



CITY OF EMERYVILLE

COMPENSATION and BENEFITS PLAN For Unrepresented Employees

July 1, 2026 through June 30, 2028

(Where conflicts exist, the provisions of this document supersedes those outlined in the
City of Emeryville Personnel Rules and Regulations)

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SECTION I. CLASSIFICATIONS

The classifications that are participating in this Compensation and Benefit Plan for Unrepresented Employees are those identified below:

Department Head

Administrative Services Director
Assistant City Manager
City Clerk
Community Development Director
Community Services Director
Finance Director
Human Resources Director
Information Technology Director
Police Chief (safety)
Public Works Director

Confidential/Management

Human Resources Manager
Human Resources Analyst
Senior Human Resources Analyst

Police Officer Trainees

Police Officer Trainees

Temporary/Part-time

Intern
Pool Manager
Public Service Employee
Recreation Leader

SECTION II. COMPENSATION

A. Compensation Policy

The City of Emeryville (herein referred to as Employer) policy is to establish and maintain a general structure based on marketplace norms and internal job values with pay ranges. Salary ranges will be reviewed and updated as necessary based on marketplace survey data, internal relationships, and financial conditions.

B. Basic Plan Elements Structure

The compensation plan includes separate salary ranges for Department Head, Confidential/Management, Police Officer Trainees, and temporary/part-time unrepresented employees. Each salary range, which represents the range of what the Employer is willing to pay for the performance of a set of duties and responsibilities, is typically a 25% spread for non-exempt classifications, and a 35% spread for exempt classifications, from the minimum to the maximum rate. All unrepresented employees covered by this Compensation Plan will be paid a salary within the range, as determined by performance.

C. Cost of Living Adjustments for Department Head, Confidential/Management and Police Officer Trainee Classifications

Effective September 20, 2026 all unrepresented Department Head (except Police Chief), Confidential/Management and Police Officer Trainee classifications shall receive a salary increase of three percent (3%).

In addition to the salary increase, the City will provide a one-time lump sum payment equivalent to the value of a three percent (3%) salary increase (including all premium pays)

for the period of July 12, 2026, through the implementation of the three percent (3%) salary increase referenced above.

Effective the first full pay period in July 2027 all unrepresented Department Head, Confidential/Management and Police Officer Trainee classifications shall receive salary increase of three percent (3%).

For Police Chief

Effective the first full pay period following City Council approval the Police Chief shall receive a salary increase of three percent (3%).

In addition to the salary increase, the City will provide a one-time lump sum payment equivalent to the value of a three percent (3%) salary increase (including all premium pays) for the period of July 12, 2026, through the implementation of the three percent (3%) salary increase referenced above.

Market Adjustment

Effective the first full pay period following City Council approval the Police Chief shall receive a market adjustment increase of one percent (1%),

Effective the first full pay period in July 2027, the Police Chief shall receive salary increase of three percent (3%).

Effective the first full pay period in July 2028, the Police Chief shall receive salary increase of three percent (3%).

Provides a salary increase of three percent (3%) effective first full pay period in July 2028.

D. Cost of Living Adjustments for Temporary/Part-time classifications

Effective July 1, 2026, the salary ranges for unrepresented temporary/part-time classifications shall be increased by two and two-tenths percent (2.2%) per the Minimum Wage Ordinance.

SECTION III. BENEFITS

A. Group Health and Welfare Benefits (except for Temporary/Part-Time)

1. Medical Benefit

The Employer shall continue to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing medical benefits for eligible active employees, eligible retired employees and eligible survivors of retired employees.

The Employer shall provide a contribution to the flexible benefits plan (Section 125 Cafeteria Plan) for each full-time active employee in regular or probationary status enrolled in one of the CalPERS medical insurance plans offered by the Employer in accordance with Government Code Section 22892.

Effective the first full pay period following Council approval, the Employer will pay 90% of the selected plan premium, which includes the minimum contribution amount required by Government Code Section 22892. Contributions provided under this Section are required only to the extent mandated by Public Employees Medical and Hospital Care Act (PEMHCA).

Effective the first full pay period following Council approval, the employee will pay 10% of the selected plan premium which shall be withheld from the employee's salary by the Employer on a pretax basis.

2. **Medical In-Lieu/Alternate Benefit**

Employees shall be allowed an opportunity to select certain options as alternatives to those benefits listed in Section III of this Memorandum of Understanding under the following terms. Eligibility for receipt of alternative benefits is restricted to those employees for whom no City contribution is made towards premiums for group medical insurance because the employees have opted out and have coverage from a source other than the City. In order to receive the medical in-lieu/alternate benefit, employees must meet all the requirements of an Eligible Opt-Out Arrangement.

