

26 PAYS				
ANNUAL SALARY	BI-WEEKLY SALARY	WEEKLY SALARY	HOURLY RATE	OT RATE

**ELECTED OFFICIALS**

Mayor	\$83,466.23	\$3,210.24	\$1,605.12	\$38.64	\$40.13
Clerk-Treasurer	\$77,404.56	\$2,977.10	\$1,488.55	\$35.84	\$37.21
Common Council Member	\$17,077.50	\$656.83	\$328.41	\$7.91	\$8.21

**ADMINISTRATIVE SALARY POSITIONS**

**MAYOR'S OFFICE**

Executive Administrative Assistant	\$51,000.00	\$1,961.54	\$980.77	\$22.73	\$24.52
Team Management/Event Coordinator	\$50,000.00	\$1,923.08	\$961.54	\$23.15	\$24.04

**CLERK-TREASURER'S OFFICE**

Chief Deputy/Chief Utility Clerk <i>100% Reimbursed by Utilitie \$63,500.00</i>	\$63,500.00	\$2,442.31	\$1,221.15	\$37.56	\$30.53
Deputy Clerk-Treasurer - Payroll & Benefits	\$53,000.00	\$2,038.46	\$1,019.23	\$21.95	\$25.48
Deputy Clerk-Treasurer - Payroll & Benefits <i>100% Reimbursed by Utilitie \$48,000.00</i>	\$48,000.00	\$1,846.15	\$923.08	\$21.95	\$23.08
Deputy Clerk-Treasurer - Accounts Payable	\$48,960.00	\$1,883.08	\$941.54	\$21.68	\$23.54
Deputy Clerk-Treasurer - Accounts Payable <i>100% Reimbursed by Utilitie \$48,960.00</i>	\$48,960.00	\$1,883.08	\$941.54	\$21.68	\$23.54
Deputy Clerk-Treasurer - Accounts Receivab	\$48,960.00	\$1,883.08	\$941.54	\$20.37	\$23.54
Deputy Clerk-Treasurer - Accounts Receivab <i>100% Reimbursed by Utilitie \$48,960.00</i>	\$48,960.00	\$1,883.08	\$941.54	\$20.37	\$23.54
Deputy Clerk-Treasurer - Billing <i>Reimbursed by Utilities \$49,980.00</i>	\$49,980.00	\$1,922.31	\$961.15	\$21.68	\$24.03
Deputy Clerk-Treasurer - Counter-Reception <i>Reimbursed by Utilities \$44,880.00</i>	\$44,880.00	\$1,726.15	\$863.08	\$20.25	\$21.58

**PLANNING & COMMUNITY DEVELOPMENT**

Director - Planning & Community Developme	\$94,686.00	\$3,641.77	\$1,820.88	\$42.56	\$45.52
<i>Reimbursed by RDC</i>	\$37,874.40				
<i>Reimbursed by Storm</i>	\$18,937.20				
Assistant Director	\$77,411.00	\$2,977.35	\$1,488.67	\$33.05	\$37.22
<i>Reimbursed by RDC</i>	\$30,964.40				
<i>Reimbursed by Storm</i>	\$15,482.20				
Development Review Planner	\$55,435.00	\$2,132.12	\$1,066.06	\$25.66	\$26.65
GIS Coordinator	\$65,025.00	\$2,500.96	\$1,250.48	\$29.51	\$31.26
<i>Reimbursed by RDC</i>	\$26,010.00				
<i>Reimbursed by Storm</i>	\$13,005.00				
<i>Sanitary</i>	\$6,502.50				
Administrative Assistant/Recording Secretary	\$48,432.00	\$1,862.77	\$931.38	\$20.36	\$23.28
<i>Reimbursed by RDC</i>	\$3,500.00				
Community Project Manager	\$52,500.00	\$2,019.23	\$1,009.62	\$25.24	\$25.24
<i>Reimbursed by RDC</i>					

