

**Section No. 1: Executive Management Salary Schedule**

Job Class	Effective Date	Range	Starting		Ending	
			Monthly	Hourly	Ending	Hourly
City Manager* (1)	07/30/19	100	\$ 13,161	\$ 75.93	\$ 17,767	\$ 102.50
Fire Chief*	12/27/19	115	\$ 11,112	\$ 64.11	\$ 13,507	\$ 77.93
Police Chief*	12/27/19	110	\$ 11,112	\$ 64.11	\$ 13,507	\$ 77.93
Development Services Director*	12/27/19	128	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Finance Director*	03/04/20	108	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Pub. Wks. & Bldg. Director/City Engineer*	12/27/19	123	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Recreation, Parks & Marina Director*	12/27/19	140	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Community Development Director*	12/27/19	130	\$ 7,842	\$ 45.24	\$ 10,587	\$ 61.08
Economic Development Director*	12/27/19	125	\$ 7,842	\$ 45.24	\$ 10,587	\$ 61.08
Chief Building Official*	12/27/19	135	\$ 7,842	\$ 45.24	\$ 10,587	\$ 61.08

**\*FLSA Exempt**

(1) City Manager salary adjustments are set by contract.

## Section No. 2: Police Management Salary Schedule

Job Class	Effective Date	Range	Starting		Ending	
			Monthly	Hourly	Monthly	Hourly
Police Chief*	12/27/19	110	\$ 11,112	\$ 64.11	\$ 13,507	\$ 77.93
Police Commander*	12/27/19	255	\$ 7,819	\$ 45.11	\$ 10,555	\$ 60.90

\*FLSA Exempt

**Section No. 3: Professional/Technical Salary Schedule**

Job Class	Effective Date	Range	Starting		Ending	
			Monthly	Hourly	Ending	Hourly
<b>City Engineer*</b>	12/27/19	267	\$ 7,842	\$ 45.24	\$ 10,586	\$ 61.07
Police Commander*	12/27/19	255	\$ 7,819	\$ 45.11	\$ 10,555	\$ 60.90
<b>Fire Division Chief*</b>	12/27/19	237	\$ 7,168	\$ 41.35	\$ 9,677	\$ 55.83
<b>Public Works Superintendent*</b>	12/27/19	265	\$ 7,116	\$ 41.05	\$ 9,606	\$ 55.42
Financial Services Manager*	12/27/19	225	\$ 6,534	\$ 37.69	\$ 8,820	\$ 50.89
Accounting Services Manager*	12/27/19	207	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
<b>Assistant/Associate Engineer- Associate*</b>	12/27/19	221	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
Building Inspection Services Manager*	12/27/19	216	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
IT Services Manager*	12/27/19	276	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
Police Support Services Manager*	12/27/19	270	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
<b>Fire Captain (2,912 annual hours)</b>	12/27/19	202	\$ 6,021	\$ 24.16	\$ 8,128	\$ 32.62
Senior Management Analyst*	12/27/19	238	\$ 5,979	\$ 34.49	\$ 8,071	\$ 46.57
Senior Planner*	12/27/19	239	\$ 5,979	\$ 34.49	\$ 8,071	\$ 46.57
<b>Project Manager*</b>	12/27/19	260	\$ 5,707	\$ 32.92	\$ 7,704	\$ 44.45
Senior Accountant*	12/27/19	205	\$ 5,707	\$ 32.92	\$ 7,704	\$ 44.45
Senior Building Inspector*	12/27/19	215	\$ 5,707	\$ 32.92	\$ 7,704	\$ 44.45
Assistant/Associate Engineer-Assistant*	12/27/19	220	\$ 5,700	\$ 32.89	\$ 7,695	\$ 44.39
<b>Assistant/Associate Planner-Associate*</b>	12/27/19	251	\$ 5,435	\$ 31.36	\$ 7,338	\$ 42.33
<b>Management Analyst I/II-II*</b>	12/27/19	236	\$ 5,435	\$ 31.36	\$ 7,338	\$ 42.33
Marina & Waterfront Events Manager*	12/27/19	240	\$ 5,435	\$ 31.36	\$ 7,338	\$ 42.33
<b>Housing Manager*</b>	12/27/19	230	\$ 5,225	\$ 30.15	\$ 7,054	\$ 40.70
Marketing Manager*	12/27/19	245	\$ 4,961	\$ 28.62	\$ 6,698	\$ 38.64
<b>Accountant*</b>	12/27/19	200	\$ 4,941	\$ 28.50	\$ 6,670	\$ 38.48
Assistant/Associate Planner-Assistant*	12/27/19	250	\$ 4,941	\$ 28.50	\$ 6,670	\$ 38.48
Management Analyst I/II-I*	12/27/19	235	\$ 4,941	\$ 28.50	\$ 6,670	\$ 38.48
<b>Dispatch/Records Supervisor*</b>	12/27/19	223	\$ 4,636	\$ 26.74	\$ 6,258	\$ 36.11
<b>Public Works Supervisor*</b>	12/27/19	222	\$ 4,613	\$ 26.62	\$ 6,228	\$ 35.93
<b>Sec to City Mgr/Dep City Clerk*</b>	12/27/19	300	\$ 4,333	\$ 25.00	\$ 5,850	\$ 33.75
<b>Recreation Supervisor*</b>	12/27/19	241	\$ 3,944	\$ 22.75	\$ 5,324	\$ 30.72

