

2026 Salary Schedule

2026 COLA
2.5%

Annual
Monthly
Hourly

Positions				Steps										
Range	Exempt or Non-Exempt	Title	Department	FTE	% Change	3.0%	5.0%	5.0%	3.0%	3.0%	2.5%	2.5%	2.5%	2.5%
					1	2	3	4	5	6	7	8	9	10
CM1	Non-Exempt	Councilmember (\$1,230.00 eff. 2/1/26)	Executive Administration	n/a	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00	\$ 14,760.00
					\$ 1,230.00	\$ 1,230.00	\$ 1,230.00	\$ 1,230.00	\$ 1,230.00	\$ 1,230.00	\$ 1,230.00	\$ 1,230.00	\$ 1,230.00	\$ 1,230.00
					\$ 55.909	\$ 55.909	\$ 55.909	\$ 55.909	\$ 55.909	\$ 55.909	\$ 55.909	\$ 55.909	\$ 55.909	\$ 55.909
MAY	Non-Exempt	Mayor (\$11,531.25 eff. 2/1/26)	Executive Administration	n/a	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00	\$ 138,375.00
					\$ 11,531.25	\$ 11,531.25	\$ 11,531.25	\$ 11,531.25	\$ 11,531.25	\$ 11,531.25	\$ 11,531.25	\$ 11,531.25	\$ 11,531.25	\$ 11,531.25
					\$ 66.526	\$ 66.526	\$ 66.526	\$ 66.526	\$ 66.526	\$ 66.526	\$ 66.526	\$ 66.526	\$ 66.526	\$ 66.526
Intern	Non-Exempt	Student Intern (under 18)	Any department		\$ 35,520.00	\$ 36,588.00	\$ 38,412.00	\$ 40,332.00	\$ 41,544.00	\$ 42,792.00	\$ 43,860.00	\$ 44,952.00	\$ 46,080.00	\$ 47,232.00
					\$ 2,960.00	\$ 3,049.00	\$ 3,201.00	\$ 3,361.00	\$ 3,462.00	\$ 3,566.00	\$ 3,655.00	\$ 3,746.00	\$ 3,840.00	\$ 3,936.00
					\$ 17.077	\$ 17.590	\$ 18.467	\$ 19.390	\$ 19.973	\$ 20.573	\$ 21.087	\$ 21.612	\$ 22.154	\$ 22.708
A	Non-Exempt	Bus Driver	Recreation	0.5	\$ 45,708.00	\$ 47,076.00	\$ 49,428.00	\$ 51,900.00	\$ 53,460.00	\$ 55,068.00	\$ 56,448.00	\$ 57,864.00	\$ 59,316.00	\$ 60,804.00
	Non-Exempt	Seasonal or Intern (18 or older)	Any department	5.7	\$ 3,809.00	\$ 3,923.00	\$ 4,119.00	\$ 4,325.00	\$ 4,455.00	\$ 4,589.00	\$ 4,704.00	\$ 4,822.00	\$ 4,943.00	\$ 5,067.00
	Non-Exempt	Accounting Assistant-Cashier	Finance	2.0	\$ 21.975	\$ 22.633	\$ 23.763	\$ 24.952	\$ 25.702	\$ 26.475	\$ 27.138	\$ 27.819	\$ 28.517	\$ 29.233
	Non-Exempt	Fitness Instructor	Recreation	1.0										
	Non-Exempt	Recreation Leader or Sports Official	Recreation	0.9										
B					\$ 50,724.00	\$ 52,248.00	\$ 54,864.00	\$ 57,612.00	\$ 59,340.00	\$ 61,116.00	\$ 62,640.00	\$ 64,212.00	\$ 65,820.00	\$ 67,464.00
					\$ 4,227.00	\$ 4,354.00	\$ 4,572.00	\$ 4,801.00	\$ 4,945.00	\$ 5,093.00	\$ 5,220.00	\$ 5,351.00	\$ 5,485.00	\$ 5,622.00
