

Effective 7.12.2026		2026.07.12 All InclsV MasterCmpSched - FBEO,FBPA & Confid/Nbarg							
				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
					59.93	4,794.40	10,387.87	124,654.40	
					62.93	5,034.40	10,907.87	130,894.40	
					66.08	5,286.40	11,453.87	137,446.40	
					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
(This classification oversees Administration & Finance)					59.93	4,794.40	10,387.87	124,654.40	Reso 4953-2025
					62.93	5,034.40	10,907.87	130,894.40	
					66.08	5,286.40	11,453.87	137,446.40	
					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
					35.70	2,856.00	6,188.00	74,256.00	Reso 4955-2025
					37.49	2,999.20	6,498.27	77,979.20	
					39.36	3,148.80	6,822.40	81,868.80	
					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
					32.47	2,597.60	5,628.13	67,537.60	Reso 4955-2025
					34.09	2,727.20	5,908.93	70,907.20	
					35.79	2,863.20	6,203.60	74,443.20	
					37.58	3,006.40	6,513.87	78,166.40	
Administrative Services	City Clerk & HR Analyst	Confidential; Non-Bargaining	Step 1	Vacant (1)	29.72	2,377.60	5,151.47	61,817.60	7.12.26 CNBarg 5% COLA
					31.21	2,496.80	5,409.73	64,916.80	Reso 4955-2025
					32.77	2,621.60	5,680.13	68,161.60	Position was created 7.1.2026
					34.41	2,752.80	5,964.40	71,572.80	Changed title
					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					29.94	2,395.20	5,189.60	62,275.20	Reso 4955-2025
					31.44	2,515.20	5,449.60	65,395.20	
					33.01	2,640.80	5,721.73	68,660.80	
					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
					39.86	3,188.80	6,909.07	82,908.80	Reso 4955-2025
					41.85	3,348.00	7,254.00	87,048.00	
					43.94	3,515.20	7,616.27	91,395.20	
					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
					44.30	3,544.00	7,678.67	92,144.00	Reso 4939-2025
					46.52	3,721.60	8,063.47	96,761.60	
					48.85	3,908.00	8,467.33	101,608.00	
					51.29	4,103.20	8,890.27	106,683.20	

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				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	
Broadband	Systems Technician - Transitional	Transitional, Non-Represented, At-Will, Limited-Term, Grant-Funded	Step 1	Open (3)	25.67	2,053.60	4,449.47	53,393.60	6.8.2026 New Classification
			Step 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

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				Status	Hourly	Biweekly	Monthly	Annually	
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	2,093.28	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	18.74	1,499.20	3,248.27	38,979.20	7.13.25 CV 3% COLA
			Step 2		19.68	1,574.40	3,411.20	40,934.40	
			Step 3		20.66	1,652.80	3,581.07	42,972.80	
			Step 4		21.69	1,735.20	3,759.60	45,115.20	
			Step 5		22.77	1,821.60	3,946.80	47,361.60	
C.V. Starr	Administrative Assistant I - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (5) All Inclusive	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		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		22.00				NO COLA
C.V. Starr	Administrative Coordinator	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	22.18	1,774.40	3,844.53	46,134.40	7.13.25 CV 3% COLA
			Step 2		23.29	1,863.20	4,036.93	48,443.20	
			Step 3		24.45	1,956.00	4,238.00	50,856.00	
			Step 4		25.67	2,053.60	4,449.47	53,393.60	
			Step 5		26.95	2,156.00	4,671.33	56,056.00	
C.V. Starr	Custodian I - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (1)	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 II - 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 (1)	25.00				NO COLA
C.V. Starr	Fitness Instructor I - CV Starr	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (8) all inclusive	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)	21.01	1,680.80	3,641.73	43,700.80	7.13.25 CV 3% COLA
			Step 2		22.06	1,764.80	3,823.73	45,884.80	
			Step 3		23.16	1,852.80	4,014.40	48,172.80	
			Step 4		24.32	1,945.60	4,215.47	50,585.60	
			Step 5		25.54	2,043.20	4,426.93	53,123.20	
C.V. Starr	Lifeguard - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Vacant (1)	20.45	1,636.00	3,544.67	42,536.00	7.13.25 CV 3% COLA
			Step 2		21.47	1,717.60	3,721.47	44,657.60	
			Step 3		22.54	1,803.20	3,906.93	46,883.20	

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				Status	Hourly	Biweekly	Monthly	Annually
				Step 4	23.67	1,893.60	4,102.80	49,233.60
				Step 5	24.85	1,988.00	4,307.33	51,688.00
C.V. Starr	Lifeguard I - Part-Time	C.V. Starr; 1,000 max annual hours; Non-Bargaining; At-Will	Step 1	Filled (18) all inclusive	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		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		23.00			NO COLA
C.V. Starr	Maintenance Supervisor	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	30.90	2,472.00	5,356.00	64,272.00 7.13.25 CV 3% COLA
				Step 2	32.45	2,596.00	5,624.67	67,496.00
				Step 3	34.07	2,725.60	5,905.47	70,865.60
				Step 4	35.77	2,861.60	6,200.13	74,401.60
				Step 5	37.56	3,004.80	6,510.40	78,124.80
C.V. Starr	Maintenance Worker I - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Filled (2)	20.01	1,600.80	3,468.40	41,620.80 7.13.25 CV 3% COLA
				Step 2	21.01	1,680.80	3,641.73	43,700.80
				Step 3	22.06	1,764.80	3,823.73	45,884.80
				Step 4	23.16	1,852.80	4,014.40	48,172.80
				Step 5	24.32	1,945.60	4,215.47	50,585.60
C.V. Starr	Maintenance Worker II - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Not Authorized	23.28	1,862.40	4,035.20	48,422.40 7.13.25 CV 3% COLA
				Step 2	24.44	1,955.20	4,236.27	50,835.20
				Step 3	25.66	2,052.80	4,447.73	53,372.80
				Step 4	26.94	2,155.20	4,669.60	56,035.20
				Step 5	28.29	2,263.20	4,903.60	58,843.20
C.V. Starr	Maintenance Worker III - CV Starr	C.V. Starr; Non-Bargaining	Step 1	Not Authorized	26.60	2,128.00	4,610.67	55,328.00 7.13.25 CV 3% COLA
				Step 2	27.93	2,234.40	4,841.20	58,094.40
				Step 3	29.33	2,346.40	5,083.87	61,006.40
				Step 4	30.80	2,464.00	5,338.67	64,064.00
				Step 5	32.34	2,587.20	5,605.60	67,267.20

