

**City of Laguna Beach**  
**Classification Title and Range Assignment**  
**Fiscal Year 2024-2025**

<b>City Manager</b>	<b>Firefighter's Association</b>
<b>Management</b>	<b>Municipal Employee's Association</b>
<b>Police &amp; Fire Management Association</b>	<b>Police Employee's Association</b>

Classification	Salary Range
Accounting Supervisor <sup>5</sup>	MISC 128
Accountant	MISC 106
Accounting Technician	MISC 96
Administrative Analyst <sup>4,5</sup>	MISC 96
Administrative Assistant <sup>1,4</sup>	MISC 88
Ambulance Program Coordinator	MISC 96
Animal Care Specialist	POLICE 71
Animal Services Officer	POLICE 84
Arborist	MISC 114
Arts Program Coordinator	MISC 71
Assistant City Engineer	MGMT 2030
Assistant City Manager	MGMT 2060
Assistant City Manager/Chief Financial Officer	MGMT 2060
Assistant Director of Community Development	MGMT 2030
Assistant Director of Public Works	MGMT 2030
Assistant Planner	MISC 106
Assistant to the City Manager	MGMT 2010
Associate Civil Engineer <sup>2</sup>	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 Clerk	ELECTED
City Engineer	MGMT 2040
City Manager	CONTRACT
City Treasurer	ELECTED
Civilian Fire Marshal	MISC 133
Civilian Services Administrator	MGMT 3000
Code Enforcement Officer	MISC 96
Code Enforcement Supervisor	MISC 114
Code Enforcement Technician	MISC 77

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 <sup>1</sup>	MISC 88
Deputy Director of Public Works	MGMT 2020
Deputy Fire Chief	MGMT 2040
Digital Communications Coordinator	MISC 122
Director of Community Development	MGMT 2050
Director of Finance	MGMT 2040
Director of Human Resources and Risk Management	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
Equipment Mechanic	MISC 96
Equipment Operator	MISC 88
Executive Assistant	MGMT 2000
Fire Captain	FIRE 122
Fire Chief	MGMT 2050
Fire Battalion Chief	MGMT 3030
Fire Engineer	FIRE 110
Fire Safety Inspector	MISC 104
Firefighter	FIRE 100
Finance Manager	MGMT 2030
Information System Specialist	MISC 122
Information Technology Manager	MGMT 2030
Jail Supervisor	POLICE 100
Jailer	POLICE 64
Kennel Manager	POLICE 84
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
Parking Services Officer	POLICE 77

Parking Services Officer/Accident Investigator	POLICE 83
Parking Supervisor	MISC 106
Parks Gardener	MISC 83
Park Ranger	POLICE 110
Payroll Supervisor <sup>5</sup>	MISC 122
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 <sup>3</sup>	POLICE 71
Police Recruit	POLICE 112
Police Sergeant	POLICE 133
Principal Human Resources Analyst <sup>4,5</sup>	MISC 122
Principal Planner	MISC 128
Procurement Officer	MISC 133
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 <sup>4,5</sup>	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 <sup>5</sup>	MISC 128
Senior Office Specialist <sup>1</sup>	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 <sup>5</sup>	MISC 122
Senior Recreation Supervisor	MISC 122
Senior Services Coordinator	MISC 104
Senior Water Quality Analyst <sup>5</sup>	MISC 122
Supervisor of Support Services	POLICE 133
Systems Analyst	MISC 122
Transit Supervisor	MISC 106
Wastewater Collections Supervisor	MISC 122
Wastewater Mechanical & Facilities Supervisor	MISC 122
Wastewater Technician I	MISC 77
Wastewater Technician II	MISC 88
Wastewater Utility Worker I	MISC 71
Wastewater Utility Worker II	MISC 83
Wastewater Utility Lead Worker	MISC 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

