administrator

MINIMUM ACCEPTABLE CHARACTERISTICS: (*indicates developed after employment)

Knowledge / Skills / Abilities:

- Knowledge of budgeting and finance
- Knowledge of City/department goals and objectives and policies and procedures
- Knowledge of workplace safety practices and procedures
- Knowledge of personnel rules and regulations
- Knowledge of supervisory principles and practices
- Knowledge of public relations
- Knowledge of government structure and process
- Skill in word processing, computer operation and use of modern office equipment
- Ability to apply management principles to solve problems
- Ability to exercise independent judgment and discretion
- Ability to communicate effectively; prepare and deliver speeches and presentations; handle sensitive inquiries from and contacts with officials and general public; develop and maintain effective working relationships; resolve complaints
- Ability to travel to and gain access to work site

POSITIONS DIRECTLY SUPERVISED:

Department Directors.

This position description in no manner states or implies that these are the only duties and responsibilities to be performed by the position incumbent. My (employee) signature below signifies that I have reviewed and understand and agree with the contents of this position description.

(Signature of Appointing Authority/Designee)

(Date)

(Signature of Employee)

(Date)

Date Adopted _____
Date Revised _____

Developed by:
Clemans, Nelson & Associates, Inc.

{7/7/2022 PDPATCI 00282906.DOCX }

CITY OF PATASKALA, OHIO
Consolidated Non-Union/Contract Pay Matrix

FY 2022 Wage Scale Increase 3.00%

Position	1 Year Sequence			2 Year Seq.				3 Yr. Seq.		
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
	A	A	A	A	A	A	A	A		
City Administrator	The City Administrator's wages are set by contract with City Council									
Law Director	Law Director is not a city employee subject to the pay matrix									
Director of Finance	The Finance Director's wages are set by contract with City Council									
Chief of Police	\$96,030.34	\$98,911.25	\$101,878.59	\$104,934.95	\$104,934.95	\$108,083.00	\$108,083.00	\$111,325.49	\$111,325.49	\$111,325.49
	\$46.17	\$47.55	\$48.98	\$50.45	\$50.45	\$51.96	\$51.96	\$53.52	\$53.52	\$53.52
Police Deputy Chief	\$84,026.55	\$86,547.35	\$89,143.77	\$91,818.08	\$91,818.08	\$94,572.62	\$94,572.62	\$97,409.80	\$97,409.80	\$97,409.80
	\$40.40	\$41.61	\$42.86	\$44.14	\$44.14	\$45.47	\$45.47	\$46.83	\$46.83	\$46.83
Assistant City Administrator	\$105,000.00	\$108,150.00	\$111,394.50	\$114,736.34	\$114,736.34	\$118,178.43	\$118,178.43	\$121,723.78	\$121,723.78	\$121,723.78
	\$50.48	\$52.00	\$53.56	\$55.16	\$55.16	\$56.82	\$56.82	\$58.52	\$58.52	\$58.52
Director of Utilities	\$92,943.65	\$95,731.96	\$98,603.92	\$101,562.04	\$101,562.04	\$104,608.90	\$104,608.90	\$107,747.17	\$107,747.17	\$107,747.17
	\$44.68	\$46.02	\$47.41	\$48.83	\$48.83	\$50.29	\$50.29	\$51.80	\$51.80	\$51.80
Director of Planning	\$92,943.65	\$95,731.96	\$98,603.92	\$101,562.04	\$101,562.04	\$104,608.90	\$104,608.90	\$107,747.17	\$107,747.17	\$107,747.17
	\$44.68	\$46.02	\$47.41	\$48.83	\$48.83	\$50.29	\$50.29	\$51.80	\$51.80	\$51.80
Assistant City Engineer	\$63,800.00	\$65,714.00	\$67,685.42	\$69,715.98	\$69,715.98	\$71,807.46	\$71,807.46	\$73,961.68	\$73,961.68	\$73,961.68
	\$30.67	\$31.59	\$32.54	\$33.52	\$33.52	\$34.52	\$34.52	\$35.56	\$35.56	\$35.56
Director of Public Service	\$92,943.65	\$95,731.96	\$98,603.92	\$101,562.04	\$101,562.04	\$104,608.90	\$104,608.90	\$107,747.17	\$107,747.17	\$107,747.17
	\$44.68	\$46.02	\$47.41	\$48.83	\$48.83	\$50.29	\$50.29	\$51.80	\$51.80	\$51.80
