CITY COUNCIL
Special Called Meeting Agenda

September 11, 2025
5:30 PM
6738 Dixon Street
Milton, FL 32570

1. **Open Meeting**
2. **Invocation & Pledge of Allegiance**
3. **Persons to Appear**
4. **FY 26 Tentative Budget - Public Hearing 1**

    Item # 2025-3566
    Resolution #2025-21 FY 2026 Tentative Millage Rate

    Item # 2025-3565
    Resolution #2025-22 FY2026 Tentative Budget

    Item # 2025-3567
    Ordinance #10-25 FY2026 Budget (1st Reading)

    Item # 2025-3573
    Ordinance #11-25 FY2026 Pay Table/Position Schedules
5. **Public Input**
6. **Adjournment**

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise the City at least 48 hours before the meeting by contacting City Hall, 6738 Dixon Street, Milton, or by calling 983-5410.

"If any person decides to appeal any decision made by the board, agency, or commission, with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based." FS 286.0105

Agenda Item # 2025-3566

Resolution #2025-21 FY 2026 Tentative Millage Rate

MEETING DATE	PREPARED BY
September 11, 2025	Laura McDill, Budget Coordinator

BACKGROUND

SUMMARY

This Resolution of the City of Milton in Santa Rosa County, Florida is to adopt the Tentative Millage Rate for Fiscal Year 2026 at a public hearing in accordance to Florida Statute 200.065.

RECOMMENDATION

To adopt the Millage Rate.

ATTACHMENTS

1. Resolution 2025-21 Tentative Millage Rate FY2026

RESOLUTION NO. 2025-21

A RESOLUTION OF THE CITY OF MILTON OF SANTA ROSA COUNTY, FLORIDA, ADOPTING THE TENTATIVE LEVYING OF AD VALOREM TAXES FOR CITY OF MILTON FOR FISCAL YEAR 2026; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 11, 2025, adopted Fiscal Year Tentative Millage Rates following a public hearing as required by Florida Statute 200.065;

WHEREAS, the City of Milton of Santa Rosa County, Florida, held a public hearing as required by Florida Statute 200.065; and

WHEREAS, the gross taxable value for operating purposes not exempt from taxation within Santa Rosa County has been certified by the County Property Appraiser to the City of Milton as $643,306,174.

NOW, THEREFORE, BE IT RESOLVED by the City of Milton of Santa Rosa County, Florida that:

Section 1: The FY2026 operating millage rate is 4.118 mills, which is more than the rolled-back rate of 2.7868 mills by 47.77%.

Section 2: This Resolution will take effect immediately upon its adoption.

DULY ADOPTED this___________ Day of ___________________________, 2025.

Time Adopted ____________PM

City of Milton, FL

ATTESTED:

______________________________ ______________________________

Molly Turnes, City Clerk **Heather Lindsay, Mayor**

Agenda Item # 2025-3565

Resolution #2025-22 FY2026 Tentative Budget

MEETING DATE	PREPARED BY
September 11, 2025	Laura McDill, Budget Coordinator

BACKGROUND

SUMMARY

This Resolution is for the City of Milton in Santa Rosa County, Florida, adopting the Tentative Budget for Fiscal Year 2026 held in a public hearing according to Florida Statute 200.065.

RECOMMENDATION

Adopt FY2026 Tentative Budget

ATTACHMENTS

1. Resolution 2025-22 FY2026 Tentative Budget

RESOLUTION NO. 2025-22
A RESOLUTION OF THE CITY OF MILTON OF
SANTA ROSA COUNTY, FLORIDA, ADOPTING THE TENTATIVE
BUDGET FOR FISCAL YEAR 2026; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 11, 2025, held a public hearing as required by Florida Statute 200.065; and

WHEREAS, the City of Milton of Santa Rosa County, Florida, set forth the appropriations and revenue estimate for the Budget for Fiscal Year 2026 in the amount of $62,273,573.

ESTIMATED REVENUES		GENERAL FUND	CRA I,II,III FUNDS	DEBT SERVICE	CAPITAL PROJECTS FUNDS	NATURAL GAS FUND	WATER/ SEWER FUND	SANITATION FUND	OTHER FUNDS	TOTAL ALL FUNDS
Taxes:	Millage per $1000									
Ad Valorem Taxes	**4.1180**	**2,516,678**								2,516,678
Local Gov 1/2 Cent Sales Tax					405,323					405,323
Local Option Gas Tax		330,422			226,032					556,454
Electricity Taxes		834,477								834,477
Communication Service Tax		980,308								980,308
Business Taxes		140,157								140,157
Permits, Fees:										
Electric Franchise Fees		784,337								784,337
Other licenses & Fees		58,858								58,858
Fire Assessments		247,568								247,568
Intergovernmental Revenue		1,371,782	166,658		2,695,450	7,480,000	500,000			12,213,890
Charges for Services		4,596,034	6,000			5,829,107	10,830,341	1,832,782		23,094,264
Fines and Forfeitures		14,800								14,800
Miscellaneous Revenue		365,930			4,900	73,750	245,000	1,500		691,080
Other Funds:										
Stormwater Fund									2,984,676	2,984,676
Marina Fund									291,073	291,073
Sundial Fund									11,728,942	11,728,942
TOTAL SOURCES		**12,241,351**	**172,658**	**-**	**3,331,705**	**13,382,857**	**11,575,341**	**1,834,282**	**15,004,691**	**57,542,885**
Transfers In		3,856,892	211,219		297,577					4,365,688
Fund Balances/Reserves/Net Assets						365,000				365,000
TOTAL REVENUES, TRANSFERS & BALANCES		**$16,098,243**	**$383,877**	**$0**	**$3,629,282**	**$13,747,857**	**$11,575,341**	**$1,834,282**	**$15,004,691**	**$62,273,573**
EXPENDITURES / EXPENSES										
General Government		5,818,633			0					5,818,633
Public Safety		6,347,692			220,000					6,567,692
Physical Environment						13,327,273	8,139,033	1,834,282		23,300,588
Transportation		1,723,429			1,109,282					2,832,711
Economic Environment		0	317,250							317,250
Culture / Recreation		1,910,912			2,300,000					4,210,912
Debt Service										0
Other Funds:										
Stormwater Fund									2,984,676	2,984,676
Marina Fund									291,073	291,073
Sundial Fund									11,728,942	11,728,942
TOTAL EXPENDITURES / EXPENSES		**15,800,666**	**317,250**	**0**	**3,629,282**	**13,327,273**	**8,139,033**	**1,834,282**	**15,004,691**	**58,052,477**
Transfers Out		297,577				420,584	3,436,308			4,154,469
Fund Balances/Reserves/Net Assets			66,627							66,627
TOTAL APPROPRIATED EXPENDITURES TRANSFERS, RESERVES & BALANCES		**$16,098,243**	**$383,877**	**$0**	**$3,629,282**	**$13,747,857**	**$11,575,341**	**$1,834,282**	**$15,004,691**	**$62,273,573**

The tentative, adopted, and / or final budgets are on file in the office of the above referenced taxing authority as a public record.

NOW, THEREFORE, BE IT RESOLVED by the City of Milton of Santa Rosa County, Florida that:

Section 1: The Fiscal Year 2026 Tentative Budget be adopted.

Section 2: This Resolution will take effect immediately upon its adoption.

DULY ADOPTED this__________ Day of __________________________, 2025.

