

City of Newberg Salary Pay Schedule FY 2026-2027
Non Represented Employees
Includes 7/1/2026 COLA - 3%

		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	17.00	17.43	17.86	18.31	18.77	19.23	19.72	20.21	20.71	21.23	21.76	Hourly
		2,947.55	3,021.24	3,096.77	3,174.19	3,253.54	3,334.88	3,418.25	3,503.71	3,591.30	3,681.09	3,773.11	Monthly
		35,370.60	36,254.86	37,161.23	38,090.27	39,042.52	40,018.59	41,019.05	42,044.53	43,095.64	44,173.03	45,277.36	Annual
Library Assistant I	Grade 4	20.56	21.08	21.61	22.15	22.70	23.27	23.85	24.45	25.06	25.68	26.33	Hourly
Office Assistant I		3,565.36	3,654.50	3,745.86	3,839.50	3,935.49	4,033.88	4,134.73	4,238.09	4,344.05	4,452.65	4,563.96	Monthly
		42,784.33	43,853.94	44,950.29	46,074.04	47,225.89	48,406.54	49,616.71	50,857.12	52,128.55	53,431.77	54,767.56	Annual
Court Clerk II	Grade 5	24.13	24.73	25.35	25.98	26.63	27.30	27.98	28.68	29.40	30.13	30.89	Hourly
Graphic Design Specialist		4,183.17	4,287.75	4,394.95	4,504.82	4,617.44	4,732.88	4,851.20	4,972.48	5,096.79	5,224.21	5,354.81	Monthly
		50,198.06	51,453.01	52,739.34	54,057.82	55,409.27	56,794.50	58,214.36	59,669.72	61,161.46	62,690.50	64,257.76	Annual
Library Assistant II	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
Records Mgmt Clerical Assistant		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
Finance Clerical Assistant		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
Administrative Specialist City Manager													
Accounting Clerk II	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
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
Librarian I		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
Court Administrator	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
HR Generalist		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
Librarian II (MLS)		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
Associate Planner	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
Emergency Prep & Risk Coord		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
Financial Analyst		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
Plans Examiner II													
Plumbing Inspector													
PW Operations Supervisor													
Senior Librarian													
Accounting Manager-Audit & Compliance	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
City Recorder		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
911 Operations Manager		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
Management Analyst													
PW Operations Project Administrator													
Project Specialist - HR													
PW Maintenance Supervisor													
PW Maintenance Business Manager													
Senior Planner													
Engineering Project Manager	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
PW Operations Manager		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

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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Building Official	Grade 12	49.08	50.31	51.56	52.85	54.17	55.53	56.92	58.34	59.80	61.29	62.83	Hourly
Senior Engineer		8,507.85	8,720.55	8,938.56	9,162.02	9,391.07	9,625.85	9,866.50	10,113.16	10,365.99	10,625.14	10,890.77	Monthly
Technology Manager		102,094.18	104,646.54	107,262.70	109,944.27	112,692.87	115,510.20	118,397.95	121,357.90	124,391.85	127,501.64	130,689.18	Annual
Human Resources Manager	Grade 13	52.64	53.96	55.31	56.69	58.11	59.56	61.05	62.58	64.14	65.75	67.39	Hourly
		9,125.66	9,353.80	9,587.65	9,827.34	10,073.02	10,324.85	10,582.97	10,847.54	11,118.73	11,396.70	11,681.62	Monthly
		109,507.91	112,245.61	115,051.75	117,928.04	120,876.25	123,898.15	126,995.61	130,170.50	133,424.76	136,760.38	140,179.39	Annual
Not Utilized	Grade 14	56.21	57.61	59.05	60.53	62.04	63.59	65.18	66.81	68.48	70.20	71.95	Hourly
		9,743.47	9,987.06	10,236.73	10,492.65	10,754.97	11,023.84	11,299.44	11,581.92	11,871.47	12,168.26	12,472.47	Monthly
		116,921.64	119,844.68	122,840.80	125,911.82	129,059.62	132,286.11	135,593.26	138,983.09	142,457.67	146,019.11	149,669.59	Annual
City Prosecutor	Grade 15	59.77	61.27	62.80	64.37	65.98	67.63	69.32	71.05	72.83	74.65	76.51	Hourly
Library Director		10,361.28	10,620.31	10,885.82	11,157.97	11,436.92	11,722.84	12,015.91	12,316.31	12,624.22	12,939.82	13,263.32	Monthly
Police Captain		124,335.38	127,443.76	130,629.85	133,895.60	137,242.99	140,674.07	144,190.92	147,795.69	151,490.58	155,277.85	159,159.79	Annual
Community Development Director	Grade 16	63.34	64.92	66.54	68.21	69.91	71.66	73.45	75.29	77.17	79.10	81.08	Hourly
Finance Director		10,979.09	11,253.57	11,534.91	11,823.28	12,118.86	12,421.84	12,732.38	13,050.69	13,376.96	13,711.38	14,054.17	Monthly
Public Works Director		131,749.11	135,042.83	138,418.91	141,879.38	145,426.36	149,062.02	152,788.57	156,608.29	160,523.49	164,536.58	168,650.00	Annual
Police Chief	Grade 17	66.90	68.57	70.29	72.04	73.85	75.69	77.58	79.52	81.51	83.55	85.64	Hourly
		11,596.90	11,886.83	12,184.00	12,488.60	12,800.81	13,120.83	13,448.85	13,785.07	14,129.70	14,482.94	14,845.02	Monthly
		139,162.84	142,641.91	146,207.96	149,863.16	153,609.73	157,449.98	161,386.23	165,420.88	169,556.41	173,795.32	178,140.20	Annual