					\$ 24.387	\$ 25.119	\$ 26.377	\$ 27.698	\$ 28.529	\$ 29.383	\$ 30.115	\$ 30.871	\$ 31.644	\$ 32.435
C	Non-Exempt	Arborist Apprentice	Parks	1.0	\$ 53,532.00	\$ 55,140.00	\$ 57,900.00	\$ 60,792.00	\$ 62,616.00	\$ 64,500.00	\$ 66,108.00	\$ 67,764.00	\$ 69,456.00	\$ 71,196.00
					\$ 4,461.00	\$ 4,595.00	\$ 4,825.00	\$ 5,066.00	\$ 5,218.00	\$ 5,375.00	\$ 5,509.00	\$ 5,647.00	\$ 5,788.00	\$ 5,933.00
					\$ 25.737	\$ 26.510	\$ 27.837	\$ 29.227	\$ 30.104	\$ 31.010	\$ 31.783	\$ 32.579	\$ 33.392	\$ 34.229
D	Non-Exempt	Administrative Assistant I (Clerk)	Any department	0.0	\$ 56,316.00	\$ 58,008.00	\$ 60,912.00	\$ 63,960.00	\$ 65,880.00	\$ 67,860.00	\$ 69,552.00	\$ 71,292.00	\$ 73,080.00	\$ 74,904.00
	Non-Exempt	Front Office Assistant	Recreation	1.0	\$ 4,693.00	\$ 4,834.00	\$ 5,076.00	\$ 5,330.00	\$ 5,490.00	\$ 5,655.00	\$ 5,796.00	\$ 5,941.00	\$ 6,090.00	\$ 6,242.00
					\$ 27.075	\$ 27.888	\$ 29.285	\$ 30.750	\$ 31.673	\$ 32.625	\$ 33.438	\$ 34.275	\$ 35.135	\$ 36.012
E	Non-Exempt	Human Resources Assistant	Human Resources	1.0	\$ 59,112.00	\$ 60,888.00	\$ 63,936.00	\$ 67,128.00	\$ 69,144.00	\$ 71,220.00	\$ 72,996.00	\$ 74,820.00	\$ 76,692.00	\$ 78,612.00
					\$ 4,926.00	\$ 5,074.00	\$ 5,328.00	\$ 5,594.00	\$ 5,762.00	\$ 5,935.00	\$ 6,083.00	\$ 6,235.00	\$ 6,391.00	\$ 6,551.00
					\$ 28.419	\$ 29.273	\$ 30.738	\$ 32.273	\$ 33.242	\$ 34.240	\$ 35.094	\$ 35.971	\$ 36.871	\$ 37.794
F	Non-Exempt	Accounting Specialist-Utilities	Finance	1.0	\$ 62,100.00	\$ 63,960.00	\$ 67,164.00	\$ 70,524.00	\$ 72,636.00	\$ 74,820.00	\$ 76,692.00	\$ 78,612.00	\$ 80,580.00	\$ 82,596.00
	Non-Exempt	Administrative Assistant II (Secretary)	Any department	0.0	\$ 5,175.00	\$ 5,330.00	\$ 5,597.00	\$ 5,877.00	\$ 6,053.00	\$ 6,235.00	\$ 6,391.00	\$ 6,551.00	\$ 6,715.00	\$ 6,883.00
	Non-Exempt	Permit Coordinator	Development Services	1.0	\$ 29.856	\$ 30.750	\$ 32.290	\$ 33.906	\$ 34.921	\$ 35.971	\$ 36.871	\$ 37.794	\$ 38.740	\$ 39.710
	Non-Exempt	Program Coordinator	The Center	1.0										
	Non-Exempt	Recreation Coordinator	Recreation	1.0										
G	Non-Exempt	Code Compliance Officer	Development Services	1.0	\$ 65,220.00	\$ 67,176.00	\$ 70,536.00	\$ 74,064.00	\$ 76,284.00	\$ 78,576.00	\$ 80,544.00	\$ 82,560.00	\$ 84,624.00	\$ 86,736.00
