



Class Titles & Salary Ranges

CLASS TITLE	BU GROUP	JOB CODE	HOURLY RATE BY STEP						MONTHLY RATES BY STEP						ANNUAL SALARY BY STEPS						
				1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
CITY MANAGER (AT-WILL):	1000	1010	CM2						109.04						18,900.00						226,800.00
DEPARTMENT HEADS: (AT-WILL) 7/6/2025 - 6/30/2026																					
Chief of Police	1500	1510	J91	82.51	86.63	90.96	95.51	100.28	-	14,301.01	15,016.29	15,767.16	16,554.74	17,382.36	-	171,612.17	180,195.45	189,205.89	198,656.84	208,588.35	-
Director of Community Development	1000	1040	J89	78.53	82.46	86.59	90.92	95.46	-	13,612.44	14,293.23	15,008.50	15,759.37	16,546.95	-	163,349.27	171,518.73	180,102.01	189,112.45	198,563.40	-
Director of Engineering Services/City Engineer	1000	1050	J89	78.53	82.46	86.59	90.92	95.46	-	13,612.44	14,293.23	15,008.50	15,759.37	16,546.95	-	163,349.27	171,518.73	180,102.01	189,112.45	198,563.40	-
Director of Finance	1000	1020	J89	78.53	82.46	86.59	90.92	95.46	-	13,612.44	14,293.23	15,008.50	15,759.37	16,546.95	-	163,349.27	171,518.73	180,102.01	189,112.45	198,563.40	-
Director of Human Resources	1000	1060	J89	78.53	82.46	86.59	90.92	95.46	-	13,612.44	14,293.23	15,008.50	15,759.37	16,546.95	-	163,349.27	171,518.73	180,102.01	189,112.45	198,563.40	-
Director of Public Works	1000	1030	J89	78.53	82.46	86.59	90.92	95.46	-	13,612.44	14,293.23	15,008.50	15,759.37	16,546.95	-	163,349.27	171,518.73	180,102.01	189,112.45	198,563.40	-
MID-MANAGERS: 7/20/2025 - 6/30/2026																					
City Clerk	2000	2010	J83	59.33	62.30	65.41	68.69	72.12	-	10,283.32	10,798.89	11,338.56	11,905.71	12,500.37	-	123,399.88	129,586.71	136,062.75	142,868.52	150,004.42	-
Deputy Finance Director	2000	2050	J83	59.33	62.30	65.41	68.69	72.12	-	10,283.32	10,798.89	11,338.56	11,905.71	12,500.37	-	123,399.88	129,586.71	136,062.75	142,868.52	150,004.42	-
Deputy Director of Public Works	2000	2035	J83	59.33	62.30	65.41	68.69	72.12	-	10,283.32	10,798.89	11,338.56	11,905.71	12,500.37	-	123,399.88	129,586.71	136,062.75	142,868.52	150,004.42	-
Information Technology Manager	2000	2020	J83	59.33	62.30	65.41	68.69	72.12	-	10,283.32	10,798.89	11,338.56	11,905.71	12,500.37	-	123,399.88	129,586.71	136,062.75	142,868.52	150,004.42	-
Public Works Superintendent	2000	2030	J77	51.16	53.72	56.41	59.23	62.19	-	8,867.04	9,311.67	9,778.00	10,266.11	10,779.43	-	106,404.44	111,740.09	117,336.03	123,193.36	129,353.19	-
Recreation Manager	2000	2040	J75	48.70	51.13	53.69	56.37	59.19	-	8,440.90	8,862.56	9,305.94	9,770.01	10,260.38	-	101,290.75	106,350.66	111,671.31	117,240.06	123,124.58	-
