

**Resolution No. 2025-58 Attachment 1**  
**Effective July 1, 2025 (Adoption of 3.0% Cost of Living Adjustment, COLA) - AMENDED**

Salary Schedule for Competitive, Confidential and Management positions

<b>COMPETITIVE POSITIONS (RPVEA)</b>	<b>MINIMUM ANNUAL SALARY</b>	<b>MAXIMUM ANNUAL SALARY</b>
Accountant	\$89,816	\$116,761
Accounting Clerk	\$61,419	\$79,845
Accounting Manager	\$116,529	\$151,487
Accounting Technician	\$69,522	\$90,378
Administrative Analyst	\$87,057	\$113,173
Administrative Assistant	\$72,747	\$94,570
Assistant Engineer	\$99,766	\$129,697
Assistant Planner	\$85,453	\$111,089
Associate Engineer	\$113,744	\$147,867
Associate Planner	\$95,033	\$123,543
Building Inspector	\$82,978	\$107,865
Cable TV Station Manager	\$95,525	\$123,750
Code Enforcement Officer	\$79,833	\$104,155
Deputy City Clerk	\$81,086	\$105,411
Engineering Technician	\$76,445	\$99,273
Geographic Information Systems Coordinator	\$99,748	\$129,673
Lead Worker	\$70,803	\$91,966
Maintenance Superintendent	\$134,287	\$174,575
Maintenance Supervisor	\$87,676	\$113,561
Maintenance Worker	\$63,192	\$82,149
Open Space & Trails Coordinator	\$74,182	\$96,435
Open Space & Trails Manager	\$134,287	\$174,575
Open Space & Trails Supervisor	\$89,017	\$115,722
Park Ranger	\$59,793	\$77,730
Permit Clerk	\$60,254	\$78,330
Permit Technician	\$68,769	\$89,399
Planning Technician	\$71,950	\$93,405
Principal Planner	\$119,835	\$155,624
Project Manager	\$110,863	\$144,122
Recreation Program Coordinator	\$74,182	\$96,435
Recreation Program Supervisor	\$89,017	\$115,722
Recreation Services Manager	\$102,456	\$133,016
Senior Accountant	\$98,019	\$127,424
Senior Accounting Technician	\$81,874	\$106,437
Senior Administrative Analyst	\$102,975	\$133,867
Senior Administrative Analyst (Records Management)	\$89,343	\$116,147
Senior Administrative Analyst/Emergency Management Coordinator	\$102,975	\$133,867
Senior Building Inspector	\$92,974	\$120,866
Senior Code Enforcement Officer	\$90,190	\$117,133
Senior Engineer	\$124,164	\$161,413
Senior Information Technician	\$107,059	\$139,008
Senior Maintenance Worker	\$69,511	\$90,363
Senior Park Ranger	\$65,772	\$85,503
Senior Planner	\$109,340	\$142,141
Senior Staff Assistant	\$59,770	\$77,701
Staff Assistant	\$54,244	\$70,517
Traffic Engineering Technician	\$76,048	\$98,865

**CONFIDENTIAL POSITIONS (UNREPRESENTED GROUP)**

Accounting Supervisor
Executive Assistant
Human Resources Analyst

**MINIMUM ANNUAL  
SALARY**

\$113,612
\$80,996
\$91,661

**MAXIMUM ANNUAL  
SALARY**

\$147,696
\$105,297
\$119,159

**MANAGEMENT POSITIONS (UNREPRESENTED GROUP)**

Assistant to the City Manager
Building Official
City Clerk
City Manager *
Deputy City Manager
Deputy Director of Community Development
Deputy Director of Finance
Deputy Director of Public Works
Deputy Director of Recreation & Parks
Director of Community Development
Director of Finance
Director of Parks & Recreation
Director of Public Works
Information Technology Manager
Human Resources Manager
Principal Civil Engineer
Public Safety Manager

**MINIMUM ANNUAL  
SALARY**

\$120,829
\$146,168
\$146,168
\$195,619
\$156,112
\$156,112
\$156,112
\$156,112
\$156,112
\$178,442
\$178,442
\$178,442
\$178,442
\$146,168
\$156,112
\$146,168
\$146,168

**MAXIMUM ANNUAL  
SALARY**

\$157,078
\$190,019
\$190,019
\$267,800
\$254,304
\$202,945
\$202,945
\$202,945
\$202,945
\$202,945
\$231,976
\$231,976
\$231,976
\$231,976
\$190,019
\$202,945
\$190,019
\$190,019

*\*separate contract*

The American Federation of State, County and Municipal Employees, District Council 36 (AFSCME) Memorandum of Understanding (MOU) is set to expire on June 30, 2025. The City and AFSCME representatives are currently in negotiations for a successor MOU. Salary Schedule for part-time positions listed below will remain as-is until negotiations concludes.

PART-TIME POSITIONS	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Code Enforcement Officer	\$36.30	\$47.14
Human Resources Specialist	\$36.37	\$47.28
Intern *	\$16.50	\$19.50
IT Specialist	\$33.00	\$42.90
Open Space & Trails Crew Lead	\$22.51	\$29.26
Open Space & Trails Worker	\$19.57	\$25.44
Permit Clerk	\$26.50	\$34.42
Public Safety Liaison	\$23.12	\$30.05
Recreation Leader	\$19.57	\$25.44
Recreation Specialist	\$25.88	\$33.65
Senior Recreation Leader	\$22.51	\$29.26
Senior Staff Assistant	\$27.08	\$35.16
Staff Assistant	\$23.82	\$30.95
Television Producer	\$29.61	\$38.50
Television Producer (On-Camera)	\$33.99	\$44.20

*\* Not represented by AFSCME; position is At-will and unrepresented*