					\$ 5,435.00	\$ 5,598.00	\$ 5,878.00	\$ 6,172.00	\$ 6,357.00	\$ 6,548.00	\$ 6,712.00	\$ 6,880.00	\$ 7,052.00	\$ 7,228.00
					\$ 31.356	\$ 32.296	\$ 33.912	\$ 35.608	\$ 36.675	\$ 37.777	\$ 38.723	\$ 39.692	\$ 40.685	\$ 41.700

Range	Exempt or Non-Exempt	Title	Department	FTE	1	2	3	4	5	6	7	8	9	10
O	Exempt	Building Official	Development Services	1.0	\$ 96,372.00	\$ 99,264.00	\$ 104,232.00	\$ 109,440.00	\$ 112,728.00	\$ 116,112.00	\$ 119,016.00	\$ 121,992.00	\$ 125,040.00	\$ 128,172.00
	Exempt	Cybersecurity Administrator	Executive Administration	1.0	\$ 8,031.00	\$ 8,272.00	\$ 8,686.00	\$ 9,120.00	\$ 9,394.00	\$ 9,676.00	\$ 9,918.00	\$ 10,166.00	\$ 10,420.00	\$ 10,681.00
	Exempt	Executive Assist to Mayor	Executive Administration	1.0	\$ 46.333	\$ 47.723	\$ 50.112	\$ 52.615	\$ 54.196	\$ 55.823	\$ 57.219	\$ 58.650	\$ 60.115	\$ 61.621
	Exempt	Grants Administrator	Finance	1.0										
	Exempt	Harbormaster	Marina	1.0										
	Exempt	Principal Planner	Development Services	1.0										
P	Exempt	Administration Manager	Public Works	1.0	\$ 105,984.00	\$ 109,164.00	\$ 114,624.00	\$ 120,360.00	\$ 123,972.00	\$ 127,692.00	\$ 130,884.00	\$ 134,160.00	\$ 137,520.00	\$ 140,964.00
	Exempt	Building Manager	Development Services	1.0	\$ 8,832.00	\$ 9,097.00	\$ 9,552.00	\$ 10,030.00	\$ 10,331.00	\$ 10,641.00	\$ 10,907.00	\$ 11,180.00	\$ 11,460.00	\$ 11,747.00
	Exempt	Communications Officer	Executive Administration	1.0	\$ 50.954	\$ 52.483	\$ 55.108	\$ 57.865	\$ 59.602	\$ 61.390	\$ 62.925	\$ 64.500	\$ 66.115	\$ 67.771
	Exempt	Fire Marshal	Fire	1.0										
	Exempt	Operations Manager	Public Works	1.0										
	Exempt	Senior Project Engineer (Utility)	Public Works	1.0										
Q	Exempt	City Engineer	Public Works	1.0	\$ 122,952.00	\$ 126,636.00	\$ 132,972.00	\$ 139,620.00	\$ 143,808.00	\$ 148,128.00	\$ 151,836.00	\$ 155,628.00	\$ 159,516.00	\$ 163,500.00
	Exempt	Police Lieutenant	Police	2.0	\$ 10,246.00	\$ 10,553.00	\$ 11,081.00	\$ 11,635.00	\$ 11,984.00	\$ 12,344.00	\$ 12,653.00	\$ 12,969.00	\$ 13,293.00	\$ 13,625.00
					\$ 59.112	\$ 60.883	\$ 63.929	\$ 67.125	\$ 69.138	\$ 71.215	\$ 72.998	\$ 74.821	\$ 76.690	\$ 78.606
