

POA SALARY SCHEDULE													
JUNE 28, 2020 - DECEMBER 26, 2020													
2% REDUCTION	Monthly						Hourly						
	Step A	Step B	Step C	Step D	Step E	Step F	Step A	Step B	Step C	Step D	Step E	Step F	
Community Service Officer	\$4,938.27	\$5,187.28	\$5,445.46	\$5,718.28	\$6,005.75	\$6,306.04	\$28.49	\$29.93	\$31.42	\$32.99	\$34.65	\$36.38	
Police Officer Trainee	\$5,941.67												
Police Officer	\$6,238.29	\$6,551.40	\$6,877.32	\$7,221.55	\$7,584.09	\$7,963.11	\$35.99	\$37.80	\$39.68	\$41.66	\$43.75	\$45.94	
Records Manager	\$5,690.82	\$5,976.45	\$6,274.91	\$6,588.02	\$6,919.43	\$7,265.49	\$32.83	\$34.48	\$36.20	\$38.01	\$39.92	\$41.92	
Sergeant	\$7,640.85	\$8,023.54	\$8,426.36	\$8,845.67	\$9,290.60	\$9,753.85	\$44.08	\$46.29	\$48.61	\$51.03	\$53.60	\$56.27	

CAPTAIN SALARY SCHEDULE														
JUNE 28, 2020 - DECEMBER 26, 2020														
6% REDUCTION		Monthly							Hourly					
		Step A	Step B	Step C	Step D	Step E	Step F		Step A	Step B	Step C	Step D	Step E	Step F
Police Captain		\$8,778.26	\$9,217.49	\$9,678.10	\$10,163.29	\$10,671.98	\$11,206.33		\$50.64	\$53.18	\$55.84	\$58.63	\$61.57	\$64.65

