

City of Newberg Salary Pay Schedule FY 2026-2027
AFSCME Represented Employees
Includes 7/1/2026 COLA - 4%

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Facilities Maintenance Technician	Grade 6	27.69	28.39	29.10	29.82	30.57	31.33	32.12	32.92	33.74	34.59	35.45	Hourly
Operator I		4,800.98	4,921.01	5,044.03	5,170.13	5,299.39	5,431.87	5,567.67	5,706.86	5,849.53	5,995.77	6,145.66	Monthly
Utility Technician I		57,611.79	59,052.09	60,528.39	62,041.60	63,592.64	65,182.46	66,812.02	68,482.32	70,194.38	71,949.24	73,747.97	Annual
Fleet Mechanic	Grade 7	31.26	32.04	32.84	33.66	34.50	35.37	36.25	37.16	38.09	39.04	40.01	Hourly
IT Administrative Assistant		5,418.79	5,554.26	5,693.12	5,835.45	5,981.33	6,130.87	6,284.14	6,441.24	6,602.27	6,767.33	6,936.51	Monthly
Operator II		65,025.52	66,651.16	68,317.44	70,025.38	71,776.01	73,570.41	75,409.67	77,294.91	79,227.29	81,207.97	83,238.17	Annual
Plant Mechanic													
Utility Technician II													
Asset Management Specialist	Grade 8	34.82	35.69	36.58	37.50	38.44	39.40	40.38	41.39	42.43	43.49	44.58	Hourly
PW Conveyance Specialist		6,036.61	6,187.52	6,342.21	6,500.76	6,663.28	6,829.86	7,000.61	7,175.63	7,355.02	7,538.89	7,727.36	Monthly
Engineering Project Coordinator		72,439.26	74,250.24	76,106.49	78,009.16	79,959.38	81,958.37	84,007.33	86,107.51	88,260.20	90,466.70	92,728.37	Annual
Engineering Technician II													
Fleet Maintenance Lead/Crew Chief													
GIS Analyst													
Operator III													
PWM Lead/Crew Chief													
Senior Plant Mechanic													
Engineering Technician III	Grade 9	38.39	39.35	40.33	41.34	42.37	43.43	44.52	45.63	46.77	47.94	49.14	Hourly
Operator IV - Regulatory Compliance		6,654.42	6,820.78	6,991.30	7,166.08	7,345.23	7,528.86	7,717.08	7,910.01	8,107.76	8,310.45	8,518.22	Monthly
		79,852.99	81,849.31	83,895.54	85,992.93	88,142.76	90,346.33	92,604.98	94,920.11	97,293.11	99,725.44	102,218.58	Annual
IT Systems Administrator	Grade 10	41.95	43.00	44.07	45.18	46.31	47.46	48.65	49.87	51.11	52.39	53.70	Hourly
		7,272.23	7,454.03	7,640.38	7,831.39	8,027.18	8,227.86	8,433.55	8,644.39	8,860.50	9,082.01	9,309.07	Monthly
		87,266.72	89,448.39	91,684.60	93,976.71	96,326.13	98,734.28	101,202.64	103,732.71	106,326.02	108,984.17	111,708.78	Annual
	Grade 11	45.51	46.65	47.82	49.01	50.24	51.50	52.78	54.10	55.46	56.84	58.26	Hourly
		7,890.04	8,087.29	8,289.47	8,496.71	8,709.13	8,926.85	9,150.02	9,378.78	9,613.25	9,853.58	10,099.92	Monthly
		94,680.45	97,047.46	99,473.65	101,960.49	104,509.50	107,122.24	109,800.29	112,545.30	115,358.94	118,242.91	121,198.98	Annual