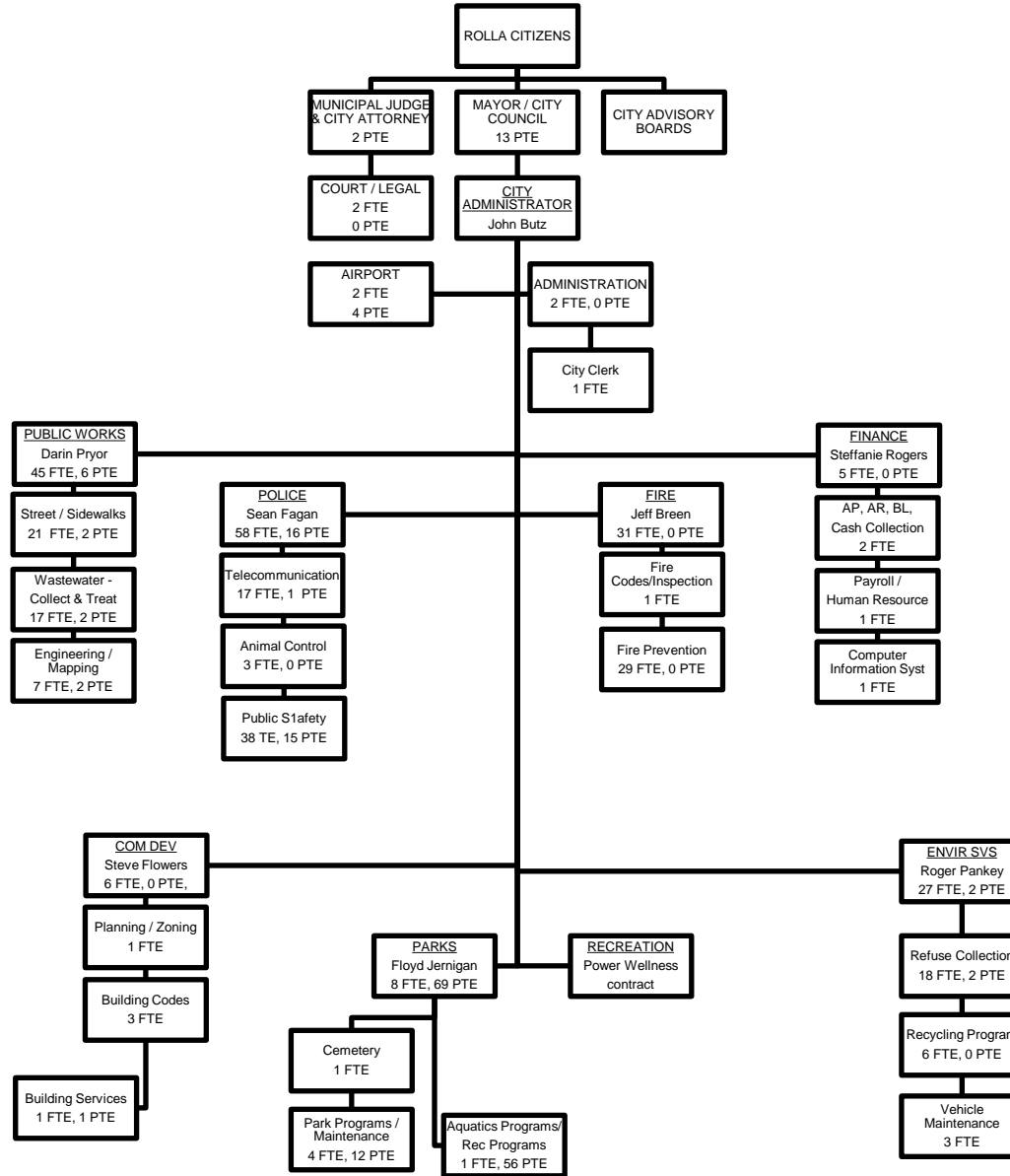


# **PERSONNEL AND COMPENSATION**

# CITY OF ROLLA ORGANIZATIONAL CHART FY 2023 - 2024



**CITY OF ROLLA  
EMPLOYEE TURNOVER ANALYSIS  
AS OF 07-31-23**

<b><u>REASON</u></b>	<b>CALENDAR YEAR</b>					<b>5 YR</b>	<b>JAN-JUL</b>
	<b><u>2018</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>TOTAL</u></b>	<b><u>2023</u></b>
Better Pay	4	4	2	10	4	24	1
Death	0	0	0	0	1	1	0
Internal Conflict	1	0	0	0	2	3	3
Personal Reasons	13	16	19	19	15	82	8
Retirement/Disability	5	2	3	1	3	14	3
Termination	5	3	1	3	1	13	1
	<b>28</b>	<b>25</b>	<b>25</b>	<b>33</b>	<b>26</b>	<b>137</b>	<b>16</b>
Total FT Employee	183	181	192	195	186		180
Turnover Rate	15%	14%	13%	17%	14%		9%

**CITY OF ROLLA  
PAY ADJUSTMENTS**

<b>FISCAL YEAR</b>	<b><u>COLA</u></b>	<b><u>MERIT INCREASES</u></b>
Proposed 2024	3%	3% Depending on eval/dept allocation
2023	3% - General 8% - Public Safety	Either 1.5% or 3% Depending on eval/dept allocation
2022	4% - General 9% - Public Safety	Either 1.5% or 3% Depending on eval/dept allocation
2021	1% - General 6% - Public Safety	None
2020	1%	Either 1.5% or 3% Depending on eval/dept allocation
2019	1%	Either 1.5% or 3% Depending on eval/dept allocation
2018	1%	Either 1.5% or 3% Depending on eval/dept allocation
2017	1%	Either 1.5% or 3% Depending on eval/dept allocation
2016	2%	Either 1.5% or 3% Depending on eval/dept allocation
2015	None	1.5%
2014	1%	None
2013	1%	None
2012	1%	1.5%
2011	None	None
2010	2%	None

**City of Rolla Personnel and Compensation System  
2023-2024 Budget Year**

<b><u>Job Title</u></b>	<b><u>Department</u></b>	<b><u>Grade</u></b>	<b><u>FLSA</u></b>	<b><u>Total Employed</u></b>	<b><u>Risk Category</u></b>
Public Works Director	Engineering	G12	E	1	Low
Finance Director	Finance	G11	E	1	Low
Police Chief	Police	P11	E	1	Low
Fire Chief	Fire	F18	E	1	Low
Community Development Director	Community Dev.	G10	E	1	Low
Parks Director	Parks	G10	E	1	Low
Environmental Services Director	Environmental Svs	G10	E	1	Low
Sr. Civil Engineer	Engineering	G10	E	1	Low
Major	Police	P9	E	0	Low
Assistant Fire Chief	Fire	F16	E	1	Low
Civil Engineer	Engineering	G9	E	0	Low
Police Captain	Police	P8	E	4	Low
Fire Captain	Fire	F-11	E	6	High
Fire Inspector	Fire	F-11	E	1	Low
Communications Chief	Police	T8	E	1	Low
Assistant Public Works Director	Engineering	G8	E	0	Low
Assistant City Administrator	City Administration	G8		1	Low
Detective Sergeant	Police	P-7		1	High
Building Codes Administrator	Community Dev.	G7	E	0	Low
MIS Coordinator	Finance	G7	E	1	Low
Parks Superintendent	Parks	G7	E	1	High
Environmental Services Superintendent	Environmental Svs	G7	E	1	High
Street Superintendent	Street/Traffic	G7	E	2	High
Waste Water Superintendent	Wastewater	G7	E	1	High
Sewer Collection Superintendent	Wastewater	G7	E	1	High
Environmental Specialist	Engineering	G7	E	1	Low
GIS Administrator	Engineering	G7		1	Low
Right-of-Way Inspector	Street	G7		1	High
VIPS Coordinator	Police	P-6		1	Low
Police Sergeant	Police	P-6		4	High
City Planner	Community Dev.	G6		1	Low
Airport Manager	Airport	G6	E	1	Low
Assistant Superintendent	Parks, Street, Sewer, Traffic	G6		4	High
Project Coordinator Senior	Engineering/Street	G6		2	Low
MIS Technician	Finance/Police	G6		2	Low
Police Corporal	Police	P-5		8	High
Detective	Police	P-5		3	High
Fire Lieutenant	Fire	F-8		6	High
Emergency Communications Officer Supervisor	Police	T6		3	Low

