

# Ordinance 25-1311

## Exhibit A

### 2026 Preliminary Budgeted Positions and Salary Schedule

Amounts on this schedule are monthly

|                                                                  | FTE         | Step 1        | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       |
|------------------------------------------------------------------|-------------|---------------|--------------|--------------|--------------|--------------|--------------|
| <b>Legislative</b>                                               |             |               |              |              |              |              |              |
| Councilmembers                                                   | 7           |               |              |              |              |              | \$ 800.00    |
| <b>Executive</b>                                                 |             |               |              |              |              |              |              |
| Mayor                                                            | 0.5         |               |              |              |              |              | \$ 3,000.00  |
| City Administrator                                               | 1           |               |              |              |              |              | \$ 19,136.47 |
| Human Resources Director                                         | 1           | \$ 11,475.10  | \$ 12,240.09 | \$ 13,005.03 | \$ 13,770.09 | \$ 14,535.13 | \$ 15,300.14 |
| Human Resources Specialist                                       | 0           | \$ 6,492.71   | \$ 6,898.50  | \$ 7,302.76  | \$ 7,710.25  | \$ 8,116.39  | \$ 8,545.00  |
|                                                                  | <b>2.5</b>  |               |              |              |              |              |              |
| <b>Judicial</b>                                                  |             |               |              |              |              |              |              |
| Municipal Court Judge *                                          | 0.75        |               |              |              |              | \$ 14,131.00 | \$ 14,557.75 |
| Court Administrator *                                            | 1           | \$ 8,949.36   | \$ 9,546.09  | \$ 10,142.82 | \$ 10,739.54 | \$ 11,336.26 | \$ 11,933.03 |
| Senior Judicial Specialist *                                     | 2           | \$ 5,765.53   | \$ 6,150.71  | \$ 6,533.43  | \$ 6,918.62  | \$ 7,301.34  | \$ 7,686.54  |
| Judicial Specialist *                                            | 3           | \$ 5,147.79   | \$ 5,491.71  | \$ 5,833.42  | \$ 6,177.34  | \$ 6,519.06  | \$ 6,862.98  |
| Probation Officer                                                | 0.3         | \$ 6,834.54   | \$ 7,291.08  | \$ 7,747.64  | \$ 8,201.90  | \$ 8,658.45  | \$ 9,112.82  |
| Pro-tem Judge *                                                  |             | \$65 per hour |              |              |              |              |              |
|                                                                  | <b>7.05</b> |               |              |              |              |              |              |
| <b>Municipal Services Department</b>                             |             |               |              |              |              |              |              |
| City Clerk                                                       | 1           | \$ 8,195.15   | \$ 8,740.44  | \$ 9,287.15  | \$ 9,834.09  | \$ 10,380.61 | \$ 10,925.90 |
| Deputy City Clerk                                                | 1           | \$ 6,332.95   | \$ 6,755.01  | \$ 7,179.16  | \$ 7,601.22  | \$ 8,023.28  | \$ 8,445.34  |
| Public Records Specialist                                        | 0.85        | \$ 6,619.46   | \$ 7,058.28  | \$ 7,501.46  | \$ 7,941.01  | \$ 8,383.47  | \$ 8,823.02  |
| Administrative Specialist                                        | 1           | \$ 5,550.60   | \$ 5,923.49  | \$ 6,293.87  | \$ 6,661.73  | \$ 7,032.10  | \$ 7,402.48  |