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				Status	Hourly	Biweekly	Monthly	Annually			
C.V. Starr	Recreation Coordinator	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	24.99	1,999.20	4,331.60	51,979.20	7.13.25 CV 3% COLA		
			Step 2		26.24	2,099.20	4,548.27	54,579.20			
			Step 3		27.55	2,204.00	4,775.33	57,304.00			
			Step 4		28.93	2,314.40	5,014.53	60,174.40			
			Step 5		30.38	2,430.40	5,265.87	63,190.40			
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)	30.90	2,472.00	5,356.00	64,272.00	7.13.25 CV 3% COLA		
			Step 2		32.45	2,596.00	5,624.67	67,496.00			
			Step 3		34.07	2,725.60	5,905.47	70,865.60			
			Step 4		35.77	2,861.60	6,200.13	74,401.60			
			Step 5		37.56	3,004.80	6,510.40	78,124.80			
C.V. Starr	Senior Administrative Assistant	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	18.93	1,514.40	3,281.20	39,374.40	7.13.25 CV 3% COLA		
			Step 2	Vacant (1)	19.88	1,590.40	3,445.87	41,350.40			
			Step 3		20.87	1,669.60	3,617.47	43,409.60			
			Step 4		21.91	1,752.80	3,797.73	45,572.80			
			Step 5		23.01	1,840.80	3,988.40	47,860.80			
C.V. Starr	Senior Lifeguard	C.V. Starr; Non-Bargaining	Step 1	Filled (1)	23.26	1,860.80	4,031.73	48,380.80	7.13.25 CV 3% COLA		
			Step 2		24.42	1,953.60	4,232.80	50,793.60			
			Step 3		25.64	2,051.20	4,444.27	53,331.20			
			Step 4		26.92	2,153.60	4,666.13	55,993.60			
			Step 5		28.27	2,261.60	4,900.13	58,801.60			
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 Reso 4939-2025		
			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			
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 Reso 4955-2025		
			Step 2		40.44	3,235.20	7,009.60	84,115.20			
			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/City Treasurer	Executive; At-Will	Step 1	Not Authorized	57.08	4,566.40	9,893.87	118,726.40	Exec 7.1.26 5% COLA Reso 4953-2025		
			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	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 Reso 4939-2025		
			Step 2		47.92	3,833.60	8,306.13	99,673.60			
			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			

Effective 7.12.2026		2026.07.12 All Incls MasterCmpSched - FBEO,FBPA & Confid/Nbarg							
				Status	Hourly	Biweekly	Monthly	Annually	
				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	
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	

Effective 7.12.2026		2026.07.12 All Incls MasterCmpSched - FBEO,FBPA & Confid/Nbarg							
				Status	Hourly	Biweekly	Monthly	Annually	
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 - Community Development Director	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 <i>Working title: Administrative Assistant - Non-Confidential</i>	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	
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	

Effective 7.12.2026		2026.07.12 All Incls MasterCmpSched - FBEO,FBPA & Confid/Nbarg							
				Status	Hourly	Biweekly	Monthly	Annually	
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	
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 7.12.2026		2026.07.12 All Inclsv MasterCmpSched - FBEO,FBPA & Confid/Nbarg							
				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	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	
	Administrative Analyst	FBEO	Step 1	Vacant (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	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 (2)	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	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	

Effective 7.12.2026	2026.07.12 All Inclsv MasterCmpSched - FBEO,FBPA & Confid/Nbarg								
				Status	Hourly	Biweekly	Monthly	Annually	
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		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	
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	

Effective 7.12.2026		2026.07.12 All InclsV MasterCmpSched - FBEO,FBPA & Confid/Nbarg								
					Status	Hourly	Biweekly	Monthly	Annually	
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 Reso 4939-2025
			Step 2			48.85	3,908.00	8,467.33	101,608.00	
			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	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				

Effective 7.12.2026		2026.07.12 All Incls MasterCmpSched - FBEO,FBPA & Confid/Nbarg					
		Step 5	Status	Hourly	Biweekly	Monthly	Annually
				24.31			

Calulations for the 7.1.2025 All Inclusive Comp Schedule

Finance	Government Accountant II	FBEO	Step 1	Not Author
			Step 2	
			Step 3	
			Step 4	
			Step 5	

34.02	2,721.60	5,896.80	70,761.60	Pre 7.13.25 6% COLA	34.02	1.06
35.72	2,857.60	6,191.47	74,297.60		Check formulas on 7.1	
37.51	3,000.80	6,501.73	78,020.80		Was not listed in 3/24/	
39.39	3,151.20	6,827.60	81,931.20			
41.36	3,308.80	7,169.07	86,028.80			

36.06

36.07

1.06 38.23314

13.25 comp schedule

'25 comp schedule, but needed it to verify Govt. Acctnt III pay