

EXECUTIVE MANAGEMENT AND MANAGEMENT EMPLOYEES  
 SALARY SCHEDULE 1  
 EFFECTIVE MARCH 25, 2023

Pay Grade	Job Classifications	Frequency	Minimum	25th Percentile	Midpoint	75th Percentile	Maximum
M1	Management Analyst	Annual	\$64,854.40	\$74,568.00	\$84,302.40	\$94,036.80	\$103,750.40
	Human Resources Analyst	Monthly	\$5,405	\$6,214	\$7,025	\$7,836	\$8,646
	Recreation Supervisor	Bi-weekly	\$2,702	\$3,107	\$3,513	\$3,918	\$4,323
	Executive Assistant to City Manager/Council Public Works Supervisor	Hourly	\$31.18	\$35.85	\$40.53	\$45.21	\$49.88
M2	Deputy City Clerk	Annual	\$74,193.60	\$83,470.40	\$92,726.40	\$102,003.20	\$111,280.00
	Senior Human Resources Analyst	Monthly	\$6,183	\$6,956	\$7,727	\$8,500	\$9,273
	Senior Management Analyst	Bi-weekly	\$3,091	\$3,478	\$3,864	\$4,250	\$4,637
		Hourly	\$35.67	\$40.13	\$44.58	\$49.04	\$53.50
M3	Network System Engineer	Annual	\$81,598.40	\$91,811.20	\$102,003.20	\$112,195.20	\$122,408.00
	Senior Accountant	Monthly	\$6,800	\$7,651	\$8,500	\$9,350	\$10,201
	Senior Civil Engineer	Bi-weekly	\$3,400	\$3,825	\$4,250	\$4,675	\$5,100
	Senior Planner	Hourly	\$39.23	\$44.14	\$49.04	\$53.94	\$58.85
M4	Principal Human Resources Analyst	Annual	\$89,772.80	\$100,984.00	\$112,195.20	\$123,427.20	\$135,054.40
	Information Technology Manager	Monthly	\$7,481	\$8,415	\$9,350	\$10,286	\$11,255
	Principal Planner	Bi-weekly	\$3,741	\$4,208	\$4,675	\$5,143	\$5,627
	Public Works Operations Manager Recreation Manager Risk Manager	Hourly	\$43.16	\$48.55	\$53.94	\$59.34	\$64.93
M4-A	Assistant to the City Manager	Annual	\$98,737.60	\$111,092.80	\$123,427.20	\$135,761.60	\$148,096.00
	Human Resources Manager	Monthly	\$8,228	\$9,258	\$10,286	\$11,313	\$12,341
	Principal Civil Engineer	Bi-weekly	\$4,114	\$4,629	\$5,143	\$5,657	\$6,171
		Hourly	\$47.47	\$53.41	\$59.34	\$65.27	\$71.20
M5	Fire Battalion Chief (2912 annual hours)	Annual	\$102,094.72	\$114,849.28	\$127,632.96	\$140,358.40	\$153,142.08
		Monthly	\$8,508	\$9,571	\$10,636	\$11,697	\$12,762
		Bi-weekly	\$4,254	\$4,785	\$5,318	\$5,848	\$6,381
		Hourly	\$35.06	\$39.44	\$43.83	\$48.20	\$52.59
M6	Finance Manager	Annual	\$108,617.60	\$122,200.00	\$135,761.60	\$149,344.00	\$162,926.40
	Marine Safety Captain	Monthly	\$9,051	\$10,183	\$11,313	\$12,445	\$13,577
		Bi-weekly	\$4,526	\$5,092	\$5,657	\$6,223	\$6,789
		Hourly	\$52.22	\$58.75	\$65.27	\$71.80	\$78.33
M6-A	Fire Battalion Chief (2080 annual hours)	Annual	\$112,299.20	\$126,339.20	\$140,379.20	\$154,398.40	\$168,459.20
		Monthly	\$9,358	\$10,528	\$11,698	\$12,867	\$14,038
		Bi-weekly	\$4,679	\$5,264	\$5,849	\$6,433	\$7,019
		Hourly	\$53.99	\$60.74	\$67.49	\$74.23	\$80.99
M7	Deputy Fire Chief	Annual	\$114,878.40	\$132,121.60	\$149,344.00	\$166,587.20	\$183,809.60
		Monthly	\$9,573	\$11,010	\$12,445	\$13,882	\$15,317
		Bi-weekly	\$4,787	\$5,505	\$6,223	\$6,941	\$7,659
		Hourly	\$55.23	\$63.52	\$71.80	\$80.09	\$88.37
M8	Administrative Services Director/Assistant City Manager	Annual	\$126,360.00	\$145,308.80	\$164,278.40	\$183,248.00	\$202,196.80
	City Clerk	Monthly	\$10,530	\$12,109	\$13,690	\$15,271	\$16,850
	City Engineer/Public Works Director Community Development Director Fire Chief	Bi-weekly	\$5,265	\$6,055	\$6,845	\$7,635	\$8,425
	Finance Director/City Treasurer Human Resources Director	Hourly	\$60.75	\$69.86	\$78.98	\$88.10	\$97.21