CITY COUNCIL
Special Called Meeting Agenda

September 15, 2026
5:30 PM
6738 Dixon Street
Milton, FL 32570

1. **Open Meeting**
2. **Invocation & Pledge of Allegiance**
3. **Persons to Appear**
4. **FY27 Budget - Public Hearing 2**

    Item # 2026-4351
    Resolution # 2026-17 FY 2027 Capital Improvement Plan

    Item # 2026-4352
    Resolution # 2026-18 FY2027 Final Millage Rate

    Item # 2026-4353
    Resolution # 2026-19 FY2027 Final Budget

    Item # 2026-4297
    Ordinance# 12-26 Establishing the Budget FY27 (2nd Reading)

    Item # 2026-4302
    Ordinance# 14-26 Amending the Classified Salary Pay Table FY27 (2nd Reading)

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

Resolution #: 2026 - 17

MEETING DATE	PREPARED BY
September 15, 2026	Laura McDill, Finance Director Administration Department

Resolution # 2026-17 FY 2027 Capital Improvement Plan

RESOLUTION NO. 2026-17

A RESOLUTION OF THE CITY OF MILTON OF SANTA ROSA COUNTY, FLORIDA, ADOPTING THE CAPITAL IMPROVEMENTS PLAN FOR CITY OF MILTON FOR FISCAL YEAR 2027; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Section 163.3177, Florida Statutes, requires local governments, except where specifically exempted, to review on an annual basis and modify as necessary the Capital improvements Plan in order to maintain a financially feasible Capital Improvements Plan; and

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 15, 2026, adopted Fiscal Year Capital Improvements Plan following a public hearing as Required by Florida Statute 166.041;

WHEREAS, the City of Milton of Santa Rosa County, Florida, held a public hearing as required by Florida Statue 166.041; and

WHEREAS, the city of Milton Capital Improvements Plan is consistent with all state and county requirements;

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

Section 1: The FY2027 Capital Improvements Plan is set forth in Exhibit "A" attached hereto and by this reference made a part hereof.

Section 2: If any clause, section or other part of this Resolution shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this resolution shall not be affected thereby, but shall remain in full force and effect.

Section 3: This Resolution will take effect immediately upon its adoption.

DULY ADOPTED this ________ Day of ____________________________, 2026.

Time Adopted _________________PM

ATTESTED:

____ ____

Molly Turnes, City Clerk

City of Milton
Heather Lindsay, Mayor

Exhibit A

FY2027 - City of Milton CIP

Government Funds			
Roads and Streets	Project # 2307A - Roads and Streets	$569,000	Grant Funded
	CDBG Broad/Okaloosa/Quinn Street	$50,000	Fund 301 LOST Tax Revenue
Roads and Streets	Annual street and sidewalk improvements	$226,032	Fund 302 LOST Tax Revenue
Roads and Streets	Annual street paving	$200,000	Fund 301 LOST Tax Revenue
Parks	Project # 2308A - Riverwal Park Improve	$779,462	Grant Funded
Parks	Project # 2311A - Community Center Expansion Engineer	$255,567	Grant Funded
Parks	PPBEP Carpenters park	$45,971	Grant funded
Law Enforcement	Vehicles	$160,000	Fund 301 LOST Tax Revenue
Law Enforcement	Interior building renovations	$25,000	Fund 301 LOST Tax Revenue
Administration	City-wide generator replacement	$892,903	Grant funded
Planning	FDOT Safe Streets	$240,000	Grant funded
		$60,000	Fund 001 Revenue (taxes, etc)
Fire Department	Misc. Equipment - Bay door motors	$25,000	Fund 001 Revenue (taxes, etc.)
CRA I	Project Expenses	$141,463	CRA I Ad Valorem & FF
CRA I	Land Acquisition	$150,000	CRA I Ad Valorem & FF
CRA II	Project Expenses	$79,653	CRA II Ad Valorem & FF

