

City of Laguna Beach
Classification Title and Range Assignment
Fiscal Year 2025-2026

City Manager	Firefighter's Association
Management	Municipal Employee's Association
Police & Fire Management Association	Police Employee's Association

Classification	Salary Range
Accountant	MISC 106
Accounting Manager	MGMT 2030
Accounting Supervisor ⁵	MISC 128
Accounting Technician	MISC 96
Administrative Analyst ^{4,5}	MISC 96
Administrative Assistant ^{1,4}	MISC 88
Ambulance Program Coordinator	MISC 96
Animal Care Specialist	POLICE 71
Animal Services Officer	POLICE 84
Animal Shelter Manager	MGMT 3040
Aquatics Coordinator	MISC 83
Arborist	MISC 114
Arts Program Coordinator	MISC 71
Assistant City Attorney	MGMT 2050
Assistant City Engineer	MGMT 2030
Assistant City Manager	MGMT 2060
Assistant Director of Public Works	MGMT 2030
Assistant Planner	MISC 106
Assistant to the City Manager	MGMT 2010
Associate Civil Engineer ²	MISC 133
Associate Planner	MISC 114
Building Code Enforcement Inspector	MISC 106
Building Inspector	MISC 106
Building Official	MGMT 2020
Building Plan Checker	MISC 122
Chief Building Inspector	MISC 133
Chief of Marine Safety	MGMT 2040
City Attorney	CONTRACT
City Clerk	ELECTED
City Engineer	MGMT 2040
City Manager	CONTRACT
City Treasurer	ELECTED
Civilian Fire Marshal	MISC 140
Civilian Services Administrator	MGMT 3000

Code Enforcement Officer	MISC 96
Code Enforcement Supervisor	MISC 114
Code Enforcement Technician	MISC 77
Communications Coordinator	MISC 122
Communications Manager	MGMT 2010
Community Services Officer I	POLICE 83
Community Services Officer II	POLICE 88
Cultural Arts Manager	MISC 128
Cyber Security Analyst	MISC 134
Deputy City Clerk ¹	MISC 88
Deputy Director of Community Development	MGMT 2030
Deputy Director of Public Works	MGMT 2020
Deputy Fire Chief	MGMT 2040
Director of Administrative Services	MGMT 2050
Director of Community Development	MGMT 2050
Director of Finance	MGMT 2040
Director of Public Works and Utilities	MGMT 2050
Director of Transit and Community Services	MGMT 2040
Emergency Operations Coordinator	MISC 128
Engineering Technician	MISC 83
Environmental Technician	MISC 83
Equipment Mechanic	MISC 96
Equipment Operator	MISC 88
Executive Assistant	MGMT 2000
Finance Manager	MGMT 2030
Fire Battalion Chief	MGMT 3030
Fire Captain	FIRE 122
Fire Chief	MGMT 2060
Fire Engineer	FIRE 110
Fire Safety Inspector	MISC 104
Firefighter	FIRE 100
Human Resources & Risk Manager	MGMT 2030
Information System Specialist	MISC 122
Information Technology Manager	MGMT 2030
Jail Supervisor	POLICE 100
Jailer	POLICE 64
Maintenance Lead Worker	MISC 98
Maintenance Supervisor	MISC 114
Maintenance Worker	MISC 66
Maintenance Worker I	MISC 71
Maintenance Worker II	MISC 83
Marine Safety Captain	MGMT 2020
Marine Safety Lieutenant	MISC 122