Redevelopment & Economic Development Manager	2000	2060	J83	59.33	62.30	65.41	68.69	72.12	-	10,283.32	10,798.89	11,338.56	11,905.71	12,500.37	-	123,399.88	129,586.71	136,062.75	142,868.52	150,004.42	-
PUBLIC SAFETY MANAGERS: 7/6/2025 - 6/30/2026																					
Police Captain	2500	2510	J85	72.55	76.18	79.99	83.99	88.19	92.59	12,576.06	13,204.30	13,865.42	14,558.29	15,286.32	16,049.50	150,912.72	158,451.55	166,385.02	174,699.50	183,435.84	192,594.02
Police Lieutenant	2500	2520	J80	64.12	67.33	70.70	74.23	77.95	81.84	11,114.33	11,671.13	12,255.14	12,866.36	13,510.48	14,186.34	133,372.01	140,053.54	147,061.66	154,396.37	162,125.71	170,236.08
FIRST LINE SUPERVISORS/CONFIDENTIAL: 7/20/2025 - 6/30/2026																					
Account Clerk II - Confidential	3000	3001	J44	22.65	23.78	24.96	26.22	27.53	-	3,926.00	4,121.87	4,326.40	4,544.80	4,771.87	-	47,112.00	49,462.40	51,916.80	54,537.60	57,262.40	-
Accountant	3000	3003	J61	34.46	36.18	37.99	39.90	41.89	-	5,973.07	6,271.20	6,584.93	6,916.00	7,260.93	-	71,676.80	75,254.40	79,019.20	82,992.00	87,131.20	-
Administrative Secretary - Confidential	3000	3005	J51	26.93	28.26	29.68	31.16	32.72	-	4,667.87	4,898.40	5,144.53	5,401.07	5,671.47	-	56,014.40	58,780.80	61,734.40	64,812.80	68,057.60	-
Code Enforcement Supervisor	3000	3535	J60	33.62	35.30	37.06	38.92	40.87	-	5,827.47	6,118.67	6,423.73	6,746.13	7,084.13	-	69,929.60	73,424.00	77,084.80	80,953.60	85,009.60	-
Deputy City Clerk	3000	3030	J53	28.29	29.70	31.18	32.74	34.39	-	4,903.60	5,148.00	5,404.53	5,674.93	5,960.93	-	58,843.20	61,776.00	64,854.40	68,099.20	71,531.20	-
Facility Maintenance Supervisor	3000	3510	J57	31.22	32.78	34.42	36.14	37.95	-	5,411.47	5,681.87	5,966.13	6,264.27	6,578.00	-	64,937.60	68,182.40	71,593.60	75,171.20	78,936.00	-
Fleet Services Supervisor	3000	3520	J60	33.62	35.30	37.06	38.92	40.87	-	5,827.47	6,118.67	6,423.73	6,746.13	7,084.13	-	69,929.60	73,424.00	77,084.80	80,953.60	85,009.60	-
Human Resources Analyst	3000	3020	J65	38.04	39.94	41.94	44.04	46.25	-	6,593.60	6,922.93	7,269.60	7,633.60	8,016.67	-	79,123.20	83,075.20	87,235.20	91,603.20	96,200.00	-
Human Resources Technician	3000	3010	J51	26.93	28.26	29.68	31.16	32.72	-	4,667.87	4,898.40	5,144.53	5,401.07	5,671.47	-	56,014.40	58,780.80	61,734.40	64,812.80	68,057.60	-
Landscape Maintenance Supervisor	3000	3530	J57	31.22	32.78	34.42	36.14	37.95	-	5,411.47	5,681.87	5,966.13	6,264.27	6,578.00	-	64,937.60	68,182.40	71,593.60	75,171.20	78,936.00	-
Payroll Technician I	3000	3004	J48	24.99	26.25	27.56	28.94	30.39	-	4,331.60	4,550.00	4,777.07	5,016.27	5,267.60	-	51,979.20	54,600.00	57,324.80	60,195.20	63,211.20	-
Payroll Technician II	3000	3006	J52	27.60	28.98	30.43	31.94	33.54	-	4,784.00	5,023.20	5,274.53	5,536.27	5,813.60	-	57,408.00	60,278.40	63,294.40	66,435.20	69,763.20	-
