

Full-Time Salary Schedule Effective September 08, 2019 with 3.5% COLA increase

Exhibit 5

GRADE	140	
	Annual	Hourly
Step 1	38,743.41	19.6070
Step 2	40,680.78	20.5874
Step 3	42,714.22	21.6165
Step 4	44,850.13	22.6974
Step 5	47,092.64	23.8323
Step 6	49,447.47	25.0240

GRADE	141	
	Annual	Hourly
Step 1	41,842.88	21.1755
Step 2	43,934.83	22.2342
Step 3	46,131.57	23.3459
Step 4	48,438.35	24.5133
Step 5	50,860.07	25.7389
Step 6	53,403.07	27.0258

GRADE	142	
	Annual	Hourly
Step 1	45,190.39	22.8696
Step 2	47,449.91	24.0131
Step 3	49,822.40	25.2138
Step 4	52,313.32	26.4744
Step 5	54,929.19	27.7982
Step 6	57,675.65	29.1881

GRADE	143	
	Annual	Hourly
Step 1	48,805.53	24.6992
Step 2	51,245.61	25.9340
Step 3	53,807.89	27.2307
Step 4	56,498.29	28.5923
Step 5	59,323.20	30.0219
Step 6	62,289.56	31.5231

GRADE	144	
	Annual	Hourly
Step 1	52,710.02	26.6751
Step 2	55,345.32	28.0088
Step 3	58,112.79	29.4093
Step 4	61,018.23	30.8797
Step 5	64,069.14	32.4237
Step 6	67,272.40	34.0447

GRADE	145	
	Annual	Hourly
Step 1	56,926.79	28.8091
Step 2	59,773.32	30.2497
Step 3	62,761.60	31.7619
Step 4	65,899.68	33.3500
Step 5	69,194.86	35.0176
Step 6	72,654.60	36.7685

GRADE	146	
	Annual	Hourly
Step 1	61,480.66	31.1137
Step 2	64,554.89	32.6695
Step 3	67,782.44	34.3029
Step 4	71,171.76	36.0181
Step 5	74,730.35	37.8190
Step 6	78,466.67	39.7099

GRADE	147	
	Annual	Hourly
Step 1	66,399.39	33.6029
Step 2	69,719.16	35.2830
Step 3	73,205.71	37.0474
Step 4	76,865.21	38.8994
Step 5	80,708.87	40.8446
Step 6	84,744.51	42.8869

GRADE	148	
	Annual	Hourly
Step 1	71,711.18	36.2911
Step 2	75,296.93	38.1057
Step 3	79,061.58	40.0109
Step 4	83,014.66	42.0115
Step 5	87,165.59	44.1121
Step 6	91,523.67	46.3176

GRADE	149	
	Annual	Hourly
Step 1	77,448.02	39.1943
Step 2	81,320.81	41.1543
Step 3	85,386.46	43.2118
Step 4	89,655.78	45.3724
Step 5	94,138.57	47.6410
Step 6	98,845.89	50.0232

GRADE	150	
	Annual	Hourly
Step 1	83,644.25	42.3301
Step 2	87,826.27	44.4465
Step 3	92,217.58	46.6688
Step 4	96,828.06	49.0021
Step 5	101,670.06	51.4525
Step 6	106,753.56	54.0251

GRADE	151	
	Annual	Hourly
Step 1	90,335.72	45.7165
Step 2	94,852.30	48.0022
Step 3	99,594.52	50.4021
Step 4	104,574.64	52.9224
Step 5	109,803.38	55.5685
Step 6	115,293.74	58.3470

Full-time Positions:		Grade	Grade
Accounting Technician I		145	Permit Technician
Assistant Civil Engineer		150	Police Support Specialist
Assistant Planner		149	Recreation Coordinator
Cable/Communication Technician		147	Recreation Supervisor
Information Systems Administrator		151	Recreation Technician
Maintenance Aide		141	Senior Clerk I
Maintenance Worker I		143	Sr. Office Clerk
Maintenance Worker II		146	Senior Planner

