

Master Salary Schedule Adopted (Reso 2025-14)

EXHIBIT A

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ELECTED

City Treasurer 3,000 ANNUALLY as of 07/01/2016
 Councilmembers Elected prior to 12/2024 6,750 ANNUALLY as of 01/2017
 Councilmembers Elected on or after 12/2024 11,400 ANNUALLY as of 12/2024

Management (Individual Employment Agreements)

	<u>Minimum Annual</u>	<u>Minimum Hourly</u>	<u>Maximum Annual</u>	<u>Maximum Hourly</u>
City Manager (effective 08/26/2024)	\$ -	\$ -	\$265,000.11	\$ 127.4039
City Clerk (effective 07/01/2024)	\$ -	\$ -	\$185,398.72	\$ 89.1340

Management, eff. 07/01/2024

	<u>Minimum Annual</u>	<u>Minimum Hourly</u>	<u>Maximum Annual</u>	<u>Maximum Hourly</u>
Assistant City Manager	\$ 223,461.63	\$ 107.4335	\$ 271,729.35	\$ 130.6391
Police Chief	\$ 223,461.63	\$ 107.4335	\$ 271,729.35	\$ 130.6391
Development Services Director/City Engineer	\$ 212,820.55	\$ 102.3176	\$ 258,789.79	\$ 124.4182
Community Development Director	\$ 193,474.20	\$ 93.0164	\$ 235,264.63	\$ 113.1080
Finance Director	\$ 193,474.20	\$ 93.0164	\$ 235,264.63	\$ 113.1080
Fire Chief	\$ 193,474.20	\$ 93.0164	\$ 235,264.63	\$ 113.1080
Human Resources Director	\$ 193,474.20	\$ 93.0164	\$ 235,264.63	\$ 113.1080
Public Works Director	\$ 193,474.20	\$ 93.0164	\$ 235,264.63	\$ 113.1080
Police Commander	\$ 184,160.75	\$ 88.5388	\$ 223,939.48	\$ 107.6632
Communications Director, eff. 03/04/2025	\$ 175,790.71	\$ 84.5148	\$ 213,761.50	\$ 102.7700
Community Services Director	\$ 175,790.71	\$ 84.5148	\$ 213,761.50	\$ 102.7700
Building Official	\$ 167,418.87	\$ 80.4898	\$ 203,581.34	\$ 97.8756
Fire Battalion Chief (contract for services, eff. 03/01/2023)	\$ 167,418.87	\$ 80.4898	\$ 203,581.34	\$ 97.8756
Planning Manager	\$ 167,418.87	\$ 80.4898	\$ 203,581.34	\$ 97.8756
Police Lieutenant	\$ 167,418.87	\$ 80.4898	\$ 203,581.34	\$ 97.8756
Wastewater Treatment Plant Manager	\$ 167,418.87	\$ 80.4898	\$ 203,581.34	\$ 97.8756
Capital Improvement & Environmental Program Manager	\$ 138,362.40	\$ 66.5204	\$ 168,248.68	\$ 80.8888
Information Technology Manager, eff. 03/04/2025	\$ 138,362.40	\$ 66.5204	\$ 168,248.68	\$ 80.8888
Public Works Manager	\$ 138,362.40	\$ 66.5204	\$ 168,248.68	\$ 80.8888
Recreation Manager	\$ 122,989.14	\$ 59.1294	\$ 149,554.80	\$ 71.9013
Assistant to the City Manager	\$ 122,989.14	\$ 59.1294	\$ 149,554.80	\$ 71.9013
Senior Accountant, eff. 03/18/2025	\$ 108,458.90	\$ 52.1437	\$ 131,832.48	\$ 63.3810
Accountant, eff. 03/18/2025	\$ 98,598.86	\$ 47.4033	\$ 119,847.94	\$ 57.6192
Human Resources Analyst	\$ 97,529.14	\$ 46.8890	\$ 118,595.43	\$ 57.0170
Deputy City Clerk	\$ 93,989.64	\$ 45.1873	\$ 114,291.41	\$ 54.9478
Human Resources Specialist	\$ 88,662.91	\$ 42.6264	\$ 107,814.10	\$ 51.8337
Accounting Specialist, eff. 03/18/2025	\$ 84,216.50	\$ 40.4887	\$ 102,366.16	\$ 49.2145
Human Resources Technician	\$ 80,602.65	\$ 38.7513	\$ 98,012.82	\$ 47.1215
Accounting Technician, eff. 03/18/2025	\$ 66,751.15	\$ 32.0919	\$ 81,136.64	\$ 39.0080