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 7/1/2024**

			<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>MISC - 134</b>	Cyber Security Analyst	<b>Hourly</b>	\$ 54.30	\$ 56.99	\$ 59.84	\$ 62.83	\$ 65.98	\$ 69.28	\$ 72.78	\$ 76.40
	Senior Principal Planner	<b>Monthly</b>	\$ 9,413	\$ 9,879	\$ 10,373	\$ 10,891	\$ 11,438	\$ 12,010	\$ 12,616	\$ 13,243
		<b>Annual</b>	\$ 112,956	\$ 118,548	\$ 124,476	\$ 130,691	\$ 137,255	\$ 144,119	\$ 151,395	\$ 158,920

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

7/1/2024

POLICE EMPLOYEE'S ASSOCIATION - PROFESSIONAL - Effective 1/1/2024											
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 64	Jailer	Hourly	\$ 23.55	\$ 24.74	\$ 26.00	\$ 27.31	\$ 28.71	\$ 30.10	\$ 31.58	\$ 33.15	
		Monthly	\$ 4,083	\$ 4,289	\$ 4,507	\$ 4,734	\$ 4,977	\$ 5,218	\$ 5,474	\$ 5,747	
		Annual	\$ 48,996	\$ 51,468	\$ 54,084	\$ 56,808	\$ 59,724	\$ 62,616	\$ 65,688	\$ 68,964	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 71	Animal Care Specialist Police Records Specialist <sup>1</sup>	Hourly	\$ 24.39	\$ 25.62	\$ 26.91	\$ 28.24	\$ 29.64	\$ 31.15	\$ 32.74	\$ 34.39	
		Monthly	\$ 4,228	\$ 4,441	\$ 4,666	\$ 4,895	\$ 5,138	\$ 5,400	\$ 5,675	\$ 5,962	
		Annual	\$ 50,736	\$ 53,292	\$ 55,992	\$ 58,740	\$ 61,656	\$ 64,800	\$ 68,100	\$ 71,544	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 77	Parking Services Officer	Hourly	\$ 26.15	\$ 27.47	\$ 28.82	\$ 30.25	\$ 31.81	\$ 33.40	\$ 35.08	\$ 36.83	
		Monthly	\$ 4,534	\$ 4,763	\$ 4,996	\$ 5,244	\$ 5,514	\$ 5,791	\$ 6,082	\$ 6,385	
		Annual	\$ 54,408	\$ 57,156	\$ 59,952	\$ 62,928	\$ 66,168	\$ 69,492	\$ 72,984	\$ 76,620	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 83	Community Services Officer I Parking Services Officer/Accident Investigator	Hourly	\$ 28.18	\$ 29.61	\$ 31.12	\$ 32.61	\$ 34.25	\$ 35.98	\$ 37.78	\$ 39.67	
		Monthly	\$ 4,886	\$ 5,133	\$ 5,395	\$ 5,654	\$ 5,937	\$ 6,237	\$ 6,549	\$ 6,877	
		Annual	\$ 58,632	\$ 61,596	\$ 64,740	\$ 67,848	\$ 71,244	\$ 74,844	\$ 78,588	\$ 82,524	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 84	Animal Services Officer Kennel Manager	Hourly	\$ 28.87	\$ 30.33	\$ 31.88	\$ 33.41	\$ 35.08	\$ 36.85	\$ 38.70	\$ 40.63	