**City of Rolla Personnel and Compensation System  
2023-2024 Budget Year**

<u>Job Title</u>	<u>Department</u>	<u>Grade</u>	<u>FLSA</u>	<u>Total Employed</u>	<u>Risk Category</u>
Building Inspector Senior	Community Dev.	G5		0	Low
Accounting Specialist	Finance	G5		1	Low
City Clerk	City Administration	G5		1	Low
Lead Mechanic	Environmental Svcs	G5		1	High
Wastewater Foreman	Wastewater	G5		1	High
Foreman	Street	G5		1	High
Environmental Services Foreman	Environmental Svcs	G5		2	High
Rec Supervisor - Outdoor	Parks	G5		2	Low
Project Coordinator (Design, GIS, Insp.)	Engineering/Street	G5		0	Low
Police Officer Sr	Police	P-4		5	High
Police Officer	Police	P-4		9	High
Firefighter	Fire	F-7		14	High
Building Inspector	Community Dev.	G4		2	Low
Account Clerk Sr	Finance	G4		1	Low
Municipal Court Clerk	City Administration	G4		1	Low
Plant Operator Senior	Wastewater	G4		3	High
Equipment Operator Senior	Env Svcs/Street/Parks/ Sewer	G4		15	High
Concrete Finisher Sr	Street	G4		1	High
Traffic Technician Sr	Street	G4		2	High
Emergency Communications Officer Sr	Police	T4		5	Low
Emergency Communications Officer	Police	T3		3	Low
Recycling Specialist	Environmental Svcs	G3		1	Low
Equipment Operator II	Env Svcs/Street/Parks/ Sewer	G3		5	High
Mapping Technician	Engineering	G3		1	Low
Engineering Technician	Engineering	G3		0	Low
Mechanic	Environmental Svcs	G3		1	High
Vehicle Service Technician	Environmental Svcs	G3		1	High
Police Records Clerk Sup	Police	G3		1	Low
Executive Assistant	PD, Eng, Env Svcs, Fire, Parks, Com Dev	G3		5	Low
Building & Zoning Inspector	Community Dev.	G3		1	Low
Police Cadet	Police	P-1		0	High
Equipment Operator I	Env Svcs/Street/Sewer/Airport/Parks	G2		15	High
Concrete Finisher I	Street	G2		2	High
Account Clerk	Finance	G2		1	Low
Deputy Court Clerk	City Administration	G2		1	Low
Animal Control Supervisor	Police	G2		1	High
Police Records Clerk	Police	G1		2	Low
Senior Laborer	Environmental Svcs	G1		1	High
Laborer	Environmental	G1		2	High
Secretary	Police	G1		1	Low
Animal Control Officer	Police	G1		2	High
Custodian	City Hall, RPD	G1		2	Low
<b>Total Employees</b>				<b>184</b>	

**City of Rolla**  
**Beginning October 1, 2023 - 3.0% Annual Adjustment**  
**3% Steps, 10% Grades**  
**Base Pay Scale - 2080 Hours**