Marine Safety Officer	MISC 104
Motor Sweeper Operator	MISC 88
Network Administrator	MISC 133
Office Specialist	MISC 66
Paralegal	MISC 104
Park Ranger	POLICE 110
Parking Services Officer	POLICE 77
Parking Services Officer/Accident Investigator	POLICE 83
Parking Supervisor	MISC 106
Parks Gardener	MISC 83
Payroll Supervisor ⁵	MISC 128
Permit Services Supervisor	MISC 106
Permit Technician	MISC 77
Planning Manager	MGMT 2020
Planning Technician	MISC 83
Police Captain	MGMT 3020
Police Chief	MGMT 2060
Police Corporal	POLICE 122
Police Fleet Coordinator	POLICE 95
Police Lieutenant	MGMT 3010
Police Officer	POLICE 112
Police Records Specialist ³	POLICE 71
Police Recruit	POLICE 112
Police Sergeant	POLICE 133
Principal Human Resources Analyst ^{4,5}	MISC 122
Principal Planner	MISC 128
Procurement Officer	MISC 133
Project Coordinator	MISC 114
Project Director	MGMT 2020
Project Manager	MISC 122
Public Safety Dispatcher	POLICE 96
Public Works Technician	MISC 83
Records Management Coordinator	MISC 77
Recreation Coordinator	MISC 83
Recreation Manager	MGMT 2010
Recreation Supervisor	MISC 106
Senior Accountant	MISC 114
Senior Administrative Analyst ^{4,5}	MISC 106
Senior Building Inspector	MISC 114
Senior Building Inspector/Code Enforcement Specialist	MISC 122
Senior Building Inspector/Plans Checker	MISC 122
Senior Equipment Mechanic	MISC 104
Senior Fleet Maintenance Supervisor	MISC 122

Senior Information Technology Analyst	MISC 128
Senior Management Analyst ^{4,5}	MISC 128
Senior Office Specialist ¹	MISC 71
Senior Parking Services Officer	POLICE 88
Senior Permit Technician	MISC 83
Senior Plan Checker	MISC 133
Senior Planner	MISC 122
Senior Principal Planner	MISC 134
Senior Project Manager	MISC 128
Senior Public Safety Dispatcher	POLICE 106
Senior Public Works Analyst/Solid Waste Program Coordinator ⁵	MISC 122
Senior Recreation Supervisor	MISC 122
Senior Services Coordinator	MISC 104
Senior Water Quality Analyst ⁵	MISC 122
Support Services Supervisor	POLICE 133
Systems Analyst	MISC 122
Transit Supervisor	MISC 106
Wastewater Collections Supervisor	MISC 128
Wastewater Mechanical & Facilities Supervisor	MISC 122
Wastewater Technician I	MISC 77
Wastewater Technician II	MISC 88
Wastewater Utility Lead Worker	MISC 98
Wastewater Utility Worker I	MISC 71
Wastewater Utility Worker II	MISC 83
Zoning Administrator	MGMT 2020

1. Plus 5% assignment pay for those who take minutes on a regular basis at the Planning Commission, Design Review Board, & City Council Meetings
2. Plus 5% with Civil Engineering Registration
3. Plus 5% shift bonus
4. Confidential in Human Resources
5. Incumbents receive an additional 5% in pay in exchange for these classifications being overtime exempt

MUNICIPAL EMPLOYEE'S ASSOCIATION - Effective 7/1/2025

Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
MISC - 134	Cyber Security Analyst	Hourly	\$ 56.20	\$ 58.98	\$ 61.93	\$ 65.03	\$ 68.29	\$ 71.71	\$ 75.33	\$ 79.07
	Senior Principal Planner	Monthly	\$ 9,742	\$ 10,225	\$ 10,736	\$ 11,272	\$ 11,838	\$ 12,430	\$ 13,058	\$ 13,707
		Annual	\$ 116,910	\$ 122,697	\$ 128,832	\$ 135,265	\$ 142,059	\$ 149,163	\$ 156,694	\$ 164,483
MISC - 140	Civilian Fire Marshal	Hourly	\$ 65.28	\$ 68.54	\$ 71.97	\$ 75.57	\$ 79.35	\$ 83.31	\$ 87.48	\$ 91.85
		Monthly	\$ 11,316	\$ 11,881	\$ 12,475	\$ 13,099	\$ 13,754	\$ 14,442	\$ 15,164	\$ 15,922
		Annual	\$ 135,786	\$ 142,576	\$ 149,705	\$ 157,190	\$ 165,049	\$ 173,302	\$ 181,967	\$ 191,065

