

City of Pomona
Citywide Salary Schedule FY 2026-2027
As of August 3, 2026

Exhibit A

JOB TITLE	Effective Date	Flex Class	Group	Range Scale	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
					STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Accounting Manager	10/1/25		B	EB-084	11,638	12,222	12,836	13,476	14,151
Accounting Supervisor	10/1/25		C	MC-076	9,557	10,031	10,534	11,060	11,613
Accounting Technician I	10/1/25	F	GS	GS-041	4,024	4,226	4,438	4,658	4,891
Accounting Technician II	10/1/25	F	GS	GS-045	4,443	4,666	4,896	5,145	5,403
Administrative Assistant I	10/1/25	F	GS/D	GS/MC-042	4,127	4,334	4,549	4,776	5,017
Administrative Assistant II	10/1/25	F	GS/D	GS/MC-046	4,555	4,784	5,023	5,273	5,537
Administrative Assistant III	10/1/25	F	GS/D	GS/MC-050	5,027	5,280	5,545	5,822	6,112
Administrative Clerk	10/1/25		GS/D	GS/MC-040	3,930	4,125	4,332	4,548	4,774
Administrative Services Manager	10/1/25		C	MC-074	9,094	9,546	10,024	10,527	11,053
Arts in Public Places Program Manager	10/1/25		C	MC-069	8,037	8,436	8,860	9,304	9,773
Assistant City Clerk	10/1/25		B	EB-068	7,843	8,233	8,648	9,078	9,534
Assistant City Manager	10/1/25		A-1	EA-104A	210,436	- annual range -			282,005
Assistant Engineer	10/1/25	F	GS	GS-070	8,236	8,652	9,080	9,538	10,015
Assistant Finance Director	8/3/26		A-2	EA-094	162,205	- annual range -			217,370
Assistant Human Resources/Risk Management Director	8/3/26		A-2	EA-092	154,390	- annual range -			206,899
Assistant Planner	10/1/25	F	GS	GS-062	6,767	7,100	7,451	7,831	8,219
Assistant Public Works Director	8/3/26		A-2	EA-093	158,248	- annual range -			212,068
Assistant to the City Manager	10/1/25		A-2	EA-080	114,801	- annual range -			153,840
Assistant Water Resources Director	8/3/26		A-2	EA-093	158,248	- annual range -			212,068
Associate Civil Engineer	10/1/25	F	C	MC-078	10,036	10,539	11,068	11,620	12,199
Associate Engineer	10/1/25	F	C	MC-074	9,094	9,546	10,024	10,527	11,053
Associate Planner	10/1/25	F	GS	GS-066	7,459	7,838	8,228	8,637	9,071
Budget Officer	10/1/25		B	EB-074	9,095	9,550	10,026	10,530	11,057
Building & Safety Supervisor	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Building Inspector I	10/1/25	F	GS	GS-058	6,124	6,431	6,751	7,092	7,443
Building Inspector II	10/1/25	F	GS	GS-062	6,767	7,100	7,451	7,831	8,219
Building Official	10/1/25		B	EB-090	13,504	14,174	14,884	15,630	16,410
Building Permit Technician I	10/1/25	F	GS	GS-050	5,027	5,280	5,545	5,822	6,112
Building Permit Technician II	10/1/25	F	GS	GS-054	5,549	5,826	6,119	6,425	6,740
Business License Inspector	10/1/25		GS	GS-053	5,413	5,684	5,969	6,267	6,580
Business License Specialist	10/1/25		GS	GS-047	4,672	4,900	5,148	5,405	5,674
Buyer	10/1/25		D	MC-059	6,278	6,594	6,922	7,268	7,630
Capital Facilities Engineer	10/1/25		C	MC-078	10,036	10,539	11,068	11,620	12,199
Children & Youth Services Director	10/1/25		A-1	EA-096	170,419	- annual range -			228,378
City Clerk	10/1/25		A-1	EA-096A	125,242	- annual range -			224,305
City Engineer	10/1/25		B	EB-094	14,901	15,651	16,431	17,254	18,116
City Manager	2/8/26		A-1	EA-CM	NA	- annual range -			352,820
Code Compliance Inspector	10/1/25		GS	GS-058	6,124	6,431	6,751	7,092	7,443
Code Compliance Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Code Compliance Supervisor	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Communications Systems Manager	10/1/25		C	MC-073	8,871	9,318	9,782	10,269	10,783
Communications Technician	10/1/25		GS	GS-061	6,596	6,926	7,270	7,636	8,018
Community Services Director	10/1/25		A-1	EA-096	170,419	- annual range -			228,378
Community Services Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Community Services Officer I	10/1/25	F	GS	GS-045	4,443	4,666	4,896	5,145	5,403
Community Services Officer II	10/1/25	F	GS	GS-049	4,905	5,152	5,406	5,676	5,964
Councilmember	10/8/14		CC	CC-0010	819	- flat amount			
Crime Analyst	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
Crime Free Housing Coordinator	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
Crime Scene Investigator (Non-Sworn)	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
Criminal Intelligence Coordinator	10/1/25		GS	GS-058	6,124	6,431	6,751	7,092	7,443
Customer Service Specialist I	10/1/25	F	GS	GS-043	4,228	4,442	4,659	4,893	5,143
Customer Service Specialist II	10/1/25	F	GS	GS-047	4,672	4,900	5,148	5,405	5,674
Database Administrator	10/1/25		B	EB-076	9,558	10,032	10,535	11,062	11,616
Deputy Building Official	10/1/25		C	MC-082	11,080	11,629	12,214	12,825	13,468
Deputy City Clerk I	10/1/25	F	D	MC-050	5,027	5,280	5,545	5,822	6,112

