

**RESOLUTION NO. 9977**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FOUNTAIN VALLEY RELATING TO THE CLASSIFICATION AND COMPENSATION COMPREHENSIVE SALARY SCHEDULE OF CITY EMPLOYEES AND SUPERSEDING ALL PROVISIONS CONTAINED IN RESOLUTION NO. 9961 AND ALL SUBSEQUENT SALARY SCHEDULE RESOLUTIONS, WHICH PERTAIN TO THE CLASSIFICATION AND COMPENSATION OF CITY EMPLOYEES.**

WHEREAS, the City Council of the City of Fountain Valley hereby establishes a basic compensation plan for City employees in all of the classifications of employment as described in this resolution; and

WHEREAS, representatives of the City Council and the City Manager or the City Manager and representatives of the bargaining groups and unrepresented units noted below periodically negotiate in good faith to reach agreement on benefits and compensation pursuant to Government Code Section 3500 et seq; and

<b>Employee Unit Name</b>
Fountain Valley Firefighters' IAFF Local 4530
Individually Represented Battalion Chiefs
Fountain Valley Police Officers' Association
Police Officers' Management Unit
Professional/Technical Unit
Fountain Valley General Employees' Association
Fountain Valley Municipal Employees' Association
Non-Represented Professional/Technical Employees
Administrative Officers
Part-Time Employees
Non-Represented Limited-Service Employees

Resolution of the City Council  
 Comprehensive Salary Schedule  
 February 3, 2026

WHEREAS, the City maintains a comprehensive salary resolution of each paid City classification and their corresponding salary range; and

WHEREAS, the comprehensive salary resolution is updated periodically to include any negotiated adjustments to the salary range for a classification, title changes to an existing classification, reclassification or deletion of existing classifications, or new classifications; and

WHEREAS, the City desires hereby to add the salary range of Division Chief – 40 hours (P56A) when assigned to Fire Administration to the salary schedule specified below and in Exhibit 1, upon adoption of this resolution; and

Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P56A	Division Chief - 40 Hour	Annual	\$ 185,767.21	\$ 195,055.56	\$ 204,808.33	\$ 215,048.75	\$ 225,801.19
		Monthly	\$ 15,480.60	\$ 16,254.63	\$ 17,067.36	\$ 17,920.73	\$ 18,816.77
		Bi-weekly	\$ 7,144.89	\$ 7,502.14	\$ 7,877.24	\$ 8,271.11	\$ 8,684.66
		Hourly	\$ 89.3112	\$ 93.7767	\$ 98.4655	\$ 103.3888	\$ 108.5583

WHEREAS, the City desires to create the classification of full-time non-represented limited-service Ambulance Operator (A01), to the salary schedule specified below and in Exhibit 1, upon adoption of this resolution; and

Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
A01	Ambulance Operator	Annual	\$ 38,480.00	\$ 40,404.00	\$ 42,424.30	\$ 44,545.49	\$ 46,772.75
		Monthly	\$ 3,206.67	\$ 3,367.00	\$ 3,535.36	\$ 3,712.12	\$ 3,897.73
		Bi-weekly	\$ 1,480.00	\$ 1,654.00	\$ 1,631.70	\$ 1,713.29	\$ 1,798.95
		Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49

WHEREAS, the City desires to create the classification of part-time non-represented limited-service Ambulance Operator (T44), to the salary schedule specified below and in Exhibit 1, upon adoption of this resolution:

Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
T44	Ambulance Operator*	Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49

Resolution of the City Council  
Comprehensive Salary Schedule  
February 3, 2026

NOW, THEREFORE, the City Council of the City of Fountain Valley does hereby resolve as follows:

SECTION 1. All provisions shall be effective as noted in Exhibit 1 for each classification.

SECTION 2. The salary ranges and hourly rate ranges as specified in Exhibit 1 for paid City classifications for employees are hereby established.

Passed and adopted by the City Council of the City of Fountain Valley this 3<sup>rd</sup> day of February 2026.

Ayes: Bui, Constantine, Grandis, Harper, Cunneen  
Nays: None  
Absent: None  
Abstain: None



Rick Miller, City Clerk



Jim Cunneen, Mayor

**APPROVED AS TO FORM:**



Colin Burns, Attorney for the City

Attachment: 1. Exhibit - Salary Schedule

**Exhibit 1 -City of Fountain Valley Salary Schedule**  
**City Council Meeting 2/3/2026**

**Bargaining Unit Codes:**

POA: Fountain Valley Police Officers' Association  
 POMU: Fountain Valley Police Management Unit  
 FVFA: Fountain Valley Firefighters' Association IAFF Local 4530  
 BC: Individually Represented Battalion Chiefs and Division Chief  
 P&T: Professional/Technical Unit  
 IRP&T: Individually Represented Professionals/Technical Employees  
 FVGEA: Fountain Valley General Employees' Association  
 FVMEA: Fountain Valley Municipal Employees' Association  
 PT: Part-Time Employees (Non-Represented)  
 Limited-Service: Limited Service Employees (Non-Represented)  
 Admin Officers: Administrative Officers (Non-Represented)

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POA	6/21/2025	O08	Corporal	Annual	\$ 100,735.58	\$ 105,772.37	\$ 111,060.99	\$ 116,614.05	\$ 122,444.75
				Monthly	\$ 8,394.63	\$ 8,814.36	\$ 9,255.08	\$ 9,717.84	\$ 10,203.73
				Bi-weekly	\$ 3,874.45	\$ 4,068.17	\$ 4,271.58	\$ 4,485.16	\$ 4,709.41
POA	6/21/2025	O04	Police Officer	Annual	\$ 95,029.97	\$ 100,726.46	\$ 105,762.79	\$ 111,050.92	\$ 116,603.47
				Monthly	\$ 7,994.16	\$ 8,393.87	\$ 8,813.57	\$ 9,254.24	\$ 9,716.96
				Bi-weekly	\$ 3,689.61	\$ 3,874.09	\$ 4,067.80	\$ 4,271.19	\$ 4,484.75
POA	6/21/2025	O03	Police Sergeant	Annual	\$ 123,824.05	\$ 130,015.27	\$ 136,516.03	\$ 143,341.83	\$ 150,508.92
				Monthly	\$ 10,318.67	\$ 10,834.61	\$ 11,376.34	\$ 11,945.15	\$ 12,542.41
				Bi-weekly	\$ 4,762.46	\$ 5,000.59	\$ 5,250.62	\$ 5,513.15	\$ 5,788.80
				Hourly	\$ 59.5308	\$ 62.5074	\$ 65.6328	\$ 68.9144	\$ 72.3600

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
POMU	6/21/2025	O02	Police Lieutenant	Annual	\$ 151,739.16	\$ 159,326.12	\$ 167,292.42	\$ 175,657.04	\$ 184,439.89
				Monthly	\$ 12,644.93	\$ 13,277.18	\$ 13,941.04	\$ 14,638.09	\$ 15,369.99
				Bi-weekly	\$ 5,838.12	\$ 6,127.93	\$ 6,434.32	\$ 6,756.04	\$ 7,093.84
POMU	6/21/2025	O01	Police Captain	Annual	\$ 173,133.86	\$ 181,790.55	\$ 190,880.08	\$ 200,424.09	\$ 210,445.30
				Monthly	\$ 14,427.82	\$ 15,149.21	\$ 15,906.67	\$ 16,702.01	\$ 17,537.11
				Bi-weekly	\$ 6,658.99	\$ 6,991.94	\$ 7,341.54	\$ 7,708.62	\$ 8,094.05
				Hourly	\$ 83.2374	\$ 87.3993	\$ 91.7693	\$ 96.3578	\$ 101.1756

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVFA	6/21/2025	F01	Fire Captain	Annual	\$ 118,118.96	\$ 124,024.91	\$ 130,226.16	\$ 136,737.46	\$ 143,574.33
				Monthly	\$ 9,843.25	\$ 10,335.41	\$ 10,852.18	\$ 11,394.79	\$ 11,964.53
				Bi-weekly	\$ 4,543.04	\$ 4,770.19	\$ 5,008.70	\$ 5,259.13	\$ 5,522.09
FVFA	6/21/2025	F02	Fire Engineer	Annual	\$ 101,970.45	\$ 107,068.97	\$ 112,422.41	\$ 118,043.54	\$ 123,945.70
				Monthly	\$ 8,497.54	\$ 8,922.41	\$ 9,368.53	\$ 9,836.96	\$ 10,328.81
				Bi-weekly	\$ 3,921.94	\$ 4,118.04	\$ 4,323.94	\$ 4,540.14	\$ 4,767.14
FVFA	6/21/2025	F03	Firefighter	Annual	\$ 88,175.39	\$ 92,584.17	\$ 97,213.38	\$ 102,074.04	\$ 107,177.74
				Monthly	\$ 7,347.95	\$ 7,715.35	\$ 8,101.11	\$ 8,506.17	\$ 8,931.48
				Bi-weekly	\$ 3,391.36	\$ 3,560.93	\$ 3,738.98	\$ 3,925.92	\$ 4,122.22
FVFA	6/21/2025	F04	Firefighter/Paramedic	Annual	\$ 100,960.84	\$ 106,008.88	\$ 111,309.33	\$ 116,874.79	\$ 122,718.54
				Monthly	\$ 8,413.40	\$ 8,834.07	\$ 9,275.78	\$ 9,739.57	\$ 10,226.55
				Bi-weekly	\$ 3,883.11	\$ 4,077.26	\$ 4,281.13	\$ 4,495.18	\$ 4,719.94
FVFA	6/21/2025	F06	Admin Fire Capt	Annual	\$ 136,073.05	\$ 142,876.70	\$ 150,020.53	\$ 157,521.58	\$ 165,397.64
				Monthly	\$ 11,339.42	\$ 11,906.39	\$ 12,501.71	\$ 13,126.80	\$ 13,783.14
				Bi-weekly	\$ 5,233.58	\$ 5,495.26	\$ 5,770.02	\$ 6,058.52	\$ 6,361.45
				Hourly	\$ 65.4198	\$ 68.6908	\$ 72.1253	\$ 75.7315	\$ 79.5181

