

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

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Library Shelver	Grade 3	16.50	16.92	17.34	17.77	18.22	18.67	19.14	19.62	20.11	20.61	21.13	Hourly
		2,861.70	2,933.24	3,006.57	3,081.74	3,158.78	3,237.75	3,318.69	3,401.66	3,486.70	3,573.87	3,663.22	Monthly
		34,340.39	35,198.90	36,078.87	36,980.84	37,905.36	38,853.00	39,824.32	40,819.93	41,840.43	42,886.44	43,958.60	Annual
Library Assistant I	Grade 4	19.97	20.46	20.98	21.50	22.04	22.59	23.15	23.73	24.33	24.94	25.56	Hourly
Office Assistant I		3,461.52	3,548.05	3,636.75	3,727.67	3,820.87	3,916.39	4,014.30	4,114.65	4,217.52	4,322.96	4,431.03	Monthly
		41,538.18	42,576.64	43,641.05	44,732.08	45,850.38	46,996.64	48,171.56	49,375.85	50,610.24	51,875.50	53,172.39	Annual
Accounting Clerk I	Grade 5	23.43	24.01	24.61	25.23	25.86	26.50	27.17	27.85	28.54	29.26	29.99	Hourly
Court Clerk II		4,061.33	4,162.87	4,266.94	4,373.61	4,482.95	4,595.02	4,709.90	4,827.65	4,948.34	5,072.05	5,198.85	Monthly
Graphic Design Specialist		48,735.98	49,954.38	51,203.24	52,483.32	53,795.40	55,140.29	56,518.80	57,931.77	59,380.06	60,864.56	62,386.18	Annual
Library Assistant II	Grade 6	26.89	27.56	28.25	28.95	29.68	30.42	31.18	31.96	32.76	33.58	34.42	Hourly
Records Mgmt Clerical Assist		4,661.15	4,777.68	4,897.12	5,019.55	5,145.04	5,273.66	5,405.50	5,540.64	5,679.16	5,821.14	5,966.66	Monthly
		55,933.78	57,332.12	58,765.43	60,234.56	61,740.43	63,283.94	64,866.04	66,487.69	68,149.88	69,853.63	71,599.97	Annual
Accounting Clerk II	Grade 7	30.35	31.11	31.88	32.68	33.50	34.34	35.19	36.07	36.98	37.90	38.85	Hourly
Administrative Assistant		5,260.97	5,392.49	5,527.30	5,665.48	5,807.12	5,952.30	6,101.11	6,253.63	6,409.98	6,570.22	6,734.48	Monthly
Librarian I		63,131.58	64,709.87	66,327.61	67,985.80	69,685.45	71,427.58	73,213.27	75,043.61	76,919.70	78,842.69	80,813.76	Annual
Senior Library Assistant													
Assistant Planner	Grade 8	33.81	34.65	35.52	36.41	37.32	38.25	39.21	40.19	41.19	42.22	43.28	Hourly
Court Administrator		5,860.78	6,007.30	6,157.48	6,311.42	6,469.21	6,630.94	6,796.71	6,966.63	7,140.79	7,319.31	7,502.30	Monthly
HR Generalist		70,329.37	72,087.61	73,889.80	75,737.04	77,630.47	79,571.23	81,560.51	83,599.53	85,689.51	87,831.75	90,027.55	Annual
Librarian II (MLS)													
Senior Payroll Specialist													
Associate Planner	Grade 9	37.27	38.20	39.15	40.13	41.14	42.17	43.22	44.30	45.41	46.54	47.71	Hourly
Emergency Prep & Risk Coord		6,460.60	6,622.11	6,787.67	6,957.36	7,131.29	7,309.57	7,492.31	7,679.62	7,871.61	8,068.40	8,270.11	Monthly
Plans Examiner II		77,527.17	79,465.35	81,451.98	83,488.28	85,575.49	87,714.88	89,907.75	92,155.44	94,459.33	96,820.81	99,241.34	Annual
Plumbing Inspector													
Financial Analyst													
Senior Librarian													
Accounting Manager-Audit & Compliance	Grade 10	40.73	41.75	42.79	43.86	44.96	46.08	47.23	48.41	49.62	50.87	52.14	Hourly
City Recorder		7,060.41	7,236.92	7,417.85	7,603.29	7,793.38	7,988.21	8,187.92	8,392.61	8,602.43	8,817.49	9,037.93	Monthly