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As of August 3, 2026

Exhibit A

JOB TITLE	Effective	Flex		Range	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
	Date	Class	Group	Scale	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Deputy City Clerk II	10/1/25	F	D	MC-055	5,688	5,971	6,271	6,585	6,915
Deputy Development Services Director	10/1/25		B	EB-092	14,181	14,895	15,638	16,420	17,244
Deputy Director of Economic & Business Affairs	11/17/25		B	EB-092	14,181	14,895	15,638	16,420	17,244
Deputy Director of Library Services	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Deputy Finance Director	10/1/25		B	EB-088	12,851	13,494	14,166	14,874	15,621
Deputy Police Chief	10/1/25		A-3	EAP-005	192,859	- annual range -			253,188
Deputy Police Chief with EPMC	10/1/25		A-3	EAP9-005	210,216	- annual range -			275,975
Development Services Director	10/1/25		A-1	EA-100	188,109	- annual range -			252,084
Digital Experience Manager	10/1/25		C	MC-078	10,036	10,539	11,068	11,620	12,199
Engineering Aide	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265
Engineering Technician	10/1/25		GS	GS-060	6,436	6,756	7,096	7,446	7,823
Environmental Compliance Supervisor	10/1/25		C	MC-079	10,287	10,804	11,344	11,906	12,504
Equipment Mechanic	10/1/25		GS	GS-053	5,413	5,684	5,969	6,267	6,580
Executive Assistant	10/1/25		C	MC-063	6,931	7,276	7,641	8,022	8,426
Facilities Custodian	10/1/25		GS	GS-039	3,836	4,023	4,224	4,437	4,655
Facilities Maintenance Supervisor	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Facilities Maintenance Technician	10/1/25		GS	GS-055	5,688	5,971	6,271	6,585	6,915
Family Self Sufficiency Coordinator	10/1/25		D	MC-070	8,236	8,652	9,080	9,538	10,015
Finance Director	10/1/25		A-1	EA-100	188,109	- annual range -			252,084
Finance Director/City Treasurer	10/1/25		A-1	EA-102	197,631	- annual range -			264,848
Finance Manager	10/1/25		B	EB-084	11,638	12,222	12,836	13,476	14,151
Fleet Services Manager	10/1/25		B	EB-078	10,036	10,539	11,072	11,621	12,203
Fleet Services Supervisor	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Governmental & Community Affairs Manager	10/1/25		B	EB-078	10,036	10,539	11,072	11,621	12,203
Graffiti Removal Worker	10/1/25		GS	GS-042	4,127	4,334	4,549	4,776	5,017
Heavy Equipment Mechanic	10/1/25		GS	GS-057	5,974	6,276	6,592	6,917	7,264
Homeless Programs Coordinator	10/1/25		D	MC-070	8,236	8,652	9,080	9,538	10,015
Housing Analyst	10/1/25		D	MC-063	6,931	7,276	7,641	8,022	8,426
Housing Authority Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Housing Grants Coordinator	10/1/25		D	MC-070	8,236	8,652	9,080	9,538	10,015
Housing Grants Supervisor	10/1/25		C	MC-074	9,094	9,546	10,024	10,527	11,053
Housing Inspector I	10/1/25	F	GS	GS-056	5,831	6,121	6,428	6,744	7,088
Housing Inspector II	10/1/25	F	GS	GS-060	6,436	6,756	7,096	7,446	7,823
Housing Loan Coordinator I	10/1/25	F	GS	GS-055	5,688	5,971	6,271	6,585	6,915
Housing Loan Coordinator II	10/1/25	F	GS	GS-059	6,278	6,594	6,922	7,268	7,630
Housing Programs Supervisor	10/1/25		C	MC-074	9,094	9,546	10,024	10,527	11,053
Housing Rehabilitation Specialist	10/1/25		GS	GS-062	6,767	7,100	7,451	7,831	8,219
Housing Services Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Housing Specialist I	10/1/25	F	GS	GS-050	5,027	5,280	5,545	5,822	6,112
Housing Specialist II	10/1/25	F	GS	GS-054	5,549	5,826	6,119	6,425	6,740
Housing Specialist III	10/1/25	F	GS	GS-061	6,596	6,926	7,270	7,636	8,018
Housing Stabilization Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Housing Stabilization Supervisor	10/1/25		C	MC-074	9,094	9,546	10,024	10,527	11,053
Housing Technician I	10/1/25	F	GS	GS-047	4,672	4,900	5,148	5,405	5,674
Housing Technician II	10/1/25	F	GS	GS-051	5,155	5,411	5,680	5,966	6,265
Human Resources Analyst I	10/1/25	F	D	MC-058	6,124	6,431	6,751	7,092	7,443
Human Resources Analyst II	10/1/25	F	D	MC-066	7,459	7,838	8,228	8,637	9,071
Human Resources Assistant I	10/1/25	F	D	MC-046	4,555	4,784	5,023	5,273	5,537
Human Resources Assistant II	10/1/25	F	D	MC-050	5,027	5,280	5,545	5,822	6,112
Human Resources Manager	10/1/25		B	EB-084	11,638	12,222	12,836	13,476	14,151
Human Resources/Risk Management Director	10/1/25		A-1	EA-098	179,043	- annual range -			239,937
Immigration Research Coordinator	10/1/25		D	MC-070	8,236	8,652	9,080	9,538	10,015
Innovation and Technology Director	10/1/25		A-1	EA-098	179,043	- annual range -			239,937
Jail Manager	10/1/25		C	MC-072	8,656	9,085	9,541	10,020	10,518
Jail Supervisor	10/1/25		GS	GS-064	7,103	7,455	7,836	8,222	8,633
Jailer	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265