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>LOCAL 1230 @ 07/04/2022; Contract for services, eff. 03/01/2023</u>										
Fire Academy Recruit (EMT-1)*	5,493.53	31.6934								
Fire Academy Recruit (EMT-P)*	6,397.76	36.9102								
Firefighter	7,108.62	29.2938	7,464.06	30.7585	7,837.27	32.2964	8,229.14	33.9113	8,640.61	35.6069
Firefighter/Paramedic	7,819.48	32.2232	8,210.47	33.8343	8,621.00	35.5261	9,052.06	37.3024	9,504.67	39.1676
Fire Engineer	8,160.99	33.6304	8,569.05	35.3120	8,997.51	37.0776	9,447.39	38.9316	9,919.77	40.8782
Fire Captain	9,030.79	37.2148	9,482.34	39.0756	9,956.47	41.0294	10,454.30	43.0809	10,977.02	45.2350
<u>PPEA @ 07/01/2024</u>										
Community Safety Specialist	6,193.36	35.7309	6,503.03	37.5175	6,828.19	39.3934	7,169.61	41.3631	7,528.09	43.4313
Dispatcher	7,043.34	40.6346	7,395.51	42.6664	7,765.29	44.7998	8,153.57	47.0398	8,561.25	49.3919
Lead Dispatcher	7,539.56	43.4974	7,916.54	45.6724	8,312.38	47.9560	8,728.01	50.3539	9,164.42	52.8716
Police Officer	8,927.81	51.5066	9,374.21	54.0820	9,842.93	56.7862	10,335.09	59.6255	10,851.86	62.6069
Police Sergeant	10,457.83	60.3336	10,980.73	63.3504	11,529.78	66.5180	12,106.28	69.8439	12,711.61	73.3362

* Monthly rate is calculated on a 40-hour workweek.

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Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>AFSCME @ 07/01/2024</u>										
Accountant	8,216.57	47.4033	8,627.42	49.7736	9,058.80	52.2623	9,511.73	54.8754	9,987.33	57.6192
Accounting Specialist	7,018.03	40.4887	7,368.94	42.5131	7,737.41	44.6389	8,124.28	46.8708	8,530.51	49.2145
Administrative Coordinator	7,751.72	44.7215	8,139.31	46.9576	8,546.28	49.3055	8,973.60	51.7708	9,422.29	54.3593
Assistant Engineer, eff. 03/05/2024	8,865.97	51.1498	9,309.26	53.7073	9,774.73	56.3926	10,263.46	59.2123	10,776.63	62.1729
Associate Civil Engineer	9,752.52	56.2645	10,240.14	59.0777	10,752.17	62.0317	11,289.78	65.1333	11,854.28	68.3901
Associate Planner	8,216.57	47.4033	8,627.40	49.7735	9,058.78	52.2622	9,511.73	54.8754	9,987.33	57.6192
Building Inspector I	7,263.18	41.9030	7,626.34	43.9981	8,007.66	46.1980	8,408.05	48.5080	8,828.47	50.9335
Building Inspector II	8,007.64	46.1979	8,408.03	48.5079	8,828.45	50.9334	9,269.89	53.4801	9,733.39	56.1542
Cable Access Coordinator	7,751.72	44.7215	8,139.31	46.9576	8,546.28	49.3055	8,973.60	51.7708	9,422.29	54.3593
Code Enforcement Officer I	7,263.18	41.9030	7,626.34	43.9981	8,007.66	46.1980	8,408.05	48.5080	8,828.47	50.9335
Code Enforcement Officer II	8,007.64	46.1979	8,408.03	48.5079	8,828.45	50.9334	9,269.89	53.4801	9,733.39	56.1542
Environmental Compliance Inspector	7,263.18	41.9030	7,626.34	43.9981	8,007.66	46.1980	8,408.05	48.5080	8,828.47	50.9335
Information Systems Administrator	7,751.74	44.7216	8,139.33	46.9577	8,546.30	49.3056	8,973.62	51.7709	9,422.32	54.3596
Information Systems Specialist	7,424.01	42.8308	7,795.24	44.9725	8,185.01	47.2212	8,594.27	49.5823	9,023.99	52.0615
Junior Engineer, eff. 03/05/2024	8,059.98	46.4999	8,462.96	48.8248	8,886.12	51.2661	9,330.42	53.8294	9,796.93	56.5208
Laboratory Analyst I	8,388.44	48.3948	8,807.87	50.8146	9,248.26	53.3553	9,710.69	56.0232	10,196.23	58.8244
Laboratory Analyst II	9,248.26	53.3553	9,710.68	56.0231	10,196.23	58.8244	10,706.06	61.7657	11,241.36	64.8540
Laboratory Supervisor	10,510.68	60.6386	11,036.23	63.6706	11,588.06	66.8542	12,167.48	70.1970	12,775.86	73.7069
Management Analyst	8,207.23	47.3494	8,617.59	49.7169	9,048.49	52.2028	9,500.92	54.8130	9,975.98	57.5537
Police Services Supervisor	7,556.33	43.5942	7,934.15	45.7739	8,330.86	48.0627	8,747.42	50.4659	9,184.80	52.9892
PW Maintenance Supervisor	8,463.81	48.8297	8,887.00	51.2712	9,331.36	53.8348	9,797.94	56.5266	10,287.85	59.3530
Public Works Specialist	7,301.56	42.1244	7,666.65	44.2307	8,049.99	46.4422	8,452.49	48.7644	8,875.12	51.2026
Recreation Coordinator*	6,066.82	35.0009	6,370.17	36.7510	6,688.69	38.5886	7,023.14	40.5181	7,374.29	42.5440
Rental Inspector	7,263.20	41.9031	7,626.36	43.9982	8,007.68	46.1982	8,408.07	48.5081	8,828.49	50.9336
Project Manager	7,097.75	40.9485	7,452.64	42.9960	7,825.29	45.1459	8,216.55	47.4032	8,627.40	49.7735
Senior Accountant	9,038.25	52.1437	9,490.16	54.7509	9,964.65	57.4884	10,462.89	60.3628	10,986.05	63.3810
Senior Project Manager	8,216.57	47.4033	8,627.40	49.7735	9,058.80	52.2623	9,511.73	54.8754	9,987.33	57.6192
WWTP Operations Supervisor	10,510.68	60.6386	11,036.23	63.6706	11,588.06	66.8542	12,167.48	70.1970	12,775.86	73.7069
WPCP Supervisor	7,989.51	46.0933	8,389.00	48.3981	8,808.44	50.8179	9,248.89	53.3590	9,711.34	56.0270

