

RESOLUTION NO. CC 2025-__

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA AMENDING RESOLUTION NO. 2024-13 AND 6123 PERTAINING TO A COMPENSATION PLAN FOR MANAGEMENT, POLICE MANAGEMENT AND EXECUTIVE MANAGEMENT EMPLOYEES

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan for Management and Executive Management in Resolution No. 2024-13 on June 17, 2024; and for Police Management in Resolution No. 6123 on August 7, 2023.

WHEREAS, the City Council desires to amend said Resolutions.

NOW, THEREFORE, the City Council of the City of La Habra does hereby resolve as follows:

SECTION 1. Annual Employees. The established compensation plan for those employees in the Management, Police Management, and Executive Management classifications include range adjustments and benefits. Effective July 12, 2025, the City will provide a three percent (3%) salary adjustment to all Management, Police Management, and Executive Management. Attached is Exhibit "A" indicating other benefits and Exhibits "B" indicating the salaries for classifications of these employee groups.

PASSED, APPROVED AND ADOPTED this 16th day of June, 2025.

Rose Espinoza
Mayor

ATTEST:

Rhonda J. Barone, CMC
City Clerk

STATE OF CALIFORNIA }
COUNTY OF ORANGE } SS.
CITY OF LA HABRA }

I, Rhonda J. Barone, CMC, City Clerk for the City of La Habra, do hereby certify that the above and foregoing is a true and correct copy of Resolution No. CC 2025-__ introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 16th day of June 2025, by the following roll call vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:

Witness my hand and the official seal of the City of La Habra this 16th day of June 2025.

Rhonda J. Barone, CMC
City Clerk

Exhibit A

Base Salary Compensation

Effective on July 12, 2025, a three (3%) percent base salary adjustment

Adjust salary ranges to county average based on annual salary and benefits surveys.

One-time Pay Adjustment: *Management, including Public Safety Management, and Executive Management.*

No later than June 30, 2025, the City will provide a one-time lump sum pay adjustment of two percent (2%) of annual pay to all active full-time Management, Public Safety Management, and Executive Management employees based on the salary in effect on June 30, 2025. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 x .02.

Insurance Contribution:

Management and Public Safety Management only

Effective December 1, 2025, the City will increase its insurance contribution by \$250 per month to a maximum of \$2,050 per month, on a use or lose basis.

Deferred Compensation (457 plan):

Management and Executive Management only

Effective July 12, 2025, the City will provide a Deferred Compensation plan match of \$75 per pay period to those management employees who contribute at least \$75 or more per pay period to their deferred compensation accounts.

Retirement Health Savings (RHS plan):

Public Safety Management only

Effective July 12, 2025, the City will increase city contribution from \$100 per month to \$175 per month towards the RHS plan.

Retention Incentive Program:

Public Safety Management and Police Chief only

Effective the first full pay period in October 2025, employees, upon commencement of the 10th year of sworn service will receive retention incentive pay of \$250 per month. Employees, upon commencement of the 16th year of sworn service will receive retention incentive pay of \$500 per month.

Education Incentive: Effective July 12, 2025, employees in the classification of Sworn Police Captain shall be eligible for an additional \$50 per month for POST certification as follows:

POST Management Certificate: \$1,450/mo.

