

Fiscal Year 2025/2026 Total Compensation for all City Positions

Position	SALARY		BENEFITS		TOTAL COMPENSATION	
	Low Step	Top Step	Low Step	Top Step	Low Step	Top Step
	A	E	A	E	A	E
Accountant	74,664	90,756	34,703	38,023	109,367	128,779
Accounting Assistant I	46,200	56,160	28,831	30,886	75,031	87,046
Accounting Assistant II	50,880	61,836	29,797	32,057	80,677	93,893
Accounting Supervisor	101,940	123,912	40,330	44,863	142,270	168,775
Accounting Technician I	57,264	69,612	31,114	33,661	88,378	103,273
Accounting Technician II	63,132	76,740	32,324	35,131	95,456	111,871
Administrative Analyst	77,772	94,512	35,344	38,798	113,116	133,310
Administrative Assistant I	49,416	60,048	29,495	31,688	78,911	91,736
Administrative Assistant II	54,372	66,096	30,517	32,936	84,889	99,032
Administrative Assistant III	59,796	72,684	31,636	34,295	91,432	106,979
Administrative Services Manager	112,128	136,308	19,300	19,300	131,428	155,608
Assistant Community Development Director	137,604	167,256	52,488	58,605	190,092	225,861
Assistant Director of Administrative Services	137,604	167,256	52,488	58,605	190,092	225,861
Assistant Engineer	98,100	119,256	39,538	43,903	137,638	163,159
Assistant Planner	77,304	93,960	35,248	38,684	112,552	132,644
Associate Engineer	104,976	127,608	40,957	45,626	145,933	173,234
Associate Planner	85,836	104,352	37,008	40,828	122,844	145,180
Asst. Public Works Director	144,480	175,620	53,906	60,330	198,386	235,950
Building Official	121,800	148,032	44,427	49,350	166,227	197,382
City Clerk	107,892	131,172	41,558	46,361	149,450	177,533
City Manager	-	274,644	39,233	95,892	39,233	370,536
City Planner	112,716	137,016	42,553	47,566	155,269	184,582
Code Compliance Officer	64,620	78,528	32,631	35,500	97,251	114,028
Community Development Director	166,188	201,960	60,785	68,164	226,973	270,124
Community Volunteer Services Coordinator	59,796	72,684	31,636	34,295	91,432	106,979
Deputy City Clerk	94,440	114,756	38,783	42,974	133,223	157,730
Director of Administrative Services	166,188	201,960	60,785	68,164	226,973	270,124
Economic Development Specialist	94,440	114,756	38,783	42,974	133,223	157,730
Engineering Technician I	57,264	69,612	31,114	33,661	88,378	103,273
Engineering Technician II	63,132	76,740	32,324	35,131	95,456	111,871
Housing Technician	57,264	69,612	19,300	19,300	76,564	88,912
Information Technology Technician	63,132	76,728	32,324	35,129	95,456	111,857
Maintenance Superintendent	72,348	87,924	34,225	37,439	106,573	125,363
Maintenance Worker I	47,340	57,552	29,066	31,173	76,406	88,725
Maintenance Worker II	52,128	63,336	30,054	32,366	82,182	95,702
Permit Technician I	57,264	69,612	31,114	33,661	88,378	103,273
Permit Technician II	63,132	76,740	32,324	35,131	95,456	111,871
Planning Technician I	57,264	69,612	31,114	33,661	88,378	103,273
Planning Technician II	63,132	76,740	32,324	35,131	95,456	111,871
Planning Technician III	69,612	84,600	33,661	36,753	103,273	121,353
Public Services Coordinator	77,772	94,512	35,344	38,798	113,116	133,310
Public Services Manager	117,732	143,124	50,788	56,026	168,520	199,150
Public Works Director/City Engineer	185,160	225,084	57,499	65,735	242,659	290,819
Public Works Manager	117,732	143,124	43,588	48,826	161,320	191,950
Senior Accountant	85,872	104,364	37,015	40,830	122,887	145,194
Senior Building Inspector	97,608	118,668	39,437	43,781	137,045	162,449
Senior Civil Engineer	128,568	156,276	45,824	51,540	174,392	207,816
Senior Code Compliance Officer	74,148	90,144	34,597	37,897	108,745	128,041
Senior Maintenance Worker	59,904	72,804	31,658	34,319	91,562	107,123
Senior Planner	95,376	115,908	38,976	43,212	134,352	159,120
Temporary Accountant	74,664	90,756	34,703	38,023	109,367	128,779
Temporary Accounting Assistant I	46,200	56,160	28,831	30,886	75,031	87,046
Intern	-	17.33	100.00	100.00	18,118.00	18,118.00 *
Project Specialist	23.13	28.11	100.00	100.00	24,155.67	29,338.30 *

*Hourly based on 20 hours per week

Sick Leave Buyback-Full-time staff with a minimum balance of 192 hours of sick leave are eligible to buyback 80 hours per year.

Vacation Buyback-Full-time staff are eligible to buyback 80 hours of their accrued vacation leave per year.

Admin Leave Buyback-Management are eligible to buyback 80 hours of their accrued administrative leave per year.

Buyback programs are an option and are not included in the benefits calculation above.

Positions listed above are for all positions whether filled or not.