* Monthly rate is calculated on a 40-hour workweek.

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Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
LOCAL 1 @ 07/01/2024										
Accounting Assistant I	3,450.04	19.9041	3,622.55	20.8993	3,803.68	21.9443	3,993.87	23.0415	4,193.56	24.1936
Accounting Assistant II	3,733.43	21.5390	3,920.11	22.6160	4,116.12	23.7468	4,321.93	24.9342	4,538.03	26.1809
Accounting Technician	5,562.59	32.0919	5,840.73	33.6965	6,132.77	35.3814	6,439.41	37.1505	6,761.39	39.0080
Administrative Assistant	6,179.00	35.6481	6,487.96	37.4305	6,812.36	39.3021	7,152.99	41.2672	7,510.64	43.3306
Cable Access Technician	6,272.78	36.1891	6,586.43	37.9986	6,915.76	39.8986	7,261.55	41.8936	7,624.64	43.9883
Cook*	3,648.74	21.0504	3,831.18	22.1029	4,022.74	23.2081	4,223.88	24.3685	4,435.08	25.5870
Community Service Officer	6,072.10	35.0313	6,375.71	36.7829	6,694.50	38.6221	7,029.24	40.5533	7,380.70	42.5810
Custodian	3,261.46	18.8161	3,424.54	19.7569	3,595.77	20.7448	3,775.56	21.7821	3,964.34	22.8712
Field Maintenance Mechanic	5,946.12	34.3046	6,243.43	36.0198	6,555.61	37.8208	6,883.40	39.7119	7,227.58	41.6976
Fleet Maintenance Mechanic	6,746.15	38.9201	7,083.46	40.8661	7,437.65	42.9095	7,809.54	45.0550	8,200.02	47.3078
Food Services Specialist, eff. 01/16/2024	5,002.54	28.8608	5,252.67	30.3039	5,515.31	31.8191	5,791.08	33.4101	6,080.64	35.0806
Information Systems Assistant (formerly IS Technician I)	3,514.21	20.2743	3,689.93	21.2880	3,874.43	22.3525	4,068.15	23.4701	4,271.56	24.6436
Information Systems Technician (formerly IS Technician II)	6,388.23	36.8552	6,707.64	38.6979	7,043.03	40.6329	7,395.19	42.6646	7,764.96	44.7978
Laboratory Technician I	6,653.76	38.3871	6,986.46	40.3065	7,335.79	42.3219	7,702.59	44.4380	8,087.72	46.6599
Laboratory Technician II	7,335.77	42.3217	7,702.57	44.4379	8,087.70	46.6598	8,492.10	48.9929	8,916.71	51.4426
Lead Records & Property Specialist	5,745.15	33.1451	6,032.42	34.8024	6,334.04	36.5426	6,650.75	38.3697	6,983.30	40.2883
Office Assistant	4,899.64	28.2672	5,144.63	29.6806	5,401.87	31.1646	5,671.97	32.7229	5,955.57	34.3591
Permit Technician I	5,815.58	33.5514	6,106.37	35.2290	6,411.69	36.9905	6,732.28	38.8401	7,068.90	40.7821
Permit Technician II	6,411.68	36.9904	6,732.27	38.8400	7,068.89	40.7820	7,422.34	42.8212	7,793.46	44.9623
Permit Technician III	7,068.87	40.7819	7,422.32	42.8211	7,793.44	44.9622	8,183.12	47.2103	8,592.29	49.5709
Police Property Specialist	6,377.70	36.7944	6,696.59	38.6342	7,031.43	40.5659	7,383.01	42.5943	7,752.16	44.7240