EXHIBIT "B"
EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Effective July 12, 2025	Range										
Cmty Outreach Liaison; E&T Program Coordinator	186	68,855	70,577	72,341	74,149	76,003	77,903	79,851	81,847	83,893	85,991
	187	69,199	70,929	72,702	74,520	76,383	78,293	80,250	82,256	84,313	86,420
	188	69,546	71,284	73,066	74,893	76,765	78,684	80,651	82,668	84,734	86,853
	189	69,893	71,640	73,431	75,267	77,149	79,077	81,054	83,081	85,158	87,287
	190	70,242	71,998	73,798	75,643	77,534	79,473	81,460	83,496	85,584	87,723
	191	70,579	72,343	74,152	76,006	77,906	79,853	81,850	83,896	85,993	88,143
	192	70,933	72,706	74,524	76,387	78,296	80,254	82,260	84,317	86,425	88,585
	193	71,287	73,069	74,896	76,768	78,687	80,654	82,671	84,737	86,856	89,027
	194	71,644	73,435	75,271	77,153	79,081	81,058	83,085	85,162	87,291	89,473
	195	72,001	73,801	75,646	77,537	79,476	81,463	83,499	85,587	87,726	89,919
	196	72,341	74,149	76,003	77,903	79,851	81,847	83,893	85,990	88,140	90,344
	197	72,702	74,520	76,383	78,292	80,250	82,256	84,312	86,420	88,581	90,795
	198	73,066	74,893	76,765	78,684	80,651	82,668	84,734	86,853	89,024	91,249
	199	73,431	75,267	77,148	79,077	81,054	83,080	85,157	87,286	89,468	91,705
	200	73,801	75,646	77,537	79,476	81,463	83,499	85,587	87,726	89,920	92,168
	201	74,151	76,004	77,905	79,852	81,849	83,895	85,992	88,142	90,345	92,604
	202	74,522	76,385	78,295	80,252	82,258	84,315	86,423	88,583	90,798	93,068
	203	74,895	76,767	78,686	80,653	82,670	84,736	86,855	89,026	91,252	93,533
	204	75,269	77,151	79,080	81,057	83,083	85,160	87,289	89,471	91,708	94,001
	205	75,646	77,537	79,476	81,463	83,499	85,587	87,726	89,919	92,167	94,472
	206	76,005	77,906	79,853	81,850	83,896	85,993	88,143	90,347	92,605	94,920
	207	76,384	78,294	80,251	82,258	84,314	86,422	88,583	90,797	93,067	95,394
	208	76,767	78,686	80,653	82,669	84,736	86,855	89,026	91,252	93,533	95,871
	209	77,150	79,079	81,056	83,082	85,159	87,288	89,471	91,707	94,000	96,350
	210	77,537	79,475	81,462	83,499	85,586	87,726	89,919	92,167	94,471	96,833
	211	77,909	79,857	81,854	83,900	85,997	88,147	90,351	92,610	94,925	97,298
	212	78,298	80,256	82,262	84,319	86,427	88,587	90,802	93,072	95,399	97,784
	213	78,690	80,658	82,674	84,741	86,859	89,031	91,257	93,538	95,877	98,273
	214	79,084	81,061	83,087	85,164	87,294	89,476	91,713	94,006	96,356	98,765
Executive Assistant; Deputy City Clerk	215	79,479	81,466	83,503	85,590	87,730	89,923	92,171	94,476	96,837	99,258
Accountant I; Management Analyst I	216	79,858	81,855	83,901	85,998	88,148	90,352	92,611	94,926	97,299	99,732
	217	80,257	82,263	84,320	86,428	88,588	90,803	93,073	95,400	97,785	100,230
	218	80,658	82,674	84,741	86,859	89,031	91,257	93,538	95,877	98,273	100,730
	219	81,062	83,088	85,166	87,295	89,477	91,714	94,007	96,357	98,766	101,235
	220	81,467	83,504	85,591	87,731	89,924	92,172	94,477	96,839	99,260	101,741
	221	81,857	83,903	86,001	88,151	90,355	92,614	94,929	97,302	99,735	102,228
IT Systems Analyst I; GIS Analyst; Recreation Supervisor	222	82,266	84,322	86,430	88,591	90,806	93,076	95,403	97,788	100,233	102,738
	223	82,677	84,744	86,863	89,034	91,260	93,542	95,880	98,277	100,734	103,253
	224	83,090	85,167	87,297	89,479	91,716	94,009	96,359	98,768	101,237	103,768
	225	83,506	85,594	87,734	89,927	92,175	94,480	96,842	99,263	101,744	104,288
	226	83,904	86,002	88,152	90,355	92,614	94,930	97,303	99,735	102,229	104,785
Assistant Civil Engineer	227	84,323	86,432	88,592	90,807	93,077	95,404	97,789	100,234	102,740	105,308
	228	84,745	86,864	89,035	91,261	93,543	95,881	98,278	100,735	103,254	105,835
	229	85,169	87,298	89,481	91,718	94,011	96,361	98,770	101,239	103,770	106,364
Accountant II	230	85,595	87,735	89,928	92,176	94,481	96,843	99,264	101,745	104,289	106,896
	231	86,003	88,154	90,357	92,616	94,932	97,305	99,738	102,231	104,787	107,406
	232	86,433	88,594	90,808	93,079	95,406	97,791	100,235	102,741	105,310	107,943