**Bold** denotes benchmark class

\*FLSA Exempt

**Section No. 4: Police Non-Management Salary Schedule**

Job Class w/ Incentive &/or Assignment Pay	Effective Date	Range	A Step		B Step		C Step		D Step		E Step		F Step		G Step	
			Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
<b>Police Officer</b>	12/27/19	400	\$ 5,458	\$ 31.49	\$5,731	\$33.06	\$6,017	\$34.72	\$6,318	\$ 36.45	\$6,634	\$ 38.27	N/A	N/A	N/A	N/A
Police Officer w/ POST Basic Certificate	12/27/19	403	\$ 5,306	\$ 30.61	\$5,571	\$32.14	\$5,850	\$33.75	\$6,142	\$ 35.43	\$6,449	\$ 39.04	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. Certificate	12/27/19	401	\$ 5,846	\$ 33.72	\$6,138	\$35.41	\$6,445	\$37.18	\$6,767	\$ 39.04	\$7,105	\$ 40.99	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. & Adv Certs	12/27/19	402	\$ 6,138	\$ 35.41	\$6,445	\$37.18	\$6,767	\$39.04	\$7,105	\$ 40.99	\$7,461	\$ 43.04	N/A	N/A	N/A	N/A
Police Corporal	12/27/19	415	N/A	N/A	N/A	N/A	\$6,138	\$35.41	\$6,445	\$ 37.18	\$6,767	\$ 39.04	\$7,105	\$40.99	N/A	N/A
Police Corporal w/ POST Int. Cert.	12/27/19	416	N/A	N/A	N/A	N/A	\$6,445	\$37.18	\$6,767	\$ 39.04	\$7,105	\$ 40.99	\$7,461	\$43.04	N/A	N/A
Police Corporal w/ POST Int. & Adv.	12/27/19	417	N/A	N/A	N/A	N/A	\$6,767	\$39.04	\$7,105	\$ 40.99	\$7,461	\$ 43.04	\$7,834	\$45.19	N/A	N/A
<b>Police Sergeant</b>	12/27/19	450	\$ 6,928	\$ 39.97	\$7,274	\$41.97	\$7,638	\$44.07	\$8,020	\$ 46.27	\$8,421	\$ 48.58	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. Certificate	12/27/19	451	\$ 7,274	\$ 41.97	\$7,638	\$44.07	\$8,020	\$46.27	\$8,421	\$ 48.58	\$8,842	\$ 51.01	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. & Adv.	12/27/19	452	\$ 7,638	\$ 44.07	\$8,020	\$46.27	\$8,421	\$48.58	\$8,842	\$ 51.01	\$9,284	\$ 53.56	N/A	N/A	N/A	N/A

