

RESOLUTION OF THE CITY OF MERCED CITY  
COUNCIL REGARDING CERTAIN TERMS AND  
CONDITIONS OF EMPLOYMENT FOR THE  
UNREPRESENTED EMPLOYEES' UNIT



Effective June 24, 2024

## Table of Contents

	<u>Page</u>
Article 1- Recognition .....	1
Article 2- Hours of Work .....	1
2.1. FLSA Work Period .....	1
2.2. Workday.....	1
2.3. Rest Periods .....	1
2.4. Meal Period.....	1
Article 3- Overtime.....	1
3.1. Overtime .....	1
3.2. Compensatory Time Off (CTO) Payout.....	2
3.3. Exempt Classifications.....	2
3.4. Administrative Leave.....	2
3.5. Administrative Leave Cash Out.....	2
3.6. Call-Back.....	2
3.7. Remote Response Pay .....	3
3.8. On-Call.....	3
3.9. Declared Emergency .....	3
Article 4- Wages.....	3
4.1. Salary Schedule.....	3
4.2. Salary Increases .....	3
4.3. Longevity Pay .....	4
4.4. Bilingual Pay .....	4
Article 5- Insurances.....	5
5.1. Benefits Provided and Required .....	5
5.2. Plan Selection and Employee Benefit Committee.....	5
5.3. Schedule of Allowances Per Pay Period.....	5
Article 6- Retiree Medical, Dental, and Vision .....	6
6.1. Eligibility .....	6
6.2. Groups .....	6
6.3. Benefits Provided Per Group .....	6
Article 7- Retirement.....	7
7.1. California Public Employees Retirement System (CalPERS).....	7
7.2. Deferred Compensation Plan.....	8
Article 8- Leaves .....	8
8.1. Vacation Leave .....	8
8.2. Maximum Vacation Accrual.....	8
8.3. Vacation Cash Out.....	8
8.4. Holidays .....	9
8.5. Holiday Observed .....	9
8.6. Floating Holiday .....	9
8.7. Sick Leave .....	9
8.8. Sick Leave Usage .....	10
8.9. Payment of Unused Sick Leave.....	10
8.10. Sick Leave Upon Retirement.....	10
8.11. Bereavement Leave .....	10

Article 9- Voluntary Resignation ..... 11  
Article 10- Layoffs..... 11  
Article 11- Education Reimbursement..... 12  
Article 12- Term..... 12  
Appendix "A" Covered Employees ..... 13  
Appendix "B" Salary Schedule, 6/24/24..... 15  
Appendix "B" Salary Schedule, 10/14/24..... 19  
Appendix "B" Salary Schedule, 6/23/25..... 21  
Appendix "B" Salary Schedule, 6/22/26..... 23

## Article 1- Recognition

This Resolution covers employees in the classifications listed in Appendix "A" Covered Classifications.

## Article 2- Hours of Work

### 2.1. FLSA Work Period

All employees, regardless of rank, are subject to the Fair Labor Standards Act (FLSA) work period, which is seven (7) days in length and has an FLSA overtime threshold of 40 hours.

### 2.2. Workday

The normal workday may be eight (8) or ten (10) hours depending on the assignment.

### 2.3. Rest Periods

Employees may take a fifteen (15) minute rest period during each four (4) hours of regular work. Rest periods may not be scheduled within one (1) hour of the beginning or the end of a work shift or lunch period.

The Department may make reasonable rules concerning rest period scheduling.

### 2.4. Meal Period

Employees are normally allowed an unpaid meal period of not less than thirty (30) minutes nor more than one (1) hour that is generally scheduled in the middle of the work shift. The Department may make reasonable rules concerning meal period scheduling.

## Article 3- Overtime

### 3.1. Overtime

Non-exempt employees required to work in excess of forty (40) hours in the work period receive overtime at one-and-a-half times the employee's regular rate of pay. All paid time counts as hours worked towards the calculation of overtime.

### 3.2. Compensatory Time Off (CTO) Payout

Non-exempt employees may not accrue CTO. However, employees with CTO balances may use their CTO or receive payment for it upon separation. Upon separation, CTO will be paid out at the employee's current regular rate pay or the average of the final three (3) years, whichever is greater.

### 3.3. Exempt Classifications

Classifications classified as exempt employees under the Fair Labor Standards Act (FLSA). They are expected to work the hours necessary to accomplish the job requirements, including alternate shifts and irregular hours, attending evening meetings, and traveling to attend classes, meetings, and/or seminars as required. Exempt employees are generally expected to be available during regular hours of their normal workdays, except as required to meet other job requirements. These employees are not eligible for overtime.

### 3.4. Administrative Leave

Exempt employees in classifications designated as Confidential and Supervisory receive forty (40) hours of administrative leave annually in the first full pay period of the year. Employees may not accrue more than forty (40) hours of administrative leave.

Exempt employees in classifications designated as Management receive sixty (60) hours of administrative leave annually in the first full pay period of the year. Employees may not accrue more than sixty (60) hours of administrative leave.

Upon hire, employees will receive a prorated amount of administrative leave. Upon separation, administrative leave is paid at the employee's straight-time rate of pay.

### 3.5. Administrative Leave Cash Out

By November 1 of each year, employees may make an irrevocable election to cash out up to forty (40) hours of Administrative Leave that will accrue in the next calendar year. Employees will receive the cash out at their straight-time hourly rate on the first paycheck in December of the following year.

### 3.6. Call-Back

Non-exempt employees who are required to return to a worksite by their Department Head or designee will be paid for a minimum of two (2) hours at the rate of one-and-a-half times their regular rate of pay for each call-back. If the return to work is contiguous with the employee's scheduled shift and the employee is provided with a minimum of four (4) hours advance notice, the employee will not be paid call-back pay.

### 3.7. Remote Response Pay

Non-exempt employees who are not called in to work but who respond to a phone call or remotely connect to work systems will be compensated for a minimum of thirty (30) minutes of overtime per incident.

### 3.8. On-Call

Employees scheduled or required to be on-call on a non-holiday by their department head or designee will receive one (1) hour of pay for each accumulated eight (8) hours on-call. Employees scheduled or required to be on-call on a holiday by their department head or designee will receive one (1) hour of pay for each accumulated six (6) hours on-call.

### 3.9. Declared Emergency

When the City Council declares an emergency, exempt employees who are required to work in excess of their regularly scheduled hours for that emergency will be paid at time and one-half of their regular rate of pay for those hours.

## Article 4- Wages

### 4.1. Salary Schedule

The salary schedule consists of five (5) steps, with approximately five percent (5.0%) between steps.

### 4.2. Salary Increases

Effective June 24, 2024, the salaries of all classifications will be set as outlined in Appendix "B" Salary Schedule.

All classifications will receive a three percent (3.0%) equity adjustment effective October 14, 2024.

All classifications will receive a four percent (4.0%) increase effective June 23, 2025.

Effective June 23, 2025, the PWS – Parks/Trees classification will receive a six percent (6.0%) equity adjustment.

Effective June 23, 2025, the PWS – Sewers/Storm Drains classification will receive a five percent (5.0%) equity adjustment.

Effective June 23, 2025, the PWS – Water and PWS – Streets classifications will receive a two percent (2.0%) equity adjustment.