*Rates based on 1976 annual hours worked

Part-Time Salary Schedule Effective September 08, 2019 3.5% COLA
Part-Time Benefited Employees

GRADE	PT1		GRADE	P2A		GRADE	PT3		GRADE	PT4	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	Not in use		Step 1	23,979.30	12.1353	Step 1	23,890.18	12.0902	Step 1	25,801.47	13.0574
Step 2			25,178.26	12.7420	Step 2	25,085.08	12.6949	Step 2	27,091.74	13.7104	
Step 3			26,437.17	13.3791	Step 3	26,339.14	13.3295	Step 3	28,446.32	14.3959	
Step 4			27,759.03	14.0481	Step 4	27,655.90	13.9959	Step 4	29,868.25	15.1155	
Step 5			29,146.98	14.7505	Step 5	29,038.89	14.6958	Step 5	31,361.86	15.8714	
Step 6			30,604.33	15.4880	Step 6	30,491.03	15.4307	Step 6	32,930.34	16.6652	
GRADE	P5A		GRADE	P6A		GRADE	P7A		GRADE	P8A	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	28,422.61	14.3839	Step 1	30,696.77	15.5348	Step 1	33,152.55	16.7776	Step 1	35,804.77	18.1198
Step 2	29,843.74	15.1031	Step 2	32,223.90	16.3076	Step 2	34,810.18	17.6165	Step 2	37,595.01	19.0258
Step 3	31,335.93	15.8583	Step 3	33,843.40	17.1272	Step 3	36,550.69	18.4973	Step 3	39,474.76	19.9771
Step 4	32,902.73	16.6512	Step 4	35,535.57	17.9836	Step 4	38,378.22	19.4222	Step 4	41,448.50	20.9760
Step 5	34,547.86	17.4837	Step 5	37,312.15	18.8827	Step 5	40,297.13	20.3933	Step 5	43,520.92	22.0248
Step 6	36,275.25	18.3579	Step 6	39,177.95	19.8269	Step 6	42,311.99	21.4130	Step 6	45,696.97	23.1260
GRADE	P9A		GRADE	PT10		GRADE	P11		GRADE	PT12	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	38,669.14	19.5694	Step 1	40,943.90	20.7206	Step 1	45,103.82	22.8258	Step 1	48,711.98	24.6518
Step 2	40,602.60	20.5479	Step 2	42,991.10	21.7566	Step 2	47,359.01	23.9671	Step 2	51,147.58	25.8844
Step 3	42,632.73	21.5753	Step 3	45,140.65	22.8445	Step 3	49,726.96	25.1655	Step 3	53,704.96	27.1786
Step 4	44,764.37	22.6540	Step 4	47,397.68	23.9867	Step 4	52,213.30	26.4237	Step 4	56,390.40	28.5377
Step 5	47,002.59	23.7867	Step 5	49,767.57	25.1860	Step 5	54,823.97	27.7449	Step 5	59,209.92	29.9645
Step 6	49,352.72	24.9761	Step 6	52,255.75	26.4452	Step 6	57,565.17	29.1322	Step 6	62,170.42	31.4628
GRADE	PT13		GRADE	PT14		GRADE	PT15		GRADE	PT16	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	51,577.29	26.1019	Step 1	55,703.56	28.1901	Step 1	60,159.82	30.4453	Step 1	64,972.57	32.8809
Step 2	54,156.35	27.4071	Step 2	58,488.94	29.5997	Step 2	63,167.62	31.9674	Step 2	68,221.00	34.5248
Step 3	56,863.77	28.7772	Step 3	61,413.19	31.0795	Step 3	66,326.00	33.5658	Step 3	71,632.05	36.2510
Step 4	59,707.55	30.2164	Step 4	64,484.05	32.6336	Step 4	69,642.50	35.2442	Step 4	75,213.85	38.0637
Step 5	62,692.53	31.7270	Step 5	67,708.05	34.2652	Step 5	73,124.82	37.0065	Step 5	78,974.54	39.9669
Step 6	65,827.16	33.3133	Step 6	71,093.85	35.9787	Step 6	76,780.86	38.8567	Step 6	82,923.07	41.9651
GRADE	PT17		Part-time Positions:		Grade	Grade		Grade			
	Annual	Hourly	Administrative Secretary		PT12	Intern Admin/Eng/Planning		PT4	Recreation Specialist		PT6A
Step 1	70,190.77	35.5216	Aquatics Pool Manager		PT9A	Lifeguard/Swim Instructor I		PT3	Senior Lifeguard		PT6A
Step 2	73,700.70	37.2979	Children's Program Aide		PT2A	Lifeguard/Swim Instructor II		PT5A	Senior Recreation Leader		PT4
Step 3	77,385.54	39.1627	Children's Program Leader I		PT5A	Office Assistant I		PT3	Sports Coach/Referee		PT2A
Step 4	81,254.82	41.1209	Children's Program Leader II		PT7A	Office Assistant II		PT5A	Swim Coach		PT7A
Step 5	85,317.56	43.1769	Children's Program Leader III		PT8A	Parking Enforcement Officer		PT11			
Step 6	89,583.44	45.3357	Facility Attendant		PT2A	Recreation Leader III		PT9A			

