

2021 STEP STRUCTURE - Regular Employees

(with STEP Adjusting + cola %)

Effective:

		MINIMUM				MIDPOINT						MAXIMUM			
Grade	Points		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		Job Title	Currently Paid	Supervision
100	153	\$11.00	\$11.22	\$11.44	\$11.67	\$12.02	\$12.20	\$12.39	\$12.57	\$12.76	\$12.95	\$13.15	Liquor Store Clerks	10.60-13.77	0
110	163	\$11.25	\$11.48	\$11.82	\$12.53	\$12.90	\$13.10	\$13.29	\$13.49	\$13.70	\$13.90	\$14.11	Receptionist	11.75	0
140	188	\$16.80	\$17.14	\$17.65	\$18.18	\$18.72	\$19.10	\$19.48	\$20.46	\$20.86	\$21.28	\$21.71	Maintenance Worker	18.90	0
160	301	\$18.00	\$18.36	\$18.91	\$19.48	\$20.06	\$20.46	\$20.87	\$21.29	\$21.72	\$22.15	\$22.59	Street Utilities Supervisor	25.37	0
200	323	\$18.50	\$18.87	\$19.44	\$20.02	\$20.62	\$21.03	\$21.45	\$21.88	\$22.32	\$22.77	\$23.22	Liquor Store Manager	5.00	5-7 PT
260	598	\$23.34	\$23.81	\$24.52	\$25.26	\$26.01	\$26.53	\$27.07	\$27.61	\$28.16	\$28.72	\$29.30	Clerk-Treasurer	27.84	1 FT, 1 PT
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		Clerk-Treasurer-Liquor Store Manager	32.84	5-8 PT
		MINIMUM				MIDPOINT						MAXIMUM			

Notes:

Increase all positions with minimum wage increase amount.

Change PayScale with cost of living increases effective after 1st Council meeting in January.

Step increases and structural (cost-of-living) adjustments are granted based on the Council's discretion

Uniform Years-to-Maximum (Number of Steps) for all pay grades

Automatic step increase every 3 years if performing at a satisfactory manner

No set Years-to-Maximum