

RESOLUTION NO. 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLAREMONT, CALIFORNIA, ADOPTING REVISED SALARY SCHEDULES FOR CLAREMONT ADMINISTRATIVE AND TECHNICAL SUPPORT EMPLOYEES' ASSOCIATION (CATSEA), CLAREMONT POLICE OFFICERS' ASSOCIATION (CPOA), AND PART-TIME JOB CLASSIFICATIONS FOR FISCAL YEAR 2026-27

WHEREAS, the 2026-28 Budget includes various personnel changes that require updated salary schedules for respective employee groups and unrepresented part-time classifications, which have been posted and available for public discussion during the July 14, 2026 City Council meeting.

NOW THEREFORE, THE CLAREMONT CITY COUNCIL DOES HEREBY RESOLVE:

SECTION 1. That the 2026-27 Salary Schedule for the Claremont Administrative and Technical Support Employees' Association (CATSEA) attached hereto as Exhibit 1 is approved and incorporated by this reference as if fully set forth herein.

SECTION 2. That the 2026-27 Salary Schedule for the Claremont Police Officers' Association (CPOA) attached hereto as Exhibit 2 is approved and incorporated by this reference as if fully set forth herein.

SECTION 3. That the 2026-27 Salary Schedule for Part-Time Job Classifications attached hereto as Exhibit 3 is approved and incorporated by this reference as if fully set forth herein.

SECTION 6. The Mayor shall sign this Resolution and the City Clerk shall attest and certify to the passage and adoption thereof.

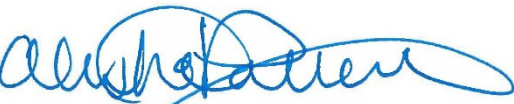
PASSED, APPROVED, AND ADOPTED this 14th day of July, 2026.

Mayor, City of Claremont

ATTEST:

City Clerk, City of Claremont

APPROVED AS TO FORM:



City Attorney, City of Claremont

EXHIBIT 1

CATSEA SALARY SCHEDULE
EFFECTIVE JULY 1, 2026

POSITION	STATUS	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Accountant	Exempt	Hourly	38.52	38.90	39.30	39.69	40.09	40.49	40.89	41.30	41.71	42.13	42.55	42.98	43.41	43.84	44.28	44.72	45.17	45.62	46.07	46.54
		Monthly	6,342.96	6,405.53	6,471.40	6,535.62	6,601.49	6,667.35	6,733.22	6,800.73	6,868.25	6,937.41	7,006.57	7,077.37	7,148.18	7,218.99	7,291.44	7,363.89	7,437.99	7,512.09	7,586.19	7,663.59
Accounting Supervisor	Exempt	Hourly	49.44	49.93	50.43	50.94	51.45	51.96	52.48	53.01	53.54	54.07	54.61	55.16	55.71	56.27	56.83	57.40	57.97	58.55	59.14	59.73
		Monthly	8,141.12	8,221.81	8,304.14	8,388.12	8,472.10	8,556.08	8,641.71	8,728.98	8,816.25	8,903.53	8,992.45	9,083.01	9,173.58	9,265.79	9,358.01	9,451.87	9,545.73	9,641.23	9,738.39	9,835.54
Administrative Assistant	Exempt	Hourly	27.86	28.14	28.42	28.71	28.99	29.28	29.58	29.87	30.17	30.47	30.78	31.09	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66
		Monthly	4,587.61	4,633.72	4,679.83	4,727.58	4,773.69	4,821.44	4,870.84	4,918.59	4,967.99	5,017.39	5,068.44	5,119.49	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68
Building Plans Examiner	Exempt	Hourly	45.64	46.09	46.55	47.02	47.49	47.96	48.44	48.93	49.42	49.91	50.41	50.91	51.43	51.94	52.46	52.99	53.51	54.05	54.59	55.14
		Monthly	7,515.39	7,589.49	7,665.23	7,742.63	7,820.02	7,897.41	7,976.45	8,057.14	8,137.83	8,218.51	8,300.85	8,383.18	8,468.81	8,552.79	8,638.41	8,725.69	8,811.31	8,900.23	8,989.15	9,079.72
Business Systems Analyst	Exempt	Hourly	51.20	51.71	52.23	52.75	53.28	53.81	54.35	54.89	55.44	56.00	56.56	57.12	57.69	58.27	58.85	59.44	60.04	60.64	61.24	61.86
		Monthly	8,430.93	8,514.91	8,600.54	8,686.17	8,773.44	8,860.71	8,949.63	9,038.55	9,129.12	9,221.33	9,313.55	9,405.76	9,499.62	9,595.13	9,690.63	9,787.79	9,886.59	9,985.39	10,084.19	10,186.28
Deputy City Clerk	Exempt	Hourly	36.64	37.01	37.38	37.75	38.13	38.51	38.90	39.29	39.68	40.08	40.48	40.88	41.29	41.70	42.12	42.54	42.97	43.40	43.83	44.27
		Monthly	6,033.39	6,094.31	6,155.24	6,216.17	6,278.74	6,341.31	6,405.53	6,469.75	6,533.97	6,599.84	6,665.71	6,733.22	6,800.73	6,868.25	6,937.41	7,006.57	7,075.73	7,146.53	7,217.34	7,289.79
Executive Assistant to the City Manager	Exempt	Hourly	37.01	37.38	37.76	38.14	38.52	38.90	39.29	39.68	40.08	40.48	40.89	41.30	41.71	42.13	42.55	42.97	43.40	43.84	44.27	44.72
		Monthly	6,094.31	6,155.24	6,217.81	6,280.39	6,342.96	6,405.53	6,469.75	6,533.97	6,599.84	6,665.71	6,733.22	6,800.73	6,868.25	6,937.41	7,006.57	7,075.73	7,146.53	7,218.99	7,289.79	7,363.89
Fleet Maintenance Supervisor	Exempt	Hourly	44.51	44.96	45.41	45.86	46.32	46.78	47.25	47.73	48.20	48.68	49.17	49.66	50.16	50.66	51.17	51.68	52.20	52.72	53.25	53.78
