



Classification & Compensation Plan for Fiscal Year 2025-2026, Effective as of 7/01/2025 (Updated 04/16/2026)	Current Grade	Monthly Salary		Unit
		Min \$	Max \$	
Job Classes				
Accountant	230	\$7,071.23	\$10,447.45	CONF
Accounting Technician I	129	\$4,272.90	\$6,313.03	ICEA
Accounting Technician II	149	\$4,721.11	\$6,975.19	ICEA
Administrative Assistant	150	\$4,744.73	\$7,010.15	ICEA
Assistant City Manager	998	\$15,011.16	\$23,887.50	At-Will
Asst. Gen. Mgr./Eng. & Water Resources	323	\$11,244.46	\$16,613.21	MGMT
Assistant Engineer	222	\$7,134.39	\$10,540.73	SEIU
Assistant Director of Finance	323	\$11,244.46	\$16,613.21	MGMT
Assistant Planner	196	\$6,266.69	\$9,258.79	SEIU
Assistant Police Chief (1)	995	\$12,925.00	\$20,050.98	At-Will
Associate Engineer	242	\$7,882.73	\$11,646.39	SEIU
Associate Planner	216	\$6,924.03	\$10,229.99	SEIU
Beautification Worker	121	\$4,105.78	\$6,066.09	ICEA
Building Inspector I	183	\$5,873.26	\$8,677.48	SEIU
Building Inspector II	203	\$6,489.33	\$9,587.72	SEIU
Building Inspector III	211	\$6,753.49	\$9,977.99	SEIU
Building Inspector Supervisor	247	\$7,696.94	\$11,371.87	MGMT
Chief Building Official	340	\$10,363.63	\$15,311.80	At-Will
Chief of Police (1)	997	\$13,963.85	\$21,613.33	At-Will
City Clerk Records Coordinator	169	\$5,216.33	\$7,706.89	MGMT
City Clerk Specialist	168	\$5,190.39	\$7,668.59	UNREP
City Engineer	993	\$11,450.73	\$18,102.24	At-Will
City Manager	529	\$27,916.67, By Contract		Exec
Code Enforcement Aide	94	\$3,588.48	\$5,301.84	ICEA
Code Enforcement Manager	281	\$9,119.36	\$13,473.42	MGMT
Code Enforcement Officer I	154	\$4,840.35	\$7,151.44	ICEA
Code Enforcement Officer II	174	\$5,348.04	\$7,901.53	ICEA
Code Enforcement Supervisor	218	\$6,660.41	\$9,840.48	MGMT
Code Enforcement Technician	114	\$3,964.90	\$5,857.96	ICEA
Community Improvement Aide	78	\$3,313.25	\$4,895.16	ICEA
Community Program Administrator	218	\$6,660.41	\$9,840.48	UNREP
Community Program Aide	23	\$2,398.45	\$3,543.63	P/T
Community Program Assistant	121	\$4,105.78	\$6,066.09	ICEA
Community Service Officer I	113	\$4,083.24	\$6,032.80	IPOA
Community Service Officer II	133	\$4,511.56	\$6,665.63	IPOA
Community Services Manager	281	\$9,119.36	\$13,473.42	MGMT
Crime Analyst I	133	\$4,511.56	\$6,665.63	IPOA
Crime Analyst II	153	\$4,984.80	\$7,364.82	IPOA
Crime Scene Specialist	173	\$5,040.78	\$7,447.52	IPOA
Deputy City Clerk	187	\$5,706.29	\$8,430.81	UNREP
Deputy City Manager	997	\$13,963.85	\$21,613.33	At-Will
Development Services Manager	300	\$10,025.80	\$14,107.31	MGMT
Director of Community Development	995	\$13,963.85	\$20,050.98	At-Will
Director of City Clerk Services	993	\$11,450.73	\$18,102.24	At-Will
Director of Economic Development	995	\$12,925.00	\$20,050.98	At-Will
Director of Finance	995	\$12,925.00	\$20,050.98	At-Will
Director of HR & Risk Mgmt.	995	\$12,925.00	\$20,050.98	At-Will
Director of Information Technology	993	\$11,450.73	\$18,102.24	At-Will
Director of Public Works	995	\$12,925.00	\$20,050.98	At-Will
Director of Water Utility & Maintenance	995	\$12,925.00	\$20,050.98	At-Will
Division Chief of Support Services	333	\$11,819.50	\$17,462.80	MGMT
Economic Development Manager	300	\$9,548.38	\$14,812.67	MGMT
Economic Development Coordinator	208	\$6,336.38	\$9,361.71	UNREP
Emergency Operations Center Mgr.	281	\$9,119.36	\$13,473.42	MGMT
