

**SALARY SCHEDULE BY MONTHLY/BI-WEEKLY/ANNUAL/HOURLY RATES PER STEP
SCHEDULE B-26 EFFECTIVE JANUARY 1, 2026**

	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Account Clerk I	MU	115	3051.01	3203.56	3363.73	3531.92	3708.52	3893.94
			1408.16	1478.56	1552.49	1630.12	1711.62	1797.20
			36612.08	38442.68	40364.81	42383.06	44502.21	46727.32
			17.6020	18.4821	19.4062	20.3765	21.3953	22.4651
Account Clerk II	MU	135	3417.90	3588.79	3768.23	3956.64	4154.48	4362.20
			1577.49	1656.37	1739.18	1826.14	1917.45	2013.32
			41014.77	43065.51	45218.79	47479.72	49853.71	52346.40
			19.7186	20.7046	21.7398	22.8268	23.9681	25.1665
Accountant I	MU	255	4481.51	4705.58	4940.86	5187.90	5447.30	5719.66
			2068.39	2171.81	2280.40	2394.42	2514.14	2639.84
			53778.07	56466.97	59290.32	62254.84	65367.58	68635.96
			25.8548	27.1476	28.5050	29.9302	31.4267	32.9981
Accountant II	MU	270	5001.59	5251.67	5514.25	5789.96	6079.46	6383.44
			2308.43	2423.85	2545.04	2672.29	2805.91	2946.20
			60019.07	63020.02	66171.02	69479.57	72953.55	76601.23
			28.8553	30.2981	31.8130	33.4036	35.0738	36.8275
Accounting Technician	MU	235	3977.60	4176.49	4385.31	4604.57	4834.80	5076.54
			1835.82	1927.61	2023.99	2125.19	2231.45	2343.02
			47731.26	50117.82	52623.71	55254.90	58017.64	60918.52
			22.9477	24.0951	25.2999	26.5649	27.8931	29.2878
Administrative Assistant I	MU	140a	3028.46	3179.88	3338.88	3505.82	3681.11	3865.17
			1397.75	1467.64	1541.02	1618.07	1698.97	1783.92
			36341.51	38158.59	40066.52	42069.84	44173.33	46382.00
			17.4719	18.3455	19.2627	20.2259	21.2372	22.2990
Administrative Assistant II	MU	155a	3460.16	3633.17	3814.83	4005.57	4205.85	4416.14
			1597.00	1676.85	1760.69	1848.73	1941.16	2038.22
			41521.96	43598.06	45777.96	48066.86	50470.20	52993.71
			19.9625	20.9606	22.0086	23.1091	24.2645	25.4777
Assistant City Clerk/Records Coordinator	MM	101	4948.38	5195.80	5455.59	5728.37	6014.79	6315.53
			2283.87	2398.06	2517.97	2643.86	2776.06	2914.86
			59380.59	62349.62	65467.10	68740.45	72177.48	75786.35
