

ORDINANCE NO. 25-18

ORDINANCE APPROVING AND ADOPTING COMPENSATION  
INCREASES FOR THE EXECUTIVE MUNICIPAL OFFICERS OF THE  
CITY FOR FISCAL YEAR 2025-2026.

In 2018 the City Council adopted a Compensation Step Plan ("Step Plan") for City employees, including executive municipal officers. The Step Plan is designed to incrementally increase employees' pay through the salary range related to their job titles. It allows for strict management and administration of compensation expenses. The Step Plan is contingent on authorization within the City's annual budget. Step increases become effective on an employee's hire date or if promoted, the employee's promotion date of each year.

The pay range for each job title is divided into 12 incremental pay steps. Employees at the range maximum do not receive merit salary increases but may receive a cost-of-living adjustment. The Step Plan addresses pay equity issues, reduces bias, and addresses employee pay progression through the pay range based on time-in-job series. The program recognizes and rewards employees for years of service, promotes transparency, provides budget clarity, improves budget forecasting, and is easy to understand and predictable.

The Step Plan has proven successful in competing for and retaining personnel experienced in local government. Since the step plan was established, there has been a decrease in employee turnover for reasons other than retirement.

In 2024, the Utah Legislature imposed a new budget requirement. Before the City Council may adopt a final annual budget, the City Council must hold a public hearing when the compensation of an executive municipal officer will increase.

The proposed Compensation Step Plan for the fiscal year beginning July 1, 2025, and ending June 30, 2026, is attached at Attachment A and the compensation increases for executive municipal officers are shown at Attachment B.

A public hearing was held on June 3, 2025, the City Council wants to pass, approve, and adopt the executive municipal officers' salary increases.

BE IT ENACTED by the Murray City Municipal Council as follows:

*Section 1. Purpose.*

The purpose of this Ordinance is to adopt compensation increases for executive municipal officers pursuant to Title 10, Chapter 3, Part 8, Section 818 of the Utah Code.

*Section 2. Adoption.*

The Murray City Municipal Council hereby approves and adopts the compensation increases for executive municipal officers as set forth in Attachments A and B.

*Section 3. Effective Date*

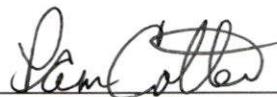
This ordinance shall take effect July 1, 2025.

PASSED, APPROVED AND ADOPTED by the Murray City Municipal Council on this 3<sup>rd</sup> day of June 2025.



ATTEST:

MURRAY CITY MUNICIPAL COUNCIL

  
Pam Cotter, Chair

  
Brooke Smith, City Recorder

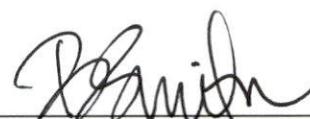
Transmitted to the Office of the Mayor of Murray City on this 12<sup>th</sup> day of June, 2025.

MAYOR'S ACTION: Approved

DATED this 12 day of June 2025

  
Brett A. Hales, Mayor

ATTEST:

  
Brooke Smith, City Recorder

## CERTIFICATE OF PUBLICATION

I hereby certify that this Ordinance or a summary hereof was published according to law on the 12 day of June 2025.