Administrative Secretary/Receptionist	\$46,276.44	\$47,664.73	\$49,094.67	\$50,567.51	\$50,567.51	\$52,084.54	\$52,084.54	\$53,647.08	\$53,647.08	\$53,647.08
	\$22.25	\$22.92	\$23.60	\$24.31	\$24.31	\$25.04	\$25.04	\$25.79	\$25.79	\$25.79
Utility System Superintendent	\$65,335.50	\$67,295.57	\$69,314.44	\$71,393.87	\$71,393.87	\$73,535.69	\$73,535.69	\$75,741.76	\$75,741.76	\$75,741.76
	\$31.41	\$32.35	\$33.32	\$34.32	\$34.32	\$35.35	\$35.35	\$36.41	\$36.41	\$36.41
Utility Treatment Plant Superintendent	\$65,335.50	\$67,295.57	\$69,314.44	\$71,393.87	\$71,393.87	\$73,535.69	\$73,535.69	\$75,741.76	\$75,741.76	\$75,741.76
	\$31.41	\$32.35	\$33.32	\$34.32	\$34.32	\$35.35	\$35.35	\$36.41	\$36.41	\$36.41
Assistant Finance Director	\$63,208.17	\$65,104.42	\$67,057.55	\$69,069.28	\$69,069.28	\$71,141.36	\$71,141.36	\$73,275.60	\$73,275.60	\$73,275.60
	\$30.39	\$31.30	\$32.24	\$33.21	\$33.21	\$34.20	\$34.20	\$35.23	\$35.23	\$35.23
Accounting Clerk	\$45,502.91	\$46,888.00	\$48,274.04	\$49,722.26	\$49,722.26	\$51,213.93	\$51,213.93	\$52,750.35	\$52,750.35	\$52,750.35
	\$21.88	\$22.53	\$23.21	\$23.90	\$23.90	\$24.62	\$24.62	\$25.36	\$25.36	\$25.36
Parks Maintenance Coordinator	\$40,560.00	\$41,776.80	\$43,030.10	\$44,321.00	\$44,321.00	\$45,650.63	\$45,650.63	\$47,020.15	\$47,020.15	\$47,020.15
	\$19.50	\$19.50	\$20.69	\$21.31	\$21.31	\$21.95	\$21.95	\$22.61	\$22.61	\$22.61
Street Supervisor	\$62,923.48	\$64,811.18	\$66,755.52	\$68,758.19	\$68,758.19	\$70,820.94	\$70,820.94	\$72,945.57	\$72,945.57	\$72,945.57
	\$30.25	\$31.16	\$32.09	\$33.06	\$33.06	\$34.05	\$34.05	\$35.07	\$35.07	\$35.07
Utility Billing Manager	\$51,961.30	\$53,520.14	\$55,125.74	\$56,779.51	\$56,779.51	\$58,482.90	\$58,482.90	\$60,237.39	\$60,237.39	\$60,237.39
	\$24.98	\$25.73	\$26.50	\$27.30	\$27.30	\$28.12	\$28.12	\$28.96	\$28.96	\$28.96
Parks Manager	\$63,654.00	\$65,563.62	\$67,530.53	\$69,556.45	\$69,556.45	\$71,643.14	\$71,643.14	\$73,792.43	\$73,792.43	\$73,792.43
	\$30.60	\$31.52	\$32.47	\$33.44	\$33.44	\$34.44	\$34.44	\$35.48	\$35.48	\$35.48
Parks Grounds Maintenance	\$40,560.00	\$41,776.80	\$43,030.10	\$44,321.00	\$44,321.00	\$45,650.63	\$45,650.63	\$47,020.15	\$47,020.15	\$47,020.15
	\$19.50	\$20.09	\$20.69	\$21.31	\$21.31	\$21.95	\$21.95	\$22.61	\$22.61	\$22.61
Planner	\$60,575.24	\$62,392.50	\$64,264.28	\$66,192.21	\$66,192.21	\$68,177.98	\$68,177.98	\$70,223.32	\$70,223.32	\$70,223.32
	\$29.12	\$30.00	\$30.90	\$31.82	\$31.82	\$32.78	\$32.78	\$33.76	\$33.76	\$33.76
Mayors/Court Clerk	\$50,386.27	\$51,897.86	\$53,454.80	\$55,058.44	\$55,058.44	\$56,710.19	\$56,710.19	\$58,411.50	\$58,411.50	\$58,411.50
	\$24.22	\$24.95	\$25.70	\$26.47	\$26.47	\$27.26	\$27.26	\$28.08	\$28.08	\$28.08
Mayor's Court Bailiff	\$39,720.10	\$40,911.70	\$42,139.05	\$43,403.22	\$43,403.22	\$44,705.32	\$44,705.32	\$46,046.48	\$46,046.48	\$46,046.48
	\$19.10	\$19.67	\$20.26	\$20.87	\$20.87	\$21.49	\$21.49	\$22.14	\$22.14	\$22.14
Council Clerk	\$41,554.68	\$42,801.32	\$44,085.36	\$45,407.92	\$45,407.92	\$46,770.16	\$46,770.16	\$48,173.26	\$48,173.26	\$48,173.26
	\$19.98	\$20.58	\$21.19	\$21.83	\$21.83	\$22.49	\$22.49	\$23.16	\$23.16	\$23.16
Police Clerk (full-time)	\$42,848.00	\$44,133.44	\$45,457.44	\$46,821.16	\$46,821.16	\$48,225.79	\$48,225.79	\$49,672.56	\$49,672.56	\$49,672.56
	\$20.60	\$21.22	\$21.85	\$22.51	\$22.51	\$23.19	\$23.19	\$23.88	\$23.88	\$23.88
Police Clerk (part-time)	\$40,768.00	\$40,768.00	\$40,768.00	\$40,768.00	\$40,768.00	\$40,768.00	\$40,768.00	\$40,768.00	\$40,768.00	\$40,768.00
	\$19.60	\$19.60	\$19.60	\$19.60	\$19.60	\$19.60	\$19.60	\$19.60	\$19.60	\$19.60