		Monthly	\$ 5,005	\$ 5,258	\$ 5,526	\$ 5,792	\$ 6,082	\$ 6,389	\$ 6,709	\$ 7,044	
		Annual	\$ 60,060	\$ 63,096	\$ 66,312	\$ 69,504	\$ 72,984	\$ 76,668	\$ 80,508	\$ 84,528	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 88	Community Services Officer II Senior Parking Services Officer	Hourly	\$ 29.79	\$ 31.27	\$ 32.84	\$ 34.45	\$ 36.15	\$ 37.96	\$ 39.91	\$ 41.91	
		Monthly	\$ 5,164	\$ 5,421	\$ 5,693	\$ 5,973	\$ 6,266	\$ 6,580	\$ 6,919	\$ 7,266	
		Annual	\$ 61,968	\$ 65,052	\$ 68,316	\$ 71,676	\$ 75,192	\$ 78,960	\$ 83,028	\$ 87,192	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 95	Police Fleet Coordinator	Hourly	\$ 32.34	\$ 33.91	\$ 35.58	\$ 37.35	\$ 39.27	\$ 41.19	\$ 43.28	\$ 45.43	
		Monthly	\$ 5,607	\$ 5,879	\$ 6,168	\$ 6,474	\$ 6,808	\$ 7,140	\$ 7,503	\$ 7,876	
		Annual	\$ 67,284	\$ 70,548	\$ 74,016	\$ 77,688	\$ 81,696	\$ 85,680	\$ 90,036	\$ 94,512	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 96	Public Safety Dispatcher	Hourly	\$ 33.35	\$ 34.98	\$ 36.70	\$ 38.57	\$ 40.47	\$ 42.49	\$ 44.64	\$ 46.84	
		Monthly	\$ 5,781	\$ 6,064	\$ 6,362	\$ 6,686	\$ 7,016	\$ 7,366	\$ 7,738	\$ 8,120	
		Annual	\$ 69,372	\$ 72,768	\$ 76,344	\$ 80,232	\$ 84,192	\$ 88,392	\$ 92,856	\$ 97,440	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 100	Jail Supervisor	Hourly	\$ 35.24	\$ 36.95	\$ 38.77	\$ 40.69	\$ 42.79	\$ 44.88	\$ 47.16	\$ 49.50	
		Monthly	\$ 6,109	\$ 6,405	\$ 6,721	\$ 7,054	\$ 7,418	\$ 7,780	\$ 8,175	\$ 8,581	
		Annual	\$ 73,308	\$ 76,860	\$ 80,652	\$ 84,648	\$ 89,016	\$ 93,360	\$ 98,100	\$ 102,972	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 106	Senior Public Safety Dispatcher	Hourly	\$ 37.57	\$ 39.40	\$ 41.38	\$ 43.46	\$ 45.63	\$ 47.93	\$ 50.33	\$ 52.85	
		Monthly	\$ 6,513	\$ 6,830	\$ 7,174	\$ 7,534	\$ 7,910	\$ 8,309	\$ 8,725	\$ 9,162	
		Annual	\$ 78,156	\$ 81,960	\$ 86,088	\$ 90,408	\$ 94,920	\$ 99,708	\$ 104,700	\$ 109,944	
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
POLICE - 133	Supervisor of Support Services	Hourly	\$ 52.64	\$ 55.25	\$ 58.00	\$ 60.91	\$ 63.96	\$ 67.16	\$ 70.55	\$ 74.06	
		Monthly	\$ 9,125	\$ 9,578	\$ 10,055	\$ 10,559	\$ 11,088	\$ 11,642	\$ 12,229	\$ 12,838	
		Annual	\$ 109,500	\$ 114,936	\$ 120,660	\$ 126,708	\$ 133,056	\$ 139,704	\$ 146,748	\$ 154,056	