Brooke Smith, City Recorder

**ATTACHMENT A**

**MURRAY CITY - COMPENSATION STEP PLAN**  
**EFFECTIVE JULY 1, 2025**

| JOB  | STEP<br>CODE | STEP<br>0  | STEP<br>1  | STEP<br>2  | STEP<br>3  | STEP<br>4  | STEP<br>5  | STEP<br>6  | STEP<br>7  | STEP<br>8  | STEP<br>9  | STEP<br>10 | STEP<br>11 | STEP<br>12 |
|--|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|  |              | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         |
| ACCOUNTS PAYABLE TECHNICIAN                | 6052         | \$21.86    | \$22.96    | \$24.11    | \$25.32    | \$26.59    | \$27.92    | \$28.62    | \$29.34    | \$30.07    | \$30.82    | \$31.59    | \$32.38    | \$33.19    |
| ADMINISTRATIVE SERVICES MANAGER (POLICE)   | 5315         | \$30.78    | \$32.33    | \$33.94    | \$35.64    | \$37.41    | \$39.30    | \$40.27    | \$41.28    | \$42.31    | \$43.37    | \$44.45    | \$45.56    | \$46.71    |
| APPRENTICE ARBORIST (2 YEARS)              | 7025         | \$23.06    | \$24.22    | N/A        |
| APPRENTICE LINEMAN (4 YEARS)               | 7075         | \$31.86    | \$34.92    | \$38.46    | \$42.25    | N/A        |
| APPRENTICE METERING TECHNICIAN (4 YEARS)   | 7080         | \$31.86    | \$34.92    | \$38.46    | \$901.07   | N/A        |
| APPRENTICE SUBSTATION TECHNICIAN (4 YEARS) | 7085         | \$31.86    | \$34.92    | \$38.46    | \$42.25    | N/A        |
| AQUATICS MANAGER                           | 6715         | \$28.74    | \$30.18    | \$31.68    | \$33.27    | \$34.93    | \$36.67    | \$37.59    | \$38.53    | \$39.49    | \$40.48    | \$41.49    | \$42.53    | \$43.59    |
| ASSISTANT CEMETERY SUPERVISOR              | 3315         | \$23.69    | \$24.87    | \$26.11    | \$27.42    | \$28.78    | \$30.23    | \$30.99    | \$31.75    | \$32.54    | \$33.35    | \$34.18    | \$35.06    | \$35.93    |
| ASSISTANT CITY PROSECUTOR                  | 2177         | \$42.79    | \$44.94    | \$47.18    | \$49.54    | \$52.02    | \$54.61    | \$55.99    | \$57.38    | \$58.81    | \$60.29    | \$61.80    | \$63.33    | \$64.92    |
| ASSISTANT CUSTOMER SERVICE SUPERVISOR      | 6240         | \$23.58    | \$24.75    | \$26.00    | \$27.31    | \$28.67    | \$30.10    | \$30.86    | \$31.63    | \$32.42    | \$33.23    | \$34.07    | \$34.92    | \$35.79    |
| ASSISTANT FIRE CHIEF                       | 1456         | \$51.58    | \$54.15    | \$56.87    | \$59.71    | \$62.69    | \$65.83    | \$67.48    | \$69.16    | \$70.88    | \$72.65    | \$74.48    | \$76.33    | \$78.24    |
| ASSISTANT GOLF PRO                         | 5120         | \$25.12    | \$26.38    | \$27.71    | \$29.08    | \$30.53    | \$32.06    | \$32.87    | \$33.69    | \$34.53    | \$35.39    | \$36.27    | \$37.19    | \$38.11    |
| ASSISTANT GREENS SUPERINTENDENT            | 7150         | \$27.18    | \$28.55    | \$29.97    | \$31.47    | \$33.05    | \$34.70    | \$35.57    | \$36.46    | \$37.37    | \$38.30    | \$39.26    | \$40.24    | \$41.25    |
| ASSISTANT LIBRARIAN                        | 5425         | \$22.05    | \$23.15    | \$24.31    | \$25.53    | \$26.81    | \$28.16    | \$28.86    | \$29.58    | \$30.32    | \$31.08    | \$31.86    | \$32.66    | \$33.48    |
| ASSISTANT LIBRARY DIRECTOR                 | 1902         | \$40.67    | \$42.70    | \$44.83    | \$47.08    | \$49.44    | \$51.91    | \$53.21    | \$54.54    | \$55.90    | \$57.30    | \$58.73    | \$60.20    | \$61.71    |
| ASSISTANT PARK CENTER DIRECTOR             | 5060         | \$29.50    | \$30.98    | \$32.52    | \$34.15    | \$35.86    | \$37.66    | \$38.60    | \$39.57    | \$40.56    | \$41.57    | \$42.61    | \$43.68    | \$44.77    |
| ASSISTANT POWER DIRECTOR                   | 1875         | \$54.36    | \$57.08    | \$59.93    | \$62.94    | \$66.08    | \$69.38    | \$71.12    | \$72.90    | \$74.72    | \$76.60    | \$78.50    | \$80.47    | \$82.48    |
| ASSOCIATE LIBRARIAN                        | 6890         | \$19.96    | \$20.95    | \$22.00    | \$23.09    | \$24.25    | \$25.46    | \$26.10    | \$26.75    | \$27.42    | \$28.11    | \$28.81    | \$29.53    | \$30.27    |
| BATTALION CHIEF                            | 3322         | \$3,512.04 | \$3,687.64 | \$3,872.03 | \$4,065.62 | \$4,268.90 | \$4,309.95 | \$4,417.70 | \$4,528.14 | \$4,641.34 | \$4,757.37 | \$4,876.31 | \$4,998.23 | \$5,123.18 |
| BUILDING OFFICIAL                          | 1540         | \$45.11    | \$47.38    | \$49.73    | \$52.22    | \$54.85    | \$57.58    | \$59.03    | \$60.51    | \$62.02    | \$63.58    | \$65.15    | \$66.79    | \$68.46    |
| BUSINESS LICENSE SPECIALIST                | 6300         | \$22.88    | \$24.03    | \$25.23    | \$26.48    | \$27.81    | \$29.19    | \$29.93    | \$30.68    | \$31.45    | \$32.24    | \$33.04    | \$33.86    | \$34.71    |
| CAPTAIN (FIRE)                             | 3325         | \$2,872.06 | \$3,015.66 | \$3,166.45 | \$3,324.77 | \$3,491.01 | \$3,665.56 | \$3,757.19 | \$3,851.13 | \$3,947.41 | \$4,046.09 | \$4,147.24 | \$4,250.92 | \$4,357.19 |
| CEMETERY SUPERVISOR                        | 3320         | \$28.18    | \$29.58    | \$31.06    | \$32.62    | \$34.25    | \$35.96    | \$36.86    | \$37.78    | \$38.72    | \$39.69    | \$40.68    | \$41.70    | \$42.74    |
| CENTRAL CONTROL OPERATOR                   | 7260         | \$33.37    | \$35.03    | \$36.79    | \$38.63    | \$40.55    | \$42.58    | \$43.64    | \$44.74    | \$45.86    | \$47.01    | \$48.19    | \$49.38    | \$50.61    |
| CHIEF COMMUNICATIONS OFFICER               | 630          | \$45.29    | \$47.55    | \$49.93    | \$52.43    | \$55.05    | \$57.80    | \$59.25    | \$60.73    | \$62.25    | \$63.80    | \$65.40    | \$67.02    | \$68.71    |
| CITY ATTORNEY                              | 1150         | \$74.97    | \$78.72    | \$82.66    | \$86.79    | \$91.12    | \$95.68    | \$98.07    | \$100.52   | \$103.03   | \$105.61   | \$108.25   | \$110.96   | \$113.73   |
| CITY ENGINEER                              | 2450         | \$52.99    | \$55.65    | \$58.43    | \$61.35    | \$64.41    | \$67.63    | \$69.32    | \$71.05    | \$72.83    | \$74.65    | \$76.52    | \$78.43    | \$80.39    |
| CITY PROSECUTOR                            | 2176         | \$47.15    | \$49.51    | \$51.99    | \$54.59    | \$57.32    | \$60.19    | \$61.69    | \$63.23    | \$64.81    | \$66.43    | \$68.09    | \$69.79    | \$71.53    |
| CITY RECORDER                              | 1200         | \$37.28    | \$39.14    | \$41.11    | \$43.16    | \$45.33    | \$47.58    | \$48.78    | \$50.00    | \$51.25    | \$52.53    | \$53.85    | \$55.20    | \$56.57    |
| CITY TREASURER                             | 1250         | \$38.91    | \$40.86    | \$42.90    | \$45.04    | \$47.29    | \$49.66    | \$50.90    | \$52.17    | \$53.47    | \$54.81    | \$56.18    | \$57.58    | \$59.02    |
| CIVIL ENGINEER I                           | 3135         | \$32.46    | \$34.09    | \$35.79    | \$37.59    | \$39.45    | \$41.44    | \$42.47    | \$43.52    | \$44.62    | \$45.74    | \$46.87    | \$48.05    | \$49.25    |
| CIVIL ENGINEER II                          | 3132         | \$35.54    | \$37.31    | \$39.18    | \$41.13    | \$43.19    | \$45.36    | \$46.49    | \$47.65    | \$48.84    | \$50.06    | \$51.31    | \$52.59    | \$53.90    |
| CODE ENFORCEMENT OFFICER                   | 4133         | \$22.68    | \$23.82    | \$25.01    | \$26.26    | \$27.57    | \$28.96    | \$29.68    | \$30.42    | \$31.18    | \$31.96    | \$32.76    | \$33.58    | \$34.42    |
| CODE ENFORCEMENT SUPERVISOR                | 4134         | \$32.32    | \$33.94    | \$35.64    | \$37.42    | \$39.30    | \$41.27    | \$42.30    | \$43.36    | \$44.44    | \$45.55    | \$46.69    | \$47.86    | \$49.06    |
| CODE SERVICES ADMINISTRATOR                | 5400         | \$29.10    | \$30.56    | \$32.08    | \$33.69    | \$35.37    | \$37.15    | \$38.08    | \$39.03    | \$40.01    | \$41.01    | \$42.04    | \$43.09    | \$44.17    |
| COMMERCIAL METER READER                    | 8050         | \$19.93    | \$20.91    | \$21.96    | \$23.06    | \$24.21    | \$25.41    | \$26.05    | \$26.69    | \$27.37    | \$28.05    | \$28.75    | \$29.47    | \$30.20    |
| COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR  | 1788         | \$56.11    | \$58.92    | \$61.86    | \$64.95    | \$68.20    | \$71.62    | \$73.41    | \$75.25    | \$77.13    | \$79.06    | \$81.04    | \$83.07    | \$85.15    |
| CONTROLLER                                 | 1420         | \$41.80    | \$43.89    | \$46.08    | \$48.39    | \$50.81    | \$53.35    | \$54.68    | \$56.05    | \$57.45    | \$58.89    | \$60.36    | \$61.87    | \$63.42    |
| COUNCIL OFFICE ADMINISTRATOR III           | 525          | \$21.69    | \$22.78    | \$23.91    | \$25.10    | \$26.36    | \$27.68    | \$28.37    | \$29.08    | \$29.82    | \$30.57    | \$31.31    | \$32.10    | \$32.91    |
| COUNCIL EXECUTIVE DIRECTOR                 | 550          | \$47.16    | \$49.52    | \$51.99    | \$54.58    | \$57.32    | \$60.19    | \$61.68    | \$63.23    | \$64.81    | \$66.44    | \$68.10    | \$69.79    | \$71.53    |
| COURT SECURITY OFFICER                     | 4132         | \$21.73    | \$22.82    | \$23.95    | \$25.15    | \$26.41    | \$27.74    | \$28.43    | \$29.14    | \$29.87    | \$30.62    | \$31.39    | \$32.17    | \$32.97    |
| CRIME ANALYST                              | 6030         | \$24.61    | \$25.84    | \$27.13    | \$28.48    | \$29.91    | \$31.41    | \$32.19    | \$33.01    | \$33.83    | \$34.68    | \$35.54    | \$36.43    | \$37.33    |

