

Police Salary Schedule Effective July 11, 2020 with 3.0% COLA increase

Exhibit 6

July 14, 2019	Police Officer	
	Hourly	Monthly
Step 1	\$44.0901	\$7,642.28
Step 2	\$45.4129	\$7,871.57
Step 3	\$46.7752	\$8,107.70
Step 4	\$48.1785	\$8,350.94
Step 5	\$49.6239	\$8,601.47
Step 6	\$51.1126	\$8,859.52

July 14, 2019	Police Sergeant	
	Hourly	Monthly
Step 1	\$52.1203	\$9,034.19
Step 2	\$53.6838	\$9,305.20
Step 3	\$55.2944	\$9,584.37
Step 4	\$56.9532	\$9,871.88
Step 5	\$58.6617	\$10,168.02
Step 6	\$60.4217	\$10,473.10

**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. \$39.6811**

Senior Management Unrepresented Salary Schedule Effective July 11, 2020  
3.0% COLA increase

Exhibit 6

GRADE	045	
	Annual	Hourly
Step 1	65,007.04	32.8983
Step 2	68,257.59	34.5433
Step 3	71,670.08	36.2703
Step 4	75,253.98	38.0840
Step 5	79,016.67	39.9882
Step 6	82,967.31	41.9875

GRADE	046	
	Annual	Hourly
Step 1	70,207.84	35.5303
Step 2	73,718.03	37.3067
Step 3	77,404.13	39.1721
Step 4	81,274.34	41.1307
Step 5	85,338.05	43.1873
Step 6	89,605.16	45.3467

GRADE	047	
	Annual	Hourly
Step 1	75,824.18	38.3726
Step 2	79,615.59	40.2913
Step 3	83,596.57	42.3060
Step 4	87,776.20	44.4212
Step 5	92,165.01	46.6422
Step 6	96,773.26	48.9743

GRADE	048	
	Annual	Hourly
Step 1	81,890.45	41.4425
Step 2	85,984.78	43.5146
Step 3	90,284.21	45.6904
Step 4	94,798.23	47.9748
Step 5	99,537.94	50.3735
Step 6	104,514.84	52.8921

GRADE	049	
	Annual	Hourly
Step 1	88,441.67	44.7579
Step 2	92,863.56	46.9957
Step 3	97,506.73	49.3455
Step 4	102,382.07	51.8128
Step 5	107,500.78	54.4032
Step 6	112,876.21	57.1236

GRADE	050	
	Annual	Hourly
Step 1	95,516.73	48.3384
Step 2	100,292.56	50.7553
Step 3	105,303.04	53.2910
Step 4	110,572.94	55.9580
Step 5	116,101.39	58.7558
Step 6	121,906.26	61.6935

GRADE	051	
	Annual	Hourly
Step 1	103,158.38	52.2057
Step 2	108,316.11	54.8158
Step 3	113,731.91	57.5566
Step 4	119,418.51	60.4345
Step 5	125,390.03	63.4565
Step 6	131,658.93	66.6290

GRADE	052	
	Annual	Hourly
Step 1	111,410.69	56.3819
Step 2	116,981.62	59.2012
Step 3	122,830.30	62.1611
Step 4	128,972.01	65.2692
Step 5	135,420.61	68.5327
Step 6	142,191.65	71.9593

GRADE	053	
	Annual	Hourly
Step 1	120,323.70	60.8926
Step 2	126,340.28	63.9374
Step 3	132,657.09	67.1342
Step 4	139,289.75	70.4908
Step 5	146,254.43	74.0154
Step 6	153,566.76	77.7160

GRADE	054	
	Annual	Hourly
Step 1	129,949.63	65.7640
Step 2	136,446.91	69.0521
Step 3	143,269.25	72.5047
Step 4	150,433.11	76.1301
Step 5	157,954.77	79.9366
Step 6	165,852.31	83.9334

GRADE	055	
	Annual	Hourly
Step 1	140,345.83	71.0252
Step 2	147,363.32	74.5766
Step 3	154,730.90	78.3051
Step 4	162,467.64	82.2205
Step 5	170,591.22	86.3316
Step 6	179,120.78	90.6482

GRADE	056	
	Annual	Hourly
Step 1	151,573.38	76.7072
Step 2	159,152.04	80.5425
Step 3	167,109.45	84.5696
Step 4	175,465.12	88.7981
Step 5	184,238.18	93.2379
Step 6	193,450.09	97.8998

GRADE	057	
	Annual	Hourly
Step 1	163,699.04	82.8436
Step 2	171,884.19	86.9859
Step 3	180,478.40	91.3352
Step 4	189,502.32	95.9020
Step 5	198,977.24	100.6970
Step 6	208,926.10	105.7318

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.