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	Date	Class	Group	Scale	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Lead Equipment Mechanic	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
Lead Facilities Custodian	10/1/25		GS	GS-045	4,443	4,666	4,896	5,145	5,403
Lead Facilities Maintenance Technician	10/1/25		GS	GS-061	6,596	6,926	7,270	7,636	8,018
Lead Graffiti Removal Worker	10/1/25		GS	GS-048	4,787	5,025	5,277	5,539	5,820
Lead Landscape Maintenance Technician	10/1/25		GS	GS-054	5,549	5,826	6,119	6,425	6,740
Lead Meter Technician	10/1/25		GS	GS-056	5,831	6,121	6,428	6,744	7,088
Lead Signal/Lighting Technician	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
Librarian I	10/1/25	F	GS	GS-056	5,831	6,121	6,428	6,744	7,088
Librarian I (50%)	10/1/25	F	GS	GS-056	2,916	3,061	3,214	3,372	3,544
Librarian I (60%)	10/1/25	F	GS	GS-056	3,499	3,673	3,857	4,046	4,253
Librarian II	10/1/25	F	GS	GS-060	6,436	6,756	7,096	7,446	7,823
Librarian II (50%)	10/1/25	F	GS	GS-060	3,218	3,378	3,548	3,723	3,912
Librarian II (60%)	10/1/25	F	GS	GS-060	3,862	4,054	4,258	4,468	4,694
Library Assistant I	10/1/25	F	GS	GS-042	4,127	4,334	4,549	4,776	5,017
Library Assistant I (50%)	10/1/25	F	GS	GS-042	2,064	2,167	2,275	2,388	2,509
Library Assistant I (60%)	10/1/25	F	GS	GS-042	2,476	2,600	2,729	2,866	3,010
Library Assistant II	10/1/25	F	GS	GS-046	4,555	4,784	5,023	5,273	5,537
Library Assistant II (50%)	10/1/25	F	GS	GS-046	2,278	2,392	2,512	2,637	2,769
Library Assistant II (60%)	10/1/25	F	GS	GS-046	2,733	2,870	3,014	3,164	3,322
Library Director	10/1/25		A-1	EA-091	150,623	- annual range -			201,852
Library Manager	10/1/25		B	EB-076	9,558	10,032	10,535	11,062	11,616
Library Manager (60%)	10/1/25		B	EB-076	5,735	6,019	6,321	6,637	6,970
Library Specialist	10/1/25		GS	GS-050	5,027	5,280	5,545	5,822	6,112
Library Specialist (50%)	10/1/25		GS	GS-050	2,514	2,640	2,773	2,911	3,056
Library Supervisor	10/1/25		C	MC-066	7,459	7,838	8,228	8,637	9,071
Library Supervisor (60%)	10/1/25		C-2	MC-066	4,475	4,703	4,937	5,182	5,443
Library Supervisor (75%)	10/1/25		C-2	MC-066	5,594	5,879	6,171	6,478	6,803
Loan Services Supervisor	10/1/25		C	MC-066	7,459	7,838	8,228	8,637	9,071
Management Analyst	10/1/25		C	MC-063	6,931	7,276	7,641	8,022	8,426
Mayor	10/8/14		CC	CC-0020	1,638	- flat amount			
Meter Technician	10/1/25		GS	GS-050	5,027	5,280	5,545	5,822	6,112
Neighborhood Services Assistant Director	10/1/25		A-2	EA-094	162,205	- annual range -			217,370
Neighborhood Services Director	10/1/25		A-1	EA-099	183,523	- annual range -			245,934
Parking Enforcement Officer	10/1/25		GS	GS-041	4,024	4,226	4,438	4,658	4,891
Parking Maintenance Technician	10/1/25		GS	GS-041	4,024	4,226	4,438	4,658	4,891
Parks and Facilities Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Parks and Landscape Supervisor	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Payroll Coordinator	10/1/25		D	MC-051	5,155	5,411	5,680	5,966	6,265
Payroll Supervisor	10/1/25		C	MC-076	9,557	10,031	10,534	11,060	11,613
Payroll Technician I	10/1/25	F	GS	GS-043	4,228	4,442	4,659	4,893	5,143
Payroll Technician II	10/1/25	F	GS	GS-046	4,555	4,784	5,023	5,273	5,537
Planning Manager	10/1/25		B	EB-088	12,851	13,494	14,166	14,874	15,621
Planning Technician	10/1/25		GS	GS-054	5,549	5,826	6,119	6,425	6,740
Plans Examiner	10/1/25		GS	GS-070	8,236	8,652	9,080	9,538	10,015
Police Building Facility Coordinator	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
Police Captain	10/1/25		PM	PM-0020	15,305	16,092	16,921	17,777	18,692
Police Captain with EPMC	10/1/25		PM	PM9-0020	16,682	17,540	18,444	19,377	20,374
Police Chief	10/1/25		A-3	EAP-010	243,773	- annual range -			351,179
Police Chief with EPMC	10/1/25		A-3	EAP9-010	265,713	- annual range -			382,786
Police Civilian Division Commander	10/1/25		B	EB-088	12,851	13,494	14,166	14,874	15,621
Police Corporal	10/1/25		PS	PS-0040	9,647	10,140	10,660	11,203	11,779
Police Corporal with EPMC	10/1/25		PS	PS9-0040	10,515	11,053	11,619	12,211	12,839
Police Department Coordinator	10/1/25		D	MC-055	5,688	5,971	6,271	6,585	6,915
Police Dispatch Manager	10/1/25		C	MC-079	10,287	10,804	11,344	11,906	12,504
Police Dispatch Shift Supervisor	10/1/25		GS	GS-071	8,444	8,864	9,309	9,777	10,265
Police Dispatcher I	10/1/25	F	GS	GS-055	5,688	5,971	6,271	6,585	6,915

