

**EXHIBIT B**  
**2024 Salary Ranges**

Position Title	Monthly Salary Ranges			FTEs
	Low	High		
<b>Mayor &amp; Council</b>				
Mayor	\$ 4,000	N/A		1 Elected
Council Member	\$ 550	N/A		7 Elected
<b>Management Exempt<sup>1</sup></b>				
City Administrator	\$ 14,343	\$ 17,783		1.00
Deputy City Administrator	\$ 13,196	\$ 16,340		1.00
City Attorney	\$ 12,238	\$ 15,243		0.00
Community & Economic Development Director	\$ 12,049	\$ 15,490		1.00
Finance Director	\$ 12,049	\$ 15,490		1.00
Public Works Director	\$ 12,049	\$ 15,490		0.00
Administrative Services Director	\$ 10,502	\$ 14,343		1.00
Deputy Public Works Director	\$ 10,702	\$ 14,616		1.00
IT Manager	\$ 8,801	\$ 11,239		1.00
City Engineer	\$ 10,635	\$ 13,621		1.00
Capital Projects/Grants Manager	\$ 10,003	\$ 13,252		1.00
PW Operations Manager	\$ 10,702	\$ 14,616		0.00
Building Official	\$ 9,120	\$ 11,686		1.00
Deputy Finance Director	\$ 9,120	\$ 11,575		0.00
Development Review Manager	\$ 8,667	\$ 11,518		0.00
PW Project Manager	\$ 8,667	\$ 11,518		1.00
SCADA Supervisor	\$ 8,566	\$ 10,981		1.00
Wastewater Treatment Plant Manager	\$ 10,310	\$ 13,381		1.00
Water Operations Manager	\$ 8,566	\$ 10,981		1.00
Economic Development Manager	\$ 9,563	\$ 12,050		1.00
City Clerk / Risk Manager	\$ 8,951	\$ 11,475		1.00
Principal Planner	\$ 8,918	\$ 11,480		1.00
Accounting Operations Manager	\$ 8,801	\$ 11,239		1.00
HR Manager / Emergency Management Coordinator	\$ 8,481	\$ 10,687		1.00
Communications Manager/PIO	\$ 7,375	\$ 9,695		1.00
Senior Financial Analyst	\$ 7,364	\$ 9,355		0.00
HR Assistant/Emergency Management Coordinator	\$ 7,375	\$ 9,695		0.00
<b>Public Works Bargaining Unit<sup>2</sup></b>				
Senior Lead Technician	\$ 7,060	\$ 8,590		1.00
Lead Parks Technician	\$ 6,320	\$ 7,689		0.00
Lead Streets Technician	\$ 6,320	\$ 7,689		1.00
Lead Water System Operator	\$ 6,320	\$ 7,689		1.00
Lead WWTP Operator	\$ 6,320	\$ 7,689		1.00
Wastewater Treatment Plant Operator II	\$ 5,984	\$ 7,280		1.00
Water System Operator	\$ 5,882	\$ 7,157		3.00
Mechanic	\$ 5,737	\$ 6,980		1.00
Wastewater Treatment Plant Operator I	\$ 5,565	\$ 6,771		2.00
Maintenance Worker	\$ 5,363	\$ 6,525		6.00
Wastewater Treatment Plant Operator-in-Training	\$ 5,173	\$ 5,546		0.00
Maintenance Worker - Entry	\$ 5,183	\$ 5,557		0.00
Maintenance (Seasonal)	\$ 18.00/hr	\$ 20.00/hr		
<b>Professional, Technical, and Clerical Bargaining Unit<sup>1</sup></b>				
Senior Planner	\$ 8,152	\$ 9,918		1.00
Senior Long Range Planner/2-year term	\$ 8,152	\$ 9,918		0.00
Senior GIS Analyst	\$ 7,383	\$ 10,087		1.00
PW Contract Specialist/Office Coordinator	\$ 7,604	\$ 8,722		1.00
GIS Analyst	\$ 6,873	\$ 8,636		0.00
Building Inspector	\$ 6,972	\$ 8,483		1.00
Public Works Infrastructure Inspector	\$ 6,972	\$ 8,483		1.00
Associate Planner	\$ 6,899	\$ 8,393		0.00
Long Range Planner/2-year term	\$ 6,899	\$ 8,393		0.00
Mapping CAD Technician	\$ 6,731	\$ 8,189		0.00
Staff Accountant	\$ 6,624	\$ 8,059		2.00
Deputy City Clerk	\$ 6,623	\$ 8,057		1.00
Records Coordinator	\$ 6,451	\$ 7,849		0.00
Special Events & Visitor Information Coordinator	\$ 6,347	\$ 7,722		0.00
Payroll Officer	\$ 6,295	\$ 7,659		0.00
Office Coordinator/Permit Technician	\$ 5,974	\$ 7,269		0.00
Permit Tech/Planning Assistant	\$ 5,974	\$ 7,269		1.00
Public Works Office Coordinator	\$ 5,974	\$ 7,269		0.00
Accounting Assistant II	\$ 5,863	\$ 7,134		1.00
Business License & Tax Coordinator	\$ 5,863	\$ 7,134		0.00
Utilities Coordinator	\$ 5,863	\$ 7,134		1.00
Administrative Assistant	\$ 5,128	\$ 6,239		0.00
Accounting Assistant I	\$ 5,038	\$ 6,131		0.00

Total FTEs = **48.00**

<sup>1</sup> The Professional, Technical, and Clerical Bargaining Unit is scheduled to receive a 4.51% cost-of-living adjustment (COLA) for 2024 in accordance with the adopted collective bargaining agreement (CBA) (p.21). Furthermore, it is standard practice that Management Exempt employees receive the same COLA as the Professional, Technical, and Clerical Bargaining Unit.

<sup>2</sup>Because the City of North Bend is currently negotiating with the Public Works Bargaining Unit on a new collective bargaining agreement (CBA), the 2024 cost-of-living adjustment (COLA) for the Public Works Bargaining Unit is unknown at this time. As a result, the salary ranges included in this table are unchanged from 2023.