**BUILDING DEPARTMENT**

Building Commissioner	\$64,071.00	\$2,464.27	\$1,232.13	\$29.66	\$30.80
Clerk 1	\$43,350.00	\$1,667.31	\$833.65	\$20.07	\$20.84
Clerk 2	\$41,385.00	\$1,591.73	\$795.87	\$19.60	\$19.90
Clerk 3	\$40,000.00	\$1,538.46	\$769.23	\$19.16	\$19.23

**FIRE DEPARTMENT**

Chief	\$92,498.00	\$3,557.62	\$1,778.81	\$42.82	\$44.47
Assistant Chief	\$75,940.00	\$2,920.77	\$1,460.38	\$35.16	\$36.51
Division Chief	\$73,942.00	\$2,843.92	\$1,421.96	\$34.23	\$35.55
Battalion Chief	\$71,943.00	\$2,767.04	\$1,383.52	\$33.31	\$34.59
Administrative Assistant	\$48,830.00	\$1,878.08	\$939.04	\$21.95	\$23.48
Billing Clerk	\$40,800.00	\$1,569.23	\$784.62	\$21.95	\$19.62

**POLICE DEPARTMENT**

Chief	\$97,457.68	\$3,748.37	\$1,874.19	\$40.93	\$46.85
Assistant Chief	\$86,761.68	\$3,336.99	\$1,668.49	\$36.44	\$41.71
Major	\$80,040.79	\$3,078.49	\$1,539.25	\$33.61	\$38.48
Captain	\$80,040.79	\$3,078.49	\$1,539.25	\$31.82	\$38.48
Chief's Administrative Assistant	\$48,830.00	\$1,878.08	\$939.04	\$21.95	\$23.48
Detective's Administrative Assistant	\$48,830.00	\$1,878.08	\$939.04	\$20.89	\$23.48

Chief Clerk	\$48,830.00	\$1,878.08	\$939.04	\$21.95	\$23.48
Clerk	\$43,115.00	\$1,658.27	\$829.13	\$19.38	\$20.73
Lead Code Enforcement Officer	\$49,521.00	\$1,904.65	\$952.33	\$22.48	\$23.81
Code Enforcement Officer	\$41,200.00	\$1,584.62	\$792.31	\$18.52	\$19.81
Animal Warden	\$42,202.00	\$1,623.15	\$811.58	\$19.84	\$20.29
Lead Animal Warden	\$47,065.00	\$1,810.19	\$905.10	\$18.97	\$22.63
Code Enforcement/Animal Control Clerk	\$39,413.00	\$1,515.88	\$757.94	\$17.72	\$18.95

**STREET DEPARTMENT**

Superintendent	\$92,185.00	\$3,545.58	\$1,772.79	\$41.44	\$44.32
Street Department Clerk	\$42,500.00	\$1,634.62	\$817.31	\$19.12	\$20.43

**SANITATION DEPARTMENT**

Assistant Superintendent	\$70,349.00	\$2,705.73	\$1,352.87	\$31.62	\$33.82
Sanitation Clerk	\$42,500.00	\$1,634.62	\$817.31	\$19.12	\$20.43

**MARINA**

Harbormaster	\$37,841.89	\$1,455.46	\$727.73	\$17.52	\$18.19
Maintenance Director	\$32,436.11	\$1,247.54	\$623.77	\$15.02	\$15.59

**PARK DEPARTMENT**

Superintendent	\$78,280.00	\$3,010.77	\$1,505.38	\$36.81	\$37.63
Maintenance Director	\$55,000.00	\$2,115.38	\$1,057.69	\$25.46	\$26.44
Administrative Assistant	\$42,448.00	\$1,632.62	\$816.31	\$19.27	\$20.41
Administrative Assistant	\$39,289.00	\$1,511.12	\$755.56	\$15.88	\$18.89
Event/Program Coordinator	\$34,489.00	\$1,326.50	\$663.25	\$15.65	\$16.58
Accounting Clerk	\$43,555.00	\$1,675.19	\$837.60	\$19.77	\$20.94