Time Adopted ____________PM

ATTEST:

Molly Turnes, City Clerk

Heather Lindsay, Mayor

Agenda Item # 2025-3567

Ordinance #10-25 FY2026 Budget (1st Reading)

MEETING DATE	PREPARED BY
September 11, 2025	Laura McDill, Budget Coordinator

BACKGROUND

SUMMARY

This Ordinance establishes the Budget for the City of Milton for Fiscal Year 2026 - 1st Read

RECOMMENDATION

To adopt the FY2026 Budget

ATTACHMENTS

1. Ordinance 10-25 Budget 1st Read

ORDINANCE NO. 10-25

AN ORDINANCE ESTABLISHING A BUDGET PROVIDING FOR THE PAYMENT OF THE EXPENSES OF ALL DEPARTMENTS AND FUNCTIONS OF THE CITY GOVERNMENT OF THE CITY OF MILTON, FLORIDA FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2026.

REVENUES:	GENERAL Fund	GAS Fund	WATER/SEWER Fund	SANITATION Fund	OTHER Funds	Totals
GENERAL FUND						
Ad Valorem Taxes (4.118)	$ 2,516,678					**$ 2,516,678**
Local Option Fuel Tax (.06)	$ 330,422					**$ 330,422**
Electricity Taxes	$ 834,477					**$ 834,477**
Communication Service Tax	$ 980,308					**$ 980,308**
Business Taxes	$ 140,157					**$ 140,157**
Electricity Franchise Fees	$ 784,337					**$ 784,337**
Other licenses &Fees	$ 58,858					**$ 58,858**
Fire Assessment	$ 247,568					**$ 247,568**
Intergovernmental	$ 1,371,782					**$ 1,371,782**
Charges for Services	$ 4,596,034					**$ 4,596,034**
Fines and Forfeits	$ 14,800					**$ 14,800**
Miscellaneous	$ 365,930					**$ 365,930**
Transfers In	$ 3,856,892					**$ 3,856,892**
Funds Forward	$ -					**$ -**
CRA FUNDS I, II, & III						
Intergovernmental					$ 166,658	**$ 166,658**
Charges for Services					$ 6,000	**$ 6,000**
Miscellaneous					$ -	**$ -**
Funds Forward/Transfer In					$ 211,219	**$ 211,219**
DEBT SERVICE FUND						
Funds Forward/Transfer In					$ -	**$ -**
CAPITAL PROJECTS FUNDS						
State and Federal Grants					$ 2,695,450	**$ 2,695,450**
Local Gov 1/2 Cent Sales Tax					$ 405,323	**$ 405,323**
Local Option Fuel Tax (.05)					$ 226,032	**$ 226,032**
Intergovernmental Revenue					$ -	**$ -**
Misc. Revenue					$ 4,900	**$ 4,900**
Funds Forward/Transfer In					$ 297,577	**$ 297,577**
NATURAL GAS FUND						
Intergovernmental		$ 7,480,000				**$ 7,480,000**
Charges for Services		$ 5,829,107				**$ 5,829,107**
Miscellaneous		$ 73,750				**$ 73,750**
Funds Forward/Transfer In		$ 365,000				**$ 365,000**
WATER /SEWER FUND						
Intergovernmental			$ -			**$ -**
Charges for Services			$ 10,830,341			**$ 10,830,341**
Miscellaneous			$ 245,000			**$ 245,000**
State and Federal Grants			$ 500,000			**$ 500,000**
Funds Forward/Transfer In						**$ -**
SANITATION FUND						
Charges for Services				$ 1,832,782		**$ 1,832,782**
Miscellaneous				$ 1,500		**$ 1,500**
Funds Forward/Transfer In				$ -		**$ -**
STORMWATER FUND						
Intergovernmental					$ 2,606,101	**$ 2,606,101**
Charges for Services					$ 229,000	**$ 229,000**
Miscellaneous					$ 250	**$ 250**
Funds Forward/Transfer In					$ 149,325	**$ 149,325**
MARINA FUND						
Intergovernmental					$ 250,000	**$ 250,000**
Miscellaneous					$ 41,073	**$ 41,073**
Funds Forward/Transfer In					$ -	**$ -**
SUNDIAL FUND						
Charges for Services					$ 678,942	**$ 678,942**
Miscellaneous					$ 50,000	**$ 50,000**
Funds Forward/Transfer In					$ 11,000,000	**$ 11,000,000**
TOTAL REVENUE	**$ 16,098,243**	**$ 13,747,857**	**$ 11,575,341**	**$ 1,834,282**	**$ 19,017,850**	**$ 62,273,573**

TOTAL REVENUE ALL FUNDS: $62,273,573

1 of 3

EXPENDITURES / EXPENSES:	Personal Services	Operating Expenditures	Capital Outlay	Grants In Aid	Debt Svc & Non Operating	Totals
GENERAL FUND						
Legislative	$ 182,694	$ 17,249		$ 35,000		**$ 234,943**
Admin (CM, Adm, Purch, PW, Ec Dev)	$ 1,810,826	$ 62,525		$ 20,000		**$ 1,893,351**
Non Departmental	$ -	$ 1,023,826	$ -	$ 22,500	$ 1,719	**$ 1,048,045**
Planning & Development	$ 635,648	$ 117,029	$ -			**$ 752,677**
Finance	$ 618,743	$ 108,771				**$ 727,514**
Facilities Maintenance	$ 130,919	$ 160,769	$ -			**$ 291,688**
Law Enforcement	$ 3,067,477	$ 293,158	$ -			**$ 3,360,635**
Fire Control	$ 2,835,499	$ 151,558			$ -	**$ 2,987,057**
Information Technology	$ 261,068	$ 434,890	$ 25,000			**$ 720,958**
City Clerk	$ 143,819	$ 5,639				**$ 149,458**
Road & Street	$ 1,011,501	$ 705,927	$ 6,000			**$ 1,723,428**
Parks & Recreation	$ 601,529	$ 393,508	$ 12,000			**$ 1,007,037**
Landscape Maintenance	$ 645,990	$ 257,885	$ -			**$ 903,875**
Transfers Out			$ 297,577			**$ 297,577**
Reserves/Contingency					$ -	**$ -**
Total General Fund:	**$ 11,945,713**	**$ 3,732,734**	**$ 340,577**	**$ 77,500**	**$ 1,719**	**$ 16,098,243**
CRA FUNDS I, II, & III						
Expenditures		$ 40,000	$ 227,250	$ 50,000		**$ 317,250**
Transfers Out				$ -	$ -	**$ -**
Reserves/Contingency					$ 66,627	**$ 66,627**
Total CRA Funds I, II, & III:	**$ -**	**$ 40,000**	**$ 227,250**	**$ 50,000**	**$ 66,627**	**$ 383,877**
DEBT SERVICE FUND						
Debt Service Expenditures					$ -	**$ -**
Total Debt Service Fund:	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**
CAPITAL PROJECTS FUNDS						
Capital Projects Expenditures			$ 3,629,282			**$ 3,629,282**
Reserves/Contingency			$ -		$ -	**$ -**
Transfers Out			$ -		$ -	**$ -**
Total Capital Proj Funds:	**$ -**	**$ -**	**$ 3,629,282**	**$ -**	**$ -**	**$ 3,629,282**
GAS FUND						
Gas Expenses	$ 1,106,476	$ 3,997,837	$ 8,145,000		$ -	**$ 13,249,313**
Marketing Expenses	$ -	$ 77,960				**$ 77,960**
Transfer to General Fund					$ 420,584	**$ 420,584**
Reserves/Contingency						**$ -**
Total Gas Fund:	**$ 1,106,476**	**$ 4,075,797**	**$ 8,145,000**	**$ -**	**$ 420,584**	**$ 13,747,857**
WATER/SEWER FUND						
WWTP Expenses	$ 911,939	$ 2,407,015	$ 213,200		$ -	**$ 3,532,154**
Water/Sewer Expenses	$ 1,537,141	$ 1,864,738	$ 1,205,000		$ -	**$ 4,606,879**
Transfer to General Fund					$ 3,436,308	**$ 3,436,308**
Reserves/Contingency						**$ -**
Total Water/Sewer Fund:	**$ 2,449,080**	**$ 4,271,753**	**$ 1,418,200**	**$ -**	**$ 3,436,308**	**$ 11,575,341**
SANITATION FUND						
Expenses	$ 658,446	$ 1,175,836	$ -		$ -	**$ 1,834,282**
Reserves/Contingency					$ -	**$ -**
Total Sanitation Fund:	**$ 658,446**	**$ 1,175,836**	**$ -**	**$ -**	**$ -**	**$ 1,834,282**
STORMWATER FUND						
Expenses		$ 229,250	$ 2,755,426		$ -	**$ 2,984,676**
Reserves/Contingency					$ -	**$ -**
Total Stormwater Fund	**$ -**	**$ 229,250**	**$ 2,755,426**	**$ -**	**$ -**	**$ 2,984,676**
MARINA FUND						
Expenses		$ 41,073	$ 250,000			**$ 291,073**
Reserves/Contingency					$ -	**$ -**
Total Marina Fund:	**$ -**	**$ 41,073**	**$ 250,000**	**$ -**	**$ -**	**$ 291,073**
SUNDIAL FUND						
Expenses		$ 461,683	$ 11,051,000		$ 216,259	**$ 11,728,942**
Reserves/Contingency					$ -	**$ -**
Total Sundial Fund:	**$ -**	**$ 461,683**	**$ 11,051,000**	**$ -**	**$ 216,259**	**$ 11,728,942**
TOTAL ALL FUNDS	**$ 16,159,715**	**$ 14,028,126**	**$ 27,816,735**	**$ 127,500**	**$ 4,141,497**	**$ 62,273,573**
Note: Total Transfers to General Fund (from Gas & Water/Sewer) =			**$ 3,856,892**			

