



Classification and Compensation Table by Bargaining Unit

Biweekly Salary Schedule

Effective Date 10/18/2026

Job Code	Job Classification Title	Bargaining Unit							Biweekly		
		Unit	Step A	Step B	Step C	Step D	Step E	Step F	hrs/week	FLSA Status	Effective Date
1015	Executive Assistant to the City Manager*	CAMP	\$3,777.20	-	-	-	\$5,098.80	-	70	Non-Exempt	9/6/2026
1035	Civilian Commander*	CAMP	\$8,043.20	-	-	-	\$9,095.10	-	80	Exempt	9/6/2026
1040	Assistant City Attorney*	CAMP	\$6,655.60	-	-	-	\$8,983.80	-	70	Exempt	9/6/2026
1045	Deputy City Attorney*	CAMP	\$5,514.60	-	-	-	\$7,443.10	-	70	Exempt	9/6/2026
1056	Finance Supervisor*	CAMP	\$4,820.20	-	-	-	\$6,502.30	-	70	Exempt	9/6/2026
1081	Deputy Director of Public Works*	CAMP	\$6,860.00	-	-	-	\$9,840.60	-	70	Exempt	9/6/2026
1120	Child Development Center Manager*	CAMP	\$4,731.20	-	-	-	\$5,586.00	-	80	Exempt	9/6/2026
1122	Child Development Center Assistant Manager*	CAMP	\$4,242.40	-	-	-	\$5,009.90	-	80	Exempt	9/6/2026
1125	Child Development Center Supervisor	CAMP	\$3,304.00	-	-	-	\$3,903.20	-	80	Exempt	9/6/2026
1131	Assistant to the City Manager*	CAMP	\$5,774.30	-	-	-	\$7,795.90	-	70	Exempt	9/6/2026
1145	Paralegal*	CAMP	\$3,603.60	-	-	-	\$4,865.00	-	70	Exempt	9/6/2026
1150	Chief Financial Officer*	CAMP	\$6,129.90	-	-	-	\$8,565.90	-	70	Exempt	9/6/2026
1155	Information Systems Manager*	CAMP	\$7,289.10	-	-	-	\$9,841.30	-	70	Exempt	9/6/2026
1156	Information Systems Analyst II	CAMP	\$3,957.80	-	-	-	\$5,342.40	-	70	Non-Exempt	9/6/2026
1157	Information Systems Analyst I	CAMP	\$3,604.30	-	-	-	\$4,865.00	-	70	Non-Exempt	9/6/2026
1158	Accounting Supervisor	CAMP	\$4,484.20	-	-	-	\$6,052.20	-	70	Exempt	9/6/2026
1159	Accounting Manager*	CAMP	\$5,514.60	-	-	-	\$7,443.80	-	70	Exempt	9/6/2026
1230	Police Services Manager	CAMP	\$5,221.60	-	-	-	\$6,166.30	-	80	Exempt	9/6/2026
1243	Police Communications Dispatch Supervisor*	CAMP	\$4,859.20	-	-	-	\$5,289.90	-	80	Non-Exempt	9/6/2026
1327	Environmental Programs Supervisor	CAMP	\$4,748.80	-	-	-	\$6,409.20	-	70	Exempt	9/6/2026
1380	Public Works Supervisor	CAMP	\$4,492.80	-	-	-	\$5,307.40	-	80	Exempt	9/6/2026
1395	Public Works Operations and Facilities Manager*	CAMP	\$6,303.20	-	-	-	\$7,443.10	-	80	Exempt	9/6/2026
1415	City Manager Analyst*	CAMP	\$4,123.70	-	-	-	\$5,565.70	-	70	Exempt	9/6/2026
1420	Human Resources Assistant	CAMP	\$2,454.90	-	-	-	\$3,190.60	-	70	Non-Exempt	9/6/2026
1425	Human Resources Technician	CAMP	\$3,514.70	-	-	-	\$4,570.30	-	70	Non-Exempt	9/6/2026
1435	Economic Development and Housing Manager*	CAMP	\$6,147.40	-	-	-	\$8,299.20	-	70	Exempt	9/6/2026
1485	Office Assistant II (Confidential)	CAMP	\$2,333.80	-	-	-	\$2,919.70	-	70	Non-Exempt	9/6/2026
1504	Principal Planner*	CAMP	\$5,515.30	-	-	-	\$7,443.10	-	70	Exempt	9/6/2026
1508	Planning Manager*	CAMP	\$6,074.60	-	-	-	\$8,200.50	-	70	Exempt	9/6/2026
1511	Administrative Assistant (Confidential)	CAMP	\$3,291.40	-	-	-	\$4,132.80	-	70	Non-Exempt	9/6/2026
1531	Chief Building Official/Fire Code Official*	CAMP	\$6,941.60	-	-	-	\$8,200.50	-	80	Exempt	9/6/2026
1550	Recreation Manager*	CAMP	\$5,305.60	-	-	-	\$6,264.30	-	80	Exempt	9/6/2026
1555	Recreation Supervisor	CAMP	\$4,324.80	-	-	-	\$5,107.90	-	80	Exempt	9/6/2026
1747	Deputy City Clerk*	CAMP	\$3,514.70	-	-	-	\$4,570.30	-	70	Non-Exempt	9/6/2026
1800	Management Analyst	CAMP	\$4,641.70	-	-	-	\$6,265.70	-	70	Exempt	9/6/2026
1805	Code Enforcement Officer*	CAMP	\$4,523.40	-	-	-	\$6,105.40	-	70	Exempt	9/6/2026
1200	Police Captain	PMA	-	-	\$8,444.80	\$9,179.20	\$9,914.40	-	80	Exempt	8/9/2026
1228	Police Lieutenant	PMA	-	-	\$7,465.60	\$8,046.40	\$8,626.40	-	80	Exempt	8/9/2026

