

EXECUTIVE AND MANAGEMENT EMPLOYEES
SALARY SCHEDULE 1
Effective July 10, 2026

Pay Grade	Job Classifications	Frequency		Minimum	25th Percentile	Midpoint	75th Percentile	Maximum
M1	Management Analyst	Annual		\$86,819.20	\$98,800.00	\$110,822.40	\$122,844.80	\$134,846.40
	Human Resources Analyst	Monthly		\$7,234.93	\$8,233.33	\$9,235.20	\$10,237.07	\$11,237.20
	Recreation Supervisor	Bi-weekly		\$3,339.20	\$3,800.00	\$4,262.40	\$4,724.80	\$5,186.40
	Executive Assistant to City Manager/Council	Hourly		\$41.74	\$47.50	\$53.28	\$59.06	\$64.83
	Public Works Supervisor							
M2	Deputy City Clerk	Annual		\$99,340.80	\$110,676.80	\$117,707.20	\$133,328.00	\$144,664.00
	Senior Human Resources Analyst	Monthly		\$8,278.40	\$9,223.07	\$9,808.93	\$11,110.67	\$12,055.33
	Senior Management Analyst	Bi-weekly		\$3,820.80	\$4,256.80	\$4,527.20	\$5,128.00	\$5,564.00
		Hourly		\$47.76	\$53.21	\$56.59	\$64.10	\$69.55
M3	Network System Engineer	Annual		\$109,241.60	\$121,700.80	\$134,180.80	\$146,640.00	\$159,099.20
	Senior Planner	Monthly		\$9,103.47	\$10,141.73	\$11,181.73	\$12,220.00	\$13,258.27
		Bi-weekly		\$4,201.60	\$4,680.80	\$5,160.80	\$5,640.00	\$6,119.20
		Hourly		\$52.52	\$58.51	\$64.51	\$70.50	\$76.49
M4	Information Technology Manager	Annual		\$120,182.40	\$134,035.20	\$147,867.20	\$161,699.20	\$175,552.00
	Principal Human Resources Analyst	Monthly		\$10,015.20	\$11,169.60	\$12,322.27	\$13,474.93	\$14,629.33
	Principal Management Analyst	Bi-weekly		\$4,622.40	\$5,155.20	\$5,687.20	\$6,219.20	\$6,752.00
	Principal Planner	Hourly		\$57.78	\$64.44	\$71.09	\$77.74	\$84.40
	Recreation Manager							
	Sustainability Program Manager							
M4-A	Building Official							
	Human Resources Manager	Annual		\$132,163.20	\$147,243.20	\$162,323.20	\$177,403.20	\$192,504.00
	Senior Civil Engineer	Monthly		\$11,013.60	\$12,270.27	\$13,526.93	\$14,783.60	\$16,042.00
	Senior Insurance & Risk Manager	Bi-weekly		\$5,083.20	\$5,663.20	\$6,243.20	\$6,823.20	\$7,404.00
	Senior Accountant	Hourly		\$63.54	\$70.79	\$78.04	\$85.29	\$92.55
	Internal Compliance & Government Affairs Mgr							
M5	Fire Battalion Chief (2912 annual hours)	Annual		\$136,689.28	\$152,268.48	\$167,876.80	\$183,426.88	\$199,035.20
		Monthly		\$11,390.77	\$12,689.04	\$13,989.73	\$15,285.57	\$16,586.27
		Bi-weekly		\$5,257.28	\$5,856.48	\$6,456.80	\$7,054.88	\$7,655.20
		Hourly		\$46.94	\$52.29	\$57.65	\$62.99	\$68.35
M6	Marine Safety Captain	Annual		\$145,433.60	\$162,011.20	\$178,588.80	\$195,166.40	\$211,764.80
	Finance Manager	Monthly		\$12,119.47	\$13,500.93	\$14,882.40	\$16,263.87	\$17,647.07
	Principal Civil Engineer	Bi-weekly		\$5,593.60	\$6,231.20	\$6,868.80	\$7,506.40	\$8,144.80
		Hourly		\$69.92	\$77.89	\$85.86	\$93.83	\$101.81
M6-A	Fire Battalion Chief (2080 annual hours)	Annual		\$150,342.40	\$167,481.60	\$184,641.60	\$201,801.60	\$218,961.60
		Monthly		\$12,528.53	\$13,956.80	\$15,386.80	\$16,816.80	\$18,246.80
		Bi-weekly		\$5,782.40	\$6,441.60	\$7,101.60	\$7,761.60	\$8,421.60
		Hourly		\$72.28	\$80.52	\$88.77	\$97.02	\$105.27
M7	City Engineer/Deputy Director of Engineering	Annual		\$153,774.40	\$175,073.60	\$196,352.00	\$217,651.20	\$238,929.60
	Deputy Director of Public Works	Monthly		\$12,814.53	\$14,589.47	\$16,362.67	\$18,137.60	\$19,910.80
	Deputy Fire Chief	Bi-weekly		\$5,914.40	\$6,733.60	\$7,552.00	\$8,371.20	\$9,189.60
	City Planner	Hourly		\$73.93	\$84.17	\$94.40	\$104.64	\$114.87
M8	City Clerk	Annual		\$169,145.60	\$192,566.40	\$215,966.40	\$239,387.20	\$262,787.20
	Public Works Director	Monthly		\$14,095.47	\$16,047.20	\$17,997.20	\$19,948.93	\$21,898.93
	Community Development Director	Bi-weekly		\$6,505.60	\$7,406.40	\$8,306.40	\$9,207.20	\$10,107.20
	Fire Chief	Hourly		\$81.32	\$92.58	\$103.83	\$115.09	\$126.34
	Finance Director/City Treasurer							
	Human Resources Director							
M9	Information Technology Director							
	Assistant City Manager	Annual		\$219,793.60	\$234,374.40	\$248,955.20	\$263,515.20	\$278,096.00
		Monthly		\$18,316.13	\$19,531.20	\$20,746.27	\$21,959.60	\$23,174.67
		Bi-weekly		\$8,453.60	\$9,014.40	\$9,575.20	\$10,135.20	\$10,696.00
		Hourly		\$105.67	\$112.68	\$119.69	\$126.69	\$133.70