1. Plus 5% assignment pay for those who take minutes on a regular basis at the Planning Commission, Design Review Board, & City Council meetings *"Employee pay is based on an hourly rate maintained in the City's financial system. The rates listed on the salary schedule are for illustrative purposes."*
2. Plus 5% with Civil Engineering Registration
3. Incumbents receive an additional 5% in pay in exchange for these classifications being overtime exempt
4. Confidential in Human Resources Revised 2/27/2026

POLICE EMPLOYEE'S ASSOCIATION - PROFESSIONAL - Effective 1/1/2026

Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
POLICE - 64	Jailer	Hourly	\$ 25.23	\$ 26.50	\$ 27.85	\$ 29.25	\$ 30.75	\$ 32.24	\$ 33.82	\$ 35.51
		Monthly	\$ 4,374	\$ 4,594	\$ 4,828	\$ 5,071	\$ 5,331	\$ 5,590	\$ 5,864	\$ 6,156
		Annual	\$ 52,485	\$ 55,133	\$ 57,935	\$ 60,853	\$ 63,976	\$ 67,074	\$ 70,365	\$ 73,874
POLICE - 71	Animal Care Specialist Police Records Specialist ¹	Hourly	\$ 26.12	\$ 27.44	\$ 28.83	\$ 30.25	\$ 31.75	\$ 33.37	\$ 35.07	\$ 36.84
		Monthly	\$ 4,529	\$ 4,757	\$ 4,998	\$ 5,244	\$ 5,504	\$ 5,784	\$ 6,079	\$ 6,386
		Annual	\$ 54,348	\$ 57,086	\$ 59,979	\$ 62,922	\$ 66,046	\$ 69,414	\$ 72,949	\$ 76,638
POLICE - 77	Parking Services Officer	Hourly	\$ 28.02	\$ 29.43	\$ 30.87	\$ 32.40	\$ 34.07	\$ 35.78	\$ 37.58	\$ 39.45
		Monthly	\$ 4,857	\$ 5,102	\$ 5,352	\$ 5,617	\$ 5,907	\$ 6,203	\$ 6,515	\$ 6,840
		Annual	\$ 58,282	\$ 61,226	\$ 64,221	\$ 67,408	\$ 70,879	\$ 74,440	\$ 78,180	\$ 82,075
POLICE - 83	Community Services Officer I Parking Services Officer/Accident Investigator	Hourly	\$ 30.19	\$ 31.72	\$ 33.34	\$ 34.94	\$ 36.69	\$ 38.54	\$ 40.47	\$ 42.49
		Monthly	\$ 5,234	\$ 5,498	\$ 5,779	\$ 6,057	\$ 6,360	\$ 6,681	\$ 7,015	\$ 7,367
		Annual	\$ 62,807	\$ 65,982	\$ 69,349	\$ 72,679	\$ 76,317	\$ 80,173	\$ 84,183	\$ 88,400
POLICE - 84	Animal Services Officer	Hourly	\$ 30.93	\$ 32.49	\$ 34.15	\$ 35.79	\$ 37.58	\$ 39.48	\$ 41.46	\$ 43.53
