

City of Laguna Beach Classification Title and Range Assignment  
Fire, Police, & Municipal FY 23-24

<b><u>Classification Title</u></b>	<b><u>Salary Range</u></b>
Account Specialist	71
Accounting Supervisor	128
Accountant	106
Accounting Technician	96
Administrative Analyst	96
Administrative Analyst (Confidential in Human Resources Division)	96
Administrative Assistant <sup>1</sup>	88
Administrative Office Specialist	77
Ambulance Program Coordinator	96
Animal Care Specialist (formerly Kennel Aide)	71
Animal Services Officer	84
Arborist	114
Aquatics Coordinator	83
Assistant Planner	106
Associate Civil Engineer <sup>2</sup>	133
Associate Planner	114
Building Code Enforcement Inspector	106
Building Inspector	106
Bus Driver	77
Chief Building Inspector	133
Civilian Fire Marshal	133
Code Enforcement Officer	96
Code Enforcement Supervisor	114
Community Services Officer I	83
Community Services Officer II	88
Community Services Supervisor	122
Cultural Arts Manager	128
Custodian	66
Deputy Building Official	133
Deputy City Clerk <sup>1</sup>	88
Digital Communications Coordinator	122
Emergency Operations Coordinator	128
Engineering Technician	83
Environmental Specialist	96
Equipment Mechanic	96
Equipment Operator	88
Fire Captain	122
Fire Engineer	110
Fire Safety Inspector	104
Firefighter	100
Information System Specialist	122
Instrumentation & Electrical Technician	83
Jail Supervisor	100
Jailer	64
Animal Care Specialist (formerly Kennel Aide)	71
Kennel Manager	84
Lead Mainline Bus Driver	88
Maintenance Lead Worker	98

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

City of Laguna Beach Classification Title and Range Assignment  
Fire, Police, & Municipal FY 23-24

<b>Maintenance Supervisor</b>	<b>114</b>
<b>Maintenance Worker</b>	<b>66</b>
<b>Maintenance Worker I</b>	<b>71</b>
<b>Maintenance Worker II</b>	<b>83</b>
<b>Marine Protection Officer</b>	<b>104</b>
<b>Marine Safety Captain</b>	<b>133</b>
<b>Marine Safety Lieutenant</b>	<b>122</b>
<b>Marine Safety Officer</b>	<b>104</b>
<b>Motor Sweeper Operator</b>	<b>88</b>
<b>Network Administrator</b>	<b>133</b>
<b>Office Specialist</b>	<b>66</b>
<b>Office Specialist (Confidential in Human Resources Division)</b>	<b>66</b>
<b>Parking &amp; Transit Technician</b>	<b>83</b>
<b>Parking Services Officer</b>	<b>77</b>
<b>Parking Services Officer/Accident Investigator</b>	<b>83</b>
<b>Parking Supervisor</b>	<b>106</b>
<b>Parks Gardener</b>	<b>83</b>
<b>Park Ranger</b>	<b>110</b>
<b>Payroll Supervisor</b>	<b>122</b>
<b>Permit Services Supervisor</b>	<b>106</b>
<b>Permit Technician</b>	<b>77</b>
<b>Planning Technician</b>	<b>83</b>
<b>Police Corporal</b>	<b>122</b>
<b>Police Fleet Coordinator</b>	<b>95</b>
<b>Police Officer</b>	<b>112</b>
<b>Police Records Specialist<sup>3</sup></b>	<b>71</b>
<b>Police Recruit</b>	<b>112</b>
<b>Police Sergeant</b>	<b>133</b>
<b>Principal Human Resources Analyst</b>	<b>122</b>
<b>Principal Planner</b>	<b>128</b>
<b>Project Coordinator</b>	<b>114</b>
<b>Project Manager</b>	<b>122</b>
<b>Public Safety Dispatcher</b>	<b>96</b>
<b>Public Works Technician</b>	<b>83</b>
<b>Records Management Coordinator</b>	<b>77</b>
<b>Recreation Coordinator</b>	<b>83</b>
<b>Recreation Supervisor</b>	<b>83</b>
<b>Senior Accountant</b>	<b>114</b>
<b>Senior Account Specialist</b>	<b>106</b>
<b>Senior Administrative Analyst</b>	<b>106</b>
<b>Senior Administrative Analyst (Confidential in HR Division)</b>	<b>106</b>
<b>Senior Building Inspector</b>	<b>114</b>
<b>Senior Building Inspector/Plans Checker</b>	<b>122</b>
<b>Senior Fleet Maintenance Supervisor</b>	<b>122</b>
<b>Senior Information Technology Analyst</b>	<b>128</b>
<b>Senior Instrumentation &amp; Electrical Technician</b>	<b>98</b>
<b>Senior Management Analyst</b>	<b>128</b>
<b>Senior Office Specialist<sup>1</sup></b>	<b>71</b>
<b>Senior Office Specialist<sup>1</sup> (Confidential in Human Resources Division)</b>	<b>71</b>

