

CITY OF PALMER PAY PLAN -- January 1, 2024
New Classification Study PP Updated 02/2024

Council Approved: 02/13/2024

LEVEL	Level Classification by Job Title		Steps														
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1		Hourly	15.23	15.81	16.41	17.04	17.68	18.35	19.05	19.77	20.53	21.16	21.82	22.49	23.19	23.91	24.65
		Bi-weekly	1218.40	1264.80	1312.80	1363.20	1414.40	1468.00	1524.00	1581.60	1642.40	1692.80	1745.60	1799.20	1855.20	1912.80	1972.00
		Annual	31,678	32,885	34,133	35,443	36,774	38,168	39,624	41,122	42,702	44,013	45,386	46,779	48,235	49,733	51,272
2	Seasonal Arena Attendant Janitor/ Light Maintenance Seasonal Groundskeepers	Hourly	16.60	17.23	17.88	18.56	19.27	20.00	20.76	21.55	22.37	23.07	23.78	24.52	25.28	26.06	26.87
		Bi-weekly	1328.00	1378.40	1430.40	1484.80	1541.60	1600.00	1660.80	1724.00	1789.60	1845.60	1902.40	1961.60	2022.40	2084.80	2149.60
		Annual	34,528	35,838	37,190	38,605	40,082	41,600	43,181	44,824	46,530	47,986	49,462	51,002	52,582	54,205	55,890
3	Seasonal Arena Specialist	Hourly	18.09	18.78	19.49	20.24	21.00	21.81	22.63	23.49	24.39	25.13	25.92	26.72	27.55	28.40	29.28
		Bi-weekly	1447.20	1502.40	1559.20	1619.20	1680.00	1744.80	1810.40	1879.20	1951.20	2010.40	2073.60	2137.60	2204.00	2272.00	2342.40
		Annual	37,627	39,062	40,539	42,099	43,680	45,365	47,070	48,859	50,731	52,270	53,914	55,578	57,304	59,072	60,902
4	Admin Assistant: Library, City Manager Public Safety, Public Works Cashier/Receptionist, Accounting Tech I Community Development Specialist Library Technicians, Library Specialist Groundskeeper Foreman	Hourly	19.72	20.47	21.25	22.05	22.89	23.77	24.67	25.61	26.58	27.40	28.25	29.13	30.04	30.96	31.92
		Bi-weekly	1577.60	1637.60	1700.00	1764.00	1831.20	1901.60	1973.60	2048.80	2126.38	2192.00	2260.00	2330.40	2403.20	2476.80	2553.60
		Annual	41,018	42,578	44,200	45,864	47,611	49,442	51,314	53,269	55,286	56,992	58,760	60,590	62,483	64,397	66,394
5	Accounting Tech II Dispatcher I Arena & Facility Operations Assistance Solid Waste Collector	Hourly	21.50	22.31	23.16	24.05	24.96	25.91	26.89	27.91	28.97	29.87	30.80	31.75	32.73	33.75	34.80
		Bi-weekly	1720.00	1784.80	1852.80	1924.00	1996.80	2072.80	2151.20	2232.80	2317.60	2389.60	2464.00	2540.00	2618.40	2700.00	2784.00
		Annual	44,720	46,405	48,173	50,024	51,917	53,893	55,931	58,053	60,258	62,130	64,064	66,040	68,078	70,200	72,384
6	Library Assistant, Dispatcher II Utility Meter Reader & Laborer Deputy City Clerk Support Services Specialist	Hourly	23.43	24.33	25.24	26.20	27.21	28.24	29.31	30.42	31.57	32.55	33.57	34.61	35.68	36.79	37.92
		Bi-weekly	1874.40	1946.40	2019.20	2096.00	2176.80	2259.20	2344.80	2433.60	2525.60	2604.00	2685.60	2768.80	2854.40	2943.20	3033.60
		Annual	48,734	50,606	52,499	54,496	56,597	58,739	60,965	63,274	65,666	67,704	69,826	71,989	74,214	76,523	78,874
7	Evidence & Records Custodian Equipment Operator, Parks & Facility Mgr Library Services Coordinator Maintenance Worker, Mechanic I W/WW Operator I	Hourly	25.54	26.51	27.52	28.57	29.65	30.78	31.95	33.16	34.42	35.49	36.59	37.72	38.89	40.09	41.34
