

**Pay Grades and Steps for Positions Under the Non-Represented Handbook**  
*(excludes Police Represented, Fire Represented and Transit Represented)*

**Grade 1**

**Authorized Positions**

Library Clerk

Step	Annual-2080 Hrs Calc	Hourly
1	\$ 35,006.40	\$ 16.83
2	\$ 35,963.20	\$ 17.29
3	\$ 36,961.60	\$ 17.77
4	\$ 37,980.80	\$ 18.26
5	\$ 39,020.80	\$ 18.76
6	\$ 40,102.92	\$ 19.28
7	\$ 41,204.80	\$ 19.81
8	\$ 42,328.00	\$ 20.35
9	\$ 43,492.80	\$ 20.91
10	\$ 44,699.20	\$ 21.49
11	\$ 45,926.40	\$ 22.08

**Grade 2**

**Authorized Positions**

Step	Annual-2080 Hrs Calc	Hourly
1	\$ 37,460.80	\$ 18.01
2	\$ 38,500.80	\$ 18.51
3	\$ 39,561.60	\$ 19.02
4	\$ 40,643.20	\$ 19.54
5	\$ 41,766.40	\$ 20.08
6	\$ 42,910.40	\$ 20.63
7	\$ 44,096.00	\$ 21.20
8	\$ 45,302.40	\$ 21.78
9	\$ 46,550.40	\$ 22.38
10	\$ 47,840.00	\$ 23.00
11	\$ 49,150.40	\$ 23.63

**Grade 3**

**Authorized Positions**

Community Service Officer  
 Custodian  
 Customer Service Assistant

Step	Annual-2080 Hrs Calc	Hourly
1	\$ 40,102.40	\$ 19.28
2	\$ 41,204.80	\$ 19.81
3	\$ 42,328.00	\$ 20.35
4	\$ 43,492.80	\$ 20.91
5	\$ 44,699.20	\$ 21.49
6	\$ 45,926.40	\$ 22.08
7	\$ 47,195.20	\$ 22.69
8	\$ 48,484.80	\$ 23.31
9	\$ 49,816.00	\$ 23.95
10	\$ 51,188.80	\$ 24.61
11	\$ 52,603.20	\$ 25.29

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**Grade 4**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Administrative Assistant	<b>1</b>	\$ 42,910.40	\$ 20.63
Assistant Clerk	<b>2</b>	\$ 44,096.00	\$ 21.20
Custodial & Maintenance Worker	<b>3</b>	\$ 45,302.40	\$ 21.78
HR Assistant	<b>4</b>	\$ 46,550.40	\$ 22.38
Lead Customer Service Assistant	<b>5</b>	\$ 47,840.00	\$ 23.00
Library Assistant I	<b>6</b>	\$ 49,150.40	\$ 23.63
Printing / Storeroom Assistant	<b>7</b>	\$ 50,502.40	\$ 24.28
Purchasing Assistant	<b>8</b>	\$ 51,896.00	\$ 24.95
	<b>9</b>	\$ 53,331.20	\$ 25.64
	<b>10</b>	\$ 54,808.00	\$ 26.35
	<b>11</b>	\$ 56,305.60	\$ 27.07

**Grade 5**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Accountant Assistant - Finance	<b>1</b>	\$ 47,195.20	\$ 22.69
Accounting Assistant - Recycling	<b>2</b>	\$ 48,484.80	\$ 23.31
Accounting Assistant - Streets	<b>3</b>	\$ 49,816.00	\$ 23.95
Administrative Specialist	<b>4</b>	\$ 51,188.80	\$ 24.61
Building Representative	<b>5</b>	\$ 52,603.20	\$ 25.29
Deputy Court Clerk	<b>6</b>	\$ 54,059.20	\$ 25.99
Inventory/Parts Technician	<b>7</b>	\$ 55,536.00	\$ 26.70
Library Assistant II	<b>8</b>	\$ 57,054.40	\$ 27.43
Maintenance Worker - Parking	<b>9</b>	\$ 58,614.40	\$ 28.18
Maintenance Worker - Parks	<b>10</b>	\$ 60,216.00	\$ 28.95
Maintenance Worker - Streets	<b>11</b>	\$ 61,880.00	\$ 29.75
Mechanic Assistant			
Police Records Specialist			

