



Limited Hourly Salary Schedule

Job Code	FLSA	Job Title	Step	3% Increase Effective 01/24/2026	3% Increase Effective 07/11/2026	3% Increase Effective 07/10/2027
910	Non-exempt	Administrative Specialist I	1	\$ 28.76	\$ 29.61	\$ 30.51
			2	\$ 30.27	\$ 31.17	\$ 32.12
			3	\$ 31.86	\$ 32.81	\$ 33.81
			4	\$ 33.54	\$ 34.54	\$ 35.59
			5	\$ 35.30	\$ 36.36	\$ 37.46
913	Non-exempt	Administrative Specialist II	1	\$ 34.31	\$ 35.35	\$ 36.41
			2	\$ 36.12	\$ 37.21	\$ 38.33
			3	\$ 38.02	\$ 39.17	\$ 40.35
			4	\$ 40.02	\$ 41.23	\$ 42.47
			5	\$ 42.13	\$ 43.40	\$ 44.71
954	Non-exempt	Arts & Science Aide	1	\$ 19.70	\$ 20.30	\$ 20.91
			2	\$ 20.74	\$ 21.37	\$ 22.01
			3	\$ 21.83	\$ 22.49	\$ 23.17
			4	\$ 22.98	\$ 23.67	\$ 24.39
			5	\$ 24.19	\$ 24.92	\$ 25.67
951	Non-exempt	Arts & Science Professional I	1	\$ 27.57	\$ 28.41	\$ 29.25
			2	\$ 29.02	\$ 29.90	\$ 30.79
			3	\$ 30.55	\$ 31.47	\$ 32.41
			4	\$ 32.16	\$ 33.13	\$ 34.12
			5	\$ 33.85	\$ 34.87	\$ 35.92
952	Non-exempt	Arts & Science Professional II	1	\$ 33.54	\$ 34.56	\$ 35.60
			2	\$ 35.31	\$ 36.38	\$ 37.47
			3	\$ 37.17	\$ 38.29	\$ 39.44
			4	\$ 39.13	\$ 40.31	\$ 41.52
			5	\$ 41.19	\$ 42.43	\$ 43.71
983	Non-exempt	Arts & Science Professional III	1	\$ 38.64	\$ 39.81	\$ 40.99
			2	\$ 40.67	\$ 41.90	\$ 43.15
			3	\$ 42.81	\$ 44.10	\$ 45.42
			4	\$ 45.06	\$ 46.42	\$ 47.81
			5	\$ 47.43	\$ 48.86	\$ 50.33

Job Code	FLSA	Job Title	Step	3% Increase Effective 01/24/2026	3% Increase Effective 07/11/2026	3% Increase Effective 07/10/2027
953	Non-exempt	Arts & Science Technician	1	\$ 19.77	\$ 20.36	\$ 20.98
			2	\$ 20.81	\$ 21.43	\$ 22.08
			3	\$ 21.91	\$ 22.56	\$ 23.24
			4	\$ 23.06	\$ 23.75	\$ 24.46
			5	\$ 24.27	\$ 25.00	\$ 25.75
915	Non-exempt	Assistant Park Ranger	1	\$ 29.86	\$ 30.75	\$ 31.68
			2	\$ 31.43	\$ 32.37	\$ 33.35
			3	\$ 33.08	\$ 34.07	\$ 35.10
			4	\$ 34.82	\$ 35.86	\$ 36.95
			5	\$ 36.65	\$ 37.75	\$ 38.89
916	Non-exempt	Building Service Person	1	\$ 26.54	\$ 27.35	\$ 28.17
			2	\$ 27.94	\$ 28.79	\$ 29.65
			3	\$ 29.41	\$ 30.30	\$ 31.21
			4	\$ 30.96	\$ 31.89	\$ 32.85
			5	\$ 32.59	\$ 33.57	\$ 34.58
917	Non-exempt	Clerical Assistant	1	\$ 23.29	\$ 24.00	\$ 24.72
			2	\$ 24.52	\$ 25.26	\$ 26.02
			3	\$ 25.81	\$ 26.59	\$ 27.39
			4	\$ 27.17	\$ 27.99	\$ 28.83
			5	\$ 28.60	\$ 29.46	\$ 30.35
918	Non-exempt	Custodial Aide	1	\$ 19.70	\$ 20.30	\$ 20.91
			2	\$ 20.74	\$ 21.37	\$ 22.01
			3	\$ 21.83	\$ 22.49	\$ 23.17
			4	\$ 22.98	\$ 23.67	\$ 24.39
			5	\$ 24.19	\$ 24.92	\$ 25.67
919	Non-exempt	Custodial Assistant	1	\$ 22.33	\$ 23.02	\$ 23.71
			2	\$ 23.51	\$ 24.23	\$ 24.96
			3	\$ 24.75	\$ 25.50	\$ 26.27
			4	\$ 26.05	\$ 26.84	\$ 27.65
			5	\$ 27.42	\$ 28.25	\$ 29.10

