

CITY OF SAUSALITO COMPREHENSIVE PAY SCHEDULE

TABLE 3A Service Employees International Union (SEIU) Local 1021 Classifications FY2026-27

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Hours
Marketing & Communications Coordinator (formerly Library Program Marketing Coord)									
Annual		73,270	76,934	80,780	84,819	89,060	93,513	98,189	1872
Monthly		6,106	6,411	6,732	7,068	7,422	7,793	8,182	156
Biweekly		2,818	2,959	3,107	3,262	3,425	3,597	3,776	72
Hourly		39.14	41.10	43.15	45.31	47.57	49.95	52.45	1
Senior Library Assistant									
Annual		64,926	68,170	71,583	75,166	78,918	82,864	87,003	1872
Monthly		5,410	5,681	5,965	6,264	6,576	6,905	7,250	156
Biweekly		2,497	2,622	2,753	2,891	3,035	3,187	3,346	72
Hourly		34.68	36.42	38.24	40.15	42.16	44.26	46.48	1
Librarian I									
Annual		70,058	73,568	77,248	81,097	85,163	89,424	93,878	1872
Monthly		5,838	6,131	6,437	6,758	7,097	7,452	7,823	156
Biweekly		2,695	2,830	2,971	3,119	3,276	3,439	3,611	72
Hourly		37.42	39.30	41.26	43.32	45.49	47.77	50.15	1
Librarian II									
Annual		78,869	82,815	86,955	91,288	95,863	100,657	105,692	1872
Monthly		6,572	6,901	7,246	7,607	7,989	8,388	8,808	156
Biweekly		3,033	3,185	3,344	3,511	3,687	3,871	4,065	72
Hourly		42.13	44.24	46.45	48.77	51.21	53.77	56.46	1
Custodian *									
Annual		51,832	54,421	57,137	60,006	63,001	66,148	69,473	1872
Monthly		4,319	4,535	4,761	5,000	5,250	5,512	5,789	156
Biweekly		1,994	2,093	2,198	2,308	2,423	2,544	2,672	72
Hourly		27.69	29.07	30.52	32.05	33.65	35.34	37.11	1
Lead Custodian *									
Annual		54,421	57,163	60,006	63,001	66,174	69,473	72,951	1872
Monthly		4,535	4,764	5,000	5,250	5,514	5,789	6,079	156
Biweekly		2,093	2,199	2,308	2,423	2,545	2,672	2,806	72
Hourly		29.07	30.54	32.05	33.65	35.35	37.11	38.97	1
Landscape Worker I									
Annual		57,252	60,108	63,110	66,281	69,598	73,060	76,715	1872
Monthly		4,771	5,009	5,259	5,523	5,800	6,088	6,393	156
Biweekly		2,202	2,312	2,427	2,549	2,677	2,810	2,951	72
Hourly		30.58	32.11	33.71	35.41	37.18	39.03	40.98	1
Maintenance Worker I									
Annual		57,252	60,108	63,110	66,281	69,598	73,060	76,715	1872
Monthly		4,771	5,009	5,259	5,523	5,800	6,088	6,393	156
Biweekly		2,202	2,312	2,427	2,549	2,677	2,810	2,951	72
Hourly		30.58	32.11	33.71	35.41	37.18	39.03	40.98	1
Landscape Worker II									
Annual		62,577	65,725	68,993	72,454	76,086	79,886	83,880	1872
Monthly		5,215	5,477	5,749	6,038	6,340	6,657	6,990	156
Biweekly		2,407	2,528	2,654	2,787	2,926	3,073	3,226	72
Hourly		33.43	35.11	36.86	38.70	40.64	42.67	44.81	1
Maintenance Worker II									
Annual		62,577	65,725	68,993	72,454	76,086	79,886	83,880	1872
Monthly		5,215	5,477	5,749	6,038	6,340	6,657	6,990	156
Biweekly		2,407	2,528	2,654	2,787	2,926	3,073	3,226	72
Hourly		33.43	35.11	36.86	38.70	40.64	42.67	44.81	1
Maintenance Worker III									
Annual		68,412	71,825	75,408	79,208	83,154	87,318	91,675	1872
Monthly		5,701	5,985	6,284	6,601	6,930	7,277	7,640	156
Biweekly		2,631	2,762	2,900	3,046	3,198	3,358	3,526	72
Hourly		36.54	38.37	40.28	42.31	44.42	46.64	48.97	1
Library Assistant II **									
Annual		61,251	64,315	67,507	70,892	74,448	78,155	82,097	2080
Monthly		5,104	5,360	5,626	5,908	6,204	6,513	6,841	173.33
Biweekly		2,356	2,474	2,596	2,727	2,863	3,006	3,158	80
Hourly		29.45	30.92	32.46	34.08	35.79	37.57	39.47	1

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Hours
TABLE 3A Service Employees International Union (SEIU) Local 1021 Classifications FY2026-27								
(continued)								
Public Works Supervisor								
Annual	103,683	108,863	114,310	120,023	126,026	132,321	138,929	1872
Monthly	8,640	9,072	9,526	10,002	10,502	11,027	11,577	156
Biweekly	3,988	4,187	4,397	4,616	4,847	5,089	5,343	72
Hourly	55.39	58.15	61.06	64.11	67.32	70.68	74.21	1
Junior Engineer								
Annual	78,335	82,244	86,357	90,671	95,209	99,990	104,973	1872
Monthly	6,528	6,854	7,196	7,556	7,934	8,332	8,748	156
Biweekly	3,013	3,163	3,321	3,487	3,662	3,846	4,037	72
Hourly	41.85	43.93	46.13	48.44	50.86	53.41	56.08	1
Assistant Engineer								
Annual	91,624	96,202	101,023	106,047	111,354	116,925	122,779	1872
Monthly	7,635	8,017	8,419	8,837	9,280	9,744	10,232	156
Biweekly	3,524	3,700	3,885	4,079	4,283	4,497	4,722	72
Hourly	48.94	51.39	53.97	56.65	59.48	62.46	65.59	1
Associate Engineer								
Annual	96,444	101,262	106,321	111,647	117,215	123,097	129,246	1872
Monthly	8,037	8,438	8,860	9,304	9,768	10,258	10,771	156
Biweekly	3,709	3,895	4,089	4,294	4,508	4,735	4,971	72
Hourly	51.52	54.09	56.80	59.64	62.61	65.76	69.04	1
Administrative Aide I								
Annual	60,423	63,425	66,596	69,937	73,423	77,102	80,951	1872
Monthly	5,035	5,285	5,550	5,828	6,119	6,425	6,746	156
Biweekly	2,324	2,439	2,561	2,690	2,824	2,965	3,114	72
Hourly	32.28	33.88	35.57	37.36	39.22	41.19	43.24	1
Permit Technician								
Annual	67,419	70,808	74,343	78,046	81,968	86,059	90,368	1872
Monthly	5,618	5,901	6,195	6,504	6,831	7,172	7,531	156
Biweekly	2,593	2,723	2,859	3,002	3,153	3,310	3,476	72
Hourly	36.01	37.82	39.71	41.69	43.79	45.97	48.27	1
Building Inspector								
Annual	98,696	103,634	108,815	114,261	119,974	125,978	132,272	1872
Monthly	8,225	8,636	9,068	9,522	9,998	10,498	11,023	156
Biweekly	3,796	3,986	4,185	4,395	4,614	4,845	5,087	72
Hourly	52.72	55.36	58.13	61.04	64.09	67.30	70.66	1
Assistant Planner								
Annual	76,909	80,758	84,800	89,037	93,491	98,163	103,077	1872
Monthly	6,409	6,730	7,067	7,420	7,791	8,180	8,590	156
Biweekly	2,958	3,106	3,262	3,424	3,596	3,776	3,965	72
Hourly	41.08	43.14	45.30	47.56	49.94	52.44	55.06	1
Associate Planner								
Annual	87,899	92,305	96,904	101,770	106,854	112,180	117,796	1872
Monthly	7,325	7,692	8,075	8,481	8,904	9,348	9,816	156
Biweekly	3,381	3,550	3,727	3,914	4,110	4,315	4,531	72
Hourly	46.95	49.31	51.77	54.36	57.08	59.92	62.93	1
Senior Planner *								
Annual	96,067	100,870	105,914	111,210	116,771	122,609	128,739	1872
Monthly	8,006	8,406	8,826	9,267	9,731	10,217	10,728	156
Biweekly	3,695	3,880	4,074	4,277	4,491	4,716	4,952	72
Hourly	51.32	53.88	56.58	59.41	62.38	65.50	68.77	1
Recreation Supervisor *								
Annual	74,829	78,561	82,495	86,607	90,948	95,491	100,263	1872
Monthly	6,236	6,547	6,875	7,217	7,579	7,958	8,355	156
Biweekly	2,878	3,022	3,173	3,331	3,498	3,673	3,856	72
Hourly	39.97	41.97	44.07	46.26	48.58	51.01	53.56	1
Recreation Coordinator								
Annual	64,233	67,427	70,819	74,341	78,060	81,954	86,067	1872
Monthly	5,353	5,619	5,902	6,195	6,505	6,830	7,172	156
Biweekly	2,471	2,593	2,724	2,859	3,002	3,152	3,310	72
Hourly	34.31	36.02	37.83	39.71	41.70	43.78	45.98	1
Code Enforcement Official I								
Annual	66,071	69,375	72,843	76,485	80,310	84,325	88,542	1872
Monthly	5,506	5,781	6,070	6,374	6,692	7,027	7,378	156
Biweekly	2,541	2,668	2,802	2,942	3,089	3,243	3,405	72
Hourly	35.29	37.06	38.91	40.86	42.90	45.05	47.30	1
Code Enforcement Official II								
Annual	72,678	76,312	80,128	84,134	88,341	92,758	97,396	1872
Monthly	6,057	6,359	6,677	7,011	7,362	7,730	8,116	156
Biweekly	2,795	2,935	3,082	3,236	3,398	3,568	3,746	72
Hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03	1

