FY 2026-2027 SALARY SCHEDULE

			STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 1	Effective Date	Annual Hours
BARGAINING UNIT/ EMPLOYEE GROUP	POSITIONS	GRADE	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	MONTHLY		
CONTRACT	CITY MANAGER	CM	270,400.0000	130.0000									302,356.7040	145.3638		2/24/2026	2080
ELECTED OFFICIAL	COUNCIL MEMBER	CCM													831.6000	12/10/2024	
ELECTED OFFICIAL	MAYOR	CCM													831.6000	12/10/2024	
ELECTED OFFICIAL	VICE MAYOR	CCM													831.6000	12/10/2024	
EXECUTIVE	CHIEF OF POLICE	057	201,199.8768	101.8218	211,260.0880	106.9130	221,823.1912	112.2587	232,914.4792	117.8717	244,559.6400	123.7650	256,787.7208	129.9533		7/5/2026	1976
EXECUTIVE	CHIEF OF POLICE / ASSISTANT CITY MANAGER	57A	211,259.8904	106.9129	221,822.9936	112.2586	232,914.4792	117.8717	244,560.0352	123.7652	256,787.5232	129.9532	269,627.1760	136.4510		7/5/2026	1976
EXECUTIVE	CITY CLERK	051	126,790.2376	64.1651	133,129.8384	67.3734	139,786.1920	70.7420	146,775.6992	74.2792	154,114.1680	77.9930	161,819.9752	81.8927		7/5/2026	1976
EXECUTIVE	CITY CLERK / ASSISTANT CITY MANAGER	51A	133,129.6408	67.3733	139,786.5872	70.7422	146,775.6992	74.2792	154,114.3656	77.9931	161,819.9752	81.8927	169,911.1024	85.9874		7/5/2026	1976
EXECUTIVE	CITY CLERK / PIO	052	136,933.0456	69.2981	143,780.4784	72.7634	150,968.7712	76.4012	158,517.2888	80.2213	166,443.2224	84.2324	174,765.3440	88.4440		7/5/2026	1976
EXECUTIVE	CITY CLERK / PIO / ASSISTANT CITY MANAGER	52A	143,779.6880	72.7630	150,969.5616	76.4016	158,517.0912	80.2212	166,443.2224	84.2324	174,765.3440	88.4440	183,503.6112	92.8662		7/5/2026	1976
EXECUTIVE	COMMUNITY DEVELOPMENT DIRECTOR	056	186,296.4896	94.2796	195,610.9584	98.9934	205,391.5656	103.9431	215,661.4304	109.1404	226,444.4624	114.5974	237,766.5472	120.3272		7/5/2026	1976
EXECUTIVE	COMMUNITY DEVELOPMENT DIRECTOR / ASSISTANT CITY MANAGER	56A	195,611.3536	98.9936	205,391.5656	103.9431	215,661.0352	109.1402	226,444.6600	114.5975	237,766.7448	120.3273	249,654.7560	126.3435		7/5/2026	1976
EXECUTIVE	FINANCE DIRECTOR	056	186,296.4896	94.2796	195,610.9584	98.9934	205,391.5656	103.9431	215,661.4304	109.1404	226,444.4624	114.5974	237,766.5472	120.3272		7/5/2026	1976
EXECUTIVE	FINANCE DIRECTOR / ASSISTANT CITY MANAGER	56A	195,611.3536	98.9936	205,391.5656	103.9431	215,661.0352	109.1402	226,444.6600	114.5975	237,766.7448	120.3273	249,654.7560	126.3435		7/5/2026	1976
EXECUTIVE	PARKS & RECREATION DIRECTOR	054	159,719.0920	80.8295	167,704.8984	84.8709	176,090.0544	89.1144	184,894.7152	93.5702	194,139.6288	98.2488	203,846.5312	103.1612		7/5/2026	1976
EXECUTIVE	PARKS & RECREATION DIRECTOR / ASSISTANT CITY MANAGER	54A	167,705.0960	84.8710	176,089.6592	89.1142	184,894.3200	93.5700	194,139.4312	98.2487	203,846.7288	103.1613	214,038.7392	108.3192		7/5/2026	1976