Executive Management Salary Schedule Effective July 11, 2020 with 3.0% COLA (includes 5% increase for designated Assistant City Manager) Exhibit 6

GRADE	54A	
	Annual	Hourly
Step 1	131,832.74	66.7170
Step 2	138,424.38	70.0528
Step 3	145,345.60	73.5555
Step 4	152,613.08	77.2333
Step 5	160,243.73	81.0950
Step 6	168,255.72	85.1497

GRADE	56A	
	Annual	Hourly
Step 1	159,152.04	80.5425
Step 2	167,109.65	84.5697
Step 3	175,465.13	88.7981
Step 4	184,238.38	93.2380
Step 5	193,450.30	97.9000
Step 6	203,122.82	102.7949

GRADE	57A	
	Annual	Hourly
Step 1	171,883.99	86.9858
Step 2	180,478.19	91.3351
Step 3	189,502.10	95.9019
Step 4	198,977.20	100.6970
Step 5	208,926.07	105.7318
Step 6	219,372.37	111.0184

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 11, 2020  
3.0% COLA increase

Exhibit 6

GRADE	247	
	Annual	Hourly
Step 1	78,602.16	39.7784
Step 2	82,532.27	41.7673
Step 3	86,658.49	43.8555
Step 4	90,991.61	46.0484
Step 5	95,541.19	48.3508
Step 6	100,318.25	50.7683

GRADE	248	
	Annual	Hourly
Step 1	82,532.25	41.7673
Step 2	86,658.67	43.8556
Step 3	90,991.60	46.0484
Step 4	95,541.18	48.3508
Step 5	100,318.44	50.7684
Step 6	105,334.16	53.3068

GRADE	249	
	Annual	Hourly
Step 1	86,658.52	43.8555
Step 2	90,991.64	46.0484
Step 3	95,541.23	48.3508
Step 4	100,318.29	50.7684
Step 5	105,334.00	53.3067
Step 6	110,601.10	55.9722

GRADE	250	
	Annual	Hourly
Step 1	90,991.68	46.0484
Step 2	95,541.07	48.3507
Step 3	100,318.32	50.7684
Step 4	105,334.04	53.3067
Step 5	110,601.13	55.9722
Step 6	116,130.60	58.7705

GRADE	251	
	Annual	Hourly
Step 1	95,541.22	48.3508
Step 2	100,318.28	50.7684
Step 3	105,334.00	53.3067
Step 4	110,601.10	55.9722
Step 5	116,130.56	58.7705
Step 6	121,937.48	61.7093

GRADE	252	
	Annual	Hourly
Step 1	100,318.31	50.7684
Step 2	105,334.02	53.3067
Step 3	110,601.12	55.9722
Step 4	116,130.58	58.7705
Step 5	121,937.51	61.7093
Step 6	128,034.19	64.7946

GRADE	253	
	Annual	Hourly
Step 1	105,334.10	53.3067
Step 2	110,601.01	55.9722
Step 3	116,130.66	58.7706
Step 4	121,937.59	61.7093
Step 5	128,034.27	64.7947
Step 6	134,435.79	68.0343

GRADE	254	
	Annual	Hourly
Step 1	110,601.28	55.9723
Step 2	116,130.75	58.7706
Step 3	121,937.49	61.7093
Step 4	128,034.16	64.7946
Step 5	134,435.87	68.0343
Step 6	141,157.86	71.4362

GRADE	255	
	Annual	Hourly
Step 1	116,130.61	58.7706
Step 2	121,937.54	61.7093
Step 3	128,034.22	64.7946
Step 4	134,435.93	68.0344
Step 5	141,157.93	71.4362
Step 6	148,215.82	75.0080

GRADE	256	
	Annual	Hourly
Step 1	121,937.54	61.7093
Step 2	128,034.22	64.7946
Step 3	134,436.13	68.0345
Step 4	141,157.94	71.4362
Step 5	148,215.83	75.0080
Step 6	155,626.63	78.7584

GRADE	257	
	Annual	Hourly
Step 1	128,034.11	64.7946
Step 2	134,436.21	68.0345
Step 3	141,157.82	71.4361
Step 4	148,215.71	75.0080
Step 5	155,626.70	78.7584
Step 6	163,408.03	82.6964

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.