		Monthly	7,329.31	7,403.41	7,477.51	7,551.61	7,627.36	7,703.11	7,780.50	7,859.54	7,936.93	8,015.97	8,096.66	8,177.35	8,259.68	8,342.01	8,425.99	8,509.97	8,595.60	8,681.23	8,768.50	8,855.77
Human Resources Specialist	Exempt	Hourly	35.56	35.91	36.27	36.63	37.00	37.37	37.74	38.12	38.50	38.89	39.28	39.67	40.07	40.47	40.87	41.28	41.69	42.11	42.53	42.96
		Monthly	5,855.55	5,913.18	5,972.46	6,031.74	6,092.67	6,153.59	6,214.52	6,277.09	6,339.67	6,403.89	6,468.11	6,533.33	6,598.19	6,664.06	6,729.93	6,797.44	6,864.95	6,934.11	7,003.27	7,074.08
Human Resources Technician	Non-Exempt	Hourly	35.21	35.56	35.92	36.28	36.64	37.01	37.38	37.75	38.13	38.51	38.89	39.28	39.68	40.07	40.47	40.88	41.29	41.70	42.12	42.54
		Monthly	5,797.91	5,855.55	5,914.83	5,974.11	6,033.39	6,094.31	6,155.24	6,216.17	6,278.74	6,341.31	6,403.89	6,468.11	6,533.97	6,598.19	6,664.06	6,731.57	6,799.09	6,866.60	6,935.76	7,004.92
Information Technology Administrator	Exempt	Hourly	47.03	47.50	47.97	48.45	48.94	49.43	49.92	50.42	50.92	51.43	51.95	52.47	52.99	53.52	54.06	54.60	55.14	55.70	56.25	56.82
		Monthly	7,744.27	7,821.67	7,899.06	7,978.10	8,058.79	8,139.47	8,220.16	8,302.49	8,384.83	8,468.81	8,554.43	8,640.06	8,725.69	8,812.96	8,901.88	8,990.80	9,079.72	9,171.93	9,262.50	9,356.36
Information Technology Technician	Exempt	Hourly	37.94	38.32	38.71	39.09	39.48	39.88	40.28	40.68	41.09	41.50	41.91	42.33	42.76	43.18	43.61	44.05	44.49	44.94	45.39	45.84
		Monthly	6,247.45	6,310.03	6,374.25	6,436.82	6,501.04	6,566.91	6,632.77	6,698.64	6,766.15	6,833.67	6,901.18	6,970.34	7,041.15	7,110.31	7,181.11	7,253.57	7,326.02	7,400.12	7,474.22	7,548.32
Landscape Maintenance Supervisor	Exempt	Hourly	44.51	44.96	45.41	45.86	46.32	46.78	47.25	47.73	48.20	48.68	49.17	49.66	50.16	50.66	51.17	51.68	52.20	52.72	53.25	53.78
		Monthly	7,329.31	7,403.41	7,477.51	7,551.61	7,627.36	7,703.11	7,780.50	7,859.54	7,936.93	8,015.97	8,096.66	8,177.35	8,259.68	8,342.01	8,425.99	8,509.97	8,595.60	8,681.23	8,768.50	8,855.77
Maintenance Supervisor	Exempt	Hourly	41.73	42.14	42.57	42.99	43.42	43.86	44.29	44.74	45.18	45.64	46.09	46.55	47.02	47.49	47.96	48.44	48.93	49.42	49.91	50.41
		Monthly	6,871.54	6,939.05	7,009.86	7,079.02	7,149.83	7,222.28	7,293.09	7,367.19	7,439.64	7,515.39	7,589.49	7,665.23	7,742.63	7,820.02	7,897.41	7,976.45	8,057.14	8,137.83	8,218.51	8,300.85
Management Analyst	Exempt	Hourly	40.49	40.90	41.31	41.72	42.14	42.56	42.99	43.41	43.85	44.29	44.73	45.18	45.63	46.09	46.55	47.01	47.48	47.96	48.44	48.92
		Monthly	6,667.35	6,734.87	6,802.38	6,869.89	6,939.05	7,008.21	7,079.02	7,148.18	7,220.63	7,293.09	7,365.54	7,439.64	7,513.74	7,589.49	7,665.23	7,740.98	7,818.37	7,897.41	7,976.45	8,055.49