EXECUTIVE	PUBLIC WORKS DIRECTOR / CITY ENGINEER	057	201,199.8768	101.8218	211,260.0880	106.9130	221,823.1912	112.2587	232,914.4792	117.8717	244,559.6400	123.7650	256,787.7208	129.9533		7/5/2026	1976
EXECUTIVE	PUBLIC WORKS DIRECTOR / CITY ENGINEER / ASSISTANT CITY MANAGER	57A	211,259.8904	106.9129	221,822.9936	112.2586	232,914.4792	117.8717	244,560.0352	123.7652	256,787.5232	129.9532	269,627.1760	136.4510		7/5/2026	1976
MID MANAGEMENT	PUBLIC WORKS SUPERINTENDENT	253	129,464.5560	65.5185	135,937.9320	68.7945	142,734.1864	72.2339	149,871.4984	75.8459	157,364.8856	79.6381	165,232.7248	83.6198		7/5/2026	1976
MID MANAGEMENT	RECREATION MANAGER	248	101,439.1456	51.3356	106,510.7472	53.9022	111,836.2648	56.5973	117,428.1472	59.4272	123,299.6336	62.3986	129,464.7536	65.5186		7/5/2026	1976
MID MANAGEMENT	SENIOR ACCOUNTANT	249	106,510.5496	53.9021	111,836.4624	56.5974	117,428.1472	59.4272	123,299.4360	62.3985	129,464.5560	65.5185	135,938.1296	68.7946		7/5/2026	1976
NON REPRESENTED	ACCOUNTING TECHNICIAN II	046	86,291.1296	43.6696	90,605.7256	45.8531	95,136.1008	48.1458	99,892.9256	50.5531	104,887.4632	53.0807	110,132.1624	55.7349		7/5/2026	1976
NON REPRESENTED	ADMINISTRATIVE SPECIALIST	045	79,898.9672	40.4347	83,894.2416	42.4566	88,088.3016	44.5791	92,493.3984	46.8084	97,118.0288	49.1488	101,973.6536	51.6061		7/5/2026	1976
NON REPRESENTED	HUMAN RESOURCES ADMINISTRATOR	046	86,291.1296	43.6696	90,605.7256	45.8531	95,136.1008	48.1458	99,892.9256	50.5531	104,887.4632	53.0807	110,132.1624	55.7349		7/5/2026	1976
NON REPRESENTED	HUMAN RESOURCES MANAGER	050	117,397.9144	59.4119	123,268.0176	62.3826	129,426.0240	65.4990	135,903.5496	68.7771	142,698.2232	72.2157	149,833.1640	75.8265		7/5/2026	1976
NON REPRESENTED	HUMAN RESOURCES TECHNICIAN	045	79,898.9672	40.4347	83,894.2416	42.4566	88,088.3016	44.5791	92,493.3984	46.8084	97,118.0288	49.1488	101,973.6536	51.6061		7/5/2026	1976
NON REPRESENTED	POLICE COMMANDER	055	172,496.6984	87.2959	181,121.9384	91.6609	190,177.3536	96.2436	199,686.2608	101.0558	209,670.5936	106.1086	220,154.4592	111.4142		7/5/2026	1976
POA	POLICE OFFICER	PO	117,136.4480	56.3156	120,651.0240	58.0053	124,269.8080	59.7451	127,998.6240	61.5378	131,838.7200	63.3840	135,793.8400	65.2855		7/5/2026	2080
PT BENEFITED	POLICE OFFICER TRAINEE	PTR	105,422.9280	50.6841												7/5/2026	
POA	POLICE SERGEANT	SGT	138,470.8000	66.5725	142,624.1440	68.5693	146,903.5360	70.6267	151,310.6400	72.7455	155,849.6160	74.9277	160,525.4560	77.1757		7/5/2026	2080
PT UNBENEFITED	ADMINISTRATIVE SECRETARY	PT20		31.5341		33.1108		34.7663		36.5047		38.3299		40.2464		7/5/2026	
PT UNBENEFITED	FACILITY ATTENDANT	PT1		18.0300		18.8827		19.8268		20.8182		21.8590		22.9519		7/5/2026	
