

ORDINANCE NO. 3371

**AMENDING THE COMPENSATION OF OFFICERS AND EMPLOYEES
OF THE CITY OF GENEVA EFFECTIVE JANUARY 1, 2025 AMENDING
CHAPTER 250 OF THE CODIFIED ORDINANCES, REPEALING
ORDINANCE NO 3347 AND DECLARING AN EMERGENCY.**

WHEREAS, the public peace, health, safety and welfare require immediate enactment of this ordinance in order that City affairs can be properly performed and administered, and the compensation for employment can be established,

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Geneva, Ohio that:

SECTION 1. Effective January 1, 2025 compensation for employees of the City of Geneva shall consist of the salaries, wages and other benefits as contained in this ordinance, except when expressly superseded by a Collective Bargaining Agreement.

ARTICLE 1. WAGES.

The attached schedule establishes wage rates for those positions in the Administration (unless otherwise noted), Finance, Fire, Income Tax, Police, Recreation, Streets, Wastewater, Water, and Zoning Departments, payable bi-weekly (unless otherwise noted), excluding those employees compensated under separate bargaining agreements or other City policy.

- (a) Full-time and part-time employees shall be paid according to the pay scale attached for the year 2025 which includes a 3% increase.
- (b) A merit bonus determined and approved by the City Manager may be awarded to full-time employees in the fourth quarter of the current calendar year. Full-time employees must work 10 full calendar months during the current year to be eligible for a merit bonus payment. The maximum bonus shall not exceed \$800. Bonus payments shall not become a part of the employee's base salary.
- (c) A merit bonus may be awarded to part-time employees that are regularly scheduled for forty (40) hours or more per pay period. Part-time employees must work 10 full calendar months during the current year to be eligible for a merit bonus payment. The City Manager will approve any bonus payments. The maximum bonus shall not exceed \$250. Bonus payments shall not become part of the employee's base salary.
- (d) Step 1 is the starting salary for each position. Department heads shall review with the City Manager whether step increases have been earned for each employee in the department on a semi-annual basis or sooner. The City Manager has the sole authority to award step increases for employees.

- (e) The City Manager is authorized to start a new employee at a rate higher than Step I or accelerate an existing employee more than one step based on work experience, educational background and/or performance.
- (f) The City Manager is authorized to compensate employees in addition to their regular pay rate for special project assignments.
- (g) In the event of a payroll overpayment, the employee shall cooperate with the Finance Director to determine a reasonable repayment schedule. The City Manager shall have the authority to order deductions of up to 30% of the employee's subsequent paychecks to repay the overpayment if the employee and Finance Director cannot reach a repayment agreement.
- (h) In the event of a payroll underpayment, the City will correct the underpayment in the next pay period following the employee's notice to the City of the underpayment, and the City Manager's confirmation that an underpayment occurred.
- (i) Each member of the Civil Service Commission shall be paid \$25 for each Civil Service examination test administered and for each meeting attended by the Commission members.

ARTICLE 2. HOLIDAYS, PERSONAL DAYS.

- (a) All full-time, non-union employees, shall be granted ten (10) holidays with pay at their prevailing rate plus five (5) personal days. Holidays are as follows:
 - New Year's Day
 - Martin Luther King Day
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veterans Day
 - Thanksgiving Day
 - Friday following Thanksgiving Day
 - Christmas Day.
- (b) Exempt employees who work on a designated holiday specified in this section are entitled to receive eight (8) hours off with pay, to be used at a later date at their discretion.
- (c) For all employees, holidays and personal days shall be considered as "time worked" for wage computation. Holidays not taken off during the year shall be forfeited.
- (d) For all part-time employees that are regularly scheduled for forty (40) hours or more per pay period will be granted personal time. This time will be prorated by taking

the actual hours worked for the previous year, dividing that by 2080 hours and multiplying that times 40 hours of personal time.

- (e) Upon new employment or leaving employment personal days shall be prorated across the calendar year. Upon leaving employment, if hours earned are less than hours used appropriate deduction will be made on the final paycheck.