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

City of Laguna Beach Classification Title and Range Assignment  
Fire, Police, & Municipal FY 23-24

<b>Senior Operations Supervisor</b>	<b>122</b>
<b>Senior Parking Services Officer</b>	<b>88</b>
<b>Senior Permit Technician</b>	<b>83</b>
<b>Senior Plan Checker</b>	<b>133</b>
<b>Senior Planner</b>	<b>122</b>
<b>Senior Principal Planner</b>	<b>134</b>
<b>Senior Project Manager</b>	<b>128</b>
<b>Senior Public Safety Dispatcher</b>	<b>106</b>
<b>Senior Public Works Analyst</b>	<b>122</b>
<b>Senior Public Works Analyst/Solid Waste Program Coordinator</b>	<b>122</b>
<b>Senior Recreation Supervisor</b>	<b>122</b>
<b>Senior Services Coordinator</b>	<b>104</b>
<b>Senior Water Quality Analyst</b>	<b>122</b>
<b>Supervisor of Support Services</b>	<b>133</b>
<b>Systems Analyst</b>	<b>122</b>
<b>Transit Supervisor</b>	<b>106</b>
<b>Wastewater Collections Supervisor</b>	<b>122</b>
<b>Wastewater Mechanical &amp; Facilities Supervisor</b>	<b>122</b>
<b>Wastewater Technician I</b>	<b>77</b>
<b>Wastewater Technician II</b>	<b>88</b>
<b>Wastewater Utility Worker I</b>	<b>71</b>
<b>Wastewater Utility Worker II</b>	<b>83</b>
<b>Wastewater Utility Lead Worker</b>	<b>98</b>