Police Dispatch Supervisor	3000	3540	J62	35.32	37.08	38.95	40.89	42.93	-	6,122.13	6,427.20	6,751.33	7,087.60	7,441.20	-	73,465.60	77,126.40	81,016.00	85,051.20	89,294.40	-
Recreation Supervisor	3000	3550	J59	32.81	34.44	36.16	37.97	39.87	-	5,687.07	5,969.60	6,267.73	6,581.47	6,910.80	-	68,244.80	71,635.20	75,212.80	78,977.60	82,929.60	-
Revenue & Customer Service Supervisor	3000	3560	J56	30.45	31.98	33.58	35.26	37.02	-	5,278.00	5,543.20	5,820.53	6,111.73	6,416.80	-	63,336.00	66,518.40	69,846.40	73,340.80	77,001.60	-
Senior Account Clerk - Confidential	3000	3002	J48	24.99	26.25	27.56	28.94	30.39	-	4,331.60	4,550.00	4,777.07	5,016.27	5,267.60	-	51,979.20	54,600.00	57,324.80	60,195.20	63,211.20	-
Streets Maintenance Supervisor	3000	3570	J57	31.22	32.78	34.42	36.14	37.95	-	5,411.47	5,681.87	5,966.13	6,264.27	6,578.00	-	64,937.60	68,182.40	71,593.60	75,171.20	78,936.00	-
Wastewater Systems Supervisor	3000	3580	J62	35.32	37.08	38.95	40.89	42.93	-	6,122.13	6,427.20	6,751.33	7,087.60	7,441.20	-	73,465.60	77,126.40	81,016.00	85,051.20	89,294.40	-
Water Distribution Supervisor	3000	3590	J61	34.46	36.18	37.99	39.90	41.89	-	5,973.07	6,271.20	6,584.93	6,916.00	7,260.93	-	71,676.80	75,254.40	79,019.20	82,992.00	87,131.20	-
CERES POLICE OFFICERS' ASSOCIATION: 7/6/2025 - 6/30/2026																					
Police Officer	5000	5010	36U	40.21	42.21	44.33	46.54	48.88	51.30	6,969.73	7,316.40	7,683.87	8,066.93	8,472.53	8,892.00	83,636.80	87,796.80	92,206.40	96,803.20	101,670.40	106,704.00
Police Sergeant	5000	5050	40U	51.40	53.95	56.66	59.49	62.46	65.60	8,909.33	9,351.33	9,821.07	10,311.60	10,826.40	11,370.67	106,912.00	112,216.00	117,852.80	123,739.20	129,916.80	136,448.00
MISCELLANEOUS : 7/20/2025 to 6/30/2026																					
Account Clerk I/II - I	6000	6070	J38	19.53	20.50	21.53	22.62	23.74	-	3,385.20	3,553.33	3,731.87	3,920.80	4,114.93	-	40,622.40	42,640.00	44,782.40	47,049.60	49,379.20	-
Account Clerk I/II - II	6000	6071	J42	21.56	22.64	23.77	24.95	26.20	-	3,737.07	3,924.27	4,120.13	4,324.67	4,541.33	-	44,844.80	47,091.20	49,441.60	51,896.00	54,496.00	-
Administrative Analyst	6000	6020	J61	34.46	36.18	37.99	39.90	41.89	-	5,973.07	6,271.20	6,584.93	6,916.00	7,260.93	-	71,676.80	75,254.40	79,019.20	82,992.00	87,131.20	-
Administrative Secretary	6000	6015	J49	25.63	26.91	28.24	29.67	31.15	-	4,442.53	4,664.40	4,894.93	5,142.80	5,399.33	-	53,310.40	55,972.80	58,739.20	61,713.60	64,792.00	-
Assistant/Associate Engineer - Assistant	6000	6063	J68	40.97	43.02	45.17	47.42	49.79	-	7,101.47	7,456.80	7,829.47	8,219.47	8,630.27	-	85,217.60	89,481.60	93,953.60	98,633.60	103,563.20	-