The requirements that must be satisfied for the Eligible Opt-Out Arrangement are as follows:

(a) The Participant must have minimum essential coverage ("MEC") through another source (other than coverage in the individual market and other than individual coverage through Covered California);

(b) The Participant and all individuals in the Participant's expected tax family have (or will have) the required minimum essential coverage. A Participant's expected tax family includes all individuals for whom the Participant reasonably expects to claim a personal exemption deduction for the taxable year(s) that cover the Participant's plan year to which the opt-out arrangement applies;

(c) The Participant must provide reasonable evidence of the MEC for the applicable period. Reasonable evidence may include an attestation by the Participant;

(d) The Participant must provide the evidence/attestation every Plan Year;

(e) The Participant must provide the evidence/attestation no earlier than a reasonable time before coverage starts (e.g. open enrollment). The evidence/attestation may also be provided within a reasonable time after the Plan Year starts; and

(f) The medical in-lieu/alternate benefit cannot be made (and the City must not in fact make payment) if the City knows or has reason to know that the Participant or tax family member does not have the alternative coverage.

The City shall contribute ninety percent (90%) of the Kaiser - Region 1, single party premium per month for alternate benefits for eligible full-time employees who select and are eligible for the medical-in-lieu/alternate benefits.

The medical-in-lieu/alternate benefit is provided to the employee as a cash payment that supplements to the employee's monthly compensation. State and Federal taxes will be withheld on any monies applied to this option.

3. **Dental Benefit**

The Employer shall purchase and pay the full cost of coverage for employee and eligible dependent up to the family level. The Employer reserves the right to provide dental care benefits under a plan or through a carrier of its choice. Alternate coverage may be provided through a consortium of public agencies or private employers which may be formed for the purpose of providing dental care benefits for employees; or through a program of self-insurance.

4. **Vision Benefit**

The Employer shall pay the full cost of coverage for employee and eligible dependent up to the family level under the Vision Service Plan (VSP). The Employer reserves the right to provide vision care benefits under a plan or through a carrier of its choice. Alternate coverage may be provided through a consortium of public agencies or private employers which may be formed for the purpose of providing vision care benefits for employees; or through a program of self-insurance.

5. **Reservation of Rights**

The Employer reserves the right to provide medical, dental or vision care benefits under a program other than that offered through the CalPERS or other existing benefit arrangements at any time during the term of this Plan. Alternate coverage may be provided through a consortium of public agencies or private Employers which may be formed for the purpose of providing medical, dental and vision care benefits for employees; or through a program of self-insurance.

If, at any time, the Employer reaches an agreement with the recognized employee organizations for the City's miscellaneous represented employees, whereby premium caps are set at a rate higher than those listed above, the Employer agrees to revisit the medical plan premium share arrangement for unrepresented employees provided for in this Compensation and Benefits Plan document.

6. **Health Care Legislation**

In the event that either the State of California or the federal government produces legislation which requires a change in the benefits provided under this Plan, or imposes an employee or an Employer contribution requirement toward the cost of such benefits, Employer shall have the right to adjust its contributions so that its total contribution is no greater than is required under this Plan and shall have a duty to provide any benefits lost through such legislation through a supplemental health plan. In the event that the cost of such additional benefits exceeds the total Employer contribution required by this Plan, employees will be informed of alternative plan design which conforms with the legislation and any necessary adjustments in contribution levels for both Employer and the employees covered hereunder.

7. **Employee Assistance Program**

Employees are eligible to participate in a free, confidential counseling and referral service designed to help them or members of their immediate household resolve personal problems that may be interfering with work and home life. The plan provides a set number of visits per year, at no cost to the employee or eligible family members.

8. Life Insurance

The Employer shall pay the entire cost of providing each regular and probationary full-time employee with group term life insurance equal to the individual's annual base salary (rounded to the next highest \$1,000). This policy will include Accidental Death & Dismemberment coverage, and the right of conversion at the time of termination from employment to a form of permanent coverage without medical restrictions, to the extent allowable by the insurance carrier and the law. The payment for such converted coverage shall be the sole responsibility of the individual electing such coverage.

For Permanent Part-Time employees, the Employer shall provide group term life insurance in an amount equivalent to the employee's annualized salary, rounded to the nearest \$1,000.