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

**City of Laguna Beach Salary Table**  
**Municipal**  
**FY 23-24, Effective 07/01/2023**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>MISC</b>										
	<b>66</b>	\$4,022	\$4,219	\$4,432	\$4,650	\$4,887	\$4,936	\$5,391	\$5,663	Custodian, Maintenance Worker, Office Specialist
	<b>71</b>	\$4,252	\$4,464	\$4,687	\$4,923	\$5,170	\$5,431	\$5,707	\$5,996	Account Specialist, Arts Program Coordinator, Maintenance Worker I, Senior Office Specialist, Wastewater Utility Worker I
	<b>77</b>	\$4,560	\$4,791	\$5,025	\$5,274	\$5,545	\$5,824	\$6,117	\$6,421	Administrative Office Specialist, Bus Driver, Code Enforcement Technician, Permit Technician, Records Management Coordinator, Wastewater Technician I
	<b>83</b>	\$4,914	\$5,162	\$5,427	\$5,686	\$5,972	\$6,272	\$6,587	\$6,916	Aquatics Coordinator, Engineering Technician, Instrumentation & Electrical Technician, Maintenance Worker II, Parks Gardener, Parking & Transit Technician, Planning Technician, Recreation Coordinator, Senior Account Specialist, Senior Permit Technician, Wastewater Utility Worker II
	<b>88</b>	\$5,193	\$5,453	\$5,726	\$6,007	\$6,302	\$6,618	\$6,958	\$7,307	Administrative Assistant, Deputy City Clerk, Equipment Operator, Lead Mainline Bus Driver, Motor Sweeper Operator, Wastewater Technician II
	<b>96</b>	\$5,704	\$5,983	\$6,277	\$6,596	\$6,922	\$7,268	\$7,634	\$8,011	Accounting Technician, Administrative Analyst <sup>1</sup> , Ambulance Program Coordinator, Code Enforcement Officer, Environmental Specialist, Equipment Mechanic
	<b>98</b>	\$5,840	\$6,130	\$6,441	\$6,759	\$7,101	\$7,451	\$7,824	\$8,217	Maintenance Lead Worker, Senior Instrumentation & Electrical Technician, Wastewater Utility Lead Worker
	<b>104</b>	\$6,271	\$6,585	\$6,915	\$7,256	\$7,623	\$8,000	\$8,406	\$8,822	Fire Safety Inspector, Marine Protection Officer, Marine Safety Officer, Senior Services Coordinator
	<b>106</b>	\$6,426	\$6,739	\$7,078	\$7,432	\$7,805	\$8,198	\$8,608	\$9,039	Accountant, Assistant Planner, Building Code Enforcement Inspector, Building Inspector, Parking Supervisor, Permit Services Supervisor, Recreation Supervisor, Senior Administrative Analyst <sup>1</sup> , Transit Supervisor
	<b>114</b>	\$7,060	\$7,413	\$7,783	\$8,181	\$8,583	\$9,013	\$9,463	\$9,936	Arborist, Associate Planner, Code Enforcement Supervisor, Maintenance Supervisor, Project Coordinator, Senior Accountant, Senior Building Inspector
	<b>122</b>	\$7,767	\$8,156	\$8,564	\$8,997	\$9,442	\$9,917	\$10,414	\$10,934	Building Plan Checker, Community Services Supervisor, Digital Communications Coordinator, Information System Specialist, Marine Safety Lieutenant, Payroll Supervisor, Principal Human Resources Analyst*, Project Manager, Senior Building Inspector/Plans Checker, Senior Building Inspector/Code Enforcement Specialist, Senior Fleet Maintenance Supervisor, Senior Planner, Senior Public Works Analyst/Solid Waste Program Coordinator <sup>1</sup> , Senior Recreation Supervisor, Senior Water Quality Analyst <sup>1</sup> , Systems Analyst, Wastewater Collections Supervisor, Wastewater Mechanical & Facilities Supervisor
	<b>128</b>	\$8,363	\$8,784	\$9,218	\$9,676	\$10,162	\$10,677	\$11,209	\$11,767	Accounting Supervisor, Cultural Arts Manager, Principal Planner, Senior Information Technology Analyst, Senior Project Manager, Senior Management Analyst <sup>1</sup> , Emergency Operations Coordinator
	<b>133</b>	\$8,837	\$9,275	\$9,737	\$10,225	\$10,737	\$11,275	\$11,842	\$12,432	Associate Civil Engineer, Civilian Fire Marshal, Deputy Building Official, Network Administrator, Senior Plan Checker, Chief Building Inspector
	<b>134</b>	\$9,051	\$9,499	\$9,974	\$10,472	\$10,998	\$11,548	\$12,131	\$12,734	Senior Principal Planner

<sup>1</sup> Incumbents receive an additional 5% in pay in exchange for these classifications being overtime exempt