Government Funds CIP Total	$3,900,051

Enterprise Funds			
Gas	Project # 2303A Gas pipe line replacement	$4,450,628	Grant funded
Gas	CNG Tank and compressor upgrades	$100,000	Fund 402 Revenue
Gas	Whiting Field Gate station	$100,000	Fund 402 Revenue
Gas	Munson Highway Gate station	$75,000	Fund 402 Revenue
Gas	Gas department miscellaneous equipment	$75,000	Fund 402 Revenue
Water & Sewer	Annual infrastructure improvements	$100,000	Fund 403 Revenue
Water & Sewer	Annual lift station improvements	$373,843	Fund 403 Revenue
Water & Sewer	Annual other water improvements	$30,000	Fund 403 Revenue
Water & Sewer	Berryhill well replacement	$200,000	Fund 403 Revenue
Water & Sewer	Annual machinery and equipment	$100,000	Fund 403 Revenue
Water & Sewer	Project 2305A Utilities Training center outside of the grant	$150,000	Fund 403 Revenue
Water & Sewer	Vehicle - replace 04 Ranger	$52,000	Fund 403 Revenue
Water & Sewer	Repave Stewart Street after DOT work	$83,000	Fund 403 Revenue
WWTP	Annual water well repairs	$100,000	Fund 403 Revenue
WWTP	WWTP Annual improvements existing plant	$95,000	Fund 403 Revenue
WWTP	Project 2510E - E. Milton Clearing and Grubbing	$1,491,450	Fund 403 Reserves / FF
WWTP	Effluent Disposal System	$4,750,000 $7,050,000 $1,200,000	Grant Funding Fund 403 Reserves / FF SRF Loan
Sanitation	Annual savings for vehicle replacement	$200,000	Fund 404 Revenue
Stormwater	Locklin Phase 3 - grant completed - engineering	$121,750	Fund 407 Revenue
Stormwater	Project 2309A Russell Harber Erosion control	$33,400 $96,295	Fund 407 Revenue match Grant funded
Stormwater	Watershed Master Plan	$97,980	Grant Funded City Match is in-kind $32,661
Stormwater	Stormwater Mast plan	$124,143	Grant Funded City Match is in-kind $41,381
Marina	Marina renovations	$250,000	Grant funded
Sundial	Annual improvements	$25,000	Fund 409 Revenue
Sundial	WWTP Expansion Renovation	$9,614,946 $1,385,054	Loan / Debt Financing Reserves
	Enterprise Funds CIP Total	**$32,524,489**	
FY2027 Capital Improvement Plan	**City of Milton Total**	**$36,424,540**	

Resolution #: 2026 - 18

MEETING DATE	PREPARED BY
September 15, 2026	Laura McDill, Finance Director Administration Department

Resolution # 2026-18 FY2027 Final Millage Rate

RESOLUTION NO. 2026-18

A RESOLUTION OF THE CITY OF MILTON OF SANTA ROSA COUNTY, FLORIDA, ADOPTING THE FINAL LEVYING OF AD VALOREM TAXES FOR CITY OF MILTON FOR FISCAL YEAR 2027; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 03, 2026, 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, on September 15, 2026, adopted Fiscal Year Final 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 $709,843,482.

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

Section 1: The FY2027 operating millage rate is 4.1180 mills, which is more than the rolled-back rate of 3.9402 mills by 4.51%.

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

DULY ADOPTED this___________ Day of ___________________________, 2026.

Time Adopted ____________PM

City of Milton, FL

ATTESTED:

______________________________ ______________________________

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

Resolution #: 2026 - 19

MEETING DATE	PREPARED BY
September 15, 2026	Laura McDill, Finance Director Administration Department

Resolution # 2026-19 FY2027 Final Budget

RESOLUTION NO. 2026-19
A RESOLUTION OF THE CITY OF MILTON OF
SANTA ROSA COUNTY, FLORIDA, ADOPTING THE FINAL
BUDGET FOR FISCAL YEAR 2027; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 03, 2026 AND September 15, 2026, held public hearings 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 2027 in the amount of $72,399,817.

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 4.1180	**2,776,978**								2,776,978
Local Gov 1/2 Cent Sales Tax				450,971					450,971
Local Option Gas Tax	345,000			226,032					571,032
Electricity Taxes	1,005,572								1,005,572
Communication Service Tax	1,010,308								1,010,308
Business Taxes	138,500								138,500
Permits, Fees:									0
Electric Franchise Fees	790,000								790,000
Other licenses & Fees	57,100								57,100
Fire Assessments	304,922								304,922
Intergovernmental Revenue	1,641,745	210,674		2,521,932	4,450,628	4,750,000			13,574,979
Charges for Services	3,804,328				6,147,323	11,439,351	1,996,810		23,387,812
Fines and Forfeitures	23,050								23,050
Miscellaneous Revenue	385,600			5,000	68,750	320,000	3,000		782,350
Other Funds:									
Stormwater Fund								548,668	548,668
Marina Fund								291,000	291,000
Sundial Fund								11,817,274	11,817,274
TOTAL SOURCES	**12,283,103**	**210,674**	**-**	**3,203,935**	**10,666,701**	**16,509,351**	**1,999,810**	**12,656,942**	**57,530,516**
Transfers In	3,053,020								3,053,020
Fund Balances/Reserves/Net A	1,787,566	287,265				9,741,450			11,816,281
TOTAL REVENUES, TRANSFI	**$17,123,689**	**$497,939**	**$0**	**$3,203,935**	**$10,666,701**	**$26,250,801**	**$1,999,810**	**$12,656,942**	**$72,399,817**
EXPENDITURES / EXPENSES									
General Government	6,547,978			892,903					7,440,881
Public Safety	6,833,424			185,000					7,018,424
Physical Environment					9,631,784	24,232,698	1,999,810		35,864,292
Transportation	1,777,816			1,045,032					2,822,848
Economic Environment		497,939							497,939
Culture / Recreation	1,964,471			1,081,000					3,045,471
Debt Service									0
Other Funds:									
Stormwater Fund								548,668	548,668
Marina Fund								291,000	291,000
Sundial Fund								11,817,274	11,817,274
TOTAL EXPENDITURES / EXI	**17,123,689**	**497,939**	**0**	**3,203,935**	**9,631,784**	**24,232,698**	**1,999,810**	**12,656,942**	**69,346,797**
Transfers Out					1,034,917	2,018,103			3,053,020
Fund Balances/Reserves/Net Assets									0
TOTAL APPROPRIATED EXPENDITURES TRANSFERS, RESERVES & E	**$17,123,689**	**$497,939**	**$0**	**$3,203,935**	**$10,666,701**	**$26,250,801**	**$1,999,810**	**$12,656,942**	**$72,399,817**

