

CITY OF DOUGLAS
PAY PLAN EFFECTIVE 7/1/2023

NON EXEMPT																		
Grade	Position		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
A	Seasonal Maintenance Worker	Annual	31200.00	32292.00	33422.22	34592.00	35802.72	37055.81	38352.77	39695.11	41084.44	42522.40	44010.68	45551.06	47145.34	48795.43	50503.27	52270.88
		Monthly	2600.00	2691.00	2785.19	2882.67	2983.56	3087.98	3196.06	3307.93	3423.70	3543.53	3667.56	3795.92	3928.78	4066.29	4208.61	4355.91
		Bi-Weekly	1200.00	1242.00	1285.47	1330.46	1377.03	1425.22	1475.11	1526.74	1580.17	1635.48	1692.72	1751.96	1813.28	1876.75	1942.43	2010.42
		Hourly	15.00	15.53	16.07	16.63	17.21	17.82	18.44	19.08	19.75	20.44	21.16	21.90	22.67	23.46	24.28	25.13
NON EXEMPT																		
Grade	Position		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Admin Assistant - PW Landfill Attendant Meter Technician	Annual	41810.98	43274.36	44788.97	46356.58	47979.06	49658.33	51396.37	53195.24	55057.08	56984.07	58978.52	61042.76	63179.26	65390.54	67679.20	70047.98
		Monthly	3484.25	3606.20	3732.41	3863.05	3998.26	4138.19	4283.03	4432.94	4588.09	4748.67	4914.88	5086.90	5264.94	5449.21	5639.93	5837.33
		Bi-Weekly	1608.11	1664.40	1722.65	1782.95	1845.35	1909.94	1976.78	2045.97	2117.58	2191.70	2268.40	2347.80	2429.97	2515.02	2603.05	2694.15
		Hourly	20.1014	20.8050	21.5332	22.2868	23.0669	23.8742	24.7098	25.5746	26.4697	27.3962	28.3551	29.3475	30.3746	31.4378	32.5381	33.6769
2	Accounting Clerk I Admin Assistant - PD Court/Records Clerk	Annual	43901.53	45438.08	47028.42	48674.41	50378.01	52141.24	53966.19	55855.00	57809.93	59833.28	61927.44	64094.90	66338.22	68660.06	71063.16	73550.38
		Monthly	3658.46	3786.51	3919.03	4056.20	4198.17	4345.10	4497.18	4654.58	4817.49	4986.11	5160.62	5341.24	5528.19	5721.67	5921.93	6129.20
		Bi-Weekly	1688.52	1747.62	1808.79	1872.09	1937.62	2005.43	2075.62	2148.27	2223.46	2301.28	2381.82	2465.19	2551.47	2640.77	2733.20	2828.86
		Hourly	21.1065	21.8452	22.6098	23.4012	24.2202	25.0679	25.9453	26.8534	27.7932	28.7660	29.7728	30.8149	31.8934	33.0096	34.1650	35.3608
3	Code Compliance Officer Comm Service Officer Mechanic 1 Maintenance Worker Utility in Training Planning Technician	Annual	46096.61	47709.99	49379.84	51108.13	52896.92	54748.31	56664.50	58647.76	60700.43	62824.94	65023.81	67299.65	69655.14	72093.07	74616.32	77227.89
		Monthly	3841.38	3975.83	4114.99	4259.01	4408.08	4562.36	4722.04	4887.31	5058.37	5235.41	5418.65	5608.30	5804.59	6007.76	6218.03	6435.66
		Bi-Weekly	1772.95	1835.00	1899.22	1965.70	2034.50	2105.70	2179.40	2255.68	2334.63	2416.34	2500.92	2588.45	2679.04	2772.81	2869.86	2970.30
		Hourly	22.1618	22.9375	23.7403	24.5712	25.4312	26.3213	27.2425	28.1960	29.1829	30.2043	31.2614	32.3556	33.4880	34.6601	35.8732	37.1288
4	Maintenance Worker PRC	Annual	48401.44	50095.49	51848.83	53663.54	55541.76	57485.72	59497.72	61580.14	63735.45	65966.19	68275.01	70664.63	73137.89	75697.72	78347.14	81089.29
		Monthly	4033.45	4174.62	4320.74	4471.96	4628.48	4790.48	4958.14	5131.68	5311.29	5497.18	5689.58	5888.72	6094.82	6308.14	6528.93	6757.44
		Bi-Weekly	1861.59	1926.75	1994.19	2063.98	2136.22	2210.99	2288.37	2368.47	2451.36	2537.16	2625.96	2717.87	2813.00	2911.45	3013.35	3118.82