			28.5484	29.9758	31.4746	33.0483	34.7007	36.43575
Assistant Planner	MU	257	4578.67	4807.61	5047.99	5300.39	5565.41	5843.68
			2113.23	2218.90	2329.84	2446.33	2568.65	2697.08
			54944.07	57691.28	60575.84	63604.63	66784.86	70124.11
			26.4154	27.7362	29.1230	30.5792	32.1081	33.7135
Associate Planner	MU	275	4933.57	5180.25	5439.26	5711.23	5996.79	6296.63
			2277.03	2390.89	2510.43	2635.95	2767.75	2906.14
			59202.87	62163.02	65271.17	68534.73	71961.46	75559.54
			28.4629	29.8861	31.3804	32.9494	34.5969	36.3267
Building Maintenance Worker I	MU	130	2995.29	3145.06	3302.31	3467.43	3640.80	3822.84
			1382.44	1451.57	1524.14	1600.35	1680.37	1764.39
			35943.52	37740.70	39627.73	41609.12	43689.58	45874.06
			17.2805	18.1446	19.0518	20.0044	21.0046	22.0548
Building Maintenance Worker II	MU	150a	3199.54	3359.52	3527.49	3703.87	3889.06	4083.51
			1476.71	1550.55	1628.07	1709.48	1794.95	1884.70
			38394.47	40314.19	42329.90	44446.40	46668.72	49002.15
			18.4589	19.3818	20.3509	21.3685	22.4369	23.5587
Building Permit Technician I	MU	185	3597.62	3777.50	3966.38	4164.69	4372.93	4591.58
			1660.44	1743.46	1830.64	1922.17	2018.28	2119.19
			43171.44	45330.01	47596.51	49976.34	52475.16	55098.91
			20.7555	21.7933	22.8829	24.0271	25.2284	26.4899
Building Permit Technician II	MU	187	3966.38	4164.70	4372.94	4591.58	4821.16	5062.22
			1830.64	1922.17	2018.28	2119.19	2225.15	2336.41
			47596.60	49976.43	52475.25	55099.01	57853.96	60746.66
			22.8830	24.0271	25.2285	26.4899	27.8144	29.2051
Chief Building Official/Fire Code Official	MM	308a	8239.35	8651.32	9083.88	9538.08	10014.98	10515.73
			3802.78	3992.91	4192.56	4402.19	4622.30	4853.41
			98872.18	103815.78	109006.57	114456.90	120179.75	126188.74
			47.5347	49.9114	52.4070	55.0274	57.7787	60.6677
City Engineer	MM	117	8528.42	8954.84	9402.58	9872.71	10366.34	10884.66
			3936.19	4133.00	4339.65	4556.63	4784.47	5023.69
			102340.99	107458.04	112830.94	118472.49	124396.12	130615.92
			49.2024	51.6625	54.2456	56.9579	59.8058	62.7961

