Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Administrative Services	**City Council**	Elected	**Step 1**	Filled (5)	235.38	510.00	6,120.00		
					Plus $100/mo. for Special District Meeting				
Administrative Services	**City Manager**	Executive: At-Will; Contract	**Step 1**	Filled (1)	92.31	7,384.62	16,000.00	192,000.00	Employment Contract
Administrative Services	**Assistant City Manager**	Executive; At-Will	**Step 1**	Not Authorized	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.25 6% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Administrative Services	**Administration Director**	Executive; At-Will	**Step 1**	Not Authorized	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Administrative Services	**Senior Administrative Analyst**	Confidential: Non-Bargaining	**Step 1**	Filled (1)	34.00	2,720.00	5,893.33	70,720.00	7.12.26 CNBarg 5% COLA
			Step 2		35.70	2,856.00	6,188.00	74,256.00	Reso 4955-2025
			Step 3		37.49	2,999.20	6,498.27	77,979.20	
			Step 4		39.36	3,148.80	6,822.40	81,868.80	
			Step 5		41.33	3,306.40	7,163.87	85,966.40	
Administrative Services	**Administrative Analyst**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	30.92	2,473.60	5,359.47	64,313.60	7.12.26 CNBarg 5% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	Reso 4955-2025
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Administrative Services	**City Clerk & HR Analyst**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	29.72	2,377.60	5,151.47	61,817.60	7.12.26 CNBarg 5% COLA
			Step 2		31.21	2,496.80	5,409.73	64,916.80	Reso 4955-2025
			Step 3		32.77	2,621.60	5,680.13	68,161.60	Position was created 7.1.2026
			Step 4		34.41	2,752.80	5,964.40	71,572.80	**Changed title**
			Step 5		36.13	2,890.40	6,262.53	75,150.40	
Administrative Services	**Administrative Assistant - Confidential**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 CNBarg 5% COLA
	Working title - Administrative Assistant - Administration		**Step 2**		29.94	2,395.20	5,189.60	62,275.20	Reso 4955-2025
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Administrative Services	**City Clerk, Non-Certified**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	37.96	3,036.80	6,579.73	78,956.80	7.12.26 CNBarg 5% COLA
			Step 2		39.86	3,188.80	6,909.07	82,908.80	Reso 4955-2025
			Step 3		41.85	3,348.00	7,254.00	87,048.00	
			Step 4		43.94	3,515.20	7,616.27	91,395.20	
			Step 5		46.14	3,691.20	7,997.60	95,971.20	
Administrative Services	**City Clerk - CMC Certified**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Administration	**City Clerk Technician**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	28.51	2,280.80	4,941.73	59,300.80	7.12.26 Cbarg 5% COLA
			Step 2		29.94	2,395.20	5,189.60	62,275.20	Reso 4955-2025
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Administrative Services	**Human Resources Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Administrative Services	**Public Experience Liaison - Part-Time**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	22.00				No COLA
Administrative Services	**Public Experience Liaison**	FBEO	**Step 1**	Filled (1)	27.14	2,171.20	4,704.27	56,451.20	7.12.2025 CNBarg 5% COLA
			Step 2		28.50	2,280.00	4,940.00	59,280.00	Reso 4955-2025
			Step 3		29.93	2,394.40	5,187.87	62,254.40	
			Step 4		31.43	2,514.40	5,447.87	65,374.40	
			Step 5		33.00	2,640.00	5,720.00	68,640.00	
Administrative Services	**Public Information Coordinator**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	32.05	2,564.00	5,555.33	66,664.00	7.12.2026 CNBarg 5% COLA
			Step 2		33.65	2,692.00	5,832.67	69,992.00	Reso 4955-2025
			Step 3		35.33	2,826.40	6,123.87	73,486.40	
			Step 4		37.10	2,968.00	6,430.67	77,168.00	
			Step 5		38.96	3,116.80	6,753.07	81,036.80	
Broadband	**Director of Broadband and Digital Infrastructure**	Executive; At-Will; Contract	**Step 1**	Filled (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Broadband	**Broadband Manager**	Mid-Manager; Non-Bargaining	**Step 1**	Filled (1)	45.64	3,651.20	7,910.93	94,931.20	Reso 4939-2025
			Step 2		47.92	3,833.60	8,306.13	99,673.60	No COLA
			Step 3		50.32	4,025.60	8,722.13	104,665.60	
			Step 4		52.84	4,227.20	9,158.93	109,907.20	
			Step 5		55.48	4,438.40	9,616.53	115,398.40	
Broadband	**Senior Network Administrator**	FBEO	**Step 1**	Filled (1)	44.06	3,524.80	7,637.07	91,644.80	7.12.26 FBEO 5% COLA
			Step 2		46.26	3,700.80	8,018.40	96,220.80	*6.22.2026 FBEO Side Letter*
			Step 3		48.57	3,885.60	8,418.80	101,025.60	
			Step 4		51.00	4,080.00	8,840.00	106,080.00	
			Step 5		53.55	4,284.00	9,282.00	111,384.00	
Broadband	**Network Operator**	FBEO	**Step 1**	Filled (1)	28.31	2,264.80	4,907.07	58,884.80	7.12.26 FBEO 5% COLA
			Step 2		29.73	2,378.40	5,153.20	61,838.40	*6.22.2026 FBEO Side Letter*
			Step 3		31.22	2,497.60	5,411.47	64,937.60	
			Step 4		32.78	2,622.40	5,681.87	68,182.40	
			Step 5		34.42	2,753.60	5,966.13	71,593.60	
Broadband	**System Technician**	FBEO	**Step 1**	Filled (3)	25.67	2,053.60	4,449.47	53,393.60	7.12.26 FBEO 5% COLA
			Step 2		26.95	2,156.00	4,671.33	56,056.00	*6.22.2026 FBEO Side Letter*
			Step 3		28.30	2,264.00	4,905.33	58,864.00	
			Step 4		29.72	2,377.60	5,151.47	61,817.60	
			Step 5		31.21	2,496.80	5,409.73	64,916.80	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)			Status	Hourly	Biweekly	Monthly	Annually	
Broadband	**Systems Technician - Transitional**	Transitional, Non-Represented, At-Will, Limited-Term, Grant-Funded	**Step 1**	Open (1)	25.67	2,053.60	4,449.47	53,393.60	**6.8.2026 New Classification**
			Step 2	Filled (2)	26.95	2,156.00	4,671.33	56,056.00	To match Systems Technician (Broadband)
			Step 3		28.30	2,264.00	4,905.33	58,864.00	Funded through Broadband grant(s)
			Step 4		29.72	2,377.60	5,151.47	61,817.60	**Will not be filled until on/after July 1, 2026**
			Step 5		31.21	2,496.80	5,409.73	64,916.80	
Broadband	**System Technician (Part-Time)**	Non-Represented; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	24.53	1,962.40	4,251.87	51,022.40	No COLA
Broadband	**Broadband Finance Technician I**	FBEO	**Step 1**	Filled (1)	24.96	1,996.80	4,326.40	51,916.80	7.12.26 FBEO 5% COLA
			Step 2		26.21	2,096.80	4,543.07	54,516.80	*6.22.2026 FBEO Side Letter*
			Step 3		27.52	2,201.60	4,770.13	57,241.60	
			Step 4		28.90	2,312.00	5,009.33	60,112.00	
			Step 5		30.35	2,428.00	5,260.67	63,128.00	
C.V. Starr	**C.V. Starr Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
C.V. Starr	**Administrative Assistant**	C.V. Starr; Non-Bargaining	**Step 1**	Not Authorized	19.30	1,544.00	3,345.33	40,144.00	7.12.26 CV 3% COLA
			Step 2		20.27	1,621.60	3,513.47	42,161.60	
			Step 3		21.28	1,702.40	3,688.53	44,262.40	
			Step 4		22.34	1,787.20	3,872.27	46,467.20	
			Step 5		23.46	1,876.80	4,066.40	48,796.80	
C.V. Starr	**Administrative Assistant I - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (3)	18.00				NO COLA
C.V. Starr	**Administrative Assistant II - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	20.00				NO COLA
C.V. Starr	**Administrative Assistant III - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	22.00				NO COLA
C.V. Starr	**Administrative Coordinator**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	22.85	1,828.00	3,960.67	47,528.00	7.12.26 CV 3% COLA
			Step 2		23.99	1,919.20	4,158.27	49,899.20	
			Step 3		25.19	2,015.20	4,366.27	52,395.20	
			Step 4		26.45	2,116.00	4,584.67	55,016.00	
			Step 5		27.77	2,221.60	4,813.47	57,761.60	
C.V. Starr	**Custodian I - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Not Authorized	20.00				NO COLA
C.V. Starr	**Custodian II - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**		22.00				NO COLA
C.V. Starr	**Custodian III - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**		24.00				NO COLA
C.V. Starr	**Fitness Equipment Technician**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (2)	25.00				NO COLA