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
BC	6/21/2025	P23	Battalion Chief	Annual	\$ 165,126.41	\$ 173,382.72	\$ 182,051.85	\$ 191,154.44	\$ 200,712.17
				Monthly	\$ 13,760.53	\$ 14,448.56	\$ 15,170.99	\$ 15,929.54	\$ 16,728.01
				Bi-weekly	\$ 6,351.02	\$ 6,668.57	\$ 7,001.99	\$ 7,352.09	\$ 7,719.70
BC	6/21/2025	P23	Battalion Chief - 40 Hour	Annual	\$ 165,126.41	\$ 173,382.72	\$ 182,051.85	\$ 191,154.44	\$ 200,712.17
				Monthly	\$ 13,760.53	\$ 14,448.56	\$ 15,170.99	\$ 15,929.54	\$ 16,728.01
				Bi-weekly	\$ 6,351.02	\$ 6,668.57	\$ 7,001.99	\$ 7,352.09	\$ 7,719.70
BC	6/21/2025	P56	Division Chief	Annual	\$ 179,987.78	\$ 188,987.17	\$ 198,436.52	\$ 208,358.35	\$ 218,776.27
				Monthly	\$ 14,998.98	\$ 15,748.93	\$ 16,536.38	\$ 17,363.20	\$ 18,231.36
				Bi-weekly	\$ 6,922.61	\$ 7,268.74	\$ 7,632.17	\$ 8,013.78	\$ 8,414.47
BC	2/3/2026	P56A	Division Chief - 40 Hour	Annual	\$ 185,767.21	\$ 195,055.56	\$ 204,808.33	\$ 215,048.75	\$ 225,801.19
				Monthly	\$ 15,480.60	\$ 16,254.63	\$ 17,067.36	\$ 17,920.73	\$ 18,816.77
				Bi-weekly	\$ 7,144.89	\$ 7,502.14	\$ 7,877.24	\$ 8,271.11	\$ 8,684.66
				Hourly	\$ 89.3112	\$ 93.7767	\$ 98.4655	\$ 103.3888	\$ 108.5583

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P&T	6/21/2025	P67	Associate Planner	Annual	\$ 92,294.86	\$ 96,909.61	\$ 101,755.09	\$ 106,842.85	\$ 112,184.99
				Monthly	\$ 7,691.24	\$ 8,075.80	\$ 8,479.59	\$ 8,903.58	\$ 9,348.75
				Bi-weekly	\$ 3,549.80	\$ 3,727.29	\$ 3,913.66	\$ 4,109.34	\$ 4,314.81
P&T	6/21/2025	P57	Building Official	Annual	\$ 150,419.82	\$ 157,940.82	\$ 165,837.86	\$ 174,129.75	\$ 182,836.24
				Monthly	\$ 12,534.98	\$ 13,161.73	\$ 13,819.82	\$ 14,510.81	\$ 15,236.35
				Bi-weekly	\$ 5,785.38	\$ 6,074.65	\$ 6,378.38	\$ 6,697.30	\$ 7,032.16
P&T	6/21/2025	P09	Community Services Supervisor	Annual	\$ 72,317.3	\$ 75,933.1	\$ 79,729.8	\$ 83,716.3	\$ 87,902.0
				Monthly	\$ 6,026.44	\$ 6,327.76	\$ 6,644.15	\$ 6,976.36	\$ 7,325.17
				Bi-weekly	\$ 2,813.22	\$ 2,963.88	\$ 3,122.08	\$ 3,288.18	\$ 3,462.59
P&T	6/21/2025	P46	Crime Analyst	Annual	\$ 96,414.83	\$ 101,235.58	\$ 106,297.36	\$ 111,612.22	\$ 117,192.63
				Monthly	\$ 8,034.57	\$ 8,436.29	\$ 8,858.12	\$ 9,301.02	\$ 9,766.07
				Bi-weekly	\$ 3,708.26	\$ 3,893.68	\$ 4,088.36	\$ 4,292.78	\$ 4,507.42
				Hourly	\$ 46.3533	\$ 48.6710	\$ 51.1045	\$ 53.6598	\$ 56.3428