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SCHEDULE B-26 EFFECTIVE JANUARY 1, 2026**

	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
City Manager	EM	340	13673.71	14357.40	15075.27	15829.03	16620.48	17451.51
			6310.94	6626.49	6957.82	7305.71	7670.99	8054.54
			164084.54	172288.77	180903.21	189948.37	199445.79	209418.08
			78.8868	82.8311	86.9727	91.3213	95.8874	100.6818
Civil Engineering Assistant	MU	277	5034.76	5286.50	5550.83	5828.37	6119.79	6425.78
			2323.74	2439.92	2561.92	2690.02	2824.52	2965.74
			60417.18	63438.04	66609.94	69940.44	73437.46	77109.33
			29.0467	30.4991	32.0240	33.6252	35.3065	37.0718
Code Enforcement Manager	MM	299	5998.65	6298.58	6613.51	6944.18	7291.39	7655.96
			2768.61	2907.04	3052.39	3205.01	3365.26	3533.52
			71983.77	75582.95	79362.10	83330.21	87496.72	91871.55
			34.6076	36.3380	38.1549	40.0626	42.0657	44.1690
Code Enforcement Officer	MU	175	3853.63	4046.31	4248.62	4461.05	4684.11	4918.31
			1778.60	1867.53	1960.90	2058.95	2161.90	2269.99
			46243.52	48555.69	50983.48	53532.65	56209.28	59019.75
			22.2325	23.3441	24.5113	25.7369	27.0237	28.3749
Community Development Director	DD	337	10766.51	11304.83	11870.07	12463.58	13086.76	13741.09
			4969.16	5217.61	5478.50	5752.42	6040.04	6342.04
			129198.08	135657.98	142440.88	149562.92	157041.07	164893.12
			62.1145	65.2202	68.4812	71.9053	75.5005	79.2755
Community Services Officer	PU	160	3768.23	3956.64	4154.47	4362.19	4580.30	4809.32
			1739.18	1826.14	1917.45	2013.32	2113.99	2219.69
			45218.72	47479.66	49853.64	52346.32	54963.64	57711.82
			21.7398	22.8268	23.9681	25.1665	26.4248	27.7461
Executive Assistant	MU	183	3953.19	4150.84	4358.39	4576.31	4805.12	5045.38
			1824.55	1915.77	2011.56	2112.14	2217.75	2328.64
			47438.23	49810.14	52300.65	54915.68	57661.46	60544.53
			22.8068	23.9472	25.1445	26.4018	27.7219	29.1079
Finance Director	DD	335	9791.30	10280.86	10794.91	11334.65	11901.38	12496.45
			4519.06	4745.01	4982.26	5231.38	5492.95	5767.59
			117495.58	123370.36	129538.88	136015.82	142816.61	149957.44
			56.4883	59.3127	62.2783	65.3922	68.6618	72.0949
Finance Operations Manager	MM	307	6285.83	6600.12	6930.13	7276.64	7640.47	8022.49
			2901.15	3046.21	3198.52	3358.45	3526.37	3702.69
			75429.99	79201.49	83161.57	87319.65	91685.63	96269.91
			36.2644	38.0776	39.9815	41.9806	44.0796	46.28361
Human Resources Analyst	CL	286	5293.14	5557.80	5835.69	6127.47	6433.85	6755.54
			2442.99	2565.14	2693.40	2828.06	2969.47	3117.94
			63517.71	66693.59	70028.27	73529.69	77206.17	81066.48
			30.5374	32.0642	33.6674	35.3508	37.1184	38.9743
Human Resources Assistant	CL	155c	3460.16	3633.17	3814.83	4005.57	4205.85	4416.14
			1597.00	1676.85	1760.69	1848.73	1941.16	2038.22
			41521.96	43598.06	45777.96	48066.86	50470.20	52993.71
			19.9625	20.9606	22.0086	23.1091	24.2645	25.4777
Human Resources Director	DD	335b	9284.85	9749.09	10236.55	10748.37	11285.79	11850.08
			4285.32	4499.58	4724.56	4960.79	5208.83	5469.27
			111418.20	116989.10	122838.56	128980.49	135429.51	142200.99
			53.5664	56.2448	59.0570	62.0099	65.1103	68.3659
Human Resources Technician I	CL	236	4219.85	4430.84	4652.39	4885.01	5129.26	5385.72
			1947.62	2045.01	2147.26	2254.62	2367.35	2485.72
			50638.22	53170.14	55828.64	58620.07	61551.08	64628.63
			24.3453	25.5626	26.8407	28.1827	29.5919	31.0715
Human Resources Technician II	CL	237	4479.69	4703.67	4938.85	5185.80	5445.09	5717.34
			2067.55	2170.92	2279.47	2393.44	2513.12	2638.77
			53756.23	56444.04	59266.24	62229.55	65341.03	68608.08
			25.8443	27.1366	28.4934	29.9181	31.4140	32.9847
Mechanic I	MU	180a	3519.34	3695.31	3880.07	4074.08	4277.78	4491.67
			1624.31	1705.53	1790.80	1880.34	1974.36	2073.08
			42232.07	44343.67	46560.86	48888.90	51333.35	53900.01
			20.3039	21.3191	22.3850	23.5043	24.6795	25.9135
Mechanic II	MU	205a	3950.36	4147.87	4355.27	4573.03	4801.68	5041.77
			1823.24	1914.40	2010.12	2110.63	2216.16	2326.97
			47404.28	49774.50	52263.22	54876.38	57620.20	60501.21
			22.7905	23.9300	25.1265	26.3829	27.7020	29.0871