EXHIBIT "B"
EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Effective July 12, 2025	Range										
	233	86,865	89,037	91,263	93,544	95,883	98,280	100,737	103,255	105,837	108,483
	234	87,300	89,482	91,720	94,013	96,363	98,772	101,241	103,772	106,367	109,026
Management Analyst II	235	87,736	89,929	92,177	94,482	96,844	99,265	101,747	104,290	106,898	109,570
Human Resources/Risk Mgmt Analyst	236	88,156	90,360	92,619	94,935	97,308	99,741	102,234	104,790	107,410	110,095
	237	88,597	90,811	93,082	95,409	97,794	100,239	102,745	105,313	107,946	110,645
	238	89,040	91,266	93,548	95,886	98,284	100,741	103,259	105,841	108,487	111,199
	239	89,485	91,722	94,015	96,365	98,774	101,244	103,775	106,369	109,028	111,754
Assistant City Clerk	240	89,932	92,181	94,485	96,847	99,269	101,750	104,294	106,901	109,574	112,313
	241	90,361	92,620	94,935	97,309	99,741	102,235	104,791	107,410	110,096	112,848
	242	90,812	93,082	95,409	97,794	100,239	102,745	105,314	107,947	110,645	113,411
Project Manager	243	91,266	93,548	95,887	98,284	100,741	103,259	105,841	108,487	111,199	113,979
	244	91,723	94,016	96,366	98,775	101,245	103,776	106,370	109,030	111,755	114,549
	245	92,182	94,486	96,848	99,269	101,751	104,295	106,902	109,575	112,314	115,122
Street Supervisor; Park/Landscape Supervisor; Bldg. Maint. Supervisor	246	92,622	94,937	97,311	99,744	102,237	104,793	107,413	110,098	112,851	115,672
	247	93,084	95,411	97,796	100,241	102,747	105,316	107,949	110,647	113,414	116,249
Fleet Supervisor	248	93,550	95,889	98,286	100,743	103,262	105,843	108,490	111,202	113,982	116,831
	249	94,018	96,368	98,777	101,247	103,778	106,372	109,032	111,758	114,551	117,415
	250	94,487	96,850	99,271	101,753	104,296	106,904	109,576	112,316	115,124	118,002
	251	94,937	97,311	99,744	102,237	104,793	107,413	110,098	112,851	115,672	118,564
	252	95,410	97,796	100,241	102,747	105,315	107,948	110,647	113,413	116,248	119,155
Permit Supervisor; Senior Accountant	253	95,888	98,285	100,742	103,261	105,842	108,488	111,200	113,980	116,830	119,751
	254	96,367	98,776	101,246	103,777	106,371	109,031	111,757	114,550	117,414	120,350
IT System Analyst II; Asst Child Dev Director	255	96,849	99,270	101,752	104,296	106,903	109,576	112,315	115,123	118,001	120,951
