Approved 8/5/2026 - Reso. No 6398

EXHIBIT "C"

Section One of Classification and Compensation Plan
SUMMARY OF JOB CLASSIFICATIONS AND SALARY SCHEDULE FY 26/27

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	FOUR AND ONE-HALF PERCENT STEP ADVANCEMENT MONTHLY SALARY Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	# Auth. Positions
ELECTED OFFICIAL													
Mayor and City Council	N/A		N/A	N/A	Mayor; $1,050/month and City Council; $950/month								5.00
COUNCIL ELECTED OFFICIAL													
Planning Commission	N/A		N/A	N/A	$150/meeting								5.00
TRANSACTIONS AND USE TAX OVERSIGHT COMMITTEE													
Committee Member	N/A		N/A	N/A	$50/meeting								7.00
EXECUTIVE MANAGEMENT GROUP (EM)													
City Manager	Exempt		N/A	N/A	$21,198.60/month								1.00
Assistant City Manager	Exempt		N/A	N/A	$16,887.37	$17,647.30	$18,441.43	$19,271.29	$20,138.50				1.00
Parks and Recreation Director	Exempt	(3)	78	EM	$11,753.61	$12,282.52	$12,835.24	$13,412.82	$14,016.40				1.00
Community & Economic Development Director	Exempt	(3)	91	EM	$13,867.08	$14,491.10	$15,143.19	$15,824.64	$16,536.75				1.00
Public Works Director	Exempt	(3)	96	EM	$15,085.89	$15,764.75	$16,474.17	$17,215.50	$17,990.20				1.00
Police Chief	Exempt	(3)	86	EM	$15,692.42	$16,398.58	$17,136.52	$17,907.66	$18,713.50				1.00
UNREPRESENTED CONFIDENTIAL GROUP (CF)													
Administrative Assistant (Confidential)		(1)	52	CF	$5,217.03	$5,451.80	$5,697.13	$5,953.50	$6,221.41				0.80
Police Administrative Services Manager	Exempt	(1)	55	CF	$6,616.48	$6,914.22	$7,225.36	$7,550.50	$7,890.27				1.00
Executive Assistant to the City Manager		(1)	58	CF	$7,120.98	$7,441.43	$7,776.29	$8,126.22	$8,491.90				1.00
Management Analyst	Exempt	(1)	62	MM	$8,251.52	$8,622.84	$9,010.87	$9,416.36	$9,840.09				3.00
Human Resources Manager	Exempt	(1)	70	CF	$8,951.55	$9,354.37	$9,775.31	$10,215.20	$10,674.89				1.00
Information Technology Manager	Exempt	(1)	70	CF	$8,951.55	$9,354.37	$9,775.31	$10,215.20	$10,674.89				1.00
Community Engagement Manager	Exempt	(1)	70	CF	$8,951.55	$9,354.37	$9,775.31	$10,215.20	$10,674.89				1.00
Public Works Manager	Exempt	(1)	71	CF	$10,170.48	$10,628.15	$11,106.42	$11,606.21	$12,128.49				2.00
City Engineer	Exempt	(1)	88	CF	$12,189.72	$12,738.26	$13,311.48	$13,910.50	$14,536.47				0.00
Water Resources Manager	Exempt	(1)	88	CF	$12,555.41	$13,120.41	$13,710.83	$14,327.81	$14,972.56				1.00
Police Lieutenant	Exempt	(1)	90	CF	$12,683.68	$13,254.45	$13,850.90	$14,474.19	$15,125.53				1.00
Deputy Police Chief	Exempt	(1)	83	CF	$13,100.17	$13,689.68	$14,305.71	$14,949.47	$15,622.20				1.00
PROFESSIONAL/MID-MGMT (MM)													
Police Records Supervisor		(1)	47	MM	$5,721.17	$5,978.63	$6,247.66	$6,528.81	$6,822.61				1.00
Property and Evidence Supervisor		(1)	47	MM	$5,721.17	$5,978.63	$6,247.66	$6,528.81	$6,822.61				1.00
Information Technology Technician		(1)	47	MM	$5,721.17	$5,978.63	$6,247.66	$6,528.81	$6,822.61				1.00
Assistant Planner		(1)	48	MM	$5,693.40	$5,949.60	$6,217.34	$6,497.12	$6,789.49				0.00
Economic Development Coordinator	Exempt	(1)	52	MM	$6,465.28	$6,745.53	$7,060.25	$7,377.96	$7,709.97				1.00
Community Engagement Coordinator	Exempt	(1)	52	MM	$6,465.28	$6,745.53	$7,060.25	$7,377.96	$7,709.97				1.00
Homeless Services Coordinator (Grant-Funded through 6/30/27)	Exempt	(1)	52	MM	$6,465.28	$6,745.53	$7,060.25	$7,377.96	$7,709.97				1.00
Associate Planner	Exempt	(1)	52	MM	$6,465.28	$6,745.53	$7,060.25	$7,377.96	$7,709.97				0.00
Recreation Supervisor	Exempt	(1)	55	MM	$6,489.25	$6,781.27	$7,086.42	$7,405.31	$7,738.55				1.00