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 2027 Final Budget be adopted.

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

DULY ADOPTED this__________ Day of __________________________, 2026.

Time Adopted ____________PM

ATTEST:

________________________________ ________________________________

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

Agenda Item # 2026-4297

Ordinance# 12-26 Establishing the Budget FY27 (2nd Reading)

MEETING DATE	PREPARED BY
September 15, 2026	Laura McDill, Finance Director

BACKGROUND

SUMMARY

This Ordinance establishes the Budget for the City of Milton for Fiscal Year 2027 - 1st Read

RECOMMENDATION

ATTACHMENTS

1. Ordinance# 12-26 FY27 Budget

ORDINANCE NO. 12-26

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, 2027.

REVENUES:	GENERAL Fund	GAS Fund	WATER/SEWER Fund	SANITATION Fund	OTHER Funds	Totals
GENERAL FUND						
Ad Valorem Taxes (4.118)	$ 2,776,978					**$ 2,776,978**
Local Option Fuel Tax (.06)	$ 345,000					**$ 345,000**
Electricity Taxes	$ 1,005,572					**$ 1,005,572**
Communication Service Tax	$ 1,010,308					**$ 1,010,308**
Business Taxes	$ 138,500					**$ 138,500**
Electricity Franchise Fees	$ 790,000					**$ 790,000**
Other licenses &Fees	$ 57,100					**$ 57,100**
Fire Assessment	$ 304,922					**$ 304,922**
Intergovernmental	$ 1,641,745					**$ 1,641,745**
Charges for Services	$ 3,804,328					**$ 3,804,328**
Fines and Forfeits	$ 23,050					**$ 23,050**
Miscellaneous	$ 385,600					**$ 385,600**
Transfers In	$ 3,053,020					**$ 3,053,020**
Funds Forward	$ 1,787,566					**$ 1,787,566**
CRA FUNDS I, II, & III						
Intergovernmental					$ 210,674	**$ 210,674**
Charges for Services					$ -	**$ -**
Miscellaneous					$ -	**$ -**
Funds Forward/Transfer In					$ 287,265	**$ 287,265**
DEBT SERVICE FUND						
Funds Forward/Transfer In					$ -	**$ -**
CAPITAL PROJECTS FUNDS						
State and Federal Grants					$ 2,521,932	**$ 2,521,932**
Local Gov 1/2 Cent Sales Tax					$ 450,971	**$ 450,971**
Local Option Fuel Tax (.05)					$ 226,032	**$ 226,032**
Intergovernmental Revenue					$ -	**$ -**
Misc. Revenue					$ 5,000	**$ 5,000**
Funds Forward/Transfer In					$ -	**$ -**
NATURAL GAS FUND						
Intergovernmental		$ 4,450,628				**$ 4,450,628**
Charges for Services		$ 6,147,323				**$ 6,147,323**
Miscellaneous		$ 68,750				**$ 68,750**
Funds Forward/Transfer In		$ -				**$ -**
WATER /SEWER FUND						
Intergovernmental			$ 4,750,000			**$ 4,750,000**
Charges for Services			$ 11,439,351			**$ 11,439,351**
Miscellaneous			$ 320,000			**$ 320,000**
State and Federal Grants			$ -			**$ -**
Funds Forward/Transfer In			$ 9,741,450			**$ 9,741,450**
SANITATION FUND						
Charges for Services				$ 1,996,810		**$ 1,996,810**
Miscellaneous				$ 3,000		**$ 3,000**
Funds Forward/Transfer In				$ -		**$ -**
STORMWATER FUND						
Intergovernmental					$ 318,418	**$ 318,418**
Charges for Services					$ 230,000	**$ 230,000**
Miscellaneous					$ 250	**$ 250**
Funds Forward/Transfer In					$ -	**$ -**
MARINA FUND						
Intergovernmental					$ 250,000	**$ 250,000**
Miscellaneous					$ 41,000	**$ 41,000**
Funds Forward/Transfer In					$ -	**$ -**
SUNDIAL FUND						
Charges for Services					$ 767,274	**$ 767,274**
Miscellaneous					$ 50,000	**$ 50,000**
Funds Forward/Transfer In					$ 11,000,000	**$ 11,000,000**
TOTAL REVENUE	**$ 17,123,689**	**$ 10,666,701**	**$ 26,250,801**	**$ 1,999,810**	**$ 16,358,816**	**$ 72,399,817**
	TOTAL REVENUE ALL FUNDS:		**$72,399,817**			