**MURRAY CITY - COMPENSATION STEP PLAN**  
**EFFECTIVE JULY 1, 2025**

|  | <b>JOB<br/>CODE</b> | <b>STEP<br/>0</b> | <b>STEP<br/>1</b> | <b>STEP<br/>2</b> | <b>STEP<br/>3</b> | <b>STEP<br/>4</b> | <b>STEP<br/>5</b> | <b>STEP<br/>6</b> | <b>STEP<br/>7</b> | <b>STEP<br/>8</b> | <b>STEP<br/>9</b> | <b>STEP<br/>10</b> | <b>STEP<br/>11</b> | <b>STEP<br/>12</b> |
|--|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--------------------|
| CRIME VICTIM ADVOCATE                      | 4135                | \$25.17           | \$26.43           | \$27.76           | \$29.14           | \$30.60           | \$32.12           | \$32.92           | \$33.74           | \$34.58           | \$35.44           | \$36.33            | \$37.24            | \$38.17            |
| CSR/BILLING EDITOR                         | 6225                | \$21.12           | \$22.17           | \$23.28           | \$24.45           | \$25.67           | \$26.95           | \$27.62           | \$28.31           | \$29.02           | \$29.75           | \$30.49            | \$31.25            | \$32.03            |
| CULTURAL PROGRAMS ADMINISTRATIVE ASSISTANT | 6872                | \$24.28           | \$25.49           | \$26.78           | \$28.13           | \$29.53           | \$31.01           | \$31.78           | \$32.57           | \$33.39           | \$34.22           | \$35.09            | \$35.97            | \$36.86            |
| CULTURAL PROGRAMS MANAGER                  | 5052                | \$30.50           | \$32.02           | \$33.63           | \$35.30           | \$37.06           | \$38.93           | \$39.89           | \$40.89           | \$41.90           | \$42.95           | \$44.01            | \$45.12            | \$46.25            |
| CUSTOMER SERVICE LIBRARIAN                 | 5430                | \$25.25           | \$26.51           | \$27.83           | \$29.22           | \$30.69           | \$32.23           | \$33.04           | \$33.87           | \$34.72           | \$35.59           | \$36.48            | \$37.39            | \$38.32            |
| CUSTOMER SERVICE SUPERVISOR                | 5210                | \$30.32           | \$31.84           | \$33.43           | \$35.10           | \$36.85           | \$38.69           | \$39.66           | \$40.65           | \$41.67           | \$42.71           | \$43.78            | \$44.87            | \$45.99            |
| DATABASE ANALYST                           | 1824                | \$36.07           | \$37.88           | \$39.77           | \$41.75           | \$43.85           | \$46.03           | \$47.19           | \$48.36           | \$49.58           | \$50.81           | \$52.08            | \$53.39            | \$54.72            |
| DATABASE SUPERVISOR                        | 1827                | \$39.37           | \$41.33           | \$43.40           | \$45.57           | \$47.85           | \$50.24           | \$51.50           | \$52.79           | \$54.11           | \$55.46           | \$56.84            | \$58.27            | \$59.72            |
| DEPUTY CITY ATTORNEY                       | 2150                | \$54.24           | \$56.96           | \$59.81           | \$62.80           | \$65.94           | \$69.24           | \$70.97           | \$72.74           | \$74.56           | \$76.42           | \$78.33            | \$80.29            | \$82.30            |
| DEPUTY POLICE CHIEF                        | 1660                | \$49.38           | \$51.85           | \$54.45           | \$57.17           | \$60.03           | \$63.03           | \$64.61           | \$66.23           | \$67.87           | \$69.58           | \$71.33            | \$73.10            | \$74.93            |
| DEPUTY RECORDER/PURCHASING AGENT           | 1905                | \$29.68           | \$31.17           | \$32.72           | \$34.35           | \$36.06           | \$37.88           | \$38.82           | \$39.79           | \$40.79           | \$41.81           | \$42.85            | \$43.93            | \$45.03            |
| DIRECTOR OF FINANCE                        | 1400                | \$63.32           | \$66.49           | \$69.81           | \$73.31           | \$76.98           | \$80.83           | \$82.85           | \$84.92           | \$87.04           | \$89.22           | \$91.45            | \$93.74            | \$96.08            |
| ECONOMIC DEVELOPMENT SPECIALIST            | 5325                | \$27.53           | \$28.91           | \$30.35           | \$31.86           | \$33.46           | \$35.12           | \$36.01           | \$36.91           | \$37.83           | \$38.77           | \$39.74            | \$40.73            | \$41.74            |
| ENERGY SERVICES MANAGER                    | 5165                | \$40.83           | \$42.86           | \$45.00           | \$47.24           | \$49.61           | \$52.10           | \$53.40           | \$54.73           | \$56.10           | \$57.51           | \$58.94            | \$60.42            | \$61.94            |
| ENGINEERING MANAGER                        | 2300                | \$54.11           | \$56.81           | \$59.65           | \$62.64           | \$65.77           | \$69.07           | \$70.79           | \$72.55           | \$74.37           | \$76.23           | \$78.14            | \$80.09            | \$82.08            |
| ENGINEER TECHNICIAN                        | 3140                | \$25.48           | \$26.75           | \$28.10           | \$29.50           | \$30.98           | \$32.52           | \$33.33           | \$34.16           | \$35.01           | \$35.89           | \$36.79            | \$37.71            | \$38.65            |
| ERP SYSTEMS ANALYST                        | 3180                | \$28.36           | \$29.77           | \$31.26           | \$32.84           | \$34.47           | \$36.20           | \$37.10           | \$38.04           | \$38.98           | \$39.96           | \$40.95            | \$41.98            | \$43.02            |
| EQUIPMENT OPERATOR I                       | 7303                | \$23.49           | \$24.67           | \$25.90           | \$27.19           | \$28.56           | \$29.98           | \$30.73           | \$31.50           | \$32.29           | \$33.10           | \$33.93            | \$34.78            | \$35.65            |
| EQUIPMENT OPERATOR II                      | 7302                | \$25.41           | \$26.68           | \$28.01           | \$29.42           | \$30.89           | \$32.44           | \$33.25           | \$34.08           | \$34.93           | \$35.80           | \$36.70            | \$37.62            | \$38.56            |
| EVIDENCE TECHNICIAN                        | 4115                | \$21.25           | \$22.31           | \$23.43           | \$24.60           | \$25.83           | \$27.12           | \$27.80           | \$28.50           | \$29.21           | \$29.94           | \$30.69            | \$31.46            | \$32.25            |