Annual Salary

Bi-weekly

	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade One (9)</b>	\$ 31,214.56	\$ 32,151.00	\$ 33,115.53	\$ 34,108.99	\$ 35,132.26	\$ 36,186.23	\$ 37,271.82	\$ 38,389.97	\$ 39,541.67	\$ 40,727.92	\$ 41,949.76	\$ 43,208.25
(Bi-weekly)	\$ 1,200.56	\$ 1,236.58	\$ 1,273.67	\$ 1,311.88	\$ 1,351.24	\$ 1,391.78	\$ 1,433.53	\$ 1,476.54	\$ 1,520.83	\$ 1,566.46	\$ 1,613.45	\$ 1,661.86
(Hourly)	\$ 15.007	\$ 15.457	\$ 15.921	\$ 16.399	\$ 16.891	\$ 17.397	\$ 17.919	\$ 18.457	\$ 19.010	\$ 19.581	\$ 20.168	\$ 20.773
(Overtime)	\$ 22.511	\$ 23.186	\$ 23.881	\$ 24.598	\$ 25.336	\$ 26.096	\$ 26.879	\$ 27.685	\$ 28.516	\$ 29.371	\$ 30.252	\$ 31.160
<b>Grade Two (10)</b>	\$ 34,336.02	\$ 35,366.10	\$ 36,427.08	\$ 37,519.89	\$ 38,645.49	\$ 39,804.85	\$ 40,999.00	\$ 42,228.97	\$ 43,495.84	\$ 44,800.71	\$ 46,144.73	\$ 47,529.08
(Bi-weekly)	\$ 1,320.62	\$ 1,360.23	\$ 1,401.04	\$ 1,443.07	\$ 1,486.36	\$ 1,530.96	\$ 1,576.88	\$ 1,624.19	\$ 1,672.92	\$ 1,723.10	\$ 1,774.80	\$ 1,828.04
(Hourly)	\$ 16.508	\$ 17.003	\$ 17.513	\$ 18.038	\$ 18.580	\$ 19.137	\$ 19.711	\$ 20.302	\$ 20.911	\$ 21.539	\$ 22.185	\$ 22.851
(Overtime)	\$ 24.762	\$ 25.504	\$ 26.270	\$ 27.058	\$ 27.869	\$ 28.705	\$ 29.567	\$ 30.454	\$ 31.367	\$ 32.308	\$ 33.277	\$ 34.276
<b>Grade Three (11)</b>	\$ 37,769.62	\$ 38,902.71	\$ 40,069.79	\$ 41,271.88	\$ 42,510.04	\$ 43,785.34	\$ 45,098.90	\$ 46,451.87	\$ 47,845.42	\$ 49,280.78	\$ 50,759.21	\$ 52,281.98
(Bi-weekly)	\$ 1,452.68	\$ 1,496.26	\$ 1,541.15	\$ 1,587.38	\$ 1,635.00	\$ 1,684.05	\$ 1,734.57	\$ 1,786.61	\$ 1,840.21	\$ 1,895.41	\$ 1,952.28	\$ 2,010.85
(Hourly)	\$ 18.158	\$ 18.703	\$ 19.264	\$ 19.842	\$ 20.438	\$ 21.051	\$ 21.682	\$ 22.333	\$ 23.003	\$ 23.693	\$ 24.403	\$ 25.136
(Overtime)	\$ 27.238	\$ 28.055	\$ 28.896	\$ 29.763	\$ 30.656	\$ 31.576	\$ 32.523	\$ 33.499	\$ 34.504	\$ 35.539	\$ 36.605	\$ 37.703
<b>Grade Four (12)</b>	\$ 41,546.58	\$ 42,792.98	\$ 44,076.77	\$ 45,398.07	\$ 46,761.04	\$ 48,163.87	\$ 49,608.79	\$ 51,097.05	\$ 52,629.96	\$ 54,208.86	\$ 55,835.13	\$ 57,510.18
(Bi-weekly)	\$ 1,597.95	\$ 1,645.88	\$ 1,695.26	\$ 1,746.12	\$ 1,798.50	\$ 1,852.46	\$ 1,908.03	\$ 1,965.27	\$ 2,024.23	\$ 2,084.96	\$ 2,147.50	\$ 2,211.93
(Hourly)	\$ 19.974	\$ 20.574	\$ 21.191	\$ 21.826	\$ 22.481	\$ 23.156	\$ 23.850	\$ 24.566	\$ 25.303	\$ 26.062	\$ 26.844	\$ 27.649
(Overtime)	\$ 29.961	\$ 30.860	\$ 31.786	\$ 32.740	\$ 33.722	\$ 34.734	\$ 35.776	\$ 36.849	\$ 37.954	\$ 39.093	\$ 40.266	\$ 41.474
<b>Grade Five (13)</b>	\$ 45,701.24	\$ 47,072.27	\$ 48,484.44	\$ 49,938.98	\$ 51,437.15	\$ 52,980.26	\$ 54,569.67	\$ 56,206.76	\$ 57,892.96	\$ 59,629.75	\$ 61,418.64	\$ 63,261.20
(Bi-weekly)	\$ 1,757.74	\$ 1,810.47	\$ 1,864.79	\$ 1,920.73	\$ 1,978.35	\$ 2,037.70	\$ 2,098.83	\$ 2,161.80	\$ 2,226.65	\$ 2,293.45	\$ 2,362.26	\$ 2,433.12
(Hourly)	\$ 21.972	\$ 22.631	\$ 23.310	\$ 24.009	\$ 24.729	\$ 25.471	\$ 26.235	\$ 27.022	\$ 27.833	\$ 28.668	\$ 29.528	\$ 30.414
(Overtime)	\$ 32.958	\$ 33.946	\$ 34.965	\$ 36.014	\$ 37.094	\$ 38.207	\$ 39.353	\$ 40.534	\$ 41.750	\$ 43.002	\$ 44.292	\$ 45.621
<b>Grade Six (14)</b>	\$ 50,271.36	\$ 51,779.50	\$ 53,332.89	\$ 54,932.87	\$ 56,580.86	\$ 58,278.29	\$ 60,026.63	\$ 61,827.43	\$ 63,682.26	\$ 65,592.72	\$ 67,560.51	\$ 69,587.32
(Bi-weekly)	\$ 1,933.51	\$ 1,991.52	\$ 2,051.26	\$ 2,112.80	\$ 2,176.19	\$ 2,241.47	\$ 2,308.72	\$ 2,377.98	\$ 2,449.32	\$ 2,522.80	\$ 2,598.48	\$ 2,676.44
(Hourly)	\$ 24.169	\$ 24.894	\$ 25.641	\$ 26.410	\$ 27.202	\$ 28.018	\$ 28.859	\$ 29.725	\$ 30.616	\$ 31.535	\$ 32.481	\$ 33.455
(Overtime)	\$ 36.253	\$ 37.341	\$ 38.461	\$ 39.615	\$ 40.804	\$ 42.028	\$ 43.288	\$ 44.587	\$ 45.925	\$ 47.302	\$ 48.722	\$ 50.183
<b>Grade Seven (15)</b>	\$ 55,298.50	\$ 56,957.45	\$ 58,666.18	\$ 60,426.16	\$ 62,238.95	\$ 64,106.11	\$ 66,029.30	\$ 68,010.18	\$ 70,050.48	\$ 72,152.00	\$ 74,316.56	\$ 76,546.05
(Bi-weekly)	\$ 2,126.87	\$ 2,190.67	\$ 2,256.39	\$ 2,324.08	\$ 2,393.81	\$ 2,465.62	\$ 2,539.59	\$ 2,615.78	\$ 2,694.25	\$ 2,775.08	\$ 2,858.33	\$ 2,944.08
(Hourly)	\$ 26.586	\$ 27.383	\$ 28.205	\$ 29.051	\$ 29.923	\$ 30.820	\$ 31.745	\$ 32.697	\$ 33.678	\$ 34.688	\$ 35.729	\$ 36.801
(Overtime)	\$ 39.879	\$ 41.075	\$ 42.307	\$ 43.577	\$ 44.884	\$ 46.230	\$ 47.617	\$ 49.046	\$ 50.517	\$ 52.033	\$ 53.594	\$ 55.201
<b>Grade Eight (16)</b>	\$ 60,828.35	\$ 62,653.20	\$ 64,532.79	\$ 66,468.78	\$ 68,462.84	\$ 70,516.73	\$ 72,633.23	\$ 74,811.19	\$ 77,055.53	\$ 79,367.20	\$ 81,748.21	\$ 84,200.66
(Bi-weekly)	\$ 2,339.55	\$ 2,409.74	\$ 2,482.03	\$ 2,556.49	\$ 2,633.19	\$ 2,712.18	\$ 2,793.55	\$ 2,877.35	\$ 2,963.67	\$ 3,052.58	\$ 3,144.16	\$ 3,238.49
(Hourly)	\$ 29.244	\$ 30.122	\$ 31.025	\$ 31.956	\$ 32.915	\$ 33.902	\$ 34.919	\$ 35.967	\$ 37.046	\$ 38.157	\$ 39.302	\$ 40.481
(Overtime)	\$ 43.867	\$ 45.183	\$ 46.538	\$ 47.934	\$ 49.372	\$ 50.853	\$ 52.379	\$ 53.950	\$ 55.569	\$ 57.236	\$ 58.953	\$ 60.722
<b>Grade Nine (17)</b>	\$ 66,911.18	\$ 68,918.52	\$ 70,986.07	\$ 73,115.65	\$ 75,309.12	\$ 77,568.40	\$ 79,895.45	\$ 82,292.31	\$ 84,761.08	\$ 87,303.92	\$ 89,923.03	\$ 92,620.72
(Bi-weekly)	\$ 2,573.51	\$ 2,650.71	\$ 2,730.23	\$ 2,812.14	\$ 2,896.50	\$ 2,983.40	\$ 3,072.90	\$ 3,165.09	\$ 3,260.04	\$ 3,357.84	\$ 3,458.58	\$ 3,562.34
(Hourly)	\$ 32.169	\$ 33.134	\$ 34.128	\$ 35.152	\$ 36.206	\$ 37.292	\$ 38.411	\$ 39.564	\$ 40.751	\$ 41.973	\$ 43.232	\$ 44.529
(Overtime)	\$ 48.253	\$ 49.701	\$ 51.192	\$ 52.728	\$ 54.309	\$ 55.939	\$ 57.617	\$ 59.345	\$ 61.126	\$ 62.960	\$ 64.848	\$ 66.794
<b>Grade Ten (18)</b>	\$ 73,602.30	\$ 75,810.37	\$ 78,084.68	\$ 80,427.22	\$ 82,840.04	\$ 85,325.24	\$ 87,884.99	\$ 90,521.54	\$ 93,237.19	\$ 96,034.31	\$ 98,915.34	\$ 101,882.80
(Bi-weekly)	\$ 2,830.86	\$ 2,915.78	\$ 3,003.26	\$ 3,093.35	\$ 3,186.16	\$ 3,281.74	\$ 3,380.19	\$ 3,481.60	\$ 3,586.05	\$ 3,693.63	\$ 3,804.44	\$ 3,918.57
(Hourly)	\$ 35.386	\$ 36.447	\$ 37.541	\$ 38.667	\$ 39.827	\$ 41.022	\$ 42.252	\$ 43.520	\$ 44.826	\$ 46.170	\$ 47.555	\$ 48.982
(Overtime)	\$ 53.079	\$ 54.671	\$ 56.311	\$ 58.000	\$ 59.740	\$ 61.533	\$ 63.379	\$ 65.280	\$ 67.238	\$ 69.256	\$ 71.333	\$ 73.473
<b>Grade Eleven (19)</b>	\$ 80,962.53	\$ 83,391.41	\$ 85,893.15	\$ 88,469.94	\$ 91,124.04	\$ 93,857.76	\$ 96,673.49	\$ 99,573.70	\$ 102,560.91	\$ 105,637.74	\$ 108,806.87	\$ 112,071.08
(Bi-weekly)	\$ 3,113.94	\$ 3,207.36	\$ 3,303.58	\$ 3,402.69	\$ 3,504.77	\$ 3,609.91	\$ 3,718.21	\$ 3,829.76	\$ 3,944.65	\$ 4,062.99	\$ 4,184.88	\$ 4,310.43
(Hourly)	\$ 38.924	\$ 40.092	\$ 41.295	\$ 42.534	\$ 43.810	\$ 45.124	\$ 46.478	\$ 47.872	\$ 49.308	\$ 50.787	\$ 52.311	\$ 53.880
(Overtime)	\$ 58.386	\$ 60.138	\$ 61.942	\$ 63.800	\$ 65.714	\$ 67.686	\$ 69.716	\$ 71.808	\$ 73.962	\$ 76.181	\$ 78.466	\$ 80.820
<b>Grade Twelve (20)</b>	\$ 89,058.78	\$ 91,730.55	\$ 94,482.46	\$ 97,316.94	\$ 100,236.44	\$ 103,243.54	\$ 106,340.84	\$ 109,531.07	\$ 112,817.00	\$ 116,201.51	\$ 119,687.56	\$ 123,278.18
(Bi-weekly)	\$ 3,425.34	\$ 3,528.10	\$ 3,633.94	\$ 3,742.96	\$ 3,855.25	\$ 3,970.91	\$ 4,090.03	\$ 4,212.73	\$ 4,339.12	\$ 4,469.29	\$ 4,603.37	\$ 4,741.47
(Hourly)	\$ 42.817	\$ 44.101	\$ 45.424	\$ 46.787	\$ 48.191	\$ 49.636	\$ 51.125	\$ 52.659	\$ 54.239	\$ 55.866	\$ 57.542	\$ 59.268
(Overtime)	\$ 64.225	\$ 66.152	\$ 68.136	\$ 70.180	\$ 72.286	\$ 74.454	\$ 76.688	\$ 78.989	\$ 81.358	\$ 83.799	\$ 86.313	\$ 88.903

**City of Rolla Fire Department**  
**Beginning October 1, 2023 - 3.0% Annual Adjustment**  
**3% Steps, 10% Grades**  
**Base Pay Scale - 2912 Hours (2764 Reg & 148 OT)**

