

RESOLUTION NO. 2026-06

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CANYON LAKE, CALIFORNIA, AMENDING THE SALARY SCHEDULE AND WAGE SCHEDULE FOR SAFETY EMPLOYEES

WHEREAS, the City Council has authorized the establishment of a municipal police department to enhance public safety services and ensure local control over law enforcement operations; and

WHEREAS, to support the timely development and operational readiness of the new police department, it is necessary to initiate the recruitment process for all additional positions; and

WHEREAS, the City Police Chief requires the additional positions to implement the foundational operations and activities of the department; and

WHEREAS, staff has also developed a proposed Salary and Wage Schedule for safety personnel within the police department to ensure appropriate and competitive compensation for the recruitment and retention of qualified individuals; and

WHEREAS, the adoption of the proposed Salary and Wage Schedule is necessary to move forward with recruitment and ensure the successful implementation of the City’s municipal police department and achieve the proposed staffing level of 1 sworn officer per 1,000 residents.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CANYON LAKE DOES RESOLVE AS FOLLOWS:

- Section 1.** The above recitals are true and correct and are incorporated herein by reference.
- Section 2.** The City Council hereby authorizes the updates to the salary and wage schedule for safety personnel as attached hereto.
- Section 3.** The provisions of this Resolution are severable and if any provision, clause, sentence, word or part thereof is held illegal, invalid, unconstitutional, or inapplicable to any person or circumstances, such illegality, invalidity, unconstitutionality, or inapplicability shall not affect or impair any of the remaining provisions, clauses, sentences, sections, words or parts thereof of the Resolution or their applicability to other persons or circumstances.
- Section 4.** That the City Clerk shall certify to the adoption of this Resolution and that the same shall be in full force and effect.

Section 5. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED AND ADOPTED this 14th day of January 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Jeremy Smith, Mayor

ATTEST & CERTIFIED:

I, Sheryl Garcia, City Clerk of the City of Canyon Lake, hereby attest to the Mayor's signature above and certify that the City Council duly adopted this Resolution as recorded in the vote tally stated herein.

Sheryl L. Garcia, MMC, CPM
City Clerk

SAFETY SALARY SCHEDULE
Proposed – Effective January 14, 2026

FIRE DEPARTMENT

Fire Chief and Department Heads		
Job Title	Allocated	
Fire Chief	1	Per Contract Department Head Range: \$131,760.68 – \$166,829.09
Battalion Chief	1.5	Per Contract

Hourly/Non-Exempt Full Time Employees						
Job Title	Allocated	Step A	Step B	Step C	Step D	Step E
Captain	0	\$27.09/hr.	\$28.44/hr.	\$29.86/hr.	\$31.36/hr.	\$32.92/hr.
Captain/Paramedic	3.5	\$28.43/hr.	\$29.85/hr.	\$31.35/hr.	\$32.91/hr.	\$34.56/hr.
Engineer	0	\$24.62/hr.	\$25.85/hr.	\$27.15/hr.	\$28.50/hr.	\$29.93/hr.
Engineer/Paramedic	3	\$25.85/hr.	\$27.15/hr.	\$28.50/hr.	\$29.93/hr.	\$31.43/hr.
Firefighter/Paramedic	3	\$22.40/hr.	\$23.52/hr.	\$24.69/hr.	\$25.93/hr.	\$27.22/hr.

Volunteer Positions		
Job Title	Allocated	Stipend
Reserve Firefighter		\$100.00 per 24-hour shift

Safety Allocated Positions

Full Time: 11

Part Time: Except for the Fire Chief, positions may be filled on a part-time basis as operational needs require; part-time staffing levels are flexible and not fixed.

POLICE DEPARTMENT

Police Chief and Department Heads		
Job Title	Allocated	
Police Chief	1	Per Contract Department Head Range: \$131,760.68 – \$166,829.09

Exempt Sworn Full Time Employees						
Job Title	Allocated	Step A	Step B	Step C	Step D	Step E
Captain	1	\$102,476.90	\$107,600.75	\$112,980.79	\$118,629.83	\$124,561.32

Exempt Non - Sworn Full Time Employees						
Job Title	Allocated	Step A	Step B	Step C	Step D	Step E
Supervising Community Services Officer	1	\$66,993.45	\$70,343.12	\$73,860.28	\$77,553.29	\$81,430.96
Records Clerk	1	\$56,307.08	\$59,122.43	\$62,078.56	\$65,182.48	\$68,441.61

Hourly/Non-Exempt Sworn Full Time Employees						
Job Title	Allocated	Step A	Step B	Step C	Step D	Step E
Police Detective	1	\$35.39/hr.	\$37.16/hr.	\$39.02/hr.	\$40.97/hr.	\$43.02/hr.
Police Sergeant	3	\$37.15/hr.	\$39.01/hr.	\$40.96/hr.	\$43.01/hr.	\$45.16/hr.
Police Officer	4	\$33.70/hr.	\$35.39/hr.	\$37.15/hr.	\$39.01/hr.	\$40.96/hr.

Hourly/Non-Exempt Non - Sworn Full Time Employees						
Job Title	Allocated	Step A	Step B	Step C	Step D	Step E
Community Service Officer 2	3	\$21.95/hr.	\$23.05/hr.	\$24.20/hr.	\$25.41/hr.	\$26.68/hr.
Community Service Officer 1	0	\$20.90/hr.				

Safety Allocated Positions

Full Time: 15

Part Time: Except for the Police Chief and Captain, positions may be filled on a part-time basis as operational needs require; part-time staffing levels are flexible and not fixed.