| EXECUTIVE ASSISTANT - MAYOR                | 625                 | \$26.73           | \$28.07           | \$29.48           | \$30.95           | \$32.51           | \$34.14           | \$35.00           | \$35.86           | \$36.76           | \$37.68           | \$38.63            | \$39.59            | \$40.59            |
| FACILITIES MAINTENANCE SUPERVISOR          | 7180                | \$26.98           | \$28.33           | \$29.75           | \$31.23           | \$32.79           | \$34.43           | \$35.29           | \$36.17           | \$37.07           | \$38.00           | \$38.95            | \$39.92            | \$40.92            |
| FACILITIES MANAGER                         | 7170                | \$33.95           | \$35.65           | \$37.43           | \$39.31           | \$41.28           | \$43.34           | \$44.42           | \$45.53           | \$46.67           | \$47.84           | \$49.04            | \$50.27            | \$51.53            |
| FIRE CHIEF                                 | 1450                | \$63.22           | \$66.38           | \$69.69           | \$73.17           | \$76.83           | \$80.67           | \$82.68           | \$84.75           | \$86.86           | \$89.03           | \$91.26            | \$93.54            | \$95.88            |
| FIRE ENGINEER                              | 4305                | \$2,660.53        | \$2,793.00        | \$2,933.51        | \$3,080.03        | \$3,157.32        | \$3,236.59        | \$3,317.88        | \$3,400.18        | \$3,484.48        | \$3,572.80        | \$3,662.12         | N/A                | N/A                |
| FIREFIGHTER                                | 4250                | \$2,201.39        | \$2,311.74        | \$2,426.95        | \$2,547.96        | \$2,611.84        | \$2,677.68        | \$2,744.47        | \$2,812.23        | \$2,882.90        | \$2,955.51        | \$3,029.08         | N/A                | N/A                |
| FIRE INSPECTOR                             | 3350                | \$29.09           | \$30.54           | \$32.06           | \$33.67           | \$35.36           | \$37.12           | \$38.05           | \$39.00           | \$39.97           | \$40.97           | \$42.00            | \$43.04            | \$44.12            |
| FLEET INVENTORY CONTROL SPECIALIST         | 8175                | \$20.99           | \$22.04           | \$23.14           | \$24.30           | \$25.52           | \$26.80           | \$27.47           | \$28.16           | \$28.86           | \$29.58           | \$30.32            | \$31.08            | \$31.86            |
| FLEET MANAGER                              | 3360                | \$34.59           | \$36.32           | \$38.13           | \$40.04           | \$42.04           | \$44.14           | \$45.25           | \$46.38           | \$47.53           | \$48.73           | \$49.95            | \$51.18            | \$52.47            |
| FORESTRY CREW SUPERVISOR                   | 7600                | \$28.62           | \$30.05           | \$31.56           | \$33.14           | \$34.80           | \$36.54           | \$37.45           | \$38.39           | \$39.35           | \$40.33           | \$41.34            | \$42.37            | \$43.43            |
| FORESTRY SUPERVISOR                        | 3305                | \$32.99           | \$34.65           | \$36.38           | \$38.19           | \$40.10           | \$42.11           | \$43.16           | \$44.24           | \$45.35           | \$46.48           | \$47.64            | \$48.83            | \$50.05            |
| GENERATION PLANT MANAGER                   | 3412                | \$43.16           | \$45.32           | \$47.58           | \$49.96           | \$52.46           | \$55.08           | \$56.46           | \$57.88           | \$59.31           | \$60.80           | \$62.31            | \$63.86            | \$65.46            |
| GENERATION/SUBSTATION SUPERVISOR           | 3410                | \$43.16           | \$45.32           | \$47.58           | \$49.96           | \$52.46           | \$55.08           | \$56.46           | \$57.88           | \$59.31           | \$60.80           | \$62.31            | \$63.86            | \$65.46            |
| GENERATION/SUBSTATION TECHNICIAN           | 7500                | \$38.04           | \$39.94           | \$41.94           | \$44.05           | \$46.24           | \$48.55           | \$49.77           | \$51.01           | \$52.29           | \$53.60           | \$54.94            | \$56.32            | \$57.73            |
| GIS PROGRAMMER ANALYST                     | 3263                | \$33.89           | \$35.58           | \$37.36           | \$39.23           | \$41.18           | \$43.24           | \$44.32           | \$45.43           | \$46.57           | \$47.73           | \$48.92            | \$50.14            | \$51.39            |
| GIS SPECIALIST                             | 3260                | \$25.66           | \$26.94           | \$28.28           | \$29.69           | \$31.18           | \$32.74           | \$33.56           | \$34.40           | \$35.26           | \$36.14           | \$37.04            | \$37.97            | \$38.92            |
| GIS SUPERVISOR                             | 1825                | \$36.39           | \$38.21           | \$40.12           | \$42.11           | \$44.21           | \$46.43           | \$47.58           | \$48.78           | \$50.00           | \$51.25           | \$52.53            | \$53.85            | \$55.19            |
| GOLF COURSE IRRIGATION SPECIALIST          | 7480                | \$25.36           | \$26.63           | \$27.96           | \$29.36           | \$30.82           | \$32.36           | \$33.17           | \$34.00           | \$34.85           | \$35.72           | \$36.61            | \$37.53            | \$38.47            |
| GOLF COURSE SUPERINTENDENT                 | 1470                | \$32.71           | \$34.35           | \$36.07           | \$37.87           | \$39.77           | \$41.76           | \$42.80           | \$43.87           | \$44.97           | \$46.09           | \$47.24            | \$48.42            | \$49.63            |
| GOLF PROFESSIONAL                          | 1460                | \$40.34           | \$42.36           | \$44.47           | \$46.69           | \$49.03           | \$51.48           | \$52.77           | \$54.09           | \$55.44           | \$56.83           | \$58.25            | \$59.70            | \$61.19            |
| HIGHWAY TRAFFIC CONTROL COORDINATOR        | 7560                | \$26.07           | \$27.37           | \$28.74           | \$30.18           | \$31.68           | \$33.27           | \$34.10           | \$34.95           | \$35.82           | \$36.72           | \$37.64            | \$38.58            | \$39.54            |
| HUMAN RESOURCE ANALYST                     | 5450                | \$27.59           | \$28.98           | \$30.42           | \$31.94           | \$33.54           | \$35.22           | \$36.10           | \$37.00           | \$37.93           | \$38.88           | \$39.85            | \$40.85            | \$41.87            |