		Monthly	\$ 5,361	\$ 5,632	\$ 5,919	\$ 6,204	\$ 6,515	\$ 6,844	\$ 7,187	\$ 7,546
		Annual	\$ 64,336	\$ 67,588	\$ 71,033	\$ 74,453	\$ 78,180	\$ 82,127	\$ 86,240	\$ 90,546
POLICE - 88	Community Services Officer II Senior Parking Services Officer	Hourly	\$ 31.91	\$ 33.50	\$ 35.18	\$ 36.91	\$ 38.72	\$ 40.66	\$ 42.75	\$ 44.90
		Monthly	\$ 5,532	\$ 5,807	\$ 6,098	\$ 6,398	\$ 6,712	\$ 7,048	\$ 7,412	\$ 7,783
		Annual	\$ 66,380	\$ 69,684	\$ 73,180	\$ 76,779	\$ 80,546	\$ 84,582	\$ 88,940	\$ 93,400
POLICE - 95	Police Fleet Coordinator	Hourly	\$ 34.65	\$ 36.33	\$ 38.11	\$ 40.00	\$ 42.07	\$ 44.12	\$ 46.36	\$ 48.67
		Monthly	\$ 6,006	\$ 6,298	\$ 6,607	\$ 6,935	\$ 7,293	\$ 7,648	\$ 8,037	\$ 8,437
		Annual	\$ 72,075	\$ 75,571	\$ 79,286	\$ 83,219	\$ 87,513	\$ 91,780	\$ 96,447	\$ 101,241
POLICE - 96	Public Safety Dispatcher	Hourly	\$ 36.24	\$ 38.01	\$ 39.88	\$ 41.91	\$ 43.98	\$ 46.18	\$ 48.51	\$ 50.91
		Monthly	\$ 6,283	\$ 6,590	\$ 6,914	\$ 7,266	\$ 7,625	\$ 8,005	\$ 8,409	\$ 8,824
		Annual	\$ 75,390	\$ 79,081	\$ 82,967	\$ 87,192	\$ 91,496	\$ 96,060	\$ 100,911	\$ 105,893
POLICE - 100	Jail Supervisor	Hourly	\$ 37.75	\$ 39.58	\$ 41.53	\$ 43.59	\$ 45.84	\$ 48.08	\$ 50.52	\$ 53.03
		Monthly	\$ 6,544	\$ 6,861	\$ 7,200	\$ 7,556	\$ 7,946	\$ 8,334	\$ 8,757	\$ 9,192
		Annual	\$ 78,528	\$ 82,332	\$ 86,394	\$ 90,675	\$ 95,354	\$ 100,007	\$ 105,085	\$ 110,304
POLICE - 106	Senior Public Safety Dispatcher	Hourly	\$ 40.83	\$ 42.82	\$ 44.97	\$ 47.23	\$ 49.59	\$ 52.09	\$ 54.70	\$ 57.44
		Monthly	\$ 7,078	\$ 7,423	\$ 7,796	\$ 8,188	\$ 8,596	\$ 9,030	\$ 9,482	\$ 9,957
		Annual	\$ 84,936	\$ 89,070	\$ 93,556	\$ 98,251	\$ 103,154	\$ 108,358	\$ 113,783	\$ 119,482
POLICE - 133	Support Services Supervisor	Hourly	\$ 57.21	\$ 60.05	\$ 63.04	\$ 66.20	\$ 69.51	\$ 72.99	\$ 76.67	\$ 80.49
		Monthly	\$ 9,917	\$ 10,409	\$ 10,927	\$ 11,475	\$ 12,050	\$ 12,652	\$ 13,290	\$ 13,952
		Annual	\$ 118,999	\$ 124,907	\$ 131,127	\$ 137,700	\$ 144,599	\$ 151,823	\$ 159,478	\$ 167,420