APPROVED by Council 6/16/26

EFFECTIVE 7/1/26

* Reflects 5% equity adjustment to range 7/1/26 (Custodian, Lead Custodian, Recreation Supervisor, Senior Planner)

** Library Assistant II position was inadvertently left off of last PAPS; LA II had the same range as "Library Program Marketing Coordinator" which was a new position in FY 2023, and BOTH positions should have been listed on the pay plan but only Library Program Marketing Coordinator was listed in FY2024; in 2025, the Library Program Marketing Coordinator position was updated and reclassified with a new pay range which was not applicable to the LA II position. That transition process resulted in the LA II position being left off the PAPS since FY2024. Position has been added back on PAPS effective 7/1/26.

CITY OF SAUSALITO COMPREHENSIVE PAY SCHEDULE

TABLE 3A Service Employees International Union (SEIU) Local 1021 Classifications FY2027-28

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Hours
Marketing & Communications Coordinator (formerly Library Program Marketing Coord)								
Annual	75,468	79,242	83,204	87,364	91,732	96,319	101,135	1872
Monthly	6,289	6,603	6,934	7,280	7,644	8,027	8,428	156
Biweekly	2,903	3,048	3,200	3,360	3,528	3,705	3,890	72
Hourly	40.31	42.33	44.45	46.67	49.00	51.45	54.02	1
Senior Library Assistant								
Annual	66,873	70,215	73,730	77,421	81,285	85,350	89,613	1872
Monthly	5,573	5,851	6,144	6,452	6,774	7,112	7,468	156
Biweekly	2,572	2,701	2,836	2,978	3,126	3,283	3,447	72
Hourly	35.72	37.51	39.39	41.36	43.42	45.59	47.87	1
Librarian I								
Annual	72,159	75,775	79,565	83,529	87,718	92,107	96,695	1872
Monthly	6,013	6,315	6,630	6,961	7,310	7,676	8,058	156
Biweekly	2,775	2,914	3,060	3,213	3,374	3,543	3,719	72
Hourly	38.55	40.48	42.50	44.62	46.86	49.20	51.65	1
Librarian II								
Annual	81,236	85,300	89,564	94,027	98,739	103,676	108,863	1872
Monthly	6,770	7,108	7,464	7,836	8,228	8,640	9,072	156
Biweekly	3,124	3,281	3,445	3,616	3,798	3,988	4,187	72
Hourly	43.40	45.57	47.84	50.23	52.75	55.38	58.15	1
Custodian								
Annual	53,387	56,054	58,851	61,806	64,891	68,133	71,558	1872
Monthly	4,449	4,671	4,904	5,150	5,408	5,678	5,963	156
Biweekly	2,053	2,156	2,264	2,377	2,496	2,620	2,752	72
Hourly	28.52	29.94	31.44	33.02	34.66	36.40	38.23	1
Lead Custodian								
Annual	56,054	58,878	61,806	64,891	68,159	71,558	75,139	1872
Monthly	4,671	4,906	5,150	5,408	5,680	5,963	6,262	156
Biweekly	2,156	2,265	2,377	2,496	2,621	2,752	2,890	72
Hourly	29.94	31.45	33.02	34.66	36.41	38.23	40.14	1
Landscape Worker I								
Annual	58,969	61,912	65,003	68,270	71,686	75,251	79,016	1872
Monthly	4,914	5,159	5,417	5,689	5,974	6,271	6,585	156
Biweekly	2,268	2,381	2,500	2,626	2,757	2,894	3,039	72
Hourly	31.50	33.07	34.72	36.47	38.29	40.20	42.21	1
Maintenance Worker I								
Annual	58,969	61,912	65,003	68,270	71,686	75,251	79,016	1872
Monthly	4,914	5,159	5,417	5,689	5,974	6,271	6,585	156
Biweekly	2,268	2,381	2,500	2,626	2,757	2,894	3,039	72
Hourly	31.50	33.07	34.72	36.47	38.29	40.20	42.21	1
Landscape Worker II								
Annual	64,455	67,696	71,062	74,628	78,368	82,283	86,397	1872
Monthly	5,371	5,641	5,922	6,219	6,531	6,857	7,200	156
Biweekly	2,479	2,604	2,733	2,870	3,014	3,165	3,323	72
Hourly	34.43	36.16	37.96	39.87	41.86	43.95	46.15	1
Maintenance Worker II								
Annual	64,455	67,696	71,062	74,628	78,368	82,283	86,397	1872
Monthly	5,371	5,641	5,922	6,219	6,531	6,857	7,200	156
Biweekly	2,479	2,604	2,733	2,870	3,014	3,165	3,323	72
Hourly	34.43	36.16	37.96	39.87	41.86	43.95	46.15	1
Maintenance Worker III								
Annual	70,464	73,980	77,670	81,585	85,649	89,938	94,426	1872
Monthly	5,872	6,165	6,472	6,799	7,137	7,495	7,869	156
Biweekly	2,710	2,845	2,987	3,138	3,294	3,459	3,632	72
Hourly	37.64	39.52	41.49	43.58	45.75	48.04	50.44	1
Library Assistant II								
Annual	63,089	66,244	69,532	73,019	76,682	80,499	84,560	2080
Monthly	5,257	5,520	5,794	6,085	6,390	6,708	7,047	173.33
Biweekly	2,426	2,548	2,674	2,808	2,949	3,096	3,252	80
Hourly	30.33	31.85	33.43	35.11	36.87	38.70	40.65	1