B. Miscellaneous Benefits (for Department Head and Confidential/Management Classifications only)

1. Flexible Spending (FSA) and Dependent Care (DCAP) Accounts

Employer agrees to allow employees to designate a specific amount of salary, consistent with applicable public law, to be redirected each month to pay for Health Care and Dependent care costs on a pre-tax basis. The Employer will reimburse such employee on a monthly basis for health care and dependent care from such redirected funds, upon presentation to the designated third-party administrator of a claim and receipt for services rendered. Any unused funds will be administered in accordance with applicable Federal law. Federal law limits the circumstances under which an employee may elect benefits and change an election under the Flexible Benefits Plan.

2. Participation in the California Government Voluntary Employee Benefits Association (CALGOVEBA)

All employees in Department Head, and Confidential/Management classifications will participate in the CalGOVEBA ("VEBA") 501(C)9 Trust pursuant to the agreement attached as Exhibit B and may be amended from time to time pursuant to the requirements of such agreement. Participation will be subject to and governed by all IRS requirements applicable to the VEBA and employees will be subject to the provisions of such agreement as may be revised.

3. Retired Employees Health Benefits

The Employer shall contribute the minimum employer health premium contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA) toward CalPERS medical insurance premium. Employees hired prior to July 1, 2002, or employees with eleven (11) or more years of continuous service, are eligible for the following retiree health benefits:

	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>
Retiree	\$162.00	\$20.00	\$5.00
Retiree + One Dependent	\$286.00	\$35.00	\$8.68
Retiree + Two or more Dependents	\$363.00	\$46.00	\$8.68

The medical benefit includes PEMHCA. The Employer shall contribute the greater of the medical benefit amount shown above or the applicable PEMHCA minimum contribution. The Employer's medical contribution shall be paid directly to CalPERS.

The Employer's dental and vision contributions shall be applied toward the applicable monthly premiums. The retiree shall be responsible for paying any remaining premium amount directly to the Employer.

To be eligible for the Employer's retiree health benefits described in this section, an employee must be currently enrolled in an Employer-sponsored medical (CalPERS), dental, and/or vision plan at the time of retirement. An employee who is not enrolled in an applicable plan upon retirement shall not be eligible to receive the Employer's corresponding medical, dental, or vision contribution for that plan at a later date, except as otherwise required by law.

4. Long Term Disability Insurance

The Employer shall provide, at no cost to full-time active regular employees, long-term disability (LTD) insurance with a benefit of 60% of the employee's monthly salary, up to a benefit cap of \$10,000 per month, less any other income.

5. Technology Stipend

An eligible employee who is required by the Employer to use a mobile communications device (e.g. cellular phone) in the course of their regular duties and who is not provided with such a device by the City for such use may apply for and prospectively be paid a payment of forty dollars (\$40) per month to partially offset the employee's cost of providing and using their personal device for City business. The payments will commence prospectively not later than the first of the month following their supervisor's receipt of the employee's application. To qualify for the payment, the employee must sign and submit a Cellular Phone Authorization Form to their supervisor for processing and an acknowledgement that the employee has an affirmative duty to provide the employer, at the employer's request, with all records on the device pertaining to City business. City rules concerning conduct related to the use of communications devices that apply to the use of City-owned communications devices will apply equally to the use of the employee's personal device for City business. The City Manager or their designee will review approved

applications not less than annually for the purpose of identifying employees that no longer qualify for a monthly stipend and ensuring that such stipends are terminated.

6. **457 Deferred Compensation Contribution**

Department Head and Confidential/Management classifications shall have deposited into their 457 Deferred Compensation account a flat amount of twenty-five dollars (\$25) in the first full pay period following each full month of employment. To be eligible for the City contribution, the employee must be enrolled in the Employer City 457 Deferred Compensation Plan on the date of payment and must have been in a paid status for all of the month prior to the date of payment.

7. **Uniform Allowance (For Police Chief only)**

The City will provide the Police Chief an initial uniform allowance of one thousand four hundred dollars (\$1,400) for the purchase of articles required by the City for the affected employee's uniform. Thereafter, the annual allowance will be paid on a biweekly basis in the amount of fifty-three dollars and eighty-five cents (\$53.85).

If the employee separates from City Service, for whatever reason (except death), during the year for which the annual uniform allowance has been paid, such payment shall be adjusted on a prorated basis in relationship to the period of service for that year.