ARTICLE 3. VACATION.

- (a) Full-time, unionized employees shall receive vacation benefits in accordance with their Collective Bargaining Agreements. Full-time, non-union employees shall be granted vacation leave at straight time pay in accordance with the following schedule:

Years of Service with the City	# of hours paid vacation
1	40
2	80
3	96
8	120
12	160
18	200
25	240

- (b) A “vacation year” shall be based upon the employee’s start date and runs until the day before that date in the next calendar year. The years of service for vacation entitlement shall be based on the date of employment with the City of Geneva or other state agency. All new hire employees are allowed to use their time before their anniversary date once they have passed the January 1st immediately prior to their anniversary date of hire. Terminations from the City prior to one’s anniversary date will require any used time to be repaid to the City. The employee shall receive credit for the City of Geneva part-time employment when determining the vacation time earned. Vacation earned becomes available upon completion of the vacation year, however the City Manager is authorized to establish a vacation accrual policy to allow employees to take accrued vacation days during the vacation year, or to allow employees to borrow against un-accrued annual vacation hours in the vacation year.
- (c) Up to one week of unused, accrued vacation time may be carried over into the next vacation year to be taken within the first six (6) months of the following year. The City Manager may authorize the employee to carry over more vacation upon the employee’s request in writing. The rate of pay for the hours of vacation carryover shall be at the employee’s current rate of pay.
- (d) Part-time employees that are regularly scheduled for forty (40) hours or more per pay period shall be granted paid vacation leave at straight time pay in accordance with the following schedule:

Years of Service with the City	# of days paid vacation
1	2
2	3
3	4
8	5
12	6
18	7
25	8

Day(s) shall be calculated as a regularly scheduled work day.

- (e) The City Manager is authorized to start a new employee with a higher amount of vacation based on the applicant's work experience, educational background and/or performance.
- (f) Upon leaving employment, employees shall be paid for earned, unused vacation time. In the case of death of an employee, unused vacation shall be paid to the estate of the deceased employee.
- (g) Vacation leave shall be approved in advance by the department head, giving first consideration to the needs of the department. Seniority shall prevail when there is a conflict in requests for vacation dates.

ARTICLE 4. UNIFORM ALLOWANCES.

The Fire Chief, Police Chief and Executive Police Captain will receive \$600 per year for uniform allowance. The allowance will be paid by the first pay in September.

ARTICLE 5. HEALTH AND LIFE INSURANCE.

- (a) The City shall provide each full-time employee with a Health Insurance plan that meets all federal and state regulations. The City and each eligible employee will share the monthly insurance premium. Effective January 1, 2025, the City's Share is 95% and the employee's share is 5%. Employee's monthly premium share shall not exceed \$50 a month for single and \$100 for employee/spouse/ employee/child or family coverage.
- (b) The City shall offer each regularly scheduled part-time employee who consistently works 30 hours or more a week with a Health Insurance plan in accordance with state and federal regulations. For part-time employees, the City will pay an amount equal to 50% of the cost of a single coverage plan. Any remaining premium cost shall be paid by the employee through a payroll deduction.
- (c) Effective January 1, 2025 the City will make contributions to the employee's Health Savings Account with the HSA provider selected by the City. The City's annual contributions to the employee's Health Savings Account will be \$1,215 towards the deductible for employees with single coverage, and \$2,430 towards the deductible for employees with at least one additional dependent requiring coverage (e.g.,

employee +spouse, employee plus spouse and child/ren, and/or employee plus child/ren).

