

CITY OF VENETA Compensation Plan Regular, Full-Time Positions (Annual)										
Exhibit A, Resolution No. 1450										
Effective Date:	22-Jun-25									
Cost of Living Adjustment:	2.60%									
Increase Between Steps	4.00%									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Skilled: Level I (non-exempt)										
Office Support Specialist I	40,436.41	42,053.86	43,736.02	45,485.46	47,304.87	49,197.07	51,164.95	53,211.55	55,340.01	57,553.61
Utility Worker I	45,668.68	47,495.43	49,395.24	51,371.05	53,425.90	55,562.93	57,785.45	60,096.87	62,500.74	65,000.77
Skilled: Level II (non-exempt)										
Utility Worker II	49,635.54	51,620.96	53,685.80	55,833.23	58,066.56	60,389.23	62,804.79	65,316.99	67,929.67	70,646.85
Skilled: Level III (non-exempt)										
Office Support Specialist III	48,284.83	50,216.22	52,224.87	54,313.86	56,486.42	58,745.88	61,095.71	63,539.54	66,081.12	68,724.37
Professional/Supervisory: (exempt)										
Management Analyst	58,052.69	60,374.80	62,789.79	65,301.38	67,913.44	70,629.97	73,455.17	76,393.38	79,449.12	82,627.08
Associate Planner	60,384.47	62,799.84	65,311.84	67,924.31	70,641.28	73,466.93	76,405.61	79,461.84	82,640.31	85,945.92
HR Coordinator / City Recorder	67,763.15	70,473.67	73,292.62	76,224.33	79,273.30	82,444.23	85,742.00	89,171.68	92,738.55	96,448.09
Administration Supervisor	67,763.15	70,473.67	73,292.62	76,224.33	79,273.30	82,444.23	85,742.00	89,171.68	92,738.55	96,448.09
Public Works Superintendent	69,640.47	72,426.09	75,323.13	78,336.06	81,469.50	84,728.28	88,117.41	91,642.11	95,307.79	99,120.11
Accountant	83,043.07	86,364.80	89,819.39	93,412.16	97,148.65	101,034.59	105,075.98	109,279.02	113,650.18	118,196.19
Management: (exempt)										
Community Development Director	75,825.37	78,858.38	82,012.72	85,293.23	88,704.95	92,253.15	95,943.28	99,781.01	103,772.25	107,923.14
Public Works Director	85,365.75	88,780.38	92,331.59	96,024.86	99,865.85	103,860.48	108,014.90	112,335.50	116,828.92	121,502.08