

**Citywide Salary Schedule**

**July 1, 2023 through June 30, 2026 (Effective July 13, 2024)**

Classification	Group	FLSA	Step							
			A	B	C	D	E	F	G	H
Accountant I	WMEA	Non-Exempt	27.59	28.97	30.42	31.94	33.54	35.22	36.98	
Accountant II	WMEA	Non-Exempt	32.93	34.58	36.31	38.13	40.04	42.04	44.14	
Accounting Assistant I/II	WMEA	Non-Exempt	23.57	24.75	25.99	27.29	28.65	30.08	31.58	
Accounting Manager	ADMIN	Exempt	9,028	9,480	9,954	10,451	10,974	11,523		
Accounting Supervisor	ADMIN	Exempt	7,266	7,629	8,011	8,411	8,832	9,274		
Administrative Assistant	ADMIN	Non-Exempt	29.33	30.80	32.34	33.96	35.66	37.44		
Animal Control Officer	WPOA	Non-Exempt	5,463	5,736	6,022	6,324	6,640	6,972	7,320	7,686
Assistant City Clerk	ADMIN	Exempt	6,605	6,935	7,282	7,646	8,029	8,430		
Assistant City Manager	EXEC	Exempt	14,842	15,584	16,363	17,181	18,041	18,943		
Assistant Community Services Director	ADMIN	Exempt	9,187	9,647	10,129	10,636	11,167	11,726		
Assistant Finance Director	ADMIN	Exempt	10,902	11,447	12,019	12,620	13,251	13,914		
Assistant Planner	ADMIN	Non-Exempt	34.68	36.41	38.23	40.14	42.15	44.26		
Assistant Records Supervisor	WPOA	Non-Exempt	5,722	6,009	6,309	6,625	6,956	N/A		
Associate Engineer	ADMIN	Exempt	8,135	8,542	8,969	9,417	9,888	10,383		
Associate Planner	ADMIN	Non-Exempt	39.82	41.81	43.90	46.10	48.41	50.83		
Building Maintenance Worker I/II	WMEA	Non-Exempt	23.72	24.91	26.16	27.47	28.84	30.28	31.79	
Building Official	ADMIN	Exempt	10,625	11,156	11,714	12,300	12,915	13,560		
Building Supervisor	WMEA	Non-Exempt	37.48	39.36	41.33	43.40	45.57	47.85	50.24	
Business License Inspector	WMEA	Non-Exempt	28.17	29.58	31.06	32.61	34.24	35.95	37.75	
Business Services Manager	ADMIN	Exempt	9,412	9,883	10,377	10,896	11,441	12,013		
Chief of Police	EXEC	Exempt	18,356	19,273	20,237	21,249	22,311	23,427		
City Clerk	EXEC	Exempt	10,387	10,907	11,452	12,025	12,626	13,257		
City Engineer	ADMIN	Exempt	11,669	12,252	12,865	13,508	14,184	14,893		
City Manager	EXEC	Exempt	24,598							
Civil Engineering Assistant	ADMIN	Exempt	40.21	42.22	44.33	46.55	48.88	51.32		
Civil Engineering Associate	ADMIN	Exempt	8,135	8,542	8,969	9,417	9,888	10,383		
Code Enforcement Manager	ADMIN	Exempt	8,081	8,485	8,909	9,355	9,822	10,313		
Code Enforcement Officer	WMEA	Non-Exempt	29.93	31.42	32.99	34.64	36.37	38.19	40.10	
<b>Communications Specialist</b>	<b>ADMIN</b>	<b>Non-Exempt</b>	<b>5,523</b>	<b>5,799</b>	<b>6,089</b>	<b>6,393.00</b>	<b>6,713</b>	<b>7,048</b>		
Communications Supervisor	WPOA	Non-Exempt	6,669	7,002	7,352	7,720	8,106			
Community Development Director	EXEC	Exempt	13,455	14,128	14,835	15,576	16,355	17,173		