Ord. 2022-4439
Exhibit B

CITY OF PATASKALA, OHIO
Consolidated Non-Union/Contract

FY 2022 Wage Scale Increase

Position	2 Yr. Seq.									
	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
City Administrator										
Law Director										
Director of Finance										
Chief of Police	\$114,665.25 \$55.13	\$114,665.25 \$55.13	\$118,105.21 \$56.78	\$118,105.21 \$56.78	\$121,648.37 \$58.48	\$121,648.37 \$58.48	\$125,297.82 \$60.24	\$125,297.82 \$60.24	\$129,056.75 \$62.05	\$129,056.75 \$62.05
Police Deputy Chief	\$100,332.09 \$48.24	\$100,332.09 \$48.24	\$103,342.05 \$49.68	\$103,342.05 \$49.68	\$106,442.31 \$51.17	\$106,442.31 \$51.17	\$109,635.58 \$52.71	\$109,635.58 \$52.71	\$112,924.65 \$54.29	\$112,924.65 \$54.29
Assistant City Administrator	\$125,375.49 \$60.28	\$125,375.49 \$60.28	\$129,136.75 \$62.08	\$129,136.75 \$62.08	\$133,010.85 \$63.95	\$133,010.85 \$63.95	\$137,001.18 \$65.87	\$137,001.18 \$65.87	\$141,111.22 \$67.84	\$141,111.22 \$67.84
Director of Utilities	\$110,979.59 \$53.36	\$110,979.59 \$53.36	\$114,308.98 \$54.96	\$114,308.98 \$54.96	\$117,738.25 \$56.60	\$117,738.25 \$56.60	\$121,270.40 \$58.30	\$121,270.40 \$58.30	\$124,908.51 \$60.05	\$124,908.51 \$60.05
Director of Planning	\$110,979.59 \$53.36	\$110,979.59 \$53.36	\$114,308.98 \$54.96	\$114,308.98 \$54.96	\$117,738.25 \$56.60	\$117,738.25 \$56.60	\$121,270.40 \$58.30	\$121,270.40 \$58.30	\$124,908.51 \$60.05	\$124,908.51 \$60.05
Assistant City Engineer	\$76,180.53 \$36.63	\$76,180.53 \$36.63	\$78,465.95 \$37.72	\$78,465.95 \$37.72	\$80,819.93 \$38.86	\$80,819.93 \$38.86	\$83,244.53 \$40.02	\$83,244.53 \$40.02	\$85,741.87 \$41.22	\$85,741.87 \$41.22
Director of Public Service	\$110,979.59 \$53.36	\$110,979.59 \$53.36	\$114,308.98 \$54.96	\$114,308.98 \$54.96	\$117,738.25 \$56.60	\$117,738.25 \$56.60	\$121,270.40 \$58.30	\$121,270.40 \$58.30	\$124,908.51 \$60.05	\$124,908.51 \$60.05
Administrative Secretary/Receptionist	\$55,256.49 \$26.57	\$55,256.49 \$26.57	\$56,914.18 \$27.36	\$56,914.18 \$27.36	\$58,621.61 \$28.18	\$58,621.61 \$28.18	\$60,380.26 \$29.03	\$60,380.26 \$29.03	\$62,191.67 \$29.90	\$62,191.67 \$29.90
Utility System Superintendent	\$78,014.01 \$37.51	\$78,014.01 \$37.51	\$80,354.43 \$38.63	\$80,354.43 \$38.63	\$82,765.06 \$39.79	\$82,765.06 \$39.79	\$85,248.01 \$40.98	\$85,248.01 \$40.98	\$87,805.45 \$42.21	\$87,805.45 \$42.21
Utility Treatment Plant Superintendent	\$78,014.01 \$37.51	\$78,014.01 \$37.51	\$80,354.43 \$38.63	\$80,354.43 \$38.63	\$82,765.06 \$39.79	\$82,765.06 \$39.79	\$85,248.01 \$40.98	\$85,248.01 \$40.98	\$87,805.45 \$42.21	\$87,805.45 \$42.21
