

**CITY OF DULUTH PAY GRADE CHART
APPROVED 7-1-2009**

<u>Grade</u>	<u>Pay Grade Range & Job Titles</u>	<u>Department</u>	<u>EEO</u>	<u>FLSA</u>	<u>WC</u>
<u>1</u>	<u>\$13,273 - \$20,564</u>				
<u>2</u>	<u>\$13,936 - \$21,592</u>				
<u>3</u>	<u>\$14,633 - \$22,671</u>				
<u>4</u>	<u>\$15,365 - \$23,805</u>				
<u>5</u>	<u>\$16,133 - \$24,995</u>				
<u>6</u>	<u>\$16,940 - \$26,245</u>				
<u>7</u>	<u>\$17,787 - \$27,557</u>				
<u>8</u>	<u>\$18,676 - \$28,935</u>				
<u>9</u>	<u>\$19,610 - \$21,661</u>				
<u>10</u>	<u>\$20,590 - \$31,901</u>				
<u>11</u>	<u>\$21,620 - \$33,496</u>				
<u>12</u>	<u>\$22,701 - \$35,171</u>				
	Building Custodian	Business Office	08	N	9015
<u>13</u>	<u>\$23,836 - \$36,930</u>				
	Office Assistant	Business Office	06	N	8810
	Parks Office Assistant	Parks & Recreation	06	E	8810
<u>14</u>	<u>\$25,028 - \$38,776</u>				

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<u>15</u>	<u>\$26,279 - \$40,715</u>				
	Building Custodian, Senior	Business Office	08	N	9015
	Maintenance Worker I	Public Works/Parks	08	N	9402
	Receptionist	Business Office	06	N	8810
<u>16</u>	<u>\$27,593 - \$42,751</u>				
	Accounting Technician	Business Office	06	N	8810
	Court Assistant	Municipal Court	06	N	8810
	Maintenance Worker II	Public Works/Parks	08	N	9402
	Police Records Technician	Police	06	N	8810
<u>17</u>	<u>\$28,973 - \$44,888</u>				
	Accounting Technician, Sr.	Business Office	06	N	8810
	Court Assistant, Sr.	Municipal Court	06	N	8810
	Police Records Technician, Sr.	Police	06	N	8810
	Purchasing Technician	Police	06	N	8810
<u>18</u>	<u>\$30,421 - \$47,133</u>				
	Heavy Equipment Operator	Public Works	07	N	9402
<u>19</u>	<u>\$31,943 - \$49,489</u>				
	Administrative Assistant	any	06	N	8810
	Communications Officer	Police	03	N	8810
	Deputy Clerk of Municipal Court	Municipal Court	06	N	8810
	Park Maintenance Supervisor	Parks & Recreation	08	N/E	9102
<u>20</u>	<u>\$33,540 - \$51,964</u>				
	Administrative Assistant, Sr.	any	06	E	8810
	Communications Officer, Sr.	Police	03	N	8810
	Crime Scene & Evidence Technician	Police	03	N	9410
	Occupation Tax/ Alcohol Licensing Officer	Business Office	06	E	8810
	Payroll & Benefits Specialist	Business Office	06	E	8810
	Property Tax Officer	Business Office	06	E	8810
<u>21</u>	<u>\$35,217 - \$54,562</u>				
	Accounting Officer	Business Office	06	E	8810
	Maintenance Mechanic (heavy equipment)	Public Works	07	N	9402
	Public Works Supervisor	Public Works	08	N	9402
	Recreational Program Coordinator	Parks & Recreation	05	E	9102
	Special Events & Facility Coordinator	Parks & Recreation	05	E	9102

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<u>22</u>	<u>\$36,978 - \$57,290</u>				
	Athletic & Tennis Coordinator	Parks & Recreation	05	E	9102
	Police Officer	Police	04	N - 207k	7720
	Police Records Supervisor	Police	06	E	8810
<u>23</u>	<u>\$38,826 - \$60,155</u>				
	Code Compliance Inspector/Planner	Planning & Dev.	03	E	9410
	Communications Supervisor	Police	03	E	8810
	Deputy Director Public Works	Public Works	01	E	9402
	Development Inspector	Planning & Dev	03	E	9410
	GIS Manager	Planning & Dev.	03	E	8810
	Information Technology (IT) Technician	Business Office	03	E	8810
	Master Police Officer	Police	04	N - 207k	7720
<u>24</u>	<u>\$40,768 - \$63,163</u>				
	Clerk of Municipal Court	Municipal Court	06	E	8810
	Downtown Manager	Public Info & Marketing	03	E	9410
	Festival Center Manager	Public Info & Marketing	06	E	9410
	Parks Administrative Officer	Parks & Recreation	01	E	9102
	Planner, Zoning & Development	Planning & Dev	03	E	9410
	Police Corporal	Police	04	N - 207k	7720
<u>25</u>	<u>\$42,806 - \$66,321</u>				
<u>26</u>	<u>\$44,947 - \$69,637</u>				
	Budget & Accounting Manager	Business Office	02	E	8810
	Deputy City Clerk	City Clerk's Office	01	E	8810
	Planner, Sr.	Planning & Dev	03	E	9410
	Police Sergeant	Police	03	N - 207k	7720
<u>27</u>	<u>\$47,194 - \$73,119</u>				
	Human Resources Manager	Business Office	02	E	8810
	Public Information & Marketing Director	Public Info & Marketing	01	E	9410
<u>28</u>	<u>\$49,554 - \$76,775</u>				
	Public Works Director	Public Works	01	E	9402
	Police Lieutenant	Police	02	N-207k / E	7720