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Hours
TABLE 3A Service Employees International Union (SEIU) Local 1021 Classifications FY2027-28								
<i>(continued)</i>								
Public Works Supervisor								
Annual	106,793	112,129	117,739	123,624	129,807	136,290	143,097	1872
Monthly	8,899	9,344	9,812	10,302	10,817	11,358	11,925	156
Biweekly	4,107	4,313	4,528	4,755	4,993	5,242	5,504	72
Hourly	57.05	59.90	62.89	66.04	69.34	72.80	76.44	1
Junior Engineer								
Annual	80,685	84,712	88,947	93,392	98,065	102,989	108,122	1872
Monthly	6,724	7,059	7,412	7,783	8,172	8,582	9,010	156
Biweekly	3,103	3,258	3,421	3,592	3,772	3,961	4,159	72
Hourly	43.10	45.25	47.51	49.89	52.39	55.02	57.76	1
Assistant Engineer								
Annual	94,372	99,088	104,054	109,228	114,695	120,433	126,463	1872
Monthly	7,864	8,257	8,671	9,102	9,558	10,036	10,539	156
Biweekly	3,630	3,811	4,002	4,201	4,411	4,632	4,864	72
Hourly	50.41	52.93	55.58	58.35	61.27	64.33	67.55	1
Associate Engineer								
Annual	99,338	104,300	109,511	114,996	120,731	126,790	133,124	1872
Monthly	8,278	8,692	9,126	9,583	10,061	10,566	11,094	156
Biweekly	3,821	4,012	4,212	4,423	4,644	4,877	5,120	72
Hourly	53.07	55.72	58.50	61.43	64.49	67.73	71.11	1
Administrative Aide I								
Annual	62,236	65,328	68,594	72,035	75,625	79,415	83,380	1872
Monthly	5,186	5,444	5,716	6,003	6,302	6,618	6,948	156
Biweekly	2,394	2,513	2,638	2,771	2,909	3,054	3,207	72
Hourly	33.25	34.90	36.64	38.48	40.40	42.42	44.54	1
Permit Technician								
Annual	69,442	72,932	76,573	80,388	84,427	88,641	93,079	1872
Monthly	5,787	6,078	6,381	6,699	7,036	7,387	7,757	156
Biweekly	2,671	2,805	2,945	3,092	3,247	3,409	3,580	72
Hourly	37.09	38.96	40.90	42.94	45.10	47.35	49.72	1
Building Inspector								
Annual	101,657	106,743	112,079	117,689	123,574	129,757	136,240	1872
Monthly	8,471	8,895	9,340	9,807	10,298	10,813	11,353	156
Biweekly	3,910	4,106	4,311	4,527	4,753	4,991	5,240	72
Hourly	54.30	57.02	59.87	62.87	66.01	69.31	72.78	1
Assistant Planner								
Annual	79,216	83,180	87,344	91,708	96,296	101,108	106,170	1872
Monthly	6,601	6,932	7,279	7,642	8,025	8,426	8,847	156
Biweekly	3,047	3,199	3,359	3,527	3,704	3,889	4,083	72
Hourly	42.32	44.43	46.66	48.99	51.44	54.01	56.71	1
Associate Planner								
Annual	90,536	95,074	99,811	104,823	110,059	115,545	121,330	1872
Monthly	7,545	7,923	8,318	8,735	9,172	9,629	10,111	156
Biweekly	3,482	3,657	3,839	4,032	4,233	4,444	4,667	72
Hourly	48.36	50.79	53.32	56.00	58.79	61.72	64.81	1
Senior Planner								
Annual	98,950	103,896	109,092	114,546	120,274	126,287	132,601	1872
Monthly	8,246	8,658	9,091	9,545	10,023	10,524	11,050	156
Biweekly	3,806	3,996	4,196	4,406	4,626	4,857	5,100	72
Hourly	52.86	55.50	58.28	61.19	64.25	67.46	70.83	1
Recreation Supervisor								
Annual	77,074	80,917	84,970	89,205	93,676	98,356	103,271	1872
Monthly	6,423	6,743	7,081	7,434	7,806	8,196	8,606	156
Biweekly	2,964	3,112	3,268	3,431	3,603	3,783	3,972	72
Hourly	41.17	43.23	45.39	47.65	50.04	52.54	55.17	1
Recreation Coordinator								
Annual	66,160	69,450	72,943	76,571	80,402	84,413	88,649	1872
Monthly	5,513	5,788	6,079	6,381	6,700	7,034	7,387	156
Biweekly	2,545	2,671	2,806	2,945	3,092	3,247	3,410	72
Hourly	35.34	37.10	38.97	40.90	42.95	45.09	47.36	1
Code Enforcement Official I								
Annual	68,053	71,456	75,029	78,780	82,719	86,855	91,198	1872
Monthly	5,671	5,955	6,252	6,565	6,893	7,238	7,600	156
Biweekly	2,617	2,748	2,886	3,030	3,182	3,341	3,508	72
Hourly	36.35	38.17	40.08	42.08	44.19	46.40	48.72	1
Code Enforcement Official II								
Annual	74,858	78,601	82,531	86,658	90,991	95,541	100,318	1872
Monthly	6,238	6,550	6,878	7,222	7,583	7,962	8,360	156
Biweekly	2,879	3,023	3,174	3,333	3,500	3,675	3,858	72
Hourly	39.99	41.99	44.09	46.29	48.61	51.04	53.59	1

APPROVED by Council 6/16/26
EFFECTIVE 7/1/27

CITY OF SAUSALITO COMPREHENSIVE PAY SCHEDULE

TABLE 3A Service Employees International Union (SEIU) Local 1021 Classifications FY2028-29

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Hours
Marketing & Communications Coordinator (formerly Library Program Marketing Coord)									
Annual		77,732	81,619	85,700	89,985	94,484	99,208	104,169	1872
Monthly		6,478	6,802	7,142	7,499	7,874	8,267	8,681	156
Biweekly		2,990	3,139	3,296	3,461	3,634	3,816	4,006	72
Hourly		41.52	43.60	45.78	48.07	50.47	53.00	55.65	1
Senior Library Assistant									
Annual		68,880	72,321	75,942	79,743	83,724	87,910	92,302	1872
Monthly		5,740	6,027	6,329	6,645	6,977	7,326	7,692	156
Biweekly		2,649	2,782	2,921	3,067	3,220	3,381	3,550	72
Hourly		36.79	38.63	40.57	42.60	44.72	46.96	49.31	1
Librarian I									
Annual		74,324	78,048	81,952	86,035	90,350	94,870	99,596	1872
Monthly		6,194	6,504	6,829	7,170	7,529	7,906	8,300	156
Biweekly		2,859	3,002	3,152	3,309	3,475	3,649	3,831	72
Hourly		39.70	41.69	43.78	45.96	48.26	50.68	53.20	1
Librarian II									
Annual		83,673	87,859	92,250	96,848	101,701	106,787	112,128	1872
Monthly		6,973	7,322	7,688	8,071	8,475	8,899	9,344	156
Biweekly		3,218	3,379	3,548	3,725	3,912	4,107	4,313	72
Hourly		44.70	46.93	49.28	51.73	54.33	57.04	59.90	1
Custodian									
Annual		54,989	57,736	60,617	63,660	66,838	70,177	73,704	1872
Monthly		4,582	4,811	5,051	5,305	5,570	5,848	6,142	156
Biweekly		2,115	2,221	2,331	2,448	2,571	2,699	2,835	72
Hourly		29.37	30.84	32.38	34.01	35.70	37.49	39.37	1
Lead Custodian									
Annual		57,736	60,644	63,660	66,838	70,204	73,704	77,394	1872
Monthly		4,811	5,054	5,305	5,570	5,850	6,142	6,449	156
Biweekly		2,221	2,332	2,448	2,571	2,700	2,835	2,977	72
Hourly		30.84	32.40	34.01	35.70	37.50	39.37	41.34	1
Landscape Worker I									
Annual		60,738	63,769	66,953	70,318	73,836	77,509	81,387	1872
Monthly		5,062	5,314	5,579	5,860	6,153	6,459	6,782	156
Biweekly		2,336	2,453	2,575	2,705	2,840	2,981	3,130	72
Hourly		32.45	34.06	35.77	37.56	39.44	41.40	43.48	1
Maintenance Worker I									
Annual		60,738	63,769	66,953	70,318	73,836	77,509	81,387	1872
Monthly		5,062	5,314	5,579	5,860	6,153	6,459	6,782	156
Biweekly		2,336	2,453	2,575	2,705	2,840	2,981	3,130	72
Hourly		32.45	34.06	35.77	37.56	39.44	41.40	43.48	1
Landscape Worker II									
Annual		66,388	69,727	73,194	76,867	80,719	84,751	88,989	1872
Monthly		5,532	5,811	6,100	6,406	6,727	7,063	7,416	156
Biweekly		2,553	2,682	2,815	2,956	3,105	3,260	3,423	72
Hourly		35.46	37.25	39.10	41.06	43.12	45.27	47.54	1
Maintenance Worker II									
Annual		66,388	69,727	73,194	76,867	80,719	84,751	88,989	1872
Monthly		5,532	5,811	6,100	6,406	6,727	7,063	7,416	156
Biweekly		2,553	2,682	2,815	2,956	3,105	3,260	3,423	72
Hourly		35.46	37.25	39.10	41.06	43.12	45.27	47.54	1
Maintenance Worker III									
Annual		72,578	76,199	80,000	84,032	88,218	92,636	97,258	1872
Monthly		6,048	6,350	6,667	7,003	7,352	7,720	8,105	156
Biweekly		2,791	2,931	3,077	3,232	3,393	3,563	3,741	72
Hourly		38.77	40.70	42.74	44.89	47.13	49.48	51.95	1
Library Assistant II									
Annual		64,981	68,232	71,618	75,209	78,982	82,914	87,096	2080
Monthly		5,415	5,686	5,968	6,267	6,582	6,910	7,258	173.33
Biweekly		2,499	2,624	2,755	2,893	3,038	3,189	3,350	80
Hourly		31.24	32.80	34.43	36.16	37.97	39.86	41.87	1