1 of 3

EXPENDITURES / EXPENSES:	Personal Services	Operating Expenditures	Capital Outlay	Grants In Aid	Debt Svc & Non Operating	Totals
GENERAL FUND						
Legislative	$ 207,587	$ 22,100		$ 35,000		**$ 264,687**
Admin (CM, Adm, Purch, PW, Ec Dev)	$ 1,297,507	$ 49,650	$ -	$ 20,000		**$ 1,367,157**
Non Departmental	$ -	$ 1,111,045	$ -	$ 22,500	$ 2,000	**$ 1,135,545**
Planning & Development	$ 661,738	$ 385,280	$ -			**$ 1,047,018**
Finance	$ 768,657	$ 108,750				**$ 877,407**
Facilities Maintenance	$ 133,386	$ 160,769	$ -			**$ 294,155**
Public Works	$ 319,400	$ 213,500				**$ 532,900**
Law Enforcement	$ 3,236,409	$ 305,573	$ -			**$ 3,541,982**
Fire Control	$ 3,009,550	$ 156,300	$ 25,000		$ 100,592	**$ 3,291,442**
Information Technology	$ 310,974	$ 524,610	$ 45,000			**$ 880,584**
City Clerk	$ 143,185	$ 5,340				**$ 148,525**
Road & Street	$ 1,057,089	$ 714,727	$ 6,000			**$ 1,777,816**
Parks & Recreation	$ 606,761	$ 382,000	$ 10,000			**$ 998,761**
Landscape Maintenance	$ 719,465	$ 233,245	$ 13,000			**$ 965,710**
Transfers Out						**$ -**
Reserves/Contingency					$ -	**$ -**
Total General Fund:	**$ 12,471,708**	**$ 4,372,889**	**$ 99,000**	**$ 77,500**	**$ 102,592**	**$ 17,123,689**
CRA FUNDS I, II, & III						
Expenditures		$ 41,000	$ 406,939	$ 50,000		**$ 497,939**
Transfers Out				$ -	$ -	**$ -**
Reserves/Contingency					$ -	**$ -**
Total CRA Funds I, II, & III:	**$ -**	**$ 41,000**	**$ 406,939**	**$ 50,000**	**$ -**	**$ 497,939**
DEBT SERVICE FUND						
Debt Service Expenditures					$ -	**$ -**
Total Debt Service Fund:	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**
CAPITAL PROJECTS FUNDS						
Capital Projects Expenditures			$ 3,203,935			**$ 3,203,935**
Reserves/Contingency			$ -		$ -	**$ -**
Transfers Out			$ -		$ -	**$ -**
Total Capital Proj Funds:	**$ -**	**$ -**	**$ 3,203,935**	**$ -**	**$ -**	**$ 3,203,935**
GAS FUND						
Gas Expenses	$ 1,126,337	$ 3,621,859	$ 4,800,628		$ -	**$ 9,548,824**
Marketing Expenses	$ -	$ 82,960				**$ 82,960**
Transfer to General Fund					$ 1,034,917	**$ 1,034,917**
Reserves/Contingency						**$ -**
Total Gas Fund:	**$ 1,126,337**	**$ 3,704,819**	**$ 4,800,628**	**$ -**	**$ 1,034,917**	**$ 10,666,701**
WATER/SEWER FUND						
WWTP Expenses	$ 928,854	$ 3,548,255	$ 14,686,450		$ -	**$ 19,163,559**
Water/Sewer Expenses	$ 1,658,941	$ 2,146,355	$ 1,263,843		$ -	**$ 5,069,139**
Transfer to General Fund					$ 2,018,103	**$ 2,018,103**
Reserves/Contingency						**$ -**
Total Water/Sewer Fund:	**$ 2,587,795**	**$ 5,694,610**	**$ 15,950,293**	**$ -**	**$ 2,018,103**	**$ 26,250,801**
SANITATION FUND						
Expenses	$ 681,432	$ 1,118,378	$ 200,000		$ -	**$ 1,999,810**
Reserves/Contingency					$ -	**$ -**
Total Sanitation Fund:	**$ 681,432**	**$ 1,118,378**	**$ 200,000**	**$ -**	**$ -**	**$ 1,999,810**
STORMWATER FUND						
Expenses		$ 75,100	$ 473,568		$ -	**$ 548,668**
Reserves/Contingency					$ -	**$ -**
Total Stormwater Fund	**$ -**	**$ 75,100**	**$ 473,568**	**$ -**	**$ -**	**$ 548,668**
MARINA FUND						
Expenses		$ 41,000	$ 250,000			**$ 291,000**
Reserves/Contingency					$ -	**$ -**
Total Marina Fund:	**$ -**	**$ 41,000**	**$ 250,000**	**$ -**	**$ -**	**$ 291,000**
SUNDIAL FUND						
Expenses		$ 582,020	$ 11,025,000		$ 210,254	**$ 11,817,274**
Reserves/Contingency					$ -	**$ -**
Total Sundial Fund:	**$ -**	**$ 582,020**	**$ 11,025,000**	**$ -**	**$ 210,254**	**$ 11,817,274**
TOTAL ALL FUNDS	**$ 16,867,272**	**$ 15,629,816**	**$ 36,409,363**	**$ 127,500**	**$ 3,365,866**	**$ 72,399,817**