PT UNBENEFITED	INTER ADMIN / ENG / PLANNING	PT1		18.0300		18.8827		19.8268		20.8182		21.8590		22.9519		7/5/2026	
PT UNBENEFITED	LIFEGUARD / SWIM INSTRUCTOR I	PT1		18.0300		18.8827		19.8268		20.8182		21.8590		22.9519		7/5/2026	
PT UNBENEFITED	LIFEGUARD / SWIM INSTRUCTOR II	PT2		18.5230		19.4491		20.4217		21.4426		22.5149		23.6405		7/5/2026	
PT UNBENEFITED	SENIOR LIFEGUARD	PT4		19.6511		20.6336		21.6652		22.7486		23.8860		25.0803		7/5/2026	
PT UNBENEFITED	SPORTS COACH / REFEREE	PT1		18.0300		18.8827		19.8268		20.8182		21.8590		22.9519		7/5/2026	
PT UNBENEFITED	SWIM COACH	PT6		20.8478		21.8903		22.9848		24.1340		25.3406		26.6077		7/5/2026	
TEAMSTERS FT	ACCOUNTING TECHNICIAN I	145	72,067.0912	36.4712	75,670.3272	38.2947	79,453.5768	40.2093	83,426.5224	42.2199	87,597.8584	44.3309	91,977.8600	46.5475		7/5/2026	1976
TEAMSTERS FT	ASSISTANT ENGINEER	150	105,890.0856	53.5881	111,184.5800	56.2675	116,743.8584	59.0809	122,580.7648	62.0348	128,710.1192	65.1367	135,145.5560	68.3935		7/5/2026	1976
TEAMSTERS FT	ASSISTANT PLANNER	149	98,045.7608	49.6183	102,948.0192	52.0992	108,095.3016	54.7041	113,500.2544	57.4394	119,174.9312	60.3112	125,133.7568	63.3268		7/5/2026	1976
TEAMSTERS FT	ASSOCIATE ENGINEER	151	114,361.0000	57.8750	120,079.5440	60.7690	126,083.2248	63.8073	132,387.6528	66.9978	139,006.8576	70.3476	145,957.0424	73.8649		7/5/2026	1976
TEAMSTERS FT	COMMUNITY DEVELOPMENT SPECIALIST	146	77,076.4488	39.0063	80,930.0440	40.9565	84,976.8920	43.0045	89,229.6392	45.1567	93,686.7048	47.4123	98,371.2080	49.7830		7/5/2026	1976
TEAMSTERS FT	INFORMATION SYSTEMS ADMINISTRATOR	151	114,361.0000	57.8750	120,079.5440	60.7690	126,083.2248	63.8073	132,387.6528	66.9978	139,006.8576	70.3476	145,957.0424	73.8649		7/5/2026	1976
TEAMSTERS FT	INFORMATION SYSTEMS SPECIALIST	148	90,782.7752	45.9427	95,321.8448	48.2398	100,088.1544	50.6519	105,092.3744	53.1844	110,346.9536	55.8436	115,864.3408	58.6358		7/5/2026	1976
TEAMSTERS FT	LANDSCAPING AND LIGHTING PROGRAM COORDINATOR	147	84,058.4472	42.5397	88,261.5968	44.6668	92,674.5976	46.9001	97,308.7128	49.2453	102,173.8224	51.7074	107,282.5728	54.2928		7/5/2026	1976
TEAMSTERS FT	MAINTENANCE AIDE	141	52,971.4224	26.8074	55,620.2504	28.1479	58,401.0752	29.5552	61,321.0104	31.0329	64,387.1696	32.5846	67,606.4688	34.2138		7/5/2026	1976
TEAMSTERS FT	MAINTENANCE WORKER I	143	61,785.3704	31.2679	64,875.0440	32.8315	68,118.4504	34.4729	71,524.6792	36.1967	75,100.8440	38.0065	78,855.6392	39.9067		7/5/2026	1976
TEAMSTERS FT	MAINTENANCE WORKER II	M46	76,327.9400	38.6275	80,144.1888	40.5588	84,151.7144	42.5869	88,359.0136	44.7161	92,776.9544	46.9519	97,416.0096	49.2996		7/5/2026	1976
TEAMSTERS FT	MANAGEMENT ANALYST	147	84,058.4472	42.5397	88,261.5968	44.6668	92,674.5976	46.9001	97,308.7128	49.2453	102,173.8224	51.7074	107,282.5728	54.2928		7/5/2026	1976