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
P&T	6/21/2025	P72	Deputy Fire Marshal	Annual	\$ 111,160.90	\$ 116,718.95	\$ 122,554.90	\$ 128,662.63	\$ 135,119.77
				Monthly	\$ 9,263.40	\$ 9,726.58	\$ 10,212.90	\$ 10,723.55	\$ 11,259.73
				Bi-weekly	\$ 4,275.42	\$ 4,489.19	\$ 4,713.65	\$ 4,949.33	\$ 5,196.80
				Hourly	\$ 53.4428	\$ 58.1149	\$ 58.9208	\$ 61.8666	\$ 64.9600
P&T	6/21/2025	P50	Deputy Public Works Director/City Engineer	Annual	\$ 175,127.26	\$ 183,883.63	\$ 193,077.81	\$ 202,731.69	\$ 212,868.28
				Monthly	\$ 14,593.94	\$ 15,323.64	\$ 16,089.82	\$ 16,894.31	\$ 17,739.02
				Bi-weekly	\$ 6,735.66	\$ 7,072.45	\$ 7,426.07	\$ 7,797.37	\$ 8,187.24
				Hourly	\$ 84.1958	\$ 88.4056	\$ 92.8259	\$ 97.4671	\$ 102.3405
P&T	6/21/2025	P55	Emergency Medical Services Manager	Annual	\$ 129,623.27	\$ 136,104.44	\$ 142,909.68	\$ 150,055.14	\$ 157,557.90
				Monthly	\$ 10,801.94	\$ 11,342.03	\$ 11,899.13	\$ 12,504.60	\$ 13,129.82
				Bi-weekly	\$ 4,985.51	\$ 5,234.79	\$ 5,498.53	\$ 5,771.35	\$ 6,059.92
				Hourly	\$ 62.3189	\$ 65.4349	\$ 68.7066	\$ 72.1419	\$ 75.7490
P&T	6/21/2025	P20	Engineering Associate	Annual	\$ 123,303.95	\$ 129,475.44	\$ 135,948.23	\$ 142,746.69	\$ 149,884.03
				Monthly	\$ 10,275.82	\$ 10,789.63	\$ 11,329.10	\$ 11,895.56	\$ 12,490.34
				Bi-weekly	\$ 4,742.69	\$ 4,979.82	\$ 5,228.82	\$ 5,490.28	\$ 5,764.77
				Hourly	\$ 59.2838	\$ 62.2478	\$ 65.3603	\$ 68.6283	\$ 72.0596
P&T	6/21/2025	P31	Environmental Services Administrator	Annual	\$ 114,032.63	\$ 119,734.26	\$ 125,720.97	\$ 132,007.03	\$ 138,607.38
				Monthly	\$ 9,502.72	\$ 9,977.85	\$ 10,476.75	\$ 11,000.59	\$ 11,550.61
				Bi-weekly	\$ 4,385.87	\$ 4,605.16	\$ 4,835.42	\$ 5,077.19	\$ 5,331.05
				Hourly	\$ 54.8234	\$ 57.5645	\$ 60.4428	\$ 63.4849	\$ 66.6381
P&T	6/21/2025	P25	Field Services Manager	Annual	\$ 158,710.25	\$ 166,645.77	\$ 174,978.08	\$ 183,728.96	\$ 192,913.31
				Monthly	\$ 13,225.86	\$ 13,887.15	\$ 14,581.51	\$ 15,310.58	\$ 16,076.11
				Bi-weekly	\$ 6,104.24	\$ 6,409.45	\$ 6,729.93	\$ 7,066.42	\$ 7,419.74
				Hourly	\$ 78.3030	\$ 80.1181	\$ 84.1241	\$ 88.3303	\$ 92.7468
P&T	6/21/2025	P48	Fire Marshal	Annual	\$ 144,741.50	\$ 151,978.57	\$ 159,577.50	\$ 167,556.38	\$ 175,934.19
				Monthly	\$ 12,061.80	\$ 12,664.88	\$ 13,298.13	\$ 13,963.03	\$ 14,661.18
				Bi-weekly	\$ 5,566.88	\$ 5,845.33	\$ 6,137.60	\$ 6,444.48	\$ 6,766.70
				Hourly	\$ 69.5873	\$ 73.0668	\$ 76.7200	\$ 80.5560	\$ 84.5838
P&T	6/21/2025	P05	Housing Coordinator	Annual	\$ 119,112.75	\$ 125,068.38	\$ 131,321.81	\$ 137,887.89	\$ 144,782.29
				Monthly	\$ 9,926.06	\$ 10,422.37	\$ 10,943.48	\$ 11,490.66	\$ 12,065.20
				Bi-weekly	\$ 4,581.26	\$ 4,810.32	\$ 5,050.84	\$ 5,303.38	\$ 5,568.55
				Hourly	\$ 57.2658	\$ 60.1290	\$ 63.1355	\$ 66.2923	\$ 69.6069
P&T	6/21/2025	P10	Information Technology Manager	Annual	\$ 154,943.31	\$ 162,690.48	\$ 170,824.99	\$ 179,366.25	\$ 188,334.57
				Monthly	\$ 12,911.94	\$ 13,557.54	\$ 14,235.42	\$ 14,947.19	\$ 15,694.55
				Bi-weekly	\$ 5,959.38	\$ 6,257.33	\$ 6,570.19	\$ 6,908.70	\$ 7,243.64
				Hourly	\$ 74.4920	\$ 78.2196	\$ 82.1274	\$ 86.2338	\$ 90.5455
P&T	6/21/2025	P41	Internal Services Supervisor	Annual	\$ 103,223.55	\$ 108,384.72	\$ 113,803.97	\$ 119,494.16	\$ 125,468.87
				Monthly	\$ 8,601.96	\$ 9,032.06	\$ 9,483.67	\$ 9,957.84	\$ 10,455.74
				Bi-weekly	\$ 3,970.14	\$ 4,168.64	\$ 4,377.08	\$ 4,595.93	\$ 4,825.73
				Hourly	\$ 49.6268	\$ 52.1080	\$ 54.7135	\$ 57.4491	\$ 60.3218
P&T	6/21/2025	P64	Management Analyst	Annual	\$ 88,414.83	\$ 91,235.58	\$ 94,297.36	\$ 97,612.22	\$ 101,182.63
				Monthly	\$ 7,367.87	\$ 7,602.97	\$ 7,858.12	\$ 8,134.35	\$ 8,431.89
				Bi-weekly	\$ 3,708.28	\$ 3,893.68	\$ 4,068.38	\$ 4,292.78	\$ 4,507.42
				Hourly	\$ 48.3533	\$ 50.6710	\$ 53.1045	\$ 55.6598	\$ 58.3428
P&T	6/21/2025	P65	Management Specialist	Annual	\$ 86,773.34	\$ 91,112.01	\$ 95,667.69	\$ 100,450.68	\$ 105,473.53
				Monthly	\$ 7,231.11	\$ 7,592.67	\$ 7,972.30	\$ 8,370.92	\$ 8,789.46
				Bi-weekly	\$ 3,337.43	\$ 3,504.31	\$ 3,679.52	\$ 3,863.50	\$ 4,056.68
				Hourly	\$ 41.7179	\$ 43.8038	\$ 45.9940	\$ 48.2937	\$ 50.7084
P&T	6/21/2025	P69	Neighborhood Improvement Manager	Annual	\$ 124,367.46	\$ 130,606.83	\$ 137,137.18	\$ 143,994.03	\$ 151,193.73
				Monthly	\$ 10,365.62	\$ 10,883.90	\$ 11,428.10	\$ 11,999.50	\$ 12,599.48
				Bi-weekly	\$ 4,784.14	\$ 5,023.34	\$ 5,274.51	\$ 5,538.23	\$ 5,815.14
				Hourly	\$ 59.8016	\$ 62.7917	\$ 65.9313	\$ 69.2279	\$ 72.6892
P&T	6/21/2025	P07	Principal Planner	Annual	\$ 137,852.54	\$ 144,745.16	\$ 151,882.42	\$ 159,581.53	\$ 167,560.62
				Monthly	\$ 11,487.72	\$ 12,062.10	\$ 12,665.20	\$ 13,298.46	\$ 13,963.38
				Bi-weekly	\$ 5,302.02	\$ 5,567.12	\$ 5,845.48	\$ 6,137.75	\$ 6,444.64
				Hourly	\$ 66.2762	\$ 69.5890	\$ 73.0684	\$ 76.7218	\$ 80.5579
P&T	6/21/2025	P07A	Principal Planner (new hire)	Annual	\$ 135,849.08	\$ 142,641.52	\$ 149,773.60	\$ 157,262.29	\$ 165,125.41
				Monthly	\$ 11,320.75	\$ 11,886.79	\$ 12,481.13	\$ 13,105.20	\$ 13,760.45
				Bi-weekly	\$ 5,224.06	\$ 5,486.21	\$ 5,760.52	\$ 6,048.55	\$ 6,350.98
				Hourly	\$ 65.3120	\$ 68.5778	\$ 72.0065	\$ 75.6068	\$ 79.3872
P&T	6/21/2025	P35	Principal Civil Engineer	Annual	\$ 147,969.01	\$ 155,367.45	\$ 163,135.82	\$ 171,292.82	\$ 179,857.25
				Monthly	\$ 12,330.75	\$ 12,947.28	\$ 13,594.65	\$ 14,274.38	\$ 14,988.11
				Bi-weekly	\$ 5,691.12	\$ 5,975.87	\$ 6,274.46	\$ 6,588.18	\$ 6,917.59
				Hourly	\$ 71.1389	\$ 74.8958	\$ 78.4306	\$ 82.3522	\$ 86.4688
P&T	6/21/2025	P42	Public Services Supervisor	Annual	\$ 103,223.55	\$ 108,384.72	\$ 113,803.97	\$ 119,494.16	\$ 125,468.87
				Monthly	\$ 8,601.96	\$ 9,032.06	\$ 9,483.67	\$ 9,957.84	\$ 10,455.74
				Bi-weekly	\$ 3,970.14	\$ 4,168.64	\$ 4,377.08	\$ 4,595.93	\$ 4,825.72
				Hourly	\$ 49.6268	\$ 52.1080	\$ 54.7135	\$ 57.4491	\$ 60.3218
P&T	6/21/2025	P03	Purchasing Manager	Annual	\$ 119,379.66	\$ 125,348.83	\$ 131,616.07	\$ 138,198.86	\$ 145,108.71
				Monthly	\$ 9,948.31	\$ 10,445.72	\$ 10,968.01	\$ 11,516.41	\$ 12,092.23
				Bi-weekly	\$ 4,581.53	\$ 4,821.10	\$ 5,082.16	\$ 5,315.26	\$ 5,581.02
				Hourly	\$ 57.9940	\$ 60.2937	\$ 63.2769	\$ 66.4408	\$ 69.7628
P&T	6/21/2025	P08	Recreation and Community Services Manager	Annual	\$ 134,059.87	\$ 140,762.86	\$ 147,800.80	\$ 155,190.84	\$ 162,950.37
				Monthly	\$ 11,171.84	\$ 11,730.22	\$ 12,316.73	\$ 12,932.57	\$ 13,579.20
				Bi-weekly	\$ 5,156.14	\$ 5,413.95	\$ 5,684.65	\$ 5,968.88	\$ 6,267.32
				Hourly	\$ 64.4517	\$ 67.8743	\$ 71.0580	\$ 74.6109	\$ 78.3415
P&T	6/21/2025	P70	Revenue Supervisor	Annual	\$ 82,947.47	\$ 87,094.84	\$ 91,449.58	\$ 96,022.06	\$ 100,823.16
				Monthly	\$ 6,912.29	\$ 7,257.90	\$ 7,620.80	\$ 8,001.84	\$ 8,401.93
				Bi-weekly	\$ 3,190.28	\$ 3,349.80	\$ 3,517.29	\$ 3,693.15	\$ 3,877.82
				Hourly	\$ 39.8785	\$ 41.8725	\$ 43.9661	\$ 46.1644	\$ 48.4726
P&T	6/21/2025	P34	Senior Civil Engineer	Annual	\$ 135,849.85	\$ 142,429.19	\$ 149,550.65	\$ 157,020.19	\$ 164,878.59
				Monthly	\$ 11,303.91	\$ 11,869.10	\$ 12,462.55	\$ 13,085.69	\$ 13,739.97
				Bi-weekly	\$ 5,217.19	\$ 5,478.04	\$ 5,751.95	\$ 6,039.55	\$ 6,341.52
				Hourly	\$ 65.2148	\$ 68.4755	\$ 71.8993	\$ 75.4943	\$ 79.2690
P&T	6/21/2025	P53	Senior Planner	Annual	\$ 120,994.06	\$ 127,043.76	\$ 133,395.65	\$ 140,065.75	\$ 147,069.03
				Monthly	\$ 10,082.84	\$ 10,586.98	\$ 11,116.33	\$ 11,672.15	\$ 12,255.78
				Bi-weekly	\$ 4,653.62	\$ 4,886.29	\$ 5,130.61	\$ 5,387.15	\$ 5,656.50
				Hourly	\$ 58.1702	\$ 61.0787	\$ 64.1326	\$ 67.3393	\$ 70.7062
P&T	6/21/2025	P68	Senior Public Works Inspector	Annual	\$ 93,592.51	\$ 98,272.13	\$ 103,185.74	\$ 108,345.03	\$ 113,762.27
				Monthly	\$ 7,799.38	\$ 8,189.34	\$ 8,598.81	\$ 9,028.75	\$ 9,480.19
				Bi-weekly	\$ 3,599.71	\$ 3,779.59	\$ 3,969.68	\$ 4,167.11	\$ 4,375.47
				Hourly	\$ 44.9984	\$ 47.2462	\$ 49.6085	\$ 52.0889	\$ 54.6934
P&T	6/21/2025	P30	Sewer/Storm Drain Supervisor	Annual	\$ 111,481.42	\$ 117,055.49	\$ 122,908.26	\$ 129,053.66	\$ 135,506.36
				Monthly	\$ 9,290.12	\$ 9,754.63	\$ 10,242.36	\$ 10,754.47	\$ 11,292.20
				Bi-weekly	\$ 4,287.74	\$ 4,502.14	\$ 4,727.24	\$ 4,963.61	\$ 5,211.78
				Hourly	\$ 53.5988	\$ 56.2766	\$ 59.0905	\$ 62.0450	\$ 65.1472