		Bi-weekly	2043.20	2120.80	2201.60	2285.60	2372.00	2462.40	2556.00	2652.80	2753.60	2839.20	2927.20	3017.60	3111.20	3207.20	3307.20
		Annual	53,123	55,141	57,242	59,426	61,672	64,022	66,456	68,973	71,594	73,819	76,107	78,458	80,891	83,387	85,987
8	Building Inspector, Library Director Mechanic, Disptach Supervisor Firefighter, Police Officer I W/WW Operator II	Hourly	27.84	28.90	29.99	31.14	32.32	33.55	34.83	36.15	37.52	38.88	39.89	41.11	42.39	43.71	45.06
		Bi-weekly	2227.20	2312.00	2399.20	2491.20	2585.60	2684.00	2786.40	2892.00	3001.60	3094.40	3191.20	3288.80	3391.20	3496.80	3604.80
		Annual	57,907	60,112	62,379	64,771	67,226	69,784	72,446	75,192	78,042	80,454	82,971	85,509	88,171	90,917	93,725
9	Airport Superintendent, Controller Utilities Foreman	Hourly	30.35	31.50	32.70	33.94	35.23	36.57	37.95	39.40	40.90	42.17	43.47	44.82	46.20	47.64	49.12
		Bi-weekly	2428.00	2520.00	2616.00	2715.20	2818.40	2925.60	3036.00	3152.00	3272.00	3373.60	3477.60	3585.60	3696.00	3811.20	3929.60
		Annual	63,128	65,520	68,016	70,595	73,278	76,066	78,936	81,952	85,072	87,714	90,418	93,226	96,096	99,091	102,170
10	Maintenance Superintendent Police Officer II Fire Prevention Officer, Fire Officer Fire Training Coordinator	Hourly	33.08	34.33	35.64	36.99	38.40	39.85	41.37	42.94	44.57	45.96	47.38	48.85	50.37	51.92	53.54
		Bi-weekly	2646.40	2746.40	2851.20	2959.20	3072.00	3188.00	3309.60	3435.20	3565.60	3676.80	3790.40	3908.00	4029.60	4153.60	4283.20
		Annual	68,806	71,406	74,131	76,939	79,872	82,888	86,050	89,315	92,706	95,597	98,550	101,608	104,770	107,994	111,363
11	Human Resource Manager Police Detective Sergeant Police Sergeant	Hourly	36.05	37.43	38.84	40.32	41.86	43.45	45.10	46.81	48.59	50.10	51.65	53.25	54.90	56.60	58.36
		Bi-weekly	2884.00	2994.40	3107.20	3225.60	3348.80	3476.00	3608.00	3744.80	3887.20	4008.00	4132.00	4260.00	4392.00	4528.00	4668.80
		Annual	74,984	77,854	80,787	83,866	87,069	90,376	93,808	97,365	101,067	104,208	107,432	110,760	114,192	117,728	121,389
12	Commander	Hourly	39.30	40.79	42.34	43.95	45.62	47.35	49.16	51.03	52.96	54.60	56.29	58.04	59.84	61.69	63.60
		Bi-weekly	3144.00	3263.20	3387.20	3516.00	3649.60	3788.00	3932.80	4082.40	4236.80	4368.00	4503.20	4643.20	4787.20	4935.20	5088.00
		Annual	81,744	84,843	88,067	91,416	94,890	98,488	102,253	106,142	110,157	113,568	117,083	120,723	124,467	128,315	132,288
13	Directors: Community Development Finance, Public Works Fire Chief, Police Chief	Hourly	42.84	44.46	46.15	47.91	49.73	51.61	53.58	55.61	57.73	59.51	61.36	63.26	65.22	67.25	69.33
		Bi-weekly	3427.20	3556.80	3692.00	3832.80	3978.40	4128.80	4284.40	4448.80	4618.40	4760.80	4908.80	5060.80	5217.60	5380.00	5546.40
		Annual	89,107	92,477	95,992	99,653	103,438	107,349	111,446	115,669	120,078	123,781	127,629	131,581	135,658	139,880	144,206

Once an employee reaches step 15 for a full calendar year, employee will be eligible for a year end 2% lump sum merit if the employee receives an overall rating of "satisfactory" or higher on his or her performance evaluation and worked continuously as a regular fulltime or part-time employee.