

FY 2025/26 SALARY SCHEDULE  
EFFECTIVE 07/01/2025 - 12/31/2025  
Annual Salaries are based on 2080 Hours

| AFSCME |                                                                  |        |           |           |           |           |           |           |           |           |           |
|--------|------------------------------------------------------------------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GRADE  | TITLE                                                            | RATE   | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    | STEP 8    | STEP 9    |
| O4     | Parking Enforcement Att.                                         | Hourly | 18.94     | 19.50     | 20.09     | 20.71     | 21.32     | 21.95     | 22.61     | 23.30     | 23.98     |
|        |                                                                  | Annual | 39,395.20 | 40,560.00 | 41,787.20 | 43,076.80 | 44,345.60 | 45,656.00 | 47,028.80 | 48,464.00 | 49,878.40 |
| O5     | Vacant                                                           | Hourly | 20.42     | 21.03     | 21.69     | 22.31     | 22.99     | 23.68     | 24.38     | 25.13     | 25.87     |
|        |                                                                  | Annual | 42,473.60 | 43,742.40 | 45,115.20 | 46,404.80 | 47,819.20 | 49,254.40 | 50,710.40 | 52,270.40 | 53,809.60 |
| O6     | Library Assistant<br>Office Assistant I                          | Hourly | 21.44     | 22.08     | 22.74     | 23.43     | 24.12     | 24.87     | 25.62     | 26.38     | 27.17     |
|        |                                                                  | Annual | 44,595.20 | 45,926.40 | 47,299.20 | 48,734.40 | 50,169.60 | 51,729.60 | 53,289.60 | 54,870.40 | 56,513.60 |
| O7     | Operations Maintenance Tech<br>Parks Maint & Public Works Helper | Hourly | 22.50     | 23.16     | 23.88     | 24.56     | 25.34     | 26.09     | 26.86     | 27.68     | 28.50     |
|        |                                                                  | Annual | 46,800.00 | 48,172.80 | 49,670.40 | 51,084.80 | 52,707.20 | 54,267.20 | 55,868.80 | 57,574.40 | 59,280.00 |
| O8     | Office Assistant II                                              | Hourly | 23.63     | 24.34     | 25.05     | 25.82     | 26.59     | 27.39     | 28.21     | 29.08     | 29.96     |
|        |                                                                  | Annual | 49,150.40 | 50,627.20 | 52,104.00 | 53,705.60 | 55,307.20 | 56,971.20 | 58,676.80 | 60,486.40 | 62,316.80 |
| O9     | Court Clerk                                                      | Hourly | 24.84     | 25.57     | 26.31     | 27.09     | 27.94     | 28.78     | 29.63     | 30.53     | 31.48     |
|        | Public Service Assistant                                         | Annual | 51,667.20 | 53,185.60 | 54,724.80 | 56,347.20 | 58,115.20 | 59,862.40 | 61,630.40 | 63,502.40 | 65,478.40 |
|        | Senior Library Asst.                                             |        |           |           |           |           |           |           |           |           |           |
|        | Street/Sewer/Storm Technician I                                  |        |           |           |           |           |           |           |           |           |           |
|        | Volunteer Specialist                                             |        |           |           |           |           |           |           |           |           |           |
|        | Water Technician I                                               |        |           |           |           |           |           |           |           |           |           |
| O10    | Park Maintenance Tech I<br>Police Services Technician            | Hourly | 26.45     | 27.29     | 28.07     | 28.92     | 29.76     | 30.66     | 31.61     | 32.54     | 33.53     |
|        |                                                                  | Annual | 55,016.00 | 56,763.20 | 58,385.60 | 60,153.60 | 61,900.80 | 63,772.80 | 65,748.80 | 67,683.20 | 69,742.40 |
| O11    | Accounting Tech                                                  | Hourly | 28.02     | 28.82     | 29.70     | 30.56     | 31.55     | 32.45     | 33.47     | 34.43     | 35.51     |
|        | Library Prgrm Specialist                                         | Annual | 58,281.60 | 59,945.60 | 61,776.00 | 63,564.80 | 65,624.00 | 67,496.00 | 69,617.60 | 71,614.40 | 73,860.80 |
|        | Office Coordinator                                               |        |           |           |           |           |           |           |           |           |           |
|        | Park Maintenance Tech II                                         |        |           |           |           |           |           |           |           |           |           |
|        | Permit Technician                                                |        |           |           |           |           |           |           |           |           |           |
|        | Police Services Technician II                                    |        |           |           |           |           |           |           |           |           |           |
|        | Program Specialist                                               |        |           |           |           |           |           |           |           |           |           |
|        | Property Evidence Technician                                     |        |           |           |           |           |           |           |           |           |           |
|        | Rec Program Specialist                                           |        |           |           |           |           |           |           |           |           |           |