Engineering Technician I	141	\$4,536.44	\$6,702.38	ICEA
Engineering Technician II	161	\$5,012.28	\$7,405.44	ICEA
Enterprise Application Engineer	268	\$8,974.17	\$13,258.95	SEIU



Environmental Programs Coordinator	258	\$8,131.02	\$12,013.21	UNREP
Equipment Operator I	138	\$4,469.07	\$6,602.87	ICEA
Equipment Operator II	158	\$4,937.85	\$7,295.48	ICEA
Event Coordinator	208	\$6,336.38	\$9,361.71	UNREP
EXEC Assistant to the Chief of Police	218	\$6,660.41	\$9,840.48	CONF
EXEC Assistant to the City Manager	200	\$6,088.54	\$8,995.55	CONF
Facilities Maintenance Worker I	121	\$4,105.78	\$6,066.09	ICEA
Facilities Maintenance Worker II	141	\$4,536.44	\$6,702.38	ICEA
Finance Analyst	218	\$6,660.41	\$9,840.48	CONF
Finance Manager	300	\$10,025.80	\$14,812.67	MGMT
Finance Technician I	129	\$4,272.90	\$6,313.03	ICEA
Finance Technician II	149	\$4,721.11	\$6,975.19	ICEA
Fleet Mechanic I	146	\$4,651.01	\$6,871.67	ICEA
Fleet Mechanic II	166	\$5,138.87	\$7,592.46	ICEA
Fleet Mechanic Supervisor	228	\$7,351.10	\$10,860.93	SEIU
Fleet Services Operations Manager	281	\$9,119.36	\$13,473.42	MGMT
GIS Coordinator	204	\$6,521.79	\$9,635.67	SEIU
GIS Technician	161	\$5,012.28	\$7,405.44	ICEA
Graffiti Control Worker	118	\$4,044.80	\$5,976.06	ICEA
Greeter/Receptionist	74	\$3,247.83	\$4,798.52	UNREP
Housing & Neighborhood Service Manager	281	\$9,119.36	\$13,473.42	MGMT
Housing Technician	141	\$4,536.44	\$6,702.37	ICEA
Human Resources Analyst	228	\$7,001.04	\$10,343.73	CONF
Human Resources Assistant	158	\$4,937.85	\$7,295.47	CONF
Human Resources Specialist	178	\$5,455.79	\$8,060.70	CONF
Information Technology Analyst	211	\$6,431.89	\$9,502.84	CONF
Information Technology Business Analyst	231	\$7,106.56	\$10,499.63	CONF
Information Technology Support Technician	182	\$5,565.77	\$8,223.16	ICEA
Intern	84	\$3,413.89	\$5,043.87	PT
IWA Accountant	218	\$6,660.41	\$9,840.48	UNREP
IWA Accounting Technician I	128	\$4,292.91	\$6,342.60	IWAEA
IWA Accounting Technician II	148	\$4,743.25	\$7,007.93	IWAEA
IWA Accounting Technician III	168	\$5,240.78	\$7,743.04	IWAEA
IWA Senior Accounting Technician	188	\$5,790.50	\$8,555.18	IWAEA
IWA Administrative Coordinator	218	\$6,660.41	\$9,840.48	UNREP
IWA Administrative Assistant	150	\$4,790.79	\$7,078.21	IWAEA
IWA Asset Management Coordinator	218	\$6,660.41	\$9,840.48	UNREP
IWA Asset Management Supervisor	250	\$7,812.97	\$11,543.31	UNREP
Asset Management Specialist I	138	\$4,512.46	\$6,666.97	IWAEA
Asset Management Specialist II	158	\$4,985.78	\$7,366.25	IWAEA
Asset Management Specialist III	178	\$5,508.76	\$8,138.96	IWAEA
IWA Assistant Water Engineer (P/T)	211	\$6,125.60	\$9,050.32	PT
IWA Associate Water Engineer	242	\$7,882.73	\$11,646.39	SEIU
IWA Conservation and Outreach Coordinator	258	\$8,131.02	\$12,013.21	UNREP
IWA Conservation Specialist I	138	\$4,512.46	\$6,666.97	IWAEA
IWA Conservation Specialist II	158	\$4,985.78	\$7,366.25	IWAEA
IWA Conservation Specialist III	178	\$5,508.76	\$8,138.96	IWAEA
IWA Customer Service Technician I	124	\$4,208.12	\$6,217.33	IWAEA
IWA Customer Service Technician II	154	\$4,887.34	\$7,220.87	IWAEA
IWA Customer Service Supervisor	250	\$8,203.62	\$12,120.48	SEIU
IWA Customer Service Technician III	174	\$5,399.96	\$7,978.23	IWAEA
IWA Senior Customer Service Technician	194	\$5,966.40	\$8,815.12	IWAEA
IWA Data & Systems Manager	233	\$7,177.82	\$10,604.93	MGMT
