

CITY OF PALMER PAY PLAN -- January 1, 2023
3% COLA

Implement: 01/09/2023
 Council Approved: 11/22/2022

LEVEL	Level Classification by Job Title		Steps									Longevity Steps*					
			1	2	3	4	5	6	7	8	9	A	B	C	D	E	F
1		Hourly	13.63	14.08	14.53	15.01	15.52	16.03	16.56	17.12	17.71	18.22	18.77	19.33	19.93	20.54	21.17
		Bi-weekly	1090.40	1126.40	1162.40	1200.80	1241.60	1282.40	1324.80	1369.60	1416.80	1457.60	1501.60	1546.40	1594.40	1643.20	1693.60
		Annual	28,350	29,286	30,222	31,221	32,282	33,342	34,445	35,610	36,837	37,898	39,042	40,206	41,454	42,723	44,034
2	Seasonal Arena Attendant Janitor/ Light Maintenance Library Technician Seasonal Groundskeepers / LT Maintenance	Hourly	15.22	15.72	16.25	16.79	17.37	17.94	18.56	19.21	19.87	20.48	21.09	21.74	22.40	23.10	23.82
		Bi-weekly	1217.60	1257.60	1300.00	1343.20	1389.60	1435.20	1484.80	1536.80	1589.60	1638.40	1687.20	1739.20	1792.00	1848.00	1905.60
		Annual	31,658	32,698	33,800	34,923	36,130	37,315	38,605	39,957	41,330	42,598	43,867	45,219	46,592	48,048	49,546
3	Library Specialist Receptionist & Cashier (PT)	Hourly	16.79	17.37	17.94	18.56	19.21	19.87	20.56	21.28	22.02	22.70	23.40	24.13	24.88	25.67	26.48
		Bi-weekly	1343.20	1389.60	1435.20	1484.80	1536.80	1589.60	1644.80	1702.40	1761.60	1816.00	1872.00	1930.40	1990.40	2053.60	2118.40
		Annual	34,923	36,130	37,315	38,605	39,957	41,330	42,765	44,262	45,802	47,216	48,672	50,190	51,750	53,394	55,078
4	Admin Assistant: Election Worker	Hourly	18.33	18.96	19.62	20.30	21.01	21.74	22.51	23.31	24.13	24.88	25.66	26.48	27.32	28.18	29.08
		Bi-weekly	1466.40	1516.80	1569.60	1624.00	1680.80	1739.20	1800.80	1864.80	1930.38	1990.40	2052.80	2118.40	2185.60	2254.40	2326.40
		Annual	38,126	39,437	40,810	42,224	43,701	45,219	46,821	48,485	50,190	51,750	53,373	55,078	56,826	58,614	60,486
5	Admin Asst - Public Safety (2), Public Works, Community Development, Library Mayor/Council/Clerk, City Manager Receptionist & Cashier Community Development Specialist Maintenance Worker, Seasonal Arena Specialist Arena & Facility Operations Assistance Groundskeeper Foreman, Library Assistant	Hourly	19.94	20.64	21.36	22.11	22.90	23.71	24.54	25.43	26.34	27.18	28.04	28.93	29.85	30.81	31.80
		Bi-weekly	1595.20	1651.20	1708.80	1768.80	1832.00	1896.80	1963.20	2034.40	2107.20	2174.40	2243.20	2314.40	2388.00	2464.80	2544.00
		Annual	41,475	42,931	44,429	45,989	47,632	49,317	51,043	52,894	54,787	56,534	58,323	60,174	62,088	64,085	66,144
6	Accounting Technician I, Dispatcher I Evidence & Records Custodian Lib Srvs Coordinator, W/WW Operator I Solid Waste Collector, Mechanic I	Hourly	21.54	22.29	23.07	23.90	24.75	25.63	26.55	27.51	28.50	29.42	30.35	31.32	32.33	33.37	34.45
		Bi-weekly	1723.20	1783.20	1845.60	1912.00	1980.00	2050.40	2124.00	2200.80	2280.00	2353.60	2428.00	2505.60	2586.40	2669.60	2756.00
		Annual	44,803	46,363	47,986	49,712	51,480	53,310	55,224	57,221	59,280	61,194	63,128	65,146	67,246	69,410	71,656
7	Building Inspector, Dispatcher II Equipment Operator, Mechanic Police Officer I, Support Services Specialist Utility Meter Reader & Laborer W/WW Operator II	Hourly	23.11	23.94	24.79	25.67	26.60	27.57	28.55	29.59	30.67	31.66	32.68	33.73	34.82	35.96	37.12
		Bi-weekly	1848.80	1915.20	1983.20	2053.60	2128.00	2205.60	2284.00	2367.20	2453.60	2532.80	2614.40	2698.40	2785.60	2876.80	2969.60
		Annual	48,069	49,795	51,563	53,394	55,328	57,346	59,384	61,547	63,794	65,853	67,974	70,158	72,426	74,797	77,210