Community Outreach Coordinator	WPOA	Non-Exempt	5,057	5,310	5,576	5,854	6,147			
Community Preservation Supervisor	WMEA	Non-Exempt	42.56	44.69	46.92	49.27	51.73	54.32	57.04	
Community Services & Rec Coord	ADMIN	Non-Exempt	29.33	30.80	32.34	33.96	35.66	37.44		
Community Services & Rec Supervisor	ADMIN	Exempt	6,487	6,812	7,152	7,510	7,885	8,280		
Community Services Director	EXEC	Exempt	12,361	12,979	13,628	14,309	15,024	15,776		
Court Liaison	WPOA	Non-Exempt	4,096	4,301	4,516	4,742	4,979	5,228	5,489	5,764
Crime Analyst	WPOA	Non-Exempt	5,754	6,042	6,344	6,661	6,994	7,344	7,711	8,097
Deputy Police Chief	ADMIN	Exempt	13,387	14,057	14,760	15,498	16,273	17,086		
Economic Development Manager	ADMIN	Exempt	10,021	10,522	11,048	11,601	12,181	12,790		
Economic Development Specialist	ADMIN	Non-Exempt	36.07	37.87	39.76	41.75	43.84	46.03		
Engineering Technician	WMEA	Non-Exempt	30.70	32.24	33.85	35.54	37.32	39.19	41.15	
Equipment Mechanic	WMEA	Non-Exempt	28.82	30.27	31.78	33.37	35.04	36.79	38.63	
Equipment Operator	WMEA	Non-Exempt	27.15	28.51	29.94	31.44	33.01	34.66	36.39	
Family Resource Center Supervisor	ADMIN	Exempt	5,801	6,091	6,396	6,715	7,051	7,404		
Finance Director/City Treasurer	EXEC	Exempt	13,678	14,362	15,080	15,834	16,626	17,457		
Forensic Services Technician	WPOA	Non-Exempt	5,031	5,282	5,546	5,824	6,115	6,421	6,742	7,079
Garage Superintendent	ADMIN	Exempt	7,921	8,317	8,733	9,169	9,628	10,109		
Housing Manager	ADMIN	Exempt	9,005	9,455	9,928	10,424	10,946	11,493		
Housing Specialist	ADMIN	Non-Exempt	37.25	39.11	41.07	43.12	45.28	47.54		
Human Resources & Risk Management Director	EXEC	Exempt	12,807	13,448	14,120	14,826	15,567	16,346		
Human Resources Analyst	ADMIN	Non-Exempt	37.16	39.02	40.97	43.02	45.17	47.43		
Human Resources Specialist	ADMIN	Non-Exempt	31.72	33.31	34.98	36.73	38.57	40.50		
Information Systems Technician	WPOA	Non-Exempt	5,724	6,010	6,310	6,626	6,957	7,305	7,670	8,054
Information Technology Manager	ADMIN	Exempt	10,407	10,928	11,474	12,048	12,650	13,283		
Information Technology System Supervisor	ADMIN	Exempt	9,264	9,727	10,213	10,724	11,260	11,823		
Leadworker	WMEA	Non-Exempt	28.33	29.74	31.23	32.79	34.43	36.15	37.96	
Maintenance and Utilities Manager	ADMIN	Exempt	10,941	11,488	12,063	12,666	13,299	13,964		
Maintenance Superintendent	ADMIN	Non-Exempt	7,849	8,241	8,653	9,086	9,540	10,017		
Maintenance Worker I	WMEA	Non-Exempt	23.72	24.91	26.16	27.47	28.84	30.28	31.79	
Maintenance Worker II	WMEA	Non-Exempt	24.97	26.22	27.53	28.91	30.36	31.88	33.47	
Maintenance Worker III	WMEA	Non-Exempt	26.55	27.88	29.27	30.73	32.27	33.88	35.57	
Management Analyst	ADMIN	Non-Exempt	37.42	39.29	41.25	43.31	45.48	47.75		