8. **Education Incentive (For Police Chief only)**

Effective the first full pay period following City Council approval, the City will provide a 2% incentive for employees with a master's degree.

9. **Chiropractic Care (For Police Chief only)**

The City shall maintain a self-insured chiropractic benefit of two hundred fifty dollars (\$250.00) for verified employee chiropractic services.

C. **Miscellaneous Benefits (for Department Head Classifications only)**

1. **Automobile Allowance and/or Uncompensated Expense**

Department Head classifications whose duties require the regular use of their personal vehicle, may be authorized a maximum payment of \$275 per month.

2. **Retirement**

The Employer will contract with the California Public Employee Retirement System ("CalPERS") for the "2% at 60" benefit formula, with a three (3) highest years compensation base for pension calculation, for eligible employees who are employed in classifications deemed eligible by CalPERS to participate in the CalPERS "miscellaneous" pension benefit system.

Unrepresented employees participating in the CalPERS miscellaneous pension

benefit system will pay seven percent (7%) of their CalPERSable wages toward the CalPERS employee contribution.

Employee contributions made directly toward the CalPERS employee contribution for services rendered shall be made on a pre-tax basis to the extent permitted under Internal Revenue Code Section 414(h). The Employer will not treat employer contributions toward the CalPERS employee contribution as compensation subject to income tax withholding unless required to do so by applicable local, state or federal law. Each employee shall be solely and personally responsible for any Federal, State or local tax liability of the employee that may arise out of the implementation of this section or any penalty that may be imposed therefore.

Effective January 1, 2013, newly hired employees that are considered "new members" in accordance with the Public Employee Pension Reform Act (PEPRA) will be enrolled under the CalPERS Miscellaneous Employee 2% @ 62 retirement formula plan (average of highest three (3) years compensation earnable and Level III Survivor Benefits plan), in accordance with applicable law and PEPRA. Employees enrolled in the 2% @ 62 shall contribute to the CalPERS each pay period one half the normal cost which is currently eight and a quarter (8.25%) of "PERSable" compensation toward the CalPERS employee contribution rate.

Unrepresented employees hired on or after January 1, 2012, into a classification deemed eligible by CalPERS eligible for CalPERS "safety" pension benefit plan participation shall participate in the Public Employee Retirement System under the "3% at 55" formula, with a highest average annual compensation earnable for a 12- or 36-consecutive month employment period for pension calculation.

Unrepresented employees participating in the CalPERS safety pension benefit system will pay nine percent (9%) plus the five percent (5%) employee pick up for a total of fourteen percent (14%) of their pensionable compensation toward the CalPERS employee contribution, in accordance with the CalPERS contract, effective July 1, 2017. Police Managers shall make the same level of contributions as Police Officers enrolled in the CalPERS "safety" benefit plan.

Effective January 1, 2013, newly hired employees that are considered "new members" in accordance with the Public Employees' Pension Reform Act (PEPRA) will be enrolled under the CalPERS Safety Employee 2.7% @ 57 retirement formula plan (average annual pensionable compensation for a 36-consecutive month period and Level III Survivor Benefits plan), in accordance with applicable law and PEPRA. Employees enrolled in the 2.7% @ 57 shall contribute to the CalPERS each pay period in accordance with the PEPRA provisions. Government Code Section 7522.10 of the PEPRA law provides the authority for the earnings limit for all PEPRA members.

3. Severance

Employees in "at-will" classifications, as defined in the Personnel Rules and Relations for the Employer, are eligible for severance pay, equivalent to one (1) week pay for every year of service, up to a maximum of eight (8) weeks of pay, when released from employment for non-disciplinary reasons.

Severance pay shall be calculated on the basis of employee's regular straight time (hourly equivalent) rate at the time of separation, shall be paid in a lump sum, and shall not be counted as time worked for the purpose of qualifying for employment benefits.

4. **Health and Wellness**

Eligible employees may participate in city-sponsored activities at the Emeryville Center for Community Life (ECCL) at the posted Emeryville City resident rate as established, revised, and implemented from time to time at the discretion of the Employer.

SECTION IV. PAID TIME OFF

A. **Vacation (except for Temporary/Part-Time)**

An employee shall accrue vacation leave from the date of the employee's regular appointment by the Employer, each month at the rates enumerated below. Except that the City Manager has sole authorization to credit new employees with additional week(s) per year for relevant service with a prior employer. Such accrual and credit may not exceed two (2) times the annual rate of accrual. For the purpose of determining the amount of vacation entitlement, an employment year is defined as the period of one (1) year from the anniversary date of such appointment by the Employer.