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Police Dispatcher II	10/1/25	F	GS	GS-059	6,278	6,594	6,922	7,268	7,630
Police Division Coordinator I	10/1/25	F	GS	GS-042	4,127	4,334	4,549	4,776	5,017
Police Division Coordinator II	10/1/25	F	GS	GS-046	4,555	4,784	5,023	5,273	5,537
Police Division Coordinator III	10/1/25	F	GS	GS-050	5,027	5,280	5,545	5,822	6,112
Police Investigator	10/1/25		PS	PS-0040	9,647	10,140	10,660	11,203	11,779
Police Investigator with EPMC	10/1/25		PS	PS9-0040	10,515	11,053	11,619	12,211	12,839
Police Lieutenant	10/1/25		PM	PM-0010	13,313	13,990	14,715	15,459	16,254
Police Lieutenant with EPMC	10/1/25		PM	PM9-0010	14,511	14,595	16,039	16,850	17,717
Police Motor Officer	10/1/25		PS	PS-0010	8,614	9,054	9,520	10,003	10,516
Police Motor Officer with EPMC	10/1/25		PS	PS9-0010	9,389	9,869	10,377	10,903	11,462
Police Officer	10/1/25		PS	PS-0010	8,614	9,054	9,520	10,003	10,516
Police Officer Recruit	10/1/25		GS	GS-066A	7,459	-	-	-	-
Police Officer with EPMC	10/1/25		PS	PS9-0010	9,389	9,869	10,377	10,903	11,462
Police Records Manager	10/1/25		C	MC-072	8,656	9,085	9,541	10,020	10,518
Police Records Shift Supervisor	10/1/25		GS	GS-057	5,974	6,276	6,592	6,917	7,264
Police Records Specialist I	10/1/25	F	GS	GS-043	4,228	4,442	4,659	4,893	5,143
Police Records Specialist II	10/1/25	F	GS	GS-047	4,672	4,900	5,148	5,405	5,674
Police Sergeant	10/1/25		PS	PS-0050	11,093	11,664	12,258	12,881	13,545
Police Sergeant with EPMC	10/1/25		PS	PS9-0050	12,091	12,714	13,361	14,040	14,764
Principal Accountant	10/1/25		C	MC-072	8,656	9,085	9,541	10,020	10,518
Principal Civil Engineer	10/1/25		C	MC-088	12,849	13,491	14,167	14,873	15,618
Principal Traffic Engineer	10/1/25		C	MC-088	12,849	13,491	14,167	14,873	15,618
Principal Water Engineer	10/1/25		C	MC-088	12,849	13,491	14,167	14,873	15,618
Program Assistant	10/1/25		GS	GS-050	5,027	5,280	5,545	5,822	6,112
Program Specialist	10/1/25		GS	GS-056	5,831	6,121	6,428	6,744	7,088
Property and Evidence Technician	10/1/25		GS	GS-049	4,905	5,152	5,406	5,676	5,964
Public Information Coordinator	10/1/25		C	MC-069	8,037	8,436	8,860	9,304	9,773
Public Information Specialist I	10/1/25	F	D	MC-055	5,688	5,971	6,271	6,585	6,915