|        | Street/Sewer/Storm Technician II                                 |        |           |           |           |           |           |           |           |           |           |
|        | Volunteer Coordinator                                            |        |           |           |           |           |           |           |           |           |           |
|        | Water Technician II                                              |        |           |           |           |           |           |           |           |           |           |
| O12    | Engineering Tech I                                               | Hourly | 29.40     | 30.31     | 31.18     | 32.12     | 33.07     | 34.11     | 35.07     | 36.16     | 37.23     |
|        | Facilities Maint Tech I                                          | Annual | 61,152.00 | 63,044.80 | 64,854.40 | 66,809.60 | 68,785.60 | 70,948.80 | 72,945.60 | 75,212.80 | 77,438.40 |
|        | Fleet Service Tech I                                             |        |           |           |           |           |           |           |           |           |           |
|        | Permit Coordinator                                               |        |           |           |           |           |           |           |           |           |           |
|        | Warehouse/Inv Control Tech                                       |        |           |           |           |           |           |           |           |           |           |
| O13    | Assistant Planner                                                | Hourly | 30.87     | 31.78     | 32.77     | 33.70     | 34.75     | 35.77     | 36.85     | 37.96     | 39.10     |
|        | Code Compliance Officer                                          | Annual | 64,209.60 | 66,102.40 | 68,161.60 | 70,096.00 | 72,280.00 | 74,401.60 | 76,648.00 | 78,956.80 | 81,328.00 |
|        | Community Services Officer                                       |        |           |           |           |           |           |           |           |           |           |
|        | GIS Technician                                                   |        |           |           |           |           |           |           |           |           |           |
|        | Librarian I                                                      |        |           |           |           |           |           |           |           |           |           |
|        | Library Outreach Specialist                                      |        |           |           |           |           |           |           |           |           |           |
| O14    | Building Inspector I                                             | Hourly | 32.77     | 33.70     | 34.75     | 35.77     | 36.85     | 37.96     | 39.10     | 40.25     | 41.46     |

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|--------|-----------------------------------------------|----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| GRADE  | TITLE                                         | RATE                             | STEP 1     | STEP 2     | STEP 3     | STEP 4     | STEP 5     | STEP 6     | STEP 7     | STEP 8     | STEP 9     |
| O15    | Accountant                                    | Hourly                           | 34.80      | 35.82      | 36.90      | 38.01      | 39.15      | 40.30      | 41.53      | 42.77      | 44.05      |
|        | Associate Planner                             | Annual                           | 72,384.00  | 74,505.60  | 76,752.00  | 79,060.80  | 81,432.00  | 83,824.00  | 86,382.40  | 88,961.60  | 91,624.00  |
|        | Street/Sewer/Storm Technician III             |                                  |            |            |            |            |            |            |            |            |            |
|        | Water Technician III                          |                                  |            |            |            |            |            |            |            |            |            |
| O16    | Building Inspector II                         | Hourly                           | 36.51      | 37.60      | 38.72      | 39.89      | 41.09      | 42.36      | 43.58      | 44.89      | 46.26      |
|        | Engineering Associate                         | Annual                           | 75,940.80  | 78,208.00  | 80,537.60  | 82,971.20  | 85,467.20  | 88,108.80  | 90,646.40  | 93,371.20  | 96,220.80  |
| O17    | Vacant                                        | Hourly                           | 39.14      | 40.29      | 41.49      | 42.75      | 44.04      | 45.36      | 46.74      | 48.11      | 49.57      |
|        |                                               | Annual                           | 81,411.20  | 83,803.20  | 86,299.20  | 88,920.00  | 91,603.20  | 94,348.80  | 97,219.20  | 100,068.80 | 103,105.60 |
| O18    | Building Inspector III                        | Hourly                           | 41.08      | 42.33      | 43.57      | 44.88      | 46.26      | 47.63      | 49.06      | 50.51      | 52.03      |
|        | Climate Action Program Manager                | Annual                           | 85,446.40  | 88,046.40  | 90,625.60  | 93,350.40  | 96,220.80  | 99,070.40  | 102,044.80 | 105,060.80 | 108,222.40 |
|        | Policy Analyst                                |                                  |            |            |            |            |            |            |            |            |            |
|        | Project Engineer                              |                                  |            |            |            |            |            |            |            |            |            |