1. Plus 5% shift bonus



POLICE EMPLOYEE'S ASSOCIATION - SWORN - Effective 1/1/2024										
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	\$ 29.71	\$ 31.21	\$ 32.80	\$ 34.38	\$ 36.10	\$ 37.92	\$ 39.83	\$ 41.82
		Monthly	\$ 5,150	\$ 5,411	\$ 5,687	\$ 5,960	\$ 6,258	\$ 6,574	\$ 6,904	\$ 7,249
		Annual	\$ 61,800	\$ 64,932	\$ 68,244	\$ 71,520	\$ 75,096	\$ 78,888	\$ 82,848	\$ 86,988
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
POLICE - 112	Police Officer	Hourly	\$ 43.27	\$ 45.49	\$ 47.74	\$ 50.17	\$ 52.63	\$ 55.28	\$ 57.98	\$ 60.87
		Monthly	\$ 7,501	\$ 7,885	\$ 8,276	\$ 8,697	\$ 9,123	\$ 9,582	\$ 10,051	\$ 10,551
		Annual	\$ 90,012	\$ 94,620	\$ 99,312	\$ 104,364	\$ 109,476	\$ 114,984	\$ 120,612	\$ 126,612
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
POLICE - 122	Police Corporal	Hourly	\$ 48.83	\$ 51.27	\$ 53.85	\$ 56.56	\$ 59.36	\$ 62.34	\$ 65.46	\$ 68.73
		Monthly	\$ 8,465	\$ 8,888	\$ 9,334	\$ 9,805	\$ 10,290	\$ 10,807	\$ 11,348	\$ 11,914
		Annual	\$ 101,580	\$ 106,656	\$ 112,008	\$ 117,660	\$ 123,480	\$ 129,684	\$ 136,176	\$ 142,968
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
POLICE - 133	Police Sergeant	Hourly	\$ 55.55	\$ 58.31	\$ 61.21	\$ 64.28	\$ 67.50	\$ 70.88	\$ 74.45	\$ 78.16
		Monthly	\$ 9,630	\$ 10,108	\$ 10,611	\$ 11,143	\$ 11,701	\$ 12,287	\$ 12,906	\$ 13,548
		Annual	\$ 115,560	\$ 121,296	\$ 127,332	\$ 133,716	\$ 140,412	\$ 147,444	\$ 154,872	\$ 162,576

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FIREFIGHTER'S ASSOCIATION - Effective 7/1/2023										
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)	\$ 37.03	\$ 38.89	\$ 40.85	\$ 42.87	\$ 45.01	\$ 47.29	\$ 49.63	\$ 52.14
		Hourly (56hr)*	\$ 26.45	\$ 27.78	\$ 29.18	\$ 30.62	\$ 32.15	\$ 33.78	\$ 35.45	\$ 37.24
		Monthly	\$ 6,420	\$ 6,742	\$ 7,082	\$ 7,432	\$ 7,803	\$ 8,198	\$ 8,603	\$ 9,038
		Annual	\$ 77,040	\$ 80,904	\$ 84,984	\$ 89,184	\$ 93,636	\$ 98,376	\$ 103,236	\$ 108,456
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
FIRE - 110	Fire Engineer	Hourly (40hr)	\$ 41.67	\$ 43.75	\$ 45.92	\$ 48.26	\$ 50.66	\$ 53.17	\$ 55.87	\$ 58.66
		Hourly (56hr)*	\$ 29.76	\$ 31.25	\$ 32.80	\$ 34.47	\$ 36.18	\$ 37.98	\$ 39.91	\$ 41.90
		Monthly	\$ 7,224	\$ 7,585	\$ 7,961	\$ 8,366	\$ 8,782	\$ 9,217	\$ 9,685	\$ 10,169
		Annual	\$ 86,688	\$ 91,020	\$ 95,532	\$ 100,392	\$ 105,384	\$ 110,604	\$ 116,220	\$ 122,028
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
FIRE - 122	Fire Captain	Hourly (40hr)	\$ 48.17	\$ 50.57	\$ 53.12	\$ 55.80	\$ 58.56	\$ 61.51	\$ 64.59	\$ 67.81
		Hourly (56hr)*	\$ 34.40	\$ 36.12	\$ 37.94	\$ 39.85	\$ 41.83	\$ 43.93	\$ 46.13	\$ 48.43
		Monthly	\$ 8,350	\$ 8,767	\$ 9,209	\$ 9,672	\$ 10,151	\$ 10,662	\$ 11,196	\$ 11,754
		Annual	\$ 100,200	\$ 105,204	\$ 110,508	\$ 116,064	\$ 121,812	\$ 127,944	\$ 134,352	\$ 141,048