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Hours
TABLE 3A Service Employees International Union (SEIU) Local 1021 Classifications FY2028-29								
<i>(continued)</i>								
Public Works Supervisor								
Annual	109,997	115,493	121,271	127,332	133,701	140,379	147,390	1872
Monthly	9,166	9,624	10,106	10,611	11,142	11,698	12,283	156
Biweekly	4,231	4,442	4,664	4,897	5,142	5,399	5,669	72
Hourly	58.76	61.69	64.78	68.02	71.42	74.99	78.73	1
Junior Engineer								
Annual	83,105	87,253	91,616	96,193	101,007	106,079	111,366	1872
Monthly	6,925	7,271	7,635	8,016	8,417	8,840	9,280	156
Biweekly	3,196	3,356	3,524	3,700	3,885	4,080	4,283	72
Hourly	44.39	46.61	48.94	51.39	53.96	56.67	59.49	1
Assistant Engineer								
Annual	97,203	102,060	107,175	112,505	118,136	124,046	130,256	1872
Monthly	8,100	8,505	8,931	9,375	9,845	10,337	10,855	156
Biweekly	3,739	3,925	4,122	4,327	4,544	4,771	5,010	72
Hourly	51.92	54.52	57.25	60.10	63.11	66.26	69.58	1
Associate Engineer								
Annual	102,318	107,429	112,796	118,446	124,353	130,594	137,117	1872
Monthly	8,526	8,952	9,400	9,871	10,363	10,883	11,426	156
Biweekly	3,935	4,132	4,338	4,556	4,783	5,023	5,274	72
Hourly	54.66	57.39	60.25	63.27	66.43	69.76	73.25	1
Administrative Aide I								
Annual	64,103	67,287	70,652	74,196	77,894	81,798	85,881	1872
Monthly	5,342	5,607	5,888	6,183	6,491	6,816	7,157	156
Biweekly	2,465	2,588	2,717	2,854	2,996	3,146	3,303	72
Hourly	34.24	35.94	37.74	39.63	41.61	43.70	45.88	1
Permit Technician								
Annual	71,525	75,120	78,870	82,799	86,960	91,300	95,872	1872
Monthly	5,960	6,260	6,573	6,900	7,247	7,608	7,989	156
Biweekly	2,751	2,889	3,033	3,185	3,345	3,512	3,687	72
Hourly	38.21	40.13	42.13	44.23	46.45	48.77	51.21	1
Building Inspector								
Annual	104,706	109,945	115,441	121,220	127,281	133,650	140,327	1872
Monthly	8,726	9,162	9,620	10,102	10,607	11,138	11,694	156
Biweekly	4,027	4,229	4,440	4,662	4,895	5,140	5,397	72
Hourly	55.93	58.73	61.67	64.75	67.99	71.39	74.96	1
Assistant Planner								
Annual	81,592	85,676	89,965	94,459	99,185	104,141	109,355	1872
Monthly	6,799	7,140	7,497	7,872	8,265	8,678	9,113	156
Biweekly	3,138	3,295	3,460	3,633	3,815	4,005	4,206	72
Hourly	43.59	45.77	48.06	50.46	52.98	55.63	58.42	1
Associate Planner								
Annual	93,252	97,926	102,806	107,968	113,361	119,011	124,970	1872
Monthly	7,771	8,161	8,567	8,997	9,447	9,918	10,414	156
Biweekly	3,587	3,766	3,954	4,153	4,360	4,577	4,807	72
Hourly	49.81	52.31	54.92	57.68	60.56	63.57	66.76	1
Senior Planner								
Annual	101,918	107,013	112,365	117,982	123,882	130,076	136,579	1872
Monthly	8,493	8,918	9,364	9,832	10,323	10,840	11,382	156
Biweekly	3,920	4,116	4,322	4,538	4,765	5,003	5,253	72
Hourly	54.44	57.17	60.02	63.02	66.18	69.48	72.96	1
Recreation Supervisor								
Annual	79,386	83,345	87,519	91,881	96,486	101,307	106,369	1872
Monthly	6,616	6,945	7,293	7,657	8,041	8,442	8,864	156
Biweekly	3,053	3,206	3,366	3,534	3,711	3,896	4,091	72
Hourly	42.41	44.52	46.75	49.08	51.54	54.12	56.82	1
Recreation Coordinator								
Annual	68,145	71,534	75,131	78,868	82,814	86,945	91,309	1872
Monthly	5,679	5,961	6,261	6,572	6,901	7,245	7,609	156
Biweekly	2,621	2,751	2,890	3,033	3,185	3,344	3,512	72
Hourly	36.40	38.21	40.13	42.13	44.24	46.45	48.78	1
Code Enforcement Official I								
Annual	70,095	73,600	77,279	81,143	85,201	89,461	93,934	1872
Monthly	5,841	6,133	6,440	6,762	7,100	7,455	7,828	156
Biweekly	2,696	2,831	2,972	3,121	3,277	3,441	3,613	72
Hourly	37.44	39.32	41.28	43.35	45.51	47.79	50.18	1
Code Enforcement Official II								
Annual	77,104	80,959	85,007	89,258	93,721	98,407	103,327	1872
Monthly	6,425	6,747	7,084	7,438	7,810	8,201	8,611	156
Biweekly	2,966	3,114	3,270	3,433	3,605	3,785	3,974	72
Hourly	41.19	43.25	45.41	47.68	50.06	52.57	55.20	1