Effective June 23, 2025, the PWS – Solid Waste classification will receive a one percent (1.0%) equity adjustment.

All classifications will receive a four percent (4.0%) increase effective June 22, 2026.

Effective June 22, 2026, the PWS- Parks/Trees classification will receive a five percent (5.0%) equity adjustment.

Effective June 22, 2026, the PWS – Sewers/Storm Drains classification will receive a five percent (5.0%) equity adjustment.

Effective June 22, 2026, the PWS – Water and PWS – Streets classifications will receive a two percent (2.0%) equity adjustment.

Effective June 22, 2026, the PWS – Solid Waste classification will receive a one percent (1.0%) equity adjustment.

#### 4.3. Longevity Pay

Effective June 24, 2024, employees receive longevity pay as follows:

Upon completion of ten (10) years of service with the City, employees receive one and a half percent (1.5%) of their base hourly rate of pay.

Upon completion of fifteen (15) years of service with the City, employees receive an additional one and a half percent (1.5%) of their base hourly rate of pay.

Upon completion of twenty (20) years of service with the City, employees receive an additional one and a half percent (1.5%) of their base hourly rate of pay.

Upon completion of twenty-five (25) years of service with the City, employees receive an additional one and a half percent (1.5%) of their base hourly rate of pay.

#### 4.1. Education Pay

Employees in confidential classifications who possess a Bachelor's Degree will receive Education Pay in the amount of three percent (3.0%) of their base hourly rate of pay.

#### 4.2. Bilingual Pay

Employees who speak or write Spanish, American Sign Language, or other approved languages other than English and who can do so fluently as determined by the City receive Bilingual Pay weekly as follows:

Verbal Skills Only	\$23.08
Written Skills Only	\$34.62
Verbal and Written Skills	\$46.15

## Article 5- Insurances

### 5.1. Benefits Provided and Required

The City provides employees with a "cafeteria" plan. Employees are required to enroll in each of the plans below:

- Hospital/medical care plan,
- Dental care plan,
- Vision care plan,
- Disability insurance plan,
- Life insurance in the amount of \$50,000.

Employees may request a waiver for medical, dental, and/or vision coverage from the Support Services Department. Waivers may be granted only if the employee shows proof of other coverage through the employee's spouse or registered domestic partner. Should an employee who has obtained a waiver to this provision lose such alternative coverage, the employee must provide proof to the Support Services Department within thirty (30) days and enroll in a City-provided insurance program.

Participation for the employee's dependents is optional.

### 5.2. Plan Selection and Employee Benefit Committee

The City provides at least two (2) options each for medical, dental, vision, life insurance, and disability insurance plans. The plans will be selected solely by the City following the review of proposals by the Employee Benefits Committee. The Employee Benefits Committee is advisory to the City Council and comprises representatives of each of the City's bargaining units and management.

### 5.3. Schedule of Allowances Per Pay Period

The City contributes an amount per bi-weekly pay period (based on twenty-six pay periods annually) as the Cafeteria Allowance. For medical employee only \$281.41, employee plus one \$576.05, employee plus two or more \$846.67. For Dental, Vision, Disability, and life insurance employee only \$35.57, employee plus one \$52.70, and employs plus two or more \$77.93.

The City will pay fifty-five percent (55%) of the sum of the core premium increases, which will be reflected in the Cafeteria Allowance.

The employee is responsible for the balance of the premiums, if any, beyond the Cafeteria Allowance. No employee will receive cash back for having waived required coverage, except that an employee who is married and whose spouse or domestic partner is also a current City of Merced employee, accepted for waiver of medical coverage, will receive cash back equal to twenty-five percent (25%) of the core medical premium for a single individual.

## Article 6- Retiree Medical, Dental, and Vision

### 6.1. Eligibility

The City provides a medical plan for eligible retirees. The medical care plan is selected solely by the City and provides essentially the same benefits to retirees as are provided to full-time employees. An employee is considered a retiree of the City if the employee retires in the California Public Employees' Retirement System and their last active place of full-time employment within the system was with the City. Retirees must meet at least one (1) of the following criteria to enroll in the City's retiree medical plan:

The retiree is age 50 or over with at least ten (10) years of service with the City; or

Retiree is retired because of a service-connected disability; or

Retiree is retired because of a non-service-connected disability with at least ten (10) years of service with the City.

### 6.2. Groups

Group 1 consists of employees who retired before January 1, 2008.

Group 2 consists of employees hired before July 5, 2006, who retired after December 31, 2007.

Group 3 consists of employees hired after July 4, 2006.

### 6.3. Benefits Provided Per Group

Eligible Group 1 employees and their spouse or registered domestic partner and/or other dependents will continue to be covered under the City's medical plan until the retired employee and their spouse or registered domestic partner reach age 65. The City pays the premium for the retired employee, and the spouse/registered domestic partner and dependent(s) premium(s) are the responsibility of the retired employee. At age 65, the City's medical plan will be secondary to Medicare medical coverage or any other benefit

coverage available to the retired employee and eligible spouse or registered domestic partner. Retired employees, their spouse, registered domestic partner and/or eligible dependents in Group 1 are eligible to continue dental and vision care coverage at the expense of the retired employee.

Eligible Group 2 employees receive a monthly stipend of \$390.55 monthly for retirees over 65 or \$546.51 monthly for retirees under 65 towards the City's medical plan. The retiree pays any amount over the stipend. Eligible employees' spouse, registered domestic partner and/or eligible dependents in Group 2 are eligible to continue medical coverage at the expense of the retired employee. At the age of 65, the City's medical plan is secondary to Medicare medical coverage or any other benefit coverage available to the retired employee and eligible spouse or registered domestic partner. Retired employees, their spouse, registered domestic partner and/or eligible dependents in Group 2 are eligible to continue dental and vision care coverage at the expense of the retired employee.

Eligible Group 3 employees are eligible to continue medical, dental, and vision care coverage at the retired employee's expense.

## Article 7- Retirement

### 7.1. California Public Employees Retirement System (CalPERS)

- A. Employees hired before December 10, 2012, receive the 2.5% at 55 miscellaneous CalPERS formula with the three (3) year final average compensation period and modified Social Security Coverage. These employees pay the required eight percent (8%) member contribution pre-tax.
- B. Employees hired after December 9, 2012, who are not classified as new members will receive the 2% at 60 miscellaneous CalPERS formula with the three (3) year final average compensation period and modified Social Security Coverage. These employees pay the required seven and a half percent (7.5%) member contribution pre-tax.
- C. Employees hired after December 31, 2012, who are classified as new members will receive the 2% at 62 miscellaneous CalPERS formula with the three (3) year three-year final average compensation period and full Social Security Coverage. These employees pay one-half of the total normal cost as determined annually by CalPERS pre-tax.
- D. All miscellaneous retirement formulas have the following optional CalPERS retirement benefits:
  - Non-Industrial Disability – Standard
  - Post-Retirement Death Benefits
    - Lump Sum \$2,000
  - 2% Retirement COLA

## 7.2. Deferred Compensation Plan

Employees may contribute to the City's Deferred Compensation Plan.

## Article 8- Leaves

### 8.1. Vacation Leave

Employees earn vacation leave as follows.

During the first five (5) years of continuous service, full-time employees earn 3.696 hours of vacation leave each biweekly pay period of continuous service to a maximum of 192.00 hours.