	Annual Salary						Bi-weekly					
	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade One</b>	\$ 24,420.75	\$ 25,153.37	\$ 25,907.97	\$ 26,685.21	\$ 27,485.77	\$ 28,310.34	\$ 29,159.65	\$ 30,034.44	\$ 30,935.48	\$ 31,863.54	\$ 32,819.45	\$ 33,804.03
(Bi-weekly)	\$ 939.26	\$ 967.44	\$ 996.46	\$ 1,026.35	\$ 1,057.15	\$ 1,088.86	\$ 1,121.53	\$ 1,155.17	\$ 1,189.83	\$ 1,225.52	\$ 1,262.29	\$ 1,300.16
(Hourly)	\$ 8.178	\$ 8.423	\$ 8.676	\$ 8.936	\$ 9.204	\$ 9.481	\$ 9.765	\$ 10.058	\$ 10.360	\$ 10.670	\$ 10.991	\$ 11.320
(Overtime)	\$ 12.267	\$ 12.635	\$ 13.014	\$ 13.404	\$ 13.807	\$ 14.221	\$ 14.647	\$ 15.087	\$ 15.539	\$ 16.006	\$ 16.486	\$ 16.980
<b>Grade Two</b>	\$ 26,862.83	\$ 27,668.71	\$ 28,498.77	\$ 29,353.74	\$ 30,234.35	\$ 31,141.38	\$ 32,075.62	\$ 33,037.89	\$ 34,029.02	\$ 35,049.90	\$ 36,101.39	\$ 37,184.43
(Bi-weekly)	\$ 1,033.19	\$ 1,064.18	\$ 1,096.11	\$ 1,128.99	\$ 1,162.86	\$ 1,197.75	\$ 1,233.68	\$ 1,270.69	\$ 1,308.81	\$ 1,348.07	\$ 1,388.52	\$ 1,430.17
(Hourly)	\$ 8.996	\$ 9.266	\$ 9.544	\$ 9.830	\$ 10.125	\$ 10.429	\$ 10.741	\$ 11.064	\$ 11.396	\$ 11.737	\$ 12.090	\$ 12.452
(Overtime)	\$ 13.494	\$ 13.899	\$ 14.315	\$ 14.745	\$ 15.187	\$ 15.643	\$ 16.112	\$ 16.596	\$ 17.093	\$ 17.606	\$ 18.134	\$ 18.678
<b>Grade Three</b>	\$ 29,549.11	\$ 30,435.58	\$ 31,348.65	\$ 32,289.11	\$ 33,257.78	\$ 34,255.52	\$ 35,283.18	\$ 36,341.68	\$ 37,431.93	\$ 38,554.88	\$ 39,711.53	\$ 40,902.88
(Bi-weekly)	\$ 1,136.50	\$ 1,170.60	\$ 1,205.72	\$ 1,241.89	\$ 1,279.15	\$ 1,317.52	\$ 1,357.05	\$ 1,397.76	\$ 1,439.69	\$ 1,482.88	\$ 1,527.37	\$ 1,573.19
(Hourly)	\$ 9.895	\$ 10.192	\$ 10.498	\$ 10.813	\$ 11.137	\$ 11.471	\$ 11.816	\$ 12.170	\$ 12.535	\$ 12.911	\$ 13.299	\$ 13.698
(Overtime)	\$ 14.843	\$ 15.288	\$ 15.747	\$ 16.219	\$ 16.706	\$ 17.207	\$ 17.723	\$ 18.255	\$ 18.803	\$ 19.367	\$ 19.948	\$ 20.546
<b>Grade Four</b>	\$ 32,504.02	\$ 33,479.14	\$ 34,483.51	\$ 35,518.02	\$ 36,583.56	\$ 37,681.07	\$ 38,811.50	\$ 39,975.84	\$ 41,175.12	\$ 42,410.37	\$ 43,682.68	\$ 44,993.16
(Bi-weekly)	\$ 1,250.15	\$ 1,287.66	\$ 1,326.29	\$ 1,366.08	\$ 1,407.06	\$ 1,449.27	\$ 1,492.75	\$ 1,537.53	\$ 1,583.66	\$ 1,631.17	\$ 1,680.10	\$ 1,730.51
(Hourly)	\$ 10.885	\$ 11.211	\$ 11.548	\$ 11.894	\$ 12.251	\$ 12.619	\$ 12.997	\$ 13.387	\$ 13.789	\$ 14.202	\$ 14.628	\$ 15.067
(Overtime)	\$ 16.327	\$ 16.817	\$ 17.322	\$ 17.841	\$ 18.377	\$ 18.928	\$ 19.496	\$ 20.081	\$ 20.683	\$ 21.304	\$ 21.943	\$ 22.601
<b>Grade Five</b>	\$ 35,754.42	\$ 36,827.05	\$ 37,931.87	\$ 39,069.82	\$ 40,241.92	\$ 41,449.17	\$ 42,692.65	\$ 43,973.43	\$ 45,292.63	\$ 46,651.41	\$ 48,050.95	\$ 49,492.48
(Bi-weekly)	\$ 1,375.17	\$ 1,416.43	\$ 1,458.92	\$ 1,502.69	\$ 1,547.77	\$ 1,594.20	\$ 1,642.02	\$ 1,691.29	\$ 1,742.02	\$ 1,794.29	\$ 1,848.11	\$ 1,903.56
(Hourly)	\$ 11.973	\$ 12.333	\$ 12.703	\$ 13.084	\$ 13.476	\$ 13.880	\$ 14.297	\$ 14.726	\$ 15.168	\$ 15.623	\$ 16.091	\$ 16.574
(Overtime)	\$ 17.960	\$ 18.499	\$ 19.054	\$ 19.626	\$ 20.214	\$ 20.821	\$ 21.445	\$ 22.089	\$ 22.751	\$ 23.434	\$ 24.137	\$ 24.861
<b>Grade Six</b>	\$ 39,329.86	\$ 40,509.76	\$ 41,725.05	\$ 42,976.80	\$ 44,266.11	\$ 45,594.09	\$ 46,961.91	\$ 48,370.77	\$ 49,821.89	\$ 51,316.55	\$ 52,856.05	\$ 54,441.73
(Bi-weekly)	\$ 1,512.69	\$ 1,558.07	\$ 1,604.81	\$ 1,652.95	\$ 1,702.54	\$ 1,753.62	\$ 1,806.23	\$ 1,860.41	\$ 1,916.23	\$ 1,973.71	\$ 2,032.92	\$ 2,093.91
(Hourly)	\$ 13.171	\$ 13.566	\$ 13.973	\$ 14.392	\$ 14.824	\$ 15.269	\$ 15.727	\$ 16.198	\$ 16.684	\$ 17.185	\$ 17.700	\$ 18.231
(Overtime)	\$ 19.756	\$ 20.349	\$ 20.959	\$ 21.588	\$ 22.236	\$ 22.903	\$ 23.590	\$ 24.298	\$ 25.026	\$ 25.777	\$ 26.551	\$ 27.347
<b>Grade Seven</b>	\$ 43,262.85	\$ 44,560.74	\$ 45,897.56	\$ 47,274.48	\$ 48,692.72	\$ 50,153.50	\$ 51,658.11	\$ 53,207.85	\$ 54,804.08	\$ 56,448.21	\$ 58,141.65	\$ 59,885.90
(Bi-weekly)	\$ 1,663.96	\$ 1,713.87	\$ 1,765.29	\$ 1,818.25	\$ 1,872.80	\$ 1,928.98	\$ 1,986.85	\$ 2,046.46	\$ 2,107.85	\$ 2,171.08	\$ 2,236.22	\$ 2,303.30
(Hourly)	\$ 14.488	\$ 14.922	\$ 15.370	\$ 15.831	\$ 16.306	\$ 16.795	\$ 17.299	\$ 17.818	\$ 18.353	\$ 18.903	\$ 19.470	\$ 20.055
(Overtime)	\$ 21.732	\$ 22.384	\$ 23.055	\$ 23.747	\$ 24.459	\$ 25.193	\$ 25.949	\$ 26.727	\$ 27.529	\$ 28.355	\$ 29.206	\$ 30.082
<b>Grade Eight</b>	\$ 47,589.14	\$ 49,016.81	\$ 50,487.31	\$ 52,000.93	\$ 53,561.99	\$ 55,168.85	\$ 56,823.92	\$ 58,528.63	\$ 60,284.49	\$ 62,093.03	\$ 63,955.82	\$ 65,874.49
(Bi-weekly)	\$ 1,830.35	\$ 1,885.26	\$ 1,941.82	\$ 2,000.07	\$ 2,060.08	\$ 2,121.88	\$ 2,185.54	\$ 2,251.10	\$ 2,318.63	\$ 2,388.19	\$ 2,459.84	\$ 2,533.63
(Hourly)	\$ 15.937	\$ 16.415	\$ 16.907	\$ 17.414	\$ 17.937	\$ 18.475	\$ 19.029	\$ 19.600	\$ 20.188	\$ 20.794	\$ 21.417	\$ 22.060
(Overtime)	\$ 23.905	\$ 24.622	\$ 25.361	\$ 26.122	\$ 26.905	\$ 27.712	\$ 28.544	\$ 29.400	\$ 30.282	\$ 31.190	\$ 32.126	\$ 33.090
<b>Grade Nine</b>	\$ 51,050.42	\$ 52,581.94	\$ 54,159.39	\$ 55,784.18	\$ 57,457.70	\$ 59,181.43	\$ 60,956.87	\$ 62,785.58	\$ 64,669.15	\$ 66,609.22	\$ 68,607.50	\$ 70,665.72
(Bi-weekly)	\$ 1,963.48	\$ 2,022.38	\$ 2,083.05	\$ 2,145.55	\$ 2,209.91	\$ 2,276.21	\$ 2,344.50	\$ 2,414.83	\$ 2,487.27	\$ 2,561.89	\$ 2,638.75	\$ 2,717.91
(Hourly)	\$ 17.530	\$ 18.056	\$ 18.598	\$ 19.156	\$ 19.730	\$ 20.322	\$ 20.932	\$ 21.560	\$ 22.207	\$ 22.873	\$ 23.559	\$ 24.266
(Overtime)	\$ 26.295	\$ 27.084	\$ 27.897	\$ 28.734	\$ 29.596	\$ 30.484	\$ 31.398	\$ 32.340	\$ 33.310	\$ 34.310	\$ 35.339	\$ 36.399
<b>Grade Ten</b>	\$ 56,155.47	\$ 57,840.13	\$ 59,575.33	\$ 61,362.59	\$ 63,203.47	\$ 65,099.58	\$ 67,052.56	\$ 69,064.14	\$ 71,136.06	\$ 73,270.15	\$ 75,468.25	\$ 77,732.30
(Bi-weekly)	\$ 2,159.83	\$ 2,224.62	\$ 2,291.36	\$ 2,360.10	\$ 2,430.90	\$ 2,503.83	\$ 2,578.94	\$ 2,656.31	\$ 2,736.00	\$ 2,818.08	\$ 2,902.62	\$ 2,989.70
(Hourly)	\$ 19.283	\$ 19.862	\$ 20.458	\$ 21.071	\$ 21.704	\$ 22.355	\$ 23.025	\$ 23.716	\$ 24.428	\$ 25.160	\$ 25.915	\$ 26.693
(Overtime)	\$ 28.925	\$ 29.793	\$ 30.686	\$ 31.607	\$ 32.555	\$ 33.532	\$ 34.538	\$ 35.574	\$ 36.641	\$ 37.740	\$ 38.873	\$ 40.039
<b>Grade Eleven</b>	\$ 61,771.01	\$ 63,624.14	\$ 65,532.87	\$ 67,498.85	\$ 69,523.82	\$ 71,609.53	\$ 73,757.82	\$ 75,970.55	\$ 78,249.67	\$ 80,597.16	\$ 83,015.07	\$ 85,505.53
(Bi-weekly)	\$ 2,375.81	\$ 2,447.08	\$ 2,520.49	\$ 2,596.11	\$ 2,673.99	\$ 2,754.21	\$ 2,836.84	\$ 2,921.94	\$ 3,009.60	\$ 3,099.89	\$ 3,192.89	\$ 3,288.67
(Hourly)	\$ 21.212	\$ 21.848	\$ 22.503	\$ 23.179	\$ 23.874	\$ 24.590	\$ 25.328	\$ 26.088	\$ 26.870	\$ 27.676	\$ 28.507	\$ 29.362
(Overtime)	\$ 31.817	\$ 32.772	\$ 33.755	\$ 34.768	\$ 35.811	\$ 36.885	\$ 37.992	\$ 39.131	\$ 40.305	\$ 41.515	\$ 42.760	\$ 44.043