Section 1: This budget shall be administered in compliance with the City Charter, City Ordinances, State Laws and Regulations, and generally accepted accounting procedures.

Section 2: All ordinances or parts of ordinance in conflict herewith are hereby repealed.

Section 3: This ordinance shall take effect upon passage by the Milton City Council and shall become effective for the period beginning on October 1, 2025.

PASSED AND ADOPTED by the City Council of the City of Milton, Florida, on the ______________ day of _______________________, 2025.

MILTON CITY COUNCIL:

BY: ___________________________________
Heather Lindsay, Mayor

ATTEST:

____
Molly Turnes, City Clerk

DATE OF FIRST READING: _____________________

DATE OF PUBLICATION: _______________________

DATE OF SECOND READING: __________________

DATE OF PASSAGE: ___________________________

Agenda Item # 2025-3573

Ordinance #11-25 FY2026 Pay Table/Position Schedules

MEETING DATE	PREPARED BY
September 11, 2025	Laura McDill, Budget Coordinator

BACKGROUND

SUMMARY

By Ordinance, each year, Pay Table / Position Schedules are updated.

RECOMMENDATION

ATTACHMENTS

1. Ordinance 11-25 Pay Table Position Schedule FY26
2. Contract FY26 Pay Table
3. General FY26 Pay Table
4. Police FY26 Pay Table
5. Fire FY26 Pay Table

ORDINANCE NO. 11-25

AN ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE CITY OF MILTON; AMENDING THE CLASSIFIED SALARY PAY TABLE OF THE CITY OF MILTON; ADOPTING A NEW PAY RANGE SCHEDULE; AND PROVIDING FOR AN EFFECTIVE DATE.

BE IT ENACTED by the City Council of the City of Milton, Florida:

SECTION 1. The attached Salary Pay Table and Position Pay Range Schedule are hereby adopted. Prior tables and schedules are hereby cancelled. The tables and schedules shall remain on file in the City Clerk's office as required by Section 38-1 of the Milton Code of Ordinances.

SECTION 2. All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 3. Should any portion of this ordinance be declared invalid or unconstitutional, the remaining portions shall remain unaffected.

SECTION 4. This ordinance shall be effective for pay purposes on the first full payroll in October 2025.

CITY OF MILTON, FLORIDA

ATTEST:

______________________________ ______________________________

MOLLY TURNES, CITY CLERK

HEATHER LINDSAY, MAYOR

1ST Reading: ____________________

Date of Publication: ______________

2nd Reading: ____________________

Legal in form and valid when signed by City Attorney.

____

JOHN ADAMS, CITY ATTORNEY

CONTRACT EMPLOYEE PAY TABLE - FY26 - EFFECTIVE OCTOBER 1, 2025

Contract 53

Police Chief		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.4%	2.3%
	C53/01	C53/02	C53/03	C53/04	C53/05	C53/06	C53/07	C53/08	C53/09
hrly	49.06	50.41	51.76	53.11	54.45	55.80	57.15	58.50	54.45
bi-wkly	3925.20	4032.99	4140.77	4248.56	4356.34	4464.13	4571.91	4679.70	4356.34
annual	102055.19	104857.61	107660.04	110462.46	113264.89	116067.31	118869.73	121672.16	124474.58

Contract 55

Asst. Plnr/Mit.		2.2%	2.1%	2.1%	2.0%	2.0%	2.0%	1.9%	1.9%
	C55/01	C55/02	C55/03	C55/04	C55/05	C55/06	C55/07	C55/08	C55/09
hrly	23.19	23.69	24.19	24.70	25.20	25.70	26.21	26.71	25.20
bi-wkly	1854.81	1895.12	1935.43	1975.73	2016.04	2056.35	2096.66	2136.97	2016.04
annual	48225.00	49273.04	50321.07	51369.11	52417.14	53465.18	54513.21	55561.25	56609.28

Contract 56

Current Plnr		3.3%	3.2%	3.1%	3.0%	2.9%	2.8%	2.7%	2.7%
	C56/01	C56/02	C56/03	C56/04	C56/05	C56/06	C56/07	C56/08	C56/09
hrly	25.81	26.65	27.50	28.35	29.19	30.04	30.89	31.73	29.19
bi-wkly	2064.46	2132.21	2199.95	2267.70	2335.45	2403.19	2470.94	2538.69	2335.45
annual	53676.00	55437.41	57198.81	58960.22	60721.62	62483.03	64244.43	66005.84	67767.25

Contract 57

Chief Financial Accountant		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
	C57/01	C57/02	C57/03	C57/04	C57/05	C57/06	C57/07	C57/08	C57/09
hrly	46.63	47.90	49.18	50.45	51.72	53.00	54.27	55.55	51.72
bi-wkly	3730.38	3832.28	3934.18	4036.08	4137.98	4239.89	4341.79	4443.69	4137.98
annual	96989.83	99639.27	102288.71	104938.15	107587.59	110237.03	112886.47	115535.91	118185.35

