

RESOLUTION NO.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
LA HABRA AMENDING RESOLUTIONS NO. CC 2025-08, CC
2025-15, CC 2025-20, 6101 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. CC 2025-08 on June 16, 2025, No. 2025-15 on June 16, 2025, No. CC 2025-20 on August 4, 2025, 6101 on March 20, 2023; 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 11, 2026, 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 Exhibit "A" indicating the salaries for classifications of these employee groups.

PASSED, APPROVED AND ADOPTED this 15th day of June, 2026.

Jose Medrano
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. ____ introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 15th day of June 2026, 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 15th day of June 2026.

Rhonda J. Barone, CMC
City Clerk

Exhibit

A

Exhibit A

Base Salary Compensation

Effective on July 11, 2026, 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, 2026, 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 Police Management Classification Only

Effective	Single	Two-party	Family
Dec. 1, 2026	\$1,450	\$2,050	\$2,250

Deferred Compensation (457 plan):

Effective the first full pay period in July 2026, the City will provide a Deferred Compensation plan match of up to \$100 per pay period for every dollar a management employee contributes to their 457 deferred compensation plan account.

Retiree Health Savings Plan:

Management and Executive Management only

Effective the first full pay period in July 2026, the City will provide a Retiree Health Savings Plan match of \$25 per pay period to Management employees.

Effective the first full pay period in July 2026, the City will provide a Retiree Health Savings Plan match of \$50 per pay period to Executive Management employees.

EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY

		1	2	3	4	5	6	7	8	9	10
Effective July 11, 2026	Range										
	186	70,921	72,694	74,511	76,374	78,283	80,240	82,246	84,303	86,410	88,570
	187	71,275	73,057	74,884	76,756	78,675	80,641	82,657	84,724	86,842	89,013
	188	71,632	73,423	75,258	77,140	79,068	81,045	83,071	85,148	87,276	89,458
	189	71,990	73,789	75,634	77,525	79,463	81,450	83,486	85,573	87,712	89,905
	190	72,350	74,158	76,012	77,913	79,861	81,857	83,903	86,001	88,151	90,355
Cmty Outreach Liaison; E&T Program Coordinator	191	72,696	74,514	76,376	78,286	80,243	82,249	84,305	86,413	88,573	90,788
	192	73,061	74,887	76,759	78,678	80,645	82,662	84,728	86,846	89,017	91,243
	193	73,425	75,261	77,142	79,071	81,048	83,074	85,151	87,280	89,462	91,698
	194	73,793	75,638	77,529	79,467	81,454	83,490	85,577	87,717	89,910	92,158
	195	74,161	76,015	77,915	79,863	81,860	83,906	86,004	88,154	90,358	92,617
	196	74,511	76,374	78,283	80,240	82,246	84,302	86,410	88,570	90,784	93,054
	197	74,883	76,755	78,674	80,641	82,657	84,724	86,842	89,013	91,238	93,519