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
C.V. Starr	**Fitness Instructor I - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (5)	30.00				NO COLA
C.V. Starr	**Fitness Instructor II - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**		32.00				NO COLA
C.V. Starr	**Head Lifeguard**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	21.64	1,731.20	3,750.93	45,011.20	7.12.26 CV 3% COLA
			Step 2		22.72	1,817.60	3,938.13	47,257.60	
			Step 3		23.86	1,908.80	4,135.73	49,628.80	
			Step 4		25.05	2,004.00	4,342.00	52,104.00	
			Step 5		26.30	2,104.00	4,558.67	54,704.00	
C.V. Starr	**Lifeguard - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Vacant (1)	21.06	1,684.80	3,650.40	43,804.80	7.12.26 CV 3% COLA
			Step 2		22.11	1,768.80	3,832.40	45,988.80	
			Step 3		23.22	1,857.60	4,024.80	48,297.60	
			Step 4		24.38	1,950.40	4,225.87	50,710.40	
			Step 5		25.60	2,048.00	4,437.33	53,248.00	
C.V. Starr	**Lifeguard I - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (18)	19.00				NO COLA
C.V. Starr	**Lifeguard II - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	21.00				NO COLA
C.V. Starr	**Lifeguard III - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Not Authorized	23.00				NO COLA
C.V. Starr	**Maintenance Supervisor**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	31.83	2,546.40	5,517.20	66,206.40	7.12.26 CV 3% COLA
			Step 2		33.42	2,673.60	5,792.80	69,513.60	
			Step 3		35.09	2,807.20	6,082.27	72,987.20	
			Step 4		36.84	2,947.20	6,385.60	76,627.20	
			Step 5		38.68	3,094.40	6,704.53	80,454.40	
C.V. Starr	**Maintenance Worker I - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (2)	20.61	1,648.80	3,572.40	42,868.80	7.12.26 CV 3% COLA
			Step 2		21.64	1,731.20	3,750.93	45,011.20	
			Step 3		22.72	1,817.60	3,938.13	47,257.60	
			Step 4		23.86	1,908.80	4,135.73	49,628.80	
			Step 5		25.05	2,004.00	4,342.00	52,104.00	
C.V. Starr	**Maintenance Worker II - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	23.98	1,918.40	4,156.53	49,878.40	7.12.26 CV 3% COLA
			Step 2		25.18	2,014.40	4,364.53	52,374.40	
			Step 3		26.44	2,115.20	4,582.93	54,995.20	
			Step 4		27.76	2,220.80	4,811.73	57,740.80	
			Step 5		29.15	2,332.00	5,052.67	60,632.00	
C.V. Starr	**Maintenance Worker III - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Not Authorized	27.40	2,192.00	4,749.33	56,992.00	7.12.26 CV 3% COLA
			Step 2		28.77	2,301.60	4,986.80	59,841.60	
			Step 3		30.21	2,416.80	5,236.40	62,836.80	
			Step 4		31.72	2,537.60	5,498.13	65,977.60	
			Step 5		33.31	2,664.80	5,773.73	69,284.80	
C.V. Starr	**Recreation Coordinator**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	25.74	2,059.20	4,461.60	53,539.20	7.12.26 CV 3% COLA
			Step 2		27.03	2,162.40	4,685.20	56,222.40	
			Step 3		28.38	2,270.40	4,919.20	59,030.40	
			Step 4		29.80	2,384.00	5,165.33	61,984.00	
			Step 5		31.29	2,503.20	5,423.60	65,083.20	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
C.V. Starr	**Recreation Instructor I**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	21.00				NO COLA
C.V. Starr	**Recreation Instructor II**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (2)	23.00				NO COLA
C.V. Starr	**Recreation Instructor III**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	25.00				NO COLA
C.V. Starr	**Recreation Supervisor**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	31.83	2,546.40	5,517.20	66,206.40	7.12.26 CV 3% COLA
			Step 2		33.42	2,673.60	5,792.80	69,513.60	
			Step 3		35.09	2,807.20	6,082.27	72,987.20	
			Step 4		36.84	2,947.20	6,385.60	76,627.20	
			Step 5		38.68	3,094.40	6,704.53	80,454.40	
C.V. Starr	**Senior Administrative Assistant**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	19.50	1,560.00	3,380.00	40,560.00	7.12.26 CV 3% COLA
			Step 2	Vacant (1)	20.48	1,638.40	3,549.87	42,598.40	
			Step 3		21.50	1,720.00	3,726.67	44,720.00	
			Step 4		22.58	1,806.40	3,913.87	46,966.40	
			Step 5		23.71	1,896.80	4,109.73	49,316.80	
C.V. Starr	**Senior Lifeguard**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	23.96	1,916.80	4,153.07	49,836.80	7.12.26 CV 3% COLA
			Step 2		25.16	2,012.80	4,361.07	52,332.80	
			Step 3		26.42	2,113.60	4,579.47	54,953.60	
			Step 4		27.74	2,219.20	4,808.27	57,699.20	
			Step 5		29.13	2,330.40	5,049.20	60,590.40	
Economic Development	**Economic Development Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Economic Development	**Grants Coordinator**	FBEO, Grant-Funded	**Step 1**	Filled (1)	34.43	2,754.40	5,967.87	71,614.40	7.12.26 FBEO 5% COLA
			Step 2		36.15	2,892.00	6,266.00	75,192.00	
			Step 3		37.96	3,036.80	6,579.73	78,956.80	
			Step 4		39.86	3,188.80	6,909.07	82,908.80	
			Step 5		41.85	3,348.00	7,254.00	87,048.00	
Economic Development	**Housing and Economic Development Coordinator**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	38.51	2,767.87	6,675.07	80,100.80	7.12.26 CNBarg 5% COLA
			Step 2		40.44	3,235.20	7,009.60	84,115.20	Reso 4955-2025
			Step 3		42.46	3,396.80	7,359.73	88,316.80	
			Step 4		44.58	3,566.40	7,727.20	92,726.40	
			Step 5		46.81	3,744.80	8,113.73	97,364.80	
Finance	**Director - Finance & Administration/City Treasurer**	Executive; At-Will	**Step 1**	Vacant (1)	57.08	4,566.40	9,893.87	118,726.40	10.28.2026
			Step 2		59.93	4,794.40	10,387.87	124,654.40	
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Finance	**Director - Finance/City Treasurer**	Executive; At-Will	**Step 1**	Vacant (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Finance	**Interim Director - Finance/City Treasurer**	Retired Annuitant; Non-Represented	**Step 1**	Vacant (1)	57.08	4,566.40	9,893.87	118,726.40	10.26.2026
			Step 2	Created 10/26/2026	59.93	4,794.40	10,387.87	124,654.40	Reso 5071-2026
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Finance	**Assistant Finance Director**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	45.64	3,281.14	7,109.13	85,309.54	7.1.26 MidM 5% COLA
			Step 2		47.92	3,833.60	8,306.13	99,673.60	Reso 4939-2025
			Step 3		50.32	4,025.60	8,722.13	104,665.60	
			Step 4		52.84	4,227.20	9,158.93	109,907.20	
			Step 5		55.48	4,438.40	9,616.53	115,398.40	
Finance	**Finance Lead**	FBEO	**Step 1**	Filled (1)	37.86	3,028.80	6,562.40	78,748.80	7.12.26 FBEO 5% COLA
			Step 2		39.75	3,180.00	6,890.00	82,680.00	
			Step 3		41.74	3,339.20	7,234.93	86,819.20	
			Step 4		43.83	3,506.40	7,597.20	91,166.40	
			Step 5		46.02	3,681.60	7,976.80	95,721.60	
Finance	**Finance Technician I**	FBEO	**Step 1**	Filled (2)	25.68	2,054.40	4,451.20	53,414.40	7.13.26 FBEO 5% COLA
			Step 2		26.96	2,156.80	4,673.07	56,076.80	
			Step 3		28.31	2,264.80	4,907.07	58,884.80	
			Step 4		29.73	2,378.40	5,153.20	61,838.40	
			Step 5		31.22	2,497.60	5,411.47	64,937.60	
Finance	**Finance Technician II**	FBEO	**Step 1**	Not Authorized	28.34	2,267.20	4,912.27	58,947.20	7.12.26 FBEO 5% COLA
			Step 2		29.76	2,380.80	5,158.40	61,900.80	
			Step 3		31.25	2,500.00	5,416.67	65,000.00	
			Step 4		32.81	2,624.80	5,687.07	68,244.80	
			Step 5		34.45	2,756.00	5,971.33	71,656.00	
Finance	**Finance Technician III**	FBEO	**Step 1**	Filled (1)	31.23	2,498.40	5,413.20	64,958.40	7.12.26 FBEO 5% COLA
			Step 2		32.79	2,623.20	5,683.60	68,203.20	
			Step 3		34.43	2,754.40	5,967.87	71,614.40	
			Step 4		36.15	2,892.00	6,266.00	75,192.00	
			Step 5		37.96	3,036.80	6,579.73	78,956.80	
Finance	**Government Accountant I**	FBEO	**Step 1**	Not Authorized	34.43	2,754.40	5,967.87	71,614.40	7.12.26 FBEO 5% COLA
			Step 2		36.15	2,892.00	6,266.00	75,192.00	
			Step 3		37.96	3,036.80	6,579.73	78,956.80	
			Step 4		39.86	3,188.80	6,909.07	82,908.80	
			Step 5		41.85	3,348.00	7,254.00	87,048.00	
Finance	**Government Accountant II**	FBEO	**Step 1**	Not Authorized	36.14	2,891.20	6,264.27	75,171.20	7.12.25 FBEO 5% COLA
			Step 2		37.95	3,036.00	6,578.00	78,936.00	
			Step 3		39.85	3,188.00	6,907.33	82,888.00	
			Step 4		41.84	3,347.20	7,252.27	87,027.20	
			Step 5		43.93	3,514.40	7,614.53	91,374.40	
Finance	**Government Accountant III**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	38.21	3,056.80	6,623.07	79,476.80	7.13.25 6% CNBarg COLA
			Step 2		40.12	3,209.60	6,954.13	83,449.60	
			Step 3		42.13	3,370.40	7,302.53	87,630.40	
			Step 4		44.24	3,539.20	7,668.27	92,019.20	
			Step 5		46.45	3,716.00	8,051.33	96,616.00	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Finance	**Senior Government Accountant**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Information Technology	**Director - Information Technology**	Mid-Management: Non-Bargaining	**Step 1**	Filled (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Information Technology	**Systems Analyst - Lead**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MIdM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Information Technology	**Systems Analyst**	Confidential/Non-Bargaining	**Step 1**	Filled (1)	34.43	2,754.40	5,967.87	71,614.40	7.12.26 CNBarg 5% COLA
			Step 2		36.15	2,892.00	6,266.00	75,192.00	Reso 4955-2025
			Step 3		37.96	3,036.80	6,579.73	78,956.80	
			Step 4		39.86	3,188.80	6,909.07	82,908.80	
			Step 5		41.85	3,348.00	7,254.00	87,048.00	
Information Technology	**Systems Technician**	FBEO	**Step 1**	Filled (1)	26.42	2,113.60	4,579.47	54,953.60	7.12.26 FBEO 5% COLA
			Step 2		27.74	2,219.20	4,808.27	57,699.20	
			Step 3		29.13	2,330.40	5,049.20	60,590.40	
			Step 4		30.59	2,447.20	5,302.27	63,627.20	
			Step 5		32.12	2,569.60	5,567.47	66,809.60	
Information Technology	**Audiovisual Technician - Part-Time**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	27.54				NO COLA
Parks & Recreation	**Director of Parks & Recreation**	Executive: At-Will	**Step 1**	Not Authorized	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Planning and Housing	**Director - Planning and Housing**	Executive; At-Will	**Step 1**	Vacant (1)	63.86	5,108.80	11,069.07	132,828.80	Exec 7.1.26 5% COLA
			Step 2		67.05	5,364.00	11,622.00	139,464.00	Reso 4953-2025
			Step 3		70.40	5,632.00	12,202.67	146,432.00	
			Step 4		73.92	5,913.60	12,812.80	153,753.60	
			Step 5		77.62	6,209.60	13,454.13	161,449.60	
Planning and Housing	**Administrative Assistant - Planning** *Working title: Administrative Assistant - Non-Confidential*	FBEO	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 FBEO 5% COLA
			Step 2		29.94	2,395.20	5,189.60	62,275.20	
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Planning and Housing	**Senior Planner**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	Exec 7.1.26 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Planning and Housing	**Assistant Planner**	FBEO	**Step 1**	Filled (1)	36.68	2,934.40	6,357.87	76,294.40	7.12.26 FBEO 5% COLA
			Step 2		38.51	3,080.80	6,675.07	80,100.80	
			Step 3		40.44	3,235.20	7,009.60	84,115.20	
			Step 4		42.46	3,396.80	7,359.73	88,316.80	
			Step 5		44.58	3,566.40	7,727.20	92,726.40	
Planning and Housing	**Assistant Planner/Code Enforcement, Part-Time**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	36.32				NO COLA
Planning and Housing	**Associate Planner**	FBEO	**Step 1**	Filled (1)	37.98	3,038.40	6,583.20	78,998.40	7.12.26 FBEO 5% COLA
			Step 2		39.88	3,190.40	6,912.53	82,950.40	
			Step 3		41.87	3,349.60	7,257.47	87,089.60	
			Step 4		43.96	3,516.80	7,619.73	91,436.80	
			Step 5		46.16	3,692.80	8,001.07	96,012.80	
Planning and Housing	**Code Enforcement Officer**	FBEO	**Step 1**	Not Authorized	36.68	2,934.40	6,357.87	76,294.40	7.12.26 FBEO 5% COLA
			Step 2		38.51	3,080.80	6,675.07	80,100.80	
			Step 3		40.44	3,235.20	7,009.60	84,115.20	
			Step 4		42.46	3,396.80	7,359.73	88,316.80	
			Step 5		44.58	3,566.40	7,727.20	92,726.40	
Planning and Housing	**Planning Technician**	FBEO	**Step 1**	Not Authorized	32.49	2,599.20	5,631.60	67,579.20	7.12.26 FBEO 5% COLA
			Step 2		34.11	2,728.80	5,912.40	70,948.80	
			Step 3		35.82	2,865.60	6,208.80	74,505.60	
			Step 4		37.61	3,008.80	6,519.07	78,228.80	
			Step 5		39.49	3,159.20	6,844.93	82,139.20	
Planning and Housing	**Permit Technician -PT**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	32.49				NO COLA
Planning and Housing	**Permit Technician**	FBEO	**Step 1**	Not Authorized	28.00	2,048.98	4,439.45	53,273.38	7.12.26 FBEO 5% COLA
			Step 2		29.40	2,352.00	5,096.00	61,152.00	
			Step 3		30.87	2,469.60	5,350.80	64,209.60	
			Step 4		32.41	2,592.80	5,617.73	67,412.80	
			Step 5		34.03	2,722.40	5,898.53	70,782.40	
Police	**Community Services Officer**	FBPA	**Step 1**	Not Authorized	27.95	2,236.00	4,844.67	58,136.00	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		29.35	2,348.00	5,087.33	61,048.00	
			Step 3		30.82	2,465.60	5,342.13	64,105.60	
			Step 4		32.36	2,588.80	5,609.07	67,308.80	
			Step 5		33.98	2,718.40	5,889.87	70,678.40	
	Interim Police Chief	Temp; At-Will; 960 ours limit	**Step 1**	Not Authorized	83.86				Temporary classification while City recruited permanent Police Chief Old Chief left eff. 9/30/25
Police	**Police Chief**	Executive; At-Will; Contract	**Step 1**	Filled (1)	81.41	6,512.80	14,111.07	169,332.80	Executive EE Group
			Step 2	Filled 12/01/2025	85.48	6,838.40	14,816.53	177,798.40	**Governed by Ord 672 per Exec Reso**
			Step 3		89.75	7,180.00	15,556.67	186,680.00	**Ord 672 1.93% Adj eff. 1.1.2026**
			Step 4		94.24	7,539.20	16,334.93	196,019.20	
			Step 5		98.95	7,916.00	17,151.33	205,816.00	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Police	**Police Chief Executive POST**	Executive; At-Will; Contract	**Step 1**	Not Authorized	87.12	6,969.60	15,100.80	181,209.60	Executive EE Group
			Step 2		91.48	7,318.40	15,856.53	190,278.40	**Governed by Ord 672 per Exec Reso**
			Step 3		96.05	7,684.00	16,648.67	199,784.00	**Ord 672 1.93% Adj eff. 1.1.2026**
			Step 4		100.85	8,068.00	17,480.67	209,768.00	
			Step 5		105.89	8,471.20	18,354.27	220,251.20	
Police	**Police Captain**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	72.96	5,836.80	12,646.40	151,756.80	**Mid Mgmt Reso 4939-2025 6%**
			Step 2		76.61	6,128.80	13,279.07	159,348.80	**in advance of Ord 672**
			Step 3		80.44	6,435.20	13,942.93	167,315.20	**Governed by Ord 672 per Reso 4939-2025**
			Step 4		84.46	6,756.80	14,639.73	175,676.80	
			Step 5		88.68	7,094.40	15,371.20	184,454.40	
Police	**Police Commander**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	63.91	5,112.80	11,077.73	132,932.80	**Mid Mgmt Reso 4939-2025 6%**
			Step 2		67.11	5,368.80	11,632.40	139,588.80	**in advance of Ord 672**
			Step 3		70.47	5,637.60	12,214.80	146,577.60	**Governed by Ord 672 per Reso 4939-2025**
			Step 4		73.99	5,919.20	12,824.93	153,899.20	
			Step 5		77.69	6,215.20	13,466.27	161,595.20	
Police	**Administrative Analyst - Police**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	30.92	2,473.60	5,359.47	64,313.60	7.12.26 CNBarg 5% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	Reso 4955-2025
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Police	**Administrative Assistant - Non-Confidential** *Working title: Administrative Assistant - Police*	FBEO	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 FBEO 5% COLA
			Step 2		29.94	2,395.20	5,189.60	62,275.20	
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Police	**Grants Analyst**	Part-Time; Less than 20 Hours Week; Grant-Funded; At-Will	**Step 1**	Vacant (1) Vacant since 5/7/2026	28.00				NO COLA
Police	**Police Sergeant - Intermediate POST**	FBPA	**Step 1**	Filled (3)	51.06	4,084.80	8,850.40	106,204.80	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		53.61	4,288.80	9,292.40	111,508.80	
			Step 3		56.29	4,503.20	9,756.93	117,083.20	
			Step 4		59.10	4,728.00	10,244.00	122,928.00	
			Step 5		62.06	4,964.80	10,757.07	129,084.80	
Police	**Police Sergeant - Intermediate POST - Acting**	FBPA	**Step 1**	Not Authorized	51.06	4,084.80	8,850.40	106,204.80	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		53.61	4,288.80	9,292.40	111,508.80	
			Step 3		56.29	4,503.20	9,756.93	117,083.20	
			Step 4		59.10	4,728.00	10,244.00	122,928.00	
			Step 5		62.06	4,964.80	10,757.07	129,084.80	
Police	**Police Sergeant Advance POST**	FBPA	**Step 1**	Not Authorized	53.99	4,319.20	9,358.27	112,299.20	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		56.69	4,535.20	9,826.27	117,915.20	
			Step 3		59.52	4,761.60	10,316.80	123,801.60	
			Step 4		62.50	5,000.00	10,833.33	130,000.00	
			Step 5		65.63	5,250.40	11,375.87	136,510.40	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Police	**Police Officer Basic POST**	FBPA	**Step 1**	Filled (7)	39.89	3,191.20	6,914.27	82,971.20	**FBPA 3% COLA eff. 7/12/2026**
			Step 2	Vacant (3)	41.88	3,350.40	7,259.20	87,110.40	
			Step 3		43.97	3,517.60	7,621.47	91,457.60	
			Step 4		46.17	3,693.60	8,002.80	96,033.60	
			Step 5		48.48	3,878.40	8,403.20	100,838.40	
Police	**Police Officer Intermediate POST**	FBPA	**Step 1**	Not Authorized	41.88	3,350.40	7,259.20	87,110.40	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		43.97	3,517.60	7,621.47	91,457.60	
			Step 3		46.17	3,693.60	8,002.80	96,033.60	
			Step 4		48.48	3,878.40	8,403.20	100,838.40	
			Step 5		50.90	4,072.00	8,822.67	105,872.00	
Police	**Police Officer Advanced POST**	FBPA	**Step 1**	Not Authorized	43.94	3,515.20	7,616.27	91,395.20	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		46.14	3,691.20	7,997.60	95,971.20	
			Step 3		48.45	3,876.00	8,398.00	100,776.00	
			Step 4		50.87	4,069.60	8,817.47	105,809.60	
			Step 5		53.41	4,272.80	9,257.73	111,092.80	
Police	**Police Recruit**	FBPA; 1,040 Hours	**Step 1**	Not Authorized	35.94				**FBPA 3% COLA eff. 7/12/2026**
Police	**Police Transport Officer**	Part-Time/On-Call; 1,000 Max Annual Hours; Non-Bargaining	**Step 1**	Not Authorized	28.56				NO COLA
Police	**Seasonal Parking Attendant**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	18.00				NO COLA
Police	**Social Services Liaison-Crisis Worker**	Non-Bargaining; Grant-Funded	**Step 1**	Filled (5)	36.28	2,902.40	6,288.53	75,462.40	7.12.26 CNBarg 5% COLA
			Step 2		38.09	3,047.20	6,602.27	79,227.20	Reso 4955-2025
			Step 3		39.99	3,199.20	6,931.60	83,179.20	
			Step 4		41.99	3,359.20	7,278.27	87,339.20	
			Step 5		44.09	3,527.20	7,642.27	91,707.20	
Police	**Special Investigator Basic POST**	FBPA	**Step 1**	Not Authorized	41.88	3,350.40	7,259.20	87,110.40	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		43.97	3,517.60	7,621.47	91,457.60	
			Step 3		46.17	3,693.60	8,002.80	96,033.60	
			Step 4		48.48	3,878.40	8,403.20	100,838.40	
			Step 5		50.90	4,072.00	8,822.67	105,872.00	
Police	**Special Investigator Intermediate POST**	FBPA	**Step 1**	Not Authorized	43.97	3,517.60	7,621.47	91,457.60	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		46.17	3,693.60	8,002.80	96,033.60	
			Step 3		48.48	3,878.40	8,403.20	100,838.40	
			Step 4		50.90	4,072.00	8,822.67	105,872.00	
			Step 5		53.45	4,276.00	9,264.67	111,176.00	
Police	**Special Investigator Advanced POST**	FBPA	**Step 1**	Filled (1)	46.15	3,692.00	7,999.33	95,992.00	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		48.46	3,876.80	8,399.73	100,796.80	
			Step 3		50.88	4,070.40	8,819.20	105,830.40	
			Step 4		53.42	4,273.60	9,259.47	111,113.60	
			Step 5		56.09	4,487.20	9,722.27	116,667.20	
Public Works	**Director of Public Works**	Executive; At-Will	**Step 1**	Filled (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Assistant Director - Engineering Division**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	46.52	3,721.60	8,063.47	96,761.60	7.1.26 MidM 5% COLA
			Step 2		48.85	3,908.00	8,467.33	101,608.00	Reso 4939-2025
			Step 3		51.29	4,103.20	8,890.27	106,683.20	
			Step 4		53.85	4,308.00	9,334.00	112,008.00	
			Step 5		56.54	4,523.20	9,800.27	117,603.20	
Public Works	**Administrative Assistant - Non-Confidential**	FBEO	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 FBEO 5% COLA
	Working title: Administrative Assistant -Public Works		**Step 2**		29.94	2,395.20	5,189.60	62,275.20	
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Public Works	**Administrative Analyst**	FBEO	**Step 1**	Vacant (1)	30.92	2,473.60	5,359.47	64,313.60	7.12.26 FBEO 5% COLA
	Working Title: Public Works Administrative Analyst		**Step 2**		32.47	2,597.60	5,628.13	67,537.60	Added to comp schedule so there for the future.
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Public Works	**Assistant City Engineer**	FBEO	**Step 1**	Filled (1)	38.48	3,078.40	6,669.87	80,038.40	7.12.26 FBEO 5% COLA
			Step 2	Authorized for one since	40.40	3,232.00	7,002.67	84,032.00	
			Step 3	7/10/2026. Previously (2)	42.42	3,393.60	7,352.80	88,233.60	
			Step 4		44.54	3,563.20	7,720.27	92,643.20	
			Step 5		46.77	3,741.60	8,106.80	97,281.60	
Public Works	**Construction Project Manager**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	49.09	3,927.20	8,508.93	102,107.20	7.1.26 MidM 5% COLA
			Step 2		51.54	4,123.20	8,933.60	107,203.20	Reso 4939-2025
			Step 3		54.12	4,329.60	9,380.80	112,569.60	
			Step 4		56.83	4,546.40	9,850.53	118,206.40	
			Step 5		59.67	4,773.60	10,342.80	124,113.60	
Public Works	**Construction Project Manager**	Temporary; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	44.10				NO COLA
			Step 2		46.31				
			Step 3		48.63				
			Step 4		51.06				
			Step 5		53.61				
Public Works	**Engineering Technician I**	FBEO	**Step 1**	Filled (1)	34.91	2,792.80	6,051.07	72,612.80	7.12.26 FBEO 5% COLA
			Step 2	Filled 11/2/2026	36.66	2,932.80	6,354.40	76,252.80	
			Step 3		38.49	3,079.20	6,671.60	80,059.20	
			Step 4		40.41	3,232.80	7,004.40	84,052.80	
			Step 5		42.43	3,394.40	7,354.53	88,254.40	
Public Works	**Engineering Technician II**	FBEO	**Step 1**	Filled (1)	38.48	3,078.40	6,669.87	80,038.40	7.12.26 FBEO 5% COLA
			Step 2		40.40	3,232.00	7,002.67	84,032.00	
			Step 3		42.42	3,393.60	7,352.80	88,233.60	
			Step 4		44.54	3,563.20	7,720.27	92,643.20	
			Step 5		46.77	3,741.60	8,106.80	97,281.60	
Public Works	**Senior Engineering Technician**	FBEO	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.12.26 FBEO 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Environmental Compliance Coordinator**	FBEO	**Step 1**	Filled (1)	40.38	3,230.40	6,999.20	83,990.40	7.12.26 FBEO 5% COLA
			Step 2		42.40	3,392.00	7,349.33	88,192.00	
			Step 3		44.52	3,561.60	7,716.80	92,601.60	
			Step 4		46.75	3,740.00	8,103.33	97,240.00	
			Step 5		49.09	3,927.20	8,508.93	102,107.20	
Public Works	**Laborer-Public Works**	Part-Time; Less Than 20 Hours Week; Non-Bargaining	**Step 1**	Not Authorized	21.42				NO COLA
Public Works	**Laborer-Water/Wastewater**	Part-Time; Less than 20 Hours Week; Non-Bargaining	**Step 1**	Filled (1)	21.42				NO COLA
Public Works	**Maintenance Worker I**	FBEO	**Step 1**	Filled (4)	24.09	1,927.20	4,175.60	50,107.20	7.12.26 FBEO 5% COLA
			Step 2		25.29	2,023.20	4,383.60	52,603.20	
			Step 3		26.55	2,124.00	4,602.00	55,224.00	
			Step 4		27.88	2,230.40	4,832.53	57,990.40	
			Step 5		29.27	2,341.60	5,073.47	60,881.60	
Public Works	**Maintenance Worker II**	FBEO	**Step 1**	Filled (4)	27.37	2,189.60	4,744.13	56,929.60	7.12.26 FBEO 5% COLA
			Step 2		28.74	2,299.20	4,981.60	59,779.20	
			Step 3		30.18	2,414.40	5,231.20	62,774.40	
			Step 4		31.69	2,535.20	5,492.93	65,915.20	
			Step 5		33.27	2,661.60	5,766.80	69,201.60	
Public Works	**Maintenance Worker III**	FBEO	**Step 1**	Filled (1)	28.75	2,300.00	4,983.33	59,800.00	7.12.26 FBEO 5% COLA
			Step 2		30.19	2,415.20	5,232.93	62,795.20	
			Step 3		31.70	2,536.00	5,494.67	65,936.00	
			Step 4		33.29	2,663.20	5,770.27	69,243.20	
			Step 5		34.95	2,796.00	6,058.00	72,696.00	
Public Works	**Maintenance Worker IV**	FBEO	**Step 1**	Filled (1)	36.32	2,905.60	6,295.47	75,545.60	7.12.26 FBEO 5% COLA
			Step 2		38.14	3,051.20	6,610.93	79,331.20	
			Step 3		40.05	3,204.00	6,942.00	83,304.00	
			Step 4		42.05	3,364.00	7,288.67	87,464.00	
			Step 5		44.15	3,532.00	7,652.67	91,832.00	
Public Works	**Maintenance Division Supervisor**	FBEO	**Step 1**	Filled (1)	40.30	3,224.00	6,985.33	83,824.00	7.12.26 FBEO 5% COLA
			Step 2		42.32	3,385.60	7,335.47	88,025.60	
			Step 3		44.44	3,555.20	7,702.93	92,435.20	
			Step 4		46.66	3,732.80	8,087.73	97,052.80	
			Step 5		48.99	3,919.20	8,491.60	101,899.20	
Public Works	**Mechanic**	FBEO	**Step 1**	Filled (1)	30.92	2,473.60	5,359.47	64,313.60	7.12.26 FBEO 5% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Public Works	**Operations Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	46.52	3,721.60	8,063.47	96,761.60	7.1.26 MidM 5% COLA
			Step 2		48.85	3,908.00	8,467.33	101,608.00	Reso 4939-2025
			Step 3		51.29	4,103.20	8,890.27	106,683.20	
			Step 4		53.85	4,308.00	9,334.00	112,008.00	
			Step 5		56.54	4,523.20	9,800.27	117,603.20	