After five (5) years of continuous service, full-time employees earn 4.616 hours of vacation leave each biweekly pay period of continuous service to a maximum of 240.00 hours.

After nine (9) years of continuous service, full-time employees earn 6.160 hours of vacation leave each biweekly pay period of continuous service to a maximum of 320.00 hours.

After fifteen (15) years of continuous service, full-time employees earn 6.928 hours of vacation leave each biweekly pay period of continuous service to a maximum of 360.00 hours.

After twenty (20) years of continuous service, full-time employees earn 7.696 hours of vacation leave each biweekly pay period of continuous service to a maximum of 400.00 hours.

After twenty-five (25) years of continuous service, full-time employees earn 9.232 hours of vacation leave each biweekly pay period of continuous service to a maximum of 480.00 hours.

### 8.2. Maximum Vacation Accrual

When an employee accumulates the maximum number of vacation hours, vacation ceases to accrue until the employee's accrued hours fall below the cap. Employees are paid out for their accrued vacation upon separation at their straight-time rate of pay.

### 8.3. Vacation Cash Out

By November 1 of each year, employees who have at least one hundred (100) hours of vacation may make an irrevocable election to cash out up to forty (40) hours of vacation

that will accrue in the next calendar year. The employee will receive the cash out on the first paycheck in December of the following year.

#### 8.4. Holidays

The City recognizes the following holidays:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- President's Day
- Cesar Chavez Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- December 24<sup>th</sup> or December 31<sup>st</sup>
- December 25<sup>th</sup>

Employees receive eight (8) hours of holiday pay for each holiday listed above.

#### 8.5. Holiday Observed

When a holiday falls on a Sunday, the following Monday is considered the holiday. When a holiday falls on a Saturday, the preceding Friday is considered the holiday.

#### 8.6. Floating Holiday

Employees receive eight (8) hours of floating holiday annually in the first full pay period of the year. Employees may not accrue more than eight (8) hours of floating holiday. Upon separation, employees will be paid for their floating holiday hours at their straight-time rate of pay. Upon hire, employees hired before the second Monday in October will receive eight (8) hours of floating holiday.

#### 8.7. Sick Leave

Full-time employees earn 3.696 hours of sick leave each biweekly pay period of continuous service to a maximum of 1056.00 hours. When an employee accumulates the maximum number of sick leave hours, sick leave ceases to accrue until it falls below the accrual cap. An employee separated from employment for reasons other than retirement forfeits all unused sick leave. Part-time employees earn sick leave at a pro-rata. Abuse of sick leave may be subject to disciplinary actions.

## 8.8. Sick Leave Usage

Employees may use up to one-half of their annual accrued sick leave for the required care of a spouse, domestic partner, parent, child, sibling, grandparent, grandchildren, or domestic partner's child who is ill as defined by statute. Leave for this purpose may not be taken until it has actually accrued.

## 8.9. Payment of Unused Sick Leave

Annually in January, employees who have sick leave hours over 960 as of the last pay period in the preceding December will receive payment for fifty percent (50%) of their sick leave hours over 960 at their straight-time hourly rate of pay and the remaining fifty percent (50%) of hours above 960 will be forfeited.

## 8.10. Sick Leave Upon Retirement

Employees who retire concurrently from the City and CalPERS will receive payment for fifty percent (50%) of their accrued sick leave at their straight-time hourly rate of pay, and the remaining hours will be forfeited.

## 8.11. Bereavement Leave

Employees who the City has employed for at least thirty (30) days are entitled to five (5) days of protected bereavement leave in the event of the death of a "family member." Employees will also receive twenty-four (24) hours of paid leave for the death of a family member who resides within the State or forty-eight (48) hours of paid leave for the death of a family member who resides out of the state that must be used concurrently with any bereavement leave taken. Employees must first utilize unused vacation or sick leave for the remaining portion of any unpaid bereavement leave.

A "family member" means any parent, spouse, registered domestic partner, child, child of an employee's registered domestic partner, grandchild, grandparent, brother, sister, mother-in-law, father-in-law, or the death of any child or close relative who resided with the employee at the time of death.

Employees who utilize bereavement leave must notify their Department Head or designee of the intent to use such leave. Employees may use such leave on a non-consecutive basis but must complete leave within three (3) months of the date of death of a "family member." The City may request an employee seeking bereavement leave to provide documentation to support the leave.

## Article 9- Voluntary Resignation

Employees absent without official leave for two (2) or more consecutive days or absent an aggregate of sixteen (16) hours in any calendar month without a satisfactory explanation will be deemed to have voluntarily resigned from the City of Merced.

## Article 10- Layoffs

In lieu of being laid off, an employee may elect demotion (“bumping”) to:

- A. Any class in the same class series with a lower maximum salary.
- B. A class in the same line of work (as determined by the City) as the class of layoff but of lesser responsibility and with substantially the same or a lower maximum salary.

To bump to a new classification, the employee must have more seniority than the employee who will be displaced.

The employee bumping to a new classification must have held that classification at some time in their career in the City of Merced.

Seniority is determined by the time in the class from which the employee is bumping plus time in any higher classification in the same series.

To be considered for a demotion in lieu of layoff, an employee must notify the Personnel Manager within five (5) days of receiving the notice of layoff.

In cases where there are two (2) or more employees in a class from which the layoff is to be made, employees will be laid off in inverse order of seniority.

Employees bumping to a lower or similar class will be placed at the salary step representing the least loss of pay, without exceeding the employee’s current rate of pay.

The names of persons laid off or demoted will be placed on a re-employment list in the order of layoff.

The re-employment list expires after two (2) years, except that persons appointed to regular positions of the same or higher level will be removed from the list upon appointment.

Refusal of a person to accept the first offer of re-employment with the same classification or a classification at the same or higher range will result in the person being removed from the re-employment list. Failure of a person to respond within seven (7) workdays to the offer of re-employment is deemed a refusal.

Employees from other bargaining units may only bump into previously held classifications.

## Article 11- Education Reimbursement

Employees may be eligible for education reimbursement for graduate and postgraduate courses by submitting a written proposal to the City Manager requesting approval and outlining the benefits to the City.

## Article 12- Term

This Resolution is effective June 24, 2024, and supersedes all prior written agreements, memorandums of understanding, and side letters.