	256	97,312	99,745	102,239	104,795	107,414	110,100	112,852	115,674	118,565	121,530
	257	97,799	100,244	102,750	105,319	107,952	110,651	113,417	116,253	119,159	122,138
	258	98,288	100,745	103,263	105,845	108,491	111,203	113,983	116,833	119,754	122,748
Senior Management Analyst	259	98,779	101,249	103,780	106,374	109,034	111,760	114,554	117,417	120,353	123,362
Code Enf. Supervisor; Employment & Training Manager	260	99,274	101,756	104,300	106,907	109,580	112,319	115,127	118,006	120,956	123,980
	261	99,746	102,239	104,795	107,415	110,101	112,853	115,675	118,566	121,531	124,569
	262	100,240	102,746	105,314	107,947	110,646	113,412	116,247	119,153	122,132	125,185
	263	100,741	103,259	105,841	108,487	111,199	113,979	116,829	119,749	122,743	125,812
	264	101,249	103,780	106,375	109,034	111,760	114,554	117,418	120,353	123,362	126,446
Senior HR/Risk Management Analyst	265	101,751	104,295	106,902	109,575	112,314	115,122	118,000	120,950	123,974	127,073
Senior Planner	266	102,238	104,794	107,414	110,100	112,852	115,673	118,565	121,529	124,568	127,682
	267	102,750	105,318	107,951	110,650	113,416	116,252	119,158	122,137	125,191	128,320
	268	103,263	105,845	108,491	111,203	113,983	116,833	119,754	122,747	125,816	128,961
	269	103,780	106,374	109,034	111,759	114,553	117,417	120,353	123,362	126,446	129,607
	270	104,299	106,906	109,579	112,318	115,126	118,004	120,954	123,978	127,078	130,255
	271	104,795	107,414	110,100	112,852	115,674	118,565	121,530	124,568	127,682	130,874
	272	105,319	107,952	110,651	113,417	116,252	119,159	122,138	125,191	128,321	131,529
	273	105,845	108,491	111,204	113,984	116,833	119,754	122,748	125,817	128,962	132,186
	274	106,374	109,033	111,759	114,553	117,417	120,352	123,361	126,445	129,606	132,847
	275	106,906	109,579	112,318	115,126	118,004	120,954	123,978	127,078	130,255	133,511
Associate Civil Engineer; Public Safety Manager	276	107,418	110,104	112,856	115,678	118,570	121,534	124,572	127,687	130,879	134,151
	277	107,955	110,653	113,420	116,255	119,162	122,141	125,194	128,324	131,532	134,820
	278	108,495	111,208	113,988	116,838	119,758	122,752	125,821	128,967	132,191	135,496
	279	109,037	111,763	114,557	117,421	120,357	123,365	126,450	129,611	132,851	136,172
	280	109,582	112,322	115,130	118,008	120,958	123,982	127,082	130,259	133,515	136,853