**Bold** denotes benchmark class

Section No. 5: General City Service

Job Class	Effective Date	Range	A Step		B Step		C Step		D Step		E Step	
			Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
<b>Computer Technician</b>	12/27/19	545	\$5,392	\$31.11	\$5,662	\$32.67	\$5,945	\$34.30	\$6,242	\$36.01	\$6,554	\$ 37.81
<b>Building Inspector I/II-II</b>	12/27/19	521	\$5,130	\$29.59	\$5,386	\$31.07	\$5,656	\$32.63	\$5,938	\$34.26	\$6,235	\$ 35.97
<b>Public Works Inspector</b>	12/27/19	570	\$5,189	\$29.94	\$5,449	\$31.44	\$5,721	\$33.01	\$6,007	\$34.66	\$6,308	\$ 36.39
Youth Services Specialist	12/27/19	590	\$4,786	\$27.61	\$5,025	\$28.99	\$5,276	\$30.44	\$5,540	\$31.96	\$5,817	\$ 33.56
Senior Public Safety Dispatcher	12/27/19	530	\$4,680	\$27.00	\$4,914	\$28.35	\$5,160	\$29.77	\$5,418	\$31.26	\$5,689	\$ 32.82
Building Inspector I/II-I	12/27/19	520	\$4,664	\$26.91	\$4,898	\$28.26	\$5,143	\$29.67	\$5,400	\$31.15	\$5,670	\$ 32.71
Human Resources Technician	12/27/19	519	\$4,573	\$26.38	\$4,802	\$27.70	\$5,042	\$29.09	\$5,294	\$30.54	\$5,559	\$ 32.07
Permit Technician	12/27/19	518	\$4,573	\$26.38	\$4,802	\$27.70	\$5,042	\$29.09	\$5,294	\$30.54	\$5,559	\$ 32.07
<b>Housing Specialist I/II-II</b>	12/27/19	561	\$4,364	\$25.18	\$4,582	\$26.44	\$4,811	\$27.76	\$5,052	\$29.15	\$5,304	\$ 30.60
<b>Public Safety Dispatcher I/II-II</b>	12/27/19	526	\$4,255	\$24.55	\$4,468	\$25.77	\$4,691	\$27.06	\$4,926	\$28.42	\$5,172	\$ 29.84
Housing Specialist I/II-I	12/27/19	560	\$4,157	\$23.98	\$4,365	\$25.18	\$4,583	\$26.44	\$4,812	\$27.76	\$5,053	\$ 29.15
<b>Administrative Assistant II</b>	12/27/19	511	\$4,157	\$23.98	\$4,365	\$25.18	\$4,583	\$26.44	\$4,812	\$27.76	\$5,053	\$ 29.15
Recreation Coordinator	12/27/19	580	\$4,052	\$23.38	\$4,255	\$24.55	\$4,468	\$25.78	\$4,691	\$27.06	\$4,926	\$ 28.42
Accounting Technician	12/27/19	508	\$4,037	\$23.29	\$4,239	\$24.45	\$4,451	\$25.68	\$4,673	\$26.96	\$4,907	\$ 28.31
Senior Account Clerk	12/27/19	505	\$4,037	\$23.29	\$4,239	\$24.45	\$4,451	\$25.68	\$4,673	\$26.96	\$4,907	\$ 28.31
Senior Maintenance Worker	12/27/19	568	\$3,974	\$22.93	\$4,173	\$24.08	\$4,382	\$25.28	\$4,601	\$26.54	\$4,831	\$ 27.87
<b>Fleet Mechanic</b>	12/27/19	555	\$3,974	\$22.93	\$4,173	\$24.08	\$4,382	\$25.28	\$4,601	\$26.54	\$4,831	\$ 27.87
Public Safety Dispatcher I/II-I	12/27/19	525	\$3,974	\$22.93	\$4,173	\$24.08	\$4,382	\$25.28	\$4,601	\$26.54	\$4,831	\$ 27.87
Administrative Assistant I	12/27/19	510	\$3,883	\$22.40	\$4,077	\$23.52	\$4,281	\$24.70	\$4,495	\$25.93	\$4,720	\$ 27.23
Rec. Prog. & Admin. Coordinator	12/27/19	581	\$3,883	\$22.40	\$4,077	\$23.52	\$4,281	\$24.70	\$4,495	\$25.93	\$4,720	\$ 27.23
Maintenance Worker I/II-II	12/27/19	566	\$3,786	\$21.84	\$3,976	\$22.94	\$4,174	\$24.08	\$4,383	\$25.29	\$4,602	\$ 26.55
Community Services Officer I/II-II	12/27/19	536	\$3,749	\$21.63	\$3,936	\$22.71	\$4,133	\$23.84	\$4,339	\$25.03	\$4,556	\$ 26.29
Account Clerk III	12/27/19	503	\$3,617	\$20.87	\$3,798	\$21.91	\$3,988	\$23.01	\$4,187	\$24.16	\$4,397	\$ 25.37
<b>Maintenance Worker I/II-I</b>	12/27/19	565	\$3,442	\$19.86	\$3,615	\$20.85	\$3,795	\$21.90	\$3,985	\$22.99	\$4,184	\$ 24.14
<b>Bldg Maintenance Worker I/II-II</b>	12/27/19	516	\$3,442	\$19.86	\$3,615	\$20.85	\$3,795	\$21.90	\$3,985	\$22.99	\$4,184	\$ 24.14
Community Services Officer I/II-I	12/27/19	535	\$3,406	\$19.65	\$3,576	\$20.63	\$3,755	\$21.66	\$3,943	\$22.75	\$4,140	\$ 23.88
<b>Account Clerk I/II-II</b>	12/27/19	501	\$3,289	\$18.97	\$3,453	\$19.92	\$3,626	\$20.92	\$3,807	\$21.96	\$3,998	\$ 23.06
Office Assistant	12/27/19	509	\$3,249	\$18.74	\$3,411	\$19.68	\$3,582	\$20.66	\$3,761	\$21.70	\$3,949	\$ 22.78
Bldg Maintenance Worker I/II-I	12/27/19	515	\$3,129	\$18.05	\$3,285	\$18.95	\$3,449	\$19.90	\$3,622	\$20.89	\$3,803	\$ 21.94
Account Clerk I/II-I	12/27/19	500	\$2,989	\$17.25	\$3,139	\$18.11	\$3,296	\$19.01	\$3,461	\$19.97	\$3,634	\$ 20.96