		Hourly	23.2699	24.0844	24.9273	25.7998	26.7028	27.6374	28.6047	29.6058	30.6420	31.7145	32.8245	33.9734	35.1624	36.3931	37.6669	38.9852
5	Accounting Clerk II Liaison Maintenance Worker Str/Ally/San	Annual	50821.51	52600.26	54441.27	56346.71	58318.85	60360.01	62472.61	64659.15	66922.22	69264.50	71688.76	74197.86	76794.79	79482.60	82264.50	85143.75
		Monthly	4235.13	4383.36	4536.77	4695.56	4859.90	5030.00	5206.05	5388.26	5576.85	5772.04	5974.06	6183.16	6399.57	6623.55	6855.37	7095.31
		Bi-Weekly	1954.67	2023.09	2093.89	2167.18	2243.03	2321.54	2402.79	2486.89	2573.93	2664.02	2757.26	2853.76	2953.65	3057.02	3164.02	3274.76
		Hourly	24.4334	25.2886	26.1737	27.0898	28.0379	29.0192	30.0349	31.0861	32.1741	33.3002	34.4657	35.6720	36.9206	38.2128	39.5502	40.9345
6	Landfill Operator Maintenance Worker Utility Mechanic II	Annual	53362.58	55230.27	57163.33	59164.05	61234.79	63378.01	65596.24	67892.11	70268.33	72727.72	75273.19	77907.76	80634.53	83456.73	86377.72	89400.94
		Monthly	4446.88	4602.52	4763.61	4930.34	5102.90	5281.50	5466.35	5657.68	5855.69	6060.64	6272.77	6492.31	6719.54	6954.73	7198.14	7450.08
		Bi-Weekly	2052.41	2124.24	2198.59	2275.54	2355.18	2437.62	2522.93	2611.23	2702.63	2797.22	2895.12	2996.45	3101.33	3209.87	3322.22	3438.50
		Hourly	25.6551	26.5530	27.4824	28.4443	29.4398	30.4702	31.5367	32.6404	33.7829	34.9653	36.1890	37.4557	38.7666	40.1234	41.5278	42.9812
7	Patrol WTP/WWTP Operator	Annual	56030.71	57991.79	60021.50	62122.25	64296.53	66546.91	68876.05	71286.71	73781.75	76364.11	79036.85	81803.14	84666.25	87629.57	90696.61	93870.99
		Monthly	4669.23	4832.65	5001.79	5176.85	5358.04	5545.58	5739.67	5940.56	6148.48	6363.68	6586.40	6816.93	7055.52	7302.46	7558.05	7822.58
		Bi-Weekly	2155.03	2230.45	2308.52	2389.32	2472.94	2559.50	2649.08	2741.80	2837.76	2937.08	3039.88	3146.27	3256.39	3370.37	3488.33	3610.42
		Hourly	26.9378	27.8807	28.8565	29.8665	30.9118	31.9937	33.1135	34.2725	35.4720	36.7135	37.9985	39.3284	40.7049	42.1296	43.6041	45.1303

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NON EXEMPT																		
Grade	Position		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
8	K9 Officer Sexton	Annual	58832.25	60891.38	63022.57	65228.36	67511.36	69874.25	72319.85	74851.05	77470.84	80182.31	82988.70	85893.30	88899.57	92011.05	95231.44	98564.54
		Monthly	4902.69	5074.28	5251.88	5435.70	5625.95	5822.85	6026.65	6237.59	6455.90	6681.86	6915.72	7157.77	7408.30	7667.59	7935.95	8213.71
		Bi-Weekly	2262.78	2341.98	2423.95	2508.78	2596.59	2687.47	2781.53	2878.89	2979.65	3083.94	3191.87	3303.59	3419.21	3538.89	3662.75	3790.94
		Hourly	28.2847	29.2747	30.2993	31.3598	32.4574	33.5934	34.7692	35.9861	37.2456	38.5492	39.8984	41.2949	42.7402	44.2361	45.7843	47.3868
9	Investigator	Annual	61773.86	63935.95	66173.70	68489.78	70886.93	73367.97	75935.85	78593.60	81344.38	84191.43	87138.13	90187.96	93344.54	96611.60	99993.01	103492.76
		Monthly	5147.82	5328.00	5514.48	5707.48	5907.24	6114.00	6327.99	6549.47	6778.70	7015.95	7261.51	7515.66	7778.71	8050.97	8332.75	8624.40
		Bi-Weekly	2375.92	2459.07	2545.14	2634.22	2726.42	2821.84	2920.61	3022.83	3128.63	3238.13	3351.47	3468.77	3590.17	3715.83	3845.88	3980.49