Effective 10/26/2026	2026.10.26 All Inclusive-Adding Interim Finance Director (Reso 5070-2026)								
				Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Treatment Division Supervisor**	FBEO	**Step 1**	Filled (1)	40.30	3,224.00	6,985.33	83,824.00	7.12.26 FBEO 5% COLA
			Step 2		42.32	3,385.60	7,335.47	88,025.60	
			Step 3		44.44	3,555.20	7,702.93	92,435.20	
			Step 4		46.66	3,732.80	8,087.73	97,052.80	
			Step 5		48.99	3,919.20	8,491.60	101,899.20	
Public Works	**Seasonal Laborer**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Vacant (2)	21.42				Match to PT Laborer PW & Wastewater
Public Works	**Treatment Plant Operator-in-Training**	FBEO	**Step 1**	Filled (2)	23.48	1,878.40	4,069.87	48,838.40	7.12.26 FBEO 5% COLA
			Step 2		24.65	1,972.00	4,272.67	51,272.00	
			Step 3		25.88	2,070.40	4,485.87	53,830.40	
			Step 4		27.17	2,173.60	4,709.47	56,513.60	
			Step 5		28.53	2,282.40	4,945.20	59,342.40	
Public Works	**Treatment Plant Operator I**	FBEO	**Step 1**	Not Authorized	29.13	2,330.40	5,049.20	60,590.40	7.12.26 FBEO 5% COLA
			Step 2		30.59	2,447.20	5,302.27	63,627.20	
			Step 3		32.12	2,569.60	5,567.47	66,809.60	
			Step 4		33.73	2,698.40	5,846.53	70,158.40	
			Step 5		35.42	2,833.60	6,139.47	73,673.60	
Public Works	**Treatment Plant Operator II**	FBEO	**Step 1**	Filled (2)	30.61	2,448.80	5,305.73	63,668.80	7.12.26 FBEO 5% COLA
			Step 2		32.14	2,571.20	5,570.93	66,851.20	
			Step 3		33.75	2,700.00	5,850.00	70,200.00	
			Step 4		35.44	2,835.20	6,142.93	73,715.20	
			Step 5		37.21	2,976.80	6,449.73	77,396.80	
Public Works	**Treatment Plant Operator III**	FBEO	**Step 1**	Filled (2)	33.74	2,699.20	5,848.27	70,179.20	7.12.26 FBEO 5% COLA
			Step 2		35.43	2,834.40	6,141.20	73,694.40	
			Step 3		37.20	2,976.00	6,448.00	77,376.00	
			Step 4		39.06	3,124.80	6,770.40	81,244.80	
			Step 5		41.01	3,280.80	7,108.40	85,300.80	
Multiple Departments	**Intern**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	TBD	17.00				NO COLA
Multiple Departments	**Office Assistant**		**Step 1**	Not Authorized	20.00				NO COLA
			Step 2		21.00				
			Step 3		22.05				
			Step 4		23.15				
			Step 5		24.31				

