

Part-Time Salary Ranges

Range	Position Titles	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
11	Custodian, Gen Laborer, Library Page	15.40	16.02	16.66	17.32	18.02	18.74
12	Library Aide I	16.02	16.66	17.32	18.02	18.74	19.49
14	Cust./Maintenance Repair Tech., Fac. Maint. Tec	17.32	18.02	18.74	19.49	20.27	21.08
15	Customer Service Clerk	18.02	18.74	19.49	20.27	21.08	21.92
16	Police Records Clerk	18.74	19.49	20.27	21.08	21.92	22.80
19	Property & Evidence Specialist	21.08	21.92	22.80	23.71	24.66	25.64

Full-time Non-Represented Salary Ranges

Range	Position Titles	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	Seasonal Fire/EMS	2,749.90	2,859.89	2,974.29	3,093.26	3,216.99	3,345.67
12		15.87	16.50	17.16	17.85	18.56	19.30
17	Administrative Assistant	3,346.24	3,480.09	3,619.29	3,764.06	3,914.62	4,071.21
17		19.31	20.08	20.88	21.72	22.58	23.49
21	Communications Specialist	3,911.50	4,067.96	4,230.68	4,399.91	4,575.91	4,758.94
21		22.57	23.47	24.41	25.38	26.40	27.46
29	Fleet Maintenance Supervisor	5,358.09	5,572.41	5,795.31	6,027.12	6,268.20	6,518.93
29		30.91	32.15	33.44	34.77	36.16	37.61
31	Executive Assistant/City Recorder	5,795.32	6,027.13	6,268.21	6,518.94	6,779.70	7,050.89
31		33.44	34.77	36.16	37.61	39.11	40.68

Exempt/Management Salary Ranges

Range	Position Titles	Bottom	Midpoint	Top
M1	Aquatic Ctr Supv*, Ops Supv*, Admin Svc Mgr*	5,747.45	6,961.13	8,174.81
	Water Supv*, Eng. Svc Supv*, Park Supv*	68,969.40	83,533.56	98,097.72
M2	Fire Division Chief*, Library Manager*	5,975.88	7,238.34	8,500.80
	Building Official*	71,710.56	86,860.08	102,009.60
DH1	Asst Finance Director*	6,907.81	8,368.46	9,829.10
	Parks & Recreation Manager	82,893.72	100,421.46	117,949.20
DH2	Deputy Fire Chief*	7,181.00	8,704.07	10,227.14
		86,172.00	104,448.84	122,725.68
DH3	Public Works Director*, Deputy Police Chief*	7,470.04	9,053.11	10,636.18
	Econ & Com Dev Director*	89,640.48	108,637.32	127,634.16
DH4	Police Chief*, Fire Chief*, Finance Director*	7,736.74	9,399.18	11,061.62
	Assistant City Manager*	92,840.88	112,790.16	132,739.44

* Denotes positions exempt from overtime

Salary Steps for Flexible Schedule Employees 2023

EMS Positions	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
EMT	\$15.17	\$15.63	\$16.10	\$16.58	\$17.08	\$17.59	
EMT Transfer Car	\$15.78	\$16.25	\$16.74	\$17.24	\$17.76	\$18.29	
Intermediate/AEMT	\$16.69	\$17.19	\$17.71	\$18.24	\$18.78	\$19.35	
EMT-I/AEMT Transfer Car	\$17.36	\$17.88	\$18.41	\$18.97	\$19.54	\$20.12	
Paramedic	\$18.36	\$18.91	\$19.48	\$20.06	\$20.66	\$21.28	
Paramedic Transfer Car	\$19.09	\$19.67	\$20.26	\$20.86	\$21.49	\$22.13	
FF/EMT-B	\$15.93	\$16.41	\$16.90	\$17.41	\$17.93	\$18.47	
FF/EMT A & I	\$17.52	\$18.05	\$18.59	\$19.15	\$19.72	\$20.32	
FF/EMT-P	\$19.28	\$19.85	\$20.45	\$21.06	\$21.70	\$22.35	
Aquatic Center Positions	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SLI Step 7
Lifeguard*/Front Desk	\$14.20	\$14.63	\$15.06	\$15.52	\$15.98	\$16.46	\$16.96
WAI	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50		