1. Plus 5% shift bonus

POLICE EMPLOYEE'S ASSOCIATION - SWORN - Effective 1/1/2026										
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
POLICE - 110	Park Ranger	Hourly	\$ 32.13	\$ 33.76	\$ 35.48	\$ 37.19	\$ 39.04	\$ 41.02	\$ 43.08	\$ 45.23
		Monthly	\$ 5,570	\$ 5,853	\$ 6,151	\$ 6,446	\$ 6,769	\$ 7,110	\$ 7,467	\$ 7,841
		Annual	\$ 66,843	\$ 70,230	\$ 73,813	\$ 77,356	\$ 81,224	\$ 85,325	\$ 89,608	\$ 94,086
POLICE - 112	Police Officer	Hourly	\$ 46.80	\$ 49.20	\$ 51.64	\$ 54.26	\$ 56.92	\$ 59.79	\$ 62.71	\$ 65.83
		Monthly	\$ 8,113	\$ 8,528	\$ 8,951	\$ 9,407	\$ 9,867	\$ 10,364	\$ 10,871	\$ 11,412
		Annual	\$ 97,357	\$ 102,341	\$ 107,416	\$ 112,880	\$ 118,409	\$ 124,367	\$ 130,454	\$ 136,944
POLICE - 122	Police Corporal	Hourly	\$ 52.82	\$ 55.46	\$ 58.24	\$ 61.18	\$ 64.20	\$ 67.43	\$ 70.81	\$ 74.34
		Monthly	\$ 9,156	\$ 9,613	\$ 10,096	\$ 10,605	\$ 11,130	\$ 11,689	\$ 12,274	\$ 12,886
		Annual	\$ 109,869	\$ 115,359	\$ 121,148	\$ 127,261	\$ 133,556	\$ 140,266	\$ 147,288	\$ 154,634
POLICE - 133	Police Sergeant	Hourly	\$ 60.09	\$ 63.07	\$ 66.21	\$ 69.53	\$ 73.01	\$ 76.67	\$ 80.53	\$ 84.53
		Monthly	\$ 10,416	\$ 10,933	\$ 11,477	\$ 12,052	\$ 12,656	\$ 13,290	\$ 13,959	\$ 14,654
		Annual	\$ 124,990	\$ 131,194	\$ 137,722	\$ 144,627	\$ 151,870	\$ 159,475	\$ 167,510	\$ 175,842

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Revised 2/27/2026

FIREFIGHTER'S ASSOCIATION - Effective 7/1/2025										
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
FIRE - 100	Firefighter	Hourly (40hr)	\$ 40.06	\$ 42.07	\$ 44.19	\$ 46.37	\$ 48.69	\$ 51.15	\$ 53.68	\$ 56.39
		Hourly (56hr)	\$ 28.61	\$ 30.05	\$ 31.56	\$ 33.12	\$ 34.77	\$ 36.53	\$ 38.34	\$ 40.28
		Monthly	\$ 6,944	\$ 7,292	\$ 7,660	\$ 8,038	\$ 8,440	\$ 8,867	\$ 9,305	\$ 9,776
		Annual	\$ 83,326	\$ 87,506	\$ 91,919	\$ 96,461	\$ 101,277	\$ 106,403	\$ 111,660	\$ 117,306
FIRE - 110	Fire Engineer	Hourly (40hr)	\$ 45.07	\$ 47.33	\$ 49.67	\$ 52.20	\$ 54.79	\$ 57.51	\$ 60.43	\$ 63.45
		Hourly (56hr)	\$ 32.19	\$ 33.80	\$ 35.48	\$ 37.28	\$ 39.14	\$ 41.08	\$ 43.16	\$ 45.32
		Monthly	\$ 7,813	\$ 8,204	\$ 8,611	\$ 9,049	\$ 9,499	\$ 9,969	\$ 10,475	\$ 10,999
		Annual	\$ 93,762	\$ 98,447	\$ 103,327	\$ 108,584	\$ 113,983	\$ 119,629	\$ 125,704	\$ 131,985
FIRE - 122	Fire Captain	Hourly (40hr)	\$ 52.10	\$ 54.70	\$ 57.46	\$ 60.35	\$ 63.34	\$ 66.53	\$ 69.86	\$ 73.34
		Hourly (56hr)	\$ 37.21	\$ 39.07	\$ 41.04	\$ 43.10	\$ 45.24	\$ 47.52	\$ 49.90	\$ 52.38
		Monthly	\$ 9,031	\$ 9,482	\$ 9,960	\$ 10,461	\$ 10,979	\$ 11,532	\$ 12,110	\$ 12,713
		Annual	\$ 108,376	\$ 113,789	\$ 119,525	\$ 125,535	\$ 131,752	\$ 138,384	\$ 145,315	\$ 152,558