**City of Laguna Beach Salary Table**  
**Police**  
**FY 23-24, Effective 01/01/2024**

**Professional**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>Non-Sworn Police</b>										
<b>64</b>		\$4,083	\$4,289	\$4,507	\$4,734	\$4,977	\$5,218	\$5,474	\$5,747	Jailer
<b>71</b>		\$4,228	\$4,441	\$4,666	\$4,895	\$5,138	\$5,400	\$5,675	\$5,962	Animal Care Specialist, Records Specialist
<b>77</b>		\$4,534	\$4,763	\$4,996	\$5,244	\$5,514	\$5,791	\$6,082	\$6,385	Parking Services Officer
<b>83</b>		\$4,886	\$5,133	\$5,395	\$5,654	\$5,937	\$6,237	\$6,549	\$6,877	Community Services Officer I, Parking Services Officer/Accident Investigator
<b>84</b>		\$5,005	\$5,258	\$5,526	\$5,792	\$6,082	\$6,389	\$6,709	\$7,044	Animal Services Officer, Kennel Manager
<b>88</b>		\$5,164	\$5,421	\$5,693	\$5,973	\$6,266	\$6,580	\$6,919	\$7,266	Community Services Officer II, Senior Parking Services Officer
<b>95</b>		\$5,607	\$5,879	\$6,168	\$6,474	\$6,808	\$7,140	\$7,503	\$7,876	Police Fleet Coordinator
<b>96</b>		\$5,781	\$6,064	\$6,362	\$6,686	\$7,016	\$7,366	\$7,738	\$8,120	Public Safety Dispatcher
<b>100</b>		\$6,109	\$6,405	\$6,721	\$7,054	\$7,418	\$7,780	\$8,175	\$8,581	Jail Supervisor
<b>106</b>		\$6,513	\$6,830	\$7,174	\$7,534	\$7,910	\$8,309	\$8,725	\$9,162	Senior Public Safety Dispatcher
<b>133</b>		\$9,125	\$9,578	\$10,055	\$10,559	\$11,088	\$11,642	\$12,229	\$12,838	Supervisor of Support Services

**Sworn**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>Sworn Police</b>										
<b>110</b>		\$5,150	\$5,411	\$5,687	\$5,960	\$6,258	\$6,574	\$6,904	\$7,249	Park Ranger
<b>112</b>		\$7,501	\$7,885	\$8,276	\$8,697	\$9,123	\$9,582	\$10,051	\$10,551	Police Officer
<b>122</b>		\$8,465	\$8,888	\$9,334	\$9,805	\$10,290	\$10,807	\$11,348	\$11,914	Police Corporal
<b>133</b>		\$9,630	\$10,108	\$10,611	\$11,143	\$11,701	\$12,287	\$12,906	\$13,548	Police Sergeant

**City of Laguna Beach Salary Table**  
**FIRE**  
**FY 23-24, Effective**  
**07/01/2023**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>FIRE</b>										
	<b>100</b>	\$6,420	\$6,742	\$7,082	\$7,432	\$7,803	\$8,198	\$8,603	\$9,038	Firefighter
	<b>110</b>	\$7,224	\$7,585	\$7,961	\$8,366	\$8,782	\$9,217	\$9,685	\$10,169	Fire Engineer
	<b>122</b>	\$8,350	\$8,767	\$9,209	\$9,672	\$10,151	\$10,662	\$11,196	\$11,754	Fire Captain

**City of Laguna Beach Salary Table**  
**Laguna Beach Marine Safety Association**  
**FY 23-24 Effective 1/1/2024**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>LBMSA</b>										
	<b>599</b>	\$17.00								Lifeguard Trainee*
	<b>740</b>	\$22.58	\$23.72	\$24.19	\$24.69	\$25.17	\$25.64	\$26.13	\$26.63	Ocean Lifeguard I
	<b>750</b>	N/A	\$24.69	\$25.17	\$25.64	\$26.13	\$26.63	\$27.11	\$27.59	Ocean Lifeguard II
	<b>790</b>	N/A	\$28.56	\$29.04	\$29.53	\$29.99	\$30.49	\$30.98	\$31.46	Ocean Lifeguard III, Marine Safety Dispatcher
	<b>800</b>	\$38.68								Recurrent Hourly Lifeguard

\* Lifeguard Trainees are not covered under the LBMSA agreement

**City of Laguna Beach Salary Table**  
**Hourly/Part Time (Full-Time Equivalent)**  
**FY 23-24, Effective 01/01/2024**

**Miscellaneous**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Reserved*			Job Title
							Step 6	Step 7	Step 8	
MISC-HRLY										
	900	\$23.20	\$24.35	\$25.57	\$26.83	\$28.19	\$28.90	\$31.11	\$32.67	Office Specialist (FT Range 66)
	915	\$28.76	\$30.23	\$31.77	\$33.28	\$34.96	\$36.73	\$38.56	\$40.48	Recreation Coordinator (FT Range 83)
	920	\$29.79	\$31.27	\$32.85	\$34.46	\$36.15	\$37.96	\$39.92	\$41.92	Administrative Assistant (FT Range 88), Parking and Transit Technician
	945	\$37.62	\$39.45	\$41.43	\$43.52	\$45.68	\$47.99	\$50.40	\$52.91	Recreation Supervisor (FT Range 106)
	960	\$41.33	\$43.40	\$45.58	\$47.89	\$50.25	\$52.76	\$55.40	\$58.16	Associate Planner, Analyst, Senior Recreation Supervisor (FT Range 114)
	970	\$38.81	\$38.81	\$38.81	\$38.81	\$38.81	\$38.81	\$38.81	\$38.81	Special Projects Coordinator

