City of Shakopee

2025 Non-Union Pay Plan Effective 1/13/2025

Grade	Position	1	2	3	4	5	6	7	
250	***City Administrator**							$201,302	annually
								$96.78	hourly
240	***Chief of Police**	$145,766	$151,611	$157,435	$163,301	$169,125	$174,949	$180,794	annually
		$70.08	*$72.89*	*$75.69*	*$78.51*	*$81.31*	*$84.11*	*$86.92*	hourly
230	***Assistant City Administrator**	$136,406	$142,106	$147,784	$153,462	$159,162	$164,861	$170,539	annually
	***City Engineer**	*$65.58*	*$68.32*	*$71.05*	*$73.78*	*$76.52*	*$79.26*	*$81.99*	hourly
	***Director of Planning & Development**								
	***Finance Director**								
	***Fire Chief**								
220	***Director of Parks & Recreation**	$125,258	$130,499	$135,720	$140,941	$146,141	$151,341	$156,582	annually
	***Human Resources Director**	*$60.22*	*$62.74*	*$65.25*	*$67.76*	*$70.26*	*$72.76*	*$75.28*	hourly
	***IT Director**								
	***Public Works Director**								
210	***Assistant City Engineer**	$115,419	$119,746	$125,528	$129,813	$134,160	$139,922	$144,269	annually
	***Deputy Fire Chief (2)**	*$55.49*	*$57.57*	*$60.35*	*$62.41*	*$64.50*	*$67.27*	*$69.36*	hourly
200	***Building Official**	$107,432	$111,717	$116,002	$120,349	$124,592	$128,918	$133,203	annually
		$51.65	*$53.71*	*$55.77*	*$57.86*	*$59.90*	*$61.98*	*$64.04*	hourly
190	***City Clerk**		$99,902	$104,915	$109,886	$114,878	$119,912	$124,904	annually
	***Communications Manager**		*$48.03*	*$50.44*	*$52.83*	*$55.23*	*$57.65*	*$60.05*	hourly
	***Economic Development Coordinator**								
	***Project Engineer**								
	***Reception Manager (2)**								
	***Water Resources-Environmental Manager**								
	Fire Marshal								
180	***Accounting Manager**		$86,778	$90,938	$95,347	$99,653	$104,021	$108,410	annually
	***IT Administrator (2)**		*$41.72*	*$43.72*	*$45.84*	*$47.91*	*$50.01*	*$52.12*	hourly
	***Project Coordinator**								
	***PW Supervisor (2)**								
	***Senior Planner (3)**								
	****Fire Captain (3)**								

Grade	Position	1	2	3	4	5	6	7	
170	*Police Records Supervisor		$80,309	$84,344	$88,338	$92,352	$96,366	$100,422	annually
	*Recreation Supervisor (2)		*$38.61*	*$40.55*	*$42.47*	*$44.40*	*$46.33*	*$48.28*	hourly
	Building Inspector (4)								
	Building Maintenance Manager								
	Facilities Maintenance Supervisor								
	Foreperson Mechanic								
	GIS Coordinator								
	Permit Coordinator (2)								
	Senior Engineering Technician								
160	Community Outreach Coordinator		$74,422	$78,166	$81,869	$85,613	$89,315	$93,059	annually
	**Firefighter (6)		*$35.78*	*$37.58*	*$39.36*	*$41.16*	*$42.94*	*$44.74*	hourly
	Foreperson (PW) (4)								
	Graduate Engineer								
	Grants & Special Projects Coordinator								
	Human Resources Specialist (3)								
	*IT Specialist (2)								
	*Planner								
150	Accounting Specialist		$66,269	$69,576	$72,883	$76,232	$79,539	$82,826	annually
	Code Compliance Specialist		*$31.86*	*$33.45*	*$35.04*	*$36.65*	*$38.24*	*$39.82*	hourly
	Communications Specialist (2)								
	Crime Prevention Specialist								
	Deputy City Clerk								
	Investigative Assistant								
	Victim & Community Services Coordinator								
	Water Resources-Environmental Technician								
140	Accounting Clerk			$60,258	$64,022	$67,766	$71,531	$75,275	annually
	Administrative Assistant (5)			*$28.97*	*$30.78*	*$32.58*	*$34.39*	*$36.19*	hourly
	Guest Services Supervisor								
	Fitness Supervisor								
	^Police Evidence Technician								
	Police Records Specialist (2)								
	Recreation Facilities Specialist								

Grade	Position	1	2	3	4	5	6	7	
130	**Community Service Officer**			$58,178	$61,610	$65,042	$68,474	$70,678	annually
	Facilities Maintenance Worker (3)			*$27.97*	*$29.62*	*$31.27*	*$32.92*	*$33.98*	hourly
	Guest Services Specialist								
	Ice Arena Supervisor								
	Police Records Technician (2)								
	Recreation Specialist (3)								
120	**Aquatics Specialist**			$52,894	$56,035	$59,114	$62,234	$64,210	annually
	Ice Arena Specialist (3)			*$25.43*	*$26.94*	*$28.42*	*$29.92*	*$30.87*	hourly
	Records Clerk								
110	**^Receptionist (2)**			$48,069	$50,898	$53,768	$56,576	$58,386	annually
				$23.11	*$24.47*	*$25.85*	*$27.20*	*$28.07*	hourly

* = position is exempt under the Fair Labor Standards Act

^ = position is currently authorized for part-time status

**=For details regarding the 2912 FLSA pay plan for Full-Time Firefighter, please contact HR