*Hourly rate is calculated off 2,912 hours worked per year

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Revised 2/27/2026

MARINE SAFETY ASSOCIATION - Effective 1/1/2026										
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
LIFE - 599	Lifeguard Trainee*	Hourly	\$17.86							
LIFE - 740	Ocean Lifeguard I	Hourly	\$23.72	\$24.92	\$25.41	\$25.93	\$26.44	\$26.93	\$27.45	\$27.97
LIFE - 750	Ocean Lifeguard II	Hourly	N/A	\$25.93	\$26.44	\$26.93	\$27.45	\$27.97	\$28.48	\$28.98
LIFE - 790	Ocean Lifeguard III Marine Safety Dispatcher	Hourly	N/A	\$30.00	\$30.50	\$31.02	\$31.50	\$32.03	\$32.54	\$33.05
LIFE - 800	Recurrent Hourly Lifeguard	Hourly	\$40.64							

*Lifeguard Trainees are not covered under the LBMSA Agreement

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Revised 2/27/2026

HOURLY/PART TIME - MISC (FULL-TIME EQUIVALENT) - Effective 7/1/2025										
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 900	Office Specialist (FT Range MISC-66)	Hourly	\$24.97	\$26.22	\$27.53	\$28.91	\$30.35	\$31.87	\$33.47	\$35.14
HRLY - 910	Wastewater Utility Worker I (FT Range MISC-71)	Hourly	\$26.40	\$27.71	\$29.10	\$30.57	\$32.10	\$33.72	\$35.44	\$37.23
HRLY - 915	Recreation Coordinator (FT Range MISC-83)	Hourly	\$30.51	\$32.05	\$33.70	\$35.31	\$37.08	\$38.94	\$40.90	\$42.94
HRLY - 920	Administrative Assistant (FT Range MISC-88)	Hourly	\$32.24	\$33.86	\$35.55	\$37.30	\$39.13	\$41.09	\$43.20	\$45.37
HRLY - 925	Administrative Analyst (FT Range MISC-96)	Hourly	\$35.42	\$37.15	\$38.98	\$40.96	\$42.99	\$45.13	\$47.41	\$49.75
HRLY - 945	Recreation Supervisor (FT Range MISC-106) Senior Administrative Analyst (FT Range MISC- 106)	Hourly	\$39.90	\$41.84	\$43.95	\$46.15	\$48.46	\$50.90	\$53.45	\$56.13
HRLY - 960	Associate Planner (FT Range MISC-114)	Hourly	\$43.84	\$46.03	\$48.33	\$50.80	\$53.30	\$55.97	\$58.76	\$61.70
HRLY - 965	Digital Communications Coordinator (FT Range MISC-122) Senior Recreation Supervisor (FT Range MISC-122) Systems Analyst (FT Range MISC-122)	Hourly	\$48.23	\$50.64	\$53.18	\$55.87	\$58.63	\$61.58	\$64.67	\$67.90

HOURLY/PART TIME - POLICE (FULL-TIME EQUIVALENT) - Effective 1/1/2026										
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 895	Jailer (FT Range Police-64)	Hourly	\$25.23	\$26.50	\$27.85	\$29.25	\$30.75	\$32.24	\$33.82	\$35.51
PD HRLY - 905	Animal Care Specialist (FT Range Police-71)	Hourly	\$26.12	\$27.44	\$28.83	\$30.25	\$31.75	\$33.37	\$35.07	\$36.84
PD HRLY - 910	Parking Services Officer (FT Police Range 77)	Hourly	\$28.02	\$29.43	\$30.87	\$32.40	\$34.07	\$35.78	\$37.58	\$39.45
PD HRLY - 915	Parking Services Officer/Accident Investigator (FT Range Police - 77)	Hourly	\$30.19	\$31.72	\$33.34	\$34.94	\$36.69	\$38.54	\$40.47	\$42.49
PD HRLY - 916	Park Ranger (FT Range Police - 110)	Hourly	\$31.82	\$33.43	\$35.14	\$36.83	\$38.67	\$40.62	\$42.66	\$44.79
PD HRLY - 920	Community Services Officer II (FT Range Police - 88)	Hourly	\$31.91	\$33.50	\$35.18	\$36.91	\$38.72	\$40.66	\$42.75	\$44.90
PD HRLY - 930	Public Safety Dispatcher (FT Range Police - 96)	Hourly	\$36.24	\$38.01	\$39.88	\$41.91	\$43.98	\$46.18	\$48.51	\$50.91
PD HRLY - 940	Senior Public Safety Dispatcher (FT Range Police - 106)	Hourly	\$40.83	\$42.82	\$44.97	\$47.23	\$49.59	\$52.09	\$54.70	\$57.44
PD HRLY - 950	Police Officer (FT Range Police - 112)	Hourly	\$46.35	\$48.72	\$51.14	\$53.74	\$56.38	\$59.21	\$62.11	\$65.20