Public Information Specialist II	10/1/25	F	D	MC-063	6,931	7,276	7,641	8,022	8,426
Public Services Crew Chief	10/1/25		D	MC-066	7,459	7,838	8,228	8,637	9,071
Public Services Crew Leader	10/1/25		GS	GS-054	5,549	5,826	6,119	6,425	6,740
Public Services Maintenance Worker I	10/1/25	F	GS	GS-044	4,336	4,553	4,777	5,019	5,271
Public Services Maintenance Worker II	10/1/25	F	GS	GS-048	4,787	5,025	5,277	5,539	5,820
Public Services Supervisor	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Public Works Director	10/1/25		A-1	EA-099	183,523	- annual range -			245,934
Public Works Fiscal and Project Manager	10/1/25		C	MC-078	10,036	10,539	11,068	11,620	12,199
Public Works Inspector I	10/1/25	F	GS	GS-062	6,767	7,100	7,451	7,831	8,219
Public Works Inspector II	10/1/25	F	GS	GS-066	7,459	7,838	8,228	8,637	9,071
Purchasing Manager	10/1/25		B	EB-076	9,558	10,032	10,535	11,062	11,616
Purchasing Technician	10/1/25		GS	GS-047	4,672	4,900	5,148	5,405	5,674
Rangemaster	10/1/25		GS	GS-059	6,278	6,594	6,922	7,268	7,630
Records Management Specialist	10/1/25		D	MC-050	5,027	5,280	5,545	5,822	6,112
Recreation Coordinator	10/1/25		GS	GS-059	6,278	6,594	6,922	7,268	7,630
Recreation Supervisor	10/1/25		C	MC-067	7,649	8,032	8,432	8,857	9,298
Rent Stabilization Coordinator	10/1/25		D	MC-070	8,236	8,652	9,080	9,538	10,015
Revenue Operations Manager	10/1/25		B	EB-076	9,558	10,032	10,535	11,062	11,616
Revenue Operations Supervisor	10/1/25		C	MC-069	8,037	8,436	8,860	9,304	9,773
Risk Management Claims Analyst	10/1/25		D	MC-066	7,459	7,838	8,228	8,637	9,071
Risk Manager	10/1/25		B	EB-084	11,638	12,222	12,836	13,476	14,151
Safety & Emergency Preparedness Analyst I	10/1/25	F	D	MC-058	6,124	6,431	6,751	7,092	7,443
Safety & Emergency Preparedness Analyst II	10/1/25	F	D	MC-066	7,459	7,838	8,228	8,637	9,071
Safety & Emergency Preparedness Officer	10/1/25		C	MC-072	8,656	9,085	9,541	10,020	10,518
Senior Accountant	10/1/25		C	MC-068	7,842	8,231	8,647	9,076	9,533
Senior Accounting Technician	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265
Senior Administrative Assistant	10/1/25		D	MC-055	5,688	5,971	6,271	6,585	6,915
Senior Building Inspector	10/1/25		GS	GS-068	7,842	8,231	8,647	9,076	9,533