Payroll Specialist	Non-Exempt	Hourly	36.64	37.01	37.38	37.75	38.13	38.51	38.90	39.29	39.68	40.08	40.48	40.88	41.29	41.70	42.12	42.54	42.97	43.40	43.83	44.27
		Monthly	6,033.39	6,094.31	6,155.24	6,216.17	6,278.74	6,341.31	6,405.53	6,469.75	6,533.97	6,599.84	6,665.71	6,733.22	6,799.09	6,866.60	6,935.76	7,004.92	7,075.73	7,146.53	7,217.34	7,289.79
Recreation and Human Services Supervisor	Exempt	Hourly	41.52	41.94	42.35	42.8	43.21	43.64	44.07	44.52	44.96	45.41	45.86	46.32	46.79	47.25	47.73	48.20	48.69	49.17	49.66	50.16
		Monthly	6,836.96	6,906.12	6,973.63	7,044.77	7,115.25	7,186.05	7,256.86	7,330.96	7,403.41	7,477.51	7,551.61	7,627.36	7,704.75	7,780.50	7,859.54	7,936.93	8,017.62	8,096.66	8,177.35	8,259.68
Senior Recreation and Human Services Supervisor	Exempt	Hourly	45.87	46.33	46.79	47.26	47.73	48.21	48.69	49.18	49.67	50.17	50.67	51.17	51.69	52.20	52.72	53.25	53.78	54.32	54.87	55.41
		Monthly	7,553.26	7,629.01	7,704.75	7,782.15	7,859.54	7,938.58	8,017.62	8,098.31	8,178.99	8,261.33	8,343.66	8,425.99	8,511.62	8,595.60	8,681.23	8,768.50	8,855.77	8,944.69	9,035.26	9,124.18
Senior Administrative Assistant	Exempt	Hourly	31.09	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66	34.00	34.34	34.68	35.03	35.38	35.73	36.09	36.45	36.82	37.18	37.56
		Monthly	5,119.49	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68	5,598.67	5,654.65	5,710.64	5,768.27	5,825.91	5,883.54	5,942.82	6,002.10	6,063.03	6,122.31	6,184.88
Senior Management Analyst	Exempt	Hourly	48.70	49.19	49.68	50.18	50.68	51.19	51.70	52.22	52.74	53.27	53.80	54.34	54.88	55.43	55.98	56.54	57.11	57.68	58.26	58.84
		Monthly	8,019.27	8,099.95	8,180.64	8,262.97	8,345.31	8,429.29	8,513.27	8,598.89	8,684.52	8,771.79	8,859.07	8,947.97	9,036.91	9,127.47	9,218.04	9,310.25	9,404.11	9,497.97	9,593.48	9,688.99
Solid Waste Supervisor	Exempt	Hourly	44.08	44.52	44.96	45.41	45.87	46.33	46.79	47.26	47.73	48.21	48.69	49.18	49.67	50.16	50.67	51.17	51.68	52.20	52.72	53.25
		Monthly	7,258.51	7,330.96	7,403.41	7,477.51	7,553.26	7,629.01	7,704.75	7,782.15	7,859.54	7,938.58	8,017.62	8,098.31	8,178.99	8,259.68	8,343.66	8,425.99	8,509.97	8,595.60	8,681.23	8,768.50
Urban Forest Supervisor	Exempt	Hourly	44.51	44.96	45.41	45.86	46.32	46.78	47.25	47.73	48.20	48.68	49.17	49.66	50.16	50.66	51.17	51.68	52.20	52.72	53.25	53.78
		Monthly	7,329.31	7,403.41	7,477.51	7,551.61	7,627.36	7,703.11	7,780.50	7,859.54	7,936.93	8,015.97	8,096.66	8,177.35	8,259.68	8,342.01	8,425.99	8,509.97	8,595.60	8,681.23	8,768.50	8,855.77
Accounting Assistant	Non-Exempt	Hourly	27.86	28.14	28.42	28.71	28.99	29.28	29.58	29.87	30.17	30.47	30.78	31.09	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66