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<u>29</u>	<u>\$52,031 - \$80,613</u>				
	Economic Development Manager	Planning & Dev.	02	E	9410
	Parks & Recreation Director	Parks & Recreation	01	E	9102
<u>30</u>	<u>\$54,633 - \$84,644</u>				
	Police Captain	Police	02	E	7720
<u>31</u>	<u>\$57,365 - \$88,876</u>				
	Information Technology (IT) Manager	Business Office	03	E	8810
<u>32</u>	<u>\$60,233 - \$93,320</u>				
	City Clerk	City Clerk's Office	01	E	8810
	Police Major	Police	01	E	7720
<u>33</u>	<u>\$63,245 - \$97,986</u>				
	Planning & Development Director	Planning & Dev	01	E	9410
<u>34</u>	<u>\$66,407 - \$102,886</u>				
	Deputy Police Chief	Police	01	E	7720
<u>35</u>	<u>\$69,727 - \$108,030</u>				
<u>36</u>	<u>\$73,214 - \$113,431</u>				
<u>37</u>	<u>\$76,874 - \$119,103</u>				
	Police Chief	Police	01	E	7720
<u>38</u>	<u>\$80,718 - \$125,058</u>				
<u>39</u>	<u>\$84,754 - \$131,311</u>				
<u>40</u>	<u>\$88,992 - \$137,877</u>				
<u>41</u>	<u>\$93,441 - \$144,770</u>				
<u>42</u>	<u>\$98,113 - \$152,009</u>				
	Chief Municipal Court Judge/Ct Administrator	Municipal Court	01	E	8810
<u>43</u>	<u>\$103,019 - \$159,609</u>				
	City Administrator	City Administrator's Office	01	E	8810

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<u>44</u>	<u>\$108,170 - \$167,590</u>				
<u>45</u>	<u>\$113,579 - \$175,970</u>				
<u>46</u>	<u>\$119,257 - \$184,768</u>				
<u>47</u>	<u>\$125,220 - \$194,006</u>				
<u>48</u>	<u>\$131,481 - \$203,707</u>				
<u>49</u>	<u>\$138,056 - \$213,892</u>				
<u>50</u>	<u>\$144,958 - \$224,587</u>				

Note: Temporary, seasonal, and part-time employees are paid on the basis of education, experience, training, performance, and time of service with the City. Generally, these employees are paid on Grade 1, 9, 17 or 25.

SPECIAL PAY ARRANGEMENTS

Mayor	\$500/mo. plus \$150 per meeting (2 meetings/month max)
City Councilmembers	\$200/mo. plus \$150 per meeting (2 meetings/month max)
Associate Municipal Court Judges	\$125 per hour, not to exceed \$600 per session
Municipal Court Solicitors	\$125 per hour
Board Members (Planning Commission, Zoning Board of Appeals, Alcohol Review Board, etc., but not Parks & Rec Advisory Board or Finance Committee)	\$25 per meeting

EEO Codes

01 - Officials and Administrators
02 - Professionals
03 - Technicians
04 - Protective Service Workers
05 - Paraprofessionals
06 - Administrative Support
07 - Skilled Craft Workers
08 - Service-Maintenance

Federal Minimum Wage

July 24, 2009 \$7.25

FLSA Codes

N - Non-Exempt
E - Exempt
207-k - Law Enforcement special exemption up to 43 hours at regular rate & up to 28-day cycles

Workers' Compensation (WC) Codes

7720 - Police Officers
8810 - Clerical-Office (includes elected/appointed)
9015 - Building Operations
9102 - Parks & Recreation
9402 - Street Cleaning
9410 - Municipal Employees, Not Otherwise Classified

History of This Pay Chart

ORIGINALLY EFFECTIVE 11-8-2000
AMENDED 1-1-2001 (1.5% COLA)
AMENDED 1-8-2001 (Add City Administrator)
AMENDED 1-1-2002 (2.8% COLA)
AMENDED 7-1-2002 (Salary Survey Changes)
AMENDED 1-1-2003 (1.5% COLA)
AMENDED 7-1-2003 (Salary Survey Changes)
AMENDED 1-1-2004 (1.0% COLA)
AMENDED 7-1-2004 (Salary Survey Changes)
AMENDED 1-1-2005 (2.1% COLA)
AMENDED 7-1-2005 (Salary Survey Changes)
AMENDED 1-1-2006 (3.0% COLA) & Added Chief Mun Ct Judge
AMENDED 7-1-2006 (Salary Survey Changes)
AMENDED 8-1-2006 (added Public Info & Marketing Officer; and MIS Tech)
AMENDED 1-1-2007 (1.0% COLA)
AMENDED 7-1-2007 (Salary Survey Changes) & added 4 steps to each grade
AMENDED 1-1-2008 (3.0% COLA)
AMENDED 7-1-2008 (Salary Survey Changes)
AMENDED 1-1-2009 (3.0% COLA)
AMENDED 7-1-2009 (Salary Survey Changes)