		Hourly	29.6990	30.7384	31.8143	32.9278	34.0803	35.2731	36.5076	37.7854	39.1079	40.4766	41.8933	43.3596	44.8772	46.4479	48.0736	49.7561
10	City Clerk/Admin Sec	Annual	64862.55	67132.74	69482.39	71914.27	74431.27	77036.37	79732.64	82523.28	85411.60	88401.00	91495.04	94697.36	98011.77	101442.18	104992.66	108667.40
		Monthly	5405.21	5594.40	5790.20	5992.86	6202.61	6419.70	6644.39	6876.94	7117.63	7366.75	7624.59	7891.45	8167.65	8453.52	8749.39	9055.62
		Bi-Weekly	2494.71	2582.03	2672.40	2765.93	2862.74	2962.94	3066.64	3173.97	3285.06	3400.04	3519.04	3642.21	3769.68	3901.62	4038.18	4179.52
		Hourly	31.1839	32.2754	33.4050	34.5742	35.7843	37.0367	38.3330	39.6747	41.0633	42.5005	43.9880	45.5276	47.1210	48.7703	50.4772	52.2439
11	Sergeant	Annual	68105.68	70489.38	72956.51	75509.99	78152.84	80888.18	83719.27	86649.45	89682.18	92821.05	96069.79	99432.23	102912.36	106514.29	110242.29	114100.77
		Monthly	5675.47	5874.11	6079.71	6292.50	6512.74	6740.68	6976.61	7220.79	7473.51	7735.09	8005.82	8286.02	8576.03	8876.19	9186.86	9508.40
		Bi-Weekly	2619.45	2711.13	2806.02	2904.23	3005.88	3111.08	3219.97	3332.67	3449.31	3570.04	3694.99	3824.32	3958.17	4096.70	4240.09	4388.49
		Hourly	32.7431	33.8891	35.0752	36.3029	37.5735	38.8886	40.2496	41.6584	43.1164	44.6255	46.1874	47.8040	49.4771	51.2088	53.0011	54.8561

CITY OF DOUGLAS
PAY PLAN EFFECTIVE 7/1/2023

EXEMPT																				
Grade	Position		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1E	Building Official	Annual	58848.41	60908.10	63039.89	65246.28	67529.90	69893.45	72339.72	74871.61	77492.12	80204.34	83011.49	85916.90	88923.99	92036.33	95257.60	98591.61		
		Monthly	4904.03	5075.68	5253.32	5437.19	5627.49	5824.45	6028.31	6239.30	6457.68	6683.70	6917.62	7159.74	7410.33	7669.69	7938.13	8215.97		
		Bi-Weekly	2263.40	2342.62	2424.61	2509.47	2597.30	2688.21	2782.30	2879.68	2980.47	3084.78	3192.75	3304.50	3420.15	3539.86	3663.75	3791.99		
		Hourly	28.2925	29.2827	30.3076	31.3684	32.4663	33.6026	34.7787	35.9960	37.2558	38.5598	39.9094	41.3062	42.7519	44.2482	45.7969	47.3998		
2E		Annual	61790.83	63953.51	66191.88	68508.60	70906.40	73388.12	75956.71	78615.19	81366.72	84214.56	87162.07	90212.74	93370.19	96638.14	100020.48	103521.20		
		Monthly	5149.24	5329.46	5515.99	5709.05	5908.87	6115.68	6329.73	6551.27	6780.56	7017.88	7263.51	7517.73	7780.85	8053.18	8335.04	8626.77		
		Bi-Weekly	2376.57	2459.75	2545.84	2634.95	2727.17	2822.62	2921.41	3023.66	3129.49	3239.02	3352.39	3469.72	3591.16	3716.85	3846.94	3981.58		
		Hourly	29.7071	30.7469	31.8230	32.9368	34.0896	35.2828	36.5176	37.7958	39.1186	40.4878	41.9048	43.3715	44.8895	46.4606	48.0868	49.7698		
3E	Supervisor Landfill Supervisor PRC Supervisor Shop Supervisor Str/Ally/San	Annual	64880.37	67151.19	69501.48	71934.03	74451.72	77057.53	79754.54	82545.95	85435.06	88425.29	91520.17	94723.38	98038.70	101470.05	105021.50	108697.26		
		Monthly	5406.70	5595.93	5791.79	5994.50	6204.31	6421.46	6646.21	6878.83	7119.59	7368.77	7626.68	7893.61	8169.89	8455.84	8751.79	9058.10		
		Bi-Weekly	2495.40	2582.74	2673.13	2766.69	2863.53	2963.75	3067.48	3174.84	3285.96	3400.97	3520.01	3643.21	3770.72	3902.69	4039.29	4180.66		
		Hourly	31.1925	32.2842	33.4142	34.5837	35.7941	37.0469	38.3435	39.6856	41.0745	42.5122	44.0001	45.5401	47.1340	48.7837	50.4911	52.2583		
