

**EXECUTIVE AND MANAGEMENT EMPLOYEES  
SALARY SCHEDULE 1  
Effective July 11, 2025**

Pay Grade	Job Classifications	Frequency	Minimum	25th Percentile	Midpoint	75th Percentile	Maximum
<b>M1</b>	Management Analyst	Annual	\$84,281.60	\$95,929.60	\$107,598.40	\$119,267.20	\$130,915.20
	Human Resources Analyst	Monthly	\$7,023.47	\$7,994.13	\$8,966.53	\$9,938.93	\$10,909.60
	Recreation Supervisor	Bi-weekly	\$3,241.60	\$3,689.60	\$4,138.40	\$4,587.20	\$5,035.20
	Executive Assistant to City Manager/Council	Hourly	\$40.52	\$46.12	\$51.73	\$57.34	\$62.94
	Public Works Supervisor						
<b>M2</b>	Deputy City Clerk	Annual	\$96,449.60	\$107,452.80	\$118,435.20	\$129,438.40	\$140,441.60
	Senior Human Resources Analyst	Monthly	\$8,037.47	\$8,954.40	\$9,869.60	\$10,786.53	\$11,703.47
	Senior Management Analyst	Bi-weekly	\$3,709.60	\$4,132.80	\$4,555.20	\$4,978.40	\$5,401.60
		Hourly	\$46.37	\$51.66	\$56.94	\$62.23	\$67.52
<b>M3</b>	Network System Engineer	Annual	\$106,059.20	\$118,164.80	\$130,270.40	\$142,376.00	\$154,460.80
	Senior Planner	Monthly	\$8,838.27	\$9,847.07	\$10,855.87	\$11,864.67	\$12,871.73
		Bi-weekly	\$4,079.20	\$4,544.80	\$5,010.40	\$5,476.00	\$5,940.80
		Hourly	\$50.99	\$56.81	\$62.63	\$68.45	\$74.26
<b>M4</b>	Information Technology Manager	Annual	\$116,688.00	\$130,124.80	\$143,561.60	\$156,998.40	\$170,435.20
	Principal Human Resources Analyst	Monthly	\$9,724.00	\$10,843.73	\$11,963.47	\$13,083.20	\$14,202.93
	Principal Management Analyst	Bi-weekly	\$4,488.00	\$5,004.80	\$5,521.60	\$6,038.40	\$6,555.20
	Principal Planner	Hourly	\$56.10	\$62.56	\$69.02	\$75.48	\$81.94
	Recreation Manager						
	Sustainability Program Manager						
<b>M4-A</b>	Building Official						
	Human Resources Manager	Annual	\$128,315.20	\$142,958.40	\$157,601.60	\$172,244.80	\$186,888.00
	Senior Civil Engineer	Monthly	\$10,692.93	\$11,913.20	\$13,133.47	\$14,353.73	\$15,574.00
	Senior Insurance & Risk Manager	Bi-weekly	\$4,935.20	\$5,498.40	\$6,061.60	\$6,624.80	\$7,188.00
<b>M5</b>	Senior Accountant	Hourly	\$61.69	\$68.73	\$75.77	\$82.81	\$89.85
	Fire Battalion Chief (2912 annual hours)	Annual	\$132,699.84	\$147,842.24	\$162,984.64	\$178,097.92	\$193,240.32
		Monthly	\$11,058.32	\$12,320.19	\$13,582.05	\$14,841.49	\$16,103.36
		Bi-weekly	\$5,103.84	\$5,686.24	\$6,268.64	\$6,849.92	\$7,432.32
<b>M6</b>		Hourly	\$45.57	\$50.77	\$55.97	\$61.16	\$66.36
	Marine Safety Captain	Annual	\$141,190.40	\$157,289.60	\$173,388.80	\$189,488.00	\$205,587.20
	Finance Manager	Monthly	\$11,765.87	\$13,107.47	\$14,449.07	\$15,790.67	\$17,132.27
	Principal Civil Engineer	Bi-weekly	\$5,430.40	\$6,049.60	\$6,668.80	\$7,288.00	\$7,907.20
<b>M6-A</b>		Hourly	\$67.88	\$75.62	\$83.36	\$91.10	\$98.84
	Fire Battalion Chief (2080 annual hours)	Annual	\$145,953.60	\$162,593.60	\$179,254.40	\$195,915.20	\$212,576.00
		Monthly	\$12,162.80	\$13,549.47	\$14,937.87	\$16,326.27	\$17,714.67
		Bi-weekly	\$5,613.60	\$6,253.60	\$6,894.40	\$7,535.20	\$8,176.00
<b>M7</b>		Hourly	\$70.17	\$78.17	\$86.18	\$94.19	\$102.20
	City Engineer/Deputy Director of Engineering	Annual	\$149,302.40	\$169,977.60	\$190,632.00	\$211,307.20	\$231,961.60
	Deputy Director of Public Works	Monthly	\$12,441.87	\$14,164.80	\$15,886.00	\$17,608.93	\$19,330.13
	Deputy Fire Chief	Bi-weekly	\$5,742.40	\$6,537.60	\$7,332.00	\$8,127.20	\$8,921.60
<b>M8</b>	City Planner	Hourly	\$71.78	\$81.72	\$91.65	\$101.59	\$111.52
	City Clerk	Annual	\$164,216.00	\$186,950.40	\$209,684.80	\$232,419.20	\$255,132.80
	Public Works Director	Monthly	\$13,684.67	\$15,579.20	\$17,473.73	\$19,368.27	\$21,261.07
	Community Development Director	Bi-weekly	\$6,316.00	\$7,190.40	\$8,064.80	\$8,939.20	\$9,812.80
<b>M9</b>	Fire Chief	Hourly	\$78.95	\$89.88	\$100.81	\$111.74	\$122.66
	Finance Director/City Treasurer						
	Human Resources Director						
	Information Technology Director						
<b>M9</b>	Assistant City Manager	Annual	\$213,387.20	\$227,552.00	\$241,696.00	\$255,840.00	\$270,004.80
		Monthly	\$17,782.27	\$18,962.67	\$20,141.33	\$21,320.00	\$22,500.40
		Bi-weekly	\$8,207.20	\$8,752.00	\$9,296.00	\$9,840.00	\$10,384.80
		Hourly	\$102.59	\$109.40	\$116.20	\$123.00	\$129.81