**MURRAY CITY - COMPENSATION STEP PLAN**  
**EFFECTIVE JULY 1, 2025**

|                                       | <b>JOB CODE</b> | <b>STEP 0</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> | <b>STEP 8</b> | <b>STEP 9</b> | <b>STEP 10</b> | <b>STEP 11</b> | <b>STEP 12</b> |
|---------------------------------------|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|
| <b>HUMAN RESOURCE DIRECTOR</b>        | 1600            | \$53.78       | \$56.47       | \$59.29       | \$62.25       | \$65.36       | \$68.63       | \$70.35       | \$72.11       | \$73.91       | \$75.76       | \$77.65        | \$79.59        | \$81.58        |
| I.T. DIRECTOR                         | 1821            | \$52.71       | \$55.34       | \$58.11       | \$61.01       | \$64.06       | \$67.27       | \$68.95       | \$70.67       | \$72.44       | \$74.25       | \$76.11        | \$78.01        | \$79.96        |
| I.T. SUPPORT SUPERVISOR               | 1826            | \$43.77       | \$45.96       | \$48.26       | \$50.68       | \$53.21       | \$55.87       | \$57.27       | \$58.70       | \$60.17       | \$61.68       | \$63.21        | \$64.79        | \$66.41        |
| I.T. SYSTEMS ADMINISTRATOR            | 1823            | \$35.52       | \$37.30       | \$39.16       | \$41.12       | \$43.18       | \$45.33       | \$46.46       | \$47.62       | \$48.82       | \$50.03       | \$51.29        | \$52.57        | \$53.89        |
| I.T. TECHNICIAN / WEB SUPPORT         | 3270            | \$27.00       | \$28.36       | \$29.77       | \$31.26       | \$32.81       | \$34.46       | \$35.33       | \$36.20       | \$37.11       | \$38.05       | \$39.00        | \$39.97        | \$40.96        |
| I.T. TECHNICIAN I                     | 3275            | \$25.00       | \$26.26       | \$27.58       | \$28.96       | \$30.41       | \$31.93       | \$32.72       | \$33.54       | \$34.38       | \$35.23       | \$36.12        | \$37.03        | \$37.94        |
| I.T. TECHNICIAN II                    | 3170            | \$27.84       | \$29.23       | \$30.70       | \$32.23       | \$33.86       | \$35.55       | \$36.43       | \$37.34       | \$38.28       | \$39.23       | \$40.21        | \$41.23        | \$42.25        |
| I.T. TECHNICIAN III                   | 3155            | \$29.46       | \$30.93       | \$32.48       | \$34.10       | \$35.80       | \$37.60       | \$38.54       | \$39.50       | \$40.49       | \$41.50       | \$42.54        | \$43.60        | \$44.69        |
| INSPECTOR I                           | 3075            | \$24.40       | \$25.62       | \$26.90       | \$28.25       | \$29.67       | \$31.14       | \$31.92       | \$32.72       | \$33.54       | \$34.38       | \$35.23        | \$36.12        | \$37.03        |
| INSPECTOR II                          | 3100            | \$28.07       | \$29.49       | \$30.98       | \$32.52       | \$34.13       | \$35.85       | \$36.74       | \$37.65       | \$38.60       | \$39.56       | \$40.55        | \$41.55        | \$42.59        |
| INSPECTOR III                         | 3125            | \$32.30       | \$33.91       | \$35.60       | \$37.38       | \$39.25       | \$41.22       | \$42.25       | \$43.31       | \$44.38       | \$45.49       | \$46.63        | \$47.79        | \$48.99        |
| INVENTORY CONTROL SPECIALIST (POWER)  | 6875            | \$20.09       | \$21.09       | \$22.15       | \$23.26       | \$24.42       | \$25.64       | \$26.28       | \$26.94       | \$27.61       | \$28.30       | \$29.01        | \$29.74        | \$30.48        |
| IRRIGATION LEADWORKER                 | 7475            | \$26.11       | \$27.42       | \$28.78       | \$30.23       | \$31.74       | \$33.33       | \$34.16       | \$35.02       | \$35.90       | \$36.78       | \$37.70        | \$38.65        | \$39.62        |
| JOURNEY LINeworkER                    | 7550            | \$38.04       | \$39.94       | \$41.94       | \$44.05       | \$46.24       | \$48.55       | \$49.77       | \$51.01       | \$52.29       | \$53.60       | \$54.94        | \$56.32        | \$57.73        |
| JUDICIAL ASSISTANT I                  | 6110            | \$19.80       | \$20.80       | \$21.83       | \$22.93       | \$24.08       | \$25.28       | \$25.91       | \$26.56       | \$27.22       | \$27.90       | \$28.60        | \$29.32        | \$30.05        |
| JUDICIAL ASSISTANT II                 | 6112            | \$21.01       | \$22.07       | \$23.18       | \$24.33       | \$25.55       | \$26.83       | \$27.50       | \$28.19       | \$28.89       | \$29.61       | \$30.35        | \$31.11        | \$31.89        |
| JUDICIAL ASSISTANT III                | 6114            | \$22.06       | \$23.17       | \$24.32       | \$25.54       | \$26.82       | \$28.17       | \$28.87       | \$29.59       | \$30.33       | \$31.09       | \$31.87        | \$32.67        | \$33.49        |
| LEADWORKER - CITY                     | 7575            | \$26.68       | \$28.01       | \$29.42       | \$30.89       | \$32.44       | \$34.06       | \$34.91       | \$35.78       | \$36.67       | \$37.59       | \$38.53        | \$39.49        | \$40.48        |
| LEADWORKER - UTILITIES                | 7580            | \$27.32       | \$28.68       | \$30.11       | \$31.62       | \$33.20       | \$34.86       | \$35.73       | \$36.62       | \$37.54       | \$38.48       | \$39.44        | \$40.43        | \$41.44        |
| LEGAL ADMINISTRATOR I                 | 6040            | \$21.97       | \$23.06       | \$24.22       | \$25.43       | \$26.70       | \$28.03       | \$28.73       | \$29.45       | \$30.19       | \$30.94       | \$31.71        | \$32.50        | \$33.31        |
| LEGAL ADMINISTRATOR II                | 6045            | \$24.86       | \$26.11       | \$27.42       | \$28.78       | \$30.23       | \$31.74       | \$32.54       | \$33.34       | \$34.17       | \$35.03       | \$35.91        | \$36.79        | \$37.72        |
| LEGAL ADMINISTRATOR SUPERVISOR        | 6050            | \$27.83       | \$29.22       | \$30.69       | \$32.23       | \$33.84       | \$35.53       | \$36.42       | \$37.33       | \$38.26       | \$39.22       | \$40.20        | \$41.21        | \$42.24        |
| LIBRARIAN                             | 5410            | \$27.00       | \$28.35       | \$29.76       | \$31.25       | \$32.82       | \$34.46       | \$35.31       | \$36.20       | \$37.11       | \$38.04       | \$39.00        | \$39.97        | \$40.96        |
| LIBRARY DIRECTOR                      | 1900            | \$52.98       | \$55.63       | \$58.40       | \$61.33       | \$64.39       | \$67.61       | \$69.30       | \$71.03       | \$72.81       | \$74.63       | \$76.50        | \$78.41        | \$80.37        |
| LIBRARY PAGE (FULL-TIME)              | 6894            | \$12.86       | \$13.51       | \$14.18       | \$14.89       | \$15.64       | \$16.42       | \$16.83       | \$17.25       | \$17.68       | \$18.13       | \$18.58        | \$19.04        | \$19.51        |
| LINE CREW SUPERVISOR                  | 7700            | \$43.16       | \$45.32       | \$47.58       | \$49.96       | \$52.46       | \$55.08       | \$56.46       | \$57.88       | \$59.31       | \$60.80       | \$62.31        | \$63.86        | \$65.46        |
| MAINTENANCE CUSTODIAN                 | 8110            | \$18.78       | \$19.72       | \$20.71       | \$21.74       | \$22.83       | \$23.96       | \$24.56       | \$25.17       | \$25.80       | \$26.45       | \$27.11        | \$27.79        | \$28.48        |
| MAINTENANCE WORKER                    | 8225            | \$21.57       | \$22.64       | \$23.77       | \$24.96       | \$26.21       | \$27.52       | \$28.21       | \$28.92       | \$29.64       | \$30.38       | \$31.14        | \$31.92        | \$32.72        |
| MARKETING AND DESIGN SPECIALIST       | 6885            | \$27.00       | \$28.35       | \$29.76       | \$31.25       | \$32.82       | \$34.46       | \$35.31       | \$36.20       | \$37.11       | \$38.04       | \$39.00        | \$39.97        | \$40.96        |
| MARKETING SPECIALIST                  | 6887            | \$27.00       | \$28.35       | \$29.76       | \$31.25       | \$32.82       | \$34.46       | \$35.31       | \$36.20       | \$37.11       | \$38.04       | \$39.00        | \$39.97        | \$40.96        |
| MASTER POLICE OFFICER                 | 4525            | \$35.91       | \$37.71       | \$39.59       | \$41.56       | \$42.61       | \$43.68       | \$44.75       | \$45.89       | \$47.03       | \$48.22       | \$49.41        | N/A            | N/A            |
| MATERIALS SUPERVISOR                  | 5205            | \$28.21       | \$29.62       | \$31.10       | \$32.66       | \$34.29       | \$36.01       | \$36.91       | \$37.83       | \$38.77       | \$39.74       | \$40.73        | \$41.74        | \$42.79        |
| MEAL PROGRAM SUPERVISOR               | 8275            | \$21.59       | \$22.66       | \$23.80       | \$24.99       | \$26.24       | \$27.55       | \$28.24       | \$28.95       | \$29.67       | \$30.41       | \$31.17        | \$31.95        | \$32.75        |
| MECHANIC                              | 7710            | \$24.81       | \$26.05       | \$27.35       | \$28.71       | \$30.15       | \$31.65       | \$32.44       | \$33.25       | \$34.08       | \$34.93       | \$35.80        | \$36.70        | \$37.62        |
| METER READER                          | 8350            | \$20.33       | \$21.34       | \$22.41       | \$23.52       | \$24.70       | \$25.94       | \$26.59       | \$27.25       | \$27.93       | \$28.63       | \$29.35        | \$30.08        | \$30.83        |
| METERING SUPERVISOR                   | 3310            | \$43.16       | \$45.32       | \$47.58       | \$49.96       | \$52.46       | \$55.08       | \$56.46       | \$57.88       | \$59.31       | \$60.80       | \$62.31        | \$63.86        | \$65.46        |
| METERING TECHNICIAN                   | 7760            | \$38.04       | \$39.94       | \$41.94       | \$44.05       | \$46.24       | \$48.55       | \$49.77       | \$51.01       | \$52.29       | \$53.60       | \$54.94        | \$56.32        | \$57.73        |
| MUSEUM AND SPECIAL EVENTS COORDINATOR | 6712            | \$24.28       | \$25.49       | \$26.78       | \$28.13       | \$29.53       | \$31.01       | \$31.78       | \$32.57       | \$33.39       | \$34.22       | \$35.09        | \$35.97        | \$36.86        |
| NETWORK ADMINISTRATOR                 | 1823            | \$35.52       | \$37.30       | \$39.16       | \$41.12       | \$43.18       | \$45.33       | \$46.46       | \$47.62       | \$48.82       | \$50.03       | \$51.29        | \$52.57        | \$53.89        |
| OFFICE ADMINISTRATOR I                | 6005            | \$18.99       | \$19.95       | \$20.94       | \$21.99       | \$23.08       | \$24.24       | \$24.85       | \$25.47       | \$26.11       | \$26.76       | \$27.43        | \$28.12        | \$28.82        |
| OFFICE ADMINISTRATOR II               | 6010            | \$20.16       | \$21.17       | \$22.22       | \$23.33       | \$24.50       | \$25.73       | \$26.37       | \$27.03       | \$27.71       | \$28.40       | \$29.11        | \$29.84        | \$30.59        |
| OFFICE ADMINISTRATOR III              | 6015            | \$22.04       | \$23.14       | \$24.30       | \$25.52       | \$26.80       | \$28.15       | \$28.85       | \$29.57       | \$30.31       | \$31.07       | \$31.85        | \$32.65        | \$33.47        |