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Exhibit A

JOB TITLE	Effective	Flex		Range	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
	Date	Class	Group	Scale	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Senior Business Systems Analyst	10/1/25		C	MC-072	8,656	9,085	9,541	10,020	10,518
Senior Civil Engineer	10/1/25		C	MC-084	11,636	12,220	12,832	13,473	14,149
Senior Code Compliance Inspector	10/1/25		GS	GS-062	6,767	7,100	7,451	7,831	8,219
Senior Communications Technician	10/1/25		GS	GS-067	7,649	8,032	8,432	8,857	9,298
Senior Crime Scene Investigator (non sworn)	10/1/25		GS	GS-067	7,649	8,032	8,432	8,857	9,298
Senior Customer Service Specialist	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265
Senior Human Resources Analyst	10/1/25		C	MC-072	8,656	9,085	9,541	10,020	10,518
Senior Information Technology Manager	10/1/25		C	MC-088	12,849	13,491	14,167	14,873	15,618
Senior Jailer	10/1/25		GS	GS-057	5,974	6,276	6,592	6,917	7,264
Senior Librarian	10/1/25		C-2	MC-066	7,459	7,838	8,228	8,637	9,071
Senior Library Assistant	10/1/25		GS	GS-050	5,027	5,280	5,545	5,822	6,112
Senior Library Assistant (50%)	10/1/25		GS	GS-050	2,514	2,640	2,773	2,911	3,056
Senior Library Assistant (60%)	10/1/25		GS	GS-050	3,016	3,168	3,327	3,493	3,667
Senior Management Analyst	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Senior Parking Enforcement Officer	10/1/25		GS	GS-045	4,443	4,666	4,896	5,145	5,403
Senior Planner	10/1/25		D	MC-072	8,656	9,085	9,541	10,020	10,518
Senior Planning Coordinator	10/1/25		C	MC-072	8,656	9,085	9,541	10,020	10,518
Senior Plans Examiner	10/1/25		GS	GS-076	9,557	10,031	10,534	11,060	11,613
Senior Police Dispatcher	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
Senior Police Records Specialist	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265
Senior Project Manager	10/1/25		C	MC-078	10,036	10,539	11,068	11,620	12,199
Senior Property and Evidence Technician	10/1/25		GS	GS-055	5,688	5,971	6,271	6,585	6,915
Senior Purchasing Technician	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265
Senior Storekeeper	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265
Senior Systems Analyst	10/1/25		C	MC-068	7,842	8,231	8,647	9,076	9,533
Senior Utility System Technician	10/1/25		GS	GS-073	8,871	9,318	9,782	10,269	10,783