Effective 12/14/2026	2026.12.14 Amend Comp Schedule-CityCouncilMonthlyStipend Ord1021-2026								
				Status	Hourly	Biweekly	Monthly	Annually	
Administrative Services	**City Council**	Elected	**Step 1**	Filled (5)	5.48	438.46	950.00	11,400.00	
					Plus $100/mo. for Special District Meeting				
Administrative Services	**City Manager**	Executive: At-Will; Contract	**Step 1**	Filled (1)	92.31	7,384.62	16,000.00	192,000.00	Employment Contract
Administrative Services	**Assistant City Manager**	Executive; At-Will	**Step 1**	Not Authorized	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.25 6% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Administrative Services	**Administration Director**	Executive; At-Will	**Step 1**	Not Authorized	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Administrative Services	**Senior Administrative Analyst**	Confidential: Non-Bargaining	**Step 1**	Filled (1)	34.00	2,720.00	5,893.33	70,720.00	7.12.26 CNBarg 5% COLA
			Step 2		35.70	2,856.00	6,188.00	74,256.00	Reso 4955-2025
			Step 3		37.49	2,999.20	6,498.27	77,979.20	
			Step 4		39.36	3,148.80	6,822.40	81,868.80	
			Step 5		41.33	3,306.40	7,163.87	85,966.40	
Administrative Services	**Administrative Analyst**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	30.92	2,473.60	5,359.47	64,313.60	7.12.26 CNBarg 5% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	Reso 4955-2025
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Administrative Services	**City Clerk & HR Analyst**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	29.72	2,377.60	5,151.47	61,817.60	7.12.26 CNBarg 5% COLA
			Step 2		31.21	2,496.80	5,409.73	64,916.80	Reso 4955-2025
			Step 3		32.77	2,621.60	5,680.13	68,161.60	Position was created 7.1.2026
			Step 4		34.41	2,752.80	5,964.40	71,572.80	**Changed title**
			Step 5		36.13	2,890.40	6,262.53	75,150.40	
Administrative Services	**Administrative Assistant - Confidential**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 CNBarg 5% COLA
	Working title - Administrative Assistant - Administration		**Step 2**		29.94	2,395.20	5,189.60	62,275.20	Reso 4955-2025
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Administrative Services	**City Clerk, Non-Certified**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	37.96	3,036.80	6,579.73	78,956.80	7.12.26 CNBarg 5% COLA
			Step 2		39.86	3,188.80	6,909.07	82,908.80	Reso 4955-2025
			Step 3		41.85	3,348.00	7,254.00	87,048.00	
			Step 4		43.94	3,515.20	7,616.27	91,395.20	
			Step 5		46.14	3,691.20	7,997.60	95,971.20	
Administrative Services	**City Clerk - CMC Certified**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	