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

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Revised

7/1/2024

<b>MARINE SAFETY ASSOCIATION - Effective 1/1/2024</b>										
<b>Salary Range</b>	<b>Classification Title</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>LIFE - 599</b>	Lifeguard Trainee*	Hourly	\$17.00							
			<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>LIFE - 740</b>	Ocean Lifeguard I	Hourly	\$22.58	\$23.72	\$24.19	\$24.69	\$25.17	\$25.64	\$26.13	\$26.63
			<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>LIFE - 750</b>	Ocean Lifeguard II	Hourly	N/A	\$24.69	\$25.17	\$25.64	\$26.13	\$26.63	\$27.11	\$27.59
			<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>LIFE - 790</b>	Ocean Lifeguard III Marine Safety Dispatcher	Hourly	N/A	\$28.56	\$29.04	\$29.53	\$29.99	\$30.49	\$30.98	\$31.46
			<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>LIFE - 800</b>	Recurrent Hourly Lifeguard	Hourly	\$38.68							

\*Lifeguard Trainees are not covered under the LBMSA Agreement

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Revised

7/1/2024

HOURLY/PART TIME - MISC (FULL-TIME EQUIVALENT) - Effective 7/1/2024										
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	\$24.12	\$25.32	\$26.59	\$27.90	\$29.31	\$30.05	\$32.35	\$33.97
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 910	Arts Program Coordinator (FT Range MISC-71) Wastewater Utility Worker I (FT Range MISC-71)	Hourly	\$25.51	\$26.78	\$28.12	\$29.53	\$31.01	\$32.58	\$34.24	\$35.97
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 915	Recreation Coordinator (FT Range MISC-83)	Hourly	\$29.48	\$30.97	\$32.56	\$34.11	\$35.82	\$37.63	\$39.52	\$41.49
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 920	Administrative Assistant (FT Range MISC-88)	Hourly	\$31.15	\$32.71	\$34.36	\$36.04	\$37.81	\$39.70	\$41.74	\$43.84
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 925	Administrative Analyst (FT Range MISC-96)	Hourly	\$34.22	\$35.89	\$37.66	\$39.57	\$41.53	\$43.60	\$45.80	\$48.06
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 945	Recreation Supervisor (FT Range MISC-106) Senior Administrative Analyst (FT Range MISC- 106)	Hourly	\$38.55	\$40.43	\$42.46	\$44.59	\$46.83	\$49.19	\$51.64	\$54.23
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 960	Associate Planner (FT Range MISC-114)	Hourly	\$42.35	\$44.48	\$46.69	\$49.08	\$51.50	\$54.08	\$56.77	\$59.61
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
HRLY - 965	Digital Communications Coordinator (FT Range MISC-122) Senior Recreation Supervisor (FT Range MISC-122) Systems Analyst (FT Range MISC-122)	Hourly	\$46.60	\$48.93	\$51.38	\$53.98	\$56.64	\$59.49	\$62.48	\$65.60

HOURLY/PART TIME - POLICE (FULL-TIME EQUIVALENT) - Effective 1/1/2024										
			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	\$23.55	\$24.74	\$25.99	\$27.31	\$28.72	\$30.10	\$31.58	\$33.16
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 905	Animal Care Specialist (FT Range Police-71)	Hourly	\$24.39	\$25.63	\$26.92	\$28.25	\$29.64	\$31.16	\$32.74	\$34.39
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 910	Parking Services Officer (FT Police Range 77)	Hourly	\$26.16	\$27.48	\$28.83	\$30.25	\$31.81	\$33.41	\$35.09	\$36.84
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 915	Parking Services Officer/Accident Investigator (FT Range Police - 106)	Hourly	\$28.19	\$29.62	\$31.13	\$32.62	\$34.25	\$35.98	\$37.78	\$39.67
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 916	Park Ranger (FT Range Police - 110)	Hourly	\$29.71	\$31.21	\$32.81	\$34.38	\$36.11	\$37.93	\$39.83	\$41.82
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 920	Community Services Officer II (FT Range Police - 88)	Hourly	\$29.79	\$31.27	\$32.85	\$34.46	\$36.15	\$37.96	\$39.92	\$41.92
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 930	Public Safety Dispatcher (FT Range Police - 96)	Hourly	\$33.36	\$34.98	\$36.71	\$38.57	\$40.48	\$42.50	\$44.64	\$46.84
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 940	Senior Public Safety Dispatcher (FT Range Police - 106)	Hourly	\$37.59	\$39.39	\$41.39	\$43.46	\$45.65	\$47.94	\$50.34	\$52.85
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*	Step 7*	Step 8*
PD HRLY - 950	Police Officer (FT Range Police - 112)	Hourly	\$43.27	\$45.49	\$47.74	\$50.18	\$52.63	\$55.27	\$57.99	\$60.86