Senior Water Resources Engineer	10/1/25		C	MC-084	11,636	12,220	12,832	13,473	14,149
Signal/Lighting Supervisor	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Signal/Lighting Technician I	10/1/25	F	GS	GS-055	5,688	5,971	6,271	6,585	6,915
Signal/Lighting Technician II	10/1/25	F	GS	GS-059	6,278	6,594	6,922	7,268	7,630
Solid Waste Crew Chief	10/1/25		D	MC-059	6,278	6,594	6,922	7,268	7,630
Solid Waste Driver	10/1/25		GS	GS-051	5,155	5,411	5,680	5,966	6,265
Solid Waste Supervisor	10/1/25		C	MC-067	7,649	8,032	8,432	8,857	9,298
Storekeeper	10/1/25		GS	GS-045	4,443	4,666	4,896	5,145	5,403
Stormwater Maintenance Crew Leader	10/1/25		GS	GS-054	5,549	5,826	6,119	6,425	6,740
Stormwater Maintenance Worker I	10/1/25	F	GS	GS-044	4,336	4,553	4,777	5,019	5,271
Stormwater Maintenance Worker II	10/1/25	F	GS	GS-048	4,787	5,025	5,277	5,539	5,820
Streets & Solid Waste Services Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Supervising Planner	10/1/25		C	MC-080	10,545	11,074	11,625	12,208	12,818
Systems Technician	10/1/25		D	MC-055	5,688	5,971	6,271	6,585	6,915
Traffic Operations Crew Chief	10/1/25		D	MC-066	7,459	7,838	8,228	8,637	9,071
Utility Assistant Engineer	10/1/25	F	GS	GS-070	8,236	8,652	9,080	9,538	10,015
Utility Associate Civil Engineer	10/1/25	F	C	MC-078	10,036	10,539	11,068	11,620	12,199
Utility Associate Engineer	10/1/25	F	C	MC-074	9,094	9,546	10,024	10,527	11,053
Utility System Technician	10/1/25		GS	GS-069	8,037	8,436	8,860	9,304	9,773
Violence Prevention Manager	10/1/25		B	EB-082	11,082	11,633	12,215	12,826	13,471
Violence Prevention Senior Analyst	10/1/25		C	MC-070	8,236	8,652	9,080	9,538	10,015
Wastewater Collection Sys Crew Chief	10/1/25		D	MC-073	8,871	9,318	9,782	10,269	10,783
Wastewater Maintenance Technician I	10/1/25	F	GS	GS-051	5,155	5,411	5,680	5,966	6,265
Wastewater Maintenance Technician II	10/1/25	F	GS	GS-055	5,688	5,971	6,271	6,585	6,915
Wastewater Maintenance Technician III	10/1/25	F	GS	GS-061	6,596	6,926	7,270	7,636	8,018
Wastewater System Supervisor	10/1/25		C	MC-079	10,287	10,804	11,344	11,906	12,504
Water Conservation Specialist	10/1/25		GS	GS-055	5,688	5,971	6,271	6,585	6,915
Water Distribution Supervisor	10/1/25		C	MC-079	10,287	10,804	11,344	11,906	12,504
Water Facilities Worker I	10/1/25	F	GS	GS-044	4,336	4,553	4,777	5,019	5,271
Water Facilities Worker II	10/1/25	F	GS	GS-048	4,787	5,025	5,277	5,539	5,820