**Bold** denotes benchmark class

\*FLSA Exempt

**Section No. 6: Unrepresented General Service Salary Schedule**

Job Class	Effective Date	Range	A Step		B Step		C Step		D Step		E Step	
			Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Fire Engineer	12/27/19	203	\$6,130	\$24.60	\$6,436	\$25.83	\$6,758	\$27.12	\$7,096	\$28.48	\$7,451	\$ 29.90

**Bold** denotes benchmark class

**\*FLSA Exempt**

## Section No. 7: Temporary/Hourly Employees

Effective: December 27, 2019

Minimum \$ 13.00

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Police Officer Trainee	906	\$28.63	\$30.06			
Engineering Technician - Temp	900	\$21.32	\$22.39	\$23.51	\$24.68	\$25.92
Maintenance Worker II - Temp	916	\$18.66	\$19.59	\$20.57	\$21.60	\$22.68
Police Officer - Temp	905	\$18.22	\$19.13	\$20.09	\$21.09	\$22.15
Firefighter - Temp	910	\$18.22	\$19.13	\$20.09	\$21.09	\$22.15
Computer Systems Specialist	917	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Financial Services Specialist	918	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Planning Specialist	919	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Public Works Specialist	921	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Communications & Records Tech I - Temp	920	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Administrative Assistant I - Temp	925	\$17.28	\$18.14	\$19.05	\$20.00	\$21.00
Community Services Officer I/II-I - Temp	930	\$16.56	\$17.39	\$18.26	\$19.17	\$20.13
Maintenance Worker I - Temp	915	\$16.96	\$17.81	\$18.70	\$19.64	\$20.62
Building Maintenance Worker I/II-I - Temp	914	\$16.00	\$16.80	\$17.64	\$18.52	\$19.44
Office Assistant - Temp	926	\$15.38	\$16.15	\$16.96	\$17.81	\$18.70
Recreation Specialist Supervisor	939	\$16.92	\$17.77	\$18.65	\$19.59	\$20.57
Recreation Specialist III	937	\$15.38	\$16.15	\$16.96	\$17.81	\$18.70
Recreation Specialist II	936	\$13.98	\$14.68	\$15.42	\$16.19	\$17.00
Recreation Specialist I	935		\$13.35	\$14.01	\$14.72	\$15.45