\*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 six through eight 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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HOURLY/PART TIME - Effective 7/1/2024									
Salary Range	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
HRLY - 615	Community Services Leader	Hourly	\$16.76	\$16.76	\$16.76	\$16.76	\$16.76	\$16.76	\$16.76
	Laborer I								
	Parking Lot Attendant								
HRLY - 635	Community Services Specialist	Hourly	\$16.76	\$16.76	\$16.76	\$16.76	\$16.76	\$16.76	\$16.76
	Office Assistant I								
	Transit Ambassador								
HRLY - 650	Laborer II	Hourly	\$16.76	\$16.12	\$16.12	\$16.12	\$16.20	\$16.62	\$17.04
HRLY - 655	Community Services Coordinator	Hourly	\$16.76	\$16.76	\$17.09	\$17.52	\$17.94	\$18.42	\$18.91
HRLY - 673	Office Assistant II	Hourly	\$16.84	\$17.25	\$17.71	\$18.20	\$18.67	\$19.15	\$19.63
	Swim Instructor								
HRLY - 675	Animal Care Specialist II	Hourly	\$17.25	\$17.71	\$18.18	\$18.68	\$19.15	\$19.63	\$20.11
	Laborer III								
	Trolley Fueler/Washer								
HRLY - 685	Police Cadet	Hourly	\$18.18	\$18.68	\$19.15	\$19.63	\$20.11	\$20.60	\$21.07
	Sr. Community Services Coordinator								
	Weed Abatement Coordinator								
HRLY - 695	Administrative Intern	Hourly	\$19.15	\$19.63	\$20.11	\$20.60	\$21.07	\$21.54	\$22.02
	Engineering Intern								
	Planning Intern								
	Recycling Technician								
HRLY - 705	Laborer IV	Hourly	\$20.11	\$20.60	\$21.07	\$21.54	\$22.02	\$22.52	\$22.98
	Pool Lifeguard								
HRLY - 710	Ambulance Operator	Hourly	\$20.60	\$21.07	\$21.54	\$22.02	\$22.52	\$22.98	\$23.46
	Civilian Enforcement Officer								
	Tidepool Educator								
HRLY - 725	Fire Prevention Officer	Hourly	\$22.02	\$22.52	\$22.98	\$23.46	\$23.94	\$24.44	\$24.90
	Sr. Pool Lifeguard								
HRLY - 750	Aquatics Specialist	Hourly	\$23.50	\$23.96	\$24.40	\$24.86	\$25.34	\$25.80	\$26.26
	Traffic Control Aide								
HRLY - 795	Summer Festival Transit Supervisor	Hourly	\$28.74	\$29.21	\$29.69	\$30.18	\$30.65	\$31.12	\$31.60
HRLY - 799	Transit Programs Coordinator	Hourly	\$59.61	\$59.61	\$59.61	\$59.61	\$59.61	\$59.61	\$59.61
HRLY - 970	Special Projects Coordinator	Hourly	\$40.36	\$40.36	\$40.36	\$40.36	\$40.36	\$40.36	\$40.36
			Minimum			Maximum			
MGMT HRLY - 990	Management Specialist	Hourly	\$62.34			\$134.42			