APPROVED by Council 6/16/26
EFFECTIVE 7/1/28

TABLE 3B Sausalito Police Association (SPA) Classifications FY2025-26 *							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant							
Annual	114,290	120,004	126,004	132,304	138,919	145,864	153,159
Monthly	9,524	10,000	10,500	11,025	11,577	12,155	12,763
Bi-weekly	4,396	4,616	4,846	5,089	5,343	5,610	5,891
Hourly	54.95	57.69	60.58	63.61	66.79	70.13	73.63
Police Officer							
Annual	94,573	99,301	104,267	109,479	114,954	120,701	126,737
Monthly	7,881	8,275	8,689	9,123	9,579	10,058	10,561
Bi-weekly	3,637	3,819	4,010	4,211	4,421	4,642	4,874
Hourly	45.47	47.74	50.13	52.63	55.27	58.03	60.93
Police Corporal /Police Investigator							
Annual	99,299	104,264	109,478	114,951	120,699	126,734	133,070
Monthly	8,275	8,689	9,123	9,579	10,058	10,561	11,089
Bi-weekly	3,819	4,010	4,211	4,421	4,642	4,874	5,118
Hourly	47.74	50.13	52.63	55.26	58.03	60.93	63.98
Parking Enforcement Officer							
Annual	65,616	68,897	72,342	75,959	79,758	83,745	87,933
Monthly	5,468	5,741	6,029	6,330	6,646	6,979	7,328
Bi-weekly	2,524	2,650	2,782	2,922	3,068	3,221	3,382
Hourly	31.55	33.12	34.78	36.52	38.35	40.26	42.28
Administrative Aide I							
Annual	67,218	70,578	74,108	77,813	81,704	85,788	90,079
Monthly	5,601	5,882	6,176	6,484	6,809	7,149	7,507
Bi-weekly	2,585	2,715	2,850	2,993	3,142	3,300	3,465
Hourly	32.32	33.93	35.63	37.41	39.28	41.24	43.31
Community Service and Evidence Technician							
Annual	68,897	72,341	75,959	79,757	83,746	87,932	92,329
Monthly	5,741	6,028	6,330	6,646	6,979	7,328	7,694
Bi-weekly	2,650	2,782	2,922	3,068	3,221	3,382	3,551
Hourly	33.12	34.78	36.52	38.34	40.26	42.27	44.39

SPA TABLE 3B Approved 8/5/25

* Effective upon adoption by Council

** Effective 7/1/26; scheduled for re-evaluation in fall 2026

*** Effective 7/1/27; scheduled for re-evaluation in fall 2027

TABLE 3B Sausalito Police Association (SPA) Classifications FY2026-27 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant							
Annual	117,147	123,004	129,154	135,612	142,392	149,511	156,988
Monthly	9,762	10,250	10,763	11,301	11,866	12,459	13,082
Bi-weekly	4,506	4,731	4,967	5,216	5,477	5,750	6,038
Hourly	56.32	59.14	62.09	65.20	68.46	71.88	75.47
Police Officer							
Annual	96,937	101,783	106,873	112,216	117,827	123,718	129,905
Monthly	8,078	8,482	8,906	9,351	9,819	10,310	10,825
Bi-weekly	3,728	3,915	4,111	4,316	4,532	4,758	4,996
Hourly	46.60	48.93	51.38	53.95	56.65	59.48	62.45
Police Corporal /Police Investigator							
Annual	101,782	106,871	112,215	117,825	123,717	129,902	136,397
Monthly	8,482	8,906	9,351	9,819	10,310	10,825	11,366
Bi-weekly	3,915	4,110	4,316	4,532	4,758	4,996	5,246
Hourly	48.93	51.38	53.95	56.65	59.48	62.45	65.58
Parking Enforcement Officer							
Annual	67,256	70,619	74,151	77,858	81,752	85,838	90,131
Monthly	5,605	5,885	6,179	6,488	6,813	7,153	7,511
Bi-weekly	2,587	2,716	2,852	2,995	3,144	3,301	3,467
Hourly	32.33	33.95	35.65	37.43	39.30	41.27	43.33
Administrative Aide I							
Annual	68,898	72,343	75,960	79,758	83,747	87,933	92,331
Monthly	5,742	6,029	6,330	6,646	6,979	7,328	7,694
Bi-weekly	2,650	2,782	2,922	3,068	3,221	3,382	3,551
Hourly	33.12	34.78	36.52	38.35	40.26	42.28	44.39
Community Service and Evidence Technician							
Annual	70,619	74,150	77,858	81,751	85,839	90,130	94,638
Monthly	5,885	6,179	6,488	6,813	7,153	7,511	7,886
Bi-weekly	2,716	2,852	2,995	3,144	3,302	3,467	3,640
Hourly	33.95	35.65	37.43	39.30	41.27	43.33	45.50

SPA TABLE 3B Approved 8/5/25

* Effective upon adoption by Council

** Effective 7/1/26; scheduled for re-evaluation in fall 2026

*** Effective 7/1/27; scheduled for re-evaluation in fall 2027

TABLE 3B Sausalito Police Association (SPA) Classifications FY2027-28 ***							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant							
Annual	120,076	126,079	132,382	139,002	145,951	153,249	160,912
Monthly	10,006	10,507	11,032	11,584	12,163	12,771	13,409
Bi-weekly	4,618	4,849	5,092	5,346	5,614	5,894	6,189
Hourly	57.73	60.61	63.65	66.83	70.17	73.68	77.36
Police Officer							
Annual	99,360	104,328	109,545	115,022	120,773	126,811	133,153
Monthly	8,280	8,694	9,129	9,585	10,064	10,568	11,096
Bi-weekly	3,822	4,013	4,213	4,424	4,645	4,877	5,121
Hourly	47.77	50.16	52.67	55.30	58.06	60.97	64.02
Police Corporal /Police Investigator							
Annual	104,326	109,543	115,020	120,770	126,810	133,150	139,807
Monthly	8,694	9,129	9,585	10,064	10,567	11,096	11,651
Bi-weekly	4,013	4,213	4,424	4,645	4,877	5,121	5,377
Hourly	50.16	52.66	55.30	58.06	60.97	64.01	67.21
Parking Enforcement Officer							
Annual	68,938	72,384	76,005	79,805	83,795	87,984	92,384
Monthly	5,745	6,032	6,334	6,650	6,983	7,332	7,699
Bi-weekly	2,651	2,784	2,923	3,069	3,223	3,384	3,553
Hourly	33.14	34.80	36.54	38.37	40.29	42.30	44.42
Administrative Aide I							
Annual	70,621	74,151	77,859	81,752	85,840	90,131	94,639
Monthly	5,885	6,179	6,488	6,813	7,153	7,511	7,887
Bi-weekly	2,716	2,852	2,995	3,144	3,302	3,467	3,640
Hourly	33.95	35.65	37.43	39.30	41.27	43.33	45.50
Community Service and Evidence Technician							
Annual	72,385	76,004	79,805	83,795	87,985	92,384	97,003
Monthly	6,032	6,334	6,650	6,983	7,332	7,699	8,084
Bi-weekly	2,784	2,923	3,069	3,223	3,384	3,553	3,731
Hourly	34.80	36.54	38.37	40.29	42.30	44.42	46.64