### Appendix "A" Covered Employees

Title	Grade	Class	Exempt / Non-Exempt
Airport Manager	836	MM	Exempt
Assistant Building Official	836	MM	Exempt
Assistant City Clerk	803	MM	Exempt
Associate Engineer	776	MS	Exempt
Associate Planner	764	MS	Exempt
Business And Aviation Manager	878	MM	Exempt
Chief Deputy City Attorney	902	MM	Exempt
City Surveyor	818	MM	Exempt
Communications Systems Supervisor	788	MS	Exempt
Crime Analyst	729	MS	Exempt
Deputy City Attorney	808	MM	Exempt
Deputy Development Services Director	891	MM	Exempt
Deputy Finance Officer	834	MM	Exempt
Deputy Public Works Director	878	MM	Exempt
Economic Development Associate	762	MS	Exempt
Economic Development Manager	836	MM	Exempt
Engineering Project Manager	818	MM	Exempt
Executive Assistant	710	MC	Non-Exempt
Fire Marshal	498	MM	Exempt
GIS Coordinator	832	MM	Exempt
Housing Program Supervisor	802	MS	Exempt
Human Resources Analyst	732	MS	Exempt
Human Resources Manager	836	MM	Exempt
Human Resources Technician I	701	MC	Non-Exempt
Human Resources Technician II	702	MC	Non-Exempt
Human Resources Technician III	728	MC	Non-Exempt
Information Technology Manager	814	MM	Exempt
Legal Administrative Assistant	709	MC	Non-Exempt
Management Analyst	731	MS	Exempt
Paralegal	710	MC	Non-Exempt
Paralegal Office Administrator	703	MS	Exempt
Payroll Supervisor	758	MS	Exempt
Payroll Technician I	698	MC	Non-Exempt
Payroll Technician II	716	MC	Non-Exempt
Planning Manager	836	MM	Exempt
Police Records Supervisor	699	MS	Exempt
Principal Planner	833	MM	Exempt
Purchasing Supervisor	760	MS	Exempt
PWM - Internal Services	805	MM	Exempt
PWM – Operations	805	MM	Exempt

PWM – Refuse	805	MM	Exempt
PWM - Tax Services	805	MM	Exempt
PWM – Wastewater	866	MM	Exempt
PWM – Water	835	MM	Exempt
PWS - Environmental Compliance	773	MS	Exempt
PWS – Facilities	735	MS	Exempt
PWS – Fleet	756	MS	Exempt
PWS – Laboratory	773	MS	Exempt
PWS - Parks/Trees	737	MS	Exempt
PWS - Sewers/Storm Drains	748	MS	Exempt
PWS - Solid Waste	738	MS	Exempt
PWS – Streets	739	MS	Exempt
PWS – Water	756	MS	Exempt
Recreation Supervisor	742	MS	Exempt
Revenue And Customer Serv Supr	729	MS	Exempt
Risk Analyst	732	MS	Exempt
Safety Coordinator	714	MS	Exempt
Senior Accountant	758	MS	Exempt
Senior Deputy City Attorney	876	MM	Exempt
Senior Engineer	818	MM	Exempt
Senior Management Analyst	824	MM	Exempt
Senior Planner	785	MM	Exempt
Software Analyst I	755	MC	Exempt
Software Analyst II	771	MC	Exempt
Software Analyst III	774	MC	Exempt
Systems Engineer I	771	MC	Non-Exempt
Systems Engineer II	774	MC	Non-Exempt
Systems Engineer III	782	MS	Exempt
WWTP Maintenance Supervisor	756	MS	Exempt
WWTP Operations Supervisor	757	MS	Exempt

Appendix "B" Salary Schedule, 6/24/24

Unrepresented Management Wage Summary  
Effective PP14 - 6/24/2024

Title	Step 1	Step 2	Step 3	Step 4	Step 5	
Executive Assistant	\$4,840	\$5,082	\$5,336	\$5,603	\$5,883	
	\$145	\$152	\$160	\$168	\$176	Prem Pay
Human Resources Technician I	\$3,908	\$4,103	\$4,308	\$4,524	\$4,750	
	\$117	\$123	\$129	\$136	\$142	Prem Pay
Human Resources Technician II	\$4,308	\$4,524	\$4,750	\$4,987	\$5,237	
	\$129	\$136	\$142	\$150	\$157	Prem Pay
Human Resources Technician III	\$4,987	\$5,237	\$5,498	\$5,773	\$6,062	
	\$150	\$157	\$165	\$173	\$182	Prem Pay
Legal Administrative Assistant	\$4,390	\$4,609	\$4,840	\$5,082	\$5,336	
	\$132	\$138	\$145	\$152	\$160	Prem Pay
Paralegal	\$4,840	\$5,082	\$5,336	\$5,603	\$5,883	
	\$145	\$152	\$160	\$168	\$176	Prem Pay
Payroll Technician I	\$4,773	\$5,012	\$5,263	\$5,526	\$5,802	
	\$143	\$150	\$158	\$166	\$174	Prem Pay
Payroll Technician II	\$5,262	\$5,526	\$5,802	\$6,092	\$6,397	
	\$158	\$166	\$174	\$183	\$192	Prem Pay
Software Analyst I	\$5,306	\$5,571	\$5,850	\$6,142	\$6,449	
	\$159	\$167	\$175	\$184	\$193	Prem Pay
Software Analyst II	\$5,850	\$6,142	\$6,449	\$6,772	\$7,110	
	\$175	\$184	\$193	\$203	\$213	Prem Pay
Software Analyst III	\$6,772	\$7,110	\$7,466	\$7,839	\$8,231	
	\$203	\$213	\$224	\$235	\$247	Prem Pay
Systems Engineer I	\$5,850	\$6,142	\$6,449	\$6,772	\$7,110	
	\$175	\$184	\$193	\$203	\$213	Prem Pay
Systems Engineer II	\$6,772	\$7,110	\$7,466	\$7,839	\$8,231	
	\$203	\$213	\$224	\$235	\$247	Prem Pay
Airport Manager	\$8,753	\$9,190	\$9,650	\$10,132	\$10,639	
	\$263	\$276	\$289	\$304	\$319	Prem Pay
Assistant Building Official	\$8,753	\$9,190	\$9,650	\$10,132	\$10,639	
	\$263	\$276	\$289	\$304	\$319	Prem Pay
Assistant City Clerk	\$6,739	\$7,076	\$7,430	\$7,801	\$8,191	
	\$202	\$212	\$223	\$234	\$246	Prem Pay
Business And Aviation Manager	\$10,141	\$10,648	\$11,180	\$11,739	\$12,326	
	\$304	\$319	\$335	\$352	\$370	Prem Pay
Chief Deputy City Attorney	\$11,634	\$12,216	\$12,827	\$13,468	\$14,141	
	\$349	\$366	\$385	\$404	\$424	Prem Pay
City Surveyor	\$8,400	\$8,820	\$9,261	\$9,724	\$10,210	
	\$252	\$265	\$278	\$292	\$306	Prem Pay