**MURRAY CITY - COMPENSATION STEP PLAN**  
**EFFECTIVE JULY 1, 2025**

| JOB                                 | CODE | STEP       | STEP     |          |
|-------------------------------------|------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----------|----------|
|                                     |      | 0          | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11       | 12       |
| OFFICE ADMINISTRATOR SUPERVISOR     | 6020 | \$26.73    | \$28.07    | \$29.48    | \$30.95    | \$32.51    | \$34.14    | \$35.00    | \$35.86    | \$36.76    | \$37.68    | \$38.63    | \$39.59  | \$40.59  |
| OPERATIONS MANAGER                  | 1860 | \$52.50    | \$55.13    | \$57.89    | \$60.78    | \$63.83    | \$67.02    | \$68.70    | \$70.42    | \$72.18    | \$73.98    | \$75.83    | \$77.73  | \$79.68  |
| PARAMEDIC/FIREFIGHTER               | 4302 | \$2,789.38 | \$2,928.53 | \$3,074.86 | \$3,228.35 | \$3,309.19 | \$3,392.06 | \$3,477.00 | \$3,564.98 | \$3,654.01 | \$3,745.08 | \$3,839.22 | N/A      | N/A      |
| PARK CENTER DIRECTOR                | 5055 | \$34.78    | \$36.51    | \$38.33    | \$40.26    | \$42.26    | \$44.38    | \$45.48    | \$46.63    | \$47.79    | \$48.99    | \$50.22    | \$51.48  | \$52.77  |
| PARKS AND RECREATION DIRECTOR       | 1550 | \$55.07    | \$57.83    | \$60.72    | \$63.76    | \$66.94    | \$70.29    | \$72.05    | \$73.85    | \$75.70    | \$77.59    | \$79.53    | \$81.52  | \$83.56  |
| PARKS FIELD SUPERVISOR              | 7440 | \$28.74    | \$30.18    | \$31.68    | \$33.27    | \$34.93    | \$36.67    | \$37.59    | \$38.53    | \$39.49    | \$40.48    | \$41.49    | \$42.53  | \$43.59  |
| PARKS IRRIGATION SPECIALIST         | 7490 | \$23.59    | \$24.76    | \$26.00    | \$27.31    | \$28.67    | \$30.10    | \$30.85    | \$31.62    | \$32.41    | \$33.22    | \$34.05    | \$34.90  | \$35.77  |
| PARKS SUPERINTENDENT                | 1560 | \$39.68    | \$41.66    | \$43.74    | \$45.93    | \$48.23    | \$50.64    | \$51.90    | \$53.20    | \$54.53    | \$55.89    | \$57.30    | \$58.72  | \$60.19  |
| PAYROLL COORDINATOR                 | 5051 | \$24.71    | \$25.95    | \$27.25    | \$28.62    | \$30.05    | \$31.56    | \$32.35    | \$33.16    | \$33.99    | \$34.84    | \$35.71    | \$36.60  | \$37.52  |
| PERMIT SPECIALIST                   | 6640 | \$26.92    | \$28.26    | \$29.67    | \$31.16    | \$32.72    | \$34.36    | \$35.22    | \$36.10    | \$37.00    | \$37.93    | \$38.88    | \$39.85  | \$40.85  |
| PLANNER I                           | 3336 | \$24.78    | \$26.02    | \$27.33    | \$28.69    | \$30.12    | \$31.63    | \$32.42    | \$33.23    | \$34.06    | \$34.91    | \$35.78    | \$36.67  | \$37.59  |
| PLANNER II                          | 3337 | \$28.32    | \$29.73    | \$31.22    | \$32.78    | \$34.43    | \$36.15    | \$37.06    | \$37.99    | \$38.94    | \$39.91    | \$40.90    | \$41.91  | \$42.96  |
| PLANNING DIVISION MANAGER           | 1800 | \$39.78    | \$41.76    | \$43.84    | \$46.04    | \$48.34    | \$50.76    | \$52.02    | \$53.33    | \$54.66    | \$56.03    | \$57.43    | \$58.86  | \$60.33  |
| PLANS EXAMINER                      | 3128 | \$31.33    | \$32.90    | \$34.54    | \$36.27    | \$38.08    | \$39.98    | \$40.97    | \$42.00    | \$43.04    | \$44.13    | \$45.24    | \$46.36  | \$47.52  |
| POLICE CHIEF                        | 1650 | \$62.85    | \$65.99    | \$69.30    | \$72.76    | \$76.40    | \$80.22    | \$82.22    | \$84.27    | \$86.38    | \$88.55    | \$90.76    | \$93.03  | \$95.36  |
| POLICE LIEUTENANT                   | 3370 | \$42.72    | \$44.85    | \$47.09    | \$49.44    | \$51.91    | \$54.51    | \$55.87    | \$57.26    | \$58.70    | \$60.16    | \$61.67    | \$63.21  | \$64.78  |
| POLICE OFFICER                      | 4450 | \$33.12    | \$34.79    | \$36.52    | \$38.34    | \$39.31    | \$40.28    | \$41.29    | \$42.33    | \$43.38    | \$44.48    | \$45.58    | N/A      | N/A      |
| POLICE RECORDS SPECIALIST II        | 6012 | \$20.16    | \$21.17    | \$22.22    | \$23.33    | \$24.50    | \$25.73    | \$26.37    | \$27.03    | \$27.71    | \$28.40    | \$29.11    | \$29.84  | \$30.59  |
| POLICE RECORDS SPECIALIST III       | 6017 | \$22.04    | \$23.14    | \$24.30    | \$25.52    | \$26.80    | \$28.15    | \$28.85    | \$29.57    | \$30.31    | \$31.07    | \$31.85    | \$32.65  | \$33.47  |
| POWER DIRECTOR                      | 1700 | \$67.21    | \$70.57    | \$74.09    | \$77.80    | \$81.68    | \$85.78    | \$87.92    | \$90.13    | \$92.38    | \$94.69    | \$97.04    | \$99.47  | \$101.95 |
| PUBLIC WORKS CONSTRUCTION INSPECTOR | 3055 | \$28.20    | \$29.61    | \$31.09    | \$32.65    | \$34.28    | \$35.99    | \$36.89    | \$37.81    | \$38.76    | \$39.73    | \$40.72    | \$41.74  | \$42.78  |
| PUBLIC WORKS DIRECTOR               | 1530 | \$68.92    | \$72.37    | \$75.98    | \$79.79    | \$83.77    | \$87.97    | \$90.17    | \$92.42    | \$94.73    | \$97.10    | \$99.53    | \$102.02 | \$104.57 |
| RECORDS SUPERVISOR                  | 6642 | \$26.73    | \$28.07    | \$29.48    | \$30.95    | \$32.51    | \$34.14    | \$35.00    | \$35.86    | \$36.76    | \$37.68    | \$38.63    | \$39.59  | \$40.59  |
| RECREATION COORDINATOR              | 6870 | \$25.61    | \$26.90    | \$28.24    | \$29.65    | \$31.14    | \$32.70    | \$33.52    | \$34.36    | \$35.22    | \$36.10    | \$37.00    | \$37.93  | \$38.88  |
| RECREATION DIRECTOR                 | 1565 | \$38.18    | \$40.09    | \$42.09    | \$44.19    | \$46.40    | \$48.73    | \$49.95    | \$51.19    | \$52.47    | \$53.79    | \$55.13    | \$56.50  | \$57.93  |
| RESOURCE MANAGER                    |      | \$41.07    | \$43.13    | \$45.28    | \$47.55    | \$49.92    | \$52.42    | \$53.73    | \$55.07    | \$56.45    | \$57.86    | \$59.31    | \$60.79  | \$62.31  |
| RISK ANALYST                        | 5555 | \$25.58    | \$26.86    | \$28.20    | \$29.60    | \$31.08    | \$32.63    | \$33.46    | \$34.29    | \$35.15    | \$36.03    | \$36.92    | \$37.84  | \$38.79  |
| RISK MANAGER                        | 1780 | \$38.95    | \$40.90    | \$42.95    | \$45.10    | \$47.35    | \$49.73    | \$50.96    | \$52.25    | \$53.55    | \$54.89    | \$56.26    | \$57.67  | \$59.10  |
| SENIOR ACCOUNTANT                   | 5020 | \$33.01    | \$34.66    | \$36.39    | \$38.21    | \$40.12    | \$42.13    | \$43.18    | \$44.26    | \$45.37    | \$46.50    | \$47.66    | \$48.85  | \$50.07  |
| SENIOR CENTER DIRECTOR              | 1500 | \$37.37    | \$39.23    | \$41.20    | \$43.26    | \$45.42    | \$47.70    | \$48.89    | \$50.11    | \$51.36    | \$52.64    | \$53.96    | \$55.31  | \$56.69  |
| SENIOR CENTRAL CONTROL OPERATOR     | 7270 | \$36.85    | \$38.69    | \$40.61    | \$42.65    | \$44.78    | \$47.03    | \$48.20    | \$49.41    | \$50.64    | \$51.92    | \$53.20    | \$54.53  | \$55.89  |
| SENIOR CITY ATTORNEY                | 2175 | \$49.96    | \$52.46    | \$55.08    | \$57.84    | \$60.73    | \$63.77    | \$65.36    | \$66.99    | \$68.66    | \$70.38    | \$72.14    | \$73.94  | \$75.79  |
| SENIOR CIVIL ENGINEER               | 3130 | \$40.20    | \$42.21    | \$44.32    | \$46.54    | \$48.86    | \$51.31    | \$52.59    | \$53.91    | \$55.25    | \$56.63    | \$58.05    | \$59.50  | \$60.99  |
| SENIOR GIS ANALYST                  | 3265 | \$30.84    | \$32.38    | \$34.00    | \$35.70    | \$37.48    | \$39.36    | \$40.34    | \$41.35    | \$42.38    | \$43.44    | \$44.53    | \$45.64  | \$46.78  |
| SENIOR JUDICIAL ASSISTANT           | 6115 | \$27.89    | \$29.28    | \$30.75    | \$32.29    | \$33.91    | \$35.60    | \$36.49    | \$37.40    | \$38.34    | \$39.30    | \$40.28    | \$41.29  | \$42.32  |
| SENIOR LIBRARIAN                    | 2750 | \$29.91    | \$31.41    | \$32.97    | \$34.62    | \$36.35    | \$38.17    | \$39.13    | \$40.11    | \$41.11    | \$42.15    | \$43.20    | \$44.28  | \$45.39  |
| SENIOR PLANNER                      | 1810 | \$32.28    | \$33.89    | \$35.59    | \$37.36    | \$39.23    | \$41.20    | \$42.22    | \$43.28    | \$44.35    | \$45.46    | \$46.60    | \$47.76  | \$48.96  |
| SENIOR UTILITY PLANNER              | 3330 | \$37.03    | \$38.88    | \$40.83    | \$42.87    | \$45.02    | \$47.27    | \$48.45    | \$49.66    | \$50.91    | \$52.18    | \$53.48    | \$54.83  | \$56.20  |
| SERGEANT                            | 3400 | \$37.36    | \$39.23    | \$41.21    | \$43.25    | \$45.42    | \$47.68    | \$48.88    | \$50.08    | \$51.35    | \$52.63    | \$53.95    | \$55.30  | \$56.67  |
| STORM WATER COMPLIANCE INSPECTOR    | 3470 | \$25.70    | \$26.98    | \$28.31    | \$29.75    | \$31.23    | \$32.79    | \$33.62    | \$34.45    | \$35.30    | \$36.19    | \$37.09    | \$38.03  | \$38.98  |
| STORM WATER SUPERVISOR              | 3460 | \$32.01    | \$33.61    | \$35.29    | \$37.05    | \$38.91    | \$40.86    | \$41.88    | \$42.93    | \$44.00    | \$45.10    | \$46.23    | \$47.39  | \$48.57  |
| STREET & STORM WATER SUPERINTENDENT | 1025 | \$40.37    | \$42.39    | \$44.51    | \$46.74    | \$49.08    | \$51.53    | \$52.81    | \$54.13    | \$55.49    | \$56.88    | \$58.30    | \$59.76  | \$61.24  |