Note: Total Transfers to General Fund (from Gas & Water/Sewer) = $ 3,053,020

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, 2026.

PASSED AND ADOPTED by the City Council of the City of Milton, Florida, on the ______________ day of _______________________, 2026.

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 # 2026-4302

Ordinance# 14-26 Amending the Classified Salary Pay Table FY27 (2nd Reading)

MEETING DATE	PREPARED BY
September 15, 2026	

BACKGROUND

SUMMARY

RECOMMENDATION

ATTACHMENTS

1. Ordinance# 1426 Amending the Classified Pay Table FY27 (2)

ORDINANCE NO. 14-26

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.

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JOHN ADAMS, CITY ATTORNEY

GENERAL EMPLOYEE PAY TABLE - FY27 - EFFECTIVE OCTOBER 1 , 2026

	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

CONTRACT EMPLOYEE PAY TABLE - FY27 - EFFECTIVE OCTOBER 1, 2026

Contract 53									
Police Chief		2.7%	2.3%	2.3%	2.1%	2.2%	2.2%	2.4%	2.3%
	C53/01	C53/02	C53/03	C53/04	C53/05	C53/06	C53/07	C53/08	C53/09
hrly	54.56	56.03	57.32	58.64	59.87	61.19	62.54	64.04	59.87
bi-wkly	4364.80	4482.65	4585.75	4691.22	4789.74	4895.11	5002.81	5122.87	4789.74
annual	113484.80	116548.89	119229.51	121971.79	124533.20	127272.93	130072.94	133194.69	136258.16
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	23.65	24.17	24.68	25.19	25.70	26.21	26.74	27.24	25.70
bi-wkly	1891.90	1933.53	1974.13	2015.59	2055.90	2097.02	2138.96	2179.60	2055.90
annual	49189.50	50271.67	51327.37	52405.25	53453.35	54522.42	55612.87	56669.51	57746.23
Contract 56									
Current Plnr		3.3%	3.2%	3.1%	3.0%	2.9%	2.8%	2.7%	2.5%
	C56/01	C56/02	C56/03	C56/04	C56/05	C56/06	C56/07	C56/08	C56/09
hrly	26.32	27.19	28.06	28.93	29.80	30.66	31.52	32.37	29.80
bi-wkly	2105.75	2175.24	2244.85	2314.44	2383.87	2453.00	2521.69	2589.77	2383.87
annual	54749.52	56556.25	58366.05	60175.40	61980.66	63778.10	65563.89	67334.12	69017.47
Contract 57									
Finance Director		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	47.56	48.85	50.17	51.47	52.76	54.08	55.37	56.65	52.76
bi-wkly	3804.99	3907.72	4013.23	4117.57	4220.51	4326.02	4429.85	4531.74	4220.51
annual	98929.63	101600.73	104343.95	107056.89	109733.31	112476.65	115176.09	117825.14	120535.12
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	42.42	43.45	44.48	45.50	46.53	47.56	48.59	49.62	46.53
bi-wkly	3393.22	3475.61	3558.00	3640.40	3722.79	3805.19	3887.58	3969.97	3722.79
annual	88223.61	90365.85	92508.10	94650.34	96792.58	98934.83	101077.07	103219.31	105361.56
Contract 59									
Comptroller		2.7%	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	38.25	39.29	40.34	41.38	42.42	43.47	44.51	45.55	46.60
bi-wkly	3060.00	3143.47	3226.94	3310.41	3393.88	3477.35	3560.82	3644.29	3727.76
annual	79560.00	81730.21	83900.42	86070.64	88240.85	90411.06	92581.27	94751.48	96921.70
Contract 60									
Public Works Director		2.7%	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	37.26	38.07	38.87	39.68	40.48	41.29	42.09	42.90	43.71
	bi-wkly	2981.00	3045.43	3109.86	3174.29	3238.72	3303.15	3367.58	3432.01	3496.44
	annual	77505.98	79181.17	80856.36	82531.55	84206.74	85881.93	87557.12	89232.32	90907.51
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	50.50	51.81	53.13	54.45	55.77	57.09	58.40	59.72	55.77
	bi-wkly	4039.70	4145.14	4250.59	4356.03	4461.47	4566.91	4672.35	4777.79	4461.47
	annual	105032.27	107773.75	110515.22	113256.70	115998.17	118739.65	121481.12	124222.60	126964.07
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	40.37	41.06	41.76	42.46	43.16	43.85	44.55	45.25	45.94