Bargaining Unit	Effective Date	Class Code	Classification		Step 1	Step 2	Step 3	Step 4	Step 5
P&T	6/21/2025	P06	Support Services Manager	Annual	\$ 120,438.90	\$ 128,460.85	\$ 132,783.89	\$ 139,423.99	\$ 146,394.24
				Monthly	\$ 10,038.57	\$ 10,538.40	\$ 11,055.32	\$ 11,618.59	\$ 12,199.52
				Bi-weekly	\$ 4,632.26	\$ 4,853.88	\$ 5,107.08	\$ 5,362.43	\$ 5,630.55
				Hourly	\$ 57,903.3	\$ 60,799.4	\$ 63,838.4	\$ 67,030.3	\$ 70,381.8
P&T	6/21/2025	P54	Support Services Supervisor	Annual	\$ 98,389.01	\$ 103,308.46	\$ 106,473.88	\$ 113,897.58	\$ 119,892.46
				Monthly	\$ 8,189.08	\$ 8,609.04	\$ 9,039.49	\$ 9,491.47	\$ 9,966.04
				Bi-weekly	\$ 3,784.20	\$ 3,973.40	\$ 4,172.07	\$ 4,380.68	\$ 4,599.71
				Hourly	\$ 47,302.4	\$ 49,667.5	\$ 52,150.9	\$ 54,758.4	\$ 57,496.3
P&T	6/21/2025	P21	Water Supervisor	Annual	\$ 113,711.05	\$ 119,396.60	\$ 125,366.43	\$ 131,634.76	\$ 138,216.50
				Monthly	\$ 9,475.92	\$ 9,949.72	\$ 10,447.21	\$ 10,969.57	\$ 11,518.04
				Bi-weekly	\$ 4,373.50	\$ 4,592.17	\$ 4,821.78	\$ 5,062.88	\$ 5,316.02
				Hourly	\$ 54,668.7	\$ 57,402.2	\$ 60,272.3	\$ 63,285.9	\$ 66,450.2
Bargaining Unit	Effective Date	Class Code	Classification		Step 1	Step 2	Step 3	Step 4	Step 5
IRP&T	6/21/2025	P12	Accounting Manager	Annual	\$ 135,967.48	\$ 142,765.88	\$ 149,904.15	\$ 157,399.35	\$ 165,269.32
				Monthly	\$ 11,330.62	\$ 11,897.15	\$ 12,492.01	\$ 13,116.61	\$ 13,772.44
				Bi-weekly	\$ 5,229.52	\$ 5,490.99	\$ 5,765.54	\$ 6,053.82	\$ 6,356.51
				Hourly	\$ 65,368.9	\$ 68,637.4	\$ 72,069.3	\$ 75,672.7	\$ 79,456.4
IRP&T	6/21/2025	P58	Finance Manager	Annual	\$ 135,967.48	\$ 142,765.88	\$ 149,904.15	\$ 157,399.35	\$ 165,269.32
				Monthly	\$ 11,330.62	\$ 11,897.15	\$ 12,492.01	\$ 13,116.61	\$ 13,772.44
				Bi-weekly	\$ 5,229.52	\$ 5,490.99	\$ 5,765.54	\$ 6,053.82	\$ 6,356.51
				Hourly	\$ 65,368.9	\$ 68,637.4	\$ 72,069.3	\$ 75,672.7	\$ 79,456.4
IRP&T	6/21/2025	P14	City Clerk Administrator	Annual	\$ 135,975.17	\$ 142,773.93	\$ 149,912.63	\$ 157,408.25	\$ 165,278.67
				Monthly	\$ 11,331.26	\$ 11,897.83	\$ 12,492.72	\$ 13,117.35	\$ 13,773.22
				Bi-weekly	\$ 5,229.81	\$ 5,491.30	\$ 5,765.87	\$ 6,054.16	\$ 6,356.87
				Hourly	\$ 65,372.6	\$ 68,641.3	\$ 72,073.3	\$ 75,677.0	\$ 79,460.8
IRP&T	6/21/2025	P49	Human Resources Analyst	Annual	\$ 96,181.37	\$ 100,690.43	\$ 106,039.98	\$ 111,341.98	\$ 116,609.06
				Monthly	\$ 8,015.11	\$ 8,415.87	\$ 8,836.66	\$ 9,278.50	\$ 9,742.42
				Bi-weekly	\$ 3,699.28	\$ 3,884.25	\$ 4,078.48	\$ 4,282.38	\$ 4,496.50
				Hourly	\$ 46,241.0	\$ 48,553.0	\$ 50,907.0	\$ 53,297.0	\$ 55,726.2
IRP&T	6/21/2025	P15	Human Resources Specialist	Annual	\$ 90,899.79	\$ 95,444.79	\$ 100,217.02	\$ 105,227.87	\$ 110,489.26
				Monthly	\$ 7,574.88	\$ 7,953.73	\$ 8,351.42	\$ 8,768.99	\$ 9,207.44
				Bi-weekly	\$ 3,486.15	\$ 3,670.95	\$ 3,854.50	\$ 4,047.23	\$ 4,249.59
				Hourly	\$ 43,701.8	\$ 45,889.9	\$ 48,181.2	\$ 50,590.3	\$ 53,119.8
IRP&T	6/21/2025	P62	Human Resources Manager	Annual	\$ 144,230.06	\$ 151,441.57	\$ 159,013.64	\$ 166,954.32	\$ 175,312.54
				Monthly	\$ 12,019.17	\$ 12,620.13	\$ 13,251.14	\$ 13,913.69	\$ 14,609.38
				Bi-weekly	\$ 5,547.31	\$ 5,824.68	\$ 6,115.91	\$ 6,421.70	\$ 6,742.79
				Hourly	\$ 69,341.3	\$ 72,808.4	\$ 76,448.8	\$ 80,271.3	\$ 84,284.8
IRP&T	6/21/2025	P63	Information Technology Analyst	Annual	\$ 90,872.37	\$ 95,205.99	\$ 99,866.29	\$ 104,864.60	\$ 110,212.82
				Monthly	\$ 7,566.03	\$ 7,933.83	\$ 8,330.52	\$ 8,747.05	\$ 9,184.40
				Bi-weekly	\$ 3,487.40	\$ 3,661.77	\$ 3,844.86	\$ 4,037.10	\$ 4,238.95
				Hourly	\$ 43,592.4	\$ 45,772.1	\$ 48,060.7	\$ 50,463.7	\$ 52,986.9
IRP&T	6/21/2025	P01	Management Analyst (City Manager's Office Only)	Annual	\$ 96,414.83	\$ 101,235.58	\$ 106,297.36	\$ 111,612.22	\$ 117,182.83
				Monthly	\$ 8,034.57	\$ 8,436.30	\$ 8,858.11	\$ 9,301.02	\$ 9,766.07
				Bi-weekly	\$ 3,708.28	\$ 3,893.68	\$ 4,088.36	\$ 4,292.78	\$ 4,507.42
				Hourly	\$ 46,352.3	\$ 48,670.9	\$ 51,104.4	\$ 53,659.7	\$ 56,342.7
IRP&T	6/21/2025	P02	Management Specialist (City Manager's Office Only)	Annual	\$ 86,773.34	\$ 91,112.00	\$ 95,667.61	\$ 100,450.88	\$ 105,473.53
				Monthly	\$ 7,231.11	\$ 7,592.67	\$ 7,972.30	\$ 8,370.82	\$ 8,789.46
				Bi-weekly	\$ 3,337.44	\$ 3,504.31	\$ 3,679.52	\$ 3,863.50	\$ 4,056.67
				Hourly	\$ 41,717.9	\$ 43,803.8	\$ 45,994.0	\$ 48,293.7	\$ 50,708.4
IRP&T	6/21/2025	P61	Payroll Administrator	Annual	\$ 125,555.28	\$ 131,833.04	\$ 138,424.69	\$ 145,345.93	\$ 152,613.22
				Monthly	\$ 10,462.94	\$ 10,986.09	\$ 11,535.39	\$ 12,112.16	\$ 12,717.77
				Bi-weekly	\$ 4,829.05	\$ 5,070.50	\$ 5,324.03	\$ 5,590.23	\$ 5,869.74
				Hourly	\$ 60,363.1	\$ 63,381.2	\$ 66,550.4	\$ 69,877.9	\$ 73,371.8
IRP&T	6/21/2025	P73	Payroll Specialist	Annual	\$ 71,764.16	\$ 75,352.37	\$ 79,119.99	\$ 83,075.99	\$ 87,229.78
				Monthly	\$ 5,980.34	\$ 6,279.37	\$ 6,593.34	\$ 6,923.02	\$ 7,269.14
				Bi-weekly	\$ 2,760.16	\$ 2,898.17	\$ 3,043.08	\$ 3,195.23	\$ 3,354.99
				Hourly	\$ 34,502.0	\$ 36,227.1	\$ 38,038.4	\$ 39,940.3	\$ 41,937.3
IRP&T	6/21/2025	P40	Principal Management Analyst (City Manager's Office Only)	Annual	\$ 115,697.79	\$ 121,482.88	\$ 127,556.82	\$ 133,934.66	\$ 140,631.40
				Monthly	\$ 9,641.48	\$ 10,123.56	\$ 10,629.73	\$ 11,161.22	\$ 11,719.28
				Bi-weekly	\$ 4,449.91	\$ 4,672.41	\$ 4,906.03	\$ 5,151.33	\$ 5,408.90
				Hourly	\$ 55,823.9	\$ 58,405.1	\$ 61,325.3	\$ 64,391.6	\$ 67,611.2
IRP&T	6/21/2025	P59	Principal Human Resources Analyst	Annual	\$ 127,720.02	\$ 134,106.03	\$ 140,811.33	\$ 147,851.90	\$ 155,244.49
				Monthly	\$ 10,643.34	\$ 11,175.50	\$ 11,734.28	\$ 12,320.99	\$ 12,937.04
				Bi-weekly	\$ 4,912.31	\$ 5,157.92	\$ 5,415.82	\$ 5,686.61	\$ 5,970.94
				Hourly	\$ 61,403.8	\$ 64,474.0	\$ 67,697.7	\$ 71,026.2	\$ 74,638.7
IRP&T	6/21/2025	P60	Purchasing Administrator	Annual	\$ 125,555.28	\$ 131,833.04	\$ 138,424.69	\$ 145,345.93	\$ 152,613.22
				Monthly	\$ 10,462.94	\$ 10,986.09	\$ 11,535.39	\$ 12,112.16	\$ 12,717.77
				Bi-weekly	\$ 4,829.05	\$ 5,070.50	\$ 5,324.03	\$ 5,590.23	\$ 5,869.74
				Hourly	\$ 60,363.1	\$ 63,381.2	\$ 66,550.4	\$ 69,877.9	\$ 73,371.8
IRP&T	6/21/2025	P71	Risk Manager	Annual	\$ 135,975.17	\$ 142,773.93	\$ 149,912.63	\$ 157,408.25	\$ 165,278.67
				Monthly	\$ 11,331.26	\$ 11,897.83	\$ 12,492.72	\$ 13,117.35	\$ 13,773.22
				Bi-weekly	\$ 5,229.81	\$ 5,491.30	\$ 5,765.87	\$ 6,054.16	\$ 6,356.87
				Hourly	\$ 65,372.6	\$ 68,641.3	\$ 72,073.3	\$ 75,677.0	\$ 79,460.8
IRP&T	6/21/2025	P51	Senior Budget Analyst	Annual	\$ 104,244.74	\$ 109,456.88	\$ 114,928.83	\$ 120,876.32	\$ 128,710.13
				Monthly	\$ 8,687.06	\$ 9,121.41	\$ 9,577.49	\$ 10,056.36	\$ 10,559.18
				Bi-weekly	\$ 4,009.41	\$ 4,209.88	\$ 4,420.38	\$ 4,641.40	\$ 4,873.47
				Hourly	\$ 50,117.8	\$ 52,623.5	\$ 55,254.7	\$ 58,017.4	\$ 60,918.9
IRP&T	6/21/2025	P52	Senior Human Resources Analyst	Annual	\$ 111,084.84	\$ 116,639.08	\$ 122,471.02	\$ 128,594.59	\$ 135,024.33
				Monthly	\$ 9,257.07	\$ 9,719.92	\$ 10,205.92	\$ 10,716.22	\$ 11,252.03
				Bi-weekly	\$ 4,272.49	\$ 4,488.12	\$ 4,710.42	\$ 4,945.95	\$ 5,193.24
				Hourly	\$ 53,406.1	\$ 56,076.4	\$ 58,880.3	\$ 61,824.3	\$ 64,915.5
IRP&T	6/21/2025	P66	Senior Information Technology Analyst	Annual	\$ 111,084.83	\$ 116,639.07	\$ 122,471.03	\$ 128,594.58	\$ 135,024.32
				Monthly	\$ 9,257.07	\$ 9,719.92	\$ 10,205.92	\$ 10,716.22	\$ 11,252.03
				Bi-weekly	\$ 4,272.49	\$ 4,488.12	\$ 4,710.42	\$ 4,945.95	\$ 5,193.24
				Hourly	\$ 53,406.1	\$ 56,076.4	\$ 58,880.3	\$ 61,824.3	\$ 64,915.5
IRP&T	6/21/2025	P39	Senior Management Analyst	Annual	\$ 106,042.06	\$ 111,344.17	\$ 116,911.38	\$ 122,756.95	\$ 128,894.80
				Monthly	\$ 8,836.84	\$ 9,278.68	\$ 9,742.61	\$ 10,229.75	\$ 10,741.23
				Bi-weekly	\$ 4,078.54	\$ 4,282.47	\$ 4,496.59	\$ 4,721.42	\$ 4,957.49
				Hourly	\$ 50,981.7	\$ 53,530.8	\$ 56,207.3	\$ 59,017.7	\$ 61,968.6