Contract 58

Planning Director		2.4%	2.4%	2.3%	2.3%	2.2%	2.2%	2.1%	2.1%
	C58/01	C58/02	C58/03	C58/04	C58/05	C58/06	C58/07	C58/08	C58/09
hrly	41.58	42.59	43.60	44.61	45.62	46.63	47.64	48.65	45.62
bi-wkly	3326.68	3407.46	3488.24	3569.02	3649.80	3730.57	3811.35	3892.13	3649.80
annual	86493.74	88593.98	90694.22	92794.46	94894.69	96994.93	99095.17	101195.41	103295.65

Contract 59

Budget Director		3%	2.7%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
	C59/01	C59/02	C59/03	C59/04	C59/05	C59/06	C59/07	C59/08	C59/09
hrly	35.41	36.37	37.34	38.30	39.27	40.24	41.20	42.17	43.13
bi-wkly	2832.49	2909.75	2987.02	3064.28	3141.55	3218.81	3296.07	3373.34	3450.60
annual	73644.74	75653.60	77662.46	79671.31	81680.17	83689.03	85697.89	87706.74	89715.60

Contract 60

Public Works Director		3%	2.7%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
	C60/01	C60/02	C60/03	C60/04	C60/05	C60/06	C60/07	C60/08	C60/09
hrly	50.90	52.29	53.68	55.07	56.46	57.85	59.24	60.63	62.02
bi-wkly	4071.64	4182.87	4294.11	4405.34	4516.57	4627.81	4739.04	4850.27	4961.50
annual	105862.68	108754.73	111646.78	114538.83	117430.88	120322.93	123214.98	126107.03	128999.08

Contract 63									
PIO Marketing Director			**2.2%**	**2.1%**	**2.1%**	**2.0%**	**2.0%**	**2.0%**	**1.9%**	**1.9%**
		C63/01	**C63/02**	**C63/03**	**C63/04**	**C63/05**	**C63/06**	**C63/07**	**C63/08**	**C63/09**
	hrly	36.53	37.32	38.11	38.90	39.69	40.48	41.27	42.06	42.85
	bi-wkly	2922.55	2985.72	3048.88	3112.05	3175.22	3238.38	3301.55	3364.72	3427.88
	annual	75986.25	77628.59	79270.94	80913.28	82555.63	84197.97	85840.31	87482.66	89125.00
Contract 65										
Fire Chief			**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.4%**	**2.3%**	**2.3%**	**2.2%**
		C65/01	**C65/02**	**C65/03**	**C65/04**	**C65/05**	**C65/06**	**C65/07**	**C65/08**	**C65/09**
	hrly	49.51	50.80	52.09	53.38	54.67	55.97	57.26	58.55	54.67
	bi-wkly	3960.49	4063.87	4167.24	4270.61	4373.99	4477.36	4580.74	4684.11	4373.99
	annual	102972.81	105660.53	108348.25	111035.98	113723.70	116411.42	119099.14	121786.86	124474.58
Contract 70										
Utility Department Head			**1.7%**	**1.7%**	**1.7%**	**1.6%**	**1.6%**	**1.6%**	**1.6%**	**1.5%**
		C70/01	**C70/02**	**C70/03**	**C70/04**	**C70/05**	**C70/06**	**C70/07**	**C70/08**	**C70/09**
	hrly	39.58	40.26	40.94	41.63	42.31	42.99	43.68	44.36	45.04
	bi-wkly	3166.13	3220.77	3275.42	3330.07	3384.72	3439.37	3494.01	3548.66	3603.31
	annual	82319.26	83740.12	85160.97	86581.82	88002.68	89423.53	90844.38	92265.24	93686.09
Contract 71										
WWTP Director			**1.9%**	**1.9%**	**1.9%**	**1.8%**	**1.8%**	**1.8%**	**1.7%**	**1.7%**
		C71/01	**C71/02**	**C71/03**	**C71/04**	**C71/05**	**C71/06**	**C71/07**	**C71/08**	**C71/09**
	hrly	39.58	40.34	41.10	41.86	42.62	43.38	44.14	44.90	45.66
	bi-wkly	3166.13	3226.99	3287.85	3348.72	3409.58	3470.44	3531.31	3592.17	3653.04
	annual	82319.26	83901.72	85484.18	87066.63	88649.09	90231.55	91814.00	93396.46	94978.92
Contract 72										
Street/San Dept Head			**2.7%**	**2.7%**	**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.4%**	**2.3%**
		C72/01	**C72/02**	**C72/03**	**C72/04**	**C72/05**	**C72/06**	**C72/07**	**C72/08**	**C72/09**
	hrly	39.21	40.29	41.36	42.43	43.51	44.58	45.65	46.73	47.80
	bi-wkly	3137.19	3223.06	3308.93	3394.79	3480.66	3566.53	3652.39	3738.26	3824.13
	annual	81567.00	83799.54	86032.08	88264.63	90497.17	92729.71	94962.25	97194.79	99427.34
Contract 76										
Rec Activity Coord			**3.4%**	**3.3%**	**3.2%**	**3.1%**	**3.0%**	**2.9%**	**2.8%**	**2.8%**
		C76/01	**C76/02**	**C76/03**	**C76/04**	**C76/05**	**C76/06**	**C76/07**	**C76/08**	**C76/09**
	hrly	20.65	21.35	22.06	22.76	23.47	24.18	24.88	25.59	26.30
	bi-wkly	1651.62	1708.12	1764.62	1821.12	1877.62	1934.12	1990.62	2047.12	2103.62
	annual	42942.00	44411.00	45880.00	47349.00	48818.00	50287.00	51756.00	53225.00	54694.00
Contract 77										
Parks Director			**2.7%**	**2.7%**	**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.3%**	**2.3%**
		C77/01	**C77/02**	**C77/03**	**C77/04**	**C77/05**	**C77/06**	**C77/07**	**C77/08**	**C77/09**
	hrly	38.57	39.63	40.68	41.73	42.79	43.84	44.90	45.95	47.00
	bi-wkly	3085.89	3170.19	3254.49	3338.78	3423.08	3507.38	3591.68	3675.97	3760.27
	annual	80233.20	82424.93	84616.65	86808.38	89000.10	91191.83	93383.55	95575.28	97767.00
Contract 79										
Landscape Department Head			**2.3%**	**2.3%**	**2.2%**	**2.2%**	**2.1%**	**2.1%**	**2.0%**	**2.0%**

