

Master Salary Schedule Adopted (Reso 2026-47)

EXHIBIT A

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ELECTED OFFICIALS

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

Individual Employment Agreements, eff. 07/14/2025

	<u>Minimum Annual</u>	<u>Minimum Hourly</u>	<u>Maximum Annual</u>	<u>Maximum Hourly</u>
Interim City Manager, eff. 03/09/2026			\$272,950.12	\$ 131.2260
City Manager, eff. 07/01/2026			\$305,000.00	\$ 146.6346
City Clerk			\$190,960.75	\$ 91.8081

Executive, Management, Confidential, eff. 07/14/2025

	<u>Minimum Annual</u>	<u>Minimum Hourly</u>	<u>Maximum Annual</u>	<u>Maximum Hourly</u>
Assistant City Manager	\$ 230,165.48	\$ 110.6565	\$ 279,881.23	\$ 134.5583
Police Chief	\$ 230,165.48	\$ 110.6565	\$ 279,881.23	\$ 134.5583
Development Services Director/City Engineer	\$ 219,205.16	\$ 105.3871	\$ 266,553.48	\$ 128.1507
Community Development Director	\$ 199,278.43	\$ 95.8069	\$ 242,322.57	\$ 116.5012
Finance Director	\$ 199,278.43	\$ 95.8069	\$ 242,322.57	\$ 116.5012
Fire Chief	\$ 199,278.43	\$ 95.8069	\$ 242,322.57	\$ 116.5012
Human Resources Director	\$ 199,278.43	\$ 95.8069	\$ 242,322.57	\$ 116.5012
Public Works Director	\$ 199,278.43	\$ 95.8069	\$ 242,322.57	\$ 116.5012
Police Commander	\$ 189,685.58	\$ 91.1950	\$ 230,657.66	\$ 110.8931
Communications Director, eff. 03/04/2025	\$ 181,064.43	\$ 87.0502	\$ 220,174.35	\$ 105.8531
Community Services Director	\$ 181,064.43	\$ 87.0502	\$ 220,174.35	\$ 105.8531
Building Official	\$ 172,441.43	\$ 82.9045	\$ 209,688.78	\$ 100.8119
Fire Battalion Chief (contract for services, eff. 03/01/2023)	\$ 172,441.43	\$ 82.9045	\$ 209,688.78	\$ 100.8119
Planning Manager	\$ 172,441.43	\$ 82.9045	\$ 209,688.78	\$ 100.8119
Police Lieutenant	\$ 172,441.43	\$ 82.9045	\$ 209,688.78	\$ 100.8119
Wastewater Treatment Plant Manager	\$ 172,441.43	\$ 82.9045	\$ 209,688.78	\$ 100.8119
Capital Improvement Program Manager, eff. 10/23/25	\$ 142,513.27	\$ 68.5160	\$ 173,296.14	\$ 83.3155
Information Technology Manager, eff. 03/04/2025	\$ 142,513.27	\$ 68.5160	\$ 173,296.14	\$ 83.3155
Public Works Manager	\$ 142,513.27	\$ 68.5160	\$ 173,296.14	\$ 83.3155
Recreation Manager	\$ 126,678.82	\$ 60.9033	\$ 154,041.44	\$ 74.0584
Assistant to the City Manager	\$ 126,678.82	\$ 60.9033	\$ 154,041.44	\$ 74.0584
Senior Accountant, eff. 03/18/2025	\$ 111,712.66	\$ 53.7080	\$ 135,842.60	\$ 65.3089
Accountant, eff. 03/18/2025	\$ 101,556.83	\$ 48.8254	\$ 123,493.11	\$ 59.3717
Human Resources Analyst	\$ 100,455.01	\$ 48.2957	\$ 122,153.29	\$ 58.7275
Deputy City Clerk	\$ 96,809.33	\$ 46.5429	\$ 117,720.15	\$ 56.5962
Human Resources Specialist	\$ 91,322.80	\$ 43.9052	\$ 111,048.52	\$ 53.3887
Accounting Specialist, eff. 03/18/2025	\$ 86,742.99	\$ 41.7034	\$ 105,479.48	\$ 50.7113
Human Resources Technician	\$ 83,020.73	\$ 39.9138	\$ 100,953.20	\$ 48.5352
Accounting Technician, eff. 03/18/2025	\$ 68,753.69	\$ 33.0547	\$ 83,604.48	\$ 40.1945