IWA Engineering Water Technician I	175	\$5,426.97	\$8,018.09	IWAEA
IWA Engineering Water Technician II	195	\$5,996.25	\$8,859.18	IWAEA
IWA Engineering Water Technician III	215	\$6,625.22	\$9,788.48	IWAEA
IWA IT Support Technician	161	\$5,012.28	\$7,405.44	ICEA
IWA Junior Engineer	204	\$6,521.79	\$9,635.67	SEIU
IWA Management Analyst	188	\$5,734.83	\$8,472.92	UNREP
IWA Office Assistant	104	\$3,808.60	\$5,627.07	IWAEA
IWA Operations Manager	332	\$11,760.69	\$17,375.88	MGMT



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IWA Operations Supervisor	250	\$8,203.62	\$12,120.48	SEIU
IWA Principal Water Engineer	292	\$9,633.64	\$14,233.25	MGMT
IWA Water Project Construction Manager	271	\$8,675.68	\$12,817.93	MGMT
IWA Senior Accounting Technician	168	\$5,240.78	\$7,743.04	IWAEA
IWA Senior Water Mgmt. Analyst	240	\$7,432.87	\$10,981.76	UNREP
IWA Senior Water Operations Inspector	245	\$7,694.53	\$11,368.32	IWAEA
IWA Senior Water Treatment Plant Operator	237	\$7,393.56	\$10,923.70	IWAEA
IWA Senior Water Utility Specialist	223	\$6,894.91	\$10,186.94	IWAEA
IWA Water Conservation Specialist I	138	\$4,512.46	\$6,666.97	IWAEA
IWA Water Conservation Specialist II	158	\$4,985.78	\$7,366.30	IWAEA
IWA Water Operations Inspector I	204	\$6,271.52	\$9,265.92	IWAEA
IWA Water Operations Inspector II	225	\$6,964.01	\$10,289.05	IWAEA
IWA Water Production & Treatment Super.	250	\$8,203.62	\$12,120.48	SEIU
IWA Water Programs Specialist	178	\$5,508.76	\$8,138.96	IWAEA
IWA Water Resource & Conserv. Manager	332	\$11,760.69	\$17,375.88	MGMT
IWA Water Services Supervisor	228	\$7,351.10	\$10,860.93	SEIU
IWA Water Treatment Plant Operator I	177	\$5,481.37	\$8,098.51	IWAEA
IWA Water Treatment Plant Operator II	197	\$6,056.35	\$8,948.00	IWAEA
IWA Water Treatment Plant Operator III	217	\$6,691.63	\$9,886.62	IWAEA
IWA Water Treatment & Prod. Super.	250	\$8,203.62	\$12,120.48	SEIU
IWA Water Utility Specialist I	183	\$5,647.89	\$8,344.450	IWAEA
IWA Water Utility Specialist II	203	\$6,240.31	\$9,219.80	IWAEA
IWA Water Utility Worker I	153	\$4,862.99	\$7,184.88	IWAEA
IWA Water Utility Worker II	173	\$5,373.09	\$7,938.53	IWAEA
IWA Water Utility Worker III	193	\$5,936.70	\$8,771.21	IWAEA
IWA Senior Water Utility Worker I	213	\$6,559.45	\$9,691.31	IWAEA
IWA Senior Water Utility Worker II	233	\$7,247.51	\$10,707.89	IWAEA
Management Assistant	190	\$5,792.31	\$8,557.91	UNREP
Management Analyst	220	\$6,727.20	\$9,939.15	UNREP
Manager of Engineering & Water Resources	311	\$10,591.22	\$15,648.06	MGMT
Manager of Finance & Customer Service	281	\$9,119.36	\$13,473.42	MGMT
Marketing Analyst	208	\$6,336.38	\$9,361.71	UNREP
Marketing & Public Information Officer	281	\$9,119.36	\$13,473.42	MGMT
Network Administrator	233	\$7,536.72	\$11,079.78	SEIU
Office Assistant	104	\$3,771.98	\$5,572.97	ICEA
Park & Landscape Inspector I	148	\$4,697.65	\$6,940.58	ICEA
Park & Landscape Inspector II	163	\$5,062.53	\$7,479.66	ICEA
Park & Landscape Superintendent	206	\$5,974.74	\$8,827.38	UNREP
Park & Landscape Supervisor	231	\$7,461.90	\$11,024.63	SEIU
Parks & Facilities Manager	281	\$9,119.36	\$13,473.42	MGMT
Parks & Facilities Project Coordinator	201	\$6,118.98	\$9,040.55	UNREP
Payroll Coordinator	195	\$5,938.59	\$8,774.00	CONF
Payroll Specialist	169	\$5,216.33	\$7,706.89	CONF
Permit Technician I	140	\$4,513.88	\$6,669.05	ICEA