	C79/01	C79/02	C79/03	C79/04	C79/05	C79/06	C79/07	C79/08	C79/09
hrly	33.29	34.06	34.83	35.59	36.36	37.13	37.89	38.66	39.43
bi-wkly	2663.42	2724.75	2786.09	2847.42	2908.76	2970.10	3031.43	3092.77	3154.10
annual	69248.84	70843.58	72438.31	74033.04	75627.77	77222.51	78817.24	80411.97	82006.70
Contract 81									
Purchasing Agent		**3%**	**2.5%**	**2.4%**	**2.3%**	**2.3%**	**2.2%**	**2.2%**	**2.1%**
	C81/01	**C81/02**	**C81/03**	**C81/04**	**C81/05**	**C81/06**	**C81/07**	**C81/08**	**C81/09**
hrly	35.41	36.30	37.19	38.08	38.97	39.86	40.75	41.64	42.53
bi-wkly	2832.49	2903.68	2974.87	3046.06	3117.25	3188.43	3259.62	3330.81	3402.00
annual	73644.74	75495.65	77346.56	79197.46	81048.37	82899.28	84750.19	86601.09	88452.00
Contract 84									
Grants Manager		**3.6%**	**3.5%**	**3.4%**	**3.2%**	**3.1%**	**3.1%**	**3.0%**	**2.9%**
	C84/01	**C84/02**	**C84/03**	**C84/04**	**C84/05**	**C84/06**	**C84/07**	**C84/08**	**C84/09**
hrly	35.98	37.27	38.57	39.86	41.16	42.45	43.75	45.05	46.34
bi-wkly	2878.20	2981.84	3085.48	3189.12	3292.75	3396.39	3500.03	3603.67	3707.31
annual	74833.20	77527.80	80222.40	82917.00	85611.60	88306.20	91000.80	93695.40	96390.00
Contract 85									
IT Director		**2.6%**	**2.5%**	**2.4%**	**2.4%**	**2.3%**	**2.3%**	**2.2%**	**2.2%**
	C85/01	**C85/02**	**C85/03**	**C85/04**	**C85/05**	**C85/06**	**C85/07**	**C85/08**	**C85/09**
hrly	43.84	44.96	46.08	47.20	48.32	49.44	50.56	51.68	52.80
bi-wkly	3507.08	3596.69	3686.31	3775.92	3865.54	3955.16	4044.77	4134.39	4224.00
annual	91184.00	93514.01	95844.02	98174.02	100504.03	102834.04	105164.05	107494.06	109824.07
Contract 90									
Human Resources Director		**2.7%**	**2.7%**	**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.4%**	**2.3%**
	C90/01	**C90/02**	**C90/03**	**C90/04**	**C90/05**	**C90/06**	**C90/07**	**C90/08**	**C90/09**
hrly	38.57	39.63	40.69	41.75	42.81	43.87	44.93	45.99	47.05
bi-wkly	3085.89	3170.63	3255.37	3340.11	3424.85	3509.58	3594.32	3679.06	3763.80
annual	80233.20	82436.40	84639.60	86842.80	89046.00	91249.20	93452.40	95655.60	97858.80
Contract 91									
Asst Cty Mgr		**2.2%**	**2.1%**	**2.1%**	**2.0%**	**2.0%**	**2.0%**	**1.9%**	**1.9%**
	C91/01	**C91/02**	**C91/03**	**C91/04**	**C91/05**	**C91/06**	**C91/07**	**C91/08**	**C91/09**
hrly	50.87	51.97	53.08	54.18	55.29	56.40	57.50	58.61	59.71
bi-wkly	4069.23	4157.71	4246.19	4334.66	4423.14	4511.62	4600.10	4688.58	4777.05
annual	105800.00	108100.43	110400.85	112701.28	115001.70	117302.13	119602.55	121902.98	124203.40
Contract 92									
Contract Coordinator		**2.7%**	**2.6%**	**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.3%**	**2.3%**
	C92/01	**C92/02**	**C92/03**	**C92/04**	**C92/05**	**C92/06**	**C92/07**	**C92/08**	**C92/09**
hrly	23.00	23.63	24.25	24.88	25.50	26.13	26.75	27.38	28.00
bi-wkly	1840.00	1890.00	1940.00	1990.00	2040.00	2090.00	2140.00	2190.00	2240.00
annual	47840.00	49140.00	50440.00	51740.00	53040.00	54340.00	55640.00	56940.00	58240.00
Contract 93									
Economic Development Director		**2.7%**	**2.7%**	**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.4%**	**2.3%**
	C93/01	**C93/02**	**C93/03**	**C93/04**	**C93/05**	**C93/06**	**C93/07**	**C93/08**	**C93/09**
hrly	38.57	39.63	40.69	41.75	42.81	43.87	44.93	45.99	47.05

bi-wkly	3085.89	3170.63	3255.37	3340.11	3424.85	3509.58	3594.32	3679.06	3763.80
annual	80233.20	82436.40	84639.60	86842.80	89046.00	91249.20	93452.40	95655.60	97858.80

Contract 94

Events Coordinator		**2.7%**	**2.7%**	**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.4%**	**2.3%**
	C94/01	**C94/02**	**C94/03**	**C94/04**	**C94/05**	**C94/06**	**C94/07**	**C94/08**	**C94/09**
hrly	31.77	32.64	33.51	34.38	35.26	36.13	37.00	37.87	38.75
bi-wkly	2541.36	2611.14	2680.92	2750.70	2820.48	2890.26	2960.04	3029.82	3099.60
annual	66075.43	67889.70	69703.97	71518.24	73332.52	75146.79	76961.06	78775.33	80589.60

GENERAL EMPLOYEE PAY TABLE - FY26 - EFFECTIVE OCTOBER 1 , 2025 (FY2025 includes 2.6% COLA)

2.6% Oct-26

	5.6%	**4.3%**	**5.4%**	**4.7%**	**4.1%**	**4.1%**	**3.3%**	**3.3%**	**3.3%**	**2.8%**	**3.4%**	**3.3%**	**3.8%**	**3.7%**
G09/01	**G09/02**	**G09/03**	**G09/04**	**G09/05**	**G09/06**	**G09/07**	**G09/08**	**G09/09**	**G09/10**	**G09/11**	**G09/12**	**G09/13**	**G09/14**	**G09/15**
15.00	15.84	16.52	17.42	18.23	18.97	19.75	20.40	21.08	21.78	22.39	23.15	23.91	24.83	25.74
1200.00	1267.06	1321.73	1393.28	1458.11	1517.28	1579.86	1632.17	1686.77	1742.52	1791.36	1851.70	1913.19	1986.05	2058.91
31200.00	32943.53	34365.11	36225.15	37910.76	39449.34	41076.44	42436.38	43856.07	45305.60	46575.27	48144.19	49742.85	51637.23	53531.61
	4.3%	**5.4%**	**4.7%**	**4.1%**	**4.1%**	**3.3%**	**3.3%**	**3.3%**	**2.8%**	**3.4%**	**3.3%**	**3.8%**	**3.7%**	**3.2%**
G10/01	**G10/02**	**G10/03**	**G10/04**	**G10/05**	**G10/06**	**G10/07**	**G10/08**	**G10/09**	**G10/10**	**G10/11**	**G10/12**	**G10/13**	**G10/14**	**G10/15**
16.00	16.69	17.59	18.41	19.16	19.95	20.61	21.30	22.00	22.62	23.38	24.16	25.08	26.00	26.82
1280.00	1335.23	1407.51	1473.00	1532.78	1596.00	1648.84	1704.00	1760.32	1809.65	1870.61	1932.73	2006.33	2079.94	2145.49
33280.00	34716.10	36595.14	38297.96	39852.26	41495.97	42869.80	44303.99	45768.33	47050.97	48635.91	50250.90	52164.63	54078.36	55782.84
	4.7%	**4.1%**	**4.1%**	**3.3%**	**3.3%**	**3.3%**	**2.8%**	**3.4%**	**3.3%**	**3.8%**	**3.7%**	**3.2%**	**3.9%**	**3.7%**
G11/01	**G11/02**	**G11/03**	**G11/04**	**G11/05**	**G11/06**	**G11/07**	**G11/08**	**G11/09**	**G11/10**	**G11/11**	**G11/12**	**G11/13**	**G11/14**	**G11/15**
17.00	17.79	18.51	19.28	19.91	20.58	21.26	21.86	22.59	23.34	24.23	25.12	25.91	26.91	27.91
1360.00	1423.28	1481.05	1542.13	1593.19	1646.49	1700.91	1748.57	1807.48	1867.49	1938.62	2009.74	2073.08	2153.03	2232.99
35360.00	37005.35	38507.19	40095.42	41422.88	42808.67	44223.58	45462.93	46994.38	48554.85	50403.99	52253.14	53900.08	55978.87	58057.66
	4.1%	**4.1%**	**3.3%**	**3.3%**	**3.3%**	**2.8%**	**3.4%**	**3.3%**	**3.8%**	**3.7%**	**3.2%**	**3.9%**	**3.7%**	**3.6%**
G12/01	**G12/02**	**G12/03**	**G12/04**	**G12/05**	**G12/06**	**G12/07**	**G12/08**	**G12/09**	**G12/10**	**G12/11**	**G12/12**	**G12/13**	**G12/14**	**G12/15**
18.00	18.73	19.50	20.15	20.82	21.51	22.11	22.86	23.62	24.52	25.42	26.22	27.23	28.24	29.27
1440.00	1498.44	1560.24	1611.90	1665.83	1720.89	1769.11	1828.71	1889.43	1961.39	2033.34	2097.43	2178.32	2259.22	2341.22
37440.00	38959.48	40566.37	41909.42	43311.49	44743.02	45996.92	47546.36	49125.16	50996.02	52866.88	54533.18	56636.38	58739.59	60871.75
	2.8%	**3.3%**	**3.3%**	**2.8%**	**3.4%**	**3.3%**	**3.8%**	**3.7%**	**3.2%**	**3.9%**	**3.7%**	**3.6%**	**3.5%**	**3.8%**
G13/01	**G13/02**	**G13/03**	**G13/04**	**G13/05**	**G13/06**	**G13/07**	**G13/08**	**G13/09**	**G13/10**	**G13/11**	**G13/12**	**G13/13**	**G13/14**	**G13/15**
19.00	19.53	20.19	20.85	21.44	22.16	22.89	23.77	24.64	25.42	26.40	27.38	28.37	29.36	30.49
1520.00	1562.56	1614.83	1668.21	1714.96	1772.73	1831.59	1901.35	1971.10	2033.23	2111.64	2190.06	2269.56	2349.05	2439.31
39520.00	40626.56	41985.70	43373.42	44588.94	46090.94	47621.42	49435.01	51248.61	52863.89	54902.72	56941.55	59008.45	61075.34	63422.16
	3.3%	**3.3%**	**2.8%**	**3.4%**	**3.3%**	**3.8%**	**3.7%**	**3.2%**	**3.9%**	**3.7%**	**3.6%**	**3.5%**	**3.8%**	**3.6%**