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Last Revised and Published on 10/18/2026



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1220	Police Sergeant	POA	-	-	\$6,755.20	\$7,092.00	\$7,446.40	\$7,596.00	80	Non-Exempt	7/13/2025
1210	Police Officer	POA	\$5,400.00	\$5,588.00	\$5,784.00	\$5,986.40	\$6,196.80	\$6,444.00	80	Non-Exempt	7/13/2025
1160	Senior Accountant	SEIU	\$4,494.70	\$4,720.10	\$4,955.30	\$5,203.80	\$5,463.50	-	70	Non-Exempt	9/6/2026
1161	Accountant	SEIU	\$4,003.30	\$4,204.20	\$4,414.20	\$4,635.40	\$4,867.10	-	70	Non-Exempt	9/6/2026
1170	Senior Accounting Technician	SEIU	\$3,446.80	\$3,619.70	\$3,799.60	\$3,990.00	\$4,189.50	-	70	Non-Exempt	9/6/2026
1180	Accounting Technician	SEIU	\$3,277.40	\$3,441.20	\$3,613.40	\$3,794.00	\$3,983.70	-	70	Non-Exempt	9/6/2026
1190	Payroll Technician	SEIU	\$3,447.50	\$3,619.70	\$3,799.60	\$3,990.00	\$4,189.50	-	70	Non-Exempt	9/6/2026
1232	Police Administrative Specialist	SEIU	\$3,383.20	\$3,552.80	\$3,730.40	\$3,916.80	\$4,112.80	-	80	Non-Exempt	9/6/2026
1234	Police Evidence Technician	SEIU	\$3,416.00	\$3,586.40	\$3,765.60	\$3,954.40	\$4,152.00	-	80	Non-Exempt	9/6/2026
1240	Police Services Technician	SEIU	\$3,222.40	\$3,383.20	\$3,552.80	\$3,730.40	\$3,916.80	-	80	Non-Exempt	9/6/2026
1241	Police Records Specialist	SEIU	\$3,252.80	\$3,416.00	\$3,586.40	\$3,765.60	\$3,954.40	-	80	Non-Exempt	9/6/2026
1242	Police Communications Dispatcher	SEIU	\$3,875.20	\$4,068.80	\$4,272.00	\$4,487.20	\$4,711.20	-	80	Non-Exempt	9/6/2026
1245	Crime Analyst	SEIU	\$3,980.00	\$4,179.20	\$4,388.00	\$4,608.00	\$4,838.40	-	80	Non-Exempt	9/6/2026
1321	Senior Civil Engineer	SEIU	\$5,902.40	\$6,197.10	\$6,506.50	\$6,832.00	\$7,172.90	-	70	Non-Exempt	9/6/2026
1322	Associate Civil Engineer	SEIU	\$4,866.40	\$5,110.00	\$5,364.80	\$5,632.90	\$5,914.30	-	70	Non-Exempt	9/6/2026
1325	Environmental Programs Analyst	SEIU	\$3,963.40	\$4,161.50	\$4,370.10	\$4,587.80	\$4,817.40	-	70	Non-Exempt	9/6/2026
1326	Environmental Programs Technician	SEIU	\$2,923.20	\$3,069.50	\$3,223.50	\$3,384.50	\$3,553.20	-	70	Non-Exempt	9/6/2026
1370	Public Works Maintenance Worker	SEIU	\$3,234.40	\$3,396.80	\$3,566.40	\$3,744.80	\$3,932.00	-	80	Non-Exempt	9/6/2026