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MANAGEMENT PERSONNEL - Effective 7/1/2024				
Salary Range	Classification Title		Minimum	Maximum
MGMT - 2060	Assistant City Manager	Hourly	\$ 82.52	\$ 135.25
	Assistant City Manager/ Chief Financial Officer	Monthly	\$ 14,304	\$ 23,445
	Police Chief <sup>1</sup>	Annual	\$ 171,650	\$ 281,337
			Minimum	Maximum
MGMT - 2050	Director of Community Development	Hourly	\$ 82.52	\$ 122.96
	Director of Public Works and Utilities <sup>5</sup>	Monthly	\$ 14,304	\$ 21,314
	Fire Chief <sup>1</sup>	Annual	\$ 171,650	\$ 255,765
			Minimum	Maximum
MGMT - 2040	Chief of Marine Safety <sup>4</sup>	Hourly	\$ 72.93	\$ 111.93
	City Engineer	Monthly	\$ 12,642	\$ 19,401
	Deputy Fire Chief <sup>2</sup>	Annual	\$ 151,707	\$ 232,814
	Director of Finance			
	Director of Human Resources and Risk Management Director of Transit and Community Services			
			Minimum	Maximum
MGMT - 2030	Assistant City Engineer	Hourly	\$ 62.79	\$ 96.68
	Assistant Director of Community Development	Monthly	\$ 10,884	\$ 16,759
	Assistant Director of Public Works	Annual	\$ 130,603	\$ 201,103
	Finance Manager Information Technology Manager			
			Minimum	Maximum
MGMT - 2020	Building Official	Hourly	\$ 59.18	\$ 88.75
	Deputy Director of Public Works	Monthly	\$ 10,259	\$ 15,384
	Marine Safety Captain	Annual	\$ 123,103	\$ 184,604
	Planning Manager Project Director			
			Minimum	Maximum
MGMT - 2010	Communications Manager	Hourly	\$ 59.86	\$ 73.17
	Assistant to the City Manager	Monthly	\$ 10,377	\$ 12,683
	Recreation Manager	Annual	\$ 124,525	\$ 152,194
			Minimum	Maximum
MGMT - 2000	Executive Assistant	Hourly	\$ 33.78	\$ 50.67
		Monthly	\$ 5,856	\$ 8,784
		Annual	\$ 70,275	\$ 105,406

POLICE & FIRE MANAGEMENT ASSOCIATION - Effective 7/1/2024				
Salary Range	Classification Title		Minimum	Maximum
MGMT - 3020	Police Captain <sup>3</sup>	Hourly	\$ 83.34	\$ 104.19
		Monthly	\$ 14,447	\$ 18,060
		Annual	\$ 173,364	\$ 216,716
			Minimum	Maximum
MGMT - 3030	Fire Battalion Chief <sup>2</sup>	Hourly	\$ 60.96	\$ 93.86
		Monthly	\$ 10,567	\$ 16,270
		Annual	\$ 126,804	\$ 195,240
			Minimum	Maximum
MGMT - 3010	Police Lieutenant <sup>3</sup>	Hourly	\$ 76.50	\$ 95.63
		Monthly	\$ 13,261	\$ 16,577
		Annual	\$ 159,132	\$ 198,921
			Minimum	Maximum
MGMT - 3000	Civilian Services Administrator <sup>4</sup>	Hourly	\$ 59.18	\$ 88.75
		Monthly	\$ 10,259	\$ 15,384
		Annual	\$ 123,103	\$ 184,604

<b>CONTRACT</b>			
		<b>Minimum</b>	<b>Maximum</b>
City Manager	<b>Hourly</b>	\$ -	\$ 151.44
	<b>Monthly</b>		\$ 26,250
	<b>Annual</b>	\$ -	\$ 315,000

<b>ELECTED OFFICIALS - 7/1/2024</b>			
		<b>Minimum</b>	<b>Maximum</b>
<b>ELECTED</b> City Clerk	<b>Hourly</b>	\$ 59.18	\$ 88.75
	<b>Monthly</b>	\$ 10,259	\$ 15,384
	<b>Annual</b>	\$ 123,103	\$ 184,604
		<b>Minimum</b>	<b>Maximum</b>
<b>ELECTED</b> City Treasurer (27.269 Hrs/Week)	<b>Hourly</b>	\$ 35.86	\$ 56.35
	<b>Monthly</b>	\$ 6,217	\$ 9,768
	<b>Annual</b>	\$ 74,605	\$ 117,212

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.

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Revised

7/1/2024