Assistant Finance Director	\$75,473.87 \$36.29	\$75,473.87 \$36.29	\$77,738.09 \$37.37	\$77,738.09 \$37.37	\$80,070.23 \$38.50	\$80,070.23 \$38.50	\$82,472.34 \$39.65	\$82,472.34 \$39.65	\$84,946.51 \$40.84	\$84,946.51 \$40.84
Accounting Clerk	\$54,332.86 \$26.12	\$54,332.86 \$26.12	\$55,962.85 \$26.91	\$55,962.85 \$26.91	\$57,641.74 \$27.71	\$57,641.74 \$27.71	\$59,370.99 \$28.54	\$59,370.99 \$28.54	\$61,152.12 \$29.40	\$61,152.12 \$29.40
Parks Maintenance Coordinator	\$48,430.75 \$23.28	\$48,430.75 \$23.28	\$49,883.67 \$23.98	\$49,883.67 \$23.98	\$51,380.18 \$24.70	\$51,380.18 \$24.70	\$52,921.59 \$25.44	\$52,921.59 \$25.44	\$54,509.24 \$26.21	\$54,509.24 \$26.21
Street Supervisor	\$75,133.94 \$36.12	\$75,133.94 \$36.12	\$77,387.96 \$37.21	\$77,387.96 \$37.21	\$79,709.60 \$38.32	\$79,709.60 \$38.32	\$82,100.89 \$39.47	\$82,100.89 \$39.47	\$84,563.92 \$40.66	\$84,563.92 \$40.66
Utility Billing Manager	\$62,044.51 \$29.83	\$62,044.51 \$29.83	\$63,905.85 \$30.72	\$63,905.85 \$30.72	\$65,823.03 \$31.65	\$65,823.03 \$31.65	\$67,797.72 \$32.60	\$67,797.72 \$32.60	\$69,831.65 \$33.57	\$69,831.65 \$33.57
Parks Manager	\$76,006.20 \$36.54	\$76,006.20 \$36.54	\$78,286.39 \$37.64	\$78,286.39 \$37.64	\$80,634.98 \$38.77	\$80,634.98 \$38.77	\$83,054.03 \$39.93	\$83,054.03 \$39.93	\$85,545.65 \$41.13	\$85,545.65 \$41.13
Parks Grounds Maintenance	\$48,430.75 \$23.28	\$48,430.75 \$23.28	\$49,883.67 \$23.98	\$49,883.67 \$23.98	\$51,380.18 \$24.70	\$51,380.18 \$24.70	\$52,921.59 \$25.44	\$52,921.59 \$25.44	\$54,509.24 \$26.21	\$54,509.24 \$26.21
Planner	\$72,330.02 \$34.77	\$72,330.02 \$34.77	\$74,499.92 \$35.82	\$74,499.92 \$35.82	\$76,734.92 \$36.89	\$76,734.92 \$36.89	\$79,036.97 \$38.00	\$79,036.97 \$38.00	\$81,408.08 \$39.14	\$81,408.08 \$39.14
Mayors/Court Clerk	\$60,163.85 \$28.92	\$60,163.85 \$28.92	\$61,968.77 \$29.79	\$61,968.77 \$29.79	\$63,827.83 \$30.69	\$63,827.83 \$30.69	\$65,742.66 \$31.61	\$65,742.66 \$31.61	\$67,714.94 \$32.56	\$67,714.94 \$32.56
Mayor's Court Bailiff	\$47,427.87 \$22.80	\$47,427.87 \$22.80	\$48,850.71 \$23.49	\$48,850.71 \$23.49	\$50,316.23 \$24.19	\$50,316.23 \$24.19	\$51,825.72 \$24.92	\$51,825.72 \$24.92	\$53,380.49 \$25.66	\$53,380.49 \$25.66
Council Clerk	\$49,618.46 \$23.86	\$49,618.46 \$23.86	\$51,107.01 \$24.57	\$51,107.01 \$24.57	\$52,640.22 \$25.31	\$52,640.22 \$25.31	\$54,219.43 \$26.07	\$54,219.43 \$26.07	\$55,846.01 \$26.85	\$55,846.01 \$26.85
Police Clerk (full-time)	\$51,162.74 \$24.60	\$51,162.74 \$24.60	\$52,697.62 \$25.34	\$52,697.62 \$25.34	\$54,278.55 \$26.10	\$54,278.55 \$26.10	\$55,906.91 \$26.88	\$55,906.91 \$26.88	\$57,584.12 \$27.68	\$57,584.12 \$27.68
Police Clerk (part-time)	\$40,768.00 \$19.60									