**MURRAY CITY - COMPENSATION STEP PLAN**  
**EFFECTIVE JULY 1, 2025**

|                                     | <b>JOB<br/>CODE</b> | <b>STEP<br/>0</b> | <b>STEP<br/>1</b> | <b>STEP<br/>2</b> | <b>STEP<br/>3</b> | <b>STEP<br/>4</b> | <b>STEP<br/>5</b> | <b>STEP<br/>6</b> | <b>STEP<br/>7</b> | <b>STEP<br/>8</b> | <b>STEP<br/>9</b> | <b>STEP<br/>10</b> | <b>STEP<br/>11</b> | <b>STEP<br/>12</b> |
|-------------------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--------------------|
| STREETS FIELD SUPERVISOR            | 7450                | \$29.00           | \$30.46           | \$31.99           | \$33.59           | \$35.27           | \$37.04           | \$37.96           | \$38.91           | \$39.88           | \$40.88           | \$41.89            | \$42.94            | \$44.00            |
| THEATER OPERATIONS MANAGER          | 5050                | \$30.35           | \$31.86           | \$33.46           | \$35.14           | \$36.89           | \$38.74           | \$39.70           | \$40.69           | \$41.71           | \$42.76           | \$43.82            | \$44.92            | \$46.04            |
| THEATER TECHNICAL MANAGER           |                     | \$26.05           | \$27.35           | \$28.72           | \$30.15           | \$31.66           | \$33.25           | \$34.08           | \$34.93           | \$35.80           | \$36.70           | \$37.62            | \$38.56            | \$39.52            |
| TREASURER'S CLERK/CSR               | 6555                | \$21.09           | \$22.15           | \$23.26           | \$24.42           | \$25.64           | \$26.92           | \$27.59           | \$28.28           | \$28.99           | \$29.71           | \$30.45            | \$31.21            | \$31.99            |
| UTILITY ARBORIST                    | 7100                | \$25.39           | \$26.66           | \$27.99           | \$29.40           | \$30.86           | \$32.41           | \$33.22           | \$34.05           | \$34.90           | \$35.77           | \$36.66            | \$37.58            | \$38.52            |
| UTILITY PLANNER I                   | 3335                | \$25.19           | \$26.45           | \$27.77           | \$29.16           | \$30.61           | \$32.14           | \$32.95           | \$33.76           | \$34.61           | \$35.48           | \$36.36            | \$37.27            | \$38.21            |
| UTILITY PLANNER II                  | 3333                | \$27.95           | \$29.34           | \$30.81           | \$32.35           | \$33.96           | \$35.66           | \$36.56           | \$37.48           | \$38.42           | \$39.37           | \$40.35            | \$41.35            | \$42.39            |
| WASTEWATER SUPERINTENDENT           | 1533                | \$40.37           | \$42.39           | \$44.51           | \$46.74           | \$49.07           | \$51.52           | \$52.82           | \$54.14           | \$55.49           | \$56.88           | \$58.30            | \$59.76            | \$61.24            |
| WASTEWATER SUPERVISOR               | 7777                | \$32.34           | \$33.95           | \$35.65           | \$37.43           | \$39.31           | \$41.26           | \$42.29           | \$43.35           | \$44.44           | \$45.55           | \$46.69            | \$47.85            | \$49.04            |
| WASTEWATER TECH I                   | 8500                | \$21.60           | \$22.68           | \$23.81           | \$25.00           | \$26.26           | \$27.58           | \$28.26           | \$28.97           | \$29.69           | \$30.44           | \$31.20            | \$31.98            | \$32.77            |
| WASTEWATER TECH II                  | 8550                | \$23.41           | \$24.58           | \$25.81           | \$27.10           | \$28.45           | \$29.88           | \$30.63           | \$31.40           | \$32.19           | \$32.99           | \$33.81            | \$34.66            | \$35.53            |
| WASTEWATER TECH III                 | 7770                | \$25.83           | \$27.12           | \$28.47           | \$29.90           | \$31.40           | \$32.96           | \$33.78           | \$34.62           | \$35.49           | \$36.38           | \$37.29            | \$38.22            | \$39.18            |
| WASTEWATER TECH IV                  | 7775                | \$27.77           | \$29.15           | \$30.61           | \$32.14           | \$33.74           | \$35.43           | \$36.32           | \$37.23           | \$38.15           | \$39.12           | \$40.09            | \$41.08            | \$42.11            |
| WATER CONSTRUCTION SUPERVISOR       | 7460                | \$32.65           | \$34.28           | \$35.99           | \$37.79           | \$39.68           | \$41.67           | \$42.71           | \$43.78           | \$44.87           | \$45.99           | \$47.14            | \$48.32            | \$49.53            |
| WATER DISTRIBUTION SCADA TECHNICIAN | 3430                | \$27.52           | \$28.89           | \$30.34           | \$31.86           | \$33.46           | \$35.13           | \$36.00           | \$36.90           | \$37.82           | \$38.78           | \$39.74            | \$40.73            | \$41.75            |
| WATER DISTRIBUTION SUPERVISOR       | 3420                | \$32.65           | \$34.28           | \$35.99           | \$37.79           | \$39.68           | \$41.67           | \$42.71           | \$43.78           | \$44.87           | \$45.99           | \$47.14            | \$48.32            | \$49.53            |
| WATER DISTRIBUTION TECHNICIAN       | 3450                | \$26.62           | \$27.95           | \$29.35           | \$30.81           | \$32.35           | \$33.97           | \$34.82           | \$35.69           | \$36.58           | \$37.49           | \$38.43            | \$39.39            | \$40.37            |
| WATER ELECTRICIAN                   | 3455                | \$34.52           | \$36.24           | \$38.06           | \$39.96           | \$41.96           | \$44.06           | \$45.16           | \$46.29           | \$47.45           | \$48.64           | \$49.86            | \$51.11            | \$52.39            |
| WATER SUPERINTENDENT                | 1535                | \$40.37           | \$42.39           | \$44.51           | \$46.74           | \$49.07           | \$51.52           | \$52.82           | \$54.14           | \$55.49           | \$56.88           | \$58.30            | \$59.76            | \$61.24            |
| WATER TECH I                        | 8600                | \$20.83           | \$21.87           | \$22.97           | \$24.12           | \$25.33           | \$26.60           | \$27.27           | \$27.95           | \$28.65           | \$29.37           | \$30.10            | \$30.85            | \$31.62            |
| WATER TECH II                       | 8650                | \$22.81           | \$23.94           | \$25.14           | \$26.40           | \$27.73           | \$29.11           | \$29.84           | \$30.59           | \$31.35           | \$32.13           | \$32.93            | \$33.75            | \$34.59            |
| WATER TECH III                      | 7780                | \$25.44           | \$26.71           | \$28.04           | \$29.45           | \$30.92           | \$32.47           | \$33.28           | \$34.11           | \$34.96           | \$35.83           | \$36.73            | \$37.65            | \$38.59            |
| WATER TECH IV                       | 7570                | \$27.32           | \$28.68           | \$30.11           | \$31.62           | \$33.20           | \$34.86           | \$35.73           | \$36.62           | \$37.54           | \$38.48           | \$39.44            | \$40.43            | \$41.44            |