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Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	FOUR AND ONE-HALF PERCENT STEP ADVANCEMENT MONTHLY SALARY Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	# Auth. Positions
Assistant Engineer		(1)	66	MM	$7,058.56	$7,376.20	$7,708.13	$8,054.99	$8,417.47				1.00
Laboratory Analyst	Exempt	(1)	56	MM	$6,702.53	$7,004.15	$7,319.33	$7,648.70	$7,992.89				0.00
Utility Maintenance Supervisor		(1)	59	MM	$7,666.92	$8,011.93	$8,372.47	$8,749.23	$9,142.94				1.00
Wastewater Collections System Supervisor		(1)	59	MM	$7,666.92	$8,011.93	$8,372.47	$8,749.23	$9,142.94				1.00
Water Reclamation Shift Supervisor		(1)	59	MM	$7,666.92	$8,011.93	$8,372.47	$8,749.23	$9,142.94				2.00
Senior Planner	Exempt	(1)	67	MM	$8,277.38	$8,649.86	$9,039.10	$9,445.86	$9,870.93				1.00
Laboratory Director	Exempt	(1)	67	MM	$8,277.38	$8,649.86	$9,039.10	$9,445.86	$9,870.93				0.00
Building Official	Exempt	(1)	69	MM	$8,277.38	$8,649.86	$9,039.10	$9,445.86	$9,870.93				0.00
Engineering Project Manager	Exempt	(1)	67	MM	$8,277.38	$8,649.86	$9,039.10	$9,445.86	$9,870.93				1.00
Associate Civil Engineer	Exempt	(1)	78	MM	$9,459.15	$9,884.81	$10,329.63	$10,794.46	$11,280.21				0.00
Water Reclamation Chief Plant Operator	Exempt	(1)	72	MM	$9,827.27	$10,269.49	$10,731.62	$11,214.54	$11,719.20				1.00
CLASSIFIED (CL)													
Maintenance Worker		(1)	38	CL	$4,844.39	$5,062.39	$5,290.20	$5,528.25	$5,777.03				7.00
Customer Service Utility Billing Technician		(1)	39	CL	$4,962.55	$5,185.86	$5,419.22	$5,663.09	$5,917.93				2.00
Administrative Assistant		(1)	39	CL	$4,962.55	$5,185.86	$5,419.22	$5,663.09	$5,917.93				1.00
Recreation Program Coordinator		(1)	39	CL	$4,962.55	$5,185.86	$5,419.22	$5,663.09	$5,917.93				2.00
Senior Maintenance Worker		(1)	41	CL	$5,210.67	$5,445.15	$5,690.19	$5,946.24	$6,213.83				1.00
Mechanic/Maintenance Worker		(1)	43	CL	$5,471.21	$5,717.41	$5,974.70	$6,243.56	$6,524.52				1.00
Community Services Officer		(1)	46	CL	$5,494.76	$5,742.02	$6,000.41	$6,270.43	$6,552.60				3.00
Victim Assistance Advocate		(1)	46	CL	$5,494.76	$5,742.02	$6,000.41	$6,270.43	$6,552.60				1.00
Development Services Technician		(1)	48	CL	$5,491.62	$5,738.74	$5,996.98	$6,266.85	$6,548.86				2.00
Utility Maintenance Mechanic		(1)	49	CL	$5,910.21	$6,176.17	$6,454.10	$6,744.54	$7,048.04				2.00
Fleet Mechanic		(1)	50	CL	$5,939.19	$6,206.45	$6,485.74	$6,777.60	$7,082.59				1.00
Electrician		(1)	51	CL	$6,650.29	$6,949.55	$7,262.28	$7,589.08	$7,930.59				1.00
Senior Utility Maintenance Mechanic		(1)	51	CL	$6,650.29	$6,949.55	$7,262.28	$7,589.08	$7,930.59				1.00
Water Systems Operator		(1)	51	CL	$6,650.29	$6,949.55	$7,262.28	$7,589.08	$7,930.59				4.00
Executive Assistant		(1)	53	CL	$6,388.25	$6,675.72	$6,976.12	$7,290.05	$7,618.10				1.00
Water Reclamation Operator-In-Training		(1)	38	CL	$4,844.39	$5,062.39	$5,290.20	$5,528.25	$5,777.03				6.00
Water Reclamation Operator I		(1)	45	CL	$5,744.77	$6,003.28	$6,273.43	$6,555.73	$6,850.74				
Water Reclamation Operator II		(1)	51	CL	$6,650.29	$6,949.55	$7,262.28	$7,589.08	$7,930.59				
POLICE SERGEANT (PS)													
Police Sergeant*		(2)	59	PS	$10,344.32	$10,809.82	$11,296.26	$11,804.59	$12,335.80	$12,890.91	$13,471.00	$14,077.19	4.00
POLICE OFFICER (PO)													
Police Officer		(2)	45	PO	$7,526.43	$7,865.12	$8,219.05	$8,588.91	$8,975.41				13.00
Police Officer II*		(2)	45	PO	$7,526.43	$7,865.12	$8,219.05	$8,588.91	$8,975.41	$9,379.30	$9,801.37	$10,242.43	
SEASONAL/PART-TIME (HOURLY RATE)													