G14/01	G14/02	G14/03	G14/04	G14/05	G14/06	G14/07	G14/08	G14/09	G14/10	G14/11	G14/12	G14/13	G14/14	G14/15
20.00	20.67	21.35	21.95	22.69	23.44	24.34	25.23	26.02	27.03	28.03	29.05	30.07	31.22	32.35
1600.00	1653.53	1708.18	1756.05	1815.20	1875.48	1946.90	2018.33	2081.94	2162.24	2242.53	2323.94	2405.34	2497.76	2587.99
41600.00	42991.71	44412.67	45657.32	47195.31	48762.46	50619.51	52476.56	54130.55	56218.23	58305.91	60422.33	62538.75	64941.80	67287.67
	2.8%	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%
G15/01	G15/02	G15/03	G15/04	G15/05	G15/06	G15/07	G15/08	G15/09	G15/10	G15/11	G15/12	G15/13	G15/14	G15/15
21.00	21.59	22.32	23.06	23.93	24.81	25.59	26.58	27.57	28.57	29.57	30.71	31.82	32.99	34.37
1680.00	1727.08	1785.26	1844.54	1914.79	1985.03	2047.60	2126.57	2205.54	2285.60	2365.66	2456.56	2545.29	2639.44	2749.69
43680.00	44904.11	46416.74	47958.03	49784.45	51610.86	53237.56	55290.80	57344.04	59425.54	61507.05	63870.46	66177.63	68625.41	71492.04
	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%
G16/01	G16/02	G16/03	G16/04	G16/05	G16/06	G16/07	G16/08	G16/09	G16/10	G16/11	G16/12	G16/13	G16/14	G16/15
22.00	22.74	23.50	24.39	25.29	26.08	27.09	28.09	29.11	30.13	31.29	32.42	33.62	35.03	36.43
1760.00	1819.29	1879.70	1951.28	2022.87	2086.63	2167.10	2247.58	2329.16	2410.75	2503.38	2593.81	2689.75	2802.10	2914.46
45760.00	47301.45	48872.13	50733.35	52594.57	54252.28	56344.66	58437.03	60558.21	62679.39	65087.85	67438.99	69933.43	72854.70	75775.97
	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%
G17/01	G17/02	G17/03	G17/04	G17/05	G17/06	G17/07	G17/08	G17/09	G17/10	G17/11	G17/12	G17/13	G17/14	G17/15
23.00	23.88	24.75	25.53	26.52	27.50	28.50	29.50	30.63	31.74	32.91	34.29	35.66	37.02	38.45
1840.00	1910.07	1980.15	2042.56	2121.34	2200.11	2279.97	2359.83	2450.51	2539.03	2632.94	2742.93	2852.91	2961.83	3076.08
47840.00	49661.92	51483.83	53106.53	55154.72	57202.90	59279.29	61355.67	63713.27	66014.75	68456.51	71316.09	74175.66	77007.46	79978.16
	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%
G18/01	G18/02	G18/03	G18/04	G18/05	G18/06	G18/07	G18/08	G18/09	G18/10	G18/11	G18/12	G18/13	G18/14	G18/15
24.00	24.88	25.66	26.65	27.64	28.65	29.65	30.79	31.90	33.08	34.46	35.85	37.22	38.65	40.19
1920.00	1990.44	2053.17	2132.36	2211.55	2291.82	2372.10	2463.25	2552.22	2646.63	2757.18	2867.74	2977.22	3092.07	3215.48
49920.00	51751.38	53382.52	55441.35	57500.18	59587.35	61674.53	64044.37	66357.82	68812.27	71686.70	74561.14	77407.65	80393.79	83602.60
	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%
G19/01	G19/02	G19/03	G19/04	G19/05	G19/06	G19/07	G19/08	G19/09	G19/10	G19/11	G19/12	G19/13	G19/14	G19/15
25.00	25.96	26.93	27.91	28.88	29.99	31.08	32.23	33.57	34.92	36.25	37.65	39.15	40.80	42.33
2000.00	2077.13	2154.27	2232.47	2310.66	2399.45	2486.13	2578.08	2685.77	2793.47	2900.11	3011.99	3132.21	3263.84	3386.13
52000.00	54005.51	56011.02	58044.14	60077.26	62385.73	64639.26	67030.15	69830.14	72630.13	75402.92	78311.73	81437.44	84859.88	88039.32

	3.7%	3.6%	3.5%	3.5%	3.8%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%
G20/01	G20/02	G20/03	G20/04	G20/05	G20/06	G20/07	G20/08	G20/09	G20/10	G20/11	G20/12	G20/13	G20/14	G20/15
26.00	26.97	27.94	28.92	29.94	31.07	32.22	33.57	34.91	36.25	37.65	39.15	40.79	42.32	44.08
2080.00	2157.24	2235.55	2313.85	2394.84	2485.84	2577.79	2685.47	2793.15	2899.78	3011.64	3131.85	3263.47	3385.74	3526.68
54080.00	56088.28	58124.20	60160.12	62265.73	64631.83	67022.44	69822.11	72621.78	75394.25	78302.72	81428.07	84850.12	88029.19	91693.57