- (d) The employer deductible contributions will be made semi-annually; half shall be contributed in January, and the second half in July. The City Manager may authorize advance payment of the second half if an employee, due to a catastrophic event, has exhausted his/her entire account balance prior to July of a given year. Each employee shall have the option to contribute to his/her HSA account pre-tax through payroll deduction. No employee shall be required as a condition of remaining in the HSA Plan to make any contributions. For employees enrolling in the plan after the beginning of the year, the City's contribution will be prorated based on months of employment remaining in the current year. The first contribution will be paid during the employee's first month of participation in the high deductible health plan. Any additional employer payments will be made on the next regularly scheduled citywide funding date. If you were to submit your resignation and/or leave employment before the HSA deposits are made, you will only receive a proration deposit for the months you are on the employer's qualified medical plan.
- (e) Employees eligible for the City's High Deductible Health Insurance Plan but not eligible to contribute to a Health Savings Account will be paid a cash equivalent equal to the amount they would have received as an employer contribution, specifically, \$1,215 for single coverage or \$2,430 for employee plus at least one additional dependent. It is the responsibility of the employee to determine their HSA eligibility status according to the conditions set forth in the federal tax law and to notify Human Resources of any change in eligibility.
- (f) The City shall contribute 100% of the amount for life insurance and maintain a minimum limit of \$20,000 for full-time employees. The life insurance policy will be subject to the reduction schedule set by the insurance company. The policy will be reduced by 35% at age 65, 55% at age 70, 70% at age 75, 80% at age 80 and 85% at age 85 per the policies requirements.
- (g) Employees that are eligible for health care shall have the right to change coverage (e.g., family-to-single or single-to-family) only during open enrollment or at a qualifying event. Open enrollment, which is determined by the insurance carrier, is the period allowed for said changes. Any changes outside of the open enrollment period, must be approved by the City in order for the change to become effective.
- (h) Employees who elect not to be covered by the City of Geneva's medical, dental or vision insurance shall receive a cash incentive of \$3,000 annually, to be prorated at time of eligibility and paid monthly. Employees who elect not to be covered by the City of Geneva's medical, but elect to be covered by dental and vision, shall receive 75% (\$2,250) of the \$3,000 cash incentive annually, to be prorated at the time of eligibility and paid monthly.
- (i) The City shall pay the premium for continuation of the group accident insurance policies for members of the Fire Department.

ARTICLE 6. LONGEVITY.

All regular full-time employees shall receive longevity compensation for full-time continuous service with the City of Geneva according to the following schedule:

5 through 9 years	\$ 250/year
10 through 14 years	\$ 500/year
15 through 19 years	\$ 750/year
20 through 24 years	\$1,000/year
25 years through 29 years	\$1,250/year
30 years and up	\$1,500/year

Payment shall be made during the pay period of the employee's employment anniversary date. Overtime longevity shall be calculated for those non-salaried employees eligible for longevity compensation. Longevity shall be prorated upon leaving employment.

ARTICLE 7. PART-TIME POLICE SHIFT DIFFERENTIAL.

Part-time Police Department employees who work the second or third shift shall be compensated, in addition to the wages set forth in the attached Salary Schedule, the following shift differentials:

Second Shift	\$.20 per hour
Third Shift	\$.30 per hour

ARTICLE 8. HOURS OF WORK.

- (a) All full-time City employees are required to establish a minimum of forty (40) hours per week of work.
- (b) The City shall follow the Fair Labor Standards Act requirements relating to overtime, including the application of exempt and non-exempt status.
- (c) Part-time police officers required to appear in court on behalf of the employer during off duty hours, shall be paid a minimum of two (2) hours of pay at one and one-half times the employee's regular rate of pay.
- (d) Part-time police officers and part-time firefighters who work on a recognized holiday shall be compensated at one and one-half (1 ½) times the employee's regular rate of pay.

ARTICLE 9. SICK LEAVE.

- (a) ***Crediting of sick leave:*** For full-time employees, Sick leave shall be earned at the rate of ten (10) hours with pay for each completed month of service. Each full calendar month of service shall be deemed a completed month of service. An employee shall not earn sick leave for any month unless he is in full pay status for at least twenty (20) work days during such month. For permanent part-time

employees, sick leave shall be earned at a rate of 4.6 hours per every 80 hours of work performed.

