



2026 Pay Plan "E" - Executive

Ordinance No.
Effective January 1, 2026

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
EX35			\$22,399.35	\$24,223.81	\$26,048.26	\$268,792.18	\$290,685.67	\$312,579.17
EX35	E	Chief Operating Officer						
EX30			\$16,706.35	\$19,741.85	\$22,777.35	\$200,476.21	\$236,902.22	\$273,328.24
EX30	E	<u>Assistant Chief Operating Officer (New)</u>						
EX30	E	<u>City Attorney (Moved from EX25)</u>						
EX30	E	Fire Chief						
EX30	E	Police Chief						
EX25			\$15,235.76	\$18,282.81	\$21,329.86	\$182,829.17	\$219,393.76	\$255,958.34
EX25	E	Public Works Director						
EX25	E	<u>Parks & Recreation Director (Updated title and moved from EX20)</u>						
EX25	E	City Attorney						
EX20			\$15,164.12	\$17,904.79	\$20,645.47	\$181,969.45	\$214,857.54	\$247,745.63
EX20	E	Chief Information Officer						
EX20	E	Finance Director						
EX20	E	Human Resources Director						
EX20	E	Parks Director						
EX20	E	Planning & Community Development Director						
EX15			\$16,550.86	\$18,472.95	\$20,395.05	\$198,610.35	\$221,675.45	\$244,740.55
EX15	E	Deputy City Attorney (Moved from EX05)						
EX15	E	Deputy Fire Chief						
EX15	E	Deputy Fire Director (Moved from EX05)						
EX15	E	Deputy Police Chief						
EX10			\$14,000.98	\$16,368.52	\$18,736.07	\$168,011.72	\$196,422.30	\$224,832.88
EX10	E	<u>Deputy Public Works Director/City Engineer (Updated title and moved from EX05)</u>						
EX10	E	Deputy <u>Chief Information Officer</u> Tech & Information Services (TIS) Director (Update title)						
EX05			\$13,489.16	\$15,863.88	\$18,238.61	\$161,869.87	\$190,366.61	\$218,863.34
EX05	E	Deputy Executive Department Director						
EX05	E	Deputy Finance Director						
EX05	E	Deputy Fire Director						
EX05	E	Deputy Human Resources Director						
EX05	E	Deputy Parks Director						
EX05	E	Deputy Planning & Community Dev (PCD) Director						
EX05	E	Deputy City Attorney						
EX05	E	Deputy Public Works Director						