

**EXECUTIVE AND MANAGEMENT EMPLOYEES**  
**SALARY SCHEDULE 1**  
**Effective July 11, 2025**  
**Updated September 10, 2025**

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