**Police**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Reserved*			Job Title
P-HRLY							Step 6	Step 7	Step 8	
	895	\$23.55	\$24.74	\$25.99	\$27.31	\$28.72	\$30.10	\$31.58	\$33.16	Jailer (FT Range 64)
	905	\$24.39	\$25.63	\$26.92	\$28.25	\$29.64	\$31.16	\$32.74	\$34.39	Animal Care Specialist (FT Range 71)
	910	\$26.16	\$27.48	\$28.83	\$30.25	\$31.81	\$33.41	\$35.09	\$36.84	Parking Services Officer/Accident Investigator (FT Range 77)
	916	\$29.71	\$31.21	\$32.81	\$34.38	\$36.11	\$37.93	\$39.83	\$41.82	Park Ranger (FT Range 110)
	920	\$29.79	\$31.27	\$32.85	\$34.46	\$36.15	\$37.96	\$39.92	\$41.92	Community Services Officer II (FT Range 88)
	930	\$33.36	\$34.98	\$36.71	\$38.57	\$40.48	\$42.50	\$44.64	\$46.84	Public Safety Dispatcher (FT Range 96)
	940	\$37.59	\$39.39	\$41.39	\$43.46	\$45.65	\$47.94	\$50.34	\$52.85	Senior Public Safety Dispatcher (FT Range 106)
	950	\$43.27	\$45.49	\$47.74	\$50.18	\$52.63	\$55.27	\$57.99	\$60.86	Police Officer (FT Range 112)

**Management Equivalents**

Unit	Range	Low	High	Job Title
<b>MGMT-HRLY</b>				
	<b>990</b>	\$59.95	\$129.25	Management Specialist

\* Step 5 of the salary ranges for FTE, part-time positions shall serve as the control point of the salary range, and is the maximum advertised step for the positions.

Steps six through eight of the salary ranges are reserved for employees with exceptional performance, qualifications and circumstances and require approval by the Human Resources/Risk Manager.



**City of Laguna Beach Salary Table**  
**Hourly/Part-Time**  
**FY 23-24 Effective 07/01/2023**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Job Title
<b>615</b>	16.12	16.12	16.12	16.12	16.12	16.12	16.12	Laborer I, Community Services Leader, Parking Lot Attendant
<b>635</b>	16.12	16.12	16.12	16.12	16.12	16.12	16.12	Office Assistant I, Community Services Specialist, Transit Ambassador
<b>650</b>	16.12	16.12	16.12	16.12	16.20	16.62	17.04	Laborer II
<b>655</b>	16.12	16.12	16.44	16.85	17.25	17.72	18.19	Community Services Coordinator
<b>673</b>	16.20	16.59	17.03	17.50	17.96	18.42	18.88	Office Assistant II, Swim Instructor
<b>675</b>	16.59	17.03	17.49	17.97	18.42	18.88	19.34	Laborer III, Animal Care Specialist II
<b>685</b>	17.49	17.97	18.42	18.88	19.34	19.81	20.26	Weed Abatement Coord., Sr. Community Svcs. Coordinator, Police Cadet
<b>695</b>	18.42	18.88	19.34	19.81	20.26	20.72	21.18	Administrative Intern, Bus Driver I, Planning Intern, Recycling Technician
<b>705</b>	19.34	19.81	20.26	20.72	21.18	21.66	22.10	Laborer IV; Pool Lifeguard
<b>710</b>	19.81	20.26	20.72	21.18	21.66	22.10	22.56	Beach Patrol Officer, Tidepool Educator, Civilian Enforcement Officer, Ambulance Operator
<b>725</b>	21.18	21.66	22.10	22.56	23.02	23.50	23.95	Bus Driver II, Fire Prevention Officer, CS Coordinator - Vaccine Site Support, Sr. Pool Lifeguard
<b>750</b>	22.60	23.04	23.47	23.91	24.37	24.81	25.25	Traffic Control Aide; Aquatics Supervisor
<b>780</b>	26.25	26.70	27.18	27.64	28.09	28.55	29.02	Bus Driver III
<b>795</b>	27.64	28.09	28.55	29.02	29.48	29.93	30.39	Summer Festival Transit Supervisor, Marine Safety Dispatcher
<b>797</b>	33.80	34.47	35.16	35.86	36.58	37.32	38.07	Arts Program Coordinator
<b>798</b>	43.64	44.54	45.45	46.38	47.32	48.28	49.27	Digital Communications Coordinator
<b>799</b>	57.32	57.32	57.32	57.32	57.32	57.32	57.32	Transit Programs Coordinator

