

Recommended Pay for Non-Union Employees - Effective 5/1/26

Position	Hired/Promoted to Current Position	Current Salary	Current w/ 2%COLA (FY26-27)	Proposed Merit 5/1/26	5/1/26 Merit Value (\$)	Total COLA & Merit (\$)	PD Stipend
Administrative Assistant - Mayor/Admin	6/3/2008	\$ 69,910	\$ 71,308	2.75%	\$ 1,923	\$ 73,231	
Assistant City Administrator/HR Director*	3/3/2026	\$ 155,000	\$ 158,100				
			\$ -				
Building Commissioner	1/16/2023	\$ 99,185	\$ 101,169	2.75%	\$ 2,728	\$ 103,896	
Building Inspector (Full-Time)	5/5/2025	\$ 72,000	\$ 73,440	2.50%	\$ 1,800	\$ 75,240	
Building Inspector (Part-Time)	3/24/2025	\$ 33,150	\$ 33,813	2.50%	\$ 829	\$ 34,642	
City Planner*	8/18/2025	\$ 91,520	\$ 93,350				
Community Development Director*	7/28/2025	\$ 152,500	\$ 155,550				
			\$ -				
Deputy City Clerk	3/19/2018	\$ 73,741	\$ 75,216	3.00%	\$ 2,212	\$ 77,428	
			\$ -				
Director of Engineering	11/9/2020	\$ 135,100	\$ 137,802	3.00%	\$ 4,053	\$ 141,855	
			\$ -				
Finance Director	11/6/2024	\$ 150,858	\$ 153,875	2.50%	\$ 3,771	\$ 157,647	
Utility Billing Supervisor	9/29/2016	\$ 83,265	\$ 84,930	2.75%	\$ 2,290	\$ 87,220	
Community Service Officer*	Vacant	\$ 55,724	\$ 56,838				
Deputy Police Chief - Operations	8/16/2004	\$ 141,459	\$ 144,288	3.00%	\$ 4,244	\$ 148,532	\$ 152,680.95
Education Stipend - Dep Police Chief	N/A	\$ 4,149	\$ 4,149				\$ 4,149.00
Deputy Police Chief - Patrol	9/5/2000	\$ 138,270	\$ 141,035	3.00%	\$ 4,148	\$ 145,184	\$ 147,077.50
Education Stipend - Dep Police Chief	N/A	\$ 1,894	\$ 1,894				\$ 1,894.00
Police A/V Specialist	3/13/2024	\$ 65,025	\$ 66,326	3.00%	\$ 1,951	\$ 68,276	
Police Chief	6/28/1999	\$ 164,407	\$ 167,695	2.75%	\$ 4,521	\$ 172,216	\$ 177,864.33
Merit Stipend - Police Chief	N/A	\$ 5,648	\$ 5,648				\$ 5,648.00
Police Records Supervisor	6/20/2023	\$ 74,285	\$ 75,771	3.00%	\$ 2,229	\$ 77,999	
Administrative Assistant -Public Works*	10/6/2025	\$ 68,700	\$ 70,074				
Janitor (Part-Time)*	Vacant	\$ 44,146	\$ 45,029				
Public Works Director*	12/16/2025	\$ 150,000	\$ 153,000				
		\$ 2,029,936	\$ 40,365		\$ 36,698	\$ 77,063	

* Additional merit funds are budgeted in FY26-27. Non-union employees hired or promoted after June 1, 2025 are not eligible for a merit increase on May 1, 2026. Non-Union employees hired or promoted after June 1, 2025 will be reviewed for performance and considered for merit adjustment eligibility upon their annual anniversary or promotion date. Supervisors will complete written annual evaluations and provide them to HR. HR will then schedule Executive Session meetings with City Council to discuss.