1390	Public Works Crew Leader	SEIU	\$3,842.40	\$4,034.40	\$4,236.00	\$4,447.20	\$4,670.40	-	80	Non-Exempt	9/6/2026
1410	Administrative Analyst	SEIU	\$3,963.40	\$4,161.50	\$4,370.10	\$4,587.80	\$4,817.40	-	70	Non-Exempt	9/6/2026
1410	Administrative Analyst*	SEIU	\$4,529.60	\$4,756.00	\$4,994.40	\$5,243.20	\$5,505.60	-	80	Non-Exempt	9/6/2026
1450	Community and Economic Development Coordinator II	SEIU	\$4,750.20	\$4,987.50	\$5,236.70	\$5,498.50	\$5,773.60	-	70	Non-Exempt	9/6/2026
1453	Community and Economic Development Coordinator I	SEIU	\$3,721.20	\$3,906.70	\$4,102.70	\$4,307.10	\$4,523.40	-	70	Non-Exempt	9/6/2026
1460	Office Assistant II	SEIU	\$2,115.40	\$2,220.40	\$2,331.70	\$2,447.90	\$2,570.40	-	70	Non-Exempt	9/6/2026
1460	Office Assistant II*	SEIU	\$2,417.60	\$2,537.60	\$2,664.80	\$2,797.60	\$2,937.60	-	80	Non-Exempt	9/6/2026
1470	Office Assistant I	SEIU	\$1,686.30	\$1,770.30	\$1,858.50	\$1,951.60	\$2,049.60	-	70	Non-Exempt	9/6/2026
1470	Office Assistant I*	SEIU	\$1,927.20	\$2,023.20	\$2,124.00	\$2,230.40	\$2,342.40	-	80	Non-Exempt	9/6/2026
1480	Office Assistant I (Part-Time)	SEIU	\$27.52	\$28.90	\$30.34	\$31.86	\$33.45	-	-	Hourly	9/6/2026
1481	Office Assistant II (Part-Time)	SEIU	\$34.52	\$36.25	\$38.06	\$39.96	\$41.96	-	-	Hourly	9/6/2026
1500	Associate Planner	SEIU	\$4,376.40	\$4,595.50	\$4,825.10	\$5,066.60	\$5,320.00	-	70	Non-Exempt	9/6/2026
1501	Assistant Planner	SEIU	\$3,469.20	\$3,642.80	\$3,824.10	\$4,015.90	\$4,216.80	-	70	Non-Exempt	9/6/2026
1503	Senior Planner	SEIU	\$4,844.70	\$5,086.20	\$5,340.30	\$5,606.30	\$5,887.00	-	70	Non-Exempt	9/6/2026
1505	Planning Technician	SEIU	\$3,105.20	\$3,260.60	\$3,423.70	\$3,595.20	\$3,775.10	-	70	Non-Exempt	9/6/2026
1507	Building Permit Technician/Plan Checker	SEIU	\$3,595.20	\$3,775.10	\$3,964.10	\$4,162.20	\$4,370.80	-	70	Non-Exempt	9/6/2026
1510	Administrative Assistant	SEIU	\$2,992.50	\$3,142.30	\$3,299.80	\$3,465.00	\$3,637.90	-	70	Non-Exempt	9/6/2026
1535	Building Inspector	SEIU	\$4,331.20	\$4,547.20	\$4,774.40	\$5,012.80	\$5,263.20	-	80	Non-Exempt	9/6/2026
1537	Senior Building Inspector	SEIU	\$5,038.40	\$5,291.20	\$5,554.40	\$5,832.00	\$6,124.00	-	80	Non-Exempt	9/6/2026
1595	Recreation Assistant	SEIU	\$2,710.40	\$2,847.20	\$2,988.00	\$3,137.60	\$3,294.40	-	80	Non-Exempt	9/6/2026