Deputy City Attorney	\$7,874	\$8,268	\$8,681	\$9,115	\$9,571	
	\$236	\$248	\$260	\$273	\$287	Prem Pay
Deputy Development Services Director	\$10,203	\$10,713	\$11,249	\$11,812	\$12,402	
	\$306	\$321	\$337	\$354	\$372	Prem Pay
Deputy Finance Officer	\$8,706	\$9,141	\$9,598	\$10,078	\$10,582	
	\$261	\$274	\$288	\$302	\$317	Prem Pay
Deputy Public Works Director	\$10,141	\$10,648	\$11,180	\$11,739	\$12,326	
	\$304	\$319	\$335	\$352	\$370	Prem Pay
Economic Development Manager	\$8,753	\$9,190	\$9,650	\$10,132	\$10,639	
	\$263	\$276	\$289	\$304	\$319	Prem Pay
Engineering Project Manager	\$8,400	\$8,820	\$9,261	\$9,724	\$10,210	
	\$252	\$265	\$278	\$292	\$306	Prem Pay
Fire Marshal	\$7,045	\$7,397	\$7,767	\$8,155	\$8,563	
	\$211	\$222	\$233	\$245	\$257	Prem Pay
GIS Coordinator	\$6,352	\$6,670	\$7,004	\$7,354	\$7,721	
	\$191	\$200	\$210	\$221	\$232	Prem Pay
Human Resources Manager	\$8,753	\$9,190	\$9,650	\$10,132	\$10,639	
	\$263	\$276	\$289	\$304	\$319	Prem Pay
Information Technology Manager	\$8,146	\$8,554	\$8,981	\$9,430	\$9,902	
	\$244	\$257	\$269	\$283	\$297	Prem Pay
Planning Manager	\$8,753	\$9,190	\$9,650	\$10,132	\$10,639	
	\$263	\$276	\$289	\$304	\$319	Prem Pay
Principal Planner	\$8,336	\$8,753	\$9,190	\$9,650	\$10,132	
	\$250	\$263	\$276	\$289	\$304	Prem Pay
PWM - Internal Services	\$7,821	\$8,212	\$8,623	\$9,054	\$9,507	
	\$235	\$246	\$259	\$272	\$285	Prem Pay
PWM - Operations	\$7,821	\$8,212	\$8,623	\$9,054	\$9,507	
	\$235	\$246	\$259	\$272	\$285	Prem Pay
PWM - Refuse	\$7,821	\$8,212	\$8,623	\$9,054	\$9,507	
	\$235	\$246	\$259	\$272	\$285	Prem Pay
PWM - Tax Services	\$7,821	\$8,212	\$8,623	\$9,054	\$9,507	
	\$235	\$246	\$259	\$272	\$285	Prem Pay
PWM - Wastewater	\$9,177	\$9,636	\$10,117	\$10,623	\$11,155	
	\$275	\$289	\$304	\$319	\$335	Prem Pay
PWM - Water	\$8,292	\$8,706	\$9,142	\$9,599	\$10,079	
	\$249	\$261	\$274	\$288	\$302	Prem Pay
Senior Deputy City Attorney	\$9,262	\$9,725	\$10,211	\$10,722	\$11,258	
	\$278	\$292	\$306	\$322	\$338	Prem Pay
Senior Engineer	\$8,400	\$8,820	\$9,261	\$9,724	\$10,210	
	\$252	\$265	\$278	\$292	\$306	Prem Pay
Senior Management Analyst	\$7,406	\$7,777	\$8,166	\$8,574	\$9,003	
	\$222	\$233	\$245	\$257	\$270	Prem Pay

Senior Planner	\$7,201	\$7,561	\$7,939	\$8,336	\$8,753	
	\$216	\$227	\$238	\$250	\$263	Prem Pay
Associate Engineer	\$7,257	\$7,620	\$8,001	\$8,401	\$8,821	
	\$218	\$229	\$240	\$252	\$265	Prem Pay
Associate Planner	\$5,924	\$6,221	\$6,532	\$6,858	\$7,201	
	\$178	\$187	\$196	\$206	\$216	Prem Pay
Communications Systems Supervisor	\$5,728	\$6,014	\$6,315	\$6,630	\$6,962	
	\$172	\$180	\$189	\$199	\$209	Prem Pay
Crime Analyst	\$5,978	\$6,277	\$6,590	\$6,920	\$7,266	
	\$179	\$188	\$198	\$208	\$218	Prem Pay
Economic Development Associate	\$5,442	\$5,714	\$5,999	\$6,299	\$6,614	
	\$163	\$171	\$180	\$189	\$198	Prem Pay
Housing Program Supervisor	\$6,683	\$7,017	\$7,368	\$7,737	\$8,123	
	\$200	\$211	\$221	\$232	\$244	Prem Pay
Human Resources Analyst	\$6,088	\$6,392	\$6,712	\$7,048	\$7,400	
	\$183	\$192	\$201	\$211	\$222	Prem Pay
Management Analyst	\$6,212	\$6,523	\$6,849	\$7,191	\$7,551	
	\$186	\$196	\$205	\$216	\$227	Prem Pay
Paralegal Office Administrator	\$6,471	\$6,794	\$7,134	\$7,490	\$7,865	
	\$194	\$204	\$214	\$225	\$236	Prem Pay
Payroll Supervisor	\$7,052	\$7,405	\$7,775	\$8,164	\$8,572	
	\$212	\$222	\$233	\$245	\$257	Prem Pay
Police Records Supervisor	\$5,604	\$5,884	\$6,178	\$6,487	\$6,811	
	\$168	\$177	\$185	\$195	\$204	Prem Pay
Purchasing Supervisor	\$5,536	\$5,813	\$6,103	\$6,408	\$6,729	
	\$166	\$174	\$183	\$192	\$202	Prem Pay
PWS - Environmental Compliance	\$6,658	\$6,991	\$7,340	\$7,707	\$8,092	
	\$200	\$210	\$220	\$231	\$243	Prem Pay
PWS - Facilities	\$5,207	\$5,468	\$5,741	\$6,028	\$6,329	
	\$156	\$164	\$172	\$181	\$190	Prem Pay
PWS - Fleet	\$6,184	\$6,493	\$6,818	\$7,159	\$7,517	
	\$186	\$195	\$205	\$215	\$226	Prem Pay
PWS - Laboratory	\$6,658	\$6,991	\$7,340	\$7,707	\$8,092	
	\$200	\$210	\$220	\$231	\$243	Prem Pay
PWS - Parks/Trees	\$5,481	\$5,755	\$6,042	\$6,345	\$6,662	
	\$164	\$173	\$181	\$190	\$200	Prem Pay
PWS - Sewers/Storm Drains	\$5,648	\$5,931	\$6,227	\$6,538	\$6,865	
	\$169	\$178	\$187	\$196	\$206	Prem Pay
PWS - Solid Waste	\$5,451	\$5,723	\$6,009	\$6,310	\$6,625	
	\$164	\$172	\$180	\$189	\$199	Prem Pay
PWS - Streets	\$5,892	\$6,187	\$6,496	\$6,821	\$7,162	
	\$177	\$186	\$195	\$205	\$215	Prem Pay

PWS - Water	\$6,364	\$6,683	\$7,017	\$7,368	\$7,736	
	\$191	\$200	\$211	\$221	\$232	Prem Pay
Recreation Supervisor	\$5,730	\$6,017	\$6,318	\$6,634	\$6,965	
	\$172	\$181	\$190	\$199	\$209	Prem Pay
Revenue and Customer Serv Supr	\$5,978	\$6,277	\$6,590	\$6,920	\$7,266	
	\$179	\$188	\$198	\$208	\$218	Prem Pay
Risk Analyst	\$6,088	\$6,392	\$6,712	\$7,048	\$7,400	
	\$183	\$192	\$201	\$211	\$222	Prem Pay
Safety Coordinator	\$4,299	\$4,514	\$4,740	\$4,977	\$5,226	
	\$129	\$135	\$142	\$149	\$157	Prem Pay
Senior Accountant	\$7,052	\$7,405	\$7,775	\$8,164	\$8,572	
	\$212	\$222	\$233	\$245	\$257	Prem Pay
Systems Engineer III	\$7,246	\$7,608	\$7,988	\$8,388	\$8,807	
	\$217	\$228	\$240	\$252	\$264	Prem Pay
WWTP Maintenance Supervisor	\$6,184	\$6,493	\$6,818	\$7,159	\$7,517	
	\$186	\$195	\$205	\$215	\$226	Prem Pay
WWTP Operations Supervisor	\$6,552	\$6,879	\$7,223	\$7,584	\$7,964	
	\$197	\$206	\$217	\$228	\$239	Prem Pay

All numbers have been rounded to the nearest \$1.