Job Code	FLSA	Job Title	Step	3% Increase Effective 01/24/2026	3% Increase Effective 07/11/2026	3% Increase Effective 07/10/2027
920	Non-exempt	House Manager	1	\$ 21.95	\$ 22.62	\$ 23.30
			2	\$ 23.11	\$ 23.81	\$ 24.53
			3	\$ 24.33	\$ 25.06	\$ 25.82
			4	\$ 25.61	\$ 26.38	\$ 27.18
			5	\$ 26.96	\$ 27.77	\$ 28.61
921	Non-exempt	Instructor Aide	1	\$ 19.70	\$ 20.30	\$ 20.91
			2	\$ 20.74	\$ 21.37	\$ 22.01
			3	\$ 21.83	\$ 22.49	\$ 23.17
			4	\$ 22.98	\$ 23.67	\$ 24.39
			5	\$ 24.19	\$ 24.92	\$ 25.67
922	Non-exempt	Instructor I	1	\$ 27.57	\$ 28.41	\$ 29.25
			2	\$ 29.02	\$ 29.90	\$ 30.79
			3	\$ 30.55	\$ 31.47	\$ 32.41
			4	\$ 32.16	\$ 33.13	\$ 34.12
			5	\$ 33.85	\$ 34.87	\$ 35.92
923	Non-exempt	Instructor II	1	\$ 33.54	\$ 34.56	\$ 35.60
			2	\$ 35.31	\$ 36.38	\$ 37.47
			3	\$ 37.17	\$ 38.29	\$ 39.44
			4	\$ 39.13	\$ 40.31	\$ 41.52
			5	\$ 41.19	\$ 42.43	\$ 43.71
982	Non-exempt	Instructor III	1	\$ 38.64	\$ 39.81	\$ 40.99
			2	\$ 40.67	\$ 41.90	\$ 43.15
			3	\$ 42.81	\$ 44.10	\$ 45.42
			4	\$ 45.06	\$ 46.42	\$ 47.81
			5	\$ 47.43	\$ 48.86	\$ 50.33
924	Non-exempt	Librarian	1	\$ 34.93	\$ 35.99	\$ 37.07
			2	\$ 36.77	\$ 37.88	\$ 39.02
			3	\$ 38.71	\$ 39.87	\$ 41.07
			4	\$ 40.75	\$ 41.97	\$ 43.23
			5	\$ 42.89	\$ 44.18	\$ 45.51

Job Code	FLSA	Job Title	Step	3% Increase Effective 01/24/2026	3% Increase Effective 07/11/2026	3% Increase Effective 07/10/2027
925	Non-exempt	Library Clerk	1	\$ 27.01	\$ 27.84	\$ 28.67
			2	\$ 28.43	\$ 29.30	\$ 30.18
			3	\$ 29.93	\$ 30.84	\$ 31.77
			4	\$ 31.51	\$ 32.46	\$ 33.44
			5	\$ 33.17	\$ 34.17	\$ 35.20
930	Non-exempt	Library Page	1	\$ 20.16	\$ 20.78	\$ 21.40
			2	\$ 21.22	\$ 21.87	\$ 22.53
			3	\$ 22.34	\$ 23.02	\$ 23.72
			4	\$ 23.52	\$ 24.23	\$ 24.97
			5	\$ 24.76	\$ 25.51	\$ 26.28
935	Non-exempt	Maintenance Assistant	1	\$ 21.24	\$ 21.89	\$ 22.55
			2	\$ 22.36	\$ 23.04	\$ 23.74
			3	\$ 23.54	\$ 24.25	\$ 24.99
			4	\$ 24.78	\$ 25.53	\$ 26.30
			5	\$ 26.08	\$ 26.87	\$ 27.68
936	Non-exempt	Open Space Technician	1	\$ 21.75	\$ 22.40	\$ 23.07
			2	\$ 22.89	\$ 23.58	\$ 24.28
			3	\$ 24.09	\$ 24.82	\$ 25.56
			4	\$ 25.36	\$ 26.13	\$ 26.91
			5	\$ 26.69	\$ 27.50	\$ 28.33
960	Non-exempt	Police Reserve I	1	\$ 59.61	\$ 61.40	\$ 63.25
			2			
			3			
			4			
			5			
961	Non-exempt	Police Reserve II	1	\$ 53.43	\$ 55.04	\$ 56.70
			2			
			3			
			4			
			5			