- (b) ***Accumulation of sick leave:*** For all full-time employees unused sick leave shall be cumulative up to one hundred twenty (120) hours per year. The total amount of accumulated sick leave shall not exceed nine hundred sixty (960) hours for the “first tier” of sick hours. Employees may earn sick hours in excess of nine hundred sixty (960) hours, in a “second tier” of sick hours, after the first tier of nine hundred sixty (960) hours has been filled. No employee will accrue sick hours in the second tier of sick time until such time as the first tier is filled at nine hundred sixty (960) hours. Only “first tier” hours may be converted to cash upon separation from employment pursuant to subsection (j) below. Only “second tier” hours may be converted to compensatory time pursuant to subsection (k) below.
- (c) ***Sick leave accumulated during authorized absences:*** Employees absent from work on authorized holidays, sick leave, vacation leave, or on special leave of absence with pay, shall continue to accumulate sick leave at the rate prescribed in Section 1 above.
- (d) ***Use of sick leave:*** An employee eligible for sick leave with pay may use sick leave, upon approval of the City Manager or his designee, only for absence due to personal illness, injury, exposure to contagious diseases, which could be communicated to other employees, and illness or injury and death in the employee’s immediate family. Immediate Family will be defined as it is under the Family Medical Leave Act: An employee's spouse, children (son or daughter), and parents are immediate family members for purposes of FMLA. The term "parent" does not include a parent "in-law." The terms son or daughter do not include individuals age 18 or over unless they are "incapable of self-care" because of a mental or physical disability that limits one or more of the "major life activities" as those terms are defined in regulations issued by the Equal Employment Opportunity Commission (EEOC) under the Americans With Disabilities Act (ADA). Upon approval of sick leave, sick hours will be deducted from the first tier of accumulated sick time. Upon the exhaustion of all sick hours within the first tier of sick hours an employee may seek to utilize sick hours accumulated, if any, in the second tier of sick-time.
- (e) ***Notification by the employee:*** When an employee is unable to work, they shall notify the immediate supervisor no later than one (1) hour before the time the employee is scheduled to report to work. Failure to do so may be cause for denial of sick leave with pay for the period of time absent.
- (f) ***Evidence required for sick leave usage:*** Proof of illness, or injury to substantiate a request for any sick leave pay may be requested by the City Manager for an absence of more than three (3) days, if, in the judgment of the City Manager or his designee, such proof is necessary. Proof of illness or injury, when requested, shall be in the form of a written statement by a physician certifying that the employee’s physical condition prevented the employee from performing the duties of the employee’s position. The City reserves the right to have the employee submit to a

medical examination, at the City's cost, to confirm any illness. Any employee fraudulently obtaining sick leave may be subject to disciplinary action.

- (g) ***Transfer of sick leave credit:*** An employee who transfers from one City position to another City position, or from another public agency in Ohio, shall be credited with the unused balance of their accumulated sick leave, but not in excess of the accrual limit effective for employees of the City.
- (h) ***Charging of sick leave:*** Sick leave shall be charged in minimum units of fifteen (15) minutes.
- (i) ***Unpaid leave of absence:*** An employee, who has exhausted all of his sick leave/disability may be considered for unpaid leave of absence. Upon recommendation of the Department Head and approval of the City Manager the leave shall commence the date sick leave expires and shall continue for a period of time not to exceed six (6) months. During a disability leave, the employee shall not be entitled to any compensation or benefits, but shall accumulate seniority. Reinstatement following a duly authorized disability leave shall be in the form of a written statement from a physician certifying that the employee's physical condition will enable him/her to perform his assigned duties.
- (j) ***Sick leave conversion upon separation from employment:***
 - 1. ***Less than 10 years of employment:*** Upon separation from employment with the City for any reason, the accumulated but unused sick leave of an employee with fewer than 10 years of employment shall be placed to the employee's credit upon the employee's re-employment in the public service in compliance with and pursuant to the requirements of Revised Code 124.38. No conversion to cash shall be available.
 - 2. ***Between 10 and 15 years of employment:*** At the time of separation from active employment with the City for any reason other than termination or discharge for cause, an employee with at least 10 years but less 15 years of service may be paid in cash for one-fourth ($\frac{1}{4}$) the value of the employees accrued but unused sick leave credit up to, but no more than, the value of 30 days of accrued but unused sick leave. The payment shall be based upon the employee's rate of pay at the time of retirement and eliminates all sick leave credit accrued but unused by the employee at the time the payment is made. If the separation from active employment with the City is due to termination or dismissal, the accumulated but unused sick leave shall be placed to the employee's credit upon the employee's re-employment in the public service in compliance with and pursuant to the requirements of Revised Code 124.38. No conversion to cash shall be available.
 - 3. ***15 or more years of employment:*** At the time of separation from active employment with the City for any reason other than termination or discharge, full-time employees with fifteen (15) or more years of service who separated from employment for any reason other than termination or discharge for cause may elect at the time of retirement or separation to be paid in cash for one half