EXHIBIT "B"
EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Effective July 12, 2025	<u>Range</u>										
	281	110,104	112,857	115,678	118,570	121,535	124,573	127,687	130,879	134,151	137,505
	282	110,654	113,420	116,256	119,162	122,141	125,194	128,324	131,532	134,821	138,191
Accounting Supervisor	283	111,206	113,987	116,836	119,757	122,751	125,820	128,965	132,189	135,494	138,882
	284	111,762	114,556	117,420	120,356	123,365	126,449	129,610	132,850	136,172	139,576
	285	112,322	115,130	118,008	120,958	123,982	127,082	130,259	133,515	136,853	140,274
	286	112,858	115,679	118,571	121,536	124,574	127,688	130,881	134,153	137,506	140,944
	287	113,418	116,254	119,160	122,139	125,193	128,322	131,531	134,819	138,189	141,644
	288	113,987	116,837	119,758	122,752	125,821	128,966	132,190	135,495	138,883	142,355
	289	114,555	117,419	120,355	123,364	126,448	129,609	132,849	136,170	139,575	143,064
	290	115,130	118,008	120,958	123,982	127,082	130,259	133,516	136,853	140,275	143,782
	291	115,682	118,574	121,538	124,576	127,691	130,883	134,155	137,509	140,947	144,470
	292	116,256	119,163	122,142	125,195	128,325	131,533	134,822	138,192	141,647	145,188
	293	116,837	119,758	122,752	125,821	128,967	132,191	135,495	138,883	142,355	145,914
	294	117,421	120,356	123,365	126,449	129,610	132,851	136,172	139,576	143,066	146,642
Assistant to the City Manager	295	118,008	120,958	123,982	127,082	130,259	133,516	136,853	140,275	143,782	147,376
	296	118,573	121,537	124,576	127,690	130,882	134,154	137,508	140,946	144,470	148,081
	297	119,166	122,145	125,199	128,329	131,537	134,826	138,196	141,651	145,192	148,822
Recreation Manager; Community Services Manager; Exec Director of Child Dev.	298	119,761	122,755	125,824	128,970	132,194	135,499	138,887	142,359	145,918	149,566
	299	120,361	123,370	126,454	129,616	132,856	136,178	139,582	143,072	146,648	150,315
	300	120,963	123,987	127,087	130,264	133,520	136,858	140,280	143,787	147,382	151,066
	301	121,538	124,576	127,690	130,883	134,155	137,509	140,946	144,470	148,082	151,784
	302	122,145	125,198	128,328	131,537	134,825	138,196	141,651	145,192	148,822	152,542
Admin Bureau Manager; Water & Sewer Superintendent	303	122,755	125,824	128,970	132,194	135,499	138,887	142,359	145,918	149,566	153,305
	304	123,369	126,454	129,615	132,855	136,177	139,581	143,071	146,647	150,314	154,071
	305	123,990	127,089	130,267	133,523	136,861	140,283	143,790	147,385	151,069	154,846
	306	124,576	127,691	130,883	134,155	137,509	140,947	144,470	148,082	151,784	155,579
	307	125,199	128,329	131,537	134,826	138,196	141,651	145,192	148,822	152,543	156,356
	308	125,825	128,970	132,195	135,500	138,887	142,359	145,918	149,566	153,305	157,138
	309	126,454	129,615	132,856	136,177	139,582	143,071	146,648	150,314	154,072	157,924
Traffic Engineer; Senior Civil Engineer	310	127,086	130,264	133,520	136,858	140,280	143,787	147,381	151,066	154,843	158,714
	311	127,694	130,886	134,158	137,512	140,950	144,474	148,086	151,788	155,583	159,472
	312	128,332	131,540	134,829	138,199	141,654	145,196	148,825	152,546	156,360	160,269
Finance Manager	313	128,974	132,198	135,503	138,891	142,363	145,922	149,570	153,310	157,142	161,071
City Clerk	314	129,618	132,859	136,180	139,585	143,075	146,651	150,318	154,076	157,928	161,876
	315	130,266	133,523	136,861	140,282	143,790	147,384	151,069	154,846	158,717	162,685
	316	130,888	134,160	137,514	140,952	144,476	148,087	151,790	155,584	159,474	163,461
	317	131,542	134,831	138,201	141,656	145,198	148,828	152,548	156,362	160,271	164,278
	318	132,200	135,505	138,892	142,365	145,924	149,572	153,311	157,144	161,072	165,099
	319	132,860	136,182	139,587	143,076	146,653	150,319	154,077	157,929	161,878	165,925
	320	133,525	136,863	140,284	143,791	147,386	151,071	154,848	158,719	162,687	166,754
Econ Dev & Housing Manager	321	134,159	137,513	140,951	144,475	148,087	151,789	155,584	159,473	163,460	167,546
Human Resources Manager	322	134,830	138,201	141,656	145,197	148,827	152,548	156,361	160,270	164,277	168,384
	323	135,505	138,893	142,365	145,924	149,572	153,311	157,144	161,073	165,100	169,227
Planning Manager; Principal Engineer; Public Works Operations Manager	324	136,182	139,587	143,076	146,653	150,320	154,078	157,930	161,878	165,925	170,073
	325	136,863	140,284	143,791	147,386	151,071	154,848	158,719	162,687	166,754	170,923
Chief Building Official	326	137,517	140,955	144,479	148,091	151,793	155,588	159,478	163,464	167,551	171,740
	327	138,204	141,659	145,201	148,831	152,551	156,365	160,274	164,281	168,388	172,598
Utilities Manager; IT Systems Support Manager	328	138,895	142,368	145,927	149,575	153,315	157,148	161,076	165,103	169,231	173,461