Assistant/Associate Engineer - Associate	6000	6064	J72	45.21	47.48	49.85	52.35	54.96	-	7,836.40	8,229.87	8,640.67	9,074.00	9,526.40	-	94,036.80	98,758.40	103,688.00	108,888.00	114,316.80	-
Assistant/Associate Planner - Assistant	6000	6090	J59	32.81	34.44	36.16	37.97	39.87	-	5,687.07	5,969.60	6,267.73	6,581.47	6,910.80	-	68,244.80	71,635.20	75,212.80	78,977.60	82,929.60	-
Assistant/Associate Planner - Associate	6000	6091	J63	36.21	38.02	39.92	41.92	44.02	-	6,276.40	6,590.13	6,919.47	7,266.13	7,630.13	-	75,316.80	79,081.60	83,033.60	87,193.60	91,561.60	-
Building Permit Technician	6000	6085																			

Community Service Officer	6000	6030	J48	24.99	26.25	27.56	28.94	30.39	-	4,331.60	4,550.00	4,777.07	5,016.27	5,267.60	-	51,979.20	54,600.00	57,324.80	60,195.20	63,211.20	-
Crime Analyst/Crime Scene Technician	6000	6036	J55	29.72	31.20	32.76	34.40	36.12	-	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	-	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	-
Custodian	6000	6155	J38	19.53	20.50	21.53	22.62	23.74	-	3,385.20	3,553.33	3,731.87	3,920.80	4,114.93	-	40,622.40	42,640.00	44,782.40	47,049.60	49,379.20	-
Engineering Technician I/II - I	6000	6060	J50	26.27	27.58	28.97	30.41	31.93	-	4,553.47	4,780.53	5,021.47	5,271.07	5,534.53	-	54,641.60	57,366.40	60,257.60	63,252.80	66,414.40	-
Engineering Technician I/II - II	6000	6061	J54	29.00	30.44	31.97	33.56	35.24	-	5,026.67	5,276.27	5,541.47	5,817.07	6,108.27	-	60,320.00	63,315.20	66,497.60	69,804.80	73,299.20	-
Facility Maintenance Worker I/II - I	6000	6150	J41	21.03	22.08	23.19	24.34	25.56	-	3,645.20	3,827.20	4,019.60	4,218.93	4,430.40	-	43,742.40	45,926.40	48,235.20	50,627.20	53,164.80	-
Facility Maintenance Worker I/II - II	6000	6151	J45	23.21	24.37	25.60	26.87	28.22	-	4,023.07	4,224.13	4,437.33	4,657.47	4,891.47	-	48,276.80	50,689.60	53,248.00	55,889.60	58,697.60	-
Field Service Technician	6000	6135	J48	24.99	26.25	27.56	28.94	30.39	-	4,331.60	4,550.00	4,777.07	5,016.27	5,267.60	-	51,979.20	54,600.00	57,324.80	60,195.20	63,211.20	-
Fleet Mechanic I/II - I	6000	6105	J47	24.39	25.61	26.88	28.23	29.65	-	4,227.60	4,439.07	4,659.20	4,893.20	5,139.33	-	50,731.20	53,268.80	55,910.40	58,718.40	61,672.00	-
Fleet Mechanic I/II - II	6000	6106	J51	26.93	28.26	29.68	31.16	32.72	-	4,667.87	4,898.40	5,144.53	5,401.07	5,671.47	-	56,014.40	58,780.80	61,734.40	64,812.80	68,057.60	-
IT Systems Analyst	6000	6050	J62	35.32	37.08	38.95	40.89	42.93	-	6,122.13	6,427.20	6,751.33	7,087.60	7,441.20	-	73,465.60	77,126.40	81,016.00	85,051.20	89,294.40	-
Parks Maintenance Worker I/II - I	6000	6140	J41	21.03	22.08	23.19	24.34	25.56	-	3,645.20	3,827.20	4,019.60	4,218.93	4,430.40	-	43,742.40	45,926.40	48,235.20	50,627.20	53,164.80	-