($\frac{1}{2}$) of the value of any unused sick leave the employee has accumulated up to a maximum sick time accumulated in the first tier of sick hours. No employee will be eligible for this one half ($\frac{1}{2}$) cash out in excess of nine hundred sixty (960) hours of accumulated sick leave in the first tier of sick hours. The payment shall be based on the employee's rate of pay at the time of retirement and eliminates all sick leave credit accrued but unused by the employee at the time payment is made.

4. ***For permanent part-time employees retiring after 10 years of service:*** At the time of separation from active employment with the City for any reason other than termination or discharge for cause, an employee with at least 10 years but less 15 years of service may be paid in cash for one-fourth the value of the employees accrued but unused sick leave credit up to, but no more than, the value of 30 days of accrued but unused sick leave. The payment shall be based upon the employee's rate of pay at the time of retirement and eliminates all sick leave credit accrued but unused by the employee at the time the payment is made. If the employee elects not to take the payout, the accrued, unused sick time is to be credited back to the employee upon re-employment with the public service.

5. ***For permanent part-time employees:*** At the time of separation from active employment with the City for any reason other than termination or discharge, with fifteen (15) or more years of service to be paid in cash for one half ($\frac{1}{2}$) of the value of any unused sick leave the employee has accumulated up to a maximum sick time accumulated in the first tier of sick hours. No employee will be eligible for this one half ($\frac{1}{2}$) cash out in excess of nine hundred sixty (960) hours of accumulated sick leave in the first tier of sick hours. The payment shall be based on the employee's rate of pay at the time of retirement and eliminates all sick leave credit accrued but unused by the employee at the time payment is made.

(k) ***Sick Comp Leave:*** Any sick leave accrued in the "second tier" of sick time can be converted to compensatory time on a 2 to 1 basis (i.e., two (2) hours of sick leave is equal to one (1) hour of compensatory time,) not to exceed eighty (80) hours' time off during any calendar year.

(l) ***Bonus for non-use of sick leave:*** All full-time employees, who use twenty (20) hours or less of sick leave within a six-month period, shall be eligible for a cash payment up to a maximum of \$300 for each six-month period for a total annual bonus of \$600. The bonus will be paid on a prorated basis of sick time used. Bonuses shall be determined on the basis of each six-month period separately. There shall be only one payment, calculated on the basis of each six-month period added together. For this section, the year shall commence on January 1 and conclude December 31. Payment of this bonus shall be within sixty (60) calendar days of the completion of the year.

SECTION 2. Salaries and benefits for employees shall be distributed from the various funds as listed below:

Public Works Director	34% General Fund 33% Wastewater Fund 33% Water Works Fund
Wastewater Department Employees	100% Wastewater Fund
Water Works Employees	100% Water Works Fund
Street Department Employees	100% Street Construction, Maintenance, and Repair Fund
Police Department Employees	100% General Fund and supplemented by Police Pension Fund, Police Levies Fund, LETF, and LEEF
Fire Department Employees	100% General Fund
Zoning Department Employee	100% General Fund
Municipal Building Employee	100% General Fund
Community Center Employees	100% General Fund
Parks & Recreation Employees	100% General Fund
Western County Court Employees	100% General Fund
Tax Department Employees	100% Income Tax Fund
Finance Department Employees Director of Finance	70% General Fund 15% Wastewater Fund 15% Water Works Fund
Assistant Finance Director	70% General Fund 15% Wastewater Fund 15% Water Works Fund
Finance Clerk II – Utility Billing	50% Wastewater Fund 50% Water Works Fund
Finance Clerk I – Utility Billing	10% General Fund 45% Wastewater Fund 45% Water Works Fund