Communications Operations Manager		84,724.97	86,843.09	89,014.17	91,239.52	93,520.51	95,858.53	98,254.99	100,711.36	103,229.15	105,809.88	108,455.12	Annual
Management Analyst													
Project Specialist - HR													
PW Maintenance Supervisor													
Senior Planner													
Water Plant Superintendent	Grade 11	44.19	45.29	46.43	47.59	48.78	50.00	51.25	52.53	53.84	55.19	56.57	Hourly
Waste Water Plant Superintendent		7,660.23	7,851.74	8,048.03	8,249.23	8,455.46	8,666.85	8,883.52	9,105.61	9,333.25	9,566.58	9,805.74	Monthly
		91,922.77	94,220.84	96,576.36	98,990.77	101,465.53	104,002.17	106,602.23	109,267.28	111,998.97	114,798.94	117,668.91	Annual
Building Official	Grade 12	47.65	48.84	50.06	51.31	52.60	53.91	55.26	56.64	58.06	59.51	61.00	Hourly
Planning Manager		8,260.05	8,466.55	8,678.21	8,895.17	9,117.55	9,345.49	9,579.12	9,818.60	10,064.07	10,315.67	10,573.56	Monthly
PW Maintenance Superintendent		99,120.56	101,598.58	104,138.54	106,742.01	109,410.56	112,145.82	114,949.47	117,823.20	120,768.78	123,788.00	126,882.70	Annual
Senior Engineer													
Technology Manager													
Not Utilized	Grade 13	51.11	52.39	53.70	55.04	56.42	57.83	59.27	60.75	62.27	63.83	65.43	Hourly
		8,859.86	9,081.36	9,308.39	9,541.10	9,779.63	10,024.12	10,274.73	10,531.59	10,794.88	11,064.76	11,341.37	Monthly
		106,318.36	108,976.32	111,700.73	114,493.25	117,355.58	120,289.47	123,296.70	126,379.12	129,538.60	132,777.07	136,096.49	Annual
Not Utilized	Grade 14	54.57	55.93	57.33	58.77	60.24	61.74	63.29	64.87	66.49	68.15	69.86	Hourly
		9,459.68	9,696.17	9,938.58	10,187.04	10,441.72	10,702.76	10,970.33	11,244.59	11,525.70	11,813.84	12,109.19	Monthly
		113,516.16	116,354.06	119,262.91	122,244.49	125,300.60	128,433.12	131,643.94	134,935.04	138,308.42	141,766.13	145,310.28	Annual
City Prosecutor	Grade 15	58.03	59.48	60.97	62.49	64.06	65.66	67.30	68.98	70.71	72.47	74.29	Hourly
Library Director		10,059.50	10,310.98	10,568.76	10,832.98	11,103.80	11,381.40	11,665.93	11,957.58	12,256.52	12,562.93	12,877.01	Monthly
Police Captain		120,713.96	123,731.81	126,825.10	129,995.73	133,245.62	136,576.76	139,991.18	143,490.96	147,078.24	150,755.19	154,524.07	Annual

Non Represented Employees

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Community Development Director	Grade 16	61.49	63.03	64.60	66.22	67.88	69.57	71.31	73.09	74.92	76.80	78.72	Hourly
Finance Director		10,659.31	10,925.80	11,198.94	11,478.91	11,765.89	12,060.03	12,361.54	12,670.57	12,987.34	13,312.02	13,644.82	Monthly
Public Works Director		127,911.75	131,109.55	134,387.29	137,746.97	141,190.64	144,720.41	148,338.42	152,046.88	155,848.05	159,744.25	163,737.86	Annual
Police Chief	Grade 17	64.95	66.58	68.24	69.95	71.69	73.49	75.32	77.21	79.14	81.12	83.14	Hourly
		11,259.13	11,540.61	11,829.12	12,124.85	12,427.97	12,738.67	13,057.14	13,383.57	13,718.16	14,061.11	14,412.64	Monthly
		135,109.55	138,487.29	141,949.47	145,498.21	149,135.66	152,864.06	156,685.66	160,602.80	164,617.87	168,733.32	172,951.65	Annual