Bargaining Unit	Effective Date	Class Code	Classification		Step 1	Step 2	Step 3	Step 4	Step 5
FVGEA	6/21/2025	G02	Accountant	Annual	\$ 91,714.66	\$ 96,300.38	\$ 101,115.41	\$ 106,171.16	\$ 111,478.73
				Monthly	\$ 7,642.89	\$ 8,025.04	\$ 8,420.29	\$ 8,847.60	\$ 9,289.88
				Bi-weekly	\$ 3,527.48	\$ 3,703.86	\$ 3,889.06	\$ 4,083.51	\$ 4,287.68
FVGEA	6/21/2025	G03	Accounting Technician I	Annual	\$ 61,600.44	\$ 64,680.46	\$ 67,914.49	\$ 71,310.21	\$ 74,875.73
				Monthly	\$ 5,133.37	\$ 5,390.04	\$ 5,659.54	\$ 5,942.52	\$ 6,239.65
				Bi-weekly	\$ 2,369.24	\$ 2,487.71	\$ 2,612.10	\$ 2,742.70	\$ 2,879.83
FVGEA	6/21/2025	G03	Accounting Technician I / Storekeeper	Annual	\$ 61,600.44	\$ 64,680.46	\$ 67,914.49	\$ 71,310.21	\$ 74,875.73
				Monthly	\$ 5,133.37	\$ 5,390.04	\$ 5,659.54	\$ 5,942.52	\$ 6,239.65
				Bi-weekly	\$ 2,369.24	\$ 2,487.71	\$ 2,612.10	\$ 2,742.70	\$ 2,879.83
FVGEA	6/21/2025	G04	Accounting Technician II	Annual	\$ 64,680.46	\$ 67,914.49	\$ 71,310.21	\$ 74,875.73	\$ 78,618.52
				Monthly	\$ 5,390.04	\$ 5,659.54	\$ 5,942.52	\$ 6,239.65	\$ 6,551.63
				Bi-weekly	\$ 2,487.71	\$ 2,612.10	\$ 2,742.70	\$ 2,879.83	\$ 3,023.83
FVGEA	6/21/2025	G79	Administrative Assistant	Annual	\$ 69,157.73	\$ 72,615.62	\$ 76,246.39	\$ 80,058.71	\$ 84,061.65
				Monthly	\$ 5,763.14	\$ 6,051.30	\$ 6,353.87	\$ 6,671.56	\$ 7,005.14
				Bi-weekly	\$ 2,659.91	\$ 2,792.91	\$ 2,932.55	\$ 3,079.18	\$ 3,233.14
FVGEA	6/21/2025	G77	Administrative Specialist	Annual	\$ 47,971.89	\$ 50,370.49	\$ 52,889.01	\$ 55,533.46	\$ 58,310.14
				Monthly	\$ 3,997.66	\$ 4,197.54	\$ 4,407.42	\$ 4,627.79	\$ 4,859.18
				Bi-weekly	\$ 1,845.07	\$ 1,937.32	\$ 2,034.19	\$ 2,135.90	\$ 2,242.70
FVGEA	6/21/2025	G73	Assistant Engineer	Annual	\$ 97,824.43	\$ 102,715.65	\$ 107,851.43	\$ 113,244.01	\$ 118,906.21
				Monthly	\$ 8,152.04	\$ 8,559.64	\$ 8,987.62	\$ 9,437.00	\$ 9,908.85
				Bi-weekly	\$ 3,762.48	\$ 3,950.61	\$ 4,148.13	\$ 4,355.54	\$ 4,573.32
FVGEA	6/21/2025	G55	Assistant Planner	Annual	\$ 64,600.60	\$ 68,693.63	\$ 73,038.30	\$ 77,640.22	\$ 82,505.49
				Monthly	\$ 5,383.38	\$ 5,724.47	\$ 6,086.52	\$ 6,469.18	\$ 6,873.79
				Bi-weekly	\$ 2,591.69	\$ 2,762.24	\$ 2,943.26	\$ 3,139.59	\$ 3,351.89
FVGEA	6/21/2025	G81	Building Inspector	Annual	\$ 88,361.56	\$ 92,779.84	\$ 97,418.62	\$ 102,289.55	\$ 107,404.02
				Monthly	\$ 7,363.46	\$ 7,731.64	\$ 8,118.22	\$ 8,524.13	\$ 8,950.33
				Bi-weekly	\$ 3,398.52	\$ 3,568.45	\$ 3,746.87	\$ 3,934.22	\$ 4,130.92
FVGEA	6/21/2025	G49	Code Enforcement Officer	Annual	\$ 78,975.56	\$ 82,924.35	\$ 87,070.57	\$ 91,424.09	\$ 95,995.30
				Monthly	\$ 6,581.30	\$ 6,910.36	\$ 7,255.88	\$ 7,616.68	\$ 7,993.61
				Bi-weekly	\$ 3,037.52	\$ 3,189.40	\$ 3,348.87	\$ 3,516.31	\$ 3,692.12
FVGEA	6/21/2025	G12	Community Services Officer	Annual	\$ 68,743.95	\$ 72,181.14	\$ 75,790.20	\$ 79,579.72	\$ 83,558.71
				Monthly	\$ 5,728.66	\$ 6,015.10	\$ 6,315.85	\$ 6,631.64	\$ 6,963.23
				Bi-weekly	\$ 2,644.00	\$ 2,776.20	\$ 2,915.01	\$ 3,060.76	\$ 3,213.80
FVGEA	6/21/2025	G24	Dispatcher	Annual	\$ 80,292.56	\$ 84,307.20	\$ 88,522.56	\$ 92,948.69	\$ 97,596.12
				Monthly	\$ 6,691.05	\$ 7,025.61	\$ 7,376.88	\$ 7,745.72	\$ 8,133.01
				Bi-weekly	\$ 3,088.18	\$ 3,242.58	\$ 3,404.71	\$ 3,574.95	\$ 3,753.69
FVGEA	6/21/2025	G30	Engineering Technician I	Annual	\$ 69,219.21	\$ 72,880.17	\$ 76,314.18	\$ 80,129.89	\$ 84,138.38
				Monthly	\$ 5,768.27	\$ 6,056.68	\$ 6,359.52	\$ 6,677.49	\$ 7,011.37
				Bi-weekly	\$ 2,662.28	\$ 2,795.40	\$ 2,935.16	\$ 3,081.92	\$ 3,236.01
FVGEA	6/21/2025	G29	Engineering Technician II	Annual	\$ 76,917.96	\$ 80,763.86	\$ 84,802.06	\$ 89,042.16	\$ 93,494.26
				Monthly	\$ 6,409.83	\$ 6,730.32	\$ 7,066.84	\$ 7,420.18	\$ 7,791.19
				Bi-weekly	\$ 2,958.38	\$ 3,106.30	\$ 3,261.62	\$ 3,424.70	\$ 3,595.94
FVGEA	6/21/2025	G31	Engineering Technician III	Annual	\$ 85,381.02	\$ 89,650.07	\$ 94,132.57	\$ 98,830.21	\$ 103,781.16
				Monthly	\$ 7,115.09	\$ 7,470.84	\$ 7,844.38	\$ 8,236.60	\$ 8,648.43
				Bi-weekly	\$ 3,283.86	\$ 3,448.08	\$ 3,620.48	\$ 3,801.51	\$ 3,991.58
FVGEA	6/21/2025	G50	Fire Prevention Specialist	Annual	\$ 97,195.51	\$ 102,055.28	\$ 107,158.05	\$ 112,515.95	\$ 118,141.75
				Monthly	\$ 8,099.62	\$ 8,504.61	\$ 8,929.84	\$ 9,376.33	\$ 9,845.15
				Bi-weekly	\$ 3,738.29	\$ 3,925.20	\$ 4,121.47	\$ 4,327.53	\$ 4,543.92
FVGEA	6/21/2025	G72	Fire Prevention Analyst	Annual	\$ 102,059.00	\$ 107,181.94	\$ 112,520.03	\$ 118,146.05	\$ 124,053.34
				Monthly	\$ 8,504.91	\$ 8,930.16	\$ 9,376.67	\$ 9,845.50	\$ 10,337.78
				Bi-weekly	\$ 3,825.34	\$ 4,121.61	\$ 4,327.69	\$ 4,544.08	\$ 4,771.28
FVGEA	6/21/2025	G80	Housing Analyst	Annual	\$ 96,419.51	\$ 101,240.50	\$ 106,302.53	\$ 111,617.65	\$ 117,188.54
				Monthly	\$ 8,034.96	\$ 8,436.71	\$ 8,858.54	\$ 9,301.47	\$ 9,765.55
				Bi-weekly	\$ 3,708.44	\$ 3,893.86	\$ 4,088.56	\$ 4,292.98	\$ 4,507.64
FVGEA	6/21/2025	G52	Housing Technician	Annual	\$ 82,257.49	\$ 86,370.36	\$ 90,688.87	\$ 95,223.32	\$ 99,984.49
				Monthly	\$ 6,854.79	\$ 7,197.53	\$ 7,557.41	\$ 7,935.27	\$ 8,332.04
				Bi-weekly	\$ 3,163.75	\$ 3,321.94	\$ 3,488.04	\$ 3,662.43	\$ 3,845.56
FVGEA	6/21/2025	G84	Human Resources Technician	Annual	\$ 73,877.53	\$ 77,571.42	\$ 81,449.98	\$ 85,522.48	\$ 89,788.60
				Monthly	\$ 6,156.46	\$ 6,464.29	\$ 6,787.50	\$ 7,126.87	\$ 7,483.22
				Bi-weekly	\$ 2,841.45	\$ 2,983.52	\$ 3,132.69	\$ 3,289.32	\$ 3,453.79
FVGEA	6/21/2025	G10	Identification Technician	Annual	\$ 84,776.38	\$ 89,015.20	\$ 93,465.96	\$ 98,139.27	\$ 103,048.23
				Monthly	\$ 7,064.70	\$ 7,417.94	\$ 7,788.83	\$ 8,178.27	\$ 8,587.19
				Bi-weekly	\$ 3,260.63	\$ 3,423.66	\$ 3,594.84	\$ 3,774.59	\$ 3,963.32
FVGEA	6/21/2025	G57	Information Technology Technician	Annual	\$ 40,757.8	\$ 42,795.7	\$ 44,935.5	\$ 47,182.3	\$ 49,541.4
				Monthly	\$ 3,396.48	\$ 3,566.31	\$ 3,745.46	\$ 3,933.53	\$ 4,130.95
				Bi-weekly	\$ 1,598.24	\$ 1,683.16	\$ 1,772.73	\$ 1,866.77	\$ 1,965.48
FVGEA	6/21/2025	G83	Sr. Accounting Technician	Annual	\$ 67,914.37	\$ 71,310.09	\$ 74,875.59	\$ 78,618.38	\$ 82,550.33
				Monthly	\$ 5,659.53	\$ 5,942.51	\$ 6,239.64	\$ 6,551.62	\$ 6,879.19
				Bi-weekly	\$ 2,612.10	\$ 2,742.70	\$ 2,879.83	\$ 3,023.82	\$ 3,175.02
FVGEA	6/21/2025	G81	Lead Code Enforcement Officer	Annual	\$ 82,924.41	\$ 87,070.63	\$ 91,424.15	\$ 95,995.36	\$ 100,795.14
				Monthly	\$ 6,910.36	\$ 7,255.88	\$ 7,618.68	\$ 7,999.62	\$ 8,399.59
				Bi-weekly	\$ 3,189.40	\$ 3,348.87	\$ 3,516.31	\$ 3,692.12	\$ 3,876.74