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Classification	Group	FLSA	Step							
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Mechanic	WMEA	Non-Exempt	26.55	27.88	29.27	30.73	32.27	33.88	35.57	
Network Engineer	ADMIN	Exempt	7,974	8,372	8,791	9,231	9,692	10,177		
Park Ranger	WPOA	Non-Exempt	5,390	5,660	5,943	6,240	6,552	6,880	7,224	7,585
Permit Technician	WMEA	Non-Exempt	24.10	25.31	26.58	27.91	29.31	30.78	32.32	
Plan Checker	ADMIN	Non-Exempt	39.75	41.74	43.83	46.02	48.32	50.74		
Planning Manager	ADMIN	Exempt	<del>10,440</del>	<del>10,962</del>	<del>11,510</del>	<del>12,086</del>	<del>12,690</del>	<del>13,325</del>		
Planning Technician	ADMIN	Non-Exempt	27.73	29.12	30.58	32.11	33.72	35.41		
Police Accounting Assistant I/II	WPOA	Non-Exempt	5,570	5,848	6,141	6,448	6,770	7,109	7,464	7,837
Police Administrative Assistant I/II	WPOA	Non-Exempt	5,009	5,259	5,522	5,798	6,088	6,392	6,712	7,047
Police Commander	WPOA	Non-Exempt	12,094	12,699	13,334	14,001	14,701	15,436	16,207	
Police Dispatcher	WPOA	Non-Exempt	5,068	5,321	5,587	5,867	6,160	6,468	6,792	7,131
Police Officer I	WPOA	Non-Exempt	7,228	7,589	7,969	8,367	8,786	9,225		
Police Officer II	WPOA	Non-Exempt	7,951	8,348	8,766	9,204	9,664	10,147		
Police Records Specialist	WPOA	Non-Exempt	4,096	4,301	4,516	4,742	4,979	5,228	5,489	5,764
Police Records Supervisor	WPOA	Non-Exempt	6,670	7,003	7,354	7,721	8,107			
Police Recruit	WPOA	Non-Exempt	5,535							
Police Sergeant I	WPOA	Non-Exempt	9,684	10,168	10,676	11,210	11,771			
Police Sergeant II	WPOA	Non-Exempt	10,652	11,185	11,744	12,332	12,948			
Police Services Officer	WPOA	Non-Exempt	4,388	4,607	4,838	5,080	5,334	5,600	5,880	6,174
Principal Planner	ADMIN	Exempt	9,414	9,884	10,379	10,897	11,442	12,014		
Property and Evidence Technician	WPOA	Non-Exempt	4,823	5,064	5,317	5,583	5,862	6,155	6,463	6,786
Public Works Director	EXEC	Exempt	13,568	14,246	14,959	15,706	16,492	17,316		
Public Works Inspector	WMEA	Non-Exempt	32.94	34.59	36.32	38.14	40.05	42.05	44.15	
Public Works Supervisor	WMEA	Non-Exempt	38.09	39.99	41.99	44.09	46.29	48.60	51.03	
Records Coordinator	ADMIN	Non-Exempt	32.90	34.54	36.27	38.08	39.98	41.98		
Senior Administrative Assistant	ADMIN	Non-Exempt	32.24	33.85	35.54	37.32	39.19	41.15		
Senior Animal Control Officer	WPOA	Non-Exempt	5,700	5,985	6,284	6,599	6,929	7,275	7,639	8,021
Senior Center Supervisor	ADMIN	Exempt	6,118	6,424	6,745	7,083	7,437	7,809		
Senior Code Enforcement Officer	WMEA	Non-Exempt	33.23	34.89	36.63	38.46	40.38	42.40	44.52	
Senior Combination Building Inspector	WMEA	Non-Exempt	38.43	40.35	42.37	44.49	46.71	49.05	51.50	
Senior Engineer	ADMIN	Exempt	9,151	9,609	10,089	10,594	11,123	11,680		
Senior Engineering Technician	WMEA	Non-Exempt	33.50	35.18	36.94	38.79	40.73	42.77	44.91	
Senior Inspector	WMEA	Non-Exempt	37.87	39.77	41.76	43.85	46.04	48.34	50.76	
Senior Management Analyst	ADMIN	Exempt	7,825	8,217	8,627	9,059	9,512	9,987		
Senior Planner	ADMIN	Exempt	8,296	8,711	9,147	9,604	10,084	10,588		
Senior Programmer Analyst	ADMIN	Exempt	8,679	9,113	9,569	10,047	10,550	11,077		
Transportation Manager/City Traffic Engineer	ADMIN	Exempt	10,163	10,672	11,205	11,765	12,354	12,971		
Water Distribution Supervisor	WMEA	Non-Exempt	41.95	44.05	46.25	48.56	50.99	53.54	56.22	
Water Equipment Operator	WMEA	Non-Exempt	27.76	29.15	30.61	32.14	33.75	35.44	37.21	
Water Production/Quality Supervisor	WMEA	Non-Exempt	41.95	44.05	46.25	48.56	50.99	53.54	56.22	
Water Superintendent	ADMIN	Exempt	8,706	9,141	9,598	10,078	10,582	11,111		
Water Technician I	WMEA	Non-Exempt	23.72	24.91	26.16	27.47	28.84	30.28	31.79	
Water Technician II	WMEA	Non-Exempt	25.92	27.21	28.57	30.00	31.50	33.08	34.73	
Water Technician III	WMEA	Non-Exempt	27.76	29.15	30.61	32.14	33.75	35.44	37.21	
Water Utility Foreman	WMEA	Non-Exempt	30.33	31.85	33.44	35.11	36.87	38.71	40.65	
Administrative Aide	PT	Non Exempt	19.11	20.07	21.07	22.12	23.23	24.39	25.61	
Administrative Assistant/Analyst	PT	Non Exempt	22.59	23.72	24.91	26.16	27.47			
Animal Control Officer	PT	Non Exempt	18.55	19.48	20.45	21.47	22.54	23.67		
Civilian investigator	PT	Non Exempt	18.91	19.86	20.85	21.89	22.98	24.13		
Code Enforcement Officer	PT	Non Exempt	19.10	20.06	21.06	22.11	23.22			
Community Engagement Coordinator	PT	Non Exempt	20.17	21.18	22.24	23.35	24.52			
Community Outreach Coordinator	PT	Non Exempt	21.15	22.21	23.32	24.49	25.71			
Community Outreach Worker	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48			
Community Preservation Officer	PT	Non Exempt	19.10	20.06	21.06	22.11	23.22			
Community Services & Recreation Coord	PT	Non Exempt	22.35	23.47	24.64	25.87	27.16	28.52		
Computer Specialist	PT	Non Exempt	18.19	19.10	20.06	21.06	22.11			
Crossing Guard	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48			
Crossing Guard Coordinator	PT	Non Exempt	18.47	19.39	20.36					
Family Support Advocate	PT	Non Exempt	18.54	19.47	20.44	21.46	22.53	23.66	24.84	
Identification Technician	PT	Non Exempt	16.03	16.83	17.67	18.55				
Information & Referral Specialist	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48	20.45		
Intern - all departments	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48	20.45		
Little Saigon Outreach Coordinator	PT	Non Exempt	26.85	28.19	29.60	31.08	32.63	34.26		