| M4     | Management Analyst I                          | Hourly                           | 31.07      | 31.99      | 32.97      | 33.92      | 34.97      | 36.02      | 37.08      | 38.17      | 39.35      |
|        |                                               | Annual                           | 64,625.60  | 66,539.20  | 68,577.60  | 70,553.60  | 72,737.60  | 74,921.60  | 77,126.40  | 79,393.60  | 81,848.00  |
| M5     | Desktop Support Technician                    | Hourly                           | 32.30      | 33.25      | 34.26      | 35.26      | 36.33      | 37.42      | 38.56      | 39.71      | 40.88      |
|        |                                               | Annual                           | 67,184.00  | 69,160.00  | 71,260.80  | 73,340.80  | 75,566.40  | 77,833.60  | 80,204.80  | 82,596.80  | 85,030.40  |
| M6     | Procurement & Contracts Analyst               | Hourly                           | 33.90      | 34.96      | 36.01      | 37.07      | 38.16      | 39.33      | 40.51      | 41.71      | 42.98      |
|        |                                               | Annual                           | 70,512.00  | 72,716.80  | 74,900.80  | 77,105.60  | 79,372.80  | 81,806.40  | 84,260.80  | 86,756.80  | 89,398.40  |
|        | Program Coordinator                           |                                  |            |            |            |            |            |            |            |            |            |
|        |                                               | Management Analyst II            |            |            |            |            |            |            |            |            |            |
| M8     | Community Engagement Coord                    | Hourly                           | 37.38      | 38.53      | 39.63      | 40.84      | 42.09      | 43.33      | 44.65      | 45.99      | 47.35      |
|        |                                               | Annual                           | 77,750.40  | 80,142.40  | 82,430.40  | 84,947.20  | 87,547.20  | 90,126.40  | 92,872.00  | 95,659.20  | 98,488.00  |
|        | GIS Coordinator                               |                                  |            |            |            |            |            |            |            |            |            |
|        |                                               | Information Tech Coordinator     |            |            |            |            |            |            |            |            |            |
| M9     | Field System Administrator*                   | Hourly                           | 39.26      | 40.44      | 41.66      | 42.87      | 44.16      | 45.50      | 46.86      | 48.27      | 49.72      |
|        |                                               | Annual                           | 81,661.23  | 84,110.40  | 86,647.84  | 89,163.21  | 91,855.10  | 94,635.24  | 97,459.51  | 100,394.11 | 103,416.96 |
| M10    | Creative Communications & Mktg<br>Program Mgr | Hourly                           | 41.18      | 42.41      | 43.70      | 44.99      | 46.34      | 47.73      | 49.17      | 50.66      | 52.18      |
|        |                                               | Annual                           | 85,654.93  | 88,214.43  | 90,884.25  | 93,576.14  | 96,378.35  | 99,268.82  | 102,291.67 | 105,380.72 | 108,535.97 |
|        | Database/GIS Administrator                    |                                  |            |            |            |            |            |            |            |            |            |
|        |                                               | Deputy City Recorder/Records Mgr |            |            |            |            |            |            |            |            |            |
|        | Project Manager*                              |                                  |            |            |            |            |            |            |            |            |            |
|        |                                               |                                  |            |            |            |            |            |            |            |            |            |
| M13    | Vacant                                        | Hourly                           | 46.38      | 47.76      | 49.20      | 50.68      | 52.22      | 53.77      | 55.38      | 57.04      | 58.77      |
|        |                                               | Annual                           | 96,470.14  | 99,338.54  | 102,344.63 | 105,419.56 | 108,632.17 | 111,844.78 | 115,172.13 | 118,637.16 | 122,239.87 |
| M14    | Econ Development Prog Mgr                     | Hourly                           | 48.72      | 50.17      | 51.66      | 53.21      | 54.81      | 56.47      | 58.15      | 59.88      | 61.69      |
|        |                                               | Annual                           | 101,312.00 | 104,363.98 | 107,461.87 | 110,674.48 | 114,001.82 | 117,443.90 | 120,954.82 | 124,557.54 | 128,297.94 |
|        | Network Administrator*                        |                                  |            |            |            |            |            |            |            |            |            |
|        |                                               |                                  |            |            |            |            |            |            |            |            |            |
| M15    | Principal Transportation Engineer             | Hourly                           | 52.36      | 53.91      | 55.51      | 57.20      | 58.95      | 60.70      | 62.50      | 64.36      | 66.28      |
|        |                                               | Annual                           | 108,907.53 | 112,143.08 | 115,470.44 | 118,981.37 | 122,607.03 | 126,255.63 | 129,973.09 | 133,874.11 | 137,866.93 |

italicized positions are not filled.  
\* Classifications marked with an \* are Exempt