	bi-wkly	3229.45	3285.19	3340.93	3396.67	3452.41	3508.15	3563.90	3619.64	3675.38
	annual	83965.65	85414.92	86864.19	88313.46	89762.73	91212.00	92661.27	94110.54	95559.81
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	40.37	41.14	41.92	42.70	43.47	44.25	45.02	45.80	46.58
	bi-wkly	3229.45	3291.53	3353.61	3415.69	3477.77	3539.85	3601.93	3664.01	3726.10
	annual	83965.65	85579.76	87193.86	88807.97	90422.07	92036.18	93650.28	95264.39	96878.50
Contract 72										
Street/San Dept Head			**2.7%**	**2.7%**	**2.5%**	**2.4%**	**2.4%**	**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	40.00	41.09	42.19	43.24	44.28	45.34	46.44	47.53	48.62
	bi-wkly	3199.94	3287.52	3375.10	3459.48	3542.51	3627.53	3714.87	3802.20	3889.54
	annual	83198.34	85475.53	87752.73	89946.54	92105.26	94315.79	96586.51	98857.24	101127.97
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	21.06	21.78	22.50	23.22	23.94	24.66	25.38	26.10	26.82
	bi-wkly	1684.65	1742.28	1799.91	1857.54	1915.17	1972.80	2030.43	2088.06	2145.69
	annual	43800.84	45299.22	46797.60	48295.98	49794.36	51292.74	52791.12	54289.50	55787.88
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	38.35	39.40	40.44	41.49	42.54	43.59	44.63	45.68	46.73
	bi-wkly	3067.85	3151.65	3235.45	3319.26	3403.06	3486.87	3570.67	3654.48	3738.28
	annual	79764.00	81942.91	84121.82	86300.72	88479.63	90658.54	92837.45	95016.36	97195.26
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	33.96	34.74	35.52	36.30	37.09	37.87	38.65	39.43	40.21
bi-wkly	2716.69	2779.25	2841.81	2904.37	2966.94	3029.50	3092.06	3154.62	3217.19
annual	70633.82	72260.45	73887.07	75513.70	77140.33	78766.96	80393.58	82020.21	83646.84
Contract 81									
Purchasing Agent		**2.5%**	**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	36.11	37.02	37.93	38.84	39.74	40.65	41.56	42.47	43.38
bi-wkly	2889.14	2961.75	3034.36	3106.98	3179.59	3252.20	3324.81	3397.43	3470.04
annual	75117.63	77005.56	78893.48	80781.41	82669.33	84557.26	86445.18	88333.11	90221.03
Contract 84									
Grants and Contracts Financial Coordinator		**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	24.48	25.36	26.24	27.12	28.01	28.89	29.77	30.65	31.53
bi-wkly	1958.40	2028.92	2099.44	2169.95	2240.47	2310.99	2381.51	2452.03	2522.55
annual	50918.40	52751.87	54585.35	56418.82	58252.30	60085.77	61919.24	63752.72	65586.19
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	38.46	39.44	40.43	41.41	42.39	43.38	44.36	45.34	46.32
bi-wkly	3076.92	3155.55	3234.17	3312.80	3391.42	3470.04	3548.67	3627.29	3705.92
annual	80000.00	82044.23	84088.45	86132.68	88176.90	90221.13	92265.35	94309.58	96353.80
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	39.35	40.43	41.51	42.59	43.67	44.75	45.83	46.91	47.99
bi-wkly	3147.61	3234.04	3320.48	3406.91	3493.34	3579.78	3666.21	3752.64	3839.08
annual	81837.86	84085.12	86332.39	88579.65	90826.92	93074.18	95321.44	97568.71	99815.97
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	51.88	53.01	54.14	55.27	56.40	57.52	58.65	59.78	60.91
bi-wkly	4150.62	4240.86	4331.11	4421.36	4511.61	4601.85	4692.10	4782.35	4872.59
annual	107916.00	110262.43	112608.87	114955.30	117301.73	119648.17	121994.60	124341.03	126687.47
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	24.10	24.74	25.37	26.01	26.65	27.29	27.92	28.00
bi-wkly	1876.80	1927.80	1978.80	2029.80	2080.80	2131.80	2182.80	2233.80	2284.80
annual	48796.80	50122.80	51448.80	52774.80	54100.80	55426.80	56752.80	58078.80	59404.80
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	39.35	40.43	41.51	42.59	43.67	44.75	45.83	46.91	47.99