REVISED 3/2025

**ATTACHMENT B**

**EXECUTIVE MUNICIPAL OFFICERS – COMPENSATION INCREASE FISCAL YEAR 2025-2026**

| Job Title                    | Step as of June 30 | Hourly Rate as of June 30 | Annual Rate as of June 30 | Hourly Rate as of July 1 | Annual Rate as of July 1 | Next Step  | Annual Rate after Next Step |
|------------------------------|--------------------|---------------------------|---------------------------|--------------------------|--------------------------|------------|-----------------------------|
| Assistant Fire Chief         | 5                  | \$64.22                   | \$133,577.60              | \$65.83                  | \$136,926.40             | 9/18/2025  | \$140,358.40                |
| Assistant Fire Chief         | 5                  | \$64.22                   | \$133,577.60              | \$65.83                  | \$136,926.40             | 9/18/2025  | \$140,358.40                |
| Assistant Fire Chief         | 6                  | \$65.83                   | \$136,926.40              | \$67.48                  | \$140,358.40             | 9/18/2025  | \$143,852.80                |
| Assistant Power Director     | 9                  | \$74.73                   | \$155,438.40              | \$76.60                  | \$159,328.00             | 5/28/2026  | \$163,280.00                |
| Cemetery Supervisor          | 9                  | \$37.16                   | \$77,292.80               | \$39.69                  | \$82,555.20              | 9/29/2025  | \$84,614.40                 |
| Chief Administrative Officer | n/a                | \$93.05                   | \$193,544.00              | \$95.38                  | \$198,390.40             | n/a        | \$198,390.40                |
| City Attorney                | 12                 | \$104.88                  | \$218,150.40              | \$113.73                 | \$236,558.40             | Redlined   | \$236,558.40                |
| City Engineer                | 12                 | \$75.21                   | \$156,436.80              | \$80.39                  | \$167,211.20             | Redlined   | \$167,211.20                |
| City Recorder                | 7                  | \$48.78                   | \$101,462.40              | \$50.00                  | \$104,000.00             | 1/6/2026   | \$106,600.00                |
| City Treasurer               | 4                  | \$45.51                   | \$94,660.80               | \$47.29                  | \$98,363.20              | 6/12/2026  | \$103,292.80                |
| Comm & Econ Dvlpmnt Dir      | 10                 | \$74.22                   | \$154,377.60              | \$81.04                  | \$168,563.20             | 1/06/2026  | \$172,785.60                |
| Cultural Programs Manager    | 12                 | \$45.12                   | \$93,849.60               | \$46.25                  | \$96,200.00              | Redlined   | \$96,200.00                 |
| Deputy Police Chief          | 9                  | \$67.89                   | \$141,211.20              | \$69.58                  | \$144,726.40             | 5/16/2026  | \$148,366.40                |
| Deputy Police Chief          | 12                 | \$73.10                   | \$152,048.00              | \$74.93                  | \$155,854.40             | Redlined   | \$155,854.40                |
| Director of Finance & Admin  | 10                 | \$84.48                   | \$175,718.40              | \$91.45                  | \$190,216.00             | 6/5/2026   | \$194,979.20                |
| Fire Chief                   | 7                  | \$82.68                   | \$171,974.40              | \$84.75                  | \$176,280.00             | 2/16/2026  | \$180,668.80                |
| Fleet Manager                | 12                 | \$51.19                   | \$106,475.20              | \$52.47                  | \$109,137.60             | Redlined   | \$109,137.60                |
| Golf Course Superintendent   | 7                  | \$42.32                   | \$88,025.60               | \$43.87                  | \$91,249.60              | 4/2/2026   | \$93,537.60                 |
| Human Resource Director      | 10                 | \$71.87                   | \$149,489.60              | \$77.65                  | \$161,512.00             | 6/5/2026   | \$165,547.20                |
| IT Director                  | 12                 | \$74.16                   | \$154,252.80              | \$79.96                  | \$166,316.80             | Redlined   | \$166,316.80                |
| Library Director             | 3                  | \$59.37                   | \$123,489.60              | \$61.33                  | \$127,566.40             | 6/09/2026  | \$133,931.20                |
| Parks & Recreation Director  | 12                 | \$77.39                   | \$160,971.20              | \$83.56                  | \$173,804.80             | Redlined   | \$173,804.80                |
| Parks Superintendent         | 11                 | \$57.29                   | \$119,163.20              | \$58.72                  | \$122,137.60             | 1/28/2026  | \$125,195.20                |
| Police Chief                 | 12                 | \$93.03                   | \$193,502.40              | \$95.36                  | \$198,348.80             | Redlined   | \$198,348.80                |
| Power Director               | 11                 | \$97.05                   | \$201,864.00              | \$99.47                  | \$206,897.60             | 5/17/2026  | \$212,056.00                |
| Public Works Director        | 6                  | \$83.29                   | \$173,243.20              | \$90.17                  | \$187,553.60             | 7/20/2025  | \$192,233.60                |
| Recreation Director          | 7                  | \$49.94                   | \$103,875.20              | \$51.19                  | \$106,475.20             | 11/10/2025 | \$109,137.60                |
| Senior Center Director       | 12                 | \$55.31                   | \$115,044.80              | \$56.69                  | \$117,915.20             | Redlined   | \$117,915.20                |
| Street & Stormwater Supt.    | 4                  | \$47.88                   | \$99,590.40               | \$49.08                  | \$102,086.40             | 4/15/2026  | \$107,182.40                |
| Wastewater Superintendent    | 7                  | \$52.82                   | \$109,865.60              | \$54.14                  | \$112,611.20             | 3/9/2026   | \$115,419.20                |
| Water Superintendent         | 5                  | \$50.26                   | \$104,540.80              | \$51.52                  | \$107,161.60             | 12/25/2025 | \$109,865.60                |