**SANITARY PLANT**

Plant Superintendent	\$80,000.00	\$3,076.92	\$1,538.46	\$44.14	\$38.46
Plant Administrative Assistant	\$44,200.00	\$1,700.00	\$850.00	\$20.06	\$21.25
Pretreatment Coordinator	\$65,000.00	\$2,500.00	\$1,250.00	\$31.31	\$31.25

**STORMWATER**

Field Division Superintendent	\$92,185.00	\$3,545.58	\$1,772.79	\$41.44	\$44.32
Field Division Administrative Assistant	\$44,200.00	\$1,700.00	\$850.00	\$20.06	\$21.25

**FULL-TIME SALARY & FULL-TIME HOURLY POSITIONS**

**FIRE DEPARTMENT**

*Firefighter Hourly Rates are Calculated by Dividing the Annual Salary by 52 Weeks, Multiplied by 3.86 (average days worked in a week), Divided by 204 (Kelly)*

Senior Master Firefighter (PERF Certified Base Salary)	\$63,421.92				
Captain	\$66,188.36	\$2,545.71	\$1,272.85	\$24.08	\$36.13
Lieutenant	\$65,133.51	\$2,505.14	\$1,252.57	\$23.70	\$35.55
MFF/Paramedic (Four Plus Years)	\$63,421.92	\$2,439.30	\$1,219.65	\$23.08	\$34.62
Engineer	\$63,421.92	\$2,439.30	\$1,219.65	\$23.08	\$34.62
Paramedic	\$60,042.48	\$2,309.33	\$1,154.66	\$21.85	\$32.77
MFF/EMT (Four Plus Years)	\$59,574.47	\$2,291.33	\$1,145.66	\$21.68	\$32.52
EMT Private	\$55,663.16				

**POLICE DEPARTMENT**

Senior Master Patrolman (PERF Certified Base Salary)	\$77,599.45				
Senior Master Patrolman	\$82,255.42	\$3,163.67	\$1,581.84	\$39.55	\$59.33
Lieutenant	\$69,034.58	\$2,655.18	\$1,327.59	\$33.19	\$49.79
Sergeant	\$66,957.69	\$2,575.30	\$1,287.65	\$32.19	\$48.29
Corporal	\$64,239.02	\$2,470.73	\$1,235.37	\$30.88	\$46.32
Master Patrolman	\$63,382.60	\$2,437.79	\$1,218.90	\$30.47	\$45.71
Lateral Patrol Officer (3 Years Experience in Law Enforcement)	\$63,382.60	\$2,437.79	\$1,218.90	\$30.47	\$45.71
First Class Patrolman	\$55,629.15	\$2,139.58	\$1,069.79	\$26.74	\$40.11

**STREET | SANITATION | PARK**

	Hourly Rate	OT Rate
Lead Man	\$33.19	\$49.79
Mechanic	\$31.98	\$47.97
Mechanic Helper		
Year 1 (80% of Mechanic Pay)		
Year 2 (85% of Mechanic Pay)		
Year 3 (90% of Mechanic Pay)		
Year 4 (95% of Mechanic Pay)		
Year 5 (100 % of Mechanic Pay)		
Equipment Operator	\$32.51	\$48.77
Technician	\$29.84	\$44.76
Technician (CDL)	\$29.84	\$44.76

Driver	\$27.69	\$41.54
Laborer "A"	\$25.65	\$38.48
Laborer "B" (w/CDL)	\$25.65	\$38.48
Laborer "B" (3 Years of Service)	\$20.66	\$30.99
Laborer "B" (2 Years of Service)	\$19.66	\$29.49
Laborer "B" (1 Year of Service)	\$18.66	\$27.99
Laborer "B" (New Hire)	\$17.91	\$26.87

<b>SANITARY PLANT</b>	<u>Hourly Rate</u>	<u>OT Rate</u>
Plant Director	\$34.98	\$52.47
Lab Lead	\$33.84	\$50.76
Maintenance Lead	\$33.84	\$50.76
Plant Operator	\$32.51	\$48.77
Plant Maintenance	\$32.11	\$48.17
Lab Technician	\$30.39	\$45.59
Plant Laborer (Discretionary)		