SPA TABLE 3B Approved 8/5/25

* Effective upon adoption by Council

** Effective 7/1/26; scheduled for re-evaluation in fall 2026

*** Effective 7/1/27; scheduled for re-evaluation in fall 2027

TABLE 3C Professional and Technical Employees Classifications FY2026-2027								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Administrative Aide I/Analyst (Confidential)								
Annual	1872	60,431	63,424	66,604	69,926	73,413	77,112	80,952
Monthly	156	5,036	5,285	5,550	5,827	6,118	6,426	6,746
Bi-weekly	72	2,324	2,439	2,562	2,689	2,824	2,966	3,114
Hourly	1	32.28	33.88	35.58	37.35	39.22	41.19	43.24
Senior Accounting Technician (Confidential)								
Annual	1872	71,505	75,062	78,832	82,766	86,913	91,272	95,819
Monthly	156	5,959	6,255	6,569	6,897	7,243	7,606	7,985
Bi-weekly	72	2,750	2,887	3,032	3,183	3,343	3,510	3,685
Hourly	1	38.20	40.10	42.11	44.21	46.43	48.76	51.19
Accounting Technician								
Annual	1872	64,343	67,559	70,950	74,494	78,213	82,129	86,242
Monthly	156	5,362	5,630	5,912	6,208	6,518	6,844	7,187
Bi-weekly	72	2,475	2,598	2,729	2,865	3,008	3,159	3,317
Hourly	1	34.37	36.09	37.90	39.79	41.78	43.87	46.07
Deputy Clerk / Administrative Aide (Confidential)								
Annual	1872	75,457	79,985	83,985	88,184	92,593	97,223	102,084
Monthly	156	6,288	6,665	6,999	7,349	7,716	8,102	8,507
Bi-weekly	72	2,902	3,076	3,230	3,392	3,561	3,739	3,926
Hourly	1	40.31	42.73	44.86	47.11	49.46	51.94	54.53
Community Services Manager (non-exempt)								
Annual	1872	101,994	107,092	112,846	118,600	121,488	124,354	129,407
Monthly	156	8,500	8,924	9,404	9,883	10,124	10,363	10,784
Bi-weekly	72	3,923	4,119	4,340	4,562	4,673	4,783	4,977
Hourly	1	54.48	57.21	60.28	63.35	64.90	66.43	69.13
Accountant I								
Annual	1872	72,350	75,967	79,766	83,754	87,942	92,339	96,956
Monthly	156	6,029	6,331	6,647	6,980	7,328	7,695	8,080
Bi-weekly	72	2,783	2,922	3,068	3,221	3,382	3,551	3,729
Hourly	1	38.65	40.58	42.61	44.74	46.98	49.33	51.79
Accountant II								
Annual	1872	80,379	84,398	88,618	93,049	97,701	102,586	107,716
Monthly	156	6,698	7,033	7,385	7,754	8,142	8,549	8,976
Bi-weekly	72	3,092	3,246	3,408	3,579	3,758	3,946	4,143
Hourly	1	42.94	45.08	47.34	49.71	52.19	54.80	57.54
Payroll Specialist (Confidential)								
Annual	1872	80,379	84,398	88,618	93,049	97,701	102,586	107,716
Monthly	156	6,698	7,033	7,385	7,754	8,142	8,549	8,976
Bi-weekly	72	3,092	3,246	3,408	3,579	3,758	3,946	4,143
Hourly	1	42.94	45.08	47.34	49.71	52.19	54.80	57.54

APPROVED by Council 7/7/26
EFFECTIVE 7/1/26

TABLE 3C Professional and Technical Employees Classifications FY2027-2028								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Administrative Aide I/Analyst (Confidential)								
Annual	1872	62,244	65,326	68,602	72,024	75,615	79,425	83,381
Monthly	156	5,187	5,444	5,717	6,002	6,301	6,619	6,948
Bi-weekly	72	2,394	2,513	2,639	2,770	2,908	3,055	3,207
Hourly	1	33.25	34.90	36.65	38.47	40.39	42.43	44.54
Senior Accounting Technician (Confidential)								
Annual	1872	73,650	77,314	81,197	85,249	89,520	94,010	98,693
Monthly	156	6,137	6,443	6,766	7,104	7,460	7,834	8,224
Bi-weekly	72	2,833	2,974	3,123	3,279	3,443	3,616	3,796
Hourly	1	39.34	41.30	43.37	45.54	47.82	50.22	52.72
Accounting Technician								
Annual	1872	66,273	69,585	73,078	76,729	80,560	84,593	88,830
Monthly	156	5,523	5,799	6,090	6,394	6,713	7,049	7,402
Bi-weekly	72	2,549	2,676	2,811	2,951	3,098	3,254	3,417
Hourly	1	35.40	37.17	39.04	40.99	43.03	45.19	47.45
Deputy Clerk / Administrative Aide (Confidential)								
Annual	1872	77,720	82,385	86,504	90,829	95,371	100,139	105,146
Monthly	156	6,477	6,865	7,209	7,569	7,948	8,345	8,762
Bi-weekly	72	2,989	3,169	3,327	3,493	3,668	3,852	4,044
Hourly	1	41.52	44.01	46.21	48.52	50.95	53.49	56.17
Community Services Manager (non-exempt)								
Annual	1872	105,054	110,305	116,231	122,158	125,132	128,084	133,290
Monthly	156	8,755	9,192	9,686	10,180	10,428	10,674	11,107
Bi-weekly	72	4,041	4,242	4,470	4,698	4,813	4,926	5,127
Hourly	1	56.12	58.92	62.09	65.26	66.84	68.42	71.20
Accountant I								
Annual	1872	74,520	78,247	82,159	86,267	90,580	95,109	99,865
Monthly	156	6,210	6,521	6,847	7,189	7,548	7,926	8,322
Bi-weekly	72	2,866	3,009	3,160	3,318	3,484	3,658	3,841
Hourly	1	39.81	41.80	43.89	46.08	48.39	50.81	53.35
Accountant II								
Annual	1872	82,791	86,930	91,277	95,840	100,632	105,664	110,947
Monthly	156	6,899	7,244	7,606	7,987	8,386	8,805	9,246
Bi-weekly	72	3,184	3,343	3,511	3,686	3,870	4,064	4,267
Hourly	1	44.23	46.44	48.76	51.20	53.76	56.44	59.27
Payroll Specialist (Confidential)								
Annual	1872	82,791	86,930	91,277	95,840	100,632	105,664	110,947
Monthly	156	6,899	7,244	7,606	7,987	8,386	8,805	9,246
Bi-weekly	72	3,184	3,343	3,511	3,686	3,870	4,064	4,267
Hourly	1	44.23	46.44	48.76	51.20	53.76	56.44	59.27

APPROVED by Council 7/7/26
EFFECTIVE 7/1/27

TABLE 3C Professional and Technical Employees Classifications FY2028-2029								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Administrative Aide I/Analyst (Confidential)								
Annual	1872	64,112	67,286	70,660	74,185	77,884	81,808	85,882
Monthly	156	5,343	5,607	5,888	6,182	6,490	6,817	7,157
Bi-weekly	72	2,466	2,588	2,718	2,853	2,996	3,146	3,303
Hourly	1	34.25	35.94	37.75	39.63	41.60	43.70	45.88
Senior Accounting Technician (Confidential)								
Annual	1872	75,859	79,634	83,633	87,807	92,206	96,830	101,654
Monthly	156	6,322	6,636	6,969	7,317	7,684	8,069	8,471
Bi-weekly	72	2,918	3,063	3,217	3,377	3,546	3,724	3,910
Hourly	1	40.52	42.54	44.68	46.91	49.26	51.73	54.30
Accounting Technician								
Annual	1872	68,261	71,673	75,271	79,031	82,976	87,131	91,495
Monthly	156	5,688	5,973	6,273	6,586	6,915	7,261	7,625
Bi-weekly	72	2,625	2,757	2,895	3,040	3,191	3,351	3,519
Hourly	1	36.46	38.29	40.21	42.22	44.33	46.54	48.88
Deputy Clerk / Administrative Aide (Confidential)								
Annual	1872	80,052	84,856	89,099	93,554	98,232	103,144	108,301
Monthly	156	6,671	7,071	7,425	7,796	8,186	8,595	9,025
Bi-weekly	72	3,079	3,264	3,427	3,598	3,778	3,967	4,165
Hourly	1	42.76	45.33	47.60	49.98	52.47	55.10	57.85
Community Services Manager (non-exempt)								
Annual	1872	108,206	113,614	119,718	125,822	128,886	131,927	137,288
Monthly	156	9,017	9,468	9,977	10,485	10,741	10,994	11,441
Bi-weekly	72	4,162	4,370	4,605	4,839	4,957	5,074	5,280
Hourly	1	57.80	60.69	63.95	67.21	68.85	70.47	73.34
Accountant I								
Annual	1872	76,756	80,594	84,624	88,855	93,298	97,962	102,861
Monthly	156	6,396	6,716	7,052	7,405	7,775	8,164	8,572
Bi-weekly	72	2,952	3,100	3,255	3,417	3,588	3,768	3,956
Hourly	1	41.00	43.05	45.20	47.47	49.84	52.33	54.95
Accountant II								
Annual	1872	85,274	89,538	94,015	98,716	103,651	108,834	114,276
Monthly	156	7,106	7,461	7,835	8,226	8,638	9,069	9,523
Bi-weekly	72	3,280	3,444	3,616	3,797	3,987	4,186	4,395
Hourly	1	45.55	47.83	50.22	52.73	55.37	58.14	61.04
Payroll Specialist (Confidential)								
Annual	1872	85,274	89,538	94,015	98,716	103,651	108,834	114,276
Monthly	156	7,106	7,461	7,835	8,226	8,638	9,069	9,523
Bi-weekly	72	3,280	3,444	3,616	3,797	3,987	4,186	4,395
Hourly	1	45.55	47.83	50.22	52.73	55.37	58.14	61.04