Parks Maintenance Worker I/II - II	6000	6141	J45	23.21	24.37	25.60	26.87	28.22	-	4,023.07	4,224.13	4,437.33	4,657.47	4,891.47	-	48,276.80	50,689.60	53,248.00	55,889.60	58,697.60	-
Planning Technician	6000	6093	J49	25.63	26.91	28.24	29.67	31.15	-	4,442.53	4,664.40	4,894.93	5,142.80	5,399.33	-	53,310.40	55,972.80	58,739.20	61,713.60	64,792.00	-
Public Safety Dispatcher I/II - I	6000	6045	J46	24.68	25.90	27.21	28.56	29.99	-	4,277.87	4,489.33	4,716.40	4,950.40	5,198.27	-	51,334.40	53,872.00	56,596.80	59,404.80	62,379.20	-
Public Safety Dispatcher I/II - II	6000	6046	J50	27.24	28.60	30.04	31.53	33.12	-	4,721.60	4,957.33	5,206.93	5,465.20	5,740.80	-	56,659.20	59,488.00	62,483.20	65,582.40	68,889.60	-
Public Safety Records Clerk I	6000	6040	J38	19.53	20.50	21.53	22.62	23.74	-	3,385.20	3,553.33	3,731.87	3,920.80	4,114.93	-	40,622.40	42,640.00	44,782.40	47,049.60	49,379.20	-
Public Safety Records Clerk II	6000	6041	J42	21.56	22.64	23.77	24.95	26.20	-	3,737.07	3,924.27	4,120.13	4,324.67	4,541.33	-	44,844.80	47,091.20	49,441.60	51,896.00	54,496.00	-
Recreation Administrative Coordinator	6000	6080	J49	25.63	26.91	28.24	29.67	31.15	-	4,442.53	4,664.40	4,894.93	5,142.80	5,399.33	-	53,310.40	55,972.80	58,739.20	61,713.60	64,792.00	-
Recreation Coordinator	6000	6081	J47	24.39	25.61	26.88	28.23	29.65	-	4,227.60	4,439.07	4,659.20	4,893.20	5,139.33	-	50,731.20	53,268.80	55,910.40	58,718.40	61,672.00	-
Secretary	6000	6010	J45	23.21	24.37	25.60	26.87	28.22	-	4,023.07	4,224.13	4,437.33	4,657.47	4,891.47	-	48,276.80	50,689.60	53,248.00	55,889.60	58,697.60	-
Senior Account Clerk	6000	6072	J46	23.80	24.98	26.24	27.54	28.92	-	4,125.33	4,329.87	4,548.27	4,773.60	5,012.80	-	49,504.00	51,958.40	54,579.20	57,283.20	60,153.60	-
Senior Civil Engineer	6000	6065	J77	51.16	53.72	56.41	59.23	62.19	-	8,867.73	9,311.47	9,777.73	10,266.53	10,779.60	-	106,412.80	111,737.60	117,332.80	123,198.40	129,355.20	-
Senior Engineering Technician	6000	6062	J58	32.00	33.60	35.28	37.04	38.90	-	5,546.67	5,824.00	6,115.20	6,420.27	6,742.67	-	66,560.00	69,888.00	73,382.40	77,043.20	80,912.00	-
Senior Facility Maintenance Worker	6000	6152	J49	25.63	26.91	28.24	29.67	31.15	-	4,442.53	4,664.40	4,894.93	5,142.80	5,399.33	-	53,310.40	55,972.80	58,739.20	61,713.60	64,792.00	-
Senior Fleet Mechanic	6000	6107	J55	29.72	31.20	32.76	34.40	36.12	-	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	-	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	-
Senior IT Systems Analyst	6000	6051	J66	38.99	40.94	42.99	45.14	47.39	-	6,758.27	7,096.27	7,451.60	7,824.27	8,214.27	-	81,099.20	85,155.20	89,419.20	93,891.20	98,571.20	-