Bargaining Unit	A	A	B	B	C	C	D	D	E	E
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly

LOCAL 1230 @ 07/04/2022: Contract for services, eff. 03/01/2023

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

PPEA @ 07/14/2025

Community Safety Specialist	6,379.16	36.8028	6,698.12	38.6430	7,033.04	40.5752	7,384.69	42.6040	7,753.94	44.7343
Dispatcher	7,254.64	41.8537	7,617.38	43.9464	7,998.25	46.1438	8,398.17	48.4510	8,818.09	50.8736
Lead Dispatcher	7,765.74	44.8024	8,154.04	47.0425	8,561.75	49.3947	8,989.85	51.8645	9,439.35	54.4578
Police Officer	9,195.65	53.0518	9,655.44	55.7045	10,138.22	58.4897	10,645.14	61.4143	11,177.41	64.4851
Police Sergeant	10,771.57	62.1436	11,310.15	65.2509	11,875.67	68.5135	12,469.47	71.9393	13,092.96	75.5363

* 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
AFSCME Local 512 @ 07/14/2025										
Accountant	8,463.07	48.8254	8,886.22	51.2667	9,330.53	53.8300	9,797.06	56.5215	10,286.91	59.3476
Accounting Specialist	7,228.57	41.7033	7,590.00	43.7885	7,969.50	45.9779	8,367.98	48.2768	8,786.38	50.6906
Administrative Coordinator	7,984.27	46.0631	8,383.48	48.3663	8,802.66	50.7846	9,242.79	53.3238	9,704.93	55.9900
Assistant Engineer	9,131.94	52.6843	9,588.54	55.3185	10,067.97	58.0844	10,571.37	60.9887	11,099.94	64.0381
Associate Civil Engineer	10,045.09	57.9525	10,547.35	60.8501	11,074.71	63.8926	11,628.45	67.0872	12,209.87	70.4416
Associate Planner	8,463.07	48.8254	8,886.22	51.2667	9,330.53	53.8300	9,797.06	56.5215	10,286.91	59.3476
Building Inspector I	7,481.07	43.1600	7,855.13	45.3180	8,247.88	47.5839	8,660.28	49.9631	9,093.29	52.4613
Building Inspector II	8,247.87	47.5839	8,660.27	49.9631	9,093.28	52.4612	9,547.94	55.0843	10,025.34	57.8385
Cable Access Coordinator	7,984.27	46.0631	8,383.48	48.3663	8,802.66	50.7846	9,242.79	53.3238	9,704.93	55.9900
Code Enforcement Officer I	7,481.07	43.1600	7,855.13	45.3180	8,247.88	47.5839	8,660.28	49.9631	9,093.29	52.4613
Code Enforcement Officer II	8,247.87	47.5839	8,660.27	49.9631	9,093.28	52.4612	9,547.94	55.0843	10,025.34	57.8385
Environmental Compliance Inspector	7,481.07	43.1600	7,855.13	45.3180	8,247.88	47.5839	8,660.28	49.9631	9,093.29	52.4613
Information Systems Administrator	7,984.29	46.0632	8,383.50	48.3664	8,802.68	50.7847	9,242.81	53.3239	9,704.95	55.9901
Information Systems Specialist	7,646.73	44.1158	8,029.07	46.3216	8,430.52	48.6376	8,852.05	51.0695	9,294.65	53.6230
Junior Engineer	8,301.77	47.8949	8,716.86	50.2896	9,152.71	52.8041	9,610.34	55.4443	10,090.86	58.2165
Laboratory Analyst I	8,640.09	49.8467	9,072.10	52.3390	9,525.70	54.9560	10,001.99	57.7038	10,502.09	60.5890
Laboratory Analyst II	9,525.70	54.9560	10,001.99	57.7038	10,502.09	60.5890	11,027.19	63.6184	11,578.55	66.7993
Laboratory Supervisor	10,826.00	62.4577	11,367.30	65.5806	11,935.67	68.8596	12,532.45	72.3026	13,159.07	75.9177
Management Analyst	8,453.45	48.7699	8,876.12	51.2084	9,319.93	53.7688	9,785.93	56.4573	10,275.22	59.2801
Police Services Supervisor	7,783.02	44.9020	8,172.17	47.1471	8,580.78	49.5045	9,009.82	51.9797	9,460.31	54.5787
PW Maintenance Supervisor	8,717.72	50.2946	9,153.61	52.8093	9,611.29	55.4497	10,091.85	58.2222	10,596.45	61.1333
Public Works Specialist	7,520.60	43.3881	7,896.63	45.5575	8,291.47	47.8354	8,706.04	50.2271	9,141.34	52.7385
Recreation Coordinator*	6,248.83	36.0509	6,561.27	37.8535	6,889.33	39.7461	7,233.80	41.7334	7,595.49	43.8201
Rental Inspector	7,481.09	43.1601	7,855.15	45.3182	8,247.90	47.5841	8,660.30	49.9633	9,093.31	52.4614
Project Manager	7,310.68	42.1770	7,676.21	44.2859	8,060.02	46.5001	8,463.03	48.8251	8,886.18	51.2664
Senior Accountant	9,309.39	53.7080	9,774.86	56.3934	10,263.61	59.2131	10,776.79	62.1738	11,315.63	65.2825
Senior Project Manager	8,463.07	48.8254	8,886.22	51.2667	9,330.53	53.8300	9,797.06	56.5215	10,286.91	59.3476
WWTP Operations Supervisor	10,826.00	62.4577	11,367.30	65.5806	11,935.67	68.8596	12,532.45	72.3026	13,159.07	75.9177
WPCP Supervisor	8,229.19	47.4761	8,640.65	49.8499	9,072.69	52.3424	9,526.32	54.9595	10,002.64	57.7075