**Grade 6**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Accounting Specialist	<b>1</b>	\$ 50,523.20	\$ 24.29
Arborist	<b>2</b>	\$ 51,916.80	\$ 24.96
Equipment Operator I	<b>3</b>	\$ 53,352.00	\$ 25.65
Executive Assistant to the Chief	<b>4</b>	\$ 54,828.80	\$ 26.36
Business Services Specialist	<b>5</b>	\$ 56,326.40	\$ 27.08
Associate Librarian I	<b>6</b>	\$ 57,865.60	\$ 27.82
IT Helpdesk/Administrative Specialist	<b>7</b>	\$ 59,467.20	\$ 28.59
Legal Assistant	<b>8</b>	\$ 61,110.40	\$ 29.38
Mechanic I	<b>9</b>	\$ 62,795.20	\$ 30.19
Meter and Service Technician	<b>10</b>	\$ 64,521.60	\$ 31.02
Payroll Specialist	<b>11</b>	\$ 66,289.60	\$ 31.87
Water Distribution Specialist			
Accounting Specialist - Utilities			

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**Grade 7**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Airport Operations Coordinator	<b>1</b>	\$ 54,080.00	\$ 26.00
Associate Librarian II	<b>2</b>	\$ 55,556.80	\$ 26.71
Equipment Operator II	<b>3</b>	\$ 57,075.20	\$ 27.44
Industrial & Operations Specialist	<b>4</b>	\$ 58,635.20	\$ 28.19
Lab Specialist	<b>5</b>	\$ 60,257.60	\$ 28.97
Maintenance Technician - Facility/Grounds	<b>6</b>	\$ 61,921.60	\$ 29.77
Maintenance Technician - Parks	<b>7</b>	\$ 63,627.20	\$ 30.59
Municipal Court Clerk	<b>8</b>	\$ 65,374.40	\$ 31.43
Office Coordinator	<b>9</b>	\$ 67,163.20	\$ 32.29
Property Room Technician	<b>10</b>	\$ 69,014.40	\$ 33.18
Purchasing/Buyer	<b>11</b>	\$ 70,907.20	\$ 34.09
Utilities Maintenance Mechanic			
Utility Locator			
Vac Truck Operator			
Water Supply Specialist			
WWT Operator			

**Grade 8**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Accountant	<b>1</b>	\$ 57,844.80	\$ 27.81
Assistant Circulation Manager	<b>2</b>	\$ 59,425.60	\$ 28.57
Certified Arborist	<b>3</b>	\$ 61,068.80	\$ 29.36
Code Enforcement Technician	<b>4</b>	\$ 62,753.60	\$ 30.17
Crew Leader - Operations	<b>5</b>	\$ 64,480.00	\$ 31.00
Crew Leader - Parks	<b>6</b>	\$ 66,248.00	\$ 31.85
Crew Leader - Sewer	<b>7</b>	\$ 68,078.40	\$ 32.73
Crew Leader - Streets	<b>8</b>	\$ 69,950.40	\$ 33.63
Crew Leader - Sweeper	<b>9</b>	\$ 71,864.00	\$ 34.55
Crew Leader - Utility Mechanic	<b>10</b>	\$ 73,840.00	\$ 35.50
Crew Leader - Utility Opening	<b>11</b>	\$ 75,878.40	\$ 36.48
Crew Leader - Vac Truck			
Crew Leader - Water Supply			
Crew Leader - Water Utility			
Engineering Technician			
Executive Assistant to the Mayor			
Human Resources Generalist			
Lead Maintenance Technician - Landside			
Mechanic II			
Outdoor Recreation Coordinator			
Payroll Coordinator			
Recreation Program Coordinator			
Special Projects Coordinator			
Wellness Coordinator			

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**Grade 9**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Appraiser I	1	\$ 60,132.80	\$ 28.91
Assistant Supervisor - Building Operations	2	\$ 61,796.80	\$ 29.71
Assistant Supervisor - Food & Beverage	3	\$ 63,502.40	\$ 30.53
Box Office Supervisor	4	\$ 65,249.60	\$ 31.37
Deputy City Clerk	5	\$ 67,038.40	\$ 32.23
Facility Maintenance Supervisor	6	\$ 68,889.60	\$ 33.12
Homeless Services Coordinator	7	\$ 70,782.40	\$ 34.03
Inspector I	8	\$ 72,737.60	\$ 34.97
Librarian I	9	\$ 74,734.40	\$ 35.93
Library Community Resource Specialist	10	\$ 76,793.60	\$ 36.92
Network Analyst - Library	11	\$ 78,915.20	\$ 37.94
Ordinance Technician/Floodplain Coordinator			
Paralegal			
Parking Utility Supervisor			
Planner			
Program Compliance Specialist			
Sales & Event Coordinator			
Senior HR Generalist			
Senior Support Technician			
Stormwater Coordinator			
Transit Supervisor			