**Base Pay Scale - 2080 Hours (8 hour shift)**

	Annual Salary						Bi-weekly					
	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade Sixteen</b>	\$ 66,840.80	\$ 68,846.02	\$ 70,911.40	\$ 73,038.75	\$ 75,229.91	\$ 77,486.81	\$ 79,811.41	\$ 82,205.75	\$ 84,671.93	\$ 87,212.08	\$ 89,828.45	\$ 92,523.30
(Bi-weekly)	\$ 2,570.80	\$ 2,647.92	\$ 2,727.36	\$ 2,809.18	\$ 2,893.46	\$ 2,980.26	\$ 3,069.67	\$ 3,161.76	\$ 3,256.61	\$ 3,354.31	\$ 3,454.94	\$ 3,558.59
(Hourly)	\$ 32.135	\$ 33.099	\$ 34.092	\$ 35.115	\$ 36.168	\$ 37.253	\$ 38.371	\$ 39.522	\$ 40.708	\$ 41.929	\$ 43.187	\$ 44.482
(Overtime)	\$ 48.203	\$ 49.649	\$ 51.138	\$ 52.672	\$ 54.252	\$ 55.880	\$ 57.556	\$ 59.283	\$ 61.061	\$ 62.893	\$ 64.780	\$ 66.724
<b>Grade Seventeen</b>	\$ 73,524.88	\$ 75,730.63	\$ 78,000.55	\$ 80,342.62	\$ 82,752.90	\$ 85,235.49	\$ 87,792.55	\$ 90,426.33	\$ 93,139.12	\$ 95,933.29	\$ 98,811.29	\$ 101,775.63
(Bi-weekly)	\$ 2,827.88	\$ 2,912.72	\$ 3,000.10	\$ 3,090.10	\$ 3,182.80	\$ 3,278.29	\$ 3,376.64	\$ 3,477.94	\$ 3,582.27	\$ 3,689.74	\$ 3,800.43	\$ 3,914.45
(Hourly)	\$ 35.349	\$ 36.409	\$ 37.501	\$ 38.626	\$ 39.785	\$ 40.979	\$ 42.208	\$ 43.474	\$ 44.778	\$ 46.122	\$ 47.505	\$ 48.931
(Overtime)	\$ 53.023	\$ 54.613	\$ 56.252	\$ 57.939	\$ 59.678	\$ 61.468	\$ 63.312	\$ 65.211	\$ 67.168	\$ 69.183	\$ 71.258	\$ 73.396
<b>Grade Eighteen</b>	\$ 80,877.37	\$ 83,303.69	\$ 85,802.80	\$ 88,376.88	\$ 91,028.19	\$ 93,759.04	\$ 96,571.81	\$ 99,468.96	\$ 102,453.03	\$ 105,526.62	\$ 108,692.42	\$ 111,953.19
(Bi-weekly)	\$ 3,110.67	\$ 3,203.99	\$ 3,300.11	\$ 3,399.11	\$ 3,501.08	\$ 3,606.12	\$ 3,714.30	\$ 3,825.73	\$ 3,940.50	\$ 4,058.72	\$ 4,180.48	\$ 4,305.89
(Hourly)	\$ 38.883	\$ 40.050	\$ 41.251	\$ 42.489	\$ 43.764	\$ 45.076	\$ 46.429	\$ 47.822	\$ 49.256	\$ 50.734	\$ 52.256	\$ 53.824
(Overtime)	\$ 58.325	\$ 60.075	\$ 61.877	\$ 63.733	\$ 65.645	\$ 67.615	\$ 69.643	\$ 71.732	\$ 73.884	\$ 76.101	\$ 78.384	\$ 80.735



**City of Rolla Police Department  
Beginning October 1, 2023 - 3.0% Annual Adjustment  
3% Steps, 10% Grades  
Base Pay Scale - 2184 Hours (12 hour shift)**