## Section No. 7: Temporary/Hourly Employees

Effective: December 25, 2020

Minimum \$ 14.00

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Police Officer Trainee	906	\$28.63	\$30.06			
Engineering Technician - Temp	900	\$22.18	\$23.28	\$24.45	\$25.67	\$26.95
Maintenance Worker II - Temp	916	\$19.59	\$20.57	\$21.60	\$22.68	\$23.82
Police Officer - Temp	905	\$18.95	\$19.90	\$20.89	\$21.93	\$23.03
Firefighter - Temp	910	\$18.95	\$19.90	\$20.89	\$21.93	\$23.03
Computer Systems Specialist	917	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Financial Services Specialist	918	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Planning Specialist	919	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Public Works Specialist	921	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Communications & Records Tech I - Temp	920	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Administrative Assistant I - Temp	925	\$17.97	\$18.87	\$19.81	\$20.80	\$21.84
Community Services Officer I/II-I - Temp	930	\$17.22	\$18.09	\$18.99	\$19.94	\$20.94
Maintenance Worker I - Temp	915	\$17.81	\$18.70	\$19.64	\$20.62	\$21.65
Building Maintenance Worker I/II-I - Temp	914	\$16.80	\$17.64	\$18.52	\$19.44	\$20.42
Office Assistant - Temp	926	\$16.46	\$17.28	\$18.14	\$19.05	\$20.00
Recreation Specialist Supervisor	939	\$18.10	\$19.01	\$19.96	\$20.96	\$22.00
Recreation Specialist III	937	\$16.46	\$17.28	\$18.14	\$19.05	\$20.00
Recreation Specialist II	936	\$14.96	\$15.71	\$16.50	\$17.32	\$18.19
Recreation Specialist I	935		\$14.28	\$15.00	\$15.75	\$16.53



## Section No. 7: Temporary/Hourly Employees

Effective: December 24, 2021

Minimum \$ 15.00

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Police Officer Trainee	906	\$28.63	\$30.06			
Engineering Technician - Temp	900	\$23.06	\$24.22	\$25.43	\$26.70	\$28.03
Maintenance Worker II - Temp	916	\$20.57	\$21.60	\$22.68	\$23.82	\$25.01
Police Officer - Temp	905	\$19.71	\$20.69	\$21.73	\$22.81	\$23.95
Firefighter - Temp	910	\$19.71	\$20.69	\$21.73	\$22.81	\$23.95
Computer Systems Specialist	917	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Financial Services Specialist	918	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Planning Specialist	919	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Public Works Specialist	921	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Communications & Records Tech I - Temp	920	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Administrative Assistant I - Temp	925	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72
Community Services Officer I/II-I - Temp	930	\$17.91	\$18.81	\$19.75	\$20.74	\$21.77
Maintenance Worker I - Temp	915	\$18.70	\$19.64	\$20.62	\$21.65	\$22.73
Building Maintenance Worker I/II-I - Temp	914	\$17.64	\$18.52	\$19.44	\$20.42	\$21.44
Office Assistant - Temp	926	\$17.61	\$18.49	\$19.41	\$20.39	\$21.40
Recreation Specialist Supervisor	939	\$19.37	\$20.34	\$21.36	\$22.42	\$23.55
Recreation Specialist III	937	\$17.61	\$18.49	\$19.41	\$20.39	\$21.40
Recreation Specialist II	936	\$16.01	\$16.81	\$17.65	\$18.53	\$19.46
Recreation Specialist I	935		\$15.28	\$16.05	\$16.85	\$17.69