Effective 12/14/2026	2026.12.14 Amend Comp Schedule-CityCouncilMonthlyStipend Ord1021-2026								
				Status	Hourly	Biweekly	Monthly	Annually	
Administration	**City Clerk Technician**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	28.51	2,280.80	4,941.73	59,300.80	7.12.26 Cbarg 5% COLA
			Step 2		29.94	2,395.20	5,189.60	62,275.20	Reso 4955-2025
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Administrative Services	**Human Resources Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Administrative Services	**Public Experience Liaison - Part-Time**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	22.00				No COLA
Administrative Services	**Public Experience Liaison**	FBEO	**Step 1**	Filled (1)	27.14	2,171.20	4,704.27	56,451.20	7.12.2025 CNBarg 5% COLA
			Step 2		28.50	2,280.00	4,940.00	59,280.00	Reso 4955-2025
			Step 3		29.93	2,394.40	5,187.87	62,254.40	
			Step 4		31.43	2,514.40	5,447.87	65,374.40	
			Step 5		33.00	2,640.00	5,720.00	68,640.00	
Administrative Services	**Public Information Coordinator**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	32.05	2,564.00	5,555.33	66,664.00	7.12.2026 CNBarg 5% COLA
			Step 2		33.65	2,692.00	5,832.67	69,992.00	Reso 4955-2025
			Step 3		35.33	2,826.40	6,123.87	73,486.40	
			Step 4		37.10	2,968.00	6,430.67	77,168.00	
			Step 5		38.96	3,116.80	6,753.07	81,036.80	
Broadband	**Director of Broadband and Digital Infrastructure**	Executive; At-Will; Contract	**Step 1**	Filled (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Broadband	**Broadband Manager**	Mid-Manager; Non-Bargaining	**Step 1**	Filled (1)	45.64	3,651.20	7,910.93	94,931.20	Reso 4939-2025
			Step 2		47.92	3,833.60	8,306.13	99,673.60	No COLA
			Step 3		50.32	4,025.60	8,722.13	104,665.60	
			Step 4		52.84	4,227.20	9,158.93	109,907.20	
			Step 5		55.48	4,438.40	9,616.53	115,398.40	
Broadband	**Senior Network Administrator**	FBEO	**Step 1**	Filled (1)	44.06	3,524.80	7,637.07	91,644.80	7.12.26 FBEO 5% COLA
			Step 2		46.26	3,700.80	8,018.40	96,220.80	*6.22.2026 FBEO Side Letter*
			Step 3		48.57	3,885.60	8,418.80	101,025.60	
			Step 4		51.00	4,080.00	8,840.00	106,080.00	
			Step 5		53.55	4,284.00	9,282.00	111,384.00	
Broadband	**Network Operator**	FBEO	**Step 1**	Filled (1)	28.31	2,264.80	4,907.07	58,884.80	7.12.26 FBEO 5% COLA
			Step 2		29.73	2,378.40	5,153.20	61,838.40	*6.22.2026 FBEO Side Letter*
			Step 3		31.22	2,497.60	5,411.47	64,937.60	
			Step 4		32.78	2,622.40	5,681.87	68,182.40	
			Step 5		34.42	2,753.60	5,966.13	71,593.60	
Broadband	**System Technician**	FBEO	**Step 1**	Filled (3)	25.67	2,053.60	4,449.47	53,393.60	7.12.26 FBEO 5% COLA
			Step 2		26.95	2,156.00	4,671.33	56,056.00	*6.22.2026 FBEO Side Letter*
			Step 3		28.30	2,264.00	4,905.33	58,864.00	
			Step 4		29.72	2,377.60	5,151.47	61,817.60	
			Step 5		31.21	2,496.80	5,409.73	64,916.80	

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Broadband	**Systems Technician - Transitional**	Transitional, Non-Represented, At-Will, Limited-Term, Grant-Funded	**Step 1**	Open (1)	25.67	2,053.60	4,449.47	53,393.60	**6.8.2026 New Classification**
			Step 2	Filled (2)	26.95	2,156.00	4,671.33	56,056.00	To match Systems Technician (Broadband)
			Step 3		28.30	2,264.00	4,905.33	58,864.00	Funded through Broadband grant(s)
			Step 4		29.72	2,377.60	5,151.47	61,817.60	**Will not be filled until on/after July 1, 2026**
			Step 5		31.21	2,496.80	5,409.73	64,916.80	
Broadband	**System Technician (Part-Time)**	Non-Represented; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	24.53	1,962.40	4,251.87	51,022.40	No COLA
Broadband	**Broadband Finance Technician I**	FBEO	**Step 1**	Filled (1)	24.96	1,996.80	4,326.40	51,916.80	7.12.26 FBEO 5% COLA
			Step 2		26.21	2,096.80	4,543.07	54,516.80	*6.22.2026 FBEO Side Letter*
			Step 3		27.52	2,201.60	4,770.13	57,241.60	
			Step 4		28.90	2,312.00	5,009.33	60,112.00	
			Step 5		30.35	2,428.00	5,260.67	63,128.00	
C.V. Starr	**C.V. Starr Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
C.V. Starr	**Administrative Assistant**	C.V. Starr; Non-Bargaining	**Step 1**	Not Authorized	19.30	1,544.00	3,345.33	40,144.00	7.12.26 CV 3% COLA
			Step 2		20.27	1,621.60	3,513.47	42,161.60	
			Step 3		21.28	1,702.40	3,688.53	44,262.40	
			Step 4		22.34	1,787.20	3,872.27	46,467.20	
			Step 5		23.46	1,876.80	4,066.40	48,796.80	
C.V. Starr	**Administrative Assistant I - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (3)	18.00				NO COLA
C.V. Starr	**Administrative Assistant II - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	20.00				NO COLA
C.V. Starr	**Administrative Assistant III - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	22.00				NO COLA
C.V. Starr	**Administrative Coordinator**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	22.85	1,828.00	3,960.67	47,528.00	7.12.26 CV 3% COLA
			Step 2		23.99	1,919.20	4,158.27	49,899.20	
			Step 3		25.19	2,015.20	4,366.27	52,395.20	
			Step 4		26.45	2,116.00	4,584.67	55,016.00	
			Step 5		27.77	2,221.60	4,813.47	57,761.60	
C.V. Starr	**Custodian I - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Not Authorized	20.00				NO COLA
C.V. Starr	**Custodian II - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**		22.00				NO COLA
C.V. Starr	**Custodian III - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**		24.00				NO COLA
C.V. Starr	**Fitness Equipment Technician**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (2)	25.00				NO COLA

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C.V. Starr	**Fitness Instructor I - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (5)	30.00				NO COLA
C.V. Starr	**Fitness Instructor II - CV Starr**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**		32.00				NO COLA
C.V. Starr	**Head Lifeguard**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	21.64	1,731.20	3,750.93	45,011.20	7.12.26 CV 3% COLA
			Step 2		22.72	1,817.60	3,938.13	47,257.60	
			Step 3		23.86	1,908.80	4,135.73	49,628.80	
			Step 4		25.05	2,004.00	4,342.00	52,104.00	
			Step 5		26.30	2,104.00	4,558.67	54,704.00	
C.V. Starr	**Lifeguard - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Vacant (1)	21.06	1,684.80	3,650.40	43,804.80	7.12.26 CV 3% COLA
			Step 2		22.11	1,768.80	3,832.40	45,988.80	
			Step 3		23.22	1,857.60	4,024.80	48,297.60	
			Step 4		24.38	1,950.40	4,225.87	50,710.40	
			Step 5		25.60	2,048.00	4,437.33	53,248.00	
C.V. Starr	**Lifeguard I - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (18)	19.00				NO COLA
C.V. Starr	**Lifeguard II - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	21.00				NO COLA
C.V. Starr	**Lifeguard III - Part-Time**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Not Authorized	23.00				NO COLA
C.V. Starr	**Maintenance Supervisor**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	31.83	2,546.40	5,517.20	66,206.40	7.12.26 CV 3% COLA
			Step 2		33.42	2,673.60	5,792.80	69,513.60	
			Step 3		35.09	2,807.20	6,082.27	72,987.20	
			Step 4		36.84	2,947.20	6,385.60	76,627.20	
			Step 5		38.68	3,094.40	6,704.53	80,454.40	
C.V. Starr	**Maintenance Worker I - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (2)	20.61	1,648.80	3,572.40	42,868.80	7.12.26 CV 3% COLA
			Step 2		21.64	1,731.20	3,750.93	45,011.20	
			Step 3		22.72	1,817.60	3,938.13	47,257.60	
			Step 4		23.86	1,908.80	4,135.73	49,628.80	
			Step 5		25.05	2,004.00	4,342.00	52,104.00	
C.V. Starr	**Maintenance Worker II - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	23.98	1,918.40	4,156.53	49,878.40	7.12.26 CV 3% COLA
			Step 2		25.18	2,014.40	4,364.53	52,374.40	
			Step 3		26.44	2,115.20	4,582.93	54,995.20	
			Step 4		27.76	2,220.80	4,811.73	57,740.80	
			Step 5		29.15	2,332.00	5,052.67	60,632.00	
C.V. Starr	**Maintenance Worker III - CV Starr**	C.V. Starr; Non-Bargaining	**Step 1**	Not Authorized	27.40	2,192.00	4,749.33	56,992.00	7.12.26 CV 3% COLA
			Step 2		28.77	2,301.60	4,986.80	59,841.60	
			Step 3		30.21	2,416.80	5,236.40	62,836.80	
			Step 4		31.72	2,537.60	5,498.13	65,977.60	
			Step 5		33.31	2,664.80	5,773.73	69,284.80	
C.V. Starr	**Recreation Coordinator**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	25.74	2,059.20	4,461.60	53,539.20	7.12.26 CV 3% COLA
			Step 2		27.03	2,162.40	4,685.20	56,222.40	
			Step 3		28.38	2,270.40	4,919.20	59,030.40	
			Step 4		29.80	2,384.00	5,165.33	61,984.00	
			Step 5		31.29	2,503.20	5,423.60	65,083.20	