Job Code	FLSA	Job Title	Step	3% Increase Effective 01/24/2026	3% Increase Effective 07/11/2026	3% Increase Effective 07/10/2027
937	Non-exempt	Print Shop Assistant	1	\$ 26.03	\$ 26.81	\$ 27.62
			2	\$ 27.40	\$ 28.22	\$ 29.07
			3	\$ 28.84	\$ 29.71	\$ 30.60
			4	\$ 30.36	\$ 31.27	\$ 32.21
			5	\$ 31.96	\$ 32.92	\$ 33.91
938	Non-exempt	Project Construction Inspector	1	\$ 37.64	\$ 38.77	\$ 39.94
			2	\$ 39.62	\$ 40.81	\$ 42.04
			3	\$ 41.71	\$ 42.96	\$ 44.25
			4	\$ 43.90	\$ 45.22	\$ 46.58
			5	\$ 46.21	\$ 47.60	\$ 49.03
939	Non-exempt	Project Specialist	1	\$ 28.76	\$ 29.61	\$ 30.51
			2	\$ 30.27	\$ 31.17	\$ 32.12
			3	\$ 31.86	\$ 32.81	\$ 33.81
			4	\$ 33.54	\$ 34.54	\$ 35.59
			5	\$ 35.30	\$ 36.36	\$ 37.46
941	Non-exempt	Recreation Leader I	1	\$ 19.70	\$ 20.30	\$ 20.91
			2	\$ 20.74	\$ 21.37	\$ 22.01
			3	\$ 21.83	\$ 22.49	\$ 23.17
			4	\$ 22.98	\$ 23.67	\$ 24.39
			5	\$ 24.19	\$ 24.92	\$ 25.67
942	Non-exempt	Recreation Leader II	1	\$ 21.84	\$ 22.50	\$ 23.18
			2	\$ 22.99	\$ 23.68	\$ 24.40
			3	\$ 24.20	\$ 24.93	\$ 25.68
			4	\$ 25.47	\$ 26.24	\$ 27.03
			5	\$ 26.81	\$ 27.62	\$ 28.45
943	Non-exempt	Recreation Leader III	1	\$ 24.20	\$ 24.93	\$ 25.67
			2	\$ 25.47	\$ 26.24	\$ 27.02
			3	\$ 26.81	\$ 27.62	\$ 28.44
			4	\$ 28.22	\$ 29.07	\$ 29.94
			5	\$ 29.70	\$ 30.60	\$ 31.52

Job Code	FLSA	Job Title	Step	3% Increase Effective 01/24/2026	3% Increase Effective 07/11/2026	3% Increase Effective 07/10/2027
948	Non-exempt	Stock Clerk	1	\$ 21.12	\$ 21.76	\$ 22.41
			2	\$ 22.23	\$ 22.90	\$ 23.59
			3	\$ 23.40	\$ 24.10	\$ 24.83
			4	\$ 24.63	\$ 25.37	\$ 26.14
			5	\$ 25.93	\$ 26.71	\$ 27.52
950	Non-exempt	Technical Specialist	1	\$ 23.29	\$ 24.00	\$ 24.72
			2	\$ 24.52	\$ 25.26	\$ 26.02
			3	\$ 25.81	\$ 26.59	\$ 27.39
			4	\$ 27.17	\$ 27.99	\$ 28.83
			5	\$ 28.60	\$ 29.46	\$ 30.35
962	Non-exempt	Technician I	1	\$ 20.76	\$ 21.38	\$ 22.03
			2	\$ 21.85	\$ 22.51	\$ 23.19
			3	\$ 23.00	\$ 23.69	\$ 24.41
			4	\$ 24.21	\$ 24.94	\$ 25.69
			5	\$ 25.48	\$ 26.25	\$ 27.04
955	Non-exempt	Zoological Assistant	1	\$ 29.17	\$ 30.06	\$ 30.96
			2	\$ 30.70	\$ 31.64	\$ 32.59
			3	\$ 32.32	\$ 33.30	\$ 34.30
			4	\$ 34.02	\$ 35.05	\$ 36.10
			5	\$ 35.81	\$ 36.89	\$ 38.00

Job Code	FLSA	Job Title	Minimum Wage Increase Effective 01/01/2026		3% Increase Effective 01/24/2026		3% Increase Effective 07/11/2026		3% Increase Effective 07/10/2027	
			Min	Max	Min	Max	Min	Max	Min	Max
TBD	Non-Exempt	General Laborer	\$18.70	\$ 74.51	\$ 19.08	\$ 76.75	\$ 19.66	\$ 79.06	\$ 20.25	\$ 81.44
TBD	Non-Exempt	Inspector	\$18.70	\$ 74.51	\$ 19.08	\$ 76.75	\$ 19.66	\$ 79.06	\$ 20.25	\$ 81.44
TBD	Non-Exempt	Journey Level Laborer	\$18.70	\$ 74.51	\$ 19.08	\$ 76.75	\$ 19.66	\$ 79.06	\$ 20.25	\$ 81.44
972	Non-Exempt	Management Specialist	\$18.70	\$ 200.00	\$ 19.08	\$ 206.00	\$ 19.66	\$ 212.18	\$ 20.25	\$ 218.55
976	Non-Exempt	Staff Specialist	\$18.70	\$ 74.51	\$ 19.08	\$ 76.75	\$ 19.66	\$ 79.06	\$ 20.25	\$ 81.44

In the event of a minimum wage increase that exceeds the City's rates, the salary schedule will be adjusted as appropriate.