R	Exempt	Human Resources Director	Human Resources	1.0	\$ 129,108.00	\$ 132,984.00	\$ 139,632.00	\$ 146,616.00	\$ 151,020.00	\$ 155,556.00	\$ 159,444.00	\$ 163,428.00	\$ 167,508.00	\$ 171,696.00
	Exempt	Parks & Recreation Director	Parks & Recreation	1.0	\$ 10,759.00	\$ 11,082.00	\$ 11,636.00	\$ 12,218.00	\$ 12,585.00	\$ 12,963.00	\$ 13,287.00	\$ 13,619.00	\$ 13,959.00	\$ 14,308.00
	Exempt	Police Captain	Police	1.0	\$ 62.071	\$ 63.935	\$ 67.131	\$ 70.488	\$ 72.606	\$ 74.787	\$ 76.656	\$ 78.571	\$ 80.533	\$ 82.546
S	Exempt	Community Development Director	Development Services	1.0	\$ 135,588.00	\$ 139,656.00	\$ 146,640.00	\$ 153,972.00	\$ 158,592.00	\$ 163,344.00	\$ 167,424.00	\$ 171,612.00	\$ 175,908.00	\$ 180,300.00
	Exempt	Deputy Fire Chief	Fire	1.0	\$ 11,299.00	\$ 11,638.00	\$ 12,220.00	\$ 12,831.00	\$ 13,216.00	\$ 13,612.00	\$ 13,952.00	\$ 14,301.00	\$ 14,659.00	\$ 15,025.00
	Exempt	Deputy Police Chief	Police	1.0	\$ 65.187	\$ 67.142	\$ 70.500	\$ 74.025	\$ 76.246	\$ 78.531	\$ 80.492	\$ 82.506	\$ 84.571	\$ 86.683
T	Exempt	Fire Chief	Fire	1.0	\$ 142,344.00	\$ 146,616.00	\$ 153,948.00	\$ 161,640.00	\$ 166,488.00	\$ 171,480.00	\$ 175,764.00	\$ 180,156.00	\$ 184,656.00	\$ 189,276.00
	Exempt	Police Chief	Police	1.0	\$ 11,862.00	\$ 12,218.00	\$ 12,829.00	\$ 13,470.00	\$ 13,874.00	\$ 14,290.00	\$ 14,647.00	\$ 15,013.00	\$ 15,388.00	\$ 15,773.00
	Exempt	Public Works Director	Public Works	1.0	\$ 68.435	\$ 70.488	\$ 74.013	\$ 77.712	\$ 80.042	\$ 82.442	\$ 84.502	\$ 86.613	\$ 88.777	\$ 90.998
U	Exempt	Deputy City Administrator	Admin	1.0	\$ 149,460.00	\$ 153,948.00	\$ 161,640.00	\$ 169,728.00	\$ 174,816.00	\$ 180,060.00	\$ 184,560.00	\$ 189,180.00	\$ 193,908.00	\$ 198,756.00
					\$ 12,455.00	\$ 12,829.00	\$ 13,470.00	\$ 14,144.00	\$ 14,568.00	\$ 15,005.00	\$ 15,380.00	\$ 15,765.00	\$ 16,159.00	\$ 16,563.00
					\$ 71.856	\$ 74.013	\$ 77.712	\$ 81.600	\$ 84.046	\$ 86.567	\$ 88.731	\$ 90.952	\$ 93.225	\$ 95.556
V	Exempt	City Administrator	Admin	1.0	\$ 156,612.00	\$ 161,316.00	\$ 169,380.00	\$ 177,852.00	\$ 183,192.00	\$ 188,688.00	\$ 193,404.00	\$ 198,240.00	\$ 203,196.00	\$ 208,272.00
					\$ 13,051.00	\$ 13,443.00	\$ 14,115.00	\$ 14,821.00	\$ 15,266.00	\$ 15,724.00	\$ 16,117.00	\$ 16,520.00	\$ 16,933.00	\$ 17,356.00
					\$ 75.294	\$ 77.556	\$ 81.433	\$ 85.506	\$ 88.073	\$ 90.715	\$ 92.983	\$ 95.308	\$ 97.690	\$ 100.131