Compensation Ordinance

Finance Clerk I – Data Processing	70% General Fund 15% Wastewater Fund 15% Water Works Fund
Secretary	34% General Fund 33% Wastewater Fund 33% Water Works Fund
Administration City Manager	70% General Fund 15% Wastewater Fund 15% Water Works Fund
Administrative Assistant I & II	70% General Fund 15% Wastewater Fund 15% Water Works Fund
Human Resource Director	70% General Fund 15% Wastewater Fund 15% Water Works Fund
City Solicitor	70% General Fund 15% Wastewater Fund 15% Water Works Fund
City Council	70% General Fund 15% Wastewater Fund 15% Water Works Fund
Clerk of Council	70% General Fund 15% Wastewater Fund 15% Water Works Fund
Web/IT Professional, IT Tech	70% General Fund 15% Wastewater Fund 15% Water Works Fund

SECTION 3. Refreshments, meals, and accessory items may be provided for City employees from time to time and shall be considered as an employee fringe benefit.

SECTION 4. Chapter 250 of the Codified Ordinances is hereby amended and Ordinance No. 3347 passed are hereby repealed.

SECTION 5. This Ordinance shall be in force and take effect at the earliest period allowed by law.

Compensation Ordinance

SECTION 6. For the reasons set forth in the preamble hereto, this Ordinance is declared an emergency and shall be in effect immediately upon its passage and the various forms and amount of compensation shall be effective from and after January 1, 2025.

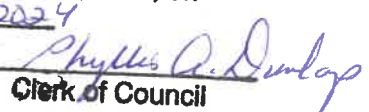
Passed the 9th day of December, 2024.


President of Council

Attest: 
Clerk of Council

CERTIFICATE

I hereby certify that the foregoing
is a true copy of Ordinance No.
3371 duly enacted by Council of
the City of Geneva, Ohio, on
12/9/2024