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				Status	Hourly	Biweekly	Monthly	Annually	
C.V. Starr	**Recreation Instructor I**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	21.00				NO COLA
C.V. Starr	**Recreation Instructor II**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (2)	23.00				NO COLA
C.V. Starr	**Recreation Instructor III**	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	**Step 1**	Filled (1)	25.00				NO COLA
C.V. Starr	**Recreation Supervisor**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	31.83	2,546.40	5,517.20	66,206.40	7.12.26 CV 3% COLA
			Step 2		33.42	2,673.60	5,792.80	69,513.60	
			Step 3		35.09	2,807.20	6,082.27	72,987.20	
			Step 4		36.84	2,947.20	6,385.60	76,627.20	
			Step 5		38.68	3,094.40	6,704.53	80,454.40	
C.V. Starr	**Senior Administrative Assistant**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	19.50	1,560.00	3,380.00	40,560.00	7.12.26 CV 3% COLA
			Step 2	Vacant (1)	20.48	1,638.40	3,549.87	42,598.40	
			Step 3		21.50	1,720.00	3,726.67	44,720.00	
			Step 4		22.58	1,806.40	3,913.87	46,966.40	
			Step 5		23.71	1,896.80	4,109.73	49,316.80	
C.V. Starr	**Senior Lifeguard**	C.V. Starr; Non-Bargaining	**Step 1**	Filled (1)	23.96	1,916.80	4,153.07	49,836.80	7.12.26 CV 3% COLA
			Step 2		25.16	2,012.80	4,361.07	52,332.80	
			Step 3		26.42	2,113.60	4,579.47	54,953.60	
			Step 4		27.74	2,219.20	4,808.27	57,699.20	
			Step 5		29.13	2,330.40	5,049.20	60,590.40	
Economic Development	**Economic Development Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Economic Development	**Grants Coordinator**	FBEO, Grant-Funded	**Step 1**	Filled (1)	34.43	2,754.40	5,967.87	71,614.40	7.12.26 FBEO 5% COLA
			Step 2		36.15	2,892.00	6,266.00	75,192.00	
			Step 3		37.96	3,036.80	6,579.73	78,956.80	
			Step 4		39.86	3,188.80	6,909.07	82,908.80	
			Step 5		41.85	3,348.00	7,254.00	87,048.00	
Economic Development	**Housing and Economic Development Coordinator**	Confidential; Non-Bargaining	**Step 1**	Not Authorized	38.51	2,767.87	6,675.07	80,100.80	7.12.26 CNBarg 5% COLA
			Step 2		40.44	3,235.20	7,009.60	84,115.20	Reso 4955-2025
			Step 3		42.46	3,396.80	7,359.73	88,316.80	
			Step 4		44.58	3,566.40	7,727.20	92,726.40	
			Step 5		46.81	3,744.80	8,113.73	97,364.80	
Finance	**Director - Finance & Administration/City Treasurer**	Executive; At-Will	**Step 1**	Vacant (1)	57.08	4,566.40	9,893.87	118,726.40	10.28.2026
			Step 2		59.93	4,794.40	10,387.87	124,654.40	
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Finance	**Director - Finance/City Treasurer**	Executive; At-Will	**Step 1**	Vacant (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	

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				Status	Hourly	Biweekly	Monthly	Annually	
Finance	**Interim Director - Finance/City Treasurer**	Retired Annuitant; Non-Represented	**Step 1**	Vacant (1)	57.08	4,566.40	9,893.87	118,726.40	10.26.2026
			Step 2	Created 10/26/2026	59.93	4,794.40	10,387.87	124,654.40	Reso 5071-2026
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Finance	**Assistant Finance Director**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	45.64	3,281.14	7,109.13	85,309.54	7.1.26 MidM 5% COLA
			Step 2		47.92	3,833.60	8,306.13	99,673.60	Reso 4939-2025
			Step 3		50.32	4,025.60	8,722.13	104,665.60	
			Step 4		52.84	4,227.20	9,158.93	109,907.20	
			Step 5		55.48	4,438.40	9,616.53	115,398.40	
Finance	**Finance Lead**	FBEO	**Step 1**	Filled (1)	37.86	3,028.80	6,562.40	78,748.80	7.12.26 FBEO 5% COLA
			Step 2		39.75	3,180.00	6,890.00	82,680.00	
			Step 3		41.74	3,339.20	7,234.93	86,819.20	
			Step 4		43.83	3,506.40	7,597.20	91,166.40	
			Step 5		46.02	3,681.60	7,976.80	95,721.60	
Finance	**Finance Technician I**	FBEO	**Step 1**	Filled (2)	25.68	2,054.40	4,451.20	53,414.40	7.13.26 FBEO 5% COLA
			Step 2		26.96	2,156.80	4,673.07	56,076.80	
			Step 3		28.31	2,264.80	4,907.07	58,884.80	
			Step 4		29.73	2,378.40	5,153.20	61,838.40	
			Step 5		31.22	2,497.60	5,411.47	64,937.60	
Finance	**Finance Technician II**	FBEO	**Step 1**	Not Authorized	28.34	2,267.20	4,912.27	58,947.20	7.12.26 FBEO 5% COLA
			Step 2		29.76	2,380.80	5,158.40	61,900.80	
			Step 3		31.25	2,500.00	5,416.67	65,000.00	
			Step 4		32.81	2,624.80	5,687.07	68,244.80	
			Step 5		34.45	2,756.00	5,971.33	71,656.00	
Finance	**Finance Technician III**	FBEO	**Step 1**	Filled (1)	31.23	2,498.40	5,413.20	64,958.40	7.12.26 FBEO 5% COLA
			Step 2		32.79	2,623.20	5,683.60	68,203.20	
			Step 3		34.43	2,754.40	5,967.87	71,614.40	
			Step 4		36.15	2,892.00	6,266.00	75,192.00	
			Step 5		37.96	3,036.80	6,579.73	78,956.80	
Finance	**Government Accountant I**	FBEO	**Step 1**	Not Authorized	34.43	2,754.40	5,967.87	71,614.40	7.12.26 FBEO 5% COLA
			Step 2		36.15	2,892.00	6,266.00	75,192.00	
			Step 3		37.96	3,036.80	6,579.73	78,956.80	
			Step 4		39.86	3,188.80	6,909.07	82,908.80	
			Step 5		41.85	3,348.00	7,254.00	87,048.00	
Finance	**Government Accountant II**	FBEO	**Step 1**	Not Authorized	36.14	2,891.20	6,264.27	75,171.20	7.12.25 FBEO 5% COLA
			Step 2		37.95	3,036.00	6,578.00	78,936.00	
			Step 3		39.85	3,188.00	6,907.33	82,888.00	
			Step 4		41.84	3,347.20	7,252.27	87,027.20	
			Step 5		43.93	3,514.40	7,614.53	91,374.40	
Finance	**Government Accountant III**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	38.21	3,056.80	6,623.07	79,476.80	7.13.25 6% CNBarg COLA
			Step 2		40.12	3,209.60	6,954.13	83,449.60	
			Step 3		42.13	3,370.40	7,302.53	87,630.40	
			Step 4		44.24	3,539.20	7,668.27	92,019.20	
			Step 5		46.45	3,716.00	8,051.33	96,616.00	

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Finance	**Senior Government Accountant**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MidM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Information Technology	**Director - Information Technology**	Mid-Management: Non-Bargaining	**Step 1**	Filled (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Information Technology	**Systems Analyst - Lead**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.1.26 MIdM 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	
Information Technology	**Systems Analyst**	Confidential/Non-Bargaining	**Step 1**	Filled (1)	34.43	2,754.40	5,967.87	71,614.40	7.12.26 CNBarg 5% COLA
			Step 2		36.15	2,892.00	6,266.00	75,192.00	Reso 4955-2025
			Step 3		37.96	3,036.80	6,579.73	78,956.80	
			Step 4		39.86	3,188.80	6,909.07	82,908.80	
			Step 5		41.85	3,348.00	7,254.00	87,048.00	
Information Technology	**Systems Technician**	FBEO	**Step 1**	Filled (1)	26.42	2,113.60	4,579.47	54,953.60	7.12.26 FBEO 5% COLA
			Step 2		27.74	2,219.20	4,808.27	57,699.20	
			Step 3		29.13	2,330.40	5,049.20	60,590.40	
			Step 4		30.59	2,447.20	5,302.27	63,627.20	
			Step 5		32.12	2,569.60	5,567.47	66,809.60	
Information Technology	**Audiovisual Technician - Part-Time**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	27.54				NO COLA
Parks & Recreation	**Director of Parks & Recreation**	Executive: At-Will	**Step 1**	Not Authorized	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	
Planning and Housing	**Director - Planning and Housing**	Executive; At-Will	**Step 1**	Vacant (1)	63.86	5,108.80	11,069.07	132,828.80	Exec 7.1.26 5% COLA
			Step 2		67.05	5,364.00	11,622.00	139,464.00	Reso 4953-2025
			Step 3		70.40	5,632.00	12,202.67	146,432.00	
			Step 4		73.92	5,913.60	12,812.80	153,753.60	
			Step 5		77.62	6,209.60	13,454.13	161,449.60	
Planning and Housing	**Administrative Assistant - Planning** *Working title: Administrative Assistant - Non-Confidential*	FBEO	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 FBEO 5% COLA
			Step 2		29.94	2,395.20	5,189.60	62,275.20	
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Planning and Housing	**Senior Planner**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	Exec 7.1.26 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	