EXHIBIT "B"
EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Effective July 12, 2025	<u>Range</u>										
	329	139,590	143,080	146,657	150,323	154,081	157,934	161,882	165,929	170,077	174,329
	330	140,288	143,795	147,390	151,075	154,852	158,723	162,691	166,759	170,928	175,201
	331	140,959	144,483	148,095	151,797	155,592	159,482	163,469	167,556	171,745	176,038
	332	141,663	145,205	148,835	152,556	156,370	160,279	164,286	168,393	172,603	176,918
	333	142,371	145,931	149,579	153,318	157,151	161,080	165,107	169,235	173,466	177,802
	334	143,083	146,661	150,327	154,085	157,937	161,886	165,933	170,081	174,333	178,692
	335	143,799	147,394	151,079	154,856	158,727	162,695	166,763	170,932	175,205	179,585
	336	144,484	148,096	151,798	155,593	159,483	163,470	167,557	171,746	176,039	180,440
	337	145,200	148,830	152,551	156,365	160,274	164,281	168,388	172,598	176,913	181,335
	338	145,926	149,574	153,313	157,146	161,075	165,101	169,229	173,460	177,796	182,241
	339	146,655	150,322	154,080	157,932	161,880	165,927	170,075	174,327	178,685	183,152
	340	147,398	151,083	154,860	158,731	162,699	166,767	170,936	175,209	179,590	184,079
	341	148,096	151,798	155,593	159,483	163,470	167,557	171,746	176,040	180,441	184,952
	342	148,828	152,549	156,363	160,272	164,279	168,386	172,595	176,910	181,333	185,866
	343	149,572	153,311	157,144	161,072	165,099	169,227	173,457	177,794	182,239	186,795
	344	150,320	154,078	157,930	161,878	165,925	170,073	174,325	178,683	183,150	187,729
	345	151,071	154,848	158,719	162,687	166,755	170,924	175,197	179,577	184,066	188,668
	346	151,799	155,594	159,484	163,471	167,558	171,747	176,040	180,441	184,952	189,576
	347	152,557	156,371	160,281	164,288	168,395	172,605	176,920	181,343	185,876	190,523
	348	153,312	157,145	161,073	165,100	169,228	173,458	177,795	182,240	186,796	191,466
	349	154,078	157,930	161,878	165,925	170,073	174,325	178,683	183,150	187,729	192,422
Deputy Director Finance; Deputy Director Human Resources/Risk Mgmt; Deputy Director Comm. Dev.; Deputy Director Public Works/City Engineer; Deputy Director of Utilities; Deputy Director, Community Services; Deputy Director, Info Technology	350	154,849	158,720	162,688	166,755	170,924	175,197	179,577	184,067	188,668	193,385
	351	155,597	159,487	163,474	167,561	171,750	176,044	180,445	184,956	189,580	194,319
	352	156,374	160,283	164,291	168,398	172,608	176,923	181,346	185,880	190,527	195,290
	353	157,147	161,076	165,103	169,230	173,461	177,797	182,242	186,798	191,468	196,255
	354	157,933	161,882	165,929	170,077	174,329	178,687	183,154	187,733	192,427	197,237
	355	158,723	162,691	166,759	170,928	175,201	179,581	184,070	188,672	193,389	198,224
	356	159,482	163,469	167,556	171,745	176,039	180,440	184,951	189,574	194,314	199,172
	357	160,280	164,287	168,394	172,604	176,919	181,342	185,875	190,522	195,285	200,167
	358	161,082	165,109	169,236	173,467	177,804	182,249	186,805	191,475	196,262	201,169
	359	161,887	165,934	170,082	174,334	178,692	183,160	187,739	192,432	197,243	202,174
	360	162,696	166,763	170,932	175,206	179,586	184,076	188,677	193,394	198,229	203,185
	361	163,470	167,557	171,746	176,040	180,441	184,952	189,576	194,315	199,173	204,152
	362	164,287	168,395	172,605	176,920	181,343	185,876	190,523	195,286	200,168	205,173
	363	165,109	169,237	173,468	177,804	182,249	186,806	191,476	196,263	201,169	206,198
	364	165,935	170,083	174,335	178,693	183,161	187,740	192,433	197,244	202,175	207,230
	365	166,765	170,934	175,207	179,587	184,077	188,679	193,396	198,231	203,187	208,266
	366	167,564	171,754	176,047	180,449	184,960	189,584	194,323	199,181	204,161	209,265
	367	168,402	172,612	176,928	181,351	185,885	190,532	195,295	200,177	205,182	210,311
	368	169,244	173,475	177,812	182,258	186,814	191,484	196,272	201,178	206,208	211,363
	369	170,091	174,343	178,702	183,169	187,749	192,442	197,253	202,185	207,239	212,420
	370	170,941	175,214	179,595	184,084	188,687	193,404	198,239	203,195	208,275	213,482
	371	171,761	176,055	180,456	184,968	189,592	194,332	199,190	204,170	209,274	214,506
	372	172,620	176,935	181,359	185,892	190,540	195,303	200,186	205,190	210,320	215,578
	373	173,483	177,820	182,265	186,822	191,492	196,280	201,187	206,216	211,372	216,656
	374	174,350	178,709	183,176	187,756	192,450	197,261	202,192	207,247	212,428	217,739
	375	175,222	179,602	184,092	188,694	193,412	198,247	203,203	208,283	213,490	218,828