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1605	Program Coordinator	SEIU	\$3,049.60	\$3,203.20	\$3,363.20	\$3,531.20	\$3,708.00	-	80	Non-Exempt	9/6/2026
1655	Family Subsidy Specialist	SEIU	\$2,760.00	\$2,897.60	\$3,042.40	\$3,194.40	\$3,354.40	-	80	Non-Exempt	9/6/2026
1665	Teacher	SEIU	\$2,229.60	\$2,341.60	\$2,458.40	\$2,581.60	\$2,710.40	-	80	Non-Exempt	9/6/2026
1675	Teacher Associate	SEIU	\$1,854.40	\$1,947.20	\$2,044.80	\$2,146.40	\$2,254.40	-	80	Non-Exempt	9/6/2026
1685	Teacher Assistant	SEIU	\$1,681.60	\$1,765.60	\$1,854.40	\$1,947.20	\$2,044.80	-	80	Non-Exempt	9/6/2026
1695	Lead Teacher	SEIU	\$2,846.40	\$2,988.80	\$3,137.60	\$3,294.40	\$3,459.20	-	80	Non-Exempt	9/6/2026
1710	Meal Handler (Part-Time)	SEIU	\$20.94	\$21.99	\$23.09	\$24.24	\$25.45	-	-	Hourly	9/6/2026
1010	City Manager*	UNREP	Contract	-	-	-	-	-	70	Exempt	9/20/2026
1030	City Attorney / General Counsel*	UNREP	Contract	-	-	-	-	-	70	Exempt	9/20/2026
1055	Finance Director*	UNREP	\$7,623.00	-	-	-	\$10,291.40	-	70	Exempt	9/20/2026
1060	Police Chief*	UNREP	\$9,764.00	-	-	-	\$12,204.80	-	80	Exempt	10/18/2026
1080	Public Works Director*	UNREP	\$7,623.00	-	-	-	\$10,291.40	-	70	Exempt	9/20/2026
1090	Human Resources Manager*	UNREP	\$6,129.90	-	-	-	\$8,521.80	-	70	Exempt	9/20/2026
1091	Human Resources Analyst	UNREP	\$4,183.90	-	-	-	\$5,139.40	-	70	Exempt	9/20/2026
1092	Senior Human Resources Analyst	UNREP	\$4,636.10	-	-	-	\$6,258.00	-	70	Exempt	9/20/2026
1095	Human Resources Director*	UNREP	\$7,623.00	-	-	-	\$10,291.40	-	70	Exempt	9/20/2026
1115	Community Development Director*	UNREP	\$7,623.00	-	-	-	\$10,291.40	-	70	Exempt	9/20/2026
1135	Assistant City Manager*	UNREP	\$8,141.70	-	-	-	\$10,990.70	-	70	Exempt	9/20/2026
1140	Administrative Services Director*	UNREP	\$7,623.00	-	-	-	\$10,291.40	-	70	Exempt	9/20/2026
1154	Information Technology Director*	UNREP	\$7,623.00	-	-	-	\$10,291.40	-	70	Exempt	9/20/2026
1250	Police Officer Trainee*	UNREP	\$3,256.80	-	-	-	\$3,418.40	-	80	Non-Exempt	9/20/2026
1545	Community Services Director*	UNREP	\$7,622.40	-	-	-	\$9,005.50	-	80	Exempt	9/20/2026
1560	Pool Manager*	UNREP	\$20.34	-	-	-	\$40.52	-	-	Hourly	7/1/2026
1590	Recreation Leader*	UNREP	\$20.34	-	-	-	\$31.43	-	-	Hourly	7/1/2026
1730	Intern*	UNREP	\$20.34	-	-	-	\$42.44	-	-	Hourly	7/1/2026
1740	City Clerk*	UNREP	\$6,140.40	-	-	-	\$8,289.40	-	70	Exempt	9/20/2026
1795	Public Services Employee*	UNREP	\$20.34	-	-	-	\$145.65	-	-	Hourly	7/1/2026
1680	Teacher-Substitute (Part-Time)*	UNREP	\$22.50	\$23.63	\$24.81	-	-	-	-	Hourly	7/1/2026
1690	Teacher Aide-Sub (Part-Time)	UNREP	\$20.41	\$21.43	\$22.50	-	-	-	-	Hourly	7/1/2026
1799	Retired Annuitant*	UNREP	\$20.34	-	-	-	\$184.03	-	-	Hourly	7/1/2026

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