

City of Tillamook Non-Union Pay Scale

JOB TITLE	STARTING WAGE	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	
		1.015	1.020	1.025	1.030	1.035	1.040	1.045	1.050	1.055	1.060	
ADMINISTRATIVE CITY MANAGER	Annual	79,096	80,282	81,888	83,935	86,453	89,479	93,058	97,246	102,108	107,724	114,187
	Monthly	6,591.31	6,690.18	6,823.98	6,994.58	7,204.42	7,456.57	7,754.83	8,103.80	8,508.99	8,976.99	9,515.60
EXEMPT/CONFIDENTIAL	Hourly	38.03	38.60	39.37	40.35	41.56	43.02	44.74	46.75	49.09	51.79	54.90
RECORDER/TREASURER/HR	Annual	53,125	53,922	55,000	56,375	58,066	60,099	62,503	65,315	68,581	72,353	76,694
	Monthly	4,427.06	4,493.46	4,583.33	4,697.92	4,838.85	5,008.21	5,208.54	5,442.93	5,715.07	6,029.40	6,391.17
EXEMPT/CONFIDENTIAL	Hourly	25.54	25.92	26.44	27.10	27.92	28.89	30.05	31.40	32.97	34.79	36.87
FINANCE OFFICER	Annual	51,981	52,761	53,816	55,161	56,816	58,805					
	Monthly	4,331.76	4,396.73	4,484.67	4,596.78	4,734.69	4,900.40					
EXEMPT/CONFIDENTIAL	Hourly	24.99	25.37	25.87	26.52	27.32	28.27					
PLANNER	Annual	47,073	48,721	50,670	52,950	55,597	58,655					
	Monthly	3,922.76	4,060.06	4,222.46	4,412.47	4,633.10	4,887.92					
EXEMPT/CONFIDENTIAL	Hourly	22.63	23.42	24.36	25.46	26.73	28.20					
EXECUTIVE ASSISTANT	Annual	37,854	38,422	39,190	40,170	41,375	42,823					
	Monthly	3,154.50	3,201.82	3,265.85	3,347.50	3,447.93	3,568.60					
CONFIDENTIAL	Hourly	24.27	24.63	25.12	25.75	26.52	27.45					
ACCOUNTING CLERK	Annual	35,869	36,408	37,136	38,064	39,206	40,578					
	Monthly	2,989.12	3,033.96	3,094.64	3,172.01	3,267.17	3,381.52					
EXEMPT/CONFIDENTIAL	Hourly	17.24	17.50	17.85	18.30	18.85	19.51					
UTILITY CLERK	Annual	30,397	30,853	31,470	32,256	33,224	34,387					
	Monthly	2,533.05	2,571.04	2,622.46	2,688.03	2,768.67	2,865.57					
EXEMPT/CONFIDENTIAL	Hourly	14.61	14.83	15.13	15.51	15.97	16.53					

POLICE DEPT

POLICE CHIEF	Annual							78,824	82,371	86,490	91,247	96,722
	Monthly							6,568.67	6,864.26	7,207.47	7,603.92	8,060
EXEMPT/CONFIDENTIAL	Hourly							37.90	39.60	41.58	43.87	47
2013/14 FY POLICE OFFICERS 2% Increase per TEAMSTERS contract FOR COMPARISON ONLY	Annual		47,026	48,678	50,380	52,142	53,966	55,863	57,822	59,841	61,934	64,113
	Monthly		3,918.84	4,056.54	4,198.32	4,345.20	4,497.18	4,655.28	4,818.48	4,986.78	5,161.20	5,342.76
EXEMPT/CONFIDENTIAL	Hourly		22.61	23.40	24.22	25.07	25.95	26.86	27.80	28.77	29.78	30.82
POLICE SERGEANT	Annual							65,000	67,925	71,321	75,244	79,759
	Monthly							5,416.67	5,660.42	5,943.44	6,270.33	6,646.55
CONFIDENTIAL	Hourly							31.25	32.66	34.29	36.17	38.35
CODE ENFORCEMENT/ANIMAL CONTROL OFFICER	Annual	33,808	34,315	35,001	35,876	36,953	38,246					
	Monthly	2,817.33	2,859.59	2,916.78	2,989.70	3,079.39	3,187.17					
EXEMPT/CONFIDENTIAL	Hourly	16.25	16.50	16.83	17.25	17.77	18.39					
POLICE OFFICE MANAGER	Annual	31,451	31,923	32,562	33,376	34,377	35,580					
	Monthly	2,620.94	2,660.25	2,713.46	2,781.30	2,864.73	2,965.00					
CONFIDENTIAL	Hourly	15.12	15.35	15.65	16.05	16.53	17.11					