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Exhibit A

	Effective	Flex		Range	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
JOB TITLE	Date	Class	Group	Scale	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Water Operations Crew Chief	10/1/25		D	MC-073	8,871	9,318	9,782	10,269	10,783
Water Operations Manager	10/1/25		B	EB-088	12,851	13,494	14,166	14,874	15,621
Water Production Supervisor	10/1/25		C	MC-079	10,287	10,804	11,344	11,906	12,504
Water Quality Control Technician I	10/1/25	F	GS	GS-060	6,436	6,756	7,096	7,446	7,823
Water Quality Control Technician II	10/1/25	F	GS	GS-064	7,103	7,455	7,836	8,222	8,633
Water Quality Control Technician III	10/1/25	F	GS	GS-070	8,236	8,652	9,080	9,538	10,015
Water Quality Crew Chief	10/1/25		D	MC-073	8,871	9,318	9,782	10,269	10,783
Water Quality Supervisor	10/1/25		C	MC-079	10,287	10,804	11,344	11,906	12,504
Water Resources Director	10/1/25		A-1	EA-099	183,523	- annual range -			245,934
Water System Operator I	10/1/25	F	GS	GS-055	5,688	5,971	6,271	6,585	6,915
Water System Operator II	10/1/25	F	GS	GS-059	6,278	6,594	6,922	7,268	7,630
Water System Operator III	10/1/25	F	GS	GS-065	7,277	7,645	8,026	8,429	8,850
Water Treatment Crew Chief	10/1/25		D	MC-073	8,871	9,318	9,782	10,269	10,783
Water Treatment Plant Operator I	10/1/25	F	GS	GS-057	5,974	6,276	6,592	6,917	7,264
Water Treatment Plant Operator II	10/1/25	F	GS	GS-061	6,596	6,926	7,270	7,636	8,018
Water Treatment Plant Operator III	10/1/25	F	GS	GS-067	7,649	8,032	8,432	8,857	9,298
Water Treatment Supervisor (T1)	10/1/25		C	MC-082	11,080	11,629	12,214	12,825	13,468
Water Treatment Supervisor (T2)	10/1/25		C	MC-079	10,287	10,804	11,344	11,906	12,504
Water Utility Crew Leader	10/1/25		GS	GS-061	6,596	6,926	7,270	7,636	8,018
Water Utility Worker I	10/1/25	F	GS	GS-051	5,155	5,411	5,680	5,966	6,265
Water Utility Worker II	10/1/25	F	GS	GS-055	5,688	5,971	6,271	6,585	6,915
Welder/Fabricator	10/1/25		GS	GS-063	6,931	7,276	7,641	8,022	8,426
PART-TIME CLASSIFICATIONS (Values rounded to Two Decimals)									
	Effective				Hourly Rate				
JOB TITLE	Date		Group	Range	Minimum	Maximum			
Community Service Specialist I	10/1/25		PTG	PT-0003	18.39	22.35			
Community Service Specialist II	10/1/25		PTG	PT-0015	20.23	24.59			
Community Service Specialist III	10/1/25		PTMC	PTM-0030	23.05	30.87			
Helicopter Pilot	10/1/25		PTG	PT-0050	48.29	64.59			
Intern	10/1/25		PTG	PT-0010	18.39	27.92			
Intern (Confidential)	10/1/25		PTMC	PTM-0020	18.39	27.92			
Librarian	10/1/25		PTG	PT-0047	30.32	45.13			
Library Circulation Supervisor	10/1/25		PTMC	PTM-0066	43.04	52.34			
Library Clerk I	10/1/25		PTG	PT-0020	18.39	27.92			
Library Clerk II	10/1/25		PTG	PT-0041	24.54	31.94			
Library Clerk III	10/1/25		PTG	PT-0045A	25.77	33.52			
Library Operations Manager	10/1/25		PTMC	PTM-0076	55.13	67.00			
Library Page	10/1/25		PTG	PT-0003	18.39	22.35			
Library Reference Supervisor	10/1/25		PTMC	PTM-0066	43.04	52.34			
Library Technical Services Supv.	10/1/25		PTMC	PTM-0056	33.62	40.87			
Maintenance Worker I	10/1/25		PTG	PT-0005	18.39	28.93			
Maintenance Worker II	10/1/25		PTG	PT-0040	24.54	40.62			
Management Consultant	10/1/25		PTMC	PTM-0055	64.62	159.23			
Office Assistant I	10/1/25		PTG	PT-0020	18.39	27.92			
Office Assistant I (Confidential)	10/1/25		PTMC	PTM-0020	18.39	27.92			
Office Assistant II	10/1/25		PTG	PT-0045	25.30	35.26			
Office Assistant II (Confidential)	10/1/25		PTMC	PTM-0045	25.30	35.26			
Police Cadet	10/1/25		PTG	PT-0021	18.39	22.54			
Police Dispatcher	10/1/25		PTG	PT-0048	36.20	44.03			
Technical Specialist I	10/1/25		PTG	PT-0025	20.10	38.42			
Technical Specialist I (Confidential)	10/1/25		PTMC	PTM-0025	20.10	38.42			
Technical Specialist II	10/1/25		PTG	PT-0052	40.36	64.60			
Technical Specialist II (Confidential)	10/1/25		PTMC	PTM-0052	40.36	64.60			
Salary Schedule Effective: 7/1/26; adopted 8/3/26 (reso 2026-91)									

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	Effective	Flex		Range	MONTHLY OR ANNUAL (Rounded to nearest dollar)				
JOB TITLE	Date	Class	Group	Scale	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
2.33% CPI increase for City Council effective 10/8/14									
Reflects 4% increase for PM, PS, EA-3, GS and PTG effective 10/1/25 (approved by City Council 12/11/23)									
Reflects 4% increase for MC, EA, EB, and PTM effective 10/1/25 (approved by City Council 11/6/23)									

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Exhibit A

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STEP 6

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STEP 6

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STEP 6