Effective 12/14/2026	2026.12.14 Amend Comp Schedule-CityCouncilMonthlyStipend Ord1021-2026								
				Status	Hourly	Biweekly	Monthly	Annually	
Planning and Housing	**Assistant Planner**	FBEO	**Step 1**	Filled (1)	36.68	2,934.40	6,357.87	76,294.40	7.12.26 FBEO 5% COLA
			Step 2		38.51	3,080.80	6,675.07	80,100.80	
			Step 3		40.44	3,235.20	7,009.60	84,115.20	
			Step 4		42.46	3,396.80	7,359.73	88,316.80	
			Step 5		44.58	3,566.40	7,727.20	92,726.40	
Planning and Housing	**Assistant Planner/Code Enforcement, Part-Time**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	36.32				NO COLA
Planning and Housing	**Associate Planner**	FBEO	**Step 1**	Filled (1)	37.98	3,038.40	6,583.20	78,998.40	7.12.26 FBEO 5% COLA
			Step 2		39.88	3,190.40	6,912.53	82,950.40	
			Step 3		41.87	3,349.60	7,257.47	87,089.60	
			Step 4		43.96	3,516.80	7,619.73	91,436.80	
			Step 5		46.16	3,692.80	8,001.07	96,012.80	
Planning and Housing	**Code Enforcement Officer**	FBEO	**Step 1**	Not Authorized	36.68	2,934.40	6,357.87	76,294.40	7.12.26 FBEO 5% COLA
			Step 2		38.51	3,080.80	6,675.07	80,100.80	
			Step 3		40.44	3,235.20	7,009.60	84,115.20	
			Step 4		42.46	3,396.80	7,359.73	88,316.80	
			Step 5		44.58	3,566.40	7,727.20	92,726.40	
Planning and Housing	**Planning Technician**	FBEO	**Step 1**	Not Authorized	32.49	2,599.20	5,631.60	67,579.20	7.12.26 FBEO 5% COLA
			Step 2		34.11	2,728.80	5,912.40	70,948.80	
			Step 3		35.82	2,865.60	6,208.80	74,505.60	
			Step 4		37.61	3,008.80	6,519.07	78,228.80	
			Step 5		39.49	3,159.20	6,844.93	82,139.20	
Planning and Housing	**Permit Technician -PT**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	32.49				NO COLA
Planning and Housing	**Permit Technician**	FBEO	**Step 1**	Not Authorized	28.00	2,048.98	4,439.45	53,273.38	7.12.26 FBEO 5% COLA
			Step 2		29.40	2,352.00	5,096.00	61,152.00	
			Step 3		30.87	2,469.60	5,350.80	64,209.60	
			Step 4		32.41	2,592.80	5,617.73	67,412.80	
			Step 5		34.03	2,722.40	5,898.53	70,782.40	
Police	**Community Services Officer**	FBPA	**Step 1**	Not Authorized	27.95	2,236.00	4,844.67	58,136.00	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		29.35	2,348.00	5,087.33	61,048.00	
			Step 3		30.82	2,465.60	5,342.13	64,105.60	
			Step 4		32.36	2,588.80	5,609.07	67,308.80	
			Step 5		33.98	2,718.40	5,889.87	70,678.40	
	Interim Police Chief	Temp; At-Will; 960 ours limit	**Step 1**	Not Authorized	83.86				Temporary classification while City recruited permanent Police Chief Old Chief left eff. 9/30/25
Police	**Police Chief**	Executive; At-Will; Contract	**Step 1**	Filled (1)	81.41	6,512.80	14,111.07	169,332.80	Executive EE Group
			Step 2	Filled 12/01/2025	85.48	6,838.40	14,816.53	177,798.40	**Governed by Ord 672 per Exec Reso**
			Step 3		89.75	7,180.00	15,556.67	186,680.00	**Ord 672 1.93% Adj eff. 1.1.2026**
			Step 4		94.24	7,539.20	16,334.93	196,019.20	
			Step 5		98.95	7,916.00	17,151.33	205,816.00	

Effective 12/14/2026	2026.12.14 Amend Comp Schedule-CityCouncilMonthlyStipend Ord1021-2026								
				Status	Hourly	Biweekly	Monthly	Annually	
Police	**Police Chief Executive POST**	Executive; At-Will; Contract	**Step 1**	Not Authorized	87.12	6,969.60	15,100.80	181,209.60	Executive EE Group
			Step 2		91.48	7,318.40	15,856.53	190,278.40	**Governed by Ord 672 per Exec Reso**
			Step 3		96.05	7,684.00	16,648.67	199,784.00	**Ord 672 1.93% Adj eff. 1.1.2026**
			Step 4		100.85	8,068.00	17,480.67	209,768.00	
			Step 5		105.89	8,471.20	18,354.27	220,251.20	
Police	**Police Captain**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	72.96	5,836.80	12,646.40	151,756.80	**Mid Mgmt Reso 4939-2025 6%**
			Step 2		76.61	6,128.80	13,279.07	159,348.80	**in advance of Ord 672**
			Step 3		80.44	6,435.20	13,942.93	167,315.20	**Governed by Ord 672 per Reso 4939-2025**
			Step 4		84.46	6,756.80	14,639.73	175,676.80	
			Step 5		88.68	7,094.40	15,371.20	184,454.40	
Police	**Police Commander**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	63.91	5,112.80	11,077.73	132,932.80	**Mid Mgmt Reso 4939-2025 6%**
			Step 2		67.11	5,368.80	11,632.40	139,588.80	**in advance of Ord 672**
			Step 3		70.47	5,637.60	12,214.80	146,577.60	**Governed by Ord 672 per Reso 4939-2025**
			Step 4		73.99	5,919.20	12,824.93	153,899.20	
			Step 5		77.69	6,215.20	13,466.27	161,595.20	
Police	**Administrative Analyst - Police**	Confidential; Non-Bargaining	**Step 1**	Filled (1)	30.92	2,473.60	5,359.47	64,313.60	7.12.26 CNBarg 5% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	Reso 4955-2025
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Police	**Administrative Assistant - Non-Confidential** *Working title: Administrative Assistant - Police*	FBEO	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 FBEO 5% COLA
			Step 2		29.94	2,395.20	5,189.60	62,275.20	
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Police	**Grants Analyst**	Part-Time; Less than 20 Hours Week; Grant-Funded; At-Will	**Step 1**	Vacant (1) Vacant since 5/7/2026	28.00				NO COLA
Police	**Police Sergeant - Intermediate POST**	FBPA	**Step 1**	Filled (3)	51.06	4,084.80	8,850.40	106,204.80	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		53.61	4,288.80	9,292.40	111,508.80	
			Step 3		56.29	4,503.20	9,756.93	117,083.20	
			Step 4		59.10	4,728.00	10,244.00	122,928.00	
			Step 5		62.06	4,964.80	10,757.07	129,084.80	
Police	**Police Sergeant - Intermediate POST - Acting**	FBPA	**Step 1**	Not Authorized	51.06	4,084.80	8,850.40	106,204.80	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		53.61	4,288.80	9,292.40	111,508.80	
			Step 3		56.29	4,503.20	9,756.93	117,083.20	
			Step 4		59.10	4,728.00	10,244.00	122,928.00	
			Step 5		62.06	4,964.80	10,757.07	129,084.80	
Police	**Police Sergeant Advance POST**	FBPA	**Step 1**	Not Authorized	53.99	4,319.20	9,358.27	112,299.20	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		56.69	4,535.20	9,826.27	117,915.20	
			Step 3		59.52	4,761.60	10,316.80	123,801.60	
			Step 4		62.50	5,000.00	10,833.33	130,000.00	
			Step 5		65.63	5,250.40	11,375.87	136,510.40	

Effective 12/14/2026	2026.12.14 Amend Comp Schedule-CityCouncilMonthlyStipend Ord1021-2026								
				Status	Hourly	Biweekly	Monthly	Annually	
Police	**Police Officer Basic POST**	FBPA	**Step 1**	Filled (7)	39.89	3,191.20	6,914.27	82,971.20	**FBPA 3% COLA eff. 7/12/2026**
			Step 2	Vacant (3)	41.88	3,350.40	7,259.20	87,110.40	
			Step 3		43.97	3,517.60	7,621.47	91,457.60	
			Step 4		46.17	3,693.60	8,002.80	96,033.60	
			Step 5		48.48	3,878.40	8,403.20	100,838.40	
Police	**Police Officer Intermediate POST**	FBPA	**Step 1**	Not Authorized	41.88	3,350.40	7,259.20	87,110.40	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		43.97	3,517.60	7,621.47	91,457.60	
			Step 3		46.17	3,693.60	8,002.80	96,033.60	
			Step 4		48.48	3,878.40	8,403.20	100,838.40	
			Step 5		50.90	4,072.00	8,822.67	105,872.00	
Police	**Police Officer Advanced POST**	FBPA	**Step 1**	Not Authorized	43.94	3,515.20	7,616.27	91,395.20	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		46.14	3,691.20	7,997.60	95,971.20	
			Step 3		48.45	3,876.00	8,398.00	100,776.00	
			Step 4		50.87	4,069.60	8,817.47	105,809.60	
			Step 5		53.41	4,272.80	9,257.73	111,092.80	
Police	**Police Recruit**	FBPA; 1,040 Hours	**Step 1**	Not Authorized	35.94				**FBPA 3% COLA eff. 7/12/2026**
Police	**Police Transport Officer**	Part-Time/On-Call; 1,000 Max Annual Hours; Non-Bargaining	**Step 1**	Not Authorized	28.56				NO COLA
Police	**Seasonal Parking Attendant**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	18.00				NO COLA
Police	**Social Services Liaison-Crisis Worker**	Non-Bargaining; Grant-Funded	**Step 1**	Filled (5)	36.28	2,902.40	6,288.53	75,462.40	7.12.26 CNBarg 5% COLA
			Step 2		38.09	3,047.20	6,602.27	79,227.20	Reso 4955-2025
			Step 3		39.99	3,199.20	6,931.60	83,179.20	
			Step 4		41.99	3,359.20	7,278.27	87,339.20	
			Step 5		44.09	3,527.20	7,642.27	91,707.20	
Police	**Special Investigator Basic POST**	FBPA	**Step 1**	Not Authorized	41.88	3,350.40	7,259.20	87,110.40	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		43.97	3,517.60	7,621.47	91,457.60	
			Step 3		46.17	3,693.60	8,002.80	96,033.60	
			Step 4		48.48	3,878.40	8,403.20	100,838.40	
			Step 5		50.90	4,072.00	8,822.67	105,872.00	
Police	**Special Investigator Intermediate POST**	FBPA	**Step 1**	Not Authorized	43.97	3,517.60	7,621.47	91,457.60	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		46.17	3,693.60	8,002.80	96,033.60	
			Step 3		48.48	3,878.40	8,403.20	100,838.40	
			Step 4		50.90	4,072.00	8,822.67	105,872.00	
			Step 5		53.45	4,276.00	9,264.67	111,176.00	
Police	**Special Investigator Advanced POST**	FBPA	**Step 1**	Filled (1)	46.15	3,692.00	7,999.33	95,992.00	**FBPA 3% COLA eff. 7/12/2026**
			Step 2		48.46	3,876.80	8,399.73	100,796.80	
			Step 3		50.88	4,070.40	8,819.20	105,830.40	
			Step 4		53.42	4,273.60	9,259.47	111,113.60	
			Step 5		56.09	4,487.20	9,722.27	116,667.20	
Public Works	**Director of Public Works**	Executive; At-Will	**Step 1**	Filled (1)	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA
			Step 2		59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
			Step 3		62.93	5,034.40	10,907.87	130,894.40	
			Step 4		66.08	5,286.40	11,453.87	137,446.40	
			Step 5		69.38	5,550.40	12,025.87	144,310.40	