PUBLIC WORKS

PUBLIC WORKS DIRECTOR	Annual	66,994	67,999	69,359	71,093	73,226	75,789	78,820	82,367	86,485	91,242	96,717
	Monthly	5,582.83	5,666.58	5,779.91	5,924.41	6,102.14	6,315.71	6,568.34	6,863.92	7,207.11	7,603.50	8,059.71
EXEMPT/CONFIDENTIAL	Hourly	32.21	32.69	33.35	34.18	35.20	36.44	37.89	39.60	41.58	43.87	46.50
ASSISTANT PW DIRECTOR	Annual	47,916	48,634	49,607	50,847	52,373	54,206	56,374	58,911	61,856	65,258	69,174
	Monthly	3,992.98	4,052.87	4,133.93	4,237.28	4,364.39	4,517.15	4,697.83	4,909.24	5,154.70	5,438.21	5,764.50
CONFIDENTIAL	Hourly	23.04	23.38	23.85	24.45	25.18	26.06	27.10	28.32	29.74	31.37	33.26
WATER DIV SUPERVISOR	Annual	43,924	44,583	45,474	46,611	48,010	49,690	51,678	54,003	56,703	59,822	63,411
	Monthly	3,660.33	3,715.23	3,789.54	3,884.28	4,000.81	4,140.83	4,306.47	4,500.26	4,725.27	4,985.16	5,284.27
CONFIDENTIAL	Hourly	21.12	21.43	21.86	22.41	23.08	23.89	24.85	25.96	27.26	28.76	30.49
WWTP SUPERVISOR	Annual	43,698	44,353	45,241	46,372	47,763	49,434	51,412	53,725	56,412	59,514	63,085
	Monthly	3,641.50	3,696.12	3,770.04	3,864.29	3,980.22	4,119.53	4,284.31	4,477.10	4,700.96	4,959.51	5,257.08
CONFIDENTIAL	Hourly	21.01	21.32	21.75	22.29	22.96	23.77	24.72	25.83	27.12	28.61	30.33
STREET SUPERVISOR	Annual	42,618	43,257	44,122	45,225	46,582	48,212	50,141	52,397	55,017	58,043	61,525
	Monthly	3,551.47	3,604.74	3,676.83	3,768.76	3,881.82	4,017.68	4,178.39	4,366.42	4,584.74	4,836.90	5,127.11
CONFIDENTIAL	Hourly	20.49	20.80	21.21	21.74	22.40	23.18	24.11	25.19	26.45	27.91	29.58
Public Works Technician V	Annual	50,660	51,420	52,449	53,760	55,373	57,311					
	Monthly	4,221.71	4,285.03	4,370.73	4,480.00	4,614.40	4,775.91					
EXEMPT/CONFIDENTIAL	Hourly	24.36	24.72	25.22	25.85	26.62	27.55					
Public Works Technician IV	Annual	43,478	44,130	45,013	46,138	47,065	48,712					
	Monthly	3,623.15	3,677.50	3,751.05	3,844.83	3,922.06	4,059.33					
EXEMPT/CONFIDENTIAL	Hourly	20.90	21.22	21.64	22.18	22.63	23.42					
Public Works Technician III	Annual	36,954	37,509	38,259	39,215	40,392	41,806					
	Monthly	3,079.54	3,125.73	3,188.25	3,267.95	3,365.99	3,483.80					
EXEMPT/CONFIDENTIAL	Hourly	17.77	18.03	18.39	18.85	19.42	20.10					
Public Works Technician II	Annual	31,410	31,881	32,519	33,332	34,332	35,533					
	Monthly	2,617.49	2,656.75	2,709.89	2,777.63	2,860.96	2,961.09					
EXEMPT/CONFIDENTIAL	Hourly	15.10	15.33	15.63	16.02	16.51	17.08					
Public Works Technician I	Annual	26,697	27,098	27,640	28,331	29,180	30,202					
	Monthly	2,224.76	2,258.13	2,303.30	2,360.88	2,431.71	2,516.82					
EXEMPT/CONFIDENTIAL	Hourly	12.84	13.03	13.29	13.62	14.03	14.52					

All levels are subject to a successful performance evaluation and budgetary limitations.
 After the final Level in each category, increases will be COLA only, subject to the December-December annual CPI (Portland) with a 2% floor/4% ceiling.
 Longevity pay is replaced with a ramped pay schedule geared toward employee retention.