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SUMMARY OF JOB CLASSIFICATIONS AND SALARY SCHEDULE FY 26/27

					FOUR AND ONE-HALF PERCENT STEP ADVANCEMENT								
					MONTHLY SALARY								
Classification	**FLSA Exempt Status**	**See Footnote**	**Salary Range**	**Salary Schedule**	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**# Auth. Positions**
Police Cadet - Trainee					$27.00								
Intern/Youth Commissioner					$16.90	$17.66	$18.46	$19.29	$20.15				
Facility Custodial Lead					$18.00	$18.81	$19.66	$20.54	$21.47				
Recreation Instructor					$18.50	$19.33	$20.20	$21.11	$22.06				
Recreation Leader II					$17.40	$18.18	$19.00	$19.86	$20.75				
Recreation Leader I					$16.90	$17.66	$18.46	$19.29	$20.15				
Recreation Program Assistant					$20.00	$20.90	$21.84	$22.82	$23.85				
Program Instructor II					$24.00	$25.08	$26.21	$27.39	$28.62				
Program Instructor III					$27.00	$28.22	$29.48	$30.81	$32.20				
												Total Authorized Positions:	**104.80**
												Total FTEs:	**87.80**

Footnotes:

* Upon completion of Employee's 5th year of service in Police Officer or Police Sergeant classification, Employee will be eligible to receive 3 future step increases

(1) Pursuant to Resolution No. 6245/ SA-2025-01, effective 7/4/26, three percent (3%) COLA increase for Unrepresented and Confidential classifications, Professional/Mid-Management Unit classifications, and General Unit classification.

(2) Pursuant to Resolution No. 6245/ SA-2025-01, effective 7/4/26, three and one quarter percent (3.25%) COLA increase for Police Sergeant and Police Officer classifications.

(3) Pursuant to Resolution No. xxxx, effective 7/4/26, three percent (3%) COLA increase for certain Executive Management classifications.