	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%
G21/01	G21/02	G21/03	G21/04	G21/05	G21/06	G21/07	G21/08	G21/09	G21/10	G21/11	G21/12	G21/13	G21/14	G21/15
27.00	27.95	29.02	30.07	31.18	32.48	33.78	35.07	36.43	37.88	39.47	40.95	42.66	44.47	46.72
2160.00	2235.66	2321.56	2405.42	2494.40	2598.59	2702.79	2805.97	2914.22	3030.54	3157.90	3276.21	3412.59	3557.94	3737.79
56160.00	58127.12	60360.66	62541.04	64854.32	67563.42	70272.53	72955.31	75769.69	78793.94	82105.29	85181.52	88727.37	92506.44	97182.54

	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%	2.9%
G22/01	G22/02	G22/03	G22/04	G22/05	G22/06	G22/07	G22/08	G22/09	G22/10	G22/11	G22/12	G22/13	G22/14	G22/15
28.00	29.08	30.13	31.24	32.55	33.85	35.14	36.50	37.96	39.55	41.03	42.74	44.56	46.81	48.18
2240.00	2326.07	2410.10	2499.24	2603.64	2708.04	2811.42	2919.88	3036.42	3164.03	3282.57	3419.22	3564.85	3745.05	3854.27
58240.00	60477.87	62662.49	64980.26	67694.62	70408.99	73096.98	75916.83	78946.95	82264.73	85346.93	88899.66	92686.08	97371.25	100211.02

	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%	2.9%	2.9%	3.8%
G23/01	G23/02	G23/03	G23/04	G23/05	G23/06	G23/07	G23/08	G23/09	G23/10	G23/11	G23/12	G23/13	G23/14	G23/15
29.00	30.07	31.33	32.59	33.83	35.13	36.54	38.07	39.50	41.14	42.89	45.06	46.38	47.73	49.54
2320.00	2405.81	2506.31	2606.80	2706.32	2810.73	2922.91	3045.75	3159.86	3291.40	3431.59	3605.05	3710.19	3818.27	3963.28
60320.00	62551.12	65164.02	67776.91	70364.42	73078.86	75995.70	79189.46	82156.44	85576.36	89221.23	93731.26	96464.87	99275.03	103045.30

	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%	2.9%	2.9%	3.8%	3.8%
G24/01	G24/02	G24/03	G24/04	G24/05	G24/06	G24/07	G24/08	G24/09	G24/10	G24/11	G24/12	G24/13	G24/14	G24/15
30.00	31.25	32.51	33.75	35.05	36.45	37.98	39.40	41.04	42.79	44.95	46.27	47.61	49.42	51.31
2400.00	2500.25	2600.51	2699.79	2803.93	2915.85	3038.39	3152.23	3283.45	3423.30	3596.34	3701.22	3809.05	3953.71	4105.08
62400.00	65006.58	67613.16	70194.42	72902.30	75812.10	78998.14	81957.95	85369.61	89005.67	93504.81	96231.81	99035.19	102796.35	106732.12

	4.1%	4.0%	4.1%	4.1%	4.5%	3.9%	4.3%	4.5%	5.3%	3.0%	3.0%	4.0%	4.0%	4.0%
G25/01	G25/02	G25/03	G25/04	G25/05	G25/06	G25/07	G25/08	G25/09	G25/10	G25/11	G25/12	G25/13	G25/14	G25/15
31.00	32.29	33.57	34.94	36.36	37.98	39.45	41.16	43.00	45.27	46.65	48.03	49.93	51.94	54.01
2480.00	2582.84	2685.68	2794.95	2908.51	3038.13	3155.97	3293.10	3439.86	3621.98	3732.32	3842.66	3994.78	4155.47	4320.45
64480.00	67153.90	69827.80	72668.82	75621.25	78991.48	82055.33	85620.53	89436.41	94171.44	97040.31	99909.18	103864.33	108042.30	112331.68

2026 Cola Below
2.6%

POLICE DEPARTMENT PAY TABLE - FY26 - EFFECTIVE OCTOBER 1 , 2025 (FY2026 includes 02.6% COLA)

Steps 1 -12 are annual step increases. Steps 13 - 15 are every 2 years

	2.3%	**4.1%**	**3.7%**	**3.8%**	**4.4%**	**4.1%**									
PT Police Officer	**PTPO 01**	**PTPO 02**	**PTPO 03**	**PTPO 04**	**PTPO 05**	**PTPO 06**									
hrly	21.39	22.27	23.09	23.97	25.03	26.05									
Bi-weekly	1711.36	1781.52	1847.44	1917.64	2002.02	2084.10									
Yearly	44495.28	46319.58	48033.41	49858.68	52052.46	54186.61									
		3.7%	**3.6%**	**4.1%**	**3.8%**	**3.9%**	**4.4%**	**4.2%**	**3.6%**	**4.5%**	**4.1%**	**4.4%**	**3.8%**	**3.50%**	**3.6%**
Police Officer	**PO 01**	**PO 02**	**PO 03**	**PO 04**	**PO 05**	**PO 06**	**PO 07**	**PO 08**	**PO 09**	**PO 10**	**PO 11**	**PO 12**	**PO 13**	**PO 14**	**PO 15**
hrly	23.29	24.15	25.02	26.04	27.03	28.09	29.32	30.55	31.65	33.08	34.43	35.95	36.36	37.63	38.99
Bi-weekly	1,862.85	1,931.77	2,001.32	2,083.37	2,162.54	2,246.88	2,345.74	2,444.26	2,532.25	2,646.21	2,754.70	2,875.91	2,908.80	3,010.61	3,118.99
Yearly	48,434.01	50,226.07	52,034.21	54,167.61	56,225.98	58,418.80	60,989.22	63,550.77	65,838.60	68,801.34	71,622.19	74,773.57	75,628.80	78,275.81	81,093.74
		3.6%	**4.0%**	**3.7%**	**3.9%**	**4.4%**	**4.2%**	**3.6%**	**4.5%**	**4.1%**	**4.4%**	**3.9%**	**3.5%**	**3.60%**	**3.1%**
Police Corporal	**PC 01**	**PC 02**	**PC 03**	**PC 04**	**PC 05**	**PC 06**	**PC 07**	**PC 08**	**PC 09**	**PC 10**	**PC 11**	**PC 12**	**PC 13**	**PC 14**	**PC 15**
hrly	24.15	25.02	26.02	26.98	28.03	29.27	30.50	31.60	33.02	34.37	35.88	37.28	38.59	39.98	41.22
Bi-weekly	1,931.97	2,001.52	2,081.58	2,158.60	2,242.78	2,341.47	2,439.81	2,527.64	2,641.39	2,749.68	2,870.67	2,982.62	3,087.02	3,198.15	3,297.29
Yearly	50,231.19	52,039.52	54,121.10	56,123.58	58,312.40	60,878.14	63,435.03	65,718.69	68,676.03	71,491.74	74,637.38	77,548.24	80,262.43	83,151.87	85,729.58
		3.7%	**3.9%**	**4.4%**	**4.2%**	**3.6%**	**4.5%**	**4.1%**	**4.4%**	**3.9%**	**3.5%**	**3.6%**	**3.1%**	**3.50%**	**3.5%**
Police Sergent	**PS 01**	**PS 02**	**PS 03**	**PS 04**	**PS 05**	**PS 06**	**PS 07**	**PS 08**	**PS 09**	**PS 10**	**PS 11**	**PS 12**	**PS 13**	**PS 14**	**PS 15**
hrly	26.04	27.00	28.06	29.29	30.52	31.62	33.04	34.40	35.91	37.31	38.62	40.01	41.25	42.69	44.19
Bi-weekly	2,083.17	2,160.25	2,244.50	2,343.26	2,441.68	2,529.58	2,643.41	2,751.79	2,872.87	2,984.91	3,089.38	3,200.60	3,299.82	3,415.31	3,534.85
Yearly	54,162.53	56,166.54	58,357.04	60,924.74	63,483.58	65,768.99	68,728.60	71,546.47	74,694.51	77,607.60	80,323.87	83,215.53	85,795.21	88,798.04	91,905.97
		4.4%	**4.2%**	**3.6%**	**4.5%**	**4.1%**	**4.4%**	**3.8%**	**3.5%**	**3.6%**	**3.1%**	**3.5%**	**3.5%**	**3.60%**	**3.5%**
Police Captain	**PCT 01**	**PCT 02**	**PCT 03**	**PCT 04**	**PCT 05**	**PCT 06**	**PCT 07**	**PCT 08**	**PCT 09**	**PCT 10**	**PCT 11**	**PCT 12**	**PCT 13**	**PCT 14**	**PCT 15**
hrly	28.06	29.29	30.52	31.62	33.05	34.40	35.91	37.28	38.58	39.97	41.21	42.65	44.15	45.74	47.34
Bi-weekly	2,244.75	2,343.52	2,441.94	2,529.85	2,643.70	2,752.09	2,873.18	2,982.36	3,086.74	3,197.87	3,297.00	3,412.40	3,531.83	3,658.98	3,787.04
Yearly	58,363.44	60,931.43	63,490.55	65,776.21	68,736.14	71,554.32	74,702.71	77,541.41	80,255.36	83,144.55	85,722.03	88,722.31	91,827.59	95,133.38	98,463.05