**Grade 10**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Appraiser II	1	\$ 64,355.20	\$ 30.94
Benefits Specialist	2	\$ 66,123.20	\$ 31.79
CRR Specialist	3	\$ 67,932.80	\$ 32.66
Electrician	4	\$ 69,804.80	\$ 33.56
GIS/CAD Specialist	5	\$ 71,718.40	\$ 34.48
Housing Specialist	6	\$ 73,694.40	\$ 35.43
Inspector II - Electrical	7	\$ 75,712.00	\$ 36.40
Inspector II - Housing	8	\$ 77,792.00	\$ 37.40
Inspector II - Plumbing	9	\$ 79,934.40	\$ 38.43
Lead Maintenance Technician - Airside	10	\$ 82,139.20	\$ 39.49
Librarian II	11	\$ 84,406.40	\$ 40.58
Library Archivist			
Neighborhood Housing Development Coordinator			
Senior Engineering Technician			
Sidewalk and ADA Coordinator			
Treasury Supervisor			

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**Grade 11**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Appraiser III	<b>1</b>	\$ 68,848.00	\$ 33.10
Budget Analyst	<b>2</b>	\$ 70,740.80	\$ 34.01
Communications Coordinator	<b>3</b>	\$ 72,696.00	\$ 34.95
IT Business Analyst	<b>4</b>	\$ 74,692.80	\$ 35.91
Library Supervisor - Collection Department	<b>5</b>	\$ 76,752.00	\$ 36.90
Crime Analyst	<b>6</b>	\$ 78,852.80	\$ 37.91
Financial Analyst	<b>7</b>	\$ 81,016.00	\$ 38.95
Fleet and Maintenance Manager - PW	<b>8</b>	\$ 83,241.60	\$ 40.02
Fleet and Maintenance Manager - Transit	<b>9</b>	\$ 85,529.60	\$ 41.12
Police Records Supervisor	<b>10</b>	\$ 87,880.00	\$ 42.25
Project Specialist - Utilities	<b>11</b>	\$ 90,292.80	\$ 43.41
Streets Supervisor/Recycling Coordinator			

**Grade 12**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Accounting Manager	<b>1</b>	\$ 73,673.60	\$ 35.42
Airport Operations and Maintenance Manager	<b>2</b>	\$ 75,691.20	\$ 36.39
Assistant Superintendent of Water - Supply	<b>3</b>	\$ 77,771.20	\$ 37.39
Assistant Superintendent of Water - Distribution	<b>4</b>	\$ 79,913.60	\$ 38.42
Business Manager - Airport	<b>5</b>	\$ 82,118.40	\$ 39.48
Business Manager - Arena	<b>6</b>	\$ 84,385.60	\$ 40.57
Business Manager - Library	<b>7</b>	\$ 86,715.20	\$ 41.69
Civil Engineer EIT	<b>8</b>	\$ 89,107.20	\$ 42.84
Food and Beverage Manager	<b>9</b>	\$ 91,561.60	\$ 44.02
IT Helpdesk Manager	<b>10</b>	\$ 94,078.40	\$ 45.23
Library Manager - Access and Management	<b>11</b>	\$ 96,657.60	\$ 46.47
Library Manager - Archives			
Library Manager - Circulation Services			
Library Manager - Youth Services			
Network Specialist			
Systems Analyst & IT Training Coordinator			
Transit Operations Manager			

**Grade 13**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
City Surveyor/Construction Manager	<b>1</b>	\$ 78,852.80	\$ 37.91
Economic Development Administrator	<b>2</b>	\$ 81,016.00	\$ 38.95
Facilities and Marine Operations Manager	<b>3</b>	\$ 83,241.60	\$ 40.02
IT Enterprise Service Manager	<b>4</b>	\$ 85,529.60	\$ 41.12
IT Manager - Library	<b>5</b>	\$ 87,880.00	\$ 42.25
Facilities Manager - Library	<b>6</b>	\$ 90,292.80	\$ 43.41
Operations & Sales Manager	<b>7</b>	\$ 92,768.00	\$ 44.60
Parks, Forestry and Natural Resources Manager	<b>8</b>	\$ 95,326.40	\$ 45.83
Recreation and Community Enrichment Manager	<b>9</b>	\$ 97,947.20	\$ 47.09
	<b>10</b>	\$ 100,630.40	\$ 48.38
	<b>11</b>	\$ 103,396.80	\$ 49.71

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**Grade 14**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Civil Engineer PE	<b>1</b>	\$ 84,344.00	\$ 40.55
Community Development Manager	<b>2</b>	\$ 86,652.80	\$ 41.66
Planning Manager	<b>3</b>	\$ 89,044.80	\$ 42.81
Streets Superintendent	<b>4</b>	\$ 91,499.20	\$ 43.99
Utilities Finance & Compliance Manager	<b>5</b>	\$ 94,016.00	\$ 45.20
Water Superintendent	<b>6</b>	\$ 96,595.20	\$ 46.44
WWT/Sewer Superintendent	<b>7</b>	\$ 99,257.60	\$ 47.72
	<b>8</b>	\$ 101,982.40	\$ 49.03
	<b>9</b>	\$ 104,790.40	\$ 50.38
	<b>10</b>	\$ 107,681.60	\$ 51.77
	<b>11</b>	\$ 110,635.20	\$ 53.19

