

City of Newberg Salary Pay Schedule FY 2025-2026
AFSCME Represented Employees

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Facilities Maintenance/Groundskeeper	Grade 6	26.63	27.29	27.98	28.68	29.39	30.13	30.88	31.65	32.44	33.26	34.09	Hourly
Operator I		4,616.33	4,731.74	4,850.03	4,971.28	5,095.56	5,222.95	5,353.53	5,487.37	5,624.55	5,765.16	5,909.29	Monthly
Utility Technician I		55,395.95	56,780.85	58,200.37	59,655.38	61,146.77	62,675.44	64,242.32	65,848.38	67,494.59	69,181.96	70,911.51	Annual
Facilities Maintenance Tech-Lead	Grade 7	30.05	30.81	31.58	32.37	33.18	34.00	34.86	35.73	36.62	37.54	38.47	Hourly
Fleet Mechanic		5,210.38	5,340.64	5,474.15	5,611.01	5,751.28	5,895.07	6,042.44	6,193.50	6,348.34	6,507.05	6,669.73	Monthly
Engineering GIS Technician		62,524.54	64,087.66	65,689.85	67,332.09	69,015.40	70,740.78	72,509.30	74,322.03	76,180.08	78,084.59	80,036.70	Annual
Information Technician I													
IT Administrative Assistant													
Administrative Support Coordinator													
Operator II													
Plant Mechanic													
Utility Technician II													
Asset Management Specialist	Grade 8	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.80	41.82	42.86	Hourly
PW Conveyance Specialist		5,804.43	5,949.54	6,098.28	6,250.73	6,407.00	6,567.18	6,731.36	6,899.64	7,072.13	7,248.94	7,430.16	Monthly
Engineering Project Coordinator		69,653.13	71,394.46	73,179.32	75,008.80	76,884.02	78,806.12	80,776.28	82,795.68	84,865.58	86,987.22	89,161.90	Annual
Engineering Technician II													
Fleet Mainteance Lead/Crew Chief													
GIS Analyst													
Operator III													
PWM Lead/Crew Chief													
Senior Plant Mechanic													
Engineering Technician III	Grade 9	36.91	37.83	38.78	39.75	40.74	41.76	42.80	43.87	44.97	46.10	47.25	Hourly
Operator IV - Regulatory Compliance		6,398.48	6,558.44	6,722.40	6,890.46	7,062.72	7,239.29	7,420.27	7,605.78	7,795.92	7,990.82	8,190.59	Monthly
		76,781.72	78,701.26	80,668.79	82,685.51	84,752.65	86,871.47	89,043.25	91,269.33	93,551.07	95,889.85	98,287.09	Annual
IT Systems Administrator	Grade 10	40.34	41.35	42.38	43.44	44.52	45.64	46.78	47.95	49.15	50.38	51.64	Hourly
		6,992.53	7,167.34	7,346.52	7,530.19	7,718.44	7,911.40	8,109.19	8,311.92	8,519.71	8,732.71	8,951.02	Monthly
		83,910.31	86,008.06	88,158.27	90,362.22	92,621.28	94,936.81	97,310.23	99,742.99	102,236.56	104,792.47	107,412.29	Annual
Not utilized	Grade 11	43.76	44.86	45.98	47.13	48.31	49.52	50.75	52.02	53.32	54.66	56.02	Hourly
		7,586.57	7,776.24	7,970.65	8,169.91	8,374.16	8,583.51	8,798.10	9,018.05	9,243.50	9,474.59	9,711.46	Monthly
		91,038.89	93,314.87	95,647.74	98,038.93	100,489.90	103,002.15	105,577.21	108,216.64	110,922.05	113,695.10	116,537.48	Annual