APPROVED by Council 7/7/26
EFFECTIVE 7/1/28

TABLE 3D Management (City and Police) Employees Classifications FY2026-2027

Table 3D FY2026-27 eff 7/1/26		Minimum	Maximum		Table 3D FY2026-27 eff 7/1/26		Minimum	Maximum
City Manager					Chief Building Official/Building Manager			
Annual	275,000.00	285,000.00			Annual	131,146.34	175,729.60	
Monthly	22,916.67	23,750.00			Monthly	10,928.86	14,644.13	
Bi-weekly	10,576.92	10,961.54			Bi-weekly	5,044.09	6,758.83	
Hourly	132.21	137.02		Hourly	63.05	84.49		
Assistant City Manager				Senior Civil Engineer				
Annual	223,433.42	251,006.07		Annual	121,349.02	159,680.09		
Monthly	18,619.45	20,917.17		Monthly	10,112.42	13,306.67		
Bi-weekly	8,593.59	9,654.08		Bi-weekly	4,667.27	6,141.54		
Hourly	107.42	120.68		Hourly	58.34	76.77		
Chief of Police				Human Resources Manager				
Annual	208,123.88	242,958.45		Annual	119,523.17	157,632.01		
Monthly	17,343.66	20,246.54		Monthly	9,960.26	13,136.00		
Bi-weekly	8,004.76	9,344.56		Bi-weekly	4,597.05	6,062.77		
Hourly	100.06	116.81		Hourly	57.46	75.78		
Public Works Director / City Engineer				Principal Planner				
Annual	189,350.36	222,129.27		Annual	118,224.01	157,632.01		
Monthly	15,779.20	18,510.77		Monthly	9,852.00	13,136.00		
Bi-weekly	7,282.71	8,543.43		Bi-weekly	4,547.08	6,062.77		
Hourly	91.03	106.79		Hourly	56.84	75.78		
Police Captain	(a)			Capital Planning Projects Manager				
Annual	179,074.08	214,270.22		Annual	106,531.52	142,767.69		
Monthly	14,922.84	17,855.85		Monthly	8,877.63	11,897.31		
Bi-weekly	6,887.46	8,241.16		Bi-weekly	4,097.37	5,491.06		
Hourly	86.09	103.01		Hourly	51.22	68.64		
Community Development Director / Community & Economic Development Director				City Clerk				
Annual	153,793.03	209,177.25		Annual	98,947.21	141,363.19		
Monthly	12,816.09	17,431.44		Monthly	8,245.60	11,780.27		
Bi-weekly	5,915.12	8,045.28		Bi-weekly	3,805.66	5,437.05		
Hourly	73.94	100.57		Hourly	47.57	67.96		
Police Lieutenant	(a)			Senior Accountant				
Annual	163,765.00	191,189.29		Annual	94,663.47	135,253.60		
Monthly	13,647.08	15,932.44		Monthly	7,888.62	11,271.13		
Bi-weekly	6,298.65	7,353.43		Bi-weekly	3,640.90	5,202.06		
Hourly	78.73	91.92		Hourly	45.51	65.03		
Finance Director			-	Resiliency and Sustainability Manager				
Annual	160,347.38	199,316.17		Annual	90,758.45	121,910.80		
Monthly	13,362.28	16,609.68		Monthly	7,563.20	10,159.23		
Bi-weekly	6,167.21	7,666.01		Bi-weekly	3,490.71	4,688.88		
Hourly	77.09	95.83		Hourly	43.63	58.61		
Community Services Director				City Librarian				
Annual	152,505.92	180,456.00		Annual	96,521.30	126,115.26		
Monthly	12,708.83	15,038.00		Monthly	8,043.44	10,509.61		
Bi-weekly	5,865.61	6,940.62		Bi-weekly	3,712.36	4,850.59		
Hourly	73.32	86.76		Hourly	46.40	60.63		
Risk Manager			-	Records Supervisor/ Assistant to the Police Chief				
Annual	140,038.80	169,744.00		Annual	85,719.13	114,841.50		
Monthly	11,669.90	14,145.33		Monthly	7,143.26	9,570.12		
Bi-weekly	5,386.11	6,528.62		Bi-weekly	3,296.89	4,416.98		
Hourly	67.33	81.61		Hourly	41.21	55.21		
Public Works Division Manager		(b)		Management Analyst	(c)			
Annual	131,672.12	157,551.63		Annual	82,935.88	111,119.56		
Monthly	10,972.68	13,129.30		Monthly	6,911.32	9,259.96		
Bi-weekly	5,064.31	6,059.68		Bi-weekly	3,189.84	4,273.83		
Hourly	63.30	75.75		Hourly	39.87	53.42		
				IT Manager/Liaison		(d)		
APPROVED by Council 7/7/26; (a) and (c) updated and approved by Council 7/21/26				Annual	98,947.21	141,363.19		
EFFECTIVE 7/1/26				Monthly	8,245.60	11,780.27		
(a)	5% Equity adjustment to range -- removed 7/7/26 for further review			Bi-weekly	3,805.66	5,437.05		
(b)	Correction made to base (error found in FY2026 range min/max)			Hourly	47.57	67.96		
(c)	11% Equity adjustment to range -- removed 7/7/26 for further review							
(d)	New position eff 7/1/26							