4E	Supervisor Utility	Annual	68124.39	70508.74	72976.55	75530.73	78174.31	80910.41	83742.27	86673.25	89706.81	92846.55	96096.18	99459.55	102940.63	106543.55	110272.58	114132.12		
		Monthly	5677.03	5875.73	6081.38	6294.23	6514.53	6742.53	6978.52	7222.77	7475.57	7737.21	8008.02	8288.30	8578.39	8878.63	9189.38	9511.01		
		Bi-Weekly	2620.17	2711.87	2806.79	2905.03	3006.70	3111.94	3220.86	3333.59	3450.26	3571.02	3696.01	3825.37	3959.26	4097.83	4241.25	4389.70		
		Hourly	32.7521	33.8984	35.0849	36.3129	37.5838	38.8992	40.2607	41.6698	43.1283	44.6378	46.2001	47.8171	49.4907	51.2229	53.0157	54.8712		
5E	Supervisor WTP/WWTP	Annual	71530.61	74034.18	76625.38	79307.27	82083.02	84955.93	87929.38	91006.91	94192.15	97488.88	100900.99	104432.52	108087.66	111870.73	115786.21	119838.72		
		Monthly	5960.88	6169.52	6385.45	6608.94	6840.25	7079.66	7327.45	7583.91	7849.35	8124.07	8408.42	8702.71	9007.31	9322.56	9648.85	9986.56		
		Bi-Weekly	2751.18	2847.47	2947.13	3050.28	3157.04	3267.54	3381.90	3500.27	3622.78	3749.57	3880.81	4016.64	4157.22	4302.72	4453.32	4609.18		
		Hourly	34.3897	35.5934	36.8391	38.1285	39.4630	40.8442	42.2737	43.7533	45.2847	46.8697	48.5101	50.2079	51.9652	53.7840	55.6664	57.6148		
6E		Annual	75107.14	77735.89	80456.65	83272.63	86187.17	89203.72	92325.85	95557.26	98901.76	102363.32	105946.04	109654.15	113492.05	117464.27	121575.52	125830.66		
		Monthly	6258.93	6477.99	6704.72	6939.39	7182.26	7433.64	7693.82	7963.10	8241.81	8530.28	8828.84	9137.85	9457.67	9788.69	10131.29	10485.89		
		Bi-Weekly	2888.74	2989.84	3094.49	3202.79	3314.89	3430.91	3550.99	3675.28	3803.91	3937.05	4074.85	4217.47	4365.08	4517.86	4675.98	4839.64		
		Hourly	36.1092	37.3730	38.6811	40.0349	41.4361	42.8864	44.3874	45.9410	47.5489	49.2131	50.9356	52.7183	54.5635	56.4732	58.4498	60.4955		
7E	Lieutenant	Annual	78862.50	81622.69	84479.48	87436.26	90496.53	93663.91	96942.15	100335.12	103846.85	107481.49	111243.34	115136.86	119166.65	123337.48	127654.29	132122.19		
		Monthly	6571.87	6801.89	7039.96	7286.36	7541.38	7805.33	8078.51	8361.26	8653.90	8956.79	9270.28	9594.74	9930.55	10278.12	10637.86	11010.18		
		Bi-Weekly	3033.17	3139.33	3249.21	3362.93	3480.64	3602.46	3728.54	3859.04	3994.11	4133.90	4278.59	4428.34	4583.33	4743.75	4909.78	5081.62		
		Hourly	37.9147	39.2417	40.6151	42.0367	43.5079	45.0307	46.6068	48.2380	49.9264	51.6738	53.4824	55.3543	57.2917	59.2969	61.3723	63.5203		

DEPARTMENT HEAD - EXEMPT																				
Grade	Position		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
DH	Public Works Director (\$51.01) Police Chief (\$49.97) Comm Dev Director (51.29) Admin Director \$51.29	Annual	92144.00	95369.04	98706.96	102161.70	105737.36	109438.17	113268.50	117232.90	121336.05	125582.81	129978.21	134527.45	139235.91	144109.17	149152.99	154373.34		
		Monthly	7678.67	7947.42	8225.58	8513.47	8811.45	9119.85	9439.04	9769.41	10111.34	10465.23	10831.52	11210.62	11602.99	12009.10	12429.42	12864.45		
		Bi-Weekly	3544.00	3668.04	3796.42	3929.30	4066.82	4209.16	4356.48	4508.96	4666.77	4830.11	4999.16	5174.13	5355.23	5542.66	5736.65	5937.44		
		Hourly	44.3000	45.8505	47.4553	49.1162	50.8353	52.6145	54.4560	56.3620	58.3346	60.3764	62.4895	64.6767	66.9403	69.2833	71.7082	74.2180		