Appendix "B" Salary Schedule, 10/14/24

Unrepresented Management Wage Summary  
Effective PP22 - 10/14/2024

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Airport Manager	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958
Assistant Building Official	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958
Assistant City Clerk	\$6,941	\$7,288	\$7,653	\$8,035	\$8,437
Associate Engineer	\$7,475	\$7,848	\$8,241	\$8,653	\$9,086
Associate Planner	\$6,102	\$6,407	\$6,728	\$7,064	\$7,417
Business And Aviation Manager	\$10,445	\$10,967	\$11,515	\$12,091	\$12,696
Chief Deputy City Attorney	\$11,983	\$12,582	\$13,211	\$13,872	\$14,565
City Surveyor	\$8,652	\$9,085	\$9,539	\$10,016	\$10,517
Communications Systems Supervisor	\$5,899	\$6,194	\$6,504	\$6,829	\$7,171
Crime Analyst	\$6,157	\$6,465	\$6,788	\$7,128	\$7,484
Deputy City Attorney	\$8,110	\$8,516	\$8,942	\$9,389	\$9,858
Deputy Development Services Director	\$10,509	\$11,035	\$11,587	\$12,166	\$12,774
Deputy Finance Officer	\$8,967	\$9,415	\$9,886	\$10,380	\$10,899
Deputy Public Works Director	\$10,445	\$10,967	\$11,515	\$12,091	\$12,696
Economic Development Associate	\$5,605	\$5,885	\$6,179	\$6,488	\$6,813
Economic Development Manager	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958
Engineering Project Manager	\$8,652	\$9,085	\$9,539	\$10,016	\$10,517
Executive Assistant	\$4,985	\$5,234	\$5,496	\$5,771	\$6,059
Fire Marshal	\$7,256	\$7,619	\$8,000	\$8,400	\$8,820
GIS Coordinator	\$6,543	\$6,870	\$7,214	\$7,574	\$7,953
Housing Program Supervisor	\$6,884	\$7,228	\$7,589	\$7,969	\$8,367
Human Resources Analyst	\$6,271	\$6,584	\$6,913	\$7,259	\$7,622
Human Resources Manager	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958
Human Resources Technician I	\$4,025	\$4,226	\$4,437	\$4,659	\$4,892
Human Resources Technician II	\$4,437	\$4,659	\$4,892	\$5,137	\$5,394
Human Resources Technician III	\$5,137	\$5,394	\$5,663	\$5,947	\$6,244
Information Technology Manager	\$8,391	\$8,810	\$9,251	\$9,713	\$10,199
Legal Administrative Assistant	\$4,521	\$4,748	\$4,985	\$5,234	\$5,496
Management Analyst	\$6,399	\$6,718	\$7,054	\$7,407	\$7,777
Paralegal	\$4,985	\$5,234	\$5,496	\$5,771	\$6,059
Paralegal Office Administrator	\$6,665	\$6,998	\$7,348	\$7,715	\$8,101
Payroll Supervisor	\$7,264	\$7,627	\$8,009	\$8,409	\$8,829
Payroll Technician I	\$4,916	\$5,162	\$5,420	\$5,691	\$5,976
Payroll Technician II	\$5,420	\$5,691	\$5,976	\$6,275	\$6,589
Planning Manager	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958
Police Records Supervisor	\$5,772	\$6,060	\$6,363	\$6,681	\$7,015
Principal Planner	\$8,586	\$9,015	\$9,466	\$9,939	\$10,436
Purchasing Supervisor	\$5,702	\$5,987	\$6,286	\$6,601	\$6,931

PWM - Internal Services	\$8,056	\$8,459	\$8,882	\$9,326	\$9,792
PWM – Operations	\$8,056	\$8,459	\$8,882	\$9,326	\$9,792
PWM – Refuse	\$8,056	\$8,459	\$8,882	\$9,326	\$9,792
PWM - Tax Services	\$8,056	\$8,459	\$8,882	\$9,326	\$9,792
PWM – Wastewater	\$9,452	\$9,925	\$10,421	\$10,942	\$11,489
PWM – Water	\$8,540	\$8,967	\$9,416	\$9,887	\$10,381
PWS - Environmental Compliance	\$6,857	\$7,200	\$7,560	\$7,938	\$8,335
PWS – Facilities	\$5,363	\$5,632	\$5,913	\$6,209	\$6,519
PWS – Fleet	\$6,370	\$6,688	\$7,023	\$7,374	\$7,743
PWS – Laboratory	\$6,857	\$7,200	\$7,560	\$7,938	\$8,335
PWS - Parks/Trees	\$5,645	\$5,927	\$6,224	\$6,535	\$6,862
PWS - Sewers/Storm Drains	\$5,818	\$6,108	\$6,414	\$6,735	\$7,071
PWS - Solid Waste	\$5,614	\$5,895	\$6,189	\$6,499	\$6,824
PWS – Streets	\$6,069	\$6,372	\$6,691	\$7,026	\$7,377
PWS – Water	\$6,555	\$6,883	\$7,227	\$7,589	\$7,968
Recreation Supervisor	\$5,902	\$6,197	\$6,507	\$6,833	\$7,174
Revenue And Customer Serv Supr	\$6,157	\$6,465	\$6,788	\$7,128	\$7,484
Risk Analyst	\$6,271	\$6,584	\$6,913	\$7,259	\$7,622
Safety Coordinator	\$4,428	\$4,649	\$4,882	\$5,126	\$5,382
Senior Accountant	\$7,264	\$7,627	\$8,009	\$8,409	\$8,829
Senior Deputy City Attorney	\$9,540	\$10,017	\$10,518	\$11,044	\$11,596
Senior Engineer	\$8,652	\$9,085	\$9,539	\$10,016	\$10,517
Senior Management Analyst	\$7,629	\$8,010	\$8,411	\$8,831	\$9,273
Senior Planner	\$7,417	\$7,788	\$8,177	\$8,586	\$9,016
Software Analyst I	\$5,465	\$5,738	\$6,025	\$6,326	\$6,643
Software Analyst II	\$6,025	\$6,326	\$6,643	\$6,975	\$7,324
Software Analyst III	\$6,975	\$7,323	\$7,690	\$8,074	\$8,478
Systems Engineer I	\$6,025	\$6,326	\$6,643	\$6,975	\$7,324
Systems Engineer II	\$6,975	\$7,323	\$7,690	\$8,074	\$8,478
Systems Engineer III	\$7,463	\$7,836	\$8,228	\$8,639	\$9,071
WWTP Maintenance Supervisor	\$6,370	\$6,688	\$7,023	\$7,374	\$7,743
WWTP Operations Supervisor	\$6,748	\$7,086	\$7,440	\$7,812	\$8,202

All numbers have been rounded to the nearest \$1.