Employees hired prior to July 1, 1998:

0 to 9 years:	Fifteen (15) days per year
10 to 20 years:	Twenty (20) days per year
21+ years:	Twenty-five (25) days per year

Employees hired after July 1, 1998:

0 to 4 years:	Ten (10) days per year
5 to 9 years:	Fifteen (15) days per year
10 to 20 years:	Twenty (20) days per year
20+ years:	Twenty-five (25) days per year

Regular Part-Time Employees

Regular part-time employees appointed to at least a 50% time status position, shall be eligible to accrue prorated vacation leave hours based on the budgeted full-time equivalent status of the position held. For example, an employee in a budgeted 75% full-time equivalent position would be eligible to accrue vacation leave at 75% of a full-time employee's accrual level with the same years of service.

B. **Sick Leave (Except for Temporary/Part-Time)**

Unrepresented employees (regular and probationary) shall accrue prorated sick leave at equivalent to the budgeted full-time equivalent status of the position held. For example, an

employee in a budgeted 75% full-time equivalent position would be eligible to accrue sick leave at 75% of a full-time employee with the same years of service.

Payment for Unused Leave

Employees hired before January 1, 2014, who voluntarily resign or retire from the City and provide at least two (2) weeks' notice of intent shall have the option of having their unused sick leave balance paid out. Payment of unused sick leave is limited to a maximum of nine hundred sixty (960) hours for employees assigned to a 40-hour workweek or eight hundred forty (840) hours for employees assigned to a 35-hour workweek.

The payment shall be calculated by multiplying the employee's eligible unused sick leave hours by 60% of the employee's hourly base rate of pay at the time of separation. The City will pay the employee the amount calculated less the applicable CalGOVEBA contributions. Refer to the CAMP CalGOVEBA Agreement.

Employees hired on or after January 1, 2014, who have completed at least ten (10) years of continuous service and voluntarily resign or retire from the City and provide at least two (2) weeks' notice of intent shall have the option of having their unused sick leave balance paid out. Payment of unused sick leave is limited to a maximum of nine hundred sixty (960) hours for employees assigned to a 40-hour workweek or eight hundred forty (840) hours for employees assigned to a 35-hour workweek.

The payment shall be calculated by multiplying the employee's eligible unused sick leave hours by 30% of the employee's hourly base rate of pay at the time of separation. The City will pay the employee the amount calculated less the applicable CalGOVEBA contributions. Refer to the CAMP CalGOVEBA Agreement.

Any unused sick leave balance above the 960 maximum hours will be reported to CalPERS for service credit consideration.

Employees who do not have a CalGOVEBA terminal leave deferral in their CalGOVEBA agreement and choose to opt out of payment for unused sick leave will have their unused sick leave hours balance reported to CalPERS for service credit consideration. Employees who separate from employment as a result of disciplinary action shall not be deemed to have separated in good standing and shall not be eligible for payment of unused sick leave under this section.

C. **Sick Leave Temporary/Part-time Classifications only**

The Employer will provide sick leave in accordance with the California Paid Sick Leave requirements.

1. Sick Leave for Immediate Family Care

- a. Definition of Immediate Family. Immediate family is defined as employee's spouse,/-domestic partner, children, (biological, adopted, foster, step, legal wards, or children of domestic partner), siblings (step, half), grandparents, grandchildren, parents (parents in-law, step-parents), and up to one (1) designated (chosen) person per 12-month period.

- b. Entitlement. An employee may use accrued sick leave in accordance with state requirements and guidelines. At the Employer's request, the employee will provide satisfactory evidence of the facts justifying such absence.

D. **Bereavement Leave (Except Temporary/Part-Time)**

In the event of a death in the immediate family, employees may be granted a maximum of five (5) workdays (no more than 35 or 40 hours based on designated work schedule) for paid bereavement leave for each such incident relating to matters dealing with the death of the employee's immediate family.

For the purposes of this section the immediate family shall include the employee's spouse/domestic partner, children (biological, adopted, foster, step, legal wards, or children of domestic partner), siblings (step, half), grandparents, grandchildren, parents (parents in-law, step-parents), and up to one (1) designated (chosen) person per 12-month period.

At the request of the City, the employee shall furnish a death certificate and proof of relationship.

Employees must have worked for the employer for at least 30 days prior to the leave. Leave must be completed within three months after the death for whom the leave is being taken.