8	Accounting Technician II Deputy City Clerk	Hourly	24.69	25.56	26.49	27.44	28.44	29.48	30.55	31.66	32.83	33.89	34.98	36.11	37.28	38.49	39.75
		Bi-weekly	1975.20	2044.80	2119.20	2195.20	2275.20	2358.40	2444.00	2532.80	2626.40	2711.20	2798.40	2888.80	2982.40	3079.20	3180.00
		Annual	51,355	53,165	55,099	57,075	59,155	61,318	63,544	65,853	68,286	70,491	72,758	75,109	77,542	80,059	82,680
9	Dispatch Supervisor, Fire Prevention Officer Fire Training Coordinator Parks & Facility Manager Police Officer II, Utilities Foreman	Hourly	26.28	27.23	28.20	29.23	30.30	31.43	32.58	33.78	35.03	36.16	37.34	38.56	39.81	41.12	42.47
		Bi-weekly	2102.40	2178.40	2256.00	2338.40	2424.00	2514.40	2606.40	2702.40	2802.40	2892.80	2987.20	3084.80	3184.80	3289.60	3397.60
		Annual	54,662	56,638	58,656	60,798	63,024	65,374	67,766	70,262	72,862	75,213	77,667	80,205	82,805	85,530	88,338
10	Library Director Police Detective Sergeant Police Sergeant	Hourly	27.84	28.86	29.91	31.00	32.15	33.32	34.56	35.83	37.17	38.38	39.64	40.93	42.28	43.67	45.11
		Bi-weekly	2227.20	2308.80	2392.80	2480.00	2572.00	2665.60	2764.80	2866.40	2973.60	3070.40	3171.20	3274.40	3382.40	3493.60	3608.80
		Annual	57,907	60,029	62,213	64,480	66,872	69,306	71,885	74,526	77,314	79,830	82,451	85,134	87,942	90,834	93,829
11	Airport Superintendent Commander, Contoller Human Resource Manager Maintenance Superintendent	Hourly	29.43	30.81	31.61	32.76	33.98	35.24	36.54	37.90	39.32	40.60	41.93	43.31	44.73	46.21	47.73
		Bi-weekly	2354.40	2464.80	2528.80	2620.80	2718.40	2819.20	2923.20	3032.00	3145.60	3248.00	3354.40	3464.80	3578.40	3696.80	3818.40
		Annual	61,214	64,085	65,749	68,141	70,678	73,299	76,003	78,832	81,786	84,448	87,214	90,085	93,038	96,117	99,278
12	Directors: Community Development Finance, Public Works Fire Chief, Police Chief	Hourly	36.48	37.84	39.25	40.72	42.24	43.83	45.47	47.19	48.97	50.59	52.28	54.01	55.83	57.69	59.62
		Bi-weekly	2918.40	3027.20	3140.00	3257.60	3379.20	3506.40	3637.60	3775.20	3917.60	4047.20	4182.40	4320.80	4466.40	4615.20	4769.60
		Annual	75,878	78,707	81,640	84,698	87,859	91,166	94,578	98,155	101,858	105,227	108,742	112,341	116,126	119,995	124,010

***Pay Increments for Longevity**

Step A	When an employee reaches step A, B or C of their assigned pay level, the employee shall remain at step A, B or C for two (or more) years. When the employee completes two (or more) years at step A, B, or C the employee moves to step B, C or D of the Pay
Step B	Plan and is eligible for the increase indicated in step B, C or D; provided the employee received an overall rating of "satisfactory" or higher on his or her performance evaluation and worked continuously as a regular fulltime or part-time employee.
Step C	

Step D	When an employee reaches step D or E of their assigned pay level, the employee shall remain at step D or E for three (or more) years. When the employee completes three (or more) years at step D or E, the employee moves to step E or F of the Pay Plan
Step E	and is eligible for the increase indicated in step E or F; provided the employee received an overall rating of "satisfactory" or higher on his or her performance evaluation and worked continuously as a regular fulltime or part-time employee.
Step F	When an employee reaches the end of the pay scale (step F), the employee is no longer entitled to a step increase.

Note: Employees in longevity are prohibited from skipping steps and must remain at each step as indicated.