Bargaining Unit	Effective Date	Class Code	Classification		Step 1	Step 2	Step 3	Step 4	Step 5
FVGEA	6/21/2025	G25	Lead Dispatcher	Annual	\$ 84,305.74	\$ 88,521.02	\$ 92,947.07	\$ 97,594.42	\$ 102,474.14
				Monthly	\$ 7,025.48	\$ 7,376.75	\$ 7,745.59	\$ 8,132.87	\$ 8,539.51
				Bi-weekly	\$ 3,242.53	\$ 3,404.66	\$ 3,574.89	\$ 3,753.63	\$ 3,941.31
FVGEA	6/21/2025	G88	Lead Information Technology Technician	Annual	\$ 40,531.0	\$ 42,558.1	\$ 44,686.0	\$ 46,920.3	\$ 49,268.4
				Monthly	\$ 3,377.58	\$ 3,546.51	\$ 3,723.83	\$ 3,910.03	\$ 4,105.70
				Bi-weekly	\$ 1,511.79	\$ 1,593.26	\$ 1,681.92	\$ 1,775.02	\$ 1,872.85
FVGEA	6/21/2025	G90	Lead Public Works Inspector	Annual	\$ 89,143.45	\$ 93,600.81	\$ 98,280.64	\$ 103,184.88	\$ 108,354.41
				Monthly	\$ 7,428.62	\$ 7,800.07	\$ 8,190.05	\$ 8,599.58	\$ 9,029.54
				Bi-weekly	\$ 3,428.60	\$ 3,600.02	\$ 3,780.03	\$ 3,969.02	\$ 4,167.48
FVGEA	6/21/2025	G08	Lead Records Clerk	Annual	\$ 64,769.12	\$ 68,007.57	\$ 71,407.95	\$ 74,978.34	\$ 78,727.25
				Monthly	\$ 5,397.42	\$ 5,667.29	\$ 5,950.66	\$ 6,248.20	\$ 6,560.60
				Bi-weekly	\$ 2,491.12	\$ 2,615.87	\$ 2,746.46	\$ 2,883.78	\$ 3,027.97
FVGEA	6/21/2025	G74	Management Aide	Annual	\$ 81,945.49	\$ 86,042.76	\$ 90,344.90	\$ 94,862.15	\$ 99,605.26
				Monthly	\$ 6,828.79	\$ 7,170.23	\$ 7,528.74	\$ 7,905.18	\$ 8,300.44
				Bi-weekly	\$ 3,151.75	\$ 3,309.33	\$ 3,474.81	\$ 3,648.55	\$ 3,830.98
FVGEA	6/21/2025	G87	Permit Technician	Annual	\$ 68,100.78	\$ 71,505.82	\$ 75,081.12	\$ 78,835.17	\$ 82,776.84
				Monthly	\$ 5,675.06	\$ 5,958.82	\$ 6,256.75	\$ 6,569.60	\$ 6,898.08
				Bi-weekly	\$ 2,619.26	\$ 2,750.23	\$ 2,887.74	\$ 3,032.12	\$ 3,183.73
FVGEA	6/21/2025	G56	Plan Check Engineer	Annual	\$ 110,398.58	\$ 115,918.50	\$ 121,714.42	\$ 127,800.15	\$ 134,190.15
				Monthly	\$ 9,199.88	\$ 9,659.87	\$ 10,142.87	\$ 10,650.02	\$ 11,182.52
				Bi-weekly	\$ 4,246.10	\$ 4,458.41	\$ 4,681.32	\$ 4,915.39	\$ 5,161.16
FVGEA	6/21/2025	G54	Public Works Inspector	Annual	\$ 64,897.16	\$ 69,142.01	\$ 73,599.12	\$ 78,279.08	\$ 83,193.02
				Monthly	\$ 5,408.09	\$ 5,761.83	\$ 6,133.26	\$ 6,523.25	\$ 6,931.92
				Bi-weekly	\$ 2,504.04	\$ 2,655.91	\$ 2,816.63	\$ 2,986.13	\$ 3,164.46
FVGEA	6/21/2025	G89	Records Clerk I	Annual	\$ 55,626.96	\$ 58,303.32	\$ 61,218.48	\$ 64,279.40	\$ 67,493.38
				Monthly	\$ 4,635.58	\$ 4,858.61	\$ 5,101.54	\$ 5,356.61	\$ 5,624.44
				Bi-weekly	\$ 2,135.65	\$ 2,242.44	\$ 2,354.56	\$ 2,472.29	\$ 2,595.90
FVGEA	6/21/2025	G09	Records Clerk II	Annual	\$ 61,688.40	\$ 64,772.81	\$ 68,011.47	\$ 71,412.04	\$ 74,982.64
				Monthly	\$ 5,140.70	\$ 5,397.74	\$ 5,667.63	\$ 5,951.00	\$ 6,248.55
				Bi-weekly	\$ 2,372.64	\$ 2,491.26	\$ 2,615.83	\$ 2,746.62	\$ 2,883.95
FVGEA	6/21/2025	G76	Recreation Coordinator	Annual	\$ 88,923.48	\$ 92,369.85	\$ 95,988.13	\$ 99,787.54	\$ 103,776.92
				Monthly	\$ 7,410.29	\$ 7,697.48	\$ 7,998.34	\$ 8,315.63	\$ 8,649.74
				Bi-weekly	\$ 3,365.14	\$ 3,503.74	\$ 3,659.17	\$ 3,831.56	\$ 4,012.37
FVGEA	6/21/2025	G14	Secretary	Annual	\$ 69,157.73	\$ 72,615.62	\$ 76,246.39	\$ 80,058.71	\$ 84,065.71
				Monthly	\$ 5,763.14	\$ 6,051.30	\$ 6,353.87	\$ 6,671.56	\$ 7,005.14
				Bi-weekly	\$ 2,659.91	\$ 2,792.91	\$ 2,932.55	\$ 3,079.18	\$ 3,233.14
FVGEA	6/21/2025	G85	Supervising Records Clerk	Annual	\$ 77,121.60	\$ 80,977.68	\$ 85,028.55	\$ 89,277.68	\$ 93,741.77
				Monthly	\$ 6,426.80	\$ 6,748.14	\$ 7,085.55	\$ 7,439.83	\$ 7,811.81
				Bi-weekly	\$ 2,968.22	\$ 3,114.53	\$ 3,270.25	\$ 3,433.77	\$ 3,605.45
				Hourly	\$ 37.0776	\$ 38.9315	\$ 40.8781	\$ 42.9220	\$ 45.0681