| Passport Acceptance Agent                                        | 1.5         | \$ 4,662.33   | \$ 4,971.89  | \$ 5,281.44  | \$ 5,593.37  | \$ 5,905.29  | \$ 6,214.47  |
|                                                                  | <b>5.35</b> |               |              |              |              |              |              |
| <b>Finance/Info. Systems Department</b>                          |             |               |              |              |              |              |              |
| Finance Director                                                 | 1           | \$ 12,243.86  | \$ 13,060.01 | \$ 13,876.31 | \$ 14,692.61 | \$ 15,508.89 | \$ 16,323.87 |
| Information Systems Manager                                      | 1           | \$ 9,584.60   | \$ 10,223.53 | \$ 10,862.56 | \$ 11,501.56 | \$ 12,140.49 | \$ 12,779.51 |
| Finance Manager                                                  | 1           | \$ 8,171.26   | \$ 8,716.06  | \$ 9,260.82  | \$ 9,805.57  | \$ 10,350.33 | \$ 10,895.08 |
| Finance Specialist                                               | 2           | \$ 5,855.63   | \$ 6,243.10  | \$ 6,631.87  | \$ 7,022.70  | \$ 7,413.54  | \$ 7,804.38  |
| Accounting Clerk                                                 | 0.6         | \$ 5,022.73   | \$ 5,358.89  | \$ 5,692.87  | \$ 6,029.01  | \$ 6,362.99  | \$ 6,696.97  |
|                                                                  | <b>5.6</b>  |               |              |              |              |              |              |
| <b>Community Development: Planning &amp; Building Department</b> |             |               |              |              |              |              |              |
| Community Development Director                                   | 1           | \$ 11,946.02  | \$ 12,742.10 | \$ 13,538.19 | \$ 14,335.88 | \$ 15,131.95 | \$ 15,928.03 |
| Senior Planner                                                   | 1           | \$ 7,820.40   | \$ 8,342.05  | \$ 8,861.52  | \$ 9,385.36  | \$ 9,904.82  | \$ 10,426.47 |
| Associate Planner                                                | 0           | \$ 6,844.27   | \$ 7,300.91  | \$ 7,757.56  | \$ 8,213.40  | \$ 8,669.42  | \$ 9,125.70  |
| Assistant Planner                                                | 1           | \$ 6,102.17   | \$ 6,508.68  | \$ 6,915.19  | \$ 7,321.70  | \$ 7,728.21  | \$ 8,134.72  |
| Community Programs Planner                                       | 1           | \$ 6,844.27   | \$ 7,300.91  | \$ 7,757.56  | \$ 8,213.40  | \$ 8,669.42  | \$ 9,125.70  |
| Climate Coordinator                                              | 0           | \$ 7,076.41   | \$ 7,519.39  | \$ 7,961.16  | \$ 8,398.23  | \$ 8,840.81  | \$ 9,282.85  |
| Urban Forest Planner                                             | 0.75        | \$ 7,747.31   | \$ 8,264.09  | \$ 8,778.70  | \$ 9,297.64  | \$ 9,812.25  | \$ 10,329.03 |
| Building Official                                                | 1           | \$ 9,008.28   | \$ 9,608.81  | \$ 10,209.37 | \$ 10,809.91 | \$ 11,410.47 | \$ 12,011.02 |
| Permit Coordinator                                               | 0           | \$ 5,813.38   | \$ 6,200.66  | \$ 6,588.17  | \$ 6,975.58  | \$ 7,362.98  | \$ 7,750.37  |
| Permit Technician                                                | 0.8         | \$ 5,260.97   | \$ 5,611.56  | \$ 5,962.15  | \$ 6,312.74  | \$ 6,663.33  | \$ 7,013.91  |
|                                                                  | <b>6.55</b> |               |              |              |              |              |              |
| <b>Emergency Management</b>                                      |             |               |              |              |              |              |              |
| Emergency Manager                                                | 1           | \$ 8,825.68   | \$ 9,066.38  | \$ 9,307.07  | \$ 9,547.78  | \$ 9,788.48  | \$ 11,100.28 |
|                                                                  | <b>1</b>    |               |              |              |              |              |              |