*Rates based on 1,976 annual hours worked.

Police Salary Schedule Effective July 14, 2019 with 2% COLA increase

Exhibit 5

July 14, 2019	Police Officer	
	Hourly	Monthly
Step 1	\$42.8059	\$7,419.69
Step 2	\$44.0902	\$7,642.30
Step 3	\$45.4128	\$7,871.55
Step 4	\$46.7753	\$8,107.71
Step 5	\$48.1785	\$8,350.95
Step 6	\$49.6239	\$8,601.47

July 14, 2019	Police Sergeant	
	Hourly	Monthly
Step 1	\$50.6022	\$8,771.06
Step 2	\$52.1202	\$9,034.17
Step 3	\$53.6839	\$9,305.21
Step 4	\$55.2943	\$9,584.35
Step 5	\$56.9531	\$9,871.87
Step 6	\$58.6619	\$10,168.06

NOTE: Police Officer Trainees, while at the Police Academy and who have not graduated from the Police Academy, shall be compensated at a rate of ten percent (10%) less than Step 1 of the range for Police Officer. \$38.5253

Senior Management Unrepresented Salary Schedule Effective July 17, 2019
3.5% COLA

Exhibit 5

GRADE	045	
	Annual	Hourly
Step 1	63,113.63	31.9401
Step 2	66,269.51	33.5372
Step 3	69,582.59	35.2139
Step 4	73,062.12	36.9748
Step 5	76,715.22	38.8235
Step 6	80,550.79	40.7646

GRADE	046	
	Annual	Hourly
Step 1	68,162.95	34.4954
Step 2	71,570.90	36.2201
Step 3	75,149.64	38.0312
Step 4	78,907.12	39.9328
Step 5	82,852.48	41.9294
Step 6	86,995.30	44.0260

GRADE	047	
	Annual	Hourly
Step 1	73,615.71	37.2549
Step 2	77,296.69	39.1178
Step 3	81,161.73	41.0737
Step 4	85,219.61	43.1273
Step 5	89,480.59	45.2837
Step 6	93,954.62	47.5479

GRADE	048	
	Annual	Hourly
Step 1	79,505.29	40.2355
Step 2	83,480.36	42.2471
Step 3	87,654.57	44.3596
Step 4	92,037.11	46.5775
Step 5	96,638.76	48.9063
Step 6	101,470.70	51.3516

GRADE	049	
	Annual	Hourly
Step 1	85,865.70	43.4543
Step 2	90,158.79	45.6269
Step 3	94,666.73	47.9083
Step 4	99,400.06	50.3037
Step 5	104,369.67	52.8187
Step 6	109,588.55	55.4598