* 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 LOCAL 1 @ 07/14/2025</u>										
Accounting Assistant I	3,553.54	20.5012	3,731.22	21.5263	3,917.78	22.6026	4,113.67	23.7327	4,319.35	24.9193
Accounting Assistant II	3,845.44	22.1852	4,037.71	23.2945	4,239.59	24.4592	4,451.57	25.6821	4,674.15	26.9663
Accounting Technician	5,729.47	33.0546	6,015.94	34.7074	6,316.74	36.4427	6,632.58	38.2649	6,964.21	40.1781
Administrative Assistant	6,364.37	36.7175	6,682.59	38.5534	7,016.72	40.4811	7,367.55	42.5051	7,735.93	44.6304
Cable Access Technician	6,460.97	37.2748	6,784.02	39.1386	7,123.22	41.0955	7,479.38	43.1503	7,853.35	45.3078
Community Service Officer	6,254.26	36.0823	6,566.98	37.8864	6,895.32	39.7807	7,240.09	41.7698	7,602.10	43.8582
Cook*	3,758.20	21.6819	3,946.11	22.7660	4,143.41	23.9043	4,350.58	25.0995	4,568.11	26.3545
Custodian	3,359.30	19.3806	3,527.27	20.3496	3,703.63	21.3671	3,888.81	22.4355	4,083.25	23.5572
Field Maintenance Mechanic	6,124.51	35.3337	6,430.73	37.1004	6,752.27	38.9554	7,089.88	40.9032	7,444.38	42.9483
Fleet Maintenance Mechanic	6,948.53	40.0877	7,295.96	42.0921	7,660.76	44.1967	8,043.80	46.4065	8,445.99	48.7268
Food Services Specialist	5,152.61	29.7266	5,410.24	31.2129	5,680.75	32.7736	5,964.79	34.4123	6,263.03	36.1329
Information Systems Assistant (formerly IS Technician I)	3,619.64	20.8825	3,800.62	21.9267	3,990.65	23.0230	4,190.18	24.1741	4,399.69	25.3828
Information Technology Technician (formerly IS Technician II), eff. 02/16/26	6,579.87	37.9608	6,908.87	39.8588	7,254.31	41.8518	7,617.03	43.9444	7,997.88	46.1416
Laboratory Technician I	6,853.38	39.5387	7,196.04	41.5156	7,555.85	43.5914	7,933.64	45.7710	8,330.32	48.0595
Laboratory Technician II	7,555.84	43.5914	7,933.64	45.7710	8,330.32	48.0595	8,746.83	50.4625	9,184.17	52.9856
Lead Records & Property Specialist	5,917.51	34.1395	6,213.38	35.8464	6,524.05	37.6388	6,850.26	39.5207	7,192.77	41.4967
Office Assistant	5,046.63	29.1152	5,298.96	30.5710	5,563.91	32.0995	5,842.11	33.7045	6,134.21	35.3897
Permit Technician I	5,990.05	34.5580	6,289.55	36.2859	6,604.03	38.1002	6,934.23	40.0052	7,280.94	42.0054
Permit Technician II	6,604.03	38.1002	6,934.23	40.0052	7,280.94	42.0054	7,644.99	44.1057	8,027.24	46.3110
Permit Technician III	7,280.94	42.0054	7,644.98	44.1057	8,027.23	46.3109	8,428.59	48.6265	8,850.02	51.0578
Police Property Specialist	6,569.03	37.8982	6,897.48	39.7932	7,242.35	41.7828	7,604.47	43.8720	7,984.70	46.0656
Police Records Specialist	5,368.15	30.9701	5,636.56	32.5186	5,918.39	34.1445	6,214.31	35.8518	6,525.02	37.6444
PW Maintenance Worker Assistant	4,873.65	28.1172	5,117.34	29.5231	5,373.20	30.9993	5,641.86	32.5492	5,923.96	34.1767
PW Maintenance Worker	5,641.85	32.5491	5,923.94	34.1766	6,220.14	35.8854	6,531.14	37.6797	6,857.70	39.5637
PW Senior Maintenance Worker	6,126.30	35.3440	6,432.61	37.1112	6,754.24	38.9668	7,091.96	40.9151	7,446.55	42.9609
Recreation Activities Specialist*	5,151.88	29.7224	5,409.47	31.2085	5,679.95	32.7689	5,963.94	34.4074	6,262.14	36.1277
Wastewater Operator in Training	6,067.40	35.0043	6,370.77	36.7545	6,689.31	38.5922	7,023.78	40.5218	7,374.97	42.5479
Wastewater Operator	8,410.96	48.5248	8,831.51	50.9510	9,273.08	53.4986	9,736.74	56.1735	10,223.58	58.9822
Wastewater Senior Operator	9,475.04	54.6637	9,948.80	57.3969	10,446.24	60.2667	10,968.55	63.2801	11,516.98	66.4441
Wastewater Maintenance Mechanic	7,093.00	40.9212	7,447.65	42.9672	7,820.03	45.1156	8,211.03	47.3714	8,621.59	49.7399
Wastewater Sr. Maintenance Mechanic	8,377.05	48.3292	8,795.91	50.7456	9,235.70	53.2829	9,697.49	55.9470	10,182.36	58.7444