*Step 5 of the salary ranges for part-time positions shall serve as the control point of the salary range, and is the maximum advertised step for the positions. Steps 6 through Step 8 of the salary ranges are reserved for employees with exceptional performance, qualifications and circumstances and require approval by the Director of Human Resources and Risk Management.

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Revised

2/27/2026

HOURLY/PART TIME - Effective 7/1/2025									
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
HRLY - 725	Fire Prevention Officer Sr. Pool Lifeguard	Hourly	\$22.79	\$23.31	\$23.78	\$24.28	\$24.77	\$25.29	\$25.77
HRLY - 750	Aquatics Specialist Senior Recycling Technician Traffic Control Aide	Hourly	\$24.32	\$24.80	\$25.26	\$25.73	\$26.23	\$26.70	\$27.17
HRLY - 795	Summer Festival Transit Supervisor	Hourly	\$29.75	\$30.23	\$30.73	\$31.23	\$31.73	\$32.21	\$32.71
HRLY - 797	Arts Program Coordinator	Hourly	\$36.38	\$37.10	\$37.84	\$38.59	\$39.37	\$40.17	\$40.97
HRLY - 799	Transit Programs Coordinator	Hourly	\$61.69						
HRLY - 810	Police Officer Reserve	Hourly	\$36.22						
HRLY - 970	Special Projects Coordinator	Hourly	\$41.77						
MGMT HRLY - 990	Management Specialist	Hourly		Minimum		Maximum			
			\$64.52			\$139.12			

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Revised 2/27/2026

MANAGEMENT PERSONNEL - Effective 7/1/2025				
Salary Range	Classification Title		Minimum	Maximum
MGMT - 2060	Assistant City Manager	Hourly	\$ 88.40	\$ 144.89
	Police Chief ¹	Monthly	\$ 15,323	\$ 25,115
	Fire Chief ¹	Annual	\$ 183,876	\$ 301,375
MGMT - 2050	Assistant City Attorney	Hourly	\$ 85.41	\$ 127.26
	Director of Community Development	Monthly	\$ 14,805	\$ 22,060
	Director of Public Works and Utilities ⁵	Annual	\$ 177,658	\$ 264,717
	Director of Administrative Services			
MGMT - 2040	Chief of Marine Safety ⁴	Hourly	\$ 75.48	\$ 115.84
	City Engineer	Monthly	\$ 13,085	\$ 20,080
	Deputy Fire Chief ²	Annual	\$ 157,017	\$ 240,963
	Director of Finance			
	Director of Transit and Community Services			
MGMT - 2030	Accounting Manager	Hourly	\$ 64.98	\$ 100.06
	Assistant City Engineer	Monthly	\$ 11,265	\$ 17,345
	Deputy Director of Community Development	Annual	\$ 135,174	\$ 208,141
	Assistant Director of Public Works			
	Human Resources & Risk Manager			
	Finance Manager			
	Information Technology Manager			
MGMT - 2020	Building Official	Hourly	\$ 61.25	\$ 91.85
	Deputy Director of Public Works	Monthly	\$ 10,618	\$ 15,922
	Marine Safety Captain	Annual	\$ 127,411	\$ 191,065
	Planning Manager			
	Project Director			
	Zoning Administrator			
MGMT - 2010	Communications Manager	Hourly	\$ 61.96	\$ 75.73
	Assistant to the City Manager	Monthly	\$ 10,740	\$ 13,127
	Recreation Manager	Annual	\$ 128,884	\$ 157,520
MGMT - 2000	Executive Assistant	Hourly	\$ 34.96	\$ 52.44
		Monthly	\$ 6,061	\$ 9,091
		Annual	\$ 72,735	\$ 109,095