Human Resources Assistant	Non-Exempt	Hourly	29.87	30.17	30.47	30.78	31.09	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66	34.00	34.34	34.68	35.03	35.38	35.73	36.09
		Monthly	4,918.59	4,967.99	5,017.39	5,068.44	5,119.49	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68	5,598.67	5,654.65	5,710.64	5,768.27	5,825.91	5,883.54	5,942.82
Human Resources Coordinator	Non-Exempt	Hourly	33.84	34.18	34.52	34.86	35.21	35.56	35.92	36.28	36.64	37.01	37.38	37.75	38.13	38.51	38.90	39.28	39.68	40.07	40.48	40.88
		Monthly	5,572.32	5,628.31	5,684.29	5,740.28	5,797.91	5,855.55	5,914.83	5,974.11	6,033.39	6,094.31	6,155.24	6,216.17	6,278.74	6,341.31	6,405.53	6,468.11	6,533.97	6,598.19	6,665.71	6,731.57
Maintenance Crewleader	Non-Exempt	Hourly	32.35	32.67	33.00	33.33	33.66	34.00	34.34	34.68	35.03	35.38	35.73	36.09	36.45	36.82	37.19	37.56	37.93	38.31	38.70	39.08
		Monthly	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68	5,598.67	5,654.65	5,710.64	5,768.27	5,825.91	5,883.54	5,942.82	6,002.10	6,063.03	6,123.95	6,184.88	6,245.81	6,308.38	6,372.60	6,435.17
Office Assistant	Non-Exempt	Hourly	25.85	26.11	26.37	26.64	26.90	27.17	27.44	27.72	27.99	28.27	28.56	28.84	29.13	29.42	29.72	30.01	30.31	30.62	30.92	31.23
		Monthly	4,256.63	4,299.45	4,342.26	4,386.72	4,429.53	4,473.99	4,518.45	4,564.56	4,609.02	4,655.13	4,702.88	4,748.99	4,796.74	4,844.49	4,893.89	4,941.65	4,991.05	5,042.09	5,091.49	5,142.54
Planning Aide	Non-Exempt	Hourly	31.09	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66	34.00	34.34	34.68	35.03	35.38	35.73	36.09	36.45	36.82	37.18	37.56
		Monthly	5,119.49	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68	5,598.67	5,654.65	5,710.64	5,768.27	5,825.91	5,883.54	5,942.82	6,002.10	6,063.03	6,122.31	6,184.88
Recreation and Human Services Specialist	Non-Exempt	Hourly	23.88	24.12	24.36	24.60	24.85	25.10	25.35	25.60	25.86	26.12	26.38	26.64	26.91	27.18	27.45	27.72	28.00	28.28	28.56	28.85
		Monthly	3,932.24	3,971.76	4,011.28	4,050.80	4,091.97	4,133.13	4,174.30	4,215.47	4,258.28	4,301.09	4,343.91	4,386.72	4,431.18	4,475.64	4,520.10	4,564.56	4,610.67	4,656.77	4,702.88	4,750.63
Property & Evidence Clerk	Non-Exempt	Hourly	27.17	27.44	27.72	27.99	28.27	28.56	28.84	29.13	29.42	29.72	30.01	30.31	30.62	30.92	31.23	31.54	31.86	32.18	32.50	32.82
		Monthly	4,473.99	4,518.45	4,564.56	4,609.02	4,655.13	4,702.88	4,748.99	4,796.74	4,844.49	4,893.89	4,941.65	4,991.05	5,042.09	5,091.49	5,142.54	5,193.59	5,246.28	5,298.97	5,351.67	5,404.36
Public Works Inspector	Non-Exempt	Hourly	36.47	36.83	37.20	37.57	37.95	38.33	38.71	39.10	39.49	39.88	40.28	40.69	41.09	41.50	41.92	42.34	42.76	43.19	43.62	44.06
		Monthly	6,005.39	6,064.67	6,125.60	6,186.53	6,249.10	6,311.67	6,374.25	6,438.47	6,502.69	6,566.91	6,632.77	6,700.29	6,766.15	6,833.67	6,902.83	6,971.99	7,041.15	7,111.95	7,182.76	7,255.21
