2026 Classification and Pay Schedule 2.5 COLA

Minimum Wage: $17.13 Hourly

Attachment A

Number	Active Job Classes	Grade	Minimum	Maximum
101	City Administrator	44	15062	20184
102	City Attorney	42	13661	18308
103	Administrative Services Director	41	13011	17436
104	Human Resources Analyst	29	7245	9709
105	Assistant City Administrator	39	11802	15815
106	Human Resources Program Manager	35	9709	13011
107	Department Assistant III	24	5676	7608
108	Department Assistant II	22	5149	6900
109	Department Assistant I	21	4904	6571
110	Senior Human Resources Analyst	30	7608	10195
111	Assistant City Attorney	35	9709	13011
112	Administrative Assistant	25	5960	7988
113	Executive Assistant	27	6571	8807
114	Management Analyst	29	7245	9709
115	Finance Director	41	13011	17436
116	Deputy Finance Director	37	10704	14345
117	City Clerk	31	7988	10704
118	Accountant	29	7245	9709
119	Payroll Officer	28	6900	9247
120	Accounting/Utility Billing Supervisor	31	7988	10704
121	Accounting Assistant I	22	5149	6900
122	Deputy City Clerk	27	6571	8807
124	Accounting Technician	24	5676	7608
126	Human Resources Specialist	27	6571	8807
132	Volunteer Coordinator	25	5960	7988
133	Police Administrative Manager	36	10195	13661
140	Police Services Specialist I	25	5960	7988
141	Police Services Specialist II	28	6900	9247
142	Communications Director	41	13011	17436
143	Economic Development Coordinator	29	7245	9709
144	Senior Accountant	31	7988	10704
146	Records Clerk	22	5149	6900
148	Paralegal	27	6571	8807
149	Community Engagement Specialist	25	5960	7988
152	Accounting Assistant II	23	5406	7245
153	Assistant Planner	27	6571	8807
200	Senior Engineer	35	9709	13011
202	City Engineer	37	10704	14345
207	Deputy Water Resources & Sustainability Director	37	10704	14345
208	Water Resources Program Manager	35	9709	13011
209	Engineer III	34	9247	12391
210	Transportation & Engineering Director	41	13011	17436
211	Engineer II	32	8387	11239
212	Engineer I	30	7608	10195
213	Senior Water Resources Specialist	29	7245	9709
214	Water Resources Specialist	28	6900	9247

215	Engineering Tech IV	27	6571	8807
216	Senior Inspector	29	7245	9709
217	Engineering Tech III	26	6259	8387
218	Water Resources & Sustainability Director	41	13011	17436
219	Engineering Technician II	25	5960	7988
220	Urban Forrester	28	6900	9247
221	GIS Program Manager	31	7988	10704
222	Finance Manager	35	9709	13011
223	Deputy Transportation & Engineering Director	37	10704	14345
224	Sustainability Manager	35	9709	13011
225	Utilities Operations Manager	36	10195	13661
226	Transportation Operations Manager	36	10195	13661
227	Community Development Director	41	13011	17436
228	Deputy Community Development Director	37	10704	14345
229	Permit Manager	36	10195	13661
230	Assistant Utility Operations Manager	33	8807	11802
231	Associate Planner	29	7245	9709
234	Senior Planner	34	9247	12391
235	Planning Manager	36	10195	13661
237	Permit/Planning Technician	24	5676	7608
240	Parks and Recreation Director	41	13011	17436
241	Recreation Supervisor	31	7988	10704
242	Recreation Coordinator	25	5960	7988
243	Recreation and Marketing Specialist	25	5960	7988
244	Recreation Manager	36	10195	13661
250	Golf Operations Manager	35	9709	13011
252	Golf Course Superintendent	35	9709	13011
253	Golf Maintenance Worker I	22	5149	6900
254	Golf Maintenance Worker II	23	5406	7245
256	Golf Operations Coordinator	25	5960	7988
257	Sustainability Coordinator	29	7245	9709
258	Arts Specialist	25	5960	7988
259	GIS Analyst	28	6900	9247
316	Parks Manager	35	9709	13011
317	Facilities Manager	35	9709	13011
318	Building Maintenance Worker I	22	5149	6900
319	Parks Maintenance Worker II	23	5406	7245
320	Parks Maintenance Supervisor	29	7245	9709
321	Equipment Repair Technician	25	5960	7988
322	Building Maintenance Supervisor	29	7245	9709
323	Parks Maintenance Lead	26	6259	8387
324	Parks Maintenance Worker I	22	5149	6900
326	Building Maintenance Worker II	25	5960	7988
342	Traffic Signal and Streetlight Tech II	Per Contract		
344	Electrician II	Per Contract		
345	Fleet Technician I	Per Contract		
349	Field Crew Lead	Per Contract		
351	Maintenance Tech I	Per Contract		
352	Maintenance Tech II	Per Contract		

353	Maintenance Tech III	Per Contract		
362	Network Administrator	31	7988	10704
363	Information Technology Director	41	13011	17436
368	Applications Analyst	27	6571	8807
369	Systems Administrator II (BWC)	30	7608	10195
370	Senior Information Technology Specialist	30	7608	10195
371	ERP Implementation Manager	35	9709	13011
372	Business Applications Analyst (ERP)	28	6900	9247
373	Golf Operations Supervisor	26	6259	8387
374	Fleet Technician II	Per Contract		
401	Building and Fire Safety Official	36	10195	13661
403	Building and Fire Safety Plans Examiner	28	6900	9247
405	Building/Fire Safety Inspector	27	6571	8807
408	Environmental Field Technician	27	6571	8807
409	Police Chief	42	13661	18308
410	Deputy Police Chief	40	12391	16606
413	Police Lieutenant	Per Contract		
414	Police Sergeant	Per Contract		
415	Police Officer	Per Contract		
416	Police Evidence Technician	26	6259	8387
417	Police Strategic Advisor	31	7988	10704
418	Police Records Supervisor	29	7068	9472
431	Fire Chief	42	13661	18308
433	Deputy Fire Chief	40	12391	16606
435	Battalion Chief	Per Contract		
437	Paramedic Lieutenant	Per Contract		
438	Fire Training Lieutenant	Per Contract		
439	Fire Lieutenant	Per Contract		
440	Fire Prevention Officer I	Per Contract		
441	Paramedic Firefighter	Per Contract		
442	Firefighter	Per Contract		
444	Medical Services Officer and BC	Per Contract		
445	Fire Prevention Officer II	Per Contract		

Total FTE Count is 275 for the 2025-2026 Biennium