EXHIBIT "B"
EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Effective July 12, 2025	<u>Range</u>										
	376	176,059	180,461	184,972	189,597	194,337	199,195	204,175	209,279	214,511	219,874
	377	176,940	181,363	185,897	190,545	195,308	200,191	205,196	210,326	215,584	220,973
Director of HR; Community Services Director	378	177,825	182,270	186,827	191,498	196,285	201,192	206,222	211,377	216,662	222,078
	379	178,714	183,181	187,761	192,455	197,266	202,198	207,253	212,434	217,745	223,189
	380	179,607	184,097	188,700	193,417	198,253	203,209	208,289	213,496	218,834	224,305
	381	180,468	184,980	189,604	194,344	199,203	204,183	209,287	214,520	219,883	225,380
	382	181,370	185,904	190,552	195,316	200,199	205,204	210,334	215,592	220,982	226,506
Director of Comm/Econ Development	383	182,278	186,835	191,506	196,293	201,201	206,231	211,386	216,671	222,088	227,640
	384	183,189	187,769	192,463	197,274	202,206	207,261	212,443	217,754	223,198	228,778
	385	184,104	188,707	193,425	198,260	203,217	208,297	213,504	218,842	224,313	229,921
	386	184,989	189,614	194,354	199,213	204,193	209,298	214,531	219,894	225,391	231,026
	387	185,914	190,562	195,326	200,209	205,214	210,345	215,603	220,994	226,518	232,181
Finance Director	388	186,844	191,515	196,303	201,210	206,241	211,397	216,681	222,099	227,651	233,342
	389	187,778	192,472	197,284	202,216	207,271	212,453	217,765	223,209	228,789	234,509
Police Captain	390	188,717	193,435	198,271	203,228	208,308	213,516	218,854	224,325	229,933	235,682
	391	189,620	194,361	199,220	204,201	209,306	214,538	219,902	225,399	231,034	236,810
	392	190,573	195,337	200,221	205,226	210,357	215,616	221,006	226,531	232,195	237,999
	393	191,525	196,314	201,221	206,252	211,408	216,693	222,111	227,664	233,355	239,189
Director Public Works/Engineering; Director Admin. Services	394	192,483	197,295	202,228	207,284	212,466	217,777	223,222	228,802	234,522	240,385
	395	193,446	198,282	203,239	208,320	213,528	218,866	224,338	229,946	235,695	241,587
	396	194,376	199,235	204,216	209,322	214,555	219,918	225,416	231,052	236,828	242,749
	397	195,350	200,233	205,239	210,370	215,629	221,020	226,546	232,209	238,015	243,965
	398	196,326	201,234	206,265	211,422	216,707	222,125	227,678	233,370	239,204	245,184
	399	197,308	202,241	207,297	212,479	217,791	223,236	228,817	234,537	240,401	246,411
	400	198,294	203,252	208,333	213,541	218,880	224,352	229,961	235,710	241,603	247,643
	401	199,248	204,229	209,335	214,568	219,933	225,431	231,067	236,843	242,764	248,834
Assistant City Manager	402	200,244	205,250	210,382	215,641	221,032	226,558	232,222	238,028	243,978	250,078
	403	201,245	206,276	211,433	216,719	222,137	227,690	233,382	239,217	245,197	251,327
	404	202,252	207,308	212,491	217,803	223,248	228,830	234,550	240,414	246,424	252,585
	405	203,262	208,344	213,553	218,891	224,364	229,973	235,722	241,615	247,655	253,847
	406	204,245	209,352	214,585	219,950	225,449	231,085	236,862	242,784	248,853	255,075
	407	205,277	210,409	215,670	221,061	226,588	232,252	238,059	244,010	250,111	256,363
	408	206,292	211,450	216,736	222,154	227,708	233,401	239,236	245,217	251,347	257,631
	409	207,325	212,508	217,820	223,266	228,848	234,569	240,433	246,444	252,605	258,920
	410	208,361	213,570	218,910	224,382	229,992	235,742	241,635	247,676	253,868	260,215
	411	209,367	214,601	219,967	225,466	231,102	236,880	242,802	248,872	255,094	261,471
	412	210,415	215,675	221,067	226,594	232,259	238,065	244,017	250,117	256,370	262,779
	413	211,467	216,753	222,172	227,727	233,420	239,255	245,237	251,367	257,652	264,093
	414	212,524	217,837	223,283	228,865	234,587	240,451	246,463	252,624	258,940	265,413
	415	213,587	218,927	224,400	230,010	235,760	241,654	247,695	253,888	260,235	266,741
	416	214,616	219,981	225,481	231,118	236,896	242,818	248,889	255,111	261,489	268,026
	417	215,690	221,082	226,609	232,274	238,081	244,033	250,134	256,387	262,797	269,367
	418	216,768	222,187	227,742	233,435	239,271	245,253	251,384	257,669	264,110	270,713
Police Chief	419	217,851	223,298	228,880	234,602	240,467	246,479	252,641	258,957	265,431	272,066
	420	218,940	224,414	230,024	235,775	241,669	247,711	253,904	260,251	266,758	273,426
	421	219,999	225,499	231,136	236,915	242,838	248,908	255,131	261,509	268,047	274,748
	422	221,099	226,626	232,292	238,099	244,052	250,153	256,407	262,817	269,387	276,122
	423	222,204	227,759	233,453	239,290	245,272	251,404	257,689	264,131	270,734	277,503