*A \$1.00/hour differential is paid for lead lifeguard duties

Union-Represented Salary Ranges
Effective June 24, 2022

AFSCME Bargaining Unit (23-24 Contract Year)							
Range	Position Titles	1	2	3	4	5	6
17	Library Aide II	3,389.91	3,525.51	3,666.53	3,813.19	3,965.72	4,124.34
17	Administrative Assistant	19.56	20.34	21.15	22.00	22.88	23.79
18	Head Lifeguard	3,525.51	3,666.53	3,813.19	3,965.72	4,124.34	4,289.32
18		20.34	21.15	22.00	22.88	23.79	24.75
19	Utility Technician, Water Utility Technician	3,666.53	3,813.19	3,965.72	4,124.34	4,289.32	4,460.89
19		21.15	22.00	22.88	23.79	24.75	25.74
20	Accounts Payable Clrk, Engineering Tech Asst.	3,813.19	3,965.72	4,124.34	4,289.32	4,460.89	4,639.33
20		22.00	22.88	23.79	24.75	25.74	26.77
21	Maint Wrkr I (Parks), Library Asst, Accounting Clerk	3,965.72	4,124.34	4,289.32	4,460.89	4,639.33	4,824.90
21	Utility Worker I, Water Utility Worker I	22.88	23.79	24.75	25.74	26.77	27.84
22	Planner I, Maint Worker II	4,124.34	4,289.32	4,460.89	4,639.33	4,824.90	5,017.89
22		23.79	24.75	25.74	26.77	27.84	28.95
23	Permit Tech, Engineering Tech I, Executive Assistant	4,289.32	4,460.89	4,639.33	4,824.90	5,017.89	5,218.61
23	Accounting Assistant	24.75	25.74	26.77	27.84	28.95	30.11
24	Utility Worker II, Water Utility Worker II	4,460.89	4,639.33	4,824.90	5,017.89	5,218.61	5,427.36
24	Econ Dev Spec., Code Svc Spec, Court Svc Admin	25.74	26.77	27.84	28.95	30.11	31.31
25	WTP Operator II, GIS Technician	4,639.33	4,824.90	5,017.89	5,218.61	5,427.36	5,644.45
25	Mechanic Maint Spec., Eng Tech II	26.77	27.84	28.95	30.11	31.31	32.56
26	Enviro. Compliance Tech., Water System Operator II	4,824.90	5,017.89	5,218.61	5,427.36	5,644.45	5,870.23
26	Utility Worker II/Leadworker	27.84	28.95	30.11	31.31	32.56	33.87
27		5,017.89	5,218.61	5,427.36	5,644.45	5,870.23	6,105.04
27		28.95	30.11	31.31	32.56	33.87	35.22
28	PW Foreman, Water Foreman, Fac Maint. Foreman	5,218.61	5,427.36	5,644.45	5,870.23	6,105.04	6,349.24
28	WTP Operator III, Bldg Insp I, Engineering Tech III	30.11	31.31	32.56	33.87	35.22	36.63
29	Senior Accountant, Project Manager	5,427.36	5,644.45	5,870.23	6,105.04	6,349.24	6,603.21
29	Water System Operator III	31.31	32.56	33.87	35.22	36.63	38.10
30	Planner II	5,644.45	5,870.23	6,105.04	6,349.24	6,603.21	6,867.34
30		32.56	33.87	35.22	36.63	38.10	39.62
31	Building Inspector II	5,870.23	6,105.04	6,349.24	6,603.21	6,867.34	7,142.03
31		33.87	35.22	36.63	38.10	39.62	41.20
32	Senior Planner	6,105.04	6,349.24	6,603.21	6,867.34	7,142.03	7,427.71
32		35.22	36.63	38.10	39.62	41.20	42.85
33	Civil Engineer	6,349.24	6,603.21	6,867.34	7,142.03	7,427.71	7,724.82
33		36.63	38.10	39.62	41.20	42.85	44.57

DPEA 2023-24

Police (2021-24 CBA)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Officer	5,551.93	5,829.53	6,121.00	6,427.05	6,748.41	7,085.83
	32.03	33.63	35.31	37.08	38.93	40.88
Records Specialist	3,832.75	4,024.38	4,225.60	4,436.88	4,658.73	4,891.66
	18.56	23.22	24.38	25.60	26.88	28.22
Sergeants 2022-23 *Non-represented						
Sergeant	7,990.55	8,309.76	8,642.70	8,988.24	9,347.49	9,720.47

DPEA 2023-24						
5% between Steps						
CBA 23-24	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMT-B	4,552.10	4,779.71	5,018.70	5,269.63	5,533.11	5,809.77
AEMT	4,688.66	4,923.10	5,169.25	5,427.71	5,699.10	5,984.05
EMT-I	4,829.32	5,070.79	5,324.33	5,590.54	5,870.07	6,163.58
Paramedic	5,070.79	5,324.33	5,590.54	5,870.07	6,163.58	6,471.75
FF/EMT-B	4,893.09	5,137.74	5,394.63	5,664.36	5,947.58	6,244.96
FF/AEMT	5,039.88	5,291.88	5,556.47	5,834.29	6,126.01	6,432.31
FF/EMT-I	5,191.08	5,450.63	5,723.16	6,009.32	6,309.79	6,625.28
FF/Paramedic	5,450.63	5,723.16	6,009.32	6,309.79	6,625.28	6,956.54
Captain	6,904.19	7,249.40	7,611.87	7,992.46	8,392.09	8,811.69