12/9/2024 
Date Clerk of Council

EFFECTIVE JANUARY 1, 2025
CITY OF GENEVA SALARY SCHEDULE - 3%

POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Appointed by Council							
City Manager	Pursuant to City Manager Employment Agreement						
Department Heads							
Public Works Director	\$ 78,550	\$ 79,139	\$ 79,733	\$ 80,331	\$ 80,933	\$ 81,540	\$ 82,152
Director of Finance	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Police Chief	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Wastewater Superintendent	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Street Superintendent	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Fire Chief	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Waterworks Superintendent	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Tax Administrator	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Assistant Department Heads							
Assistant Finance Director	\$ 67,260	\$ 67,764	\$ 68,272	\$ 68,784	\$ 69,300	\$ 69,820	\$ 70,344
Executive Police Captain	\$ 67,260	\$ 67,764	\$ 68,272	\$ 68,784	\$ 69,300	\$ 69,820	\$ 70,344
Assistant Wastewater Supt.	\$ 67,260	\$ 67,764	\$ 68,272	\$ 68,784	\$ 69,300	\$ 69,820	\$ 70,344
Assistant Street Superintendent	\$ 67,260	\$ 67,764	\$ 68,272	\$ 68,784	\$ 69,300	\$ 69,820	\$ 70,344
Full-time							
IT Professional	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Human Resource Director	\$ 73,822	\$ 74,376	\$ 74,934	\$ 75,496	\$ 76,062	\$ 76,632	\$ 77,207
Administrative Assistant II	\$ 62,298	\$ 62,765	\$ 63,236	\$ 63,710	\$ 64,188	\$ 64,669	\$ 65,154
Administrative Assistant I	\$ 22.88	\$ 23.05	\$ 23.22	\$ 23.38	\$ 23.57	\$ 23.74	\$ 23.93
Recreation Coordinator	\$ 22.88	\$ 23.05	\$ 23.22	\$ 23.38	\$ 23.57	\$ 23.74	\$ 23.93
Finance Clerk	\$ 22.88	\$ 23.05	\$ 23.22	\$ 23.38	\$ 23.57	\$ 23.74	\$ 23.93
Finance Clerk II	\$ 29.95	\$ 30.17	\$ 30.40	\$ 30.63	\$ 30.86	\$ 31.10	\$ 31.32
Secretary	\$ 20.07	\$ 20.22	\$ 20.36	\$ 20.52	\$ 20.67	\$ 20.83	\$ 20.99
Tax Clerk	\$ 22.88	\$ 23.05	\$ 23.22	\$ 23.38	\$ 23.57	\$ 23.74	\$ 23.93
Community Development/Zoning	\$ 24.04	\$ 24.22	\$ 24.40	\$ 24.58	\$ 24.76	\$ 24.95	\$ 25.14
Custodian	\$ 18.35	\$ 18.50	\$ 18.63	\$ 18.77	\$ 18.91	\$ 19.04	\$ 19.19
Facilities Maintenance	\$ 24.04	\$ 24.22	\$ 24.40	\$ 24.58	\$ 24.76	\$ 24.95	\$ 25.14
Part-time							
Part-time Secretary	\$ 18.35	\$ 18.50	\$ 18.63	\$ 18.77	\$ 18.91	\$ 19.04	\$ 19.19
Part-time Community Development/Zoning	\$ 18.35	\$ 18.50	\$ 18.63	\$ 18.77	\$ 18.91	\$ 19.04	\$ 19.19
Part-time Admin Assistant	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Finance Clerk	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Tax Clerk	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Finance Clerk II	\$ 28.39	\$ 28.60	\$ 28.81	\$ 29.03	\$ 29.24	\$ 29.47	\$ 29.68
Part-time Webb	\$ 33.93	\$ 34.19	\$ 34.44	\$ 34.69	\$ 34.96	\$ 35.22	\$ 35.48
Part-time IT Professional	\$ 33.93	\$ 34.19	\$ 34.44	\$ 34.69	\$ 34.96	\$ 35.22	\$ 35.48
Part-time IT Tech	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Custodian	\$ 16.55	\$ 16.69	\$ 16.81	\$ 16.93	\$ 17.06	\$ 17.19	\$ 17.31
Part-time Recreation Coordinator	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Laborer	\$ 16.55	\$ 16.69	\$ 16.81	\$ 16.93	\$ 17.06	\$ 17.19	\$ 17.31
Part-time Community Center Director	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Police Officer	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Police Officer Training	Min. Wage						
Part-time Communications Training	Min. Wage						
Part-Time Firefighters	\$ 18.91	\$ 19.04	\$ 19.19	\$ 19.34	\$ 19.49	\$ 19.64	\$ 19.79
Part-time Firefighter/Engineer	\$ 20.38	\$ 20.54	\$ 20.69	\$ 20.85	\$ 21.00	\$ 21.16	\$ 21.31
Part-time Aux Firefighter	Min. Wage						
Assistant Chief	\$ 25.42	\$ 25.62	\$ 25.80	\$ 26.00	\$ 26.18	\$ 26.38	\$ 26.58
Captain	\$ 22.76	\$ 22.93	\$ 23.10	\$ 23.27	\$ 23.45	\$ 23.63	\$ 23.80
Lieutenant	\$ 21.65	\$ 21.82	\$ 21.97	\$ 22.13	\$ 22.31	\$ 22.47	\$ 22.65
Part-time Inspector - Construction/Project	\$ 35.34	\$ 35.60	\$ 35.86	\$ 36.13	\$ 36.40	\$ 36.68	\$ 36.96