This provision does not apply if the death occurs while the employee is on unpaid leave of absence or layoff.

E. **Administrative Leave (For Department Head and Confidential/Management Employees only)**

At the discretion of the City Manager, unrepresented exempt employees shall be granted ten (10) days of Administrative Leave. Procedures governing the granting and use of Administrative Leave are provided in the City's Administrative Instruction Manual or the Personnel Rules.

An employee may elect in advance to cash out up to ten (10) days of unused administrative leave at their base rate of pay at time of payment each fiscal year. The Employer may establish and modify the timeframe and deadline for advance election of administrative leave cash out to ensure that such leave is not subject to immediate taxation as income under state or federal law at the time it is credited to the employee.

Eligible employees shall have administrative leave balances automatically cashed out at the end of the fiscal year. In no event will administrative leave be carried forward to the next fiscal year.

Eligible employees may use accrued Administrative Leave with advance scheduling approval of their respective supervisor. Employees who separate from employment with the City shall be paid any unused administrative leave up to ten (10) days, upon separation.

F. **Holidays**

The following holidays shall be observed by the Employer. The Employer's offices will be closed on these days except as otherwise provided by the department head.

1. New Years' Day (January 1)
2. Martin Luther King, Jr. Birthday (3rd Monday in January)
3. Presidents' Day (3rd Monday in February)
4. Memorial Day (last Monday in May)
5. Juneteenth (June 19)
6. Independence Day (July 4)
7. Labor Day (1st Monday in September)
8. Indigenous Peoples' Day (2nd Monday in October)
9. Veterans' Day (November 11)
10. Thanksgiving Day (4th Thursday in November)
11. Day after Thanksgiving
12. Christmas Day (December 25)

The Employer's Administrative Instruction 1114 shall govern the terms and manner of holiday observance and compensation.

Eligible employees shall be granted three (3) floating holidays each fiscal year on the first day of the first pay period beginning on or after July 1 of the respective year.

APPENDIX A (Schedule 1)
BIWEEKLY WAGE SCHEDULE

Effective September 20, 2026				
Job Code	Job Classification	Step A		Top Step
1140	Administrative Services Director	7,623.00		10,291.40
1135	Assistant City Manager	8,141.70		10,990.70
1740	City Clerk	6,140.40		8,289.40
1115	Community Development Director	7,623.00		10,291.40
1545	Community Services Director	7,623.00		10,291.40
1055	Finance Director	7,623.00		10,291.40
1091	Human Resources Analyst	4,183.90		5,139.40
1095	Human Resources Director	7,623.00		10,291.40
1090	Human Resources Manager	6,129.90		8,521.80
1154	Information Technology Director	7,623.00		10,291.40
1060	*Police Chief	9,764.00		12,204.80
1250	Police Officer Trainee	3,256.80		3,418.40
1080	Public Works Director	7,623.00		10,291.40
1092	Senior Human Resources Analyst	4,636.10		6,258.00

*Effective October 18, 2026

APPENDIX A (Schedule 2)
BIWEEKLY WAGE SCHEDULE

Effective first full pay period in July 2027				
Job Code	Job Classification	Step A		Top Step
1140	Administrative Services Director	7,851.20		10,600.10
1135	Assistant City Manager	8,386.00		11,320.40
1740	City Clerk	6,324.50		8,537.90
1115	Community Development Director	7,851.20		10,600.10
1545	Community Services Director	7,851.20		10,600.10
1055	Finance Director	7,851.20		10,600.10
1091	Human Resources Analyst	4,309.20		5,293.40
1095	Human Resources Director	7,851.20		10,600.10
1090	Human Resources Manager	6,314.00		8,777.30
1154	Information Technology Director	7,851.20		10,600.10
1060	Police Chief	10,056.80		12,571.20
1250	Police Officer Trainee	3,354.40		3,520.80
1080	Public Works Director	7,851.20		10,600.10
1092	Senior Human Resources Analyst	4,774.70		6,445.60

Effective first full pay period in July 2028				
Job Code	Job Classification	Step A		Top Step
1060	Police Chief	10,358.40		12,948.00

APPENDIX B
HOURLY WAGE SCHEDULE

Effective first full pay period in July 1, 2026				
Job Code	Job Classification	Step A	Range	Top Step
1730	Intern	20.34	-	41.31
1560	Pool Manager	20.34	-	39.44
1795	Public Service Employee	20.34	-	141.22
1590	Recreation Leader	20.34	-	30.59