Police Records Specialist	5,211.80	30.0681	5,472.39	31.5715	5,746.02	33.1501	6,033.32	34.8076	6,335.00	36.5481
PW Maintenance Worker Assistant eff.02/04/2025	4,731.70	27.2983	4,968.29	28.6632	5,216.70	30.0964	5,477.54	31.6012	5,751.41	33.1812
PW Maintenance Worker	5,477.52	31.6011	5,751.40	33.1812	6,038.98	34.8403	6,340.93	36.5823	6,657.99	38.4115
PW Senior Maintenance Worker	5,947.86	34.3146	6,245.26	36.0304	6,557.53	37.8319	6,885.41	39.7235	7,229.69	41.7098
Recreation Activities Specialist*	5,001.82	28.8567	5,251.92	30.2995	5,514.52	31.8145	5,790.25	33.4053	6,079.77	35.0756
Wastewater Operator in Training	5,890.68	33.9847	6,185.22	35.6840	6,494.49	37.4682	6,819.22	39.3417	7,160.19	41.3088
Wastewater Operator	8,165.98	47.1114	8,574.29	49.4671	9,003.01	51.9405	9,453.17	54.5375	9,925.84	57.2645
Wastewater Senior Operator	9,199.07	53.0716	9,659.04	55.7252	10,142.00	58.5115	10,649.11	61.4372	11,181.57	64.5091
Wastewater Maintenance Mechanic	6,886.41	39.7293	7,230.74	41.7158	7,592.28	43.8016	7,971.90	45.9917	8,370.51	48.2914
Wastewater Sr. Maintenance Mechanic	8,133.06	46.9215	8,539.72	49.2676	8,966.72	51.7311	9,415.06	54.3177	9,885.83	57.0336

* Monthly rate is calculated on a 40-hour workweek.

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Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>TRAINEE - BENEFITTED @ 07/01/2024</u>										
Police Officer Trainee*	7,380.70	42.5810								
<u>NON-BENEFITTED PART TIME @ 01/01/2025</u>										
Information Systems Technician		16.5000		17.3250		18.1913		19.1009		20.0560
<u>Fire Reserves @ 01/01/2025</u>										
Reserve Fire Captain		16.5000								
Reserve Fire Engineer		16.5000								
Reserve Firefighter		16.5000								
<u>Interns @ 01/01/2025</u>										
Intern		16.5000		17.5000		18.5000		19.5000		20.5000
<u>Police @ 01/01/2025</u>										
Crossing Guard		16.5000								
<u>Community Services Department @ 01/01/2025</u>										
Cable Equipment Operator I		16.5000		17.3250		18.1913		19.1009		20.0560
Cable Equipment Operator II		19.1009		20.0560		21.0588		22.1117		23.2173
Recreation Leader		16.5000		17.3250		18.1913		19.1009		20.0560
Senior Recreation Leader		19.1009		20.0560		21.0588		22.1117		23.2173
Rental Facility Custodian		16.5000		17.3250		18.1913		19.1009		20.0560
Rental Facility Senior Custodian		19.1009		20.0560		21.0588		22.1117		23.2173
<u>Administration - 05/03/17</u>										
Records Management Administrator		60.0000								
<u>CONTRACT-Part Time</u>										
<u>Public Works @ 07/01/05</u>										
Park Caretaker		20.7000								

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