

SALARY STRUCTURE

The City of Carnation has two types of employee groups: 1. Represented/Hourly and 2. Non Represented/Salary.

Represented employees are part of Teamsters. Their salary structure is set through a Collective Bargaining Agreement (CBA). The latest CBA is for 2023, 2024 and 2025. The specific hourly rates for 2024 are in the table below. These salaries have been adjusted to reflect 4.6% cost of living adjustment.

	2024 Rate	4.6% increase from 2023					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Maintenance Worker I	\$ 28.67	\$ 29.82	\$ 31.01	\$ 32.26	\$ 33.56	\$ 34.89	\$ 36.29
Administrative Assistant I	\$ 27.28	\$ 28.36	\$ 29.50	\$ 30.68	\$ 31.91	\$ 33.19	\$ 34.52

Non represented positions are listed to the right. These positions do not receive automatic cost of living increases; instead these positions receive merit pay. The salary increases are determined by the supervisor and by budget constrains. These positions are at-will.

CLASSIFICATION	BASE	TOP
CITY MANAGER	Council Sets	Council Sets
ASSISTANT TO	\$65,000.00	\$81,250.00
MANAGER/PRINCIPAL	\$95,000.00	\$ 130,000.00
SUPERINTENDENT/ BUSINESS MANAGER/ PLANNER	\$80,000.00	\$ 110,000.00
DEPUTY CITY MANAGER	\$125,000.00	\$ 145,000.00