Senior Parks Maintenance Worker	6000	6142	J49	25.63	26.91	28.24	29.67	31.15	-	4,442.53	4,664.40	4,894.93	5,142.80	5,399.33	-	53,310.40	55,972.80	58,739.20	61,713.60	64,792.00	-
Senior Planner	6000	6092	J67	39.96	41.96	44.06	46.27	48.58	-	6,926.40	7,273.07	7,637.07	8,020.13	8,420.53	-	83,116.80	87,276.80	91,644.80	96,241.60	101,046.40	-
Senior Public Safety Dispatcher	6000	6047	J54D	30.07	31.57	33.15	34.81	36.54	-	5,212.13	5,472.13	5,746.00	6,033.73	6,333.60	-	62,545.60	65,665.60	68,952.00	72,404.80	76,003.20	-
Senior Street Maintenance Operator	6000	6122	J49	25.63	26.91	28.24	29.67	31.15	-	4,442.53	4,664.40	4,894.93	5,142.80	5,399.33	-	53,310.40	55,972.80	58,739.20	61,713.60	64,792.00	-
Senior Wastewater Operator	6000	6112	J52s	28.62	30.06	31.55	33.12	34.78	-	4,960.80	5,210.40	5,468.67	5,740.80	6,028.53	-	59,529.60	62,524.80	65,624.00	68,889.60	72,342.40	-
Senior Water Distribution Operator	6000	6132	J55w	30.82	32.36	33.98	35.67	37.46	-	5,342.13	5,609.07	5,889.87	6,182.80	6,493.07	-	64,105.60	67,308.80	70,678.40	74,193.60	77,916.80	-
Streets Maintenance Operator I/II - I	6000	6120	J41	21.03	22.08	23.19	24.34	25.56	-	3,645.20	3,827.20	4,019.60	4,218.93	4,430.40	-	43,742.40	45,926.40	48,235.20	50,627.20	53,164.80	-
Streets Maintenance Operator I/II - II	6000	6121	J45	23.21	24.37	25.60	26.87	28.22	-	4,023.07	4,224.13	4,437.33	4,657.47	4,891.47	-	48,276.80	50,689.60	53,248.00	55,889.60	58,697.60	-
Street Sweeper Operator	6000	6124	J45	23.21	24.37	25.60	26.87	28.22	-	4,023.07	4,224.13	4,437.33	4,657.47	4,891.47	-	48,276.80	50,689.60	53,248.00	55,889.60	58,697.60	-
Wastewater Operator I/II - I	6000	6110	J44s	23.49	24.66	25.89	27.19	28.55	-	4,071.60	4,274.40	4,487.60	4,712.93	4,948.67	-	48,859.20	51,292.80	53,851.20	56,555.20	59,384.00	-
Wastewater Operator I/II - II	6000	6111	J48s	25.92	27.22	28.58	30.02	31.52	-	4,492.80	4,718.13	4,953.87	5,203.47	5,463.47	-	53,913.60	56,617.60	59,446.40	62,441.60	65,561.60	-
Water Conservationist	6000	6137	J37	19.05	20.00	21.01	22.06	23.16	-	3,302.00	3,466.67	3,641.73	3,823.73	4,014.40	-	39,624.00	41,600.00	43,700.80	45,884.80	48,172.80	-
Water Distribution Operator I/II - I	6000	6130	J47w	25.29	26.56	27.88	29.28	30.75	-	4,383.60	4,603.73	4,832.53	5,075.20	5,330.00	-	52,603.20	55,244.80	57,990.40	60,902.40	63,960.00	-
Water Distribution Operator I/II - II	6000	6131	J51w	27.93	29.31	30.78	32.32	33.94	-	4,841.20	5,080.40	5,335.20	5,602.13	5,882.93	-	58,094.40	60,964.80	64,022.40	67,225.60	70,595.20	-
Water Resources Analyst	6000	6138	J55	29.72	31.20	32.76	34.40	36.12	-	5,151.47	5,408.00	5,678.40	5,962.67	6,260.80	-	61,817.60	64,896.00	68,140.80	71,552.00	75,129.60	-