Appendix "B" Salary Schedule, 6/23/25

Unrepresented Management Wage Summary

Effective PP14 - 6/23/2025

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Airport Manager	\$9,376	\$9,845	\$10,337	\$10,854	\$11,396
Assistant Building Official	\$9,376	\$9,845	\$10,337	\$10,854	\$11,396
Assistant City Clerk	\$7,219	\$7,580	\$7,959	\$8,357	\$8,775
Associate Engineer	\$7,774	\$8,162	\$8,571	\$8,999	\$9,449
Associate Planner	\$6,346	\$6,663	\$6,997	\$7,346	\$7,714
Business And Aviation Manager	\$10,863	\$11,406	\$11,976	\$12,575	\$13,204
Chief Deputy City Attorney	\$12,462	\$13,086	\$13,740	\$14,427	\$15,148
City Surveyor	\$8,998	\$9,448	\$9,920	\$10,416	\$10,937
Communications Systems Supervisor	\$6,135	\$6,442	\$6,764	\$7,103	\$7,458
Crime Analyst	\$6,403	\$6,724	\$7,060	\$7,413	\$7,783
Deputy City Attorney	\$8,435	\$8,857	\$9,299	\$9,764	\$10,253
Deputy Development Services Director	\$10,930	\$11,476	\$12,050	\$12,653	\$13,285
Deputy Finance Officer	\$9,326	\$9,792	\$10,281	\$10,796	\$11,335
Deputy Public Works Director	\$10,863	\$11,406	\$11,976	\$12,575	\$13,204
Economic Development Associate	\$5,829	\$6,121	\$6,427	\$6,748	\$7,085
Economic Development Manager	\$9,376	\$9,845	\$10,337	\$10,854	\$11,396
Engineering Project Manager	\$8,998	\$9,448	\$9,920	\$10,416	\$10,937
Executive Assistant	\$5,184	\$5,443	\$5,716	\$6,001	\$6,302
Fire Marshal	\$7,546	\$7,924	\$8,320	\$8,736	\$9,173
GIS Coordinator	\$6,805	\$7,145	\$7,502	\$7,877	\$8,271
Housing Program Supervisor	\$7,159	\$7,517	\$7,893	\$8,287	\$8,702
Human Resources Analyst	\$6,522	\$6,848	\$7,190	\$7,550	\$7,927
Human Resources Manager	\$9,376	\$9,845	\$10,337	\$10,854	\$11,396
Human Resources Technician I	\$4,186	\$4,395	\$4,615	\$4,846	\$5,088
Human Resources Technician II	\$4,615	\$4,846	\$5,088	\$5,342	\$5,609
Human Resources Technician III	\$5,342	\$5,609	\$5,890	\$6,184	\$6,494
Information Technology Manager	\$8,726	\$9,163	\$9,621	\$10,102	\$10,607
Legal Administrative Assistant	\$4,702	\$4,937	\$5,184	\$5,443	\$5,716
Management Analyst	\$6,654	\$6,987	\$7,337	\$7,703	\$8,089
Paralegal	\$5,184	\$5,443	\$5,716	\$6,001	\$6,302
Paralegal Office Administrator	\$6,931	\$7,278	\$7,642	\$8,024	\$8,425
Payroll Supervisor	\$7,555	\$7,932	\$8,329	\$8,745	\$9,183
Payroll Technician I	\$5,113	\$5,369	\$5,637	\$5,919	\$6,215
Payroll Technician II	\$5,637	\$5,919	\$6,215	\$6,526	\$6,852
Planning Manager	\$9,376	\$9,845	\$10,337	\$10,854	\$11,396
Police Records Supervisor	\$6,003	\$6,303	\$6,618	\$6,949	\$7,296
Principal Planner	\$8,929	\$9,376	\$9,845	\$10,337	\$10,854
Purchasing Supervisor	\$5,930	\$6,226	\$6,538	\$6,865	\$7,208
PWM - Internal Services	\$8,378	\$8,797	\$9,237	\$9,699	\$10,184

PWM – Operations	\$8,378	\$8,797	\$9,237	\$9,699	\$10,184
PWM – Refuse	\$8,378	\$8,797	\$9,237	\$9,699	\$10,184
PWM - Tax Services	\$8,378	\$8,797	\$9,237	\$9,699	\$10,184
PWM – Wastewater	\$9,830	\$10,322	\$10,838	\$11,380	\$11,949
PWM – Water	\$8,882	\$9,326	\$9,792	\$10,282	\$10,796
PWS - Environmental Compliance	\$7,132	\$7,488	\$7,863	\$8,256	\$8,669
PWS – Facilities	\$5,578	\$5,857	\$6,150	\$6,457	\$6,780
PWS – Fleet	\$6,625	\$6,956	\$7,304	\$7,669	\$8,052
PWS – Laboratory	\$7,132	\$7,488	\$7,863	\$8,256	\$8,669
PWS - Parks/Trees	\$5,984	\$6,283	\$6,597	\$6,927	\$7,273
PWS - Sewers/Storm Drains	\$6,341	\$6,658	\$6,991	\$7,341	\$7,708
PWS - Solid Waste	\$5,895	\$6,189	\$6,499	\$6,824	\$7,165
PWS – Streets	\$6,433	\$6,755	\$7,092	\$7,447	\$7,819
PWS – Water	\$6,949	\$7,296	\$7,661	\$8,044	\$8,446
Recreation Supervisor	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461
Revenue And Customer Serv Supr	\$6,403	\$6,724	\$7,060	\$7,413	\$7,783
Risk Analyst	\$6,522	\$6,848	\$7,190	\$7,550	\$7,927
Safety Coordinator	\$4,605	\$4,835	\$5,077	\$5,331	\$5,598
Senior Accountant	\$7,555	\$7,932	\$8,329	\$8,745	\$9,183
Senior Deputy City Attorney	\$9,922	\$10,418	\$10,939	\$11,485	\$12,060
Senior Engineer	\$8,998	\$9,448	\$9,920	\$10,416	\$10,937
Senior Management Analyst	\$7,934	\$8,331	\$8,747	\$9,184	\$9,644
Senior Planner	\$7,714	\$8,099	\$8,504	\$8,930	\$9,376
Software Analyst I	\$5,684	\$5,968	\$6,266	\$6,579	\$6,908
Software Analyst II	\$6,266	\$6,579	\$6,908	\$7,254	\$7,617
Software Analyst III	\$7,254	\$7,616	\$7,997	\$8,397	\$8,817
Systems Engineer I	\$6,266	\$6,579	\$6,908	\$7,254	\$7,617
Systems Engineer II	\$7,254	\$7,616	\$7,997	\$8,397	\$8,817
Systems Engineer III	\$7,761	\$8,150	\$8,557	\$8,985	\$9,434
WWTP Maintenance Supervisor	\$6,625	\$6,956	\$7,304	\$7,669	\$8,052
WWTP Operations Supervisor	\$7,018	\$7,369	\$7,737	\$8,124	\$8,531

All numbers have been rounded to the nearest \$1.