Records Clerk	Non-Exempt	Hourly	23.88	24.12	24.36	24.60	24.85	25.10	25.35	25.60	25.86	26.12	26.38	26.64	26.91	27.18	27.45	27.72	28.00	28.28	28.56	28.85
		Monthly	3,932.24	3,971.76	4,011.28	4,050.80	4,091.97	4,133.13	4,174.30	4,215.47	4,258.28	4,301.09	4,343.91	4,386.72	4,431.18	4,475.64	4,520.10	4,564.56	4,610.67	4,656.77	4,702.88	4,750.63
Records Supervisor	Non-Exempt	Hourly	39.89	40.29	40.69	41.10	41.51	41.93	42.35	42.77	43.20	43.63	44.07	44.51	44.95	45.40	45.86	46.31	46.78	47.25	47.72	48.19
		Monthly	6,568.55	6,634.42	6,700.29	6,767.80	6,835.31	6,904.47	6,973.63	7,042.79	7,113.60	7,184.41	7,256.86	7,329.31	7,401.77	7,475.87	7,551.61	7,625.71	7,703.11	7,780.50	7,857.89	7,935.29
Recreation and Human Services Coordinator	Non-Exempt	Hourly	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66	34.00	34.34	34.68	35.03	35.38	35.73	36.09	36.45	36.82	37.18	37.56	37.93
		Monthly	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68	5,598.67	5,654.65	5,710.64	5,768.27	5,825.91	5,883.54	5,942.82	6,002.10	6,063.03	6,122.31	6,184.88	6,245.81
Senior Accounting Assistant	Non-Exempt	Hourly	32.19	32.51	32.84	33.17	33.50	33.83	34.17	34.51	34.86	35.21	35.56	35.92	36.28	36.64	37.00	37.37	37.75	38.13	38.51	38.89
		Monthly	5,300.62	5,353.31	5,407.65	5,461.99	5,516.33	5,570.67	5,626.66	5,682.65	5,740.28	5,797.91	5,855.55	5,914.83	5,974.11	6,033.39	6,092.67	6,153.59	6,216.17	6,278.74	6,341.31	6,403.89
Senior Building Inspector	Non-Exempt	Hourly	41.31	41.72	42.14	42.56	42.98	43.41	43.85	44.29	44.73	45.18	45.63	46.09	46.55	47.01	47.48	47.96	48.44	48.92	49.41	49.90
		Monthly	6,802.38	6,869.89	6,939.05	7,008.21	7,077.37	7,148.18	7,220.63	7,293.09	7,365.54	7,439.64	7,513.74	7,589.49	7,665.23	7,740.98	7,818.37	7,897.41	7,976.45	8,055.49	8,136.18	8,216.87
Senior Public Works Inspector	Non-Exempt	Hourly	41.73	42.14	42.57	42.99	43.42	43.86	44.29	44.74	45.18	45.64	46.09	46.55	47.02	47.49	47.96	48.44	48.93	49.42	49.91	50.41
		Monthly	6,871.54	6,939.05	7,009.86	7,079.02	7,149.83	7,222.28	7,293.09	7,367.19	7,439.64	7,515.39	7,589.49	7,665.23	7,742.63	7,820.02	7,897.41	7,976.45	8,057.14	8,137.83	8,218.51	8,300.85
Senior Records Clerk	Non-Exempt	Hourly	30.18	30.48	30.78	31.09	31.40	31.72	32.03	32.35	32.68	33.00	33.33	33.67	34.00	34.34	34.69	35.03	35.38	35.74	36.10	36.46
		Monthly	4,969.64	5,019.04	5,068.44	5,119.49	5,170.53	5,223.23	5,274.27	5,326.97	5,381.31	5,434.00	5,488.34	5,544.33	5,598.67	5,654.65	5,712.29	5,768.27	5,825.91	5,885.19	5,944.47	6,003.75
Solid Waste Crewleader	Non-Exempt	Hourly	32.67	33.00	33.33	33.66	34.00	34.34	34.68	35.03	35.38	35.73	36.09	36.45	36.82	37.18	37.56	37.93	38.31	38.69	39.08	39.47
		Monthly	5,379.66	5,434.00	5,488.34	5,542.68	5,598.67	5,654.65	5,710.64	5,768.27	5,825.91	5,883.54	5,942.82	6,002.10	6,063.03	6,122.31	6,184.88	6,245.81	6,308.38	6,370.95	6,435.17	6,499.39