**City of Laguna Beach Salary Schedule**  
**Elected and Non-Elected Management Personnel**  
**FY 23-24 Effective 07/01/2023**

<b>Pay Range</b>	<b><u>Non-Elected Management</u></b>	<b><u>Salary Range</u></b>	
2060	Assistant City Manager/Chief Financial Officer	\$13,754	\$22,543
2050	Director of Community Development	\$13,754	\$20,494
2050	Director of Public Works and Utilities	\$13,754	\$20,494
2050	Director of Water Quality	\$13,754	\$20,494
2050	Fire Chief <sup>1</sup>	\$13,754	\$20,494
2050	Police Chief <sup>1</sup>	\$13,754	\$20,494
2040	Chief of Marine Safety <sup>6</sup>	\$12,156	\$18,655
2040	City Engineer	\$12,156	\$18,655
2040	Deputy Fire Chief <sup>4</sup>	\$12,156	\$18,655
2040	Director of Financial Services and Information Technology	\$12,156	\$18,655
2040	Director of Human Resources/Risk Management	\$12,156	\$18,655
2040	Director of Transit and Community Services	\$12,156	\$18,655
2030	Assistant City Engineer	\$10,465	\$16,114
2030	Assistant Director of Community Development	\$10,465	\$16,114
2030	Assistant Director of Public Works	\$10,465	\$16,114
2030	Finance Manager	\$10,465	\$16,114
2030	Information Technology Manager	\$10,465	\$16,114
2020	Building Official	\$9,864	\$14,792
2020	Deputy Director of Public Works	\$9,864	\$14,792
2020	Marine Safety Captain	\$9,864	\$14,792
2020	Planning Manager	\$9,864	\$14,792
2020	Project Director	\$9,864	\$14,792
2010	Communications Manager	\$9,978	\$12,195
2010	Assistant to the City Manager	\$9,978	\$12,195
2010	Recreation Manager	\$9,978	\$12,195
2000	Executive Assistant	\$5,631	\$8,446
<b><u>Elected Officials</u></b>			
	City Clerk <sup>2</sup>	\$9,864	\$14,792
	City Treasurer - (27.269 Hrs/Week) <sup>3</sup>	\$5,978	\$9,392
<b><u>Police and Fire Management Association</u></b>			
3030	Fire Division Chief and Fire Battalion Chief <sup>4</sup>	\$10,567	\$16,270
3020	Police Captain <sup>5</sup>	\$10,567	\$16,270
3010	Police Lieutenant <sup>5</sup>	\$9,958	\$14,934
3000	Civilian Services Administrator <sup>6</sup>	\$9,696	\$14,545
<b><u>Contract</u></b>			
	City Manager		\$24,786

<sup>1</sup> Both the Police Chief and Fire Chief are eligible to receive 5% in certification/education incentives.

<sup>2</sup> Actual for FY 20-21 is \$10,000 as of December 6, 2020

<sup>3</sup> Actual for FY 20-21 including 2.5% Exceptional Performance Pay is \$8,472.

<sup>4</sup> Incumbents in the positions of Deputy Fire Chief, Fire Division 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.

<sup>5</sup> 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.

<sup>6</sup> Incumbents in the positions of Chief of Marine Safety and Civilian Services Administrator are eligible to receive 2.5% for a Bachelor's Degree.