TEAMSTERS FT	PARKING ENFORCEMENT OFFICER	142	58,734.2288	29.7238	61,671.3552	31.2102	64,754.9032	32.7707	67,992.5792	34.4092	71,392.2872	36.1297	74,961.7336	37.9361		7/5/2026	1976
TEAMSTERS FT	POLICE SUPPORT SPECIALIST	145	72,067.0912	36.4712	75,670.3272	38.2947	79,453.5768	40.2093	83,426.5224	42.2199	87,597.8584	44.3309	91,977.8600	46.5475		7/5/2026	1976
TEAMSTERS FT	PUBLIC WORKS INSPECTOR / SPECIALIST	147	84,058.4472	42.5397	88,261.5968	44.6668	92,674.5976	46.9001	97,308.7128	49.2453	102,173.8224	51.7074	107,282.5728	54.2928		7/5/2026	1976
TEAMSTERS FT	PUBLIC WORKS SUPERVISOR	147	84,058.4472	42.5397	88,261.5968	44.6668	92,674.5976	46.9001	97,308.7128	49.2453	102,173.8224	51.7074	107,282.5728	54.2928		7/5/2026	1976
TEAMSTERS FT	RECREATION COORDINATOR	146	77,076.4488	39.0063	80,930.0440	40.9565	84,976.8920	43.0045	89,229.6392	45.1567	93,686.7048	47.4123	98,371.2080	49.7830		7/5/2026	1976
TEAMSTERS FT	RECREATION SUPERVISOR	147	84,058.4472	42.5397	88,261.5968	44.6668	92,674.5976	46.9001	97,308.7128	49.2453	102,173.8224	51.7074	107,282.5728	54.2928		7/5/2026	1976
TEAMSTERS FT	RECREATION TECHNICIAN	145	72,067.0912	36.4712	75,670.3272	38.2947	79,453.5768	40.2093	83,426.5224	42.2199	87,597.8584	44.3309	91,977.8600	46.5475		7/5/2026	1976
TEAMSTERS FT	SENIOR CLERK	143	61,785.3704	31.2679	64,875.0440	32.8315	68,118.4504	34.4729	71,524.6792	36.1967	75,100.8440	38.0065	78,855.6392	39.9067		7/5/2026	1976
TEAMSTERS FT	SENIOR PLANNER	151	114,361.0000	57.8750	120,079.5440	60.7690	126,083.2248	63.8073	132,387.6528	66.9978	139,006.8576	70.3476	145,957.0424	73.8649		7/5/2026	1976
TEAMSTERS FT	SEWER AND STORMWATER SUPERVISOR	147	84,058.4472	42.5397	88,261.5968	44.6668	92,674.5976	46.9001	97,308.7128	49.2453	102,173.8224	51.7074	107,282.5728	54.2928		7/5/2026	1976
TEAMSTERS PT	AQUATICS POOL MANAGER	PT12		24.8933		26.1380		27.4450		28.8172		30.2580		31.7709		7/5/2026	
TEAMSTERS PT	OFFICE ASSISTANT I	PT1		18.0300		18.8827		19.8268		20.8182		21.8590		22.9519		7/5/2026	
TEAMSTERS PT	OFFICE ASSISTANT II	PT2		18.5230		19.4491		20.4217		21.4426		22.5149		23.6405		7/5/2026	
TEAMSTERS PT	RECREATION AIDE	PT1		18.0300		18.8827		19.8268		20.8182		21.8590		22.9519		7/5/2026	
TEAMSTERS PT	RECREATION LEADER I	PT2		18.5230		19.4491		20.4217		21.4426		22.5149		23.6405		7/5/2026	
TEAMSTERS PT	RECREATION LEADER II	PT7		21.4731		22.5469		23.6743		24.8579		26.1009		27.4058		7/5/2026	
TEAMSTERS PT	RECREATION LEADER III	PT11		24.1682		25.3767		26.6455		27.9778		29.3766		30.8455		7/5/2026	
TEAMSTERS PT	RECREATION SPECIALIST	PT4		19.6511		20.6336		21.6652		22.7486		23.8860		25.0803		7/5/2026	

Last Revised 07/05/2026

Adopted by City Council on 07/28/2026