

City of Hibbing
2026 Base Pay Structure

| Grade | A | B | C | D | E | F | G |
|-------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$37,363.38 | \$38,920.19 | \$40,477.00 | \$42,033.80 | \$43,590.61 | \$45,147.42 | \$46,704.24 |
| 2 | \$39,698.60 | \$41,352.71 | \$43,006.82 | \$44,660.92 | \$46,315.03 | \$47,969.14 | \$49,623.25 |
| 3 | \$42,179.76 | \$43,937.24 | \$45,694.74 | \$47,452.23 | \$49,209.72 | \$50,967.21 | \$52,724.70 |
| 4 | \$44,815.99 | \$46,683.32 | \$48,550.66 | \$50,417.99 | \$52,285.32 | \$54,152.65 | \$56,020.00 |
| 5 | \$47,616.99 | \$49,601.03 | \$51,585.08 | \$53,569.12 | \$55,553.16 | \$57,537.20 | \$59,521.24 |
| 6 | \$50,593.06 | \$52,701.10 | \$54,809.14 | \$56,917.19 | \$59,025.23 | \$61,133.28 | \$63,241.32 |
| 7 | \$53,755.12 | \$55,994.92 | \$58,234.72 | \$60,474.51 | \$62,714.31 | \$64,954.10 | \$67,193.90 |
| 8 | \$57,114.81 | \$59,494.60 | \$61,874.38 | \$64,254.16 | \$66,633.95 | \$69,013.73 | \$71,393.52 |
| 9 | \$60,684.49 | \$63,213.01 | \$65,741.53 | \$68,270.05 | \$70,798.57 | \$73,327.09 | \$75,855.62 |
| 10 | \$64,477.28 | \$67,163.82 | \$69,850.38 | \$72,536.93 | \$75,223.49 | \$77,910.04 | \$80,596.59 |
| 11 | \$68,507.10 | \$71,361.57 | \$74,216.03 | \$77,070.49 | \$79,924.96 | \$82,779.41 | \$85,633.88 |
| 12 | \$72,788.80 | \$75,821.67 | \$78,854.53 | \$81,887.40 | \$84,920.26 | \$87,953.13 | \$90,986.00 |
| 13 | \$77,338.10 | \$80,560.52 | \$83,782.94 | \$87,005.36 | \$90,227.78 | \$93,450.20 | \$96,672.62 |
| 14 | \$82,171.73 | \$85,595.55 | \$89,019.37 | \$92,443.20 | \$95,867.01 | \$99,290.84 | \$102,714.66 |
| 15 | \$87,307.46 | \$90,945.28 | \$94,583.08 | \$98,220.90 | \$101,858.70 | \$105,496.52 | \$109,134.32 |
| 16 | \$92,764.17 | \$96,629.35 | \$100,494.52 | \$104,359.70 | \$108,224.88 | \$112,090.05 | \$115,955.23 |
| 17 | \$98,561.93 | \$102,668.69 | \$106,775.44 | \$110,882.18 | \$114,988.93 | \$119,095.67 | \$123,202.42 |
| 18 | \$104,722.06 | \$109,085.48 | \$113,448.90 | \$117,812.31 | \$122,175.74 | \$126,539.16 | \$130,902.57 |
| 19 | \$111,267.19 | \$115,903.32 | \$120,539.45 | \$125,175.59 | \$129,811.72 | \$134,447.85 | \$139,083.98 |
| 20 | \$118,221.39 | \$123,147.28 | \$128,073.17 | \$132,999.06 | \$137,924.96 | \$142,850.84 | \$147,776.73 |
| 21 | \$125,610.22 | \$130,843.98 | \$136,077.74 | \$141,311.51 | \$146,545.27 | \$151,779.02 | \$157,012.78 |
| 22 | \$133,460.86 | \$139,021.73 | \$144,582.60 | \$150,143.47 | \$155,704.34 | \$161,265.21 | \$166,826.08 |
| 23 | \$141,802.17 | \$147,710.59 | \$153,619.01 | \$159,527.44 | \$165,435.86 | \$171,344.28 | \$177,252.71 |

Note:

- Step increases will be awarded on an employee's anniversary date in their position conditional upon satisfactory performance. If the employee does not achieve satisfactory performance, then the employee's performance will be reviewed again within 30 calendar days of such review. If the employee achieves satisfactory performance in such review, then the employee's wage will move effective the first calendar day after the date of such review. If the employee does not achieve satisfactory performance in such review, then the City Administrator may authorize another review in which the employee's wage could move after that review.
- Employees starting in a position may be placed on any step at the discretion of the City Administrator.
- Employees promoted to a position that is in a higher pay grade will be placed on a step that is at least equivalent to, but not less than, their base wage before they were promoted.
- No step increases will be awarded under this structure after December 31, 2026.