Permit Technician II	160	\$4,987.36	\$7,368.57	ICEA
Planning Technician I	141	\$4,536.43	\$6,702.37	ICEA
Planning Technician II	161	\$5,012.28	\$6,847.36	ICEA
Plans Examiner	224	\$7,205.90	\$10,646.44	SEIU
Police Administrative Officer	241	\$7,470.00	\$11,036.64	MGMT
Police Dispatch Supervisor	218	\$6,660.41	\$9,840.48	MGMT
Police Dispatcher I	133	\$4,511.56	\$6,665.63	IPOA
Police Dispatcher II	153	\$4,984.80	\$7,364.82	IPOA
Police Lieutenant	331	\$14,573.39	\$17,714.05	PCU
Police Officer	211	\$7,706.32	\$9,835.43	IPOA
Police Officer Trainee	184	\$5,621.54	\$8,305.59	MCU
Police Sergeant	286	\$11,643.59	\$14,152.85	PCU
Police Training Specialist	164	\$5,087.85	\$7,517.08	UNREP
Principal Civil Engineer	312	\$10,644.18	\$15,726.36	MGMT
Principal Human Resources Analyst	281	\$9,119.36	\$13,473.42	CONF
Principal Planner	284	\$9,256.82	\$13,676.59	UNREP
Principal Management Analyst	258	\$8,131.02	\$12,013.21	UNREP
Principal Water Management Analyst	258	\$8,131.02	\$12,013.21	UNREP



Project Construction Manager	271	\$8,675.68	\$12,817.93	MGMT
Property & Evidence Officer I	133	\$4,511.56	\$6,665.63	IPOA
Property & Evidence Officer II	153	\$4,984.80	\$7,364.82	IPOA

Public Arts Analyst	248	\$7,735.42	\$11,428.78	UNREP
Public Works Administrative Coordinator	218	\$6,660.41	\$9,840.48	UNREP
Public Works Manager	281	\$9,119.36	\$13,473.42	MGMT
Public Works Inspector I	185	\$5,649.65	\$8,347.11	ICEA
Public Works Inspector II	205	\$6,242.28	\$9,222.68	ICEA
Records Specialist I	94	\$3,588.48	\$5,301.84	ICEA
Records Specialist II	114	\$3,964.90	\$5,857.96	ICEA
Records Supervisor	169	\$5,216.33	\$7,706.89	MGMT
Senior Accountant	250	\$7,812.97	\$11,543.31	UNREP
Senior Accounting Technician	168	\$5,190.39	\$7,668.59	ICEA
Senior Administrative Assistant	195	\$5,938.60	\$8,774.01	ICEA
Senior Building Permit Technician	168	\$5,449.91	\$8,052.02	SEIU
Senior Code Enforcement Officer	194	\$5,909.04	\$8,730.36	ICEA
Senior Economic Development Analyst	240	\$7,432.87	\$10,981.76	UNREP
Senior Engineer	282	\$9,164.93	\$13,540.79	UNREP
Senior Equipment Operator	178	\$5,455.80	\$8,060.71	ICEA
Senior Facilities Maintenance Worker	178	\$5,455.80	\$8,060.71	ICEA
Senior Finance Technician	188	\$5,734.83	\$8,472.92	CONF
Senior Fleet Mechanic	186	\$5,677.90	\$8,388.83	ICEA
Senior HR Analyst	248	\$7,735.42	\$11,428.78	UNREP
Senior Management Analyst	240	\$7,432.87	\$10,981.76	UNREP
Senior Permit Technician	168	\$5,190.39	\$7,668.59	ICEA
Senior Planner	244	\$7,582.61	\$11,203.01	UNREP
Senior Records Specialist	134	\$4,380.78	\$6,472.39	ICEA
Senior Traffic Signal Technician	218	\$6,660.41	\$9,840.49	ICEA
Senior Street Maintenance Worker	149	\$4,721.11	\$6,975.19	ICEA
Senior Water Engineer	262	\$8,294.84	\$12,255.26	UNREP
SPI Community Outreach Coordinator	186	\$5,677.90	\$7,989.38	PT
Street Maintenance Supervisor	228	\$7,351.10	\$10,860.93	SEIU
Street Maintenance Worker I	109	\$3,867.23	\$5,713.67	ICEA
Street Maintenance Worker II	129	\$4,272.90	\$6,313.03	ICEA
Supervising Plans Examiner	274	\$8,806.45	\$13,011.11	MGMT
Supervising Traffic Signal Technician	238	\$7,727.05	\$11,416.38	SEIU
System Engineer	268	\$8,974.17	\$13,258.95	SEIU
Traffic Signal Technician I	178	\$5,455.80	\$8,060.71	ICEA
Traffic Signal Technician II	198	\$6,028.12	\$8,906.29	ICEA

(1) Does not include 13.75% or 15% POST Certificate Pay