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Master Salary Schedule Adopted (Reso 2026-47)

EXHIBIT A

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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 @ 07/14/2025</u>										
Police Officer Trainee*	7,602.10	43.8582								
<u>NON-BENEFITTED PART TIME @ 01/01/2026</u>										
Information Systems Technician		16.9000		17.7450	18.6323		19.5639		20.5421	
<u>Fire Reserves @ 01/01/2026</u>										
Reserve Fire Captain		16.9000								
Reserve Fire Engineer		16.9000								
Reserve Firefighter		16.9000								
<u>Interns @ 01/01/2026</u>										
Intern		16.9000		17.7450	18.6323		19.5639		20.5421	
<u>Police @ 01/01/2026</u>										
Crossing Guard		16.9000								
<u>Community Services Department @ 01/01/2026</u>										
Cable Equipment Operator I		16.9000		17.7450	18.6323		19.5639		20.5421	
Cable Equipment Operator II		21.5692		22.6477	23.7800		24.9690		26.2175	
Recreation Leader		16.9000		17.7450	18.6323		19.5639		20.5421	
Senior Recreation Leader		21.5692		22.6477	23.7800		24.9690		26.2175	
Rental Facility Custodian		16.9000		17.7450	18.6323		19.5639		20.5421	
Rental Facility Senior Custodian		21.5692		22.6477	23.7800		24.9690		26.2175	
<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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