	Annual Salary							Bi-weekly				
	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade One (8)</b>	\$ 34,376.16	\$ 35,407.44	\$ 36,469.67	\$ 37,563.76	\$ 38,690.67	\$ 39,851.39	\$ 41,046.93	\$ 42,278.34	\$ 43,546.69	\$ 44,853.09	\$ 46,198.68	\$ 47,584.65
(Bi-weekly)	\$ 1,322.16	\$ 1,361.82	\$ 1,402.68	\$ 1,444.76	\$ 1,488.10	\$ 1,532.75	\$ 1,578.73	\$ 1,626.09	\$ 1,674.87	\$ 1,725.12	\$ 1,776.87	\$ 1,830.18
(Hourly)	\$ 15.740	\$ 16.212	\$ 16.699	\$ 17.200	\$ 17.716	\$ 18.247	\$ 18.794	\$ 19.358	\$ 19.939	\$ 20.537	\$ 21.153	\$ 21.788
(Overtime)	\$ 23.610	\$ 24.318	\$ 25.048	\$ 25.799	\$ 26.573	\$ 27.370	\$ 28.192	\$ 29.037	\$ 29.908	\$ 30.806	\$ 31.730	\$ 32.682
<b>Grade Two (9)</b>	\$ 37,813.78	\$ 38,948.19	\$ 40,116.63	\$ 41,320.13	\$ 42,559.74	\$ 43,836.53	\$ 45,151.63	\$ 46,506.17	\$ 47,901.36	\$ 49,338.40	\$ 50,818.55	\$ 52,343.11
(Bi-weekly)	\$ 1,454.38	\$ 1,498.01	\$ 1,542.95	\$ 1,589.24	\$ 1,636.91	\$ 1,686.02	\$ 1,736.60	\$ 1,788.70	\$ 1,842.36	\$ 1,897.63	\$ 1,954.56	\$ 2,013.20
(Hourly)	\$ 17.314	\$ 18.333	\$ 18.368	\$ 18.919	\$ 19.487	\$ 20.072	\$ 20.674	\$ 21.294	\$ 21.933	\$ 22.591	\$ 23.269	\$ 23.967
(Overtime)	\$ 25.971	\$ 26.750	\$ 27.553	\$ 28.379	\$ 29.231	\$ 30.111	\$ 31.011	\$ 31.941	\$ 32.899	\$ 33.886	\$ 34.903	\$ 35.950
<b>Grade Three (10)</b>	\$ 41,595.15	\$ 42,843.01	\$ 44,128.30	\$ 45,452.15	\$ 46,815.71	\$ 48,220.18	\$ 49,666.79	\$ 51,156.79	\$ 52,691.50	\$ 54,272.24	\$ 55,900.41	\$ 57,577.42
(Bi-weekly)	\$ 1,599.81	\$ 1,647.81	\$ 1,697.24	\$ 1,748.16	\$ 1,800.60	\$ 1,854.62	\$ 1,910.26	\$ 1,967.57	\$ 2,026.60	\$ 2,087.39	\$ 2,150.02	\$ 2,214.52
(Hourly)	\$ 19.045	\$ 19.617	\$ 20.205	\$ 20.811	\$ 21.436	\$ 22.079	\$ 22.741	\$ 23.423	\$ 24.126	\$ 24.850	\$ 25.595	\$ 26.363
(Overtime)	\$ 28.568	\$ 29.425	\$ 30.308	\$ 31.217	\$ 32.154	\$ 33.118	\$ 34.112	\$ 35.135	\$ 36.189	\$ 37.275	\$ 38.393	\$ 39.545
<b>Grade Four (11)</b>	\$ 45,754.67	\$ 47,127.31	\$ 48,541.13	\$ 49,997.36	\$ 51,497.28	\$ 53,042.20	\$ 54,633.47	\$ 56,272.47	\$ 57,960.65	\$ 59,699.47	\$ 61,490.45	\$ 63,335.16
(Bi-weekly)	\$ 1,759.79	\$ 1,812.59	\$ 1,866.97	\$ 1,922.98	\$ 1,980.66	\$ 2,040.08	\$ 2,101.29	\$ 2,164.33	\$ 2,229.26	\$ 2,296.13	\$ 2,365.02	\$ 2,435.97
(Hourly)	\$ 20.950	\$ 21.578	\$ 22.226	\$ 22.893	\$ 23.579	\$ 24.287	\$ 25.015	\$ 25.766	\$ 26.539	\$ 27.335	\$ 28.155	\$ 29.000
(Overtime)	\$ 31.425	\$ 32.368	\$ 33.339	\$ 34.339	\$ 35.369	\$ 36.430	\$ 37.523	\$ 38.649	\$ 39.808	\$ 41.002	\$ 42.232	\$ 43.499
<b>Grade Five (12)</b>	\$ 50,330.14	\$ 51,840.04	\$ 53,395.24	\$ 54,997.10	\$ 56,647.01	\$ 58,346.42	\$ 60,096.81	\$ 61,899.72	\$ 63,756.71	\$ 65,669.41	\$ 67,639.49	\$ 69,668.68
(Bi-weekly)	\$ 1,935.77	\$ 1,993.85	\$ 2,053.66	\$ 2,115.27	\$ 2,178.73	\$ 2,244.09	\$ 2,311.42	\$ 2,380.76	\$ 2,452.18	\$ 2,525.75	\$ 2,601.52	\$ 2,679.56
(Hourly)	\$ 23.045	\$ 23.736	\$ 24.448	\$ 25.182	\$ 25.937	\$ 26.715	\$ 27.517	\$ 28.342	\$ 29.193	\$ 30.068	\$ 30.970	\$ 31.900
(Overtime)	\$ 34.567	\$ 35.604	\$ 36.673	\$ 37.773	\$ 38.906	\$ 40.073	\$ 41.275	\$ 42.511	\$ 43.789	\$ 45.103	\$ 46.456	\$ 47.849
<b>Grade Six (13)</b>	\$ 55,363.59	\$ 57,024.04	\$ 58,734.57	\$ 60,496.51	\$ 62,311.71	\$ 64,181.06	\$ 66,106.50	\$ 68,089.69	\$ 70,132.84	\$ 72,248.55	\$ 74,439.44	\$ 76,707.55
(Bi-weekly)	\$ 2,129.35	\$ 2,193.23	\$ 2,259.03	\$ 2,326.80	\$ 2,396.60	\$ 2,468.50	\$ 2,542.56	\$ 2,618.83	\$ 2,697.40	\$ 2,778.32	\$ 2,861.67	\$ 2,947.52
(Hourly)	\$ 25.349	\$ 26.110	\$ 26.893	\$ 27.700	\$ 28.531	\$ 29.387	\$ 30.269	\$ 31.177	\$ 32.112	\$ 33.075	\$ 34.068	\$ 35.090
(Overtime)	\$ 38.024	\$ 39.165	\$ 40.340	\$ 41.550	\$ 42.797	\$ 44.080	\$ 45.403	\$ 46.765	\$ 48.168	\$ 49.613	\$ 51.101	\$ 52.634
<b>Grade Seven (14)</b>	\$ 60,899.46	\$ 62,726.45	\$ 64,608.24	\$ 66,546.49	\$ 68,542.88	\$ 70,599.17	\$ 72,717.15	\$ 74,898.66	\$ 77,145.62	\$ 79,459.99	\$ 81,843.79	\$ 84,299.10
(Bi-weekly)	\$ 2,342.29	\$ 2,412.56	\$ 2,484.93	\$ 2,559.48	\$ 2,636.26	\$ 2,715.35	\$ 2,796.81	\$ 2,880.72	\$ 2,967.14	\$ 3,056.15	\$ 3,147.84	\$ 3,242.27
(Hourly)	\$ 27.884	\$ 28.721	\$ 29.583	\$ 30.470	\$ 31.384	\$ 32.326	\$ 33.295	\$ 34.294	\$ 35.323	\$ 36.383	\$ 37.474	\$ 38.598
(Overtime)	\$ 41.827	\$ 43.081	\$ 44.374	\$ 45.705	\$ 47.076	\$ 48.488	\$ 49.943	\$ 51.441	\$ 52.985	\$ 54.574	\$ 56.211	\$ 57.898