|                                      | FTE          | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Police Department</b>             |              |              |              |              |              |              |              |
| Police Chief                         | 1            |              |              |              |              |              | \$ 17,537.16 |
| Commander                            | 2            | \$ 9,769.27  | \$ 10,421.87 | \$ 11,071.82 | \$ 11,723.04 | \$ 12,374.36 | \$ 13,977.07 |
| Sergeant 2                           | 4            |              |              |              |              |              | \$ 11,130.00 |
| Sergeant 1                           | 0            |              |              |              |              |              | \$ 10,575.00 |
| Police Officer                       | 9            | \$ 7,529.00  | \$ 8,125.00  | \$ 8,771.00  | \$ 9,409.00  |              |              |
| Detective                            | 2            | \$ 8,281.90  | \$ 8,937.50  | \$ 9,648.10  | \$ 10,349.90 |              |              |
| Traffic Officer *                    | 2            | \$ 7,905.45  | \$ 8,531.25  | \$ 9,209.55  | \$ 9,879.45  |              |              |
| K-9 Officer                          | 1            | \$ 7,905.45  | \$ 8,531.25  | \$ 9,209.55  | \$ 9,879.45  |              |              |
| Support Services Officer *           | 2            | \$ 5,983.00  | \$ 6,411.00  | \$ 6,836.00  | \$ 7,274.00  |              |              |
| Records Specialist                   | 2            | \$ 5,772.00  | \$ 5,979.00  | \$ 6,184.00  | \$ 6,387.00  | \$ 6,589.00  | \$ 6,794.00  |
| Domestic Violence Advocate           | 0.35         | \$ 6,324.73  | \$ 6,747.51  | \$ 7,167.85  | \$ 7,590.64  | \$ 8,010.98  | \$ 8,433.78  |
|                                      | <b>25.35</b> |              |              |              |              |              |              |
| <b>Public Works Department</b>       |              |              |              |              |              |              |              |
| Public Works Director                | 1            | \$ 13,364.90 | \$ 13,765.01 | \$ 14,626.47 | \$ 15,486.27 | \$ 16,345.89 | \$ 17,207.53 |
| Senior Project Manager               | 1            | \$ 9,147.92  | \$ 9,650.41  | \$ 10,253.41 | \$ 10,856.90 | \$ 11,460.29 | \$ 12,063.65 |
| Project Manager                      | 1            | \$ 7,932.95  | \$ 8,459.97  | \$ 8,989.29  | \$ 9,518.62  | \$ 10,047.94 | \$ 10,574.97 |
| Public Works Superintendent          | 1            | \$ 8,068.70  | \$ 8,607.59  | \$ 9,144.86  | \$ 9,682.12  | \$ 10,221.01 | \$ 11,618.93 |
| Stormwater Program Coordinator       | 1            | \$ 7,076.41  | \$ 7,519.39  | \$ 7,961.16  | \$ 8,398.23  | \$ 8,840.81  | \$ 9,282.85  |
| PW Admin. Assistant                  | 0.5          | \$ 5,260.97  | \$ 5,611.56  | \$ 5,962.15  | \$ 6,312.74  | \$ 6,663.33  | \$ 7,013.91  |
| Lead Maintenance Worker              | 1            | \$ 7,349.52  | \$ 7,608.91  | \$ 7,868.31  | \$ 8,127.67  | \$ 8,387.08  | \$ 8,646.49  |
| Maintenance Worker                   | 5            | \$ 6,681.38  | \$ 6,917.19  | \$ 7,153.01  | \$ 7,388.79  | \$ 7,624.62  | \$ 7,860.45  |
| Seasonal Maintenance Worker (Hourly) | 2            | \$ 24.17     | \$ 25.68     | \$ 27.18     | \$ 28.70     | \$ 30.20     | \$ 32.22     |
|                                      | <b>13.5</b>  |              |              |              |              |              |              |
| <b>Total Adjusted 2026 Positions</b> | <b>66.90</b> |              |              |              |              |              |              |

New Position

Updated Title

Market Adjustment

\*Fully/Partially funded by Traffic Safety