RAISES BASED ON EVALUATION = 0% Below Satisfactory, 1% Satisfactory, 2.5% Above Satisfactory, or 4% Oustanding

Dispatch records		**1.00%**	**2.50%**	**4.00%**
hrly	17.73	17.91	18.35	19.09
Bi-weekly	1,418.40	1,432.58	1,468.40	1,527.13
Yearly	36,878.40	37,247.18	38,178.36	39,705.50

Pay table includes 2.6% COLA granted October 2025

COLA	2.60%

Contract provisions: Start Step 1- receive 1 year probation increase - Steps 2-25 (1 year)

Yearly

Fire Fighter		3.6%	3.7%	4.1%	3.7%	3.9%	4.3%	4.2%	3.9%	4.1%	4.1%	2.10%	2.10%	2.10%	2.10%
	FF 01	FF 02	FF 03	FF 04	FF 05	FF 06	FF 07	FF 08	FF 09	FF 10	FF 11	FF 12	FF 13	FF 14	FF 15
hrly	17.08	17.69	18.34	19.10	19.80	20.57	21.46	22.37	23.25	24.20	25.19	25.72	23.58	24.07	24.57
bi-wkly	1,776.32	1,839.76	1,907.36	1,986.40	2,059.20	2,139.28	2,231.84	2,326.48	2,418.00	2,516.80	2,619.76	2,674.88	2,452.32	2,503.28	2,555.28
annual	46,184.32	47,833.76	49,591.36	51,646.40	53,539.20	55,621.28	58,027.84	60,488.48	62,868.00	65,436.80	68,113.76	69,546.88	63,760.32	65,085.28	66,437.28

	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%
	FF 16	FF 17	FF 18	FF 19	FF 20	FF 21	FF 22	FF 23	FF 24	FF 25
	27.95	28.53	29.13	29.74	30.38	31.01	31.65	32.33	33.01	33.68
	2,906.80	2,967.12	3,029.52	3,092.96	3,159.52	3,225.04	3,291.60	3,362.32	3,433.04	3,502.72
	75,576.80	77,145.12	78,767.52	80,416.96	82,147.52	83,851.04	85,581.60	87,420.32	89,259.04	91,070.72

Fire Lieutenant		3.3%	3.4%	3.6%	3.5%	3.7%	3.9%	3.7%	3.7%	3.8%	3.9%	2.10%	2.10%	2.10%	2.10%
	FLT 01	FLT 02	FLT 03	FLT 04	FLT 05	FLT 06	FLT 07	FLT 08	FLT 09	FLT 10	FLT 11	FLT 12	FLT 13	FLT 14	FLT 15
hrly	18.84	19.46	20.12	20.85	21.57	22.37	23.24	24.11	25.01	25.97	26.97	27.56	25.25	25.79	26.33
bi-wkly	1,959.36	2,023.84	2,092.48	2,168.40	2,243.28	2,326.48	2,416.96	2,507.44	2,601.04	2,700.88	2,804.88	2,866.24	2,626.00	2,682.16	2,738.32
annual	50,943.36	52,619.84	54,404.48	56,378.40	58,325.28	60,488.48	62,840.96	65,193.44	67,627.04	70,222.88	72,926.88	74,522.24	68,276.00	69,736.16	71,196.32

	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%
	FLT 16	FLT 17	FLT 18	FLT 19	FLT 20	FLT 21	FLT 22	FLT 23	FLT 24	FLT 25
	29.94	30.57	31.21	31.88	32.54	33.21	33.92	34.63	35.37	36.10
	3,113.76	3,179.28	3,245.84	3,315.52	3,384.16	3,453.84	3,527.68	3,601.52	3,678.48	3,754.40
	80,957.76	82,661.28	84,391.84	86,203.52	87,988.16	89,799.84	91,719.68	93,639.52	95,640.48	97,614.40

Fire Captain		3.0%	3.0%	3.5%	3.1%	3.4%	3.5%	3.5%	3.5%	3.5%	3.5%	2.10%	2.10%	2.10%	2.10%
	FCPT 01	FCPT 02	FCPT 03	FCPT 04	FCPT 05	FCPT 06	FCPT 07	FCPT 08	FCPT 09	FCPT 10	FCPT 11	FCPT 12	FCPT 13	FCPT 14	FCPT 15
hrly	20.82	21.44	22.09	22.86	23.56	24.36	25.21	26.10	27.01	27.96	28.93	29.53	27.08	27.65	28.23
bi-wkly	2,165.28	2,229.76	2,297.36	2,377.44	2,450.24	2,533.44	2,621.84	2,714.40	2,809.04	2,907.84	3,008.72	3,071.12	2,816.32	2,875.60	2,935.92
annual	56,297.28	57,973.76	59,731.36	61,813.44	63,706.24	65,869.44	68,167.84	70,574.40	73,035.04	75,603.84	78,226.72	79,849.12	73,224.32	74,765.60	76,333.92

	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%
	FCPT 16	FCPT 17	FCPT 18	FCPT 19	FCPT 20	FCPT 21	FCPT 22	FCPT 23	FCPT 24	FCPT 25
	32.09	32.77	33.47	34.18	34.89	35.60	36.37	37.13	37.91	38.71
	3,337.36	3,408.08	3,480.88	3,554.72	3,628.56	3,702.40	3,782.48	3,861.52	3,942.64	4,025.84
	86,771.36	88,610.08	90,502.88	92,422.72	94,342.56	96,262.40	98,344.48	100,399.52	102,508.64	104,671.84