	198	75,258	77,139	79,068	81,045	83,071	85,148	87,276	89,458	91,695	93,987
	199	75,634	77,525	79,463	81,449	83,486	85,573	87,712	89,905	92,152	94,456
	200	76,015	77,916	79,863	81,860	83,907	86,004	88,154	90,358	92,617	94,933
	201	76,375	78,285	80,242	82,248	84,304	86,412	88,572	90,786	93,056	95,382
	202	76,758	78,677	80,644	82,660	84,726	86,844	89,015	91,241	93,522	95,860
	203	77,141	79,070	81,047	83,073	85,150	87,278	89,460	91,697	93,989	96,339
	204	77,527	79,466	81,452	83,488	85,576	87,715	89,908	92,156	94,460	96,821
	205	77,915	79,863	81,860	83,906	86,004	88,154	90,358	92,617	94,932	97,306
	206	78,286	80,243	82,249	84,305	86,413	88,573	90,787	93,057	95,383	97,768
	207	78,676	80,643	82,659	84,725	86,844	89,015	91,240	93,521	95,859	98,256
	208	79,070	81,047	83,073	85,150	87,278	89,460	91,697	93,989	96,339	98,747
	209	79,465	81,451	83,488	85,575	87,714	89,907	92,155	94,459	96,820	99,241
	210	79,863	81,860	83,906	86,004	88,154	90,358	92,617	94,932	97,305	99,738
	211	80,247	82,253	84,309	86,417	88,577	90,792	93,062	95,388	97,773	100,217
	212	80,647	82,663	84,730	86,848	89,019	91,245	93,526	95,864	98,261	100,717
	213	81,051	83,077	85,154	87,283	89,465	91,702	93,994	96,344	98,753	101,222
Public Information Coordinator	214	81,456	83,493	85,580	87,719	89,912	92,160	94,464	96,826	99,246	101,728
Executive Assistant; Deputy City Clerk	215	81,863	83,910	86,008	88,158	90,362	92,621	94,936	97,310	99,743	102,236
	216	82,254	84,310	86,418	88,578	90,793	93,063	95,389	97,774	100,218	102,724
	217	82,664	84,731	86,849	89,021	91,246	93,527	95,865	98,262	100,719	103,237
	218	83,077	85,154	87,283	89,465	91,702	93,994	96,344	98,753	101,222	103,752
	219	83,494	85,581	87,721	89,914	92,161	94,465	96,827	99,248	101,729	104,272
	220	83,911	86,009	88,159	90,363	92,622	94,938	97,311	99,744	102,237	104,793
	221	84,313	86,421	88,581	90,796	93,065	95,392	97,777	100,221	102,727	105,295
Accountant I; Management Analyst I	222	84,733	86,852	89,023	91,249	93,530	95,868	98,265	100,721	103,240	105,821
	223	85,158	87,287	89,469	91,705	93,998	96,348	98,757	101,226	103,756	106,350
Recreation Supervisor	224	85,583	87,722	89,916	92,163	94,468	96,829	99,250	101,731	104,274	106,881
	225	86,012	88,162	90,366	92,625	94,941	97,314	99,747	102,241	104,797	107,417
	226	86,421	88,582	90,796	93,066	95,393	97,778	100,222	102,728	105,296	107,928
IT Systems Analyst I; GIS Analyst	227	86,853	89,024	91,250	93,531	95,870	98,266	100,723	103,241	105,822	108,468
	228	87,287	89,470	91,706	93,999	96,349	98,758	101,227	103,757	106,351	109,010
	229	87,724	89,917	92,165	94,469	96,831	99,252	101,733	104,276	106,883	109,555
	230	88,163	90,367	92,626	94,942	97,315	99,748	102,242	104,798	107,418	110,103
	231	88,584	90,798	93,068	95,395	97,780	100,224	102,730	105,298	107,930	110,629
Assistant Civil Engineer	232	89,026	91,251	93,533	95,871	98,268	100,724	103,242	105,824	108,469	111,181

**EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY**

		1	2	3	4	5	6	7	8	9	10
Effective July 11, 2026	Range										
	233	89,471	91,708	94,001	96,351	98,759	101,228	103,759	106,353	109,012	111,737
	234	89,919	92,167	94,471	96,833	99,254	101,735	104,278	106,885	109,558	112,297
Accountant II; Management Analyst II	235	90,368	92,627	94,943	97,316	99,749	102,243	104,799	107,419	110,105	112,857
Human Resources/Risk Mgmt Analyst	236	90,801	93,071	95,398	97,783	100,227	102,733	105,301	107,934	110,632	113,398
	237	91,254	93,536	95,874	98,271	100,728	103,246	105,827	108,473	111,185	113,964
	238	91,711	94,004	96,354	98,763	101,232	103,763	106,357	109,016	111,741	114,535
	239	92,169	94,473	96,835	99,256	101,738	104,281	106,888	109,560	112,299	115,107
	240	92,630	94,946	97,320	99,753	102,247	104,803	107,423	110,108	112,861	115,683
	241	93,071	95,398	97,783	100,228	102,734	105,302	107,934	110,633	113,399	116,234
	242	93,536	95,875	98,271	100,728	103,246	105,828	108,473	111,185	113,965	116,814
	243	94,004	96,354	98,763	101,232	103,763	106,357	109,016	111,741	114,535	117,398
	244	94,474	96,836	99,257	101,739	104,282	106,889	109,561	112,300	115,108	117,986
Assistant City Clerk;	245	94,947	97,321	99,754	102,248	104,804	107,424	110,109	112,862	115,684	118,576
Museum Supervisor	246	95,400	97,785	100,230	102,736	105,304	107,937	110,635	113,401	116,236	119,142
Project Manager	247	95,876	98,273	100,730	103,248	105,830	108,475	111,187	113,967	116,816	119,736
	248	96,357	98,766	101,235	103,766	106,360	109,019	111,744	114,538	117,401	120,336
	249	96,838	99,259	101,741	104,284	106,891	109,564	112,303	115,110	117,988	120,938
	250	97,322	99,755	102,249	104,805	107,425	110,111	112,864	115,685	118,577	121,542
Street Supervisor; Park/Landscape Supervisor	251	97,786	100,230	102,736	105,304	107,937	110,635	113,401	116,236	119,142	122,121
	252	98,273	100,730	103,248	105,829	108,475	111,187	113,966	116,815	119,736	122,729
Fleet Supervisor; Permit Supervisor; Senior Accountant	253	98,764	101,234	103,764	106,358	109,017	111,743	114,536	117,400	120,335	123,343
	254	99,258	101,740	104,283	106,890	109,563	112,302	115,109	117,987	120,937	123,960
Asst Child Dev Director; Bldg. Maint. Supervisor	255	99,754	102,248	104,805	107,425	110,110	112,863	115,685	118,577	121,541	124,580
	256	100,232	102,737	105,306	107,938	110,637	113,403	116,238	119,144	122,122	125,175
	257	100,733	103,252	105,833	108,479	111,191	113,970	116,820	119,740	122,734	125,802
	258	101,236	103,767	106,361	109,020	111,746	114,539	117,403	120,338	123,347	126,430
IT System Analyst II	259	101,743	104,286	106,893	109,566	112,305	115,112	117,990	120,940	123,963	127,062
Code Enf. Supervisor; Employment & Training Manager	260	102,252	104,808	107,429	110,114	112,867	115,689	118,581	121,546	124,584	127,699
	261	102,738	105,307	107,939	110,638	113,404	116,239	119,145	122,123	125,177	128,306
	262	103,247	105,828	108,474	111,185	113,965	116,814	119,735	122,728	125,796	128,941
Senior Management Analyst	263	103,763	106,357	109,016	111,742	114,535	117,398	120,333	123,342	126,425	129,586
	264	104,286	106,893	109,566	112,305	115,113	117,990	120,940	123,964	127,063	130,239
Senior HR/Risk Management Analyst	265	104,804	107,424	110,110	112,862	115,684	118,576	121,540	124,579	127,693	130,886
	266	105,306	107,938	110,637	113,403	116,238	119,144	122,122	125,175	128,305	131,512
	267	105,832	108,478	111,190	113,970	116,819	119,739	122,733	125,801	128,946	132,170
	268	106,361	109,020	111,746	114,539	117,403	120,338	123,346	126,430	129,591	132,830
	269	106,893	109,565	112,305	115,112	117,990	120,940	123,963	127,062	130,239	133,495
	270	107,428	110,113	112,866	115,688	118,580	121,544	124,583	127,698	130,890	134,162
Senior Planner	271	107,938	110,637	113,403	116,238	119,144	122,122	125,175	128,305	131,512	134,800
	272	108,478	111,190	113,970	116,819	119,740	122,733	125,802	128,947	132,170	135,475
	273	109,021	111,746	114,540	117,403	120,338	123,347	126,431	129,591	132,831	136,152
	274	109,565	112,304	115,112	117,990	120,940	123,963	127,062	130,239	133,495	136,832
	275	110,113	112,866	115,688	118,580	121,544	124,583	127,697	130,890	134,162	137,516
Public Safety Program Manager	276	110,641	113,407	116,242	119,148	122,127	125,180	128,309	131,517	134,805	138,175
	277	111,193	113,973	116,822	119,743	122,737	125,805	128,950	132,174	135,478	138,865
	278	111,750	114,544	117,407	120,343	123,351	126,435	129,596	132,836	136,157	139,561
	279	112,308	115,116	117,994	120,944	123,967	127,066	130,243	133,499	136,837	140,258
	280	112,870	115,691	118,584	121,548	124,587	127,702	130,894	134,166	137,521	140,959

**EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY**

		1	2	3	4	5	6	7	8	9	10
Effective July 11, 2026	Range										
Associate Civil Engineer;	281	113,407	116,243	119,149	122,127	125,181	128,310	131,518	134,806	138,176	141,630
	282	113,973	116,823	119,743	122,737	125,805	128,950	132,174	135,478	138,865	142,337
Accounting Supervisor	283	114,543	117,406	120,341	123,350	126,434	129,594	132,834	136,155	139,559	143,048
	284	115,115	117,993	120,943	123,967	127,066	130,242	133,498	136,836	140,257	143,763
	285	115,691	118,584	121,548	124,587	127,702	130,894	134,166	137,521	140,959	144,483
	286	116,244	119,150	122,129	125,182	128,311	131,519	134,807	138,177	141,632	145,172
	287	116,821	119,741	122,735	125,803	128,948	132,172	135,476	138,863	142,335	145,893
	288	117,407	120,342	123,351	126,435	129,595	132,835	136,156	139,560	143,049	146,625
	289	117,992	120,942	123,965	127,065	130,241	133,497	136,835	140,256	143,762	147,356
	290	118,584	121,548	124,587	127,702	130,894	134,167	137,521	140,959	144,483	148,095
	291	119,152	122,131	125,184	128,314	131,522	134,810	138,180	141,634	145,175	148,805
	292	119,744	122,737	125,806	128,951	132,175	135,479	138,866	142,338	145,896	149,544
	293	120,342	123,351	126,435	129,596	132,836	136,156	139,560	143,049	146,626	150,291
	294	120,943	123,967	127,066	130,243	133,499	136,836	140,257	143,763	147,358	151,041
Assistant to the City Manager	295	121,548	124,587	127,702	130,894	134,167	137,521	140,959	144,483	148,095	151,797
	296	122,130	125,183	128,313	131,521	134,809	138,179	141,634	145,174	148,804	152,524
	297	122,741	125,810	128,955	132,179	135,483	138,870	142,342	145,901	149,548	153,287
Exec Director of Child Dev.	298	123,354	126,438	129,599	132,839	136,160	139,564	143,053	146,629	150,295	154,053
	299	123,972	127,071	130,248	133,504	136,842	140,263	143,769	147,364	151,048	154,824
Recreation Manager; Community Services Manager	300	124,592	127,707	130,899	134,172	137,526	140,964	144,488	148,101	151,803	155,598
	301	125,184	128,313	131,521	134,809	138,179	141,634	145,175	148,804	152,524	156,337
	302	125,809	128,954	132,178	135,483	138,870	142,342	145,900	149,548	153,286	157,118
Admin Bureau Manager	303	126,438	129,599	132,839	136,160	139,564	143,053	146,629	150,295	154,053	157,904
	304	127,070	130,247	133,503	136,841	140,262	143,769	147,363	151,047	154,823	158,694
	305	127,709	130,902	134,175	137,529	140,967	144,491	148,104	151,806	155,602	159,492
	306	128,314	131,521	134,810	138,180	141,634	145,175	148,804	152,525	156,338	160,246
	307	128,955	132,179	135,483	138,870	142,342	145,901	149,548	153,287	157,119	161,047
	308	129,600	132,840	136,161	139,565	143,054	146,630	150,296	154,053	157,905	161,852
	309	130,248	133,504	136,841	140,262	143,769	147,363	151,047	154,824	158,694	162,661
Traffic Engineer	310	130,899	134,172	137,526	140,964	144,488	148,100	151,803	155,598	159,488	163,475
	311	131,525	134,813	138,183	141,638	145,179	148,808	152,528	156,341	160,250	164,256
	312	132,182	135,486	138,873	142,345	145,904	149,551	153,290	157,122	161,051	165,077
	313	132,843	136,164	139,568	143,058	146,634	150,300	154,057	157,909	161,857	165,903
	314	133,507	136,845	140,266	143,772	147,367	151,051	154,827	158,698	162,665	166,732
Senior Civil Engineer	315	134,174	137,529	140,967	144,491	148,103	151,806	155,601	159,491	163,478	167,565
	316	134,814	138,185	141,639	145,180	148,810	152,530	156,343	160,252	164,258	168,365
	317	135,488	138,876	142,347	145,906	149,554	153,293	157,125	161,053	165,079	169,206
Water & Sewer Superintendent	318	136,166	139,570	143,059	146,635	150,301	154,059	157,910	161,858	165,905	170,052
	319	136,846	140,267	143,774	147,368	151,053	154,829	158,700	162,667	166,734	170,902
City Clerk	320	137,530	140,969	144,493	148,105	151,808	155,603	159,493	163,480	167,567	171,757
Econ Dev & Housing Manager	321	138,184	141,639	145,180	148,809	152,529	156,343	160,251	164,257	168,364	172,573
	322	138,875	142,347	145,905	149,553	153,292	157,124	161,052	165,078	169,205	173,436
Human Resources Manager; Finance Manager	323	139,570	143,059	146,636	150,302	154,059	157,911	161,859	165,905	170,053	174,304
City Clerk	324	140,268	143,774	147,369	151,053	154,829	158,700	162,667	166,734	170,903	175,175
	325	140,969	144,493	148,105	151,808	155,603	159,493	163,480	167,567	171,757	176,050
	326	141,643	145,184	148,813	152,533	156,347	160,255	164,262	168,368	172,578	176,892
	327	142,350	145,909	149,557	153,296	157,128	161,056	165,083	169,210	173,440	177,776
IT Systems Support Manager; Public Works Operations Manager	328	143,062	146,639	150,305	154,063	157,914	161,862	165,908	170,056	174,308	178,665

**EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY**

		1	2	3	4	5	6	7	8	9	10
Effective July 11, 2026	Range										
Principal Engineer; Planning Manager	329	143,778	147,372	151,057	154,833	158,704	162,672	166,738	170,907	175,179	179,559
	330	144,497	148,109	151,812	155,607	159,497	163,485	167,572	171,761	176,055	180,457
Chief Building Official	331	145,188	148,817	152,538	156,351	160,260	164,266	168,373	172,582	176,897	181,319
	332	145,913	149,561	153,300	157,133	161,061	165,088	169,215	173,445	177,781	182,226
Utilities Manager	333	146,642	150,308	154,066	157,918	161,866	165,912	170,060	174,312	178,670	183,136
	334	147,376	151,060	154,837	158,708	162,675	166,742	170,911	175,184	179,563	184,052
	335	148,113	151,816	155,611	159,501	163,489	167,576	171,766	176,060	180,461	184,973
	336	148,818	152,539	156,352	160,261	164,268	168,374	172,584	176,898	181,321	185,854
	337	149,556	153,295	157,128	161,056	165,082	169,209	173,440	177,776	182,220	186,775
	338	150,303	154,061	157,913	161,860	165,907	170,055	174,306	178,664	183,130	187,708
	339	151,055	154,831	158,702	162,670	166,736	170,905	175,177	179,557	184,046	188,647
	340	151,820	155,615	159,505	163,493	167,580	171,770	176,064	180,466	184,977	189,602
	341	152,539	156,352	160,261	164,268	168,374	172,584	176,898	181,321	185,854	190,500
	342	153,293	157,126	161,054	165,080	169,207	173,437	177,773	182,218	186,773	191,442
	343	154,059	157,910	161,858	165,905	170,052	174,304	178,661	183,128	187,706	192,399
	344	154,830	158,700	162,668	166,735	170,903	175,176	179,555	184,044	188,645	193,361
	345	155,604	159,494	163,481	167,568	171,757	176,051	180,453	184,964	189,588	194,328
	346	156,353	160,262	164,268	168,375	172,584	176,899	181,322	185,855	190,501	195,263
	347	157,134	161,063	165,089	169,216	173,447	177,783	182,227	186,783	191,453	196,239
	348	157,911	161,859	165,905	170,053	174,304	178,662	183,129	187,707	192,399	197,209
	349	158,700	162,667	166,734	170,902	175,175	179,554	184,043	188,644	193,360	198,194
	350	159,494	163,482	167,569	171,758	176,052	180,453	184,964	189,589	194,328	199,186
	351	160,265	164,272	168,378	172,588	176,902	181,325	185,858	190,505	195,267	200,149
	352	161,065	165,092	169,219	173,450	177,786	182,231	186,786	191,456	196,242	201,148
	353	161,861	165,908	170,056	174,307	178,665	183,131	187,710	192,402	197,212	202,143
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	354	162,671	166,738	170,907	175,179	179,559	184,048	188,649	193,365	198,199	203,154
	355	163,485	167,572	171,761	176,055	180,457	184,968	189,592	194,332	199,190	204,170
	356	164,267	168,374	172,583	176,897	181,320	185,853	190,499	195,262	200,143	205,147
	357	165,088	169,215	173,446	177,782	182,226	186,782	191,452	196,238	201,144	206,172
	358	165,914	170,062	174,313	178,671	183,138	187,716	192,409	197,220	202,150	207,204
	359	166,743	170,912	175,185	179,564	184,053	188,655	193,371	198,205	203,160	208,239
	360	167,577	171,766	176,060	180,462	184,973	189,598	194,338	199,196	204,176	209,280
	361	168,375	172,584	176,898	181,321	185,854	190,500	195,263	200,144	205,148	210,277
	362	169,216	173,446	177,783	182,227	186,783	191,452	196,239	201,145	206,173	211,328
	363	170,062	174,314	178,672	183,138	187,717	192,410	197,220	202,150	207,204	212,384
	364	170,913	175,186	179,565	184,054	188,656	193,372	198,206	203,161	208,241	213,447
	365	171,768	176,062	180,464	184,975	189,599	194,339	199,198	204,178	209,282	214,514
	366	172,591	176,906	181,329	185,862	190,509	195,271	200,153	205,157	210,286	215,543
	367	173,454	177,791	182,235	186,791	191,461	196,248	201,154	206,183	211,337	216,621
	368	174,322	178,680	183,147	187,725	192,419	197,229	202,160	207,214	212,394	217,704
	369	175,194	179,573	184,063	188,664	193,381	198,216	203,171	208,250	213,456	218,793
	370	176,069	180,471	184,982	189,607	194,347	199,206	204,186	209,291	214,523	219,886
	371	176,914	181,337	185,870	190,517	195,280	200,162	205,166	210,295	215,552	220,941
	372	177,798	182,243	186,799	191,469	196,256	201,162	206,191	211,346	216,630	222,046
	373	178,687	183,154	187,733	192,426	197,237	202,168	207,222	212,403	217,713	223,156
	374	179,580	184,070	188,672	193,388	198,223	203,179	208,258	213,465	218,801	224,271
	375	180,478	184,990	189,615	194,355	199,214	204,194	209,299	214,532	219,895	225,393