**City of Hibbing
2027 Base Pay Structure**

| Grade | A | B | C | D | E | F | G |
|-------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$38,857.92 | \$40,477.00 | \$42,096.08 | \$43,715.16 | \$45,334.24 | \$46,953.32 | \$48,572.41 |
| 2 | \$41,286.54 | \$43,006.82 | \$44,727.09 | \$46,447.35 | \$48,167.63 | \$49,887.90 | \$51,608.18 |
| 3 | \$43,866.95 | \$45,694.73 | \$47,522.53 | \$49,350.31 | \$51,178.11 | \$53,005.90 | \$54,833.69 |
| 4 | \$46,608.63 | \$48,550.66 | \$50,492.69 | \$52,434.71 | \$54,376.74 | \$56,318.76 | \$58,260.80 |
| 5 | \$49,521.67 | \$51,585.07 | \$53,648.48 | \$55,711.89 | \$57,775.29 | \$59,838.69 | \$61,902.09 |
| 6 | \$52,616.78 | \$54,809.14 | \$57,001.51 | \$59,193.88 | \$61,386.24 | \$63,578.61 | \$65,770.97 |
| 7 | \$55,905.33 | \$58,234.72 | \$60,564.11 | \$62,893.49 | \$65,222.88 | \$67,552.27 | \$69,881.66 |
| 8 | \$59,399.41 | \$61,874.39 | \$64,349.36 | \$66,824.33 | \$69,299.31 | \$71,774.28 | \$74,249.27 |
| 9 | \$63,111.87 | \$65,741.53 | \$68,371.19 | \$71,000.85 | \$73,630.51 | \$76,260.18 | \$78,889.84 |
| 10 | \$67,056.37 | \$69,850.38 | \$72,644.40 | \$75,438.41 | \$78,232.43 | \$81,026.44 | \$83,820.45 |
| 11 | \$71,247.38 | \$74,216.03 | \$77,184.67 | \$80,153.31 | \$83,121.96 | \$86,090.59 | \$89,059.24 |
| 12 | \$75,700.35 | \$78,854.53 | \$82,008.71 | \$85,162.89 | \$88,317.07 | \$91,471.26 | \$94,625.44 |
| 13 | \$80,431.63 | \$83,782.94 | \$87,134.26 | \$90,485.57 | \$93,836.89 | \$97,188.21 | \$100,539.52 |
| 14 | \$85,458.60 | \$89,019.37 | \$92,580.15 | \$96,140.93 | \$99,701.69 | \$103,262.47 | \$106,823.25 |
| 15 | \$90,799.76 | \$94,583.09 | \$98,366.40 | \$102,149.73 | \$105,933.05 | \$109,716.38 | \$113,499.70 |
| 16 | \$96,474.74 | \$100,494.53 | \$104,514.30 | \$108,534.09 | \$112,553.87 | \$116,573.65 | \$120,593.44 |
| 17 | \$102,504.41 | \$106,775.43 | \$111,046.46 | \$115,317.47 | \$119,588.49 | \$123,859.50 | \$128,130.52 |
| 18 | \$108,910.94 | \$113,448.89 | \$117,986.86 | \$122,524.81 | \$127,062.77 | \$131,600.73 | \$136,138.68 |
| 19 | \$115,717.87 | \$120,539.45 | \$125,361.03 | \$130,182.61 | \$135,004.19 | \$139,825.77 | \$144,647.34 |
| 20 | \$122,950.24 | \$128,073.18 | \$133,196.10 | \$138,319.02 | \$143,441.95 | \$148,564.88 | \$153,687.80 |
| 21 | \$130,634.63 | \$136,077.74 | \$141,520.85 | \$146,963.97 | \$152,407.08 | \$157,850.19 | \$163,293.29 |
| 22 | \$138,799.29 | \$144,582.60 | \$150,365.90 | \$156,149.21 | \$161,932.51 | \$167,715.82 | \$173,499.12 |
| 23 | \$147,474.26 | \$153,619.01 | \$159,763.77 | \$165,908.54 | \$172,053.29 | \$178,198.06 | \$184,342.82 |

Note:

- Step increases will be awarded on an employee's anniversary date in their position conditional upon satisfactory performance. If the employee does not achieve satisfactory performance, then the employee's performance will be reviewed again within 30 calendar days of such review. If the employee achieves satisfactory performance in such review, then the employee's wage will move effective the first calendar day after the date of such review. If the employee does not achieve satisfactory performance in such review, then the City Administrator may authorize another review in which the employee's wage could move after that review.
- Employees starting in a position may be placed on any step at the discretion of the City Administrator.
- Employees promoted to a position that is in a higher pay grade will be placed on a step that is at least equivalent to, but not less than, their base wage before they were promoted.
- No step increases will be awarded under this structure after December 31, 2027.