<b>SANITARY FIELD</b>	<u>Hourly Rate</u>	<u>OT Rate</u>
Field Lead	\$34.98	\$52.47
Mechanic Lead	\$33.84	\$50.76
Mechanic Journeyman	\$32.11	\$48.17
Collection System Lead	\$33.84	\$50.76
Collection System	\$31.54	\$47.31
Camera Truck Operator	\$30.97	\$46.46
Vac Truck Operator	\$29.81	\$44.72
Field Inspector	\$30.39	\$45.59
Utility Locator	\$26.89	\$40.34
MS4 Technician	\$26.90	\$40.35
MS4 Laborer 1	\$19.34	\$29.01
MS4 Laborer 2	\$20.40	\$30.60
MS4 Laborer 3	\$21.46	\$32.19

<b>STORMWATER</b>	<u>Hourly Rate</u>	<u>OT Rate</u>
Construction Crew Leader	\$33.84	\$50.76
Construction Tech	\$29.61	\$44.42

Construction Equipment Operator	\$32.36	\$48.54
Constuction Driver	\$27.39	\$41.09
Construction Laborer	\$25.28	\$37.92

**FIRE DEPARTMENT ADDITIONAL COMPENSATION**

Holiday	Greater of \$225 per holiday or 1.5 hours per hour worked
Specialty Team Leader	\$250.00
Specialty	\$500.00
Paramedic Certification	\$1,000.00
Clothing Allowance	\$1,827.59

**POLICE DEPARTMENT ADDITIONAL COMPENSATION**

Holiday	2.5 Times Regular Rate of Pay for 8 Hours
Bike Patrol	1.5 Times Regular Rate of Pay Half of Regular Rate of Pay
Sick Day Buy Back	Rate of Pay for Unused Sick Days
Clothing Allowance	\$1,000 Bi-Annually
On Call Animal Control Pay	\$50 Bi-Weekly (Full and Part-Time)
K-9 Stipend	7 Hours Each Pay at 1.5 Times Regular Rate of Pay

**STREETS | SANITATION | PARK ADDITIONAL COMPENSATION**

Saturday	1.5 Times Regular Rate
Sunday & Holidays	2 Times Regular Rate of Pay

**PART-TIME EMPLOYEES**

Hourly Minimum	Hourly Maximum
\$10.00	\$20.00

**CROSSING GUARDS**

\$3100 per school year; payable monthly as \$17.22 per day worked

## BOARDS & COMMISSIONS - ANNUAL COMPENSATION

Board of Works & Public Safety	\$1,200.00	<i>*Board Per Diem Paid Only if in Attendance *Excludes Elected Officials</i>
Plan Commission	\$600.00	
Board of Zoning Appeals	\$600.00	
Park Board	\$300.00	
Fire Pension Board Secretary	\$650.00	
Police Pension Board Secretary	\$650.00	
Sanitary Board	\$600.00	<i>*Board Per Diem Paid Only if in Attendance *Excludes Elected Officials</i>
Stormwater Board	\$600.00	<i>*Board Per Diem Paid Only if in Attendance *Excludes Elected Officials</i>

## LONGEVITY

**Section 2.** All non-elected employees and appointed officials of the City of Portage shall receive additional compensation based on base wages, paid bi-weekly, as set out below for the length of continuous employment with the City of Portage.

<u>Years of Service</u>	<u>Rate</u>
After 3 Years	1.75% of Base Wage
After 8 Years	2.25% of Base Wage
After 13 Years	3.00% of Base Wage
After 18 Years	3.50% of Base Wage
After 24 Years	4.00% of Base Wage

## CELL PHONE STIPEND

**Section 2.** Employees that are required to carry a cell phone will receive a cell phone allowance. Those positions are designated by each department head.

Cell Phone	\$50.00 per month
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