**EXECUTIVE AND MANAGEMENT EMPLOYEES
ANNUAL SALARY**

		1	2	3	4	5	6	7	8	9	10
Effective July 11, 2026	Range										
	376	181,341	185,875	190,522	195,285	200,167	205,171	210,300	215,558	220,947	226,470
	377	182,248	186,804	191,474	196,261	201,168	206,197	211,352	216,636	222,051	227,603
	378	183,159	187,738	192,432	197,242	202,174	207,228	212,409	217,719	223,162	228,741
	379	184,075	188,677	193,394	198,229	203,184	208,264	213,471	218,807	224,278	229,885
	380	184,995	189,620	194,361	199,220	204,200	209,305	214,538	219,901	225,399	231,034
	381	185,882	190,529	195,292	200,175	205,179	210,308	215,566	220,955	226,479	232,141
	382	186,811	191,482	196,269	201,175	206,205	211,360	216,644	222,060	227,611	233,302
Community Services Director	383	187,746	192,440	197,251	202,182	207,237	212,418	217,728	223,171	228,751	234,469
	384	188,685	193,402	198,237	203,193	208,272	213,479	218,816	224,287	229,894	235,641
Director of Human Resources/RM	385	189,627	194,368	199,227	204,208	209,313	214,546	219,910	225,407	231,043	236,819
	386	190,539	195,302	200,185	205,189	210,319	215,577	220,966	226,491	232,153	237,957
	387	191,492	196,279	201,186	206,216	211,371	216,655	222,072	227,623	233,314	239,147
Finance Director; Director of Comm/Econ Development	388	192,449	197,260	202,192	207,247	212,428	217,738	223,182	228,761	234,481	240,343
	389	193,411	198,246	203,202	208,283	213,490	218,827	224,297	229,905	235,653	241,544
	390	194,379	199,238	204,219	209,324	214,558	219,922	225,420	231,055	236,831	242,752
	391	195,309	200,192	205,197	210,327	215,585	220,974	226,499	232,161	237,965	243,914
	392	196,290	201,197	206,227	211,383	216,668	222,084	227,636	233,327	239,160	245,139
	393	197,271	202,203	207,258	212,439	217,750	223,194	228,774	234,493	240,356	246,365
	394	198,258	203,214	208,295	213,502	218,840	224,311	229,918	235,666	241,558	247,597
Police Captain	395	199,249	204,230	209,336	214,569	219,934	225,432	231,068	236,845	242,766	248,835
	396	200,207	205,212	210,343	215,601	220,991	226,516	232,179	237,983	243,933	250,031
	397	201,210	206,240	211,396	216,681	222,098	227,651	233,342	239,176	245,155	251,284
Director Public Works/Engineering; Director of Admin Services	398	202,216	207,271	212,453	217,764	223,209	228,789	234,508	240,371	246,380	252,540
	399	203,227	208,308	213,516	218,854	224,325	229,933	235,681	241,573	247,613	253,803
	400	204,243	209,349	214,583	219,948	225,446	231,083	236,860	242,781	248,851	255,072
	401	205,226	210,356	215,615	221,005	226,531	232,194	237,999	243,949	250,047	256,299
	402	206,252	211,408	216,693	222,110	227,663	233,355	239,189	245,168	251,298	257,580
	403	207,282	212,464	217,776	223,220	228,801	234,521	240,384	246,393	252,553	258,867
	404	208,320	213,527	218,866	224,337	229,946	235,694	241,587	247,626	253,817	260,163