Effective 12/14/2026	2026.12.14 Amend Comp Schedule-CityCouncilMonthlyStipend Ord1021-2026								
				Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Assistant Director - Engineering Division**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	46.52	3,721.60	8,063.47	96,761.60	7.1.26 MidM 5% COLA
			Step 2		48.85	3,908.00	8,467.33	101,608.00	Reso 4939-2025
			Step 3		51.29	4,103.20	8,890.27	106,683.20	
			Step 4		53.85	4,308.00	9,334.00	112,008.00	
			Step 5		56.54	4,523.20	9,800.27	117,603.20	
Public Works	**Administrative Assistant - Non-Confidential**	FBEO	**Step 1**	Filled (1)	28.51	2,280.80	4,941.73	59,300.80	7.12.26 FBEO 5% COLA
	Working title: Administrative Assistant -Public Works		**Step 2**		29.94	2,395.20	5,189.60	62,275.20	
			Step 3		31.44	2,515.20	5,449.60	65,395.20	
			Step 4		33.01	2,640.80	5,721.73	68,660.80	
			Step 5		34.66	2,772.80	6,007.73	72,092.80	
Public Works	**Administrative Analyst**	FBEO	**Step 1**	Vacant (1)	30.92	2,473.60	5,359.47	64,313.60	7.12.26 FBEO 5% COLA
	Working Title: Public Works Administrative Analyst		**Step 2**		32.47	2,597.60	5,628.13	67,537.60	Added to comp schedule so there for the future.
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Public Works	**Assistant City Engineer**	FBEO	**Step 1**	Filled (1)	38.48	3,078.40	6,669.87	80,038.40	7.12.26 FBEO 5% COLA
			Step 2	Authorized for one since	40.40	3,232.00	7,002.67	84,032.00	
			Step 3	7/10/2026. Previously (2)	42.42	3,393.60	7,352.80	88,233.60	
			Step 4		44.54	3,563.20	7,720.27	92,643.20	
			Step 5		46.77	3,741.60	8,106.80	97,281.60	
Public Works	**Construction Project Manager**	Mid-Management; Non-Bargaining	**Step 1**	Not Authorized	49.09	3,927.20	8,508.93	102,107.20	7.1.26 MidM 5% COLA
			Step 2		51.54	4,123.20	8,933.60	107,203.20	Reso 4939-2025
			Step 3		54.12	4,329.60	9,380.80	112,569.60	
			Step 4		56.83	4,546.40	9,850.53	118,206.40	
			Step 5		59.67	4,773.60	10,342.80	124,113.60	
Public Works	**Construction Project Manager**	Temporary; 1,000 Max Annual Hours; At-Will	**Step 1**	Not Authorized	44.10				NO COLA
			Step 2		46.31				
			Step 3		48.63				
			Step 4		51.06				
			Step 5		53.61				
Public Works	**Engineering Technician I**	FBEO	**Step 1**	Filled (1)	34.91	2,792.80	6,051.07	72,612.80	7.12.26 FBEO 5% COLA
			Step 2	Filled 11/2/2026	36.66	2,932.80	6,354.40	76,252.80	
			Step 3		38.49	3,079.20	6,671.60	80,059.20	
			Step 4		40.41	3,232.80	7,004.40	84,052.80	
			Step 5		42.43	3,394.40	7,354.53	88,254.40	
Public Works	**Engineering Technician II**	FBEO	**Step 1**	Filled (1)	38.48	3,078.40	6,669.87	80,038.40	7.12.26 FBEO 5% COLA
			Step 2		40.40	3,232.00	7,002.67	84,032.00	
			Step 3		42.42	3,393.60	7,352.80	88,233.60	
			Step 4		44.54	3,563.20	7,720.27	92,643.20	
			Step 5		46.77	3,741.60	8,106.80	97,281.60	
Public Works	**Senior Engineering Technician**	FBEO	**Step 1**	Not Authorized	42.19	3,375.20	7,312.93	87,755.20	7.12.26 FBEO 5% COLA
			Step 2		44.30	3,544.00	7,678.67	92,144.00	
			Step 3		46.52	3,721.60	8,063.47	96,761.60	
			Step 4		48.85	3,908.00	8,467.33	101,608.00	
			Step 5		51.29	4,103.20	8,890.27	106,683.20	

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				Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Environmental Compliance Coordinator**	FBEO	**Step 1**	Filled (1)	40.38	3,230.40	6,999.20	83,990.40	7.12.26 FBEO 5% COLA
			Step 2		42.40	3,392.00	7,349.33	88,192.00	
			Step 3		44.52	3,561.60	7,716.80	92,601.60	
			Step 4		46.75	3,740.00	8,103.33	97,240.00	
			Step 5		49.09	3,927.20	8,508.93	102,107.20	
Public Works	**Laborer-Public Works**	Part-Time; Less Than 20 Hours Week; Non-Bargaining	**Step 1**	Not Authorized	21.42				NO COLA
Public Works	**Laborer-Water/Wastewater**	Part-Time; Less than 20 Hours Week; Non-Bargaining	**Step 1**	Filled (1)	21.42				NO COLA
Public Works	**Maintenance Worker I**	FBEO	**Step 1**	Filled (4)	24.09	1,927.20	4,175.60	50,107.20	7.12.26 FBEO 5% COLA
			Step 2		25.29	2,023.20	4,383.60	52,603.20	
			Step 3		26.55	2,124.00	4,602.00	55,224.00	
			Step 4		27.88	2,230.40	4,832.53	57,990.40	
			Step 5		29.27	2,341.60	5,073.47	60,881.60	
Public Works	**Maintenance Worker II**	FBEO	**Step 1**	Filled (4)	27.37	2,189.60	4,744.13	56,929.60	7.12.26 FBEO 5% COLA
			Step 2		28.74	2,299.20	4,981.60	59,779.20	
			Step 3		30.18	2,414.40	5,231.20	62,774.40	
			Step 4		31.69	2,535.20	5,492.93	65,915.20	
			Step 5		33.27	2,661.60	5,766.80	69,201.60	
Public Works	**Maintenance Worker III**	FBEO	**Step 1**	Filled (1)	28.75	2,300.00	4,983.33	59,800.00	7.12.26 FBEO 5% COLA
			Step 2		30.19	2,415.20	5,232.93	62,795.20	
			Step 3		31.70	2,536.00	5,494.67	65,936.00	
			Step 4		33.29	2,663.20	5,770.27	69,243.20	
			Step 5		34.95	2,796.00	6,058.00	72,696.00	
Public Works	**Maintenance Worker IV**	FBEO	**Step 1**	Filled (1)	36.32	2,905.60	6,295.47	75,545.60	7.12.26 FBEO 5% COLA
			Step 2		38.14	3,051.20	6,610.93	79,331.20	
			Step 3		40.05	3,204.00	6,942.00	83,304.00	
			Step 4		42.05	3,364.00	7,288.67	87,464.00	
			Step 5		44.15	3,532.00	7,652.67	91,832.00	
Public Works	**Maintenance Division Supervisor**	FBEO	**Step 1**	Filled (1)	40.30	3,224.00	6,985.33	83,824.00	7.12.26 FBEO 5% COLA
			Step 2		42.32	3,385.60	7,335.47	88,025.60	
			Step 3		44.44	3,555.20	7,702.93	92,435.20	
			Step 4		46.66	3,732.80	8,087.73	97,052.80	
			Step 5		48.99	3,919.20	8,491.60	101,899.20	
Public Works	**Mechanic**	FBEO	**Step 1**	Filled (1)	30.92	2,473.60	5,359.47	64,313.60	7.12.26 FBEO 5% COLA
			Step 2		32.47	2,597.60	5,628.13	67,537.60	
			Step 3		34.09	2,727.20	5,908.93	70,907.20	
			Step 4		35.79	2,863.20	6,203.60	74,443.20	
			Step 5		37.58	3,006.40	6,513.87	78,166.40	
Public Works	**Operations Manager**	Mid-Management; Non-Bargaining	**Step 1**	Filled (1)	46.52	3,721.60	8,063.47	96,761.60	7.1.26 MidM 5% COLA
			Step 2		48.85	3,908.00	8,467.33	101,608.00	Reso 4939-2025
			Step 3		51.29	4,103.20	8,890.27	106,683.20	
			Step 4		53.85	4,308.00	9,334.00	112,008.00	
			Step 5		56.54	4,523.20	9,800.27	117,603.20	

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				Status	Hourly	Biweekly	Monthly	Annually	
Public Works	**Treatment Division Supervisor**	FBEO	**Step 1**	Filled (1)	40.30	3,224.00	6,985.33	83,824.00	7.12.26 FBEO 5% COLA
			Step 2		42.32	3,385.60	7,335.47	88,025.60	
			Step 3		44.44	3,555.20	7,702.93	92,435.20	
			Step 4		46.66	3,732.80	8,087.73	97,052.80	
			Step 5		48.99	3,919.20	8,491.60	101,899.20	
Public Works	**Seasonal Laborer**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	Vacant (2)	21.42				Match to PT Laborer PW & Wastewater
Public Works	**Treatment Plant Operator-in-Training**	FBEO	**Step 1**	Filled (2)	23.48	1,878.40	4,069.87	48,838.40	7.12.26 FBEO 5% COLA
			Step 2		24.65	1,972.00	4,272.67	51,272.00	
			Step 3		25.88	2,070.40	4,485.87	53,830.40	
			Step 4		27.17	2,173.60	4,709.47	56,513.60	
			Step 5		28.53	2,282.40	4,945.20	59,342.40	
Public Works	**Treatment Plant Operator I**	FBEO	**Step 1**	Not Authorized	29.13	2,330.40	5,049.20	60,590.40	7.12.26 FBEO 5% COLA
			Step 2		30.59	2,447.20	5,302.27	63,627.20	
			Step 3		32.12	2,569.60	5,567.47	66,809.60	
			Step 4		33.73	2,698.40	5,846.53	70,158.40	
			Step 5		35.42	2,833.60	6,139.47	73,673.60	
Public Works	**Treatment Plant Operator II**	FBEO	**Step 1**	Filled (2)	30.61	2,448.80	5,305.73	63,668.80	7.12.26 FBEO 5% COLA
			Step 2		32.14	2,571.20	5,570.93	66,851.20	
			Step 3		33.75	2,700.00	5,850.00	70,200.00	
			Step 4		35.44	2,835.20	6,142.93	73,715.20	
			Step 5		37.21	2,976.80	6,449.73	77,396.80	
Public Works	**Treatment Plant Operator III**	FBEO	**Step 1**	Filled (2)	33.74	2,699.20	5,848.27	70,179.20	7.12.26 FBEO 5% COLA
			Step 2		35.43	2,834.40	6,141.20	73,694.40	
			Step 3		37.20	2,976.00	6,448.00	77,376.00	
			Step 4		39.06	3,124.80	6,770.40	81,244.80	
			Step 5		41.01	3,280.80	7,108.40	85,300.80	
Multiple Departments	**Intern**	Non-Bargaining; 1,000 Max Annual Hours; At-Will	**Step 1**	TBD	17.00				NO COLA
Multiple Departments	**Office Assistant**		**Step 1**	Not Authorized	20.00				NO COLA
			Step 2		21.00				
			Step 3		22.05				
			Step 4		23.15				
			Step 5		24.31				