GRADE	050	
	Annual	Hourly
Step 1	92,734.69	46.9305
Step 2	97,371.42	49.2770
Step 3	102,235.84	51.7388
Step 4	107,352.38	54.3281
Step 5	112,719.80	57.0444
Step 6	118,355.59	59.8966

GRADE	051	
	Annual	Hourly
Step 1	100,153.77	50.6851
Step 2	105,161.26	53.2193
Step 3	110,419.33	55.8802
Step 4	115,940.29	58.6742
Step 5	121,737.90	61.6082
Step 6	127,824.20	64.6884

GRADE	052	
	Annual	Hourly
Step 1	108,165.71	54.7397
Step 2	113,574.40	57.4769
Step 3	119,252.72	60.3506
Step 4	125,215.55	63.3682
Step 5	131,476.33	66.5366
Step 6	138,050.15	69.8634

GRADE	053	
	Annual	Hourly
Step 1	116,819.12	59.1190
Step 2	122,660.47	62.0751
Step 3	128,793.30	65.1788
Step 4	135,232.77	68.4376
Step 5	141,994.60	71.8596
Step 6	149,093.94	75.4524

GRADE	054	
	Annual	Hourly
Step 1	126,164.69	63.8485
Step 2	132,472.72	67.0409
Step 3	139,096.36	70.3929
Step 4	146,051.57	73.9127
Step 5	153,354.15	77.6084
Step 6	161,021.66	81.4887

GRADE	055	
	Annual	Hourly
Step 1	136,258.09	68.9565
Step 2	143,071.19	72.4044
Step 3	150,224.16	76.0244
Step 4	157,735.57	79.8257
Step 5	165,622.54	83.8171
Step 6	173,903.67	88.0079

GRADE	056	
	Annual	Hourly
Step 1	147,158.62	74.4730
Step 2	154,516.55	78.1966
Step 3	162,242.18	82.1064
Step 4	170,354.48	86.2118
Step 5	178,872.01	90.5223
Step 6	187,815.61	95.0484

GRADE	057	
	Annual	Hourly
Step 1	158,931.11	80.4307
Step 2	166,877.86	84.4524
Step 3	175,221.75	88.6750
Step 4	183,982.84	93.1087
Step 5	193,181.78	97.7641
Step 6	202,840.87	102.6523

Annual Salary	City Manager	
	Per Contract	
	246,840.00	

Annual Salary	City Council	
	Per Ordinance	
	831.60	Monthly

Senior Mgmt. Positions:	Grade
Administrative Services	
Director/City Clerk	054
Chief of Police	057
City Clerk	051
Deputy City Manager	057
Finance Director	056

Senior Mgmt. Positions:	Grade
Municipal Services	
Director	054
Parks and Recreation	
Director	054
Planning Director	056
Public Works Director	057
Real Property Manager	052

Unrepresented Group:	Grade
Accountant	048
Accounting Technician II	046
Administrative Specialist	045
Human Resources Analyst	047
Human Resources Manager	050
Human Resources Specialist	046

Unrepresented Group:	Grade
Human Resources Technician	045
Police Commander	055

*Rates based on 1976 annual hours worked.

GRADE	54A	
	Annual	Hourly
Step 1	127,992.95	64.7738
Step 2	134,392.60	68.0125
Step 3	141,112.23	71.4131
Step 4	148,168.04	74.9838
Step 5	155,576.44	78.7330
Step 6	163,355.07	82.6696

GRADE	56A	
	Annual	Hourly
Step 1	154,516.55	78.1966
Step 2	162,242.37	82.1065
Step 3	170,354.49	86.2118
Step 4	178,872.22	90.5224
Step 5	187,815.83	95.0485
Step 6	197,206.62	99.8009

GRADE	57A	
	Annual	Hourly
Step 1	166,877.66	84.4523
Step 2	175,221.54	88.6749
Step 3	183,982.62	93.1086
Step 4	193,181.75	97.7640
Step 5	202,840.84	102.6522
Step 6	212,982.88	107.7849

Senior Mgmt. Positions:	Grade
Administrative Services	
Director/City Clerk	054
Chief of Police	057
City Clerk	051
Deputy City Manager	057
Finance Director	056

Senior Mgmt. Positions:	Grade
Municipal Services	
Director	054
Parks and Recreation	
Director	054
Planning Director	056
Public Works Director	057
Real Property Manager	052

*Rates based on 1976 annual hours worked.