City of Hibbing
2028 Base Pay Structure

| Grade | A | B | C | D | E | F | G |
|-------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$40,023.66 | \$41,691.31 | \$43,358.96 | \$45,026.61 | \$46,694.26 | \$48,361.92 | \$50,029.58 |
| 2 | \$42,525.14 | \$44,297.02 | \$46,068.90 | \$47,840.77 | \$49,612.66 | \$51,384.54 | \$53,156.42 |
| 3 | \$45,182.96 | \$47,065.58 | \$48,948.21 | \$50,830.82 | \$52,713.45 | \$54,596.07 | \$56,478.70 |
| 4 | \$48,006.89 | \$50,007.17 | \$52,007.47 | \$54,007.75 | \$56,008.04 | \$58,008.32 | \$60,008.62 |
| 5 | \$51,007.32 | \$53,132.63 | \$55,257.94 | \$57,383.24 | \$59,508.54 | \$61,633.85 | \$63,759.15 |
| 6 | \$54,195.28 | \$56,453.41 | \$58,711.56 | \$60,969.70 | \$63,227.83 | \$65,485.97 | \$67,744.10 |
| 7 | \$57,582.49 | \$59,981.76 | \$62,381.03 | \$64,780.30 | \$67,179.57 | \$69,578.84 | \$71,978.11 |
| 8 | \$61,181.39 | \$63,730.62 | \$66,279.84 | \$68,829.06 | \$71,378.29 | \$73,927.51 | \$76,476.74 |
| 9 | \$65,005.22 | \$67,713.78 | \$70,422.33 | \$73,130.88 | \$75,839.43 | \$78,547.98 | \$81,256.54 |
| 10 | \$69,068.06 | \$71,945.89 | \$74,823.73 | \$77,701.56 | \$80,579.40 | \$83,457.23 | \$86,335.07 |
| 11 | \$73,384.80 | \$76,442.51 | \$79,500.21 | \$82,557.91 | \$85,615.61 | \$88,673.31 | \$91,731.01 |
| 12 | \$77,971.36 | \$81,220.17 | \$84,468.97 | \$87,717.78 | \$90,966.59 | \$94,215.40 | \$97,464.20 |
| 13 | \$82,844.58 | \$86,296.43 | \$89,748.29 | \$93,200.14 | \$96,652.00 | \$100,103.85 | \$103,555.71 |
| 14 | \$88,022.36 | \$91,689.95 | \$95,357.55 | \$99,025.15 | \$102,692.74 | \$106,360.35 | \$110,027.95 |
| 15 | \$93,523.75 | \$97,420.58 | \$101,317.40 | \$105,214.22 | \$109,111.04 | \$113,007.87 | \$116,904.69 |
| 16 | \$99,368.98 | \$103,509.36 | \$107,649.73 | \$111,790.12 | \$115,930.49 | \$120,070.86 | \$124,211.24 |
| 17 | \$105,579.54 | \$109,978.70 | \$114,377.85 | \$118,776.99 | \$123,176.14 | \$127,575.28 | \$131,974.44 |
| 18 | \$112,178.27 | \$116,852.36 | \$121,526.46 | \$126,200.55 | \$130,874.65 | \$135,548.75 | \$140,222.84 |
| 19 | \$119,189.41 | \$124,155.64 | \$129,121.86 | \$134,088.09 | \$139,054.31 | \$144,020.54 | \$148,986.76 |
| 20 | \$126,638.75 | \$131,915.37 | \$137,191.98 | \$142,468.59 | \$147,745.21 | \$153,021.82 | \$158,298.43 |
| 21 | \$134,553.67 | \$140,160.07 | \$145,766.47 | \$151,372.89 | \$156,979.29 | \$162,585.69 | \$168,192.09 |
| 22 | \$142,963.27 | \$148,920.08 | \$154,876.88 | \$160,833.68 | \$166,790.49 | \$172,747.29 | \$178,704.09 |
| 23 | \$151,898.48 | \$158,227.58 | \$164,556.69 | \$170,885.79 | \$177,214.89 | \$183,544.00 | \$189,873.11 |

Note:

- Step increases will be awarded on an employee's anniversary date in their position conditional upon satisfactory performance. If the employee does not achieve satisfactory performance, then the employee's performance will be reviewed again within 30 calendar days of such review. If the employee achieves satisfactory performance in such review, then the employee's wage will move effective the first calendar day after the date of such review. If the employee does not achieve satisfactory performance in such review, then the City Administrator may authorize another review in which the employee's wage could move after that review.
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- No step increases will be awarded under this structure after December 31, 2028.