	405	209,360	214,594	219,959	225,458	231,095	236,872	242,794	248,864	255,085	261,462
	406	210,373	215,632	221,023	226,548	232,212	238,018	243,968	250,067	256,319	262,727
	407	211,436	216,722	222,140	227,693	233,385	239,220	245,201	251,331	257,614	264,054
	408	212,481	217,793	223,238	228,819	234,539	240,403	246,413	252,573	258,888	265,360
	409	213,544	218,883	224,355	229,964	235,713	241,606	247,646	253,837	260,183	266,688
	410	214,612	219,977	225,477	231,114	236,892	242,814	248,884	255,106	261,484	268,021
Assistant City Manager	411	215,648	221,040	226,566	232,230	238,035	243,986	250,086	256,338	262,747	269,315
	412	216,727	222,145	227,699	233,392	239,226	245,207	251,337	257,621	264,061	270,663
	413	217,811	223,256	228,837	234,558	240,422	246,433	252,594	258,909	265,381	272,016
	414	218,900	224,372	229,982	235,731	241,624	247,665	253,857	260,203	266,708	273,376
	415	219,995	225,494	231,132	236,910	242,833	248,904	255,126	261,504	268,042	274,743
	416	221,054	226,581	232,245	238,051	244,003	250,103	256,355	262,764	269,333	276,067
	417	222,160	227,714	233,407	239,242	245,223	251,354	257,638	264,079	270,681	277,448
	418	223,271	228,853	234,574	240,438	246,449	252,610	258,926	265,399	272,034	278,835
	419	224,387	229,997	235,746	241,640	247,681	253,873	260,220	266,725	273,394	280,228
	420	225,509	231,146	236,925	242,848	248,919	255,142	261,521	268,059	274,760	281,629
	421	226,599	232,264	238,070	244,022	250,123	256,376	262,785	269,355	276,089	282,991
	422	227,732	233,425	239,261	245,242	251,373	257,658	264,099	270,701	277,469	284,406
	423	228,870	234,592	240,457	246,468	252,630	258,946	265,419	272,055	278,856	285,828

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 11, 2026	Range										
Police Chief	424	230,015	235,765	241,659	247,700	253,893	260,240	266,746	273,415	280,250	287,257
	425	231,164	236,943	242,867	248,939	255,162	261,541	268,080	274,782	281,651	288,693
	426	232,321	238,129	244,082	250,184	256,438	262,849	269,421	276,156	283,060	290,137
	427	233,483	239,320	245,303	251,435	257,721	264,164	270,768	277,537	284,476	291,588
	428	234,650	240,517	246,529	252,693	259,010	265,485	272,122	278,925	285,899	293,046
	429	235,824	241,719	247,762	253,956	260,305	266,813	273,483	280,320	287,328	294,511
	430	237,003	242,928	249,001	255,226	261,607	268,147	274,850	281,722	288,765	295,984
	431	238,188	244,143	250,246	256,502	262,915	269,488	276,225	283,131	290,209	297,464
	432	239,379	245,363	251,497	257,785	264,229	270,835	277,606	284,546	291,660	298,951
	433	240,576	246,590	252,755	259,074	265,551	272,190	278,994	285,969	293,118	300,446
	434	241,778	247,823	254,018	260,369	266,878	273,550	280,389	287,398	294,583	301,948
	435	242,987	249,062	255,288	261,671	268,212	274,918	281,791	288,835	296,056	303,458
City Manager	500	319,065									