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**July 1, 2023 through June 30, 2026 (Effective July 13, 2024)**

Classification	Group	FLSA	Step							
			A	B	C	D	E	F	G	H
Maintenance Helper	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48	20.45		
Parking Control Officer	PT	Non Exempt	19.12	20.08	21.08	22.13	23.24	24.40	25.62	26.90
Plan Checker/Inspector Aide	PT	Non Exempt	26.85	28.19	29.60	31.08	32.63	34.26		
Planning Technician	PT	Non Exempt	26.85	28.19	29.60	31.08	32.63	34.26		
Police Aide	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48	20.45		
Police Dispatcher	PT	Non Exempt	25.31	26.58	27.91	29.31	30.78	32.32	33.94	35.64
Police Reserve Officer (Grade A)	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48	20.45		
Police Reserve Officer (Grade B)	PT	Non Exempt	16.70	17.54	18.42	19.34	20.31	21.33		
Police Reserve Officer (Grade C)	PT	Non Exempt	18.88	19.82	20.81	21.85	22.94	24.09		
Property Control Clerk	PT	Non Exempt	18.74	19.68	20.66	21.69	22.77	23.91		
Records Specialist	PT	Non Exempt	21.55	22.63	23.76	24.95	26.20			
Recreation Leader	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48	20.45		
Senior Recreation Leader	PT	Non Exempt	18.47	19.39	20.36	21.38				
Special Services Clerk	PT	Non Exempt	16.03	16.83	17.67	18.55	19.48			
Transportation Coordinator	PT	Non Exempt	25.67	26.95	28.30	29.72	31.21	32.77		
Van Driver	PT	Non Exempt	19.29	20.25	21.26	22.32	23.44	24.61		

Annual Salary: hourly rate x 2080  
 Monthly Salary: hourly rate x 2080/12

**EMPLOYEE UNITS**

ADMIN = Unrepresented Management, Administrative, and Confidential Employees

EXEC = Unrepresented Executive Employees

PT = Part Time Employees

WMEA= Westminster Municipal Employees' Association

WPOA = Westminster Police Officers' Association