EXHIBIT "B"
EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Effective July 12, 2025	Range										
	424	223,315	228,898	234,620	240,486	246,498	252,660	258,977	265,451	272,088	278,890
	425	224,431	230,042	235,793	241,688	247,730	253,924	260,272	266,778	273,448	280,284
	426	225,554	231,193	236,973	242,897	248,969	255,194	261,573	268,113	274,816	281,686
	427	226,682	232,349	238,158	244,112	250,215	256,470	262,882	269,454	276,190	283,095
	428	227,816	233,511	239,349	245,333	251,466	257,753	264,196	270,801	277,571	284,511
	429	228,955	234,679	240,546	246,559	252,723	259,041	265,517	272,155	278,959	285,933
	430	230,100	235,852	241,748	247,792	253,987	260,337	266,845	273,516	280,354	287,363
	431	231,250	237,032	242,957	249,031	255,257	261,639	268,180	274,884	281,756	288,800
	432	232,407	238,217	244,172	250,277	256,533	262,947	269,520	276,259	283,165	290,244
	433	233,569	239,408	245,393	251,528	257,816	264,262	270,868	277,640	284,581	291,695
	434	234,736	240,605	246,620	252,785	259,105	265,582	272,222	279,028	286,003	293,153
	435	235,910	241,808	247,853	254,049	260,400	266,910	273,583	280,423	287,433	294,619
City Manager	500	303,872									