POLICE & FIRE MANAGEMENT ASSOCIATION - FIRE UNIT - Effective 7/1/2025			
Salary Range	Classification Title		
		Minimum	Maximum
MGMT - 3030	Fire Battalion Chief ²	Hourly	\$ 47.10 \$ 72.52
		Monthly	\$ 11,429 \$ 17,598
		Annual	\$ 137,151 \$ 211,172
POLICE & FIRE MANAGEMENT ASSOCIATION - POLICE UNIT - Effective 7/1/2025			
Salary Range	Classification Title		
		Minimum	Maximum
MGMT - 3040	Animal Shelter Manager ⁶	Hourly	\$ 36.65 \$ 51.48
		Monthly	\$ 6,353 \$ 8,924
		Annual	\$ 76,240 \$ 107,091
MGMT - 3020	Police Captain ³	Hourly	\$ 87.51 \$ 109.40
		Monthly	\$ 15,169 \$ 18,963
		Annual	\$ 182,032 \$ 227,552
MGMT - 3010	Police Lieutenant ³	Hourly	\$ 80.33 \$ 100.41
		Monthly	\$ 13,924 \$ 17,406
		Annual	\$ 167,089 \$ 208,867
MGMT - 3000	Civilian Services Administrator ⁴	Hourly	\$ 61.55 \$ 92.30
		Monthly	\$ 10,669 \$ 15,999
		Annual	\$ 128,027 \$ 191,988

CONTRACT - 7/1/2025			
Classification Title		Minimum	Maximum
City Attorney	Hourly	\$ -	\$ 148.50
	Monthly		\$ 25,740
	Annual	\$ -	\$ 308,880
		Minimum	Maximum
City Manager	Hourly	\$ -	\$ 156.43
	Monthly		\$ 27,115
	Annual	\$ -	\$ 325,380

ELECTED OFFICIALS - 7/8/2025			
Classification Title		Minimum	Maximum
ELECTED	City Clerk	Annual \$ -	\$ 197,545
		Minimum	Maximum
ELECTED	City Treasurer (27.269 Hrs/Week)	Annual \$ 77,216	\$ 121,319

1. Both the Police Chief and Fire Chief are eligible to receive 5% in certification/education incentives
2. Incumbents in the positions of Deputy Fire Chief and Fire Battalion Chief are eligible to receive 2.5% for a Chief Officer certification, 2.5% for a Bachelor's Degree, and 2.5% for a Master's Degree
3. Incumbents in the positions of Police Captain and Police Lieutenant are eligible to receive 2.5% for a Management POST certificate, 2.5% for a Bachelor's Degree, and 2.5% for a Master's Degree.
4. Incumbents in the positions of Chief of Marine Safety and Civilian Services Administrator are eligible to receive 2.5% for a Bachelor's Degree.
5. Incumbents in the position of Director of Public Works and Utilities are eligible to receive 2.5% for obtaining Professional Engineer (PE) License.
6. As part of the City's Classification and Compensation Study, this position is anticipated to be updated, which may include reclassification and retitling to Animal Shelter Manager and placement in the PFMA.

*"Employee pay is based on an hourly rate maintained in the City's financial system.
The rates listed on the salary schedule are for illustrative purposes."*

Revised 2/27/2026