EXHIBIT 2

CPOA SALARY SCHEDULE
EFFECTIVE JULY 1, 2026

POSITION	GROUP	STATUS	CLASS CODE	RANGE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Police Corporal	CPOA	Non-Exempt	256	812	Monthly	8,906.00	8,995.06	9,085.01	9,175.86	9,267.62	9,360.29	9,453.89	9,548.43	9,643.92	9,740.36	9,837.76	9,936.14	10,035.50	10,135.85	10,237.21	10,339.59	10,442.98	10,547.41	10,652.89	10,759.41
Police Officer	CPOA	Non-Exempt	258	793	Monthly	8,100.00	8,181.00	8,262.00	8,345.00	8,428.00	8,513.00	8,598.00	8,684.00	8,771.00	8,858.00	8,947.00	9,036.00	9,127.00	9,218.00	9,310.00	9,403.00	9,497.00	9,592.00	9,688.00	9,785.00
Dispatch Supervisor	CPOA	Non-Exempt	691	771	Monthly	7,258.00	7,330.58	7,403.88	7,477.92	7,552.70	7,628.23	7,704.51	7,781.55	7,859.37	7,937.96	8,017.34	8,097.52	8,178.49	8,260.28	8,342.88	8,426.31	8,510.57	8,595.68	8,681.63	8,768.45
Police Recruit	CPOA	Non-Exempt	221	744	Monthly	6,343.00	6,406.43	6,470.49	6,535.19	6,600.55	6,666.55	6,733.22	6,800.55	6,868.56	6,937.24	7,006.61	7,076.68	7,147.45	7,218.92	7,291.11	7,364.02	7,437.66	7,512.04	7,587.16	7,663.03
Communications Officer II	CPOA	Non-Exempt	277	733	Monthly	6,005.00	6,065.05	6,125.70	6,186.95	6,248.82	6,311.31	6,374.42	6,438.17	6,502.55	6,567.58	6,633.25	6,699.59	6,766.58	6,834.25	6,902.59	6,971.62	7,041.33	7,111.75	7,182.86	7,254.69
Senior Jailer	CPOA	Non-Exempt	276	716	Monthly	5,517.00	5,572.17	5,627.89	5,684.17	5,741.01	5,798.42	5,856.40	5,914.97	5,974.12	6,033.86	6,094.20	6,155.14	6,216.69	6,278.86	6,341.65	6,405.06	6,469.11	6,533.80	6,599.14	6,665.13
Communications Officer I	CPOA	Non-Exempt	220	712	Monthly	5,407.00	5,461.07	5,515.68	5,570.83	5,626.54	5,682.81	5,739.63	5,797.03	5,855.00	5,913.55	5,972.69	6,032.41	6,092.74	6,153.66	6,215.20	6,277.35	6,340.13	6,403.53	6,467.56	6,532.24
Jailer	CPOA	Non-Exempt	230	706	Monthly	5,248.00	5,300.48	5,353.48	5,407.02	5,461.09	5,515.70	5,570.85	5,626.56	5,682.83	5,739.66	5,797.05	5,855.02	5,913.57	5,972.71	6,032.44	6,092.76	6,153.69	6,215.23	6,277.38	6,340.15