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVMEA (Field)	6/21/2025	G45	Equipment Operator I	Annual	\$ 67,611.66	\$ 70,992.24	\$ 74,541.68	\$ 78,268.95	\$ 82,182.40
				Monthly	\$ 5,634.30	\$ 5,916.02	\$ 6,211.83	\$ 6,522.41	\$ 6,848.54
				Bi-weekly	\$ 2,600.45	\$ 2,730.47	\$ 2,867.00	\$ 3,010.34	\$ 3,160.86
FVMEA (Field)	8/21/2025	G82	Equipment Operator I - Water	Annual	\$ 73,729.52	\$ 77,416.00	\$ 81,288.80	\$ 85,351.14	\$ 89,618.69
				Monthly	\$ 6,144.12	\$ 6,451.33	\$ 6,773.69	\$ 7,112.59	\$ 7,468.23
				Bi-weekly	\$ 2,835.75	\$ 2,977.54	\$ 3,126.42	\$ 3,282.74	\$ 3,446.87
FVMEA (Field)	6/21/2025	G40	Equipment Operator II	Annual	\$ 70,832.67	\$ 74,374.31	\$ 78,093.03	\$ 81,997.68	\$ 86,097.55
				Monthly	\$ 5,902.73	\$ 6,197.86	\$ 6,507.75	\$ 6,833.14	\$ 7,174.79
				Bi-weekly	\$ 2,724.33	\$ 2,860.55	\$ 3,003.58	\$ 3,153.76	\$ 3,311.44
FVMEA (Field)	6/21/2025	G47	Equipment Operator II - Water	Annual	\$ 75,414.18	\$ 79,184.87	\$ 83,144.12	\$ 87,301.32	\$ 91,668.39
				Monthly	\$ 6,284.51	\$ 6,598.74	\$ 6,928.68	\$ 7,275.11	\$ 7,638.86
				Bi-weekly	\$ 2,900.55	\$ 3,045.57	\$ 3,197.85	\$ 3,357.74	\$ 3,525.63
FVMEA (Field)	8/21/2025	G62	Foreman	Annual	\$ 77,910.05	\$ 81,805.55	\$ 85,895.83	\$ 90,180.62	\$ 94,700.15
				Monthly	\$ 6,492.50	\$ 6,817.13	\$ 7,157.99	\$ 7,515.88	\$ 7,891.68
				Bi-weekly	\$ 2,996.54	\$ 3,146.36	\$ 3,303.68	\$ 3,468.87	\$ 3,642.31
FVMEA (Field)	6/21/2025	G63	Foreman Fleet	Annual	\$ 77,910.05	\$ 81,805.55	\$ 85,895.83	\$ 90,180.62	\$ 94,700.15
				Monthly	\$ 6,492.50	\$ 6,817.13	\$ 7,157.99	\$ 7,515.88	\$ 7,891.68
				Bi-weekly	\$ 2,996.54	\$ 3,146.36	\$ 3,303.68	\$ 3,468.87	\$ 3,642.31
FVMEA (Field)	6/21/2025	G88	Foreman Sewer/Storm Drain	Annual	\$ 83,673.07	\$ 88,066.73	\$ 92,470.06	\$ 97,093.57	\$ 101,948.25
				Monthly	\$ 6,969.42	\$ 7,338.90	\$ 7,705.84	\$ 8,091.13	\$ 8,495.69
				Bi-weekly	\$ 3,225.88	\$ 3,387.19	\$ 3,556.54	\$ 3,734.37	\$ 3,921.09
FVMEA (Field)	6/21/2025	G75	Foreman Water	Annual	\$ 83,673.07	\$ 88,066.73	\$ 92,470.06	\$ 97,093.57	\$ 101,948.25
				Monthly	\$ 6,969.42	\$ 7,338.90	\$ 7,705.84	\$ 8,091.13	\$ 8,495.69
				Bi-weekly	\$ 3,225.88	\$ 3,387.19	\$ 3,556.54	\$ 3,734.37	\$ 3,921.09
FVMEA (Field)	6/21/2025	G39	Irrigation Technician	Annual	\$ 65,235.36	\$ 68,497.14	\$ 71,921.99	\$ 75,518.09	\$ 79,294.00
				Monthly	\$ 5,436.28	\$ 5,708.09	\$ 5,993.50	\$ 6,293.18	\$ 6,607.84
				Bi-weekly	\$ 2,509.05	\$ 2,634.51	\$ 2,766.23	\$ 2,904.54	\$ 3,049.77
FVMEA (Field)	6/21/2025	G78	Landscape Inspector	Annual	\$ 81,509.55	\$ 85,585.03	\$ 89,864.28	\$ 94,357.49	\$ 99,075.37
				Monthly	\$ 6,792.46	\$ 7,132.08	\$ 7,488.69	\$ 7,863.13	\$ 8,256.28
				Bi-weekly	\$ 3,134.99	\$ 3,291.74	\$ 3,456.32	\$ 3,629.13	\$ 3,810.59
				Hourly	\$ 39.1872	\$ 41.1466	\$ 43.2039	\$ 45.3641	\$ 47.6323

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
FVMEA (Field)	6/21/2025	G36	Maintenance Worker II	Annual	\$ 59,968.28	\$ 62,964.58	\$ 66,112.82	\$ 69,418.46	\$ 72,889.38
				Monthly	\$ 4,997.19	\$ 5,247.05	\$ 5,509.40	\$ 5,784.88	\$ 6,074.12
				Bi-weekly	\$ 2,306.40	\$ 2,421.71	\$ 2,542.80	\$ 2,669.84	\$ 2,803.43
				Hourly	\$ 28,829.99	\$ 30,271.4	\$ 31,785.0	\$ 33,374.2	\$ 35,042.9
				Annual	\$ 64,754.78	\$ 67,992.52	\$ 71,392.14	\$ 74,961.74	\$ 78,709.84
FVMEA (Field)	6/21/2025	G35	Maintenance Worker II - Chemical Applicator	Monthly	\$ 5,398.23	\$ 5,666.04	\$ 5,949.34	\$ 6,246.81	\$ 6,559.16
				Bi-weekly	\$ 2,490.57	\$ 2,815.10	\$ 2,745.85	\$ 2,883.14	\$ 3,027.30
				Hourly	\$ 31,132.1	\$ 32,688.7	\$ 34,323.1	\$ 36,039.3	\$ 37,842.1
				Annual	\$ 66,858.13	\$ 70,201.04	\$ 73,711.09	\$ 77,398.84	\$ 81,266.48
				Monthly	\$ 5,571.51	\$ 5,850.08	\$ 6,142.59	\$ 6,449.72	\$ 6,772.21
FVMEA (Field)	6/21/2025	G33	Mechanic	Bi-weekly	\$ 2,571.46	\$ 2,700.04	\$ 2,835.04	\$ 2,976.70	\$ 3,125.84
				Hourly	\$ 32,143.3	\$ 33,750.5	\$ 35,436.0	\$ 37,209.9	\$ 39,070.4
				Annual	\$ 69,158.35	\$ 72,616.26	\$ 76,247.08	\$ 80,059.44	\$ 84,062.41
				Monthly	\$ 5,763.19	\$ 6,051.35	\$ 6,353.92	\$ 6,671.62	\$ 7,005.20
				Bi-weekly	\$ 2,659.94	\$ 2,792.93	\$ 2,932.58	\$ 3,079.21	\$ 3,233.17
FVMEA (Field)	6/21/2025	G65	Water Quality Technician	Hourly	\$ 33,249.2	\$ 34,916.6	\$ 36,657.2	\$ 38,490.1	\$ 40,414.6
				Annual	\$ 87,768.88	\$ 92,155.22	\$ 96,762.97	\$ 101,601.13	\$ 106,681.18
				Monthly	\$ 7,313.90	\$ 7,679.60	\$ 8,063.58	\$ 8,466.76	\$ 8,890.10
				Bi-weekly	\$ 3,375.85	\$ 3,544.43	\$ 3,721.65	\$ 3,907.74	\$ 4,103.12
				Hourly	\$ 42,195.6	\$ 44,305.3	\$ 46,520.6	\$ 48,846.6	\$ 51,289.0
FVMEA (Field)	6/21/2025	G66	Water System Operator	Annual	\$ 80,193.17	\$ 84,202.84	\$ 88,412.08	\$ 92,833.63	\$ 97,475.32
				Monthly	\$ 6,682.77	\$ 7,016.90	\$ 7,367.74	\$ 7,736.13	\$ 8,122.94
				Bi-weekly	\$ 3,084.35	\$ 3,238.57	\$ 3,400.50	\$ 3,570.53	\$ 3,749.05
				Hourly	\$ 38,554.4	\$ 40,482.1	\$ 42,506.2	\$ 44,631.5	\$ 46,863.1

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	6/21/2025	CMG	City Manager	Annual	\$ 284,778.17				
				Monthly	\$ 24,564.85				
				Bi-weekly	\$ 11,337.62				
				Hourly	\$ 141,720.2				