	bi-wkly	3147.60	3234.04	3320.47	3406.90	3493.33	3579.77	3666.20	3752.63	3839.07
	annual	81837.66	84084.92	86332.18	88579.44	90826.69	93073.95	95321.21	97568.47	99815.73
Contract 94										
Events Coordinator			**2.7%**	**2.7%**	**2.6%**	**2.5%**	**2.5%**	**2.4%**	**2.4%**	**2.3%**
		C95/01	**C95/02**	**C95/03**	**C95/04**	**C95/05**	**C95/06**	**C95/07**	**C95/08**	**C95/09**
	hrly	32.40	33.29	34.18	35.07	35.96	36.85	37.74	38.63	39.52
	bi-wkly	2592.19	2663.37	2734.54	2805.72	2876.89	2948.07	3019.24	3090.42	3161.59
	annual	67396.94	69247.50	71098.05	72948.61	74799.17	76649.72	78500.28	80350.84	82201.39

2026 Cola Below
2.0%

POLICE DEPARTMENT PAY TABLE - FY27 - EFFECTIVE OCTOBER 1 , 2026

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	24.43	25.43	26.37	27.38	28.58	29.75									
Bi-weekly	1954.56	2034.70	2109.98	2190.16	2286.53	2380.27									
Yearly	50818.56	52902.12	54859.50	56944.16	59449.70	61887.14									
		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	26.59	27.58	28.57	29.74	30.87	32.08	33.49	34.90	36.15	37.78	39.33	41.06	36.36	37.63	38.99
Bi-weekly	2,127.58	2,206.30	2,285.73	2,379.44	2,469.86	2,566.18	2,679.10	2,791.62	2,892.12	3,022.26	3,146.17	3,284.61	2,908.80	3,010.61	3,118.99
Yearly	55,317.04	57,363.77	59,428.86	61,865.45	64,216.33	66,720.77	69,656.48	72,582.06	75,195.01	78,578.79	81,800.52	85,399.74	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	27.58	28.57	29.72	30.82	32.02	33.43	34.83	36.09	37.71	39.26	40.98	42.58	44.07	45.66	47.07
Bi-weekly	2,206.52	2,285.96	2,377.40	2,465.36	2,561.51	2,674.22	2,786.53	2,886.85	3,016.76	3,140.44	3,278.62	3,406.49	3,525.72	3,652.64	3,765.87
Yearly	57,369.62	59,434.92	61,812.32	64,099.38	66,599.25	69,529.62	72,449.86	75,058.06	78,435.67	81,651.53	85,244.20	88,568.72	91,668.63	94,968.70	97,912.73
		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	29.74	30.84	32.04	33.45	34.86	36.11	37.74	39.29	41.01	42.61	44.11	45.69	47.11	48.76	50.46
Bi-weekly	2,379.22	2,467.25	2,563.47	2,676.26	2,788.67	2,889.06	3,019.07	3,142.85	3,281.13	3,409.10	3,528.42	3,655.44	3,768.76	3,900.66	4,037.19
Yearly	61,859.64	64,148.44	66,650.23	69,582.84	72,505.32	75,115.51	78,495.71	81,714.04	85,309.45	88,636.52	91,738.80	95,041.40	97,987.68	101,417.25	104,966.85
		3.7%	3.9%	4.4%	4.2%	3.6%	4.5%	4.1%	4.4%	3.9%	3.5%	3.6%	3.1%	3.5%	3.5%
Police Lieutenant	**PLT 01**	**PLT 02**	**PLT 03**	**PLT 04**	**PLT 05**	**PLT 06**	**PLT 07**	**PLT 08**	**PLT 09**	**PLT 10**	**PLT 11**	**PLT 12**	**PLT 13**	**PLT 14**	**PLT 15**
hrly	31.28	32.43	33.70	35.18	36.66	37.98	39.69	41.31	43.13	44.81	46.38	48.05	49.54	51.28	53.07
Bi-weekly	2,502.04	2,594.62	2,695.81	2,814.42	2,932.63	3,038.20	3,174.92	3,305.09	3,450.52	3,585.09	3,710.57	3,844.15	3,963.31	4,102.03	4,245.60
Yearly	65,053.06	67,460.02	70,090.96	73,174.96	76,248.31	78,993.25	82,547.95	85,932.41	89,713.44	93,212.27	96,474.69	99,947.78	103,046.16	106,652.78	110,385.63
		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	32.88	34.33	35.77	37.06	38.72	40.31	42.09	43.69	45.21	46.84	48.29	49.98	51.73	53.60	55.47
Bi-weekly	2,630.47	2,746.21	2,861.55	2,964.57	3,097.97	3,224.99	3,366.89	3,494.83	3,617.15	3,747.37	3,863.54	3,998.76	4,138.72	4,287.71	4,437.78
Yearly	68,392.24	71,401.50	74,400.36	77,078.77	80,547.32	83,849.76	87,539.15	90,865.63	94,045.93	97,431.58	100,451.96	103,967.78	107,606.65	111,480.49	115,382.31