TABLE 3D Management (City and Police) Employees Classifications FY2027-2028

Table 3D FY2027-28 eff 7/1/27		Minimum	Maximum	Table 3D FY2027-28 eff 7/1/27		Minimum	Maximum
City Manager	(a)			Chief Building Official/Building Manager			
Annual		275,000.00	293,250.00	Annual		135,080.73	181,001.49
Monthly		22,916.67	24,437.50	Monthly		11,256.73	15,083.46
Bi-weekly		10,576.92	11,278.85	Bi-weekly		5,195.41	6,961.60
Hourly		132.21	140.99	Hourly		64.94	87.02
Assistant City Manager				Senior Civil Engineer			
Annual		230,136.43	258,536.25	Annual		124,989.49	164,470.50
Monthly		19,178.04	21,544.69	Monthly		10,415.79	13,705.87
Bi-weekly		8,851.40	9,943.70	Bi-weekly		4,807.29	6,325.79
Hourly		110.64	124.30	Hourly		60.09	79.07
Chief of Police				Human Resources Manager			
Annual		214,367.59	250,247.21	Annual		123,108.87	162,360.97
Monthly		17,863.97	20,853.93	Monthly		10,259.07	13,530.08
Bi-weekly		8,244.91	9,624.89	Bi-weekly		4,734.96	6,244.65
Hourly		103.06	120.31	Hourly		59.19	78.06
Public Works Director / City Engineer				Principal Planner			
Annual		195,030.87	228,793.15	Annual		121,770.73	162,360.97
Monthly		16,252.57	19,066.10	Monthly		10,147.56	13,530.08
Bi-weekly		7,501.19	8,799.74	Bi-weekly		4,683.49	6,244.65
Hourly		93.76	110.00	Hourly		58.54	78.06
Police Captain				Capital Planning Projects Manager			
Annual		184,446.30	220,698.33	Annual		109,727.47	147,050.72
Monthly		15,370.53	18,391.53	Monthly		9,143.96	12,254.23
Bi-weekly		7,094.09	8,488.40	Bi-weekly		4,220.29	5,655.80
Hourly		88.68	106.10	Hourly		52.75	70.70
Community Development Director / Community & Economic Development Director				City Clerk			
Annual		158,406.83	215,452.57	Annual		101,915.62	145,604.08
Monthly		13,200.57	17,954.38	Monthly		8,492.97	12,133.67
Bi-weekly		6,092.57	8,286.64	Bi-weekly		3,919.83	5,600.16
Hourly		76.16	103.58	Hourly		49.00	70.00
Police Lieutenant				Senior Accountant			
Annual		168,677.95	196,924.97	Annual		97,503.38	139,311.21
Monthly		14,056.50	16,410.41	Monthly		8,125.28	11,609.27
Bi-weekly		6,487.61	7,574.04	Bi-weekly		3,750.13	5,358.12
Hourly		81.10	94.68	Hourly		46.88	66.98
Finance Director			-	Resiliency and Sustainability Manager			
Annual		165,157.80	205,295.65	Annual		93,481.20	125,568.12
Monthly		13,763.15	17,107.97	Monthly		7,790.10	10,464.01
Bi-weekly		6,352.22	7,895.99	Bi-weekly		3,595.43	4,829.54
Hourly		79.40	98.70	Hourly		44.94	60.37
Community Services Director				City Librarian			
Annual		157,081.10	185,869.68	Annual		99,416.94	129,898.72
Monthly		13,090.09	15,489.14	Monthly		8,284.74	10,824.89
Bi-weekly		6,041.58	7,148.83	Bi-weekly		3,823.73	4,996.10
Hourly		75.52	89.36	Hourly		47.80	62.45
Risk Manager			-	Records Supervisor/ Assistant to the Police Chief			
Annual		144,239.96	174,836.32	Annual		88,290.71	118,286.74
Monthly		12,020.00	14,569.69	Monthly		7,357.56	9,857.23
Bi-weekly		5,547.69	6,724.47	Bi-weekly		3,395.80	4,549.49
Hourly		69.35	84.06	Hourly		42.45	56.87
Public Works Division Manager				Management Analyst			
Annual		135,622.28	162,278.18	Annual		85,423.95	114,453.15
Monthly		11,301.86	13,523.18	Monthly		7,118.66	9,537.76
Bi-weekly		5,216.24	6,241.47	Bi-weekly		3,285.54	4,402.04
Hourly		65.20	78.02	Hourly		41.07	55.03
APPROVED by Council 7/7/26; updated and approved by Council 7/21/26				IT Manager/Liaison	(d)		
EFFECTIVE 7/1/27				Annual		101,915.62	145,604.08
(a)				Monthly		8,492.97	12,133.67
No change to minimum per contract				Bi-weekly		3,919.83	5,600.16
				Hourly		49.00	70.00

TABLE 3D Management (City and Police) Employees Classifications FY2028-2029

<i>Table 3D FY2028-29 eff 7/1/28</i>				<i>Table 3D FY2028-29 eff 7/1/28</i>			
	(a)	Minimum	Maximum			Minimum	Maximum
City Manager				Chief Building Official/Building Manager			
Annual		275,000.00	293,250.00	Annual		139,133.15	186,431.53
Monthly		22,916.67	24,437.50	Monthly		11,594.43	15,535.96
Bi-weekly		10,576.92	11,278.85	Bi-weekly		5,351.27	7,170.44
Hourly		132.21	140.99	Hourly		66.89	89.63
Assistant City Manager				Senior Civil Engineer			
Annual		237,040.52	266,292.34	Annual		128,739.18	169,404.61
Monthly		19,753.38	22,191.03	Monthly		10,728.26	14,117.05
Bi-weekly		9,116.94	10,242.01	Bi-weekly		4,951.51	6,515.56
Hourly		113.96	128.03	Hourly		61.89	81.44
Chief of Police				Human Resources Manager			
Annual		220,798.62	257,754.62	Annual		126,802.13	167,231.80
Monthly		18,399.89	21,479.55	Monthly		10,566.84	13,935.98
Bi-weekly		8,492.25	9,913.64	Bi-weekly		4,877.01	6,431.99
Hourly		106.15	123.92	Hourly		60.96	80.40
Public Works Director / City Engineer				Principal Planner			
Annual		200,881.79	235,656.94	Annual		125,423.85	167,231.80
Monthly		16,740.15	19,638.08	Monthly		10,451.99	13,935.98
Bi-weekly		7,726.22	9,063.73	Bi-weekly		4,823.99	6,431.99
Hourly		96.58	113.30	Hourly		60.30	80.40
Police Captain				Capital Planning Projects Manager			
Annual		189,979.69	227,319.28	Annual		113,019.29	151,462.24
Monthly		15,831.64	18,943.27	Monthly		9,418.27	12,621.85
Bi-weekly		7,306.91	8,743.05	Bi-weekly		4,346.90	5,825.47
Hourly		91.34	109.29	Hourly		54.34	72.82
Community Development Director / Community & Economic Development Director				City Clerk			
Annual		163,159.03	221,916.15	Annual		104,973.09	149,972.20
Monthly		13,596.59	18,493.01	Monthly		8,747.76	12,497.68
Bi-weekly		6,275.35	8,535.24	Bi-weekly		4,037.43	5,768.16
Hourly		78.44	106.69	Hourly		50.47	72.10
Police Lieutenant				Senior Accountant			
Annual		173,738.29	202,832.72	Annual		100,428.48	143,490.54
Monthly		14,478.19	16,902.73	Monthly		8,369.04	11,957.55
Bi-weekly		6,682.24	7,801.26	Bi-weekly		3,862.63	5,518.87
Hourly		83.53	97.52	Hourly		48.28	68.99
Finance Director			-	Resiliency and Sustainability Manager			
Annual		170,112.53	211,454.52	Annual		96,285.64	129,335.17
Monthly		14,176.04	17,621.21	Monthly		8,023.80	10,777.93
Bi-weekly		6,542.79	8,132.87	Bi-weekly		3,703.29	4,974.43
Hourly		81.78	101.66	Hourly		46.29	62.18
Community Services Director				City Librarian			
Annual		161,793.53	191,445.77	Annual		102,399.45	133,795.68
Monthly		13,482.79	15,953.81	Monthly		8,533.29	11,149.64
Bi-weekly		6,222.83	7,363.30	Bi-weekly		3,938.44	5,145.99
Hourly		77.79	92.04	Hourly		49.23	64.32
Risk Manager			-	Records Supervisor/ Assistant to the Police Chief			
Annual		148,567.16	180,081.41	Annual		90,939.43	121,835.34
Monthly		12,380.60	15,006.78	Monthly		7,578.29	10,152.95
Bi-weekly		5,714.12	6,926.21	Bi-weekly		3,497.67	4,685.97
Hourly		71.43	86.58	Hourly		43.72	58.57
Public Works Division Manager				Management Analyst			
Annual		139,690.95	167,146.53	Annual		87,986.67	117,886.75
Monthly		11,640.91	13,928.88	Monthly		7,332.22	9,823.90
Bi-weekly		5,372.73	6,428.71	Bi-weekly		3,384.10	4,534.11
Hourly		67.16	80.36	Hourly		42.30	56.68
APPROVED by Council 7/7/26; updated and approved by Council 7/21/26				IT Manager/Liaison	(d)		
EFFECTIVE 7/1/28				Annual		104,973.09	149,972.20
(a)				Monthly		8,747.76	12,497.68
No change to minimum per contract				Bi-weekly		4,037.43	5,768.16
				Hourly		50.47	72.10