Mid Managers Salary Schedule Effective July 17, 2019
3.5% COLA

Exhibit 5

GRADE	247	
	Annual	Hourly
Step 1	76,312.78	38.6198
Step 2	80,128.42	40.5508
Step 3	84,134.45	42.5782
Step 4	88,341.37	44.7072
Step 5	92,758.43	46.9425
Step 6	97,396.36	49.2897

GRADE	248	
	Annual	Hourly
Step 1	80,128.40	40.5508
Step 2	84,134.62	42.5782
Step 3	88,341.35	44.7072
Step 4	92,758.42	46.9425
Step 5	97,396.54	49.2897
Step 6	102,266.17	51.7541

GRADE	249	
	Annual	Hourly
Step 1	84,134.49	42.5782
Step 2	88,341.41	44.7072
Step 3	92,758.48	46.9425
Step 4	97,396.40	49.2897
Step 5	102,266.02	51.7541
Step 6	107,379.72	54.3420

GRADE	250	
	Annual	Hourly
Step 1	88,341.44	44.7072
Step 2	92,758.31	46.9425
Step 3	97,396.43	49.2897
Step 4	102,266.05	51.7541
Step 5	107,379.75	54.3420
Step 6	112,748.14	57.0588

GRADE	251	
	Annual	Hourly
Step 1	92,758.47	46.9425
Step 2	97,396.39	49.2897
Step 3	102,266.01	51.7541
Step 4	107,379.71	54.3420
Step 5	112,748.10	57.0588
Step 6	118,385.90	59.9119

GRADE	252	
	Annual	Hourly
Step 1	97,396.41	49.2897
Step 2	102,266.04	51.7541
Step 3	107,379.73	54.3420
Step 4	112,748.13	57.0588
Step 5	118,385.93	59.9119
Step 6	124,305.03	62.9074

GRADE	253	
	Annual	Hourly
Step 1	102,266.12	51.7541
Step 2	107,379.62	54.3419
Step 3	112,748.21	57.0588
Step 4	118,386.01	59.9120
Step 5	124,305.12	62.9074
Step 6	130,520.18	66.0527

GRADE	254	
	Annual	Hourly
Step 1	107,379.88	54.3420
Step 2	112,748.28	57.0588
Step 3	118,385.90	59.9119
Step 4	124,304.99	62.9074
Step 5	130,520.24	66.0528
Step 6	137,046.45	69.3555

GRADE	255	
	Annual	Hourly
Step 1	112,748.17	57.0588
Step 2	118,385.97	59.9119
Step 3	124,305.07	62.9074
Step 4	130,520.33	66.0528
Step 5	137,046.54	69.3555
Step 6	143,898.87	72.8233

GRADE	256	
	Annual	Hourly
Step 1	118,385.96	59.9119
Step 2	124,305.06	62.9074
Step 3	130,520.52	66.0529
Step 4	137,046.54	69.3555
Step 5	143,898.87	72.8233
Step 6	151,093.81	76.4645

GRADE	257	
	Annual	Hourly
Step 1	124,304.96	62.9074
Step 2	130,520.60	66.0529
Step 3	137,046.44	69.3555
Step 4	143,898.76	72.8233
Step 5	151,093.89	76.4645
Step 6	158,648.59	80.2877

Mid-Mgmt. Positions:	Grade	Grade
City Clerk/Information		Recreation Manager 247
Systems Officer	252	Senior Accountant 249
Chief Building Official	254	
Deputy Finance Manager	257	
Finance Services Manager	254	
Planning Manager	254	
Public Works Superintendent	253	

*Rates based on 1976 annual hours worked.