**Base Pay Scale - 2080 Hours (8 hour shift)**

	Annual Salary							Bi-weekly				
	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade One (8)</b>	\$ 32,739.20	\$ 33,721.38	\$ 34,733.02	\$ 35,775.01	\$ 36,848.26	\$ 37,953.71	\$ 39,092.32	\$ 40,265.09	\$ 41,473.04	\$ 42,717.23	\$ 43,998.75	\$ 45,318.71
(Bi-weekly)	\$ 1,259.20	\$ 1,296.98	\$ 1,335.89	\$ 1,375.96	\$ 1,417.24	\$ 1,459.76	\$ 1,503.55	\$ 1,548.66	\$ 1,595.12	\$ 1,642.97	\$ 1,692.26	\$ 1,743.03
(Hourly)	\$ 15.740	\$ 16.212	\$ 16.699	\$ 17.200	\$ 17.716	\$ 18.247	\$ 18.794	\$ 19.358	\$ 19.939	\$ 20.537	\$ 21.153	\$ 21.788
(Overtime)	\$ 23.610	\$ 24.318	\$ 25.048	\$ 25.799	\$ 26.573	\$ 27.370	\$ 28.192	\$ 29.037	\$ 29.908	\$ 30.806	\$ 31.730	\$ 32.682
<b>Grade Two (9)</b>	\$ 36,033.12	\$ 37,098.32	\$ 38,206.39	\$ 39,358.51	\$ 40,556.08	\$ 41,799.08	\$ 43,087.51	\$ 44,421.50	\$ 45,802.39	\$ 47,231.62	\$ 48,710.95	\$ 49,243.55
(Bi-weekly)	\$ 1,385.12	\$ 1,426.67	\$ 1,469.47	\$ 1,513.56	\$ 1,558.99	\$ 1,605.78	\$ 1,653.91	\$ 1,703.47	\$ 1,754.63	\$ 1,807.37	\$ 1,861.49	\$ 1,917.33
(Hourly)	\$ 17.314	\$ 18.333	\$ 18.368	\$ 18.919	\$ 19.487	\$ 20.072	\$ 20.674	\$ 21.294	\$ 21.933	\$ 22.591	\$ 23.269	\$ 23.967
(Overtime)	\$ 25.971	\$ 26.750	\$ 27.553	\$ 28.379	\$ 29.231	\$ 30.111	\$ 31.011	\$ 31.941	\$ 32.899	\$ 33.886	\$ 34.903	\$ 35.950
<b>Grade Three (10)</b>	\$ 39,614.43	\$ 40,802.86	\$ 42,026.95	\$ 43,287.76	\$ 44,586.39	\$ 45,923.98	\$ 47,301.70	\$ 48,720.75	\$ 50,182.38	\$ 51,687.85	\$ 53,238.48	\$ 54,835.64
(Bi-weekly)	\$ 1,523.63	\$ 1,569.34	\$ 1,616.42	\$ 1,664.91	\$ 1,714.86	\$ 1,766.31	\$ 1,819.30	\$ 1,873.88	\$ 1,929.09	\$ 1,987.99	\$ 2,047.63	\$ 2,109.06
(Hourly)	\$ 19.045	\$ 19.617	\$ 20.205	\$ 20.811	\$ 21.436	\$ 22.079	\$ 22.741	\$ 23.423	\$ 24.126	\$ 24.850	\$ 25.595	\$ 26.363
(Overtime)	\$ 28.568	\$ 29.425	\$ 30.308	\$ 31.217	\$ 32.154	\$ 33.118	\$ 34.112	\$ 35.135	\$ 36.189	\$ 37.275	\$ 38.393	\$ 39.545
<b>Grade Four (11)</b>	\$ 43,575.88	\$ 44,883.15	\$ 46,229.65	\$ 47,616.54	\$ 49,045.03	\$ 50,516.38	\$ 52,031.87	\$ 53,592.83	\$ 55,200.61	\$ 56,856.63	\$ 58,562.33	\$ 60,319.20
(Bi-weekly)	\$ 1,676.00	\$ 1,726.28	\$ 1,778.06	\$ 1,831.41	\$ 1,886.35	\$ 1,942.94	\$ 2,001.23	\$ 2,061.26	\$ 2,123.10	\$ 2,186.79	\$ 2,252.40	\$ 2,319.97
(Hourly)	\$ 20.950	\$ 21.578	\$ 22.226	\$ 22.893	\$ 23.579	\$ 24.287	\$ 25.015	\$ 25.766	\$ 26.539	\$ 27.335	\$ 28.155	\$ 29.000
(Overtime)	\$ 31.425	\$ 32.368	\$ 33.339	\$ 34.339	\$ 35.369	\$ 36.430	\$ 37.523	\$ 38.649	\$ 39.808	\$ 41.002	\$ 42.232	\$ 43.499
<b>Grade Five (12)</b>	\$ 47,933.46	\$ 49,371.47	\$ 50,852.81	\$ 52,378.19	\$ 53,949.53	\$ 55,568.02	\$ 57,235.06	\$ 58,952.11	\$ 60,720.68	\$ 62,542.30	\$ 64,418.57	\$ 66,351.12
(Bi-weekly)	\$ 1,843.59	\$ 1,898.90	\$ 1,955.87	\$ 2,014.55	\$ 2,074.98	\$ 2,137.23	\$ 2,201.35	\$ 2,267.39	\$ 2,335.41	\$ 2,405.47	\$ 2,477.64	\$ 2,551.97
(Hourly)	\$ 23.045	\$ 23.736	\$ 24.448	\$ 25.182	\$ 25.937	\$ 26.715	\$ 27.517	\$ 28.342	\$ 29.193	\$ 30.068	\$ 30.970	\$ 31.900
(Overtime)	\$ 34.567	\$ 35.604	\$ 36.673	\$ 37.773	\$ 38.906	\$ 40.073	\$ 41.275	\$ 42.511	\$ 43.789	\$ 45.103	\$ 46.456	\$ 47.849
<b>Grade Six (13)</b>	\$ 52,726.81	\$ 54,308.61	\$ 55,937.87	\$ 57,616.01	\$ 59,344.49	\$ 61,124.82	\$ 62,958.57	\$ 64,847.32	\$ 66,792.74	\$ 68,796.53	\$ 70,860.42	\$ 72,986.23
(Bi-weekly)	\$ 2,027.95	\$ 2,088.79	\$ 2,151.46	\$ 2,216.00	\$ 2,282.48	\$ 2,350.95	\$ 2,421.48	\$ 2,494.13	\$ 2,568.95	\$ 2,646.02	\$ 2,725.40	\$ 2,807.16
(Hourly)	\$ 25.349	\$ 26.110	\$ 26.893	\$ 27.700	\$ 28.531	\$ 29.387	\$ 30.269	\$ 31.177	\$ 32.112	\$ 33.075	\$ 34.068	\$ 35.090
(Overtime)	\$ 38.024	\$ 39.165	\$ 40.340	\$ 41.550	\$ 42.797	\$ 44.080	\$ 45.403	\$ 46.765	\$ 48.168	\$ 49.613	\$ 51.101	\$ 52.634
<b>Grade Seven (14)</b>	\$ 57,999.49	\$ 59,739.47	\$ 61,531.66	\$ 63,377.61	\$ 65,278.94	\$ 67,237.30	\$ 69,254.42	\$ 71,332.06	\$ 73,472.02	\$ 75,676.18	\$ 77,946.46	\$ 80,284.86
(Bi-weekly)	\$ 2,230.75	\$ 2,297.67	\$ 2,366.60	\$ 2,437.60	\$ 2,510.73	\$ 2,586.05	\$ 2,663.63	\$ 2,743.54	\$ 2,825.85	\$ 2,910.62	\$ 2,997.94	\$ 3,087.88
(Hourly)	\$ 27.884	\$ 28.721	\$ 29.583	\$ 30.470	\$ 31.384	\$ 32.326	\$ 33.295	\$ 34.294	\$ 35.323	\$ 36.383	\$ 37.474	\$ 38.598
(Overtime)	\$ 41.827	\$ 43.081	\$ 44.374	\$ 45.705	\$ 47.076	\$ 48.488	\$ 49.943	\$ 51.441	\$ 52.985	\$ 54.574	\$ 56.211	\$ 57.898
<b>Grade Eight (15)</b>	\$ 63,799.44	\$ 65,713.42	\$ 67,684.82	\$ 69,715.37	\$ 71,806.83	\$ 73,961.94	\$ 76,179.87	\$ 78,456.26	\$ 80,819.22	\$ 83,243.80	\$ 85,741.11	\$ 88,313.34
(Bi-weekly)	\$ 2,453.92	\$ 2,527.44	\$ 2,603.26	\$ 2,681.36	\$ 2,761.80	\$ 2,844.66	\$ 2,929.99	\$ 3,017.89	\$ 3,108.68	\$ 3,201.68	\$ 3,297.74	\$ 3,396.67
(Hourly)	\$ 30.673	\$ 31.593	\$ 32.547	\$ 33.527	\$ 34.529	\$ 35.558	\$ 36.625	\$ 37.724	\$ 38.855	\$ 40.021	\$ 41.221	\$ 42.458
(Overtime)	\$ 46.009	\$ 47.389	\$ 48.811	\$ 50.276	\$ 51.784	\$ 53.337	\$ 54.937	\$ 56.586	\$ 58.283	\$ 60.032	\$ 61.833	\$ 63.688
<b>Grade Nine (16)</b>	\$ 70,179.38	\$ 72,284.76	\$ 74,453.31	\$ 76,686.91	\$ 78,987.51	\$ 81,357.14	\$ 83,797.85	\$ 86,311.79	\$ 88,901.14	\$ 91,568.18	\$ 94,315.22	\$ 97,144.68
(Bi-weekly)	\$ 2,699.21	\$ 2,780.18	\$ 2,863.59	\$ 2,949.50	\$ 3,037.98	\$ 3,129.12	\$ 3,222.99	\$ 3,319.68	\$ 3,419.27	\$ 3,521.85	\$ 3,627.51	\$ 3,736.33
(Hourly)	\$ 33.740	\$ 34.752	\$ 35.795	\$ 36.869	\$ 37.975	\$ 39.114	\$ 40.287	\$ 41.496	\$ 42.741	\$ 44.023	\$ 45.344	\$ 46.704

**City of Rolla Telecommunication Department**  
**Beginning October 1, 2023 - 3.0% Annual Adjustment**  
**3% Steps, 10% Grades**  
**Base Pay Scale - 2184 Hours (12 hour shift)**