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	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Parks Maintenance Worker I	MU	165b	3362.42	3530.55	3707.07	3892.43	4087.05	4291.40
			1551.89	1629.48	1710.96	1796.50	1886.33	1980.65
			40349.09	42366.54	44484.87	46709.11	49044.57	51496.80
			19.3986	20.3685	21.3870	22.4563	23.5791	24.7581
Parks Maintenance Worker II	MU	190	3686.68	3871.01	4064.56	4267.79	4481.18	4705.24
			1701.54	1786.62	1875.95	1969.75	2068.24	2171.65
			44240.10	46452.11	48774.71	51213.45	53774.12	56462.83
			21.2693	22.3327	23.4494	24.6219	25.8529	27.1456
Planning Technician	MU	225c	3763.58	3951.76	4149.35	4356.82	4574.66	4803.39
			1737.04	1823.89	1915.08	2010.84	2111.38	2216.95
			45163.00	47421.15	49792.21	52281.82	54895.91	57640.70
			21.7130	22.7986	23.9386	25.1355	26.3923	27.7119
Police Chief	DD	338	12562.53	13190.66	13850.19	14542.70	15269.84	16033.33
			5798.09	6088.00	6392.40	6712.02	7047.62	7400.00
			150750.41	158287.93	166202.33	174512.45	183238.07	192399.97
			72.4762	76.1000	79.9050	83.9002	88.0952	92.5000
Police Clerk I	PU	140b	3088.72	3243.16	3405.32	3575.58	3754.36	3942.08
			1425.56	1496.84	1571.68	1650.27	1732.78	1819.42
			37064.68	38917.91	40863.81	42907.00	45052.35	47304.97
			17.8196	18.7105	19.6461	20.6284	21.6598	22.7428
Police Clerk II	PU	155b	3396.17	3565.98	3744.28	3931.49	4128.07	4334.47
			1567.46	1645.84	1728.13	1814.54	1905.26	2000.53
			40754.06	42791.76	44931.35	47177.92	49536.81	52013.65
			19.5933	20.5730	21.6016	22.6817	23.8158	25.0066
Police Corporal	PU	244	6698.93	7033.88	7385.57	7754.85	8142.59	8549.72
			3091.81	3246.41	3408.73	3579.16	3758.12	3946.03
			80387.18	84406.54	88626.87	93058.21	97711.12	102596.67
			38.6477	40.5801	42.6091	44.7395	46.9765	49.3253
Police Officer	PU	230	5907.90	6203.30	6513.46	6839.13	7181.09	7540.15
			2726.72	2863.06	3006.21	3156.52	3314.35	3480.07
			70894.81	74439.56	78161.53	82069.61	86173.09	90481.74
			34.0840	35.7882	37.5777	39.4565	41.4294	43.5008
Police Officer Recruit	PU	116	4278.31	4492.22	4716.84	4952.68	5200.31	5460.33
			1974.60	2073.33	2177.00	2285.85	2400.14	2520.15
			51339.70	53906.69	56602.02	59432.12	62403.73	65523.91
			24.6825	25.9167	27.2125	28.5731	30.0018	31.5019
Police Lieutenant	MM	315	9295.29	9760.06	10248.06	10760.46	11298.48	11863.41
			4290.13	4504.64	4729.87	4966.37	5214.69	5475.42
			111543.49	117120.67	122976.70	129125.54	135581.81	142360.90
			53.6267	56.3080	59.1234	62.0796	65.1836	68.4427
Police Sergeant	PU	295	7771.86	8160.45	8568.47	8996.90	9446.74	9919.08
			3587.01	3766.36	3954.68	4152.41	4360.04	4578.04
			93262.31	97925.43	102821.70	107962.78	113360.92	119028.97
			44.8377	47.0795	49.4335	51.9052	54.5004	57.2255
Project Accountant/Successor Agency Assistant	MU	240b	4370.84	4589.38	4818.85	5059.79	5312.78	5578.42
			2017.31	2118.18	2224.08	2335.29	2452.05	2574.66
			52450.07	55072.57	57826.20	60717.51	63753.39	66941.06
			25.2164	26.4772	27.8011	29.1911	30.6507	32.1832
Public Safety Communications Supervisor	PU	228	5077.71	5331.60	5598.18	5878.09	6171.99	6480.59
			2343.56	2460.74	2583.77	2712.96	2848.61	2991.04
			60932.56	63979.18	67178.14	70537.05	74063.90	77767.10
			29.2945	30.7592	32.2972	33.9120	35.6076	37.3880
Public Safety Dispatcher	PU	170	4132.93	4339.57	4556.55	4784.38	5023.60	5274.78
			1907.51	2002.88	2103.02	2208.18	2318.58	2434.51
			49595.13	52074.89	54678.63	57412.57	60283.19	63297.35
			23.8438	25.0360	26.2878	27.6022	28.9823	30.4314
Public Safety Records Supervisor	PU	227	5077.71	5331.60	5598.18	5878.09	6171.99	6480.59
			2343.56	2460.74	2583.77	2712.96	2848.61	2991.04
			60932.56	63979.18	67178.14	70537.05	74063.90	77767.10
			29.2945	30.7592	32.2972	33.9120	35.6076	37.3880
Public Works Director	DD	325	10755.85	11293.64	11858.32	12451.24	13073.80	13727.49
			4964.24	5212.45	5473.07	5746.72	6034.06	6335.76
			129070.16	135523.66	142299.85	149414.84	156885.58	164729.86
			62.0530	65.1556	68.4134	71.8341	75.4258	79.1970