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
Admin Officers	6/21/2025	D12	City Clerk/Risk Administrator	Annual	\$ 157,408.25	\$ 165,278.67	\$ 173,542.61	\$ 182,219.74	\$ 191,330.72
				Monthly	\$ 13,117.35	\$ 13,773.22	\$ 14,461.88	\$ 15,184.98	\$ 15,944.23
				Bi-weekly	\$ 6,054.16	\$ 6,356.87	\$ 6,674.72	\$ 7,008.45	\$ 7,358.87
				Hourly	\$ 75,677.0	\$ 79,460.9	\$ 83,433.9	\$ 87,605.6	\$ 91,985.9
				Annual	\$ 226,949.72	\$ 238,297.21	\$ 250,212.06	\$ 262,722.68	\$ 275,858.80
Admin Officers	6/21/2025	D01	Chief of Police	Monthly	\$ 18,912.48	\$ 19,858.10	\$ 20,851.01	\$ 21,893.56	\$ 22,988.23
				Bi-weekly	\$ 8,728.84	\$ 9,165.28	\$ 9,623.54	\$ 10,104.72	\$ 10,609.95
				Hourly	\$ 109,110.4	\$ 114,585.9	\$ 120,294.2	\$ 126,308.9	\$ 132,624.4
				Annual	\$ 187,274.78	\$ 196,638.49	\$ 206,470.42	\$ 216,793.95	\$ 227,633.64
				Monthly	\$ 15,606.23	\$ 16,386.54	\$ 17,205.87	\$ 18,066.16	\$ 18,969.47
Admin Officers	6/21/2025	D13	Community Services Director/ Deputy City Manager	Bi-weekly	\$ 7,202.88	\$ 7,563.02	\$ 7,941.17	\$ 8,338.23	\$ 8,755.14
				Hourly	\$ 90,035.9	\$ 94,537.7	\$ 99,284.6	\$ 104,227.8	\$ 109,439.2
				Annual	\$ 196,638.49	\$ 206,470.42	\$ 216,793.94	\$ 227,633.64	\$ 239,075.33
				Monthly	\$ 16,386.54	\$ 17,205.87	\$ 18,066.16	\$ 18,969.47	\$ 19,917.94
				Bi-weekly	\$ 7,563.02	\$ 7,941.17	\$ 8,338.23	\$ 8,755.14	\$ 9,192.90
Admin Officers	6/21/2025	D09	Deputy City Manager	Hourly	\$ 94,537.7	\$ 99,284.6	\$ 104,227.8	\$ 109,439.2	\$ 114,911.2
				Annual	\$ 184,123.50	\$ 193,329.68	\$ 202,986.16	\$ 213,145.96	\$ 223,803.28
				Monthly	\$ 15,343.63	\$ 16,110.81	\$ 16,916.35	\$ 17,762.17	\$ 18,650.27
				Bi-weekly	\$ 7,081.67	\$ 7,435.76	\$ 7,807.54	\$ 8,197.92	\$ 8,607.82
				Hourly	\$ 88,520.9	\$ 92,949.9	\$ 97,594.3	\$ 102,474.0	\$ 107,597.7
Admin Officers	6/21/2025	D03	Director of Public Works	Annual	\$ 206,829.24	\$ 216,960.70	\$ 227,608.74	\$ 239,199.18	\$ 251,159.14
				Monthly	\$ 17,219.10	\$ 18,080.06	\$ 18,994.06	\$ 19,933.26	\$ 20,929.93
				Bi-weekly	\$ 7,947.28	\$ 8,344.84	\$ 8,761.87	\$ 9,199.97	\$ 9,659.97
				Hourly	\$ 99,340.9	\$ 104,308.0	\$ 109,523.4	\$ 114,996.0	\$ 120,749.5
				Annual	\$ 200,881.37	\$ 210,925.45	\$ 221,471.71	\$ 232,545.30	\$ 244,172.58
Admin Officers	6/21/2025	D06	Finance Director	Monthly	\$ 16,740.11	\$ 17,577.12	\$ 18,455.98	\$ 19,378.78	\$ 20,347.71
				Bi-weekly	\$ 7,726.21	\$ 8,112.52	\$ 8,518.14	\$ 8,944.05	\$ 9,391.25
				Hourly	\$ 96,577.5	\$ 101,064.4	\$ 106,476.7	\$ 111,800.6	\$ 117,390.6
				Annual	\$ 221,170.64	\$ 232,229.17	\$ 243,840.63	\$ 256,032.66	\$ 268,834.30
				Monthly	\$ 18,430.89	\$ 19,352.43	\$ 20,320.05	\$ 21,336.06	\$ 22,402.86
Admin Officers	6/21/2025	D07	Human Resources Director	Bi-weekly	\$ 8,506.56	\$ 8,931.89	\$ 9,378.49	\$ 9,847.41	\$ 10,339.78
				Hourly	\$ 106,332.0	\$ 111,648.6	\$ 117,231.0	\$ 123,092.6	\$ 129,247.2
				Annual	\$ 187,274.78	\$ 196,638.49	\$ 206,470.42	\$ 216,793.95	\$ 227,633.64
				Monthly	\$ 15,606.23	\$ 16,386.54	\$ 17,205.87	\$ 18,066.16	\$ 18,969.47
				Bi-weekly	\$ 7,202.88	\$ 7,563.02	\$ 7,941.17	\$ 8,338.23	\$ 8,755.14
Admin Officers	6/21/2025	D11	Information Technology Director	Hourly	\$ 90,035.9	\$ 94,537.7	\$ 99,284.6	\$ 104,227.8	\$ 109,439.2
				Annual	\$ 187,274.00	\$ 196,637.70	\$ 206,469.59	\$ 216,793.08	\$ 227,632.72
				Monthly	\$ 15,606.17	\$ 16,386.47	\$ 17,205.60	\$ 18,066.09	\$ 18,969.39
				Bi-weekly	\$ 7,202.85	\$ 7,562.99	\$ 7,941.14	\$ 8,338.20	\$ 8,755.10
				Hourly	\$ 90,035.5	\$ 94,537.3	\$ 99,284.2	\$ 104,227.4	\$ 109,438.8
Admin Officers	6/21/2025	D04	Community Development Director	Annual	\$ 200,168.83	\$ 210,168.88	\$ 220,677.32	\$ 231,711.19	\$ 243,286.75
				Monthly	\$ 16,680.07	\$ 17,514.07	\$ 18,389.78	\$ 19,309.27	\$ 20,274.73
				Bi-weekly	\$ 7,898.49	\$ 8,083.42	\$ 8,487.59	\$ 8,911.97	\$ 9,357.57
				Hourly	\$ 96,231.1	\$ 101,042.7	\$ 106,094.8	\$ 111,399.6	\$ 116,989.5
				Annual	\$ 210,168.87	\$ 220,677.31	\$ 231,711.18	\$ 243,286.74	\$ 255,461.58
Admin Officers	6/21/2025	D10	Community Development Director/ Deputy City Manager	Monthly	\$ 17,514.07	\$ 18,389.78	\$ 19,309.26	\$ 20,274.73	\$ 21,288.46
				Bi-weekly	\$ 8,083.42	\$ 8,487.59	\$ 8,911.97	\$ 9,357.57	\$ 9,825.45
				Hourly	\$ 101,042.7	\$ 106,094.8	\$ 111,399.6	\$ 116,989.5	\$ 122,818.0

Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
PT	2/3/2026	T44	Ambulance Operator*	Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49
	1/1/2024	T14	Customer Service Representative	Hourly	\$ 23.50	\$ 24.68	\$ 25.91	\$ 27.20	\$ 28.56
	6/21/2025	T16	Dispatcher *	Hourly	\$ 38.60	\$ 40.53	\$ 42.56	\$ 44.69	\$ 46.92
	6/21/2025	T32	Emergency Medical Services Manager *	Hourly	\$ 62.32	\$ 65.43	\$ 68.71	\$ 72.14	\$ 75.75
PT	1/1/2024	T22	Emergency Preparedness Assistant	Hourly	\$ 18.20	\$ 19.11	\$ 20.07	\$ 21.07	\$ 22.12
	1/1/2024	T42	Engineering Intern	Hourly	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.57	\$ 23.70
PT	6/21/2025	T05	Engineering Technician I *	Hourly	\$ 33.28	\$ 34.94	\$ 36.69	\$ 38.52	\$ 40.45
PT	6/21/2025	T40	Engineering Technician II *	Hourly	\$ 36.98	\$ 38.83	\$ 40.77	\$ 42.81	\$ 44.95
PT	6/21/2025	T41	Engineering Technician III *	Hourly	\$ 41.05	\$ 43.10	\$ 45.26	\$ 47.52	\$ 49.89
PT	6/21/2025	T37	Firefighter/Paramedic Trainee (non-suppression)	Hourly	\$ 42.39				
PT	6/21/2025	T36	Firefighter Trainee (non-suppression)	Hourly	\$ 38.54				
PT	1/1/2024	T31	Graduate Intern	Hourly	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.57	\$ 23.70
PT	1/1/2024	T18	Human Resources Coordinator	Hourly	\$ 25.00	\$ 26.25	\$ 27.58	\$ 28.94	\$ 30.39
PT	6/21/2025	T25	Information Technology Technician *	Hourly	\$ 37.29	\$ 39.15	\$ 41.11	\$ 43.16	\$ 45.32
PT	1/1/2024	T07	Maintenance Worker I	Hourly	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
PT	6/21/2025	T33	Management Aide *	Hourly	\$ 39.40	\$ 41.37	\$ 43.44	\$ 45.61	\$ 47.89
PT	1/1/2024	T23	Management Intern	Hourly	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.57	\$ 23.70
PT	1/1/2024	T17	Office Specialist I	Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49
PT	1/1/2024	T13	Office Specialist II	Hourly	\$ 23.50	\$ 24.68	\$ 25.91	\$ 27.20	\$ 28.56
	1/1/2024	T43	Planning Intern	Hourly	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.57	\$ 23.70
PT	1/1/2024	T20	Police Cadet	Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49
PT	6/21/2025	T01	Police Recruit	Hourly	\$ 41.93				
PT	1/1/2024	T30	Police Services Officer	Hourly	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.94	\$ 30.39
PT	1/1/2024	T34	Public Information Officer	Hourly	\$ 52.00				
PT	6/21/2025	T26	Recreation Coordinator *	Hourly	\$ 33.14	\$ 34.79	\$ 36.53	\$ 38.36	\$ 40.28
PT	1/1/2024	T03	Recreation Leader	Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49
PT	1/1/2024	T04	Recreation Specialist	Hourly	\$ 23.50	\$ 24.68	\$ 25.91	\$ 27.20	\$ 28.56
Bargaining Unit	Effective Date	Class Code	Classification	Type	Step 1	Step 2	Step 3	Step 4	Step 5
Non Represented	2/23/2026	A01	Ambulance Operator	Annual	\$ 38,460.00	\$ 40,404.00	\$ 42,424.30	\$ 44,545.49	\$ 46,772.75
Limited-Service				Monthly	\$ 3,206.67	\$ 3,367.00	\$ 3,535.36	\$ 3,712.12	\$ 3,897.73
				Bi-weekly	\$ 1,480.00	\$ 1,554.00	\$ 1,631.70	\$ 1,713.29	\$ 1,798.95
				Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49

Notes:

- \*Classifications are considered full-time equivalents- they receive same increases as FTE
- PT Firefighter Trainee is 10% below Step 1 FF (40 hr rate)
- PT Paramedic Trainee is equivalent to Step 1 FF (40 hr rate)
- Police Recruit is 10% below Step 1 Police Officer
- FT FF/PM is 14.5% above FF
- FT Fire Engineer is 1% above FF/PM
- Suppression Division Chief is 9% above a Suppression Battalion Chief
- 7/1/2023 Part-time added Steps 4 and 5 to classifications indicated