	Annual Salary							Bi-weekly				
	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade One (8)</b>	\$ 32,786.21	\$ 33,769.79	\$ 34,782.89	\$ 35,826.37	\$ 36,901.17	\$ 38,008.20	\$ 39,148.45	\$ 40,322.90	\$ 41,532.59	\$ 42,778.56	\$ 44,061.92	\$ 45,383.78
(Bi-weekly)	\$ 1,261.01	\$ 1,298.84	\$ 1,337.80	\$ 1,377.94	\$ 1,419.28	\$ 1,461.85	\$ 1,505.71	\$ 1,550.88	\$ 1,597.41	\$ 1,645.33	\$ 1,694.69	\$ 1,745.53
(Hourly)	\$ 15.012	\$ 15.462	\$ 15.926	\$ 16.404	\$ 16.896	\$ 17.403	\$ 17.925	\$ 18.463	\$ 19.017	\$ 19.587	\$ 20.175	\$ 20.780
(Overtime)	\$ 22.518	\$ 23.194	\$ 23.889	\$ 24.606	\$ 25.344	\$ 26.105	\$ 26.888	\$ 27.694	\$ 28.525	\$ 29.381	\$ 30.262	\$ 31.170
<b>Grade Two (9)</b>	\$ 36,064.83	\$ 37,146.77	\$ 38,261.18	\$ 39,409.01	\$ 40,591.28	\$ 41,809.02	\$ 43,063.29	\$ 44,355.19	\$ 45,685.85	\$ 47,056.42	\$ 48,468.11	\$ 49,922.16
(Bi-weekly)	\$ 1,387.11	\$ 1,428.72	\$ 1,471.58	\$ 1,515.73	\$ 1,561.20	\$ 1,608.04	\$ 1,656.28	\$ 1,705.97	\$ 1,757.15	\$ 1,809.86	\$ 1,864.16	\$ 1,920.08
(Hourly)	\$ 16.513	\$ 17.009	\$ 17.519	\$ 18.044	\$ 18.586	\$ 19.143	\$ 19.718	\$ 20.309	\$ 20.918	\$ 21.546	\$ 22.192	\$ 22.858
(Overtime)	\$ 24.770	\$ 25.513	\$ 26.278	\$ 27.067	\$ 27.879	\$ 28.715	\$ 29.576	\$ 30.464	\$ 31.378	\$ 32.319	\$ 33.289	\$ 34.287
<b>Grade Three (10)</b>	\$ 39,671.31	\$ 40,861.45	\$ 42,087.29	\$ 43,349.91	\$ 44,650.41	\$ 45,989.92	\$ 47,369.62	\$ 48,790.71	\$ 50,254.43	\$ 51,762.06	\$ 53,314.93	\$ 54,914.37
(Bi-weekly)	\$ 1,525.82	\$ 1,571.59	\$ 1,618.74	\$ 1,667.30	\$ 1,717.32	\$ 1,768.84	\$ 1,821.91	\$ 1,876.57	\$ 1,932.86	\$ 1,990.85	\$ 2,050.57	\$ 2,112.09
(Hourly)	\$ 18.165	\$ 18.709	\$ 19.271	\$ 19.849	\$ 20.444	\$ 21.058	\$ 21.689	\$ 22.340	\$ 23.010	\$ 23.701	\$ 24.412	\$ 25.144
(Overtime)	\$ 27.247	\$ 28.064	\$ 28.906	\$ 29.773	\$ 30.666	\$ 31.586	\$ 32.534	\$ 33.510	\$ 34.515	\$ 35.551	\$ 36.617	\$ 37.716
<b>Grade Four (11)</b>	\$ 43,638.44	\$ 44,947.60	\$ 46,296.02	\$ 47,684.90	\$ 49,115.45	\$ 50,588.92	\$ 52,106.58	\$ 53,669.78	\$ 55,279.87	\$ 56,938.27	\$ 58,646.42	\$ 60,405.81
(Bi-weekly)	\$ 1,678.40	\$ 1,728.75	\$ 1,780.62	\$ 1,834.03	\$ 1,889.06	\$ 1,945.73	\$ 2,004.10	\$ 2,064.22	\$ 2,126.15	\$ 2,189.93	\$ 2,255.63	\$ 2,323.30
(Hourly)	\$ 19.981	\$ 20.580	\$ 21.198	\$ 21.834	\$ 22.489	\$ 23.163	\$ 23.858	\$ 24.574	\$ 25.311	\$ 26.071	\$ 26.853	\$ 27.658
(Overtime)	\$ 29.971	\$ 30.871	\$ 31.797	\$ 32.751	\$ 33.733	\$ 34.745	\$ 35.787	\$ 36.861	\$ 37.967	\$ 39.106	\$ 40.279	\$ 41.488
<b>Grade Five (12)</b>	\$ 48,002.29	\$ 49,442.36	\$ 50,925.63	\$ 52,453.40	\$ 54,027.00	\$ 55,647.81	\$ 57,317.24	\$ 59,036.76	\$ 60,807.86	\$ 62,632.10	\$ 64,511.06	\$ 66,446.39
(Bi-weekly)	\$ 1,846.24	\$ 1,901.63	\$ 1,958.68	\$ 2,017.44	\$ 2,077.96	\$ 2,140.30	\$ 2,204.51	\$ 2,270.64	\$ 2,338.76	\$ 2,408.93	\$ 2,481.19	\$ 2,555.63
(Hourly)	\$ 21.979	\$ 22.638	\$ 23.318	\$ 24.017	\$ 24.738	\$ 25.480	\$ 26.244	\$ 27.031	\$ 27.842	\$ 28.678	\$ 29.538	\$ 30.424
(Overtime)	\$ 32.969	\$ 33.958	\$ 34.976	\$ 36.026	\$ 37.106	\$ 38.220	\$ 39.366	\$ 40.547	\$ 41.764	\$ 43.017	\$ 44.307	\$ 45.636
<b>Grade Six (13)</b>	\$ 52,802.52	\$ 54,386.59	\$ 56,018.19	\$ 57,698.73	\$ 59,429.70	\$ 61,212.59	\$ 63,048.97	\$ 64,940.43	\$ 66,888.65	\$ 68,895.31	\$ 70,962.17	\$ 73,091.03
(Bi-weekly)	\$ 2,030.87	\$ 2,091.79	\$ 2,154.55	\$ 2,219.18	\$ 2,285.76	\$ 2,354.33	\$ 2,424.96	\$ 2,497.71	\$ 2,572.64	\$ 2,649.82	\$ 2,729.31	\$ 2,811.19
(Hourly)	\$ 24.177	\$ 24.902	\$ 25.649	\$ 26.419	\$ 27.211	\$ 28.028	\$ 28.869	\$ 29.735	\$ 30.627	\$ 31.545	\$ 32.492	\$ 33.467
(Overtime)	\$ 36.265	\$ 37.353	\$ 38.474	\$ 39.628	\$ 40.817	\$ 42.042	\$ 43.303	\$ 44.602	\$ 45.940	\$ 47.318	\$ 48.738	\$ 50.200

**Base Pay Scale - 2080 Hours (Salary)**

	Annual Salary							Bi-weekly				
	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade Seven (14)</b>	\$ 55,317.60	\$ 56,977.13	\$ 58,686.44	\$ 60,447.04	\$ 62,260.45	\$ 64,128.26	\$ 66,052.11	\$ 68,033.67	\$ 70,074.68	\$ 72,176.92	\$ 74,342.23	\$ 76,572.50
(Bi-weekly)	\$ 2,127.60	\$ 2,191.43	\$ 2,257.17	\$ 2,324.89	\$ 2,394.63	\$ 2,466.47	\$ 2,540.47	\$ 2,616.68	\$ 2,695.18	\$ 2,776.04	\$ 2,859.32	\$ 2,945.10
(Hourly)	\$ 26.595	\$ 27.393	\$ 28.215	\$ 29.061	\$ 29.933	\$ 30.831	\$ 31.756	\$ 32.708	\$ 33.690	\$ 34.700	\$ 35.741	\$ 36.814
(Overtime)	\$ 39.893	\$ 41.089	\$ 42.322	\$ 43.592	\$ 44.899	\$ 46.246	\$ 47.634	\$ 49.063	\$ 50.535	\$ 52.051	\$ 53.612	\$ 55.221
<b>Grade Eight (15)</b>	\$ 60,849.36	\$ 62,674.84	\$ 64,555.09	\$ 66,491.74	\$ 68,486.49	\$ 70,541.09	\$ 72,657.32	\$ 74,837.04	\$ 77,082.15	\$ 79,394.61	\$ 81,776.45	\$ 84,229.75
(Bi-weekly)	\$ 2,340.36	\$ 2,410.57	\$ 2,482.89	\$ 2,557.37	\$ 2,634.10	\$ 2,713.12	\$ 2,794.51	\$ 2,878.35	\$ 2,964.70	\$ 3,053.64	\$ 3,145.25	\$ 3,239.61
(Hourly)	\$ 29.255	\$ 30.132	\$ 31.036	\$ 31.967	\$ 32.926	\$ 33.914	\$ 34.931	\$ 35.979	\$ 37.059	\$ 38.170	\$ 39.316	\$ 40.495
(Overtime)	\$ 43.882	\$ 45.198	\$ 46.554	\$ 47.951	\$ 49.389	\$ 50.871	\$ 52.397	\$ 53.969	\$ 55.588	\$ 57.256	\$ 58.973	\$ 60.743
<b>Grade Nine (16)</b>	\$ 66,934.30	\$ 68,942.32	\$ 71,010.59	\$ 73,140.91	\$ 75,335.14	\$ 77,595.19	\$ 79,923.05	\$ 82,320.74	\$ 84,790.36	\$ 87,334.07	\$ 89,954.10	\$ 92,652.72
(Bi-weekly)	\$ 2,574.40	\$ 2,651.63	\$ 2,731.18	\$ 2,813.11	\$ 2,897.51	\$ 2,984.43	\$ 3,073.96	\$ 3,166.18	\$ 3,261.17	\$ 3,359.00	\$ 3,459.77	\$ 3,563.57
(Hourly)	\$ 32.180	\$ 33.145	\$ 34.140	\$ 35.164	\$ 36.219	\$ 37.305	\$ 38.425	\$ 39.577	\$ 40.765	\$ 41.988	\$ 43.247	\$ 44.545
(Overtime)	\$ 48.270	\$ 49.718	\$ 51.210	\$ 52.746	\$ 54.328	\$ 55.958	\$ 57.637	\$ 59.366	\$ 61.147	\$ 62.981	\$ 64.871	\$ 66.817