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Public Works Superintendent	MM	308b	7291.45	7656.02	8038.82	8440.77	8862.80	9305.94
			3365.28	3533.55	3710.23	3895.74	4090.52	4295.05
			87497.40	91872.28	96465.89	101289.18	106353.64	111671.32
			42.0661	44.1694	46.3778	48.6967	51.1316	53.6881
Recreation Coordinator	MU	186	3863.72	4056.91	4259.76	4472.74	4696.38	4931.20
			1783.26	1872.42	1966.04	2064.34	2167.56	2275.94
			46364.70	48682.93	51117.08	53672.93	56356.58	59174.41
			22.2907	23.4053	24.5755	25.8043	27.0945	28.4492
Recreation Leader	MU	118	2929.33	3075.79	3229.58	3391.06	3560.61	3738.65
			1352.00	1419.60	1490.58	1565.11	1643.36	1725.53
			35151.92	36909.51	38754.99	40692.74	42727.37	44863.74
			16.9000	17.7450	18.6322	19.5638	20.5420	21.5691
Recreation Supervisor	MM	301a	5303.52	5568.70	5847.13	6139.49	6446.46	6768.79
			2447.78	2570.17	2698.68	2833.61	2975.29	3124.06
			63642.26	66824.37	70165.59	73673.87	77357.56	81225.44
			30.5972	32.1271	33.7335	35.4201	37.1911	39.0507
Senior Planner	MM	303	6135.92	6442.71	6764.85	7103.09	7458.25	7831.16
			2831.96	2973.56	3122.24	3278.35	3442.27	3614.38
			73631.00	77312.55	81178.18	85237.09	89498.94	93973.89
			35.3995	37.1695	39.0280	40.9794	43.0283	45.1798
Sewer Division Supervisor	MM	260c	5705.66	5990.94	6290.49	6605.01	6935.26	7282.03
			2633.38	2765.05	2903.30	3048.47	3200.89	3360.94
			68467.90	71891.30	75485.86	79260.15	83223.16	87384.32
			32.9173	34.5631	36.2913	38.1058	40.0111	42.0117
Sewer Maintenance Worker I	MU	180b	3519.34	3695.31	3880.07	4074.08	4277.78	4491.67
			1624.31	1705.53	1790.80	1880.34	1974.36	2073.08
			42232.07	44343.67	46560.86	48888.90	51333.35	53900.01
			20.3039	21.3191	22.3850	23.5043	24.6795	25.9135
Sewer Maintenance Worker II	MU	205b	3872.91	4066.55	4269.88	4483.38	4707.54	4942.92
			1787.50	1876.87	1970.71	2069.25	2172.71	2281.35
			46474.90	48798.64	51238.57	53800.50	56490.53	59315.05
			22.3437	23.4609	24.6339	25.8656	27.1589	28.5169
Streets and Parks Division Supervisor	MM	260d	5705.66	5990.94	6290.49	6605.01	6935.26	7282.03
			2633.38	2765.05	2903.30	3048.47	3200.89	3360.94
			68467.90	71891.30	75485.86	79260.15	83223.16	87384.32
			32.9173	34.5631	36.2913	38.1058	40.0111	42.0117
Streets Maintenance Worker I	MU	165e	3362.42	3530.55	3707.07	3892.43	4087.05	4291.40
			1551.89	1629.48	1710.96	1796.50	1886.33	1980.65
			40349.09	42366.54	44484.87	46709.11	49044.57	51496.80
			19.3986	20.3685	21.3870	22.4563	23.5791	24.7581