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

Dispatch records		**1.00%**	**2.50%**	**4.00%**
hrly	19.00	19.19	19.67	20.46
Bi-weekly	1,520.00	1,535.20	1,573.58	1,636.52
Yearly	39,520.00	39,915.20	40,913.08	42,549.60

FIRE DEPARTMENT PAY TABLE - FY27 - EFFECTIVE OCTOBER 2026

Pay table includes 2% COLA granted October 2026

COLA	2.00%

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%	4.0%	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	17.42	18.04	18.71	19.48	20.20	20.98	21.89	22.82	23.72	24.68	25.69	26.23	26.80	27.35	27.91
bi-wkly	1,811.68	1,876.16	1,945.84	2,025.92	2,100.80	2,181.92	2,276.56	2,373.28	2,466.88	2,566.72	2,671.76	2,727.92	2,787.20	2,844.40	2,902.64
annual	47,103.68	48,780.16	50,591.84	52,673.92	54,620.80	56,729.92	59,190.56	61,705.28	64,138.88	66,734.72	69,465.76	70,925.92	72,467.20	73,954.40	75,468.64

	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
	28.51	29.10	29.71	30.33	30.99	31.63	32.28	32.98	33.67	34.35
	2,965.04	3,026.40	3,089.84	3,154.32	3,222.96	3,289.52	3,357.12	3,429.92	3,501.68	3,572.40
	77,091.04	78,686.40	80,335.84	82,012.32	83,796.96	85,527.52	87,285.12	89,177.92	91,043.68	92,882.40

Fire Lieutenant

		3.3%	3.4%	3.7%	3.4%	3.7%	3.9%	3.8%	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	19.22	19.85	20.52	21.27	22.00	22.82	23.70	24.59	25.51	26.49	27.51	28.11	28.68	29.30	29.91
bi-wkly	1,998.88	2,064.40	2,134.08	2,212.08	2,288.00	2,373.28	2,464.80	2,557.36	2,653.04	2,754.96	2,861.04	2,923.44	2,982.72	3,047.20	3,110.64
annual	51,970.88	53,674.40	55,486.08	57,514.08	59,488.00	61,705.28	64,084.80	66,491.36	68,979.04	71,628.96	74,387.04	76,009.44	77,550.72	79,227.20	80,876.64

	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
	30.54	31.18	31.83	32.52	33.19	33.87	34.60	35.32	36.08	36.82
	3,176.16	3,242.72	3,310.32	3,382.08	3,451.76	3,522.48	3,598.40	3,673.28	3,752.32	3,829.28
	82,580.16	84,310.72	86,068.32	87,934.08	89,745.76	91,584.48	93,558.40	95,505.28	97,560.32	99,561.28

Fire Captain

		3.0%	3.0%	3.5%	3.0%	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	21.24	21.87	22.53	23.32	24.03	24.85	25.71	26.62	27.55	28.52	29.51	30.12	30.76	31.42	32.08
bi-wkly	2,208.96	2,274.48	2,343.12	2,425.28	2,499.12	2,584.40	2,673.84	2,768.48	2,865.20	2,966.08	3,069.04	3,132.48	3,199.04	3,267.68	3,336.32
annual	57,432.96	59,136.48	60,921.12	63,057.28	64,977.12	67,194.40	69,519.84	71,980.48	74,495.20	77,118.08	79,795.04	81,444.48	83,175.04	84,959.68	86,744.32

	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
	32.73	33.43	34.14	34.86	35.59	36.31	37.10	37.87	38.67	39.48
	3,403.92	3,476.72	3,550.56	3,625.44	3,701.36	3,776.24	3,858.40	3,938.48	4,021.68	4,105.92
	88,501.92	90,394.72	92,314.56	94,261.44	96,235.36	98,182.24	100,318.40	102,400.48	104,563.68	106,753.92