**Grade 15**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Assistant City Attorney	<b>1</b>	\$ 90,251.20	\$ 43.39
Chief Assessor	<b>2</b>	\$ 92,726.40	\$ 44.58
Chief Building Inspector	<b>3</b>	\$ 95,284.80	\$ 45.81
Deputy Director - Aiport	<b>4</b>	\$ 97,905.60	\$ 47.07
Deputy Director - Library	<b>5</b>	\$ 100,588.80	\$ 48.36
Deputy Director - Parks, Forestry and Facilities	<b>6</b>	\$ 103,355.20	\$ 49.69
Deputy Director - Recreation and La Crosse Center	<b>7</b>	\$ 106,204.80	\$ 51.06
Deputy Director - Transit	<b>8</b>	\$ 109,116.80	\$ 52.46
	<b>9</b>	\$ 112,112.00	\$ 53.90
	<b>10</b>	\$ 115,190.40	\$ 55.38
	<b>11</b>	\$ 118,352.00	\$ 56.90

**Grade 16**

<b>Authorized Positions</b>	<b>Step</b>	<b>Annual-2080 Hrs Calc</b>	<b>Hourly</b>
Battalion Chief	<b>1</b>	\$ 96,553.60	\$ 46.42
City Clerk	<b>2</b>	\$ 99,216.00	\$ 47.70
Deputy Director - Engineering & Public Works	<b>3</b>	\$ 101,940.80	\$ 49.01
Deputy Director - Finance	<b>4</b>	\$ 104,748.80	\$ 50.36
Deputy Director - IT / Cyber Security Coordinator	<b>5</b>	\$ 107,640.00	\$ 51.75
Deputy Director - Public Works Utilities	<b>6</b>	\$ 110,593.60	\$ 53.17
Division Chief	<b>7</b>	\$ 113,630.40	\$ 54.63
Police Captain	<b>8</b>	\$ 116,750.40	\$ 56.13
	<b>9</b>	\$ 119,953.60	\$ 57.67
	<b>10</b>	\$ 123,260.80	\$ 59.26
	<b>11</b>	\$ 126,651.20	\$ 60.89

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**Grade 17**

**Authorized Positions**

Assistant Fire Chief  
 Assistant Police Chief  
 Deputy City Attorney

Step	Annual-2080 Hrs Calc	Hourly
1	\$ 103,334.40	\$ 49.68
2	\$ 106,184.00	\$ 51.05
3	\$ 109,096.00	\$ 52.45
4	\$ 112,091.20	\$ 53.89
5	\$ 115,169.60	\$ 55.37
6	\$ 118,331.20	\$ 56.89
7	\$ 121,576.00	\$ 58.45
8	\$ 124,924.80	\$ 60.06
9	\$ 128,356.80	\$ 61.71
10	\$ 131,892.80	\$ 63.41
11	\$ 135,512.00	\$ 65.15

**Grade 18**

**Authorized Positions**

Director of Human Resources  
 Director of Information Technology  
 Director of Transit  
 Library Director

Step	Annual-2080 Hrs Calc	Hourly
1	\$ 110,552.00	\$ 53.15
2	\$ 113,588.80	\$ 54.61
3	\$ 116,708.80	\$ 56.11
4	\$ 119,912.00	\$ 57.65
5	\$ 123,219.20	\$ 59.24
6	\$ 126,609.60	\$ 60.87
7	\$ 130,083.20	\$ 62.54
8	\$ 133,660.80	\$ 64.26
9	\$ 137,342.40	\$ 66.03
10	\$ 141,128.00	\$ 67.85
11	\$ 145,017.60	\$ 69.72

**Grade 19**

**Authorized Positions**

City Attorney  
 Director of Engineering & Public Works  
 Director of Finance  
 Director of La Crosse Regional Airport  
 Director of Parks & Recreation  
 Director of Planning, Development and Assessment  
 Fire Chief  
 Police Chief

Step	Annual-2080 Hrs Calc	Hourly
1	\$ 118,310.40	\$ 56.88
2	\$ 121,555.20	\$ 58.44
3	\$ 124,904.00	\$ 60.05
4	\$ 128,336.00	\$ 61.70
5	\$ 131,872.00	\$ 63.40
6	\$ 135,491.20	\$ 65.14
7	\$ 139,214.40	\$ 66.93
8	\$ 143,041.60	\$ 68.77
9	\$ 146,972.80	\$ 70.66
10	\$ 151,008.00	\$ 72.60
11	\$ 155,168.00	\$ 74.60