Streets Maintenance Worker II	MU	190c	3686.68	3871.01	4064.56	4267.79	4481.18	4705.24
			1701.54	1786.62	1875.95	1969.75	2068.24	2171.65
			44240.10	46452.11	48774.71	51213.45	53774.12	56462.83
			21.2693	22.3327	23.4494	24.6219	25.8529	27.1456
Systems Technician	MU	232	4657.15	4890.01	5134.51	5391.23	5660.80	5943.84
			2149.45	2256.93	2369.77	2488.26	2612.68	2743.31
			55885.81	58680.11	61614.11	64694.82	67929.56	71326.03
			26.8682	28.2116	29.6222	31.1033	32.6584	34.2914
Water Division Supervisor	MM	260e	5705.66	5990.94	6290.49	6605.01	6935.26	7282.03
			2633.38	2765.05	2903.30	3048.47	3200.89	3360.94
			68467.90	71891.30	75485.86	79260.15	83223.16	87384.32
			32.9173	34.5631	36.2913	38.1058	40.0111	42.0117
Water Systems Operator I	MU	180c	3519.34	3695.31	3880.07	4074.08	4277.78	4491.67
			1624.31	1705.53	1790.80	1880.34	1974.36	2073.08
			42232.07	44343.67	46560.86	48888.90	51333.35	53900.01
			20.3039	21.3191	22.3850	23.5043	24.6795	25.9135
Water Systems Operator II	MU	205c	3872.91	4066.55	4269.88	4483.38	4707.54	4942.92
			1787.50	1876.87	1970.71	2069.25	2172.71	2281.35
			46474.90	48798.64	51238.57	53800.50	56490.53	59315.05
			22.3437	23.4609	24.6339	25.8656	27.1589	28.5169
Water Systems Pump Operator	MU	229	4830.16	5071.66	5325.25	5591.51	5871.08	6164.64
			2229.30	2340.77	2457.81	2580.70	2709.73	2845.22
			57961.86	60859.96	63902.95	67098.10	70453.01	73975.66
			27.87	29.26	30.72	32.26	33.87	35.57

**SALARY SCHEDULE BY MONTHLY/BI-WEEKLY/ANNUAL/HOURLY RATES PER STEP
SCHEDULE B-26 EFFECTIVE JANUARY 1, 2026**

	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Seasonal/Temporary Employees:			HOURLY RATES					
Finance Analyst - Special Projects	TL	063	65.00					
Reserve Police Officer	TL	053	22.00					
Reserve Firefighter	TL	051	16.90					
Reserve Firefighter (OES Spec Assig)	TL	099	Minimum hourly rate as defined by CAL OES, at www.caloes.ca.gov .					

CLASS Key:

EM - Executive Management
DD - Department Director
MM - Mid Management
CL - Confidential/Unrepresented
PU - Police Unit
MU - Miscellaneous Unit
SE - Seasonal Employee
TL - Temporary/Limited Service

Note: Any temporary or seasonal employee appointed to a classification on this schedule is not guaranteed the hourly rate listed. The City Manager, at his/her sole discretion, may appoint at a lower hourly rate so long as the hour rate is equal to the mandatory minimum wage rate.

Adopted by City Council Resolution No. 3584-25
Dated December 8, 2025