## Appendix “B” Salary Schedule, 6/22/26

### Unrepresented Management Wage Summary

Effective PP14 - 6/22/2026

Title	Step 1	Step 2	Step 3	Step 4	Step 5
Airport Manager	\$9,751	\$10,239	\$10,750	\$11,288	\$11,852
Assistant Building Official	\$9,751	\$10,239	\$10,750	\$11,288	\$11,852
Assistant City Clerk	\$7,508	\$7,883	\$8,277	\$8,691	\$9,126
Associate Engineer	\$8,085	\$8,489	\$8,913	\$9,359	\$9,827
Associate Planner	\$6,600	\$6,930	\$7,276	\$7,640	\$8,022
Business And Aviation Manager	\$11,297	\$11,862	\$12,455	\$13,078	\$13,732
Chief Deputy City Attorney	\$12,961	\$13,609	\$14,289	\$15,004	\$15,754
City Surveyor	\$9,358	\$9,826	\$10,317	\$10,833	\$11,375
Communications Systems Supervisor	\$6,381	\$6,700	\$7,035	\$7,387	\$7,756
Crime Analyst	\$6,659	\$6,992	\$7,342	\$7,709	\$8,095
Deputy City Attorney	\$8,772	\$9,211	\$9,671	\$10,155	\$10,663
Deputy Development Services Director	\$11,367	\$11,935	\$12,532	\$13,159	\$13,817
Deputy Finance Officer	\$9,699	\$10,184	\$10,693	\$11,227	\$11,789
Deputy Public Works Director	\$11,297	\$11,862	\$12,455	\$13,078	\$13,732
Economic Development Associate	\$6,062	\$6,365	\$6,684	\$7,018	\$7,369
Economic Development Manager	\$9,751	\$10,239	\$10,750	\$11,288	\$11,852
Engineering Project Manager	\$9,358	\$9,826	\$10,317	\$10,833	\$11,375
Executive Assistant	\$5,392	\$5,661	\$5,944	\$6,242	\$6,554
Fire Marshal	\$7,848	\$8,241	\$8,653	\$9,085	\$9,540
GIS Coordinator	\$7,077	\$7,431	\$7,802	\$8,192	\$8,602
Housing Program Supervisor	\$7,445	\$7,818	\$8,208	\$8,619	\$9,050
Human Resources Analyst	\$6,782	\$7,122	\$7,478	\$7,851	\$8,244
Human Resources Manager	\$9,751	\$10,239	\$10,750	\$11,288	\$11,852
Human Resources Technician I	\$4,353	\$4,571	\$4,799	\$5,039	\$5,291
Human Resources Technician II	\$4,799	\$5,039	\$5,291	\$5,556	\$5,834
Human Resources Technician III	\$5,556	\$5,834	\$6,126	\$6,432	\$6,753
Information Technology Manager	\$9,075	\$9,529	\$10,006	\$10,506	\$11,031
Legal Administrative Assistant	\$4,890	\$5,135	\$5,392	\$5,661	\$5,944
Management Analyst	\$6,921	\$7,267	\$7,630	\$8,012	\$8,412
Paralegal	\$5,392	\$5,661	\$5,944	\$6,242	\$6,554
Paralegal Office Administrator	\$7,209	\$7,569	\$7,947	\$8,345	\$8,762
Payroll Supervisor	\$7,857	\$8,250	\$8,662	\$9,095	\$9,550
Payroll Technician I	\$5,318	\$5,584	\$5,863	\$6,156	\$6,464
Payroll Technician II	\$5,863	\$6,156	\$6,464	\$6,787	\$7,126
Planning Manager	\$9,751	\$10,239	\$10,750	\$11,288	\$11,852
Police Records Supervisor	\$6,243	\$6,555	\$6,882	\$7,227	\$7,588
Principal Planner	\$9,287	\$9,751	\$10,239	\$10,750	\$11,288
Purchasing Supervisor	\$6,167	\$6,476	\$6,799	\$7,139	\$7,496
PWM - Internal Services	\$8,713	\$9,149	\$9,606	\$10,087	\$10,591
PWM – Operations	\$8,713	\$9,149	\$9,606	\$10,087	\$10,591

PWM – Refuse	\$8,713	\$9,149	\$9,606	\$10,087	\$10,591
PWM - Tax Services	\$8,713	\$9,149	\$9,606	\$10,087	\$10,591
PWM – Wastewater	\$10,223	\$10,735	\$11,271	\$11,835	\$12,427
PWM – Water	\$9,237	\$9,699	\$10,184	\$10,693	\$11,228
PWS - Environmental Compliance	\$7,417	\$7,788	\$8,177	\$8,586	\$9,015
PWS – Facilities	\$5,801	\$6,091	\$6,396	\$6,715	\$7,051
PWS – Fleet	\$6,890	\$7,234	\$7,596	\$7,976	\$8,374
PWS – Laboratory	\$7,417	\$7,788	\$8,177	\$8,586	\$9,015
PWS - Parks/Trees	\$6,283	\$6,597	\$6,927	\$7,273	\$7,637
PWS - Sewers/Storm Drains	\$6,912	\$7,257	\$7,620	\$8,001	\$8,401
PWS - Solid Waste	\$6,189	\$6,499	\$6,824	\$7,165	\$7,523
PWS – Streets	\$6,819	\$7,160	\$7,518	\$7,894	\$8,289
PWS – Water	\$7,366	\$7,734	\$8,121	\$8,527	\$8,953
Recreation Supervisor	\$6,384	\$6,703	\$7,038	\$7,390	\$7,760
Revenue And Customer Serv Supr	\$6,659	\$6,992	\$7,342	\$7,709	\$8,095
Risk Analyst	\$6,782	\$7,122	\$7,478	\$7,851	\$8,244
Safety Coordinator	\$4,789	\$5,029	\$5,280	\$5,544	\$5,822
Senior Accountant	\$7,857	\$8,250	\$8,662	\$9,095	\$9,550
Senior Deputy City Attorney	\$10,318	\$10,834	\$11,376	\$11,945	\$12,542
Senior Engineer	\$9,358	\$9,826	\$10,317	\$10,833	\$11,375
Senior Management Analyst	\$8,251	\$8,664	\$9,097	\$9,552	\$10,029
Senior Planner	\$8,022	\$8,423	\$8,845	\$9,287	\$9,751
Software Analyst I	\$5,911	\$6,206	\$6,517	\$6,843	\$7,185
Software Analyst II	\$6,517	\$6,843	\$7,185	\$7,544	\$7,921
Software Analyst III	\$7,544	\$7,921	\$8,317	\$8,733	\$9,170
Systems Engineer I	\$6,517	\$6,843	\$7,185	\$7,544	\$7,921
Systems Engineer II	\$7,544	\$7,921	\$8,317	\$8,733	\$9,170
Systems Engineer III	\$8,072	\$8,475	\$8,899	\$9,344	\$9,811
WWTP Maintenance Supervisor	\$6,890	\$7,234	\$7,596	\$7,976	\$8,374
WWTP Operations Supervisor	\$7,299	\$7,664	\$8,047	\$8,449	\$8,872

All numbers have been rounded to the nearest \$1.

## Appendix "B" 2024 Cash-Outs

For 2024 only, employees with a minimum of 100 hours of vacation leave may elect to cash out twenty (20) hours on the first paycheck in December. This provision will be removed from this document following the first paycheck in December.

For 2024 only, employees may elect to cash out forty (40) hours of administrative leave on the first paycheck in December. This provision will be removed from this document following the first paycheck in December.

For 2024 only, employees may elect to cash out forty (40) hours of Compensatory Time Off on the first paycheck in December. This provision will be removed from this document following the first paycheck in December.