EXHIBIT 3

PART-TIME SALARY SCHEDULE
EFFECTIVE JULY 1, 2026

Administrative Intern	Non-Exempt	Hourly	19.05	19.24	19.43	19.63	19.82	20.02	20.22	20.42	20.63	20.83	21.04	21.25	21.47	21.68	21.90	22.12	22.34	22.56	22.79	23.01
		Monthly	3,302.00	3,334.93	3,367.87	3,402.53	3,435.47	3,470.13	3,504.80	3,539.47	3,575.87	3,610.53	3,646.93	3,683.33	3,721.47	3,757.87	3,796.00	3,834.13	3,872.27	3,910.40	3,950.27	3,988.40
Cemetery Sales & Services Coordinator	Non-Exempt	Hourly	31.51	31.83	32.14	32.47	32.79	33.12	33.45	33.78	34.12	34.46	34.81	35.16	35.51	35.86	36.22	36.58	36.95	37.32	37.69	38.07
		Monthly	5,461.73	5,517.20	5,570.93	5,628.13	5,683.60	5,740.80	5,798.00	5,855.20	5,914.13	5,973.07	6,033.73	6,094.40	6,155.07	6,215.73	6,278.13	6,340.53	6,404.67	6,468.80	6,532.93	6,598.80
Clerical Assistant	Non-Exempt	Hourly	24.80	25.05	25.30	25.55	25.81	26.07	26.33	26.59	26.86	27.13	27.40	27.67	27.95	28.23	28.51	28.79	29.08	29.37	29.67	29.96
		Monthly	4,298.67	4,342.00	4,385.33	4,428.67	4,473.73	4,518.80	4,563.87	4,608.93	4,655.73	4,702.53	4,749.33	4,796.13	4,844.67	4,893.20	4,941.73	4,990.27	5,040.53	5,090.80	5,142.80	5,193.07
Engineering Aide	Non-Exempt	Hourly	30.73	31.04	31.35	31.66	31.98	32.30	32.62	32.95	33.28	33.61	33.95	34.29	34.63	34.98	35.33	35.68	36.04	36.40	36.76	37.13
		Monthly	5,326.53	5,380.27	5,434.00	5,487.73	5,543.20	5,598.67	5,654.13	5,711.33	5,768.53	5,825.73	5,884.67	5,943.60	6,002.53	6,063.20	6,123.87	6,184.53	6,246.93	6,309.33	6,371.73	6,435.87
Maintenance Assistant	Non-Exempt	Hourly	22.45	22.68	22.91	23.13	23.37	23.60	23.84	24.07	24.31	24.56	24.80	25.05	25.30	25.55	25.81	26.07	26.33	26.59	26.86	27.13
		Monthly	3,891.33	3,931.20	3,971.07	4,009.20	4,050.80	4,090.67	4,132.27	4,172.13	4,213.73	4,257.07	4,298.67	4,342.00	4,385.33	4,428.67	4,473.73	4,518.80	4,563.87	4,608.93	4,655.73	4,702.53
Park Ranger	Non-Exempt	Hourly	23.03	23.26	23.49	23.72	23.96	24.20	24.44	24.69	24.93	25.18	25.43	25.69	25.95	26.20	26.47	26.73	27.00	27.27	27.54	27.82
		Monthly	3,991.87	4,031.73	4,071.60	4,111.47	4,153.07	4,194.67	4,236.27	4,279.60	4,321.20	4,364.53	4,407.87	4,452.93	4,498.00	4,541.33	4,588.13	4,633.20	4,680.00	4,726.80	4,773.60	4,822.13
Planning Intern	Non-Exempt	Hourly	18.86	19.05	19.24	19.43	19.63	19.82	20.02	20.22	20.42	20.63	20.83	21.04	21.25	21.46	21.68	21.90	22.11	22.34	22.56	22.78
		Monthly	3,269.07	3,302.00	3,334.93	3,367.87	3,402.53	3,435.47	3,470.13	3,504.80	3,539.47	3,575.87	3,610.53	3,646.93	3,683.33	3,719.73	3,757.87	3,796.00	3,832.40	3,872.27	3,910.40	3,948.53
Police Aide	Non-Exempt	Hourly	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14	21.35	21.56	21.78	22.00	22.22	22.44	22.66	22.89	23.12	23.35
		Monthly	3,350.53	3,383.47	3,418.13	3,451.07	3,485.73	3,520.40	3,556.80	3,591.47	3,627.87	3,664.27	3,700.67	3,737.07	3,775.20	3,813.33	3,851.47	3,889.60	3,927.73	3,967.60	4,007.47	4,047.33
Program Specialist	Non-Exempt	Hourly	23.84	24.08	24.32	24.56	24.81	25.05	25.31	25.56	25.81	26.07	26.33	26.60	26.86	27.13	27.40	27.68	27.95	28.23	28.51	28.80
		Monthly	4,132.27	4,173.87	4,215.47	4,257.07	4,300.40	4,342.00	4,387.07	4,430.40	4,473.73	4,518.80	4,563.87	4,610.67	4,655.73	4,702.53	4,749.33	4,797.87	4,844.67	4,893.20	4,941.73	4,992.00
Program Coordinator	Non-Exempt	Hourly	31.40	31.71	32.03	32.35	32.67	33.00	33.33	33.66	34.00	34.34	34.68	35.03	35.38	35.73	36.09	36.45	36.82	37.18	37.56	37.93
		Monthly	5,170.53	5,221.58	5,274.27	5,326.97	5,379.66	5,434.00	5,488.34	5,542.68	5,598.67	5,654.65	5,710.64	5,768.27	5,825.91	5,883.54	5,942.82	6,002.10	6,063.03	6,122.31	6,184.88	6,245.81
Recreation Leader	Non-Exempt	Hourly	18.39	18.57	18.76	18.94	19.13	19.32	19.52	19.71	19.91	20.11	20.31	20.51	20.72	20.93	21.13	21.35	21.56	21.78	21.99	22.21
		Monthly	3,187.60	3,218.80	3,251.73	3,282.93	3,315.87	3,348.80	3,383.47	3,416.40	3,451.07	3,485.73	3,520.40	3,555.07	3,591.47	3,627.87	3,662.53	3,700.67	3,737.07	3,775.20	3,811.60	3,849.73
Senior Park Ranger	Non-Exempt	Hourly	29.24	29.54	29.83	30.13	30.43	30.74	31.04	31.35	31.67	31.98	32.30	32.63	32.95	33.28	33.62	33.95	34.29	34.63	34.98	35.33
		Monthly	5,068.27	5,120.27	5,170.53	5,222.53	5,274.53	5,328.27	5,380.27	5,434.00	5,489.47	5,543.20	5,598.67	5,655.87	5,711.33	5,768.53	5,827.47	5,884.67	5,943.60	6,002.53	6,063.20	6,123.87
Senior Recreation Leader	Non-Exempt	Hourly	19.62	19.81	20.01	20.21	20.41	20.62	20.82	21.03	21.24	21.45	21.67	21.88	22.10	22.32	22.55	22.77	23.00	23.23	23.46	23.70
		Monthly	3,400.80	3,433.73	3,468.40	3,503.07	3,537.73	3,574.13	3,608.80	3,645.20	3,681.60	3,718.00	3,756.13	3,792.53	3,830.67	3,868.80	3,908.67	3,946.80	3,986.67	4,026.53	4,066.40	4,108.00