ACE SALARY SCHEDULE											
JULY 26, 2020 - DECEMBER 26, 2020											
6% REDUCTION	Monthly					Hourly					
	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	
ACCOUNT TECHNICIAN	\$ 4,269.53	\$ 4,482.04	\$ 4,705.09	\$ 4,940.43	\$ 5,188.07	\$ 24.63	\$ 25.86	\$ 27.14	\$ 28.50	\$ 29.93	
ACCOUNTANT I	\$ 5,158.21	\$ 5,416.39	\$ 5,686.85	\$ 5,971.37	\$ 6,268.18	\$ 29.76	\$ 31.25	\$ 32.81	\$ 34.45	\$ 36.16	
ACCOUNTANT II	\$ 5,688.61	\$ 5,973.13	\$ 6,269.94	\$ 6,584.32	\$ 6,914.50	\$ 32.82	\$ 34.46	\$ 36.17	\$ 37.99	\$ 39.89	
ACCOUNTS CLERK	\$ 3,874.37	\$ 4,067.56	\$ 4,269.53	\$ 4,483.80	\$ 4,706.85	\$ 22.35	\$ 23.47	\$ 24.63	\$ 25.87	\$ 27.15	
ADMINISTRATIVE ASSISTANT	\$ 3,907.74	\$ 4,104.44	\$ 4,309.93	\$ 4,525.95	\$ 4,752.51	\$ 22.54	\$ 23.68	\$ 24.86	\$ 26.11	\$ 27.42	
ADMINISTRATIVE CLERK I	\$ 3,040.13	\$ 3,191.17	\$ 3,349.24	\$ 3,517.84	\$ 3,693.47	\$ 17.54	\$ 18.41	\$ 19.32	\$ 20.30	\$ 21.31	
ADMINISTRATIVE CLERK II	\$ 3,517.84	\$ 3,693.47	\$ 3,877.88	\$ 4,072.83	\$ 4,276.56	\$ 20.30	\$ 21.31	\$ 22.37	\$ 23.50	\$ 24.67	
ADMINISTRATIVE RECORDS ANALYST	\$ 4,613.76	\$ 4,843.84	\$ 5,084.45	\$ 5,340.87	\$ 5,606.06	\$ 26.62	\$ 27.95	\$ 29.33	\$ 30.81	\$ 32.34	
ASSISTANT PLANNER	\$ 4,980.83	\$ 5,228.46	\$ 5,490.15	\$ 5,764.13	\$ 6,052.16	\$ 28.74	\$ 30.16	\$ 31.67	\$ 33.25	\$ 34.92	
BUILDING INSPECTOR I	\$ 4,362.61	\$ 4,582.15	\$ 4,808.71	\$ 5,051.08	\$ 5,303.98	\$ 25.17	\$ 26.44	\$ 27.74	\$ 29.14	\$ 30.60	
BUILDING INSPECTOR II	\$ 5,089.72	\$ 5,344.38	\$ 5,613.09	\$ 5,892.34	\$ 6,187.40	\$ 29.36	\$ 30.83	\$ 32.38	\$ 33.99	\$ 35.70	
DATA ENTRY CLERK	\$ 3,050.67	\$ 3,201.71	\$ 3,363.29	\$ 3,531.89	\$ 3,709.28	\$ 17.60	\$ 18.47	\$ 19.40	\$ 20.38	\$ 21.40	
DEVELOPMENT SERVICES TECHNICIAN	\$ 4,104.44	\$ 4,309.93	\$ 4,525.95	\$ 4,752.51	\$ 4,989.61	\$ 23.68	\$ 24.86	\$ 26.11	\$ 27.42	\$ 28.79	
EQUIPMENT OPERATOR	\$ 4,088.63	\$ 4,292.36	\$ 4,504.87	\$ 4,731.43	\$ 4,968.53	\$ 23.59	\$ 24.76	\$ 25.99	\$ 27.30	\$ 28.66	
MAINTENANCE WORKER I	\$ 2,908.41	\$ 3,054.18	\$ 3,206.98	\$ 3,368.56	\$ 3,535.40	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.43	\$ 20.40	
MAINTENANCE WORKER II	\$ 3,893.69	\$ 4,088.63	\$ 4,292.36	\$ 4,508.39	\$ 4,733.19	\$ 22.46	\$ 23.59	\$ 24.76	\$ 26.01	\$ 27.31	
MAINTENANCE WORKER III	\$ 4,088.63	\$ 4,292.36	\$ 4,508.39	\$ 4,733.19	\$ 4,970.29	\$ 23.59	\$ 24.76	\$ 26.01	\$ 27.31	\$ 28.67	
MECHANIC	\$ 4,273.04	\$ 4,487.31	\$ 4,710.36	\$ 4,945.70	\$ 5,193.34	\$ 24.65	\$ 25.89	\$ 27.18	\$ 28.53	\$ 29.96	
MUSEUM CURATOR	\$ 3,874.37	\$ 4,067.56	\$ 4,273.04	\$ 4,485.55	\$ 4,708.60	\$ 22.35	\$ 23.47	\$ 24.65	\$ 25.88	\$ 27.17	
PARKING ENFORCEMENT OFFICER	\$ 3,526.62	\$ 3,700.49	\$ 3,886.66	\$ 4,081.61	\$ 4,285.34	\$ 20.35	\$ 21.35	\$ 22.42	\$ 23.55	\$ 24.72	
RECEPTIONIST	\$ 3,345.72	\$ 3,512.57	\$ 3,688.20	\$ 3,874.37	\$ 4,067.56	\$ 19.30	\$ 20.26	\$ 21.28	\$ 22.35	\$ 23.47	
RECORDS COORDINATOR	\$ 3,907.74	\$ 4,104.44	\$ 4,309.93	\$ 4,525.95	\$ 4,752.51	\$ 22.54	\$ 23.68	\$ 24.86	\$ 26.11	\$ 27.42	
RECORDS MNGNT CLERK	\$ 3,821.68	\$ 4,013.11	\$ 4,215.09	\$ 4,425.84	\$ 4,647.13	\$ 22.05	\$ 23.15	\$ 24.32	\$ 25.53	\$ 26.81	
RECORDS TECHNICIAN	\$ 3,767.23	\$ 3,955.16	\$ 4,153.62	\$ 4,360.86	\$ 4,578.64	\$ 21.73	\$ 22.82	\$ 23.96	\$ 25.16	\$ 26.42	
RECREATION ASSISTANT	\$ 2,860.99	\$ 3,003.25	\$ 3,156.05	\$ 3,312.36	\$ 3,477.45	\$ 16.51	\$ 17.33	\$ 18.21	\$ 19.11	\$ 20.06	
RECREATION COORDINATOR	\$ 3,700.49	\$ 3,884.90	\$ 4,079.85	\$ 4,285.34	\$ 4,497.85	\$ 21.35	\$ 22.41	\$ 23.54	\$ 24.72	\$ 25.95	
RECREATION FACILITY CUSTODIAN	\$ 2,764.39	\$ 2,903.14	\$ 3,048.91	\$ 3,201.71	\$ 3,363.29	\$ 15.95	\$ 16.75	\$ 17.59	\$ 18.47	\$ 19.40	
RECREATION RECEPTIONIST	\$ 3,101.60	\$ 3,256.15	\$ 3,419.49	\$ 3,589.85	\$ 3,770.75	\$ 17.89	\$ 18.79	\$ 19.73	\$ 20.71	\$ 21.75	

CONFIDENTIAL SALARY SCHEDULE											
JUNE 28, 2020 - DECEMBER 26, 2020	Monthly					Hourly					
6% SALARY REDUCTION	A	B	C	D	E		A	B	C	D	E
ASSIST TO CITY MGR	\$ 6,867.43	\$ 7,210.48	\$ 7,570.63	\$ 7,950.02	\$ 8,347.57		\$ 39.62	\$ 41.60	\$ 43.68	\$ 45.87	\$ 48.16
CITY CLERK	\$ 6,341.63	\$ 6,659.04	\$ 6,991.40	\$ 7,340.86	\$ 7,708.49		\$ 36.59	\$ 38.42	\$ 40.33	\$ 42.35	\$ 44.47
EXEC ASSIST TO CITY MGR	\$ 4,963.02	\$ 5,210.96	\$ 5,472.79	\$ 5,746.37	\$ 6,033.85		\$ 28.63	\$ 30.06	\$ 31.57	\$ 33.15	\$ 34.81
INFORMATION SYSTEMS SPECIALIST	\$ 4,898.90	\$ 5,143.63	\$ 5,400.11	\$ 5,670.49	\$ 5,953.70		\$ 28.26	\$ 29.67	\$ 31.15	\$ 32.71	\$ 34.35

MID-MANAGEMENT SALARY SCHEDULE											
JUNE 28, 2020 - DECEMBER 26,2020	Monthly					Hourly					
6% SALARY REDUCTION	A	B	C	D	E		A	B	C	D	E
ASSOCIATE PLANNER	\$ 5,807.29	\$ 6,097.97	\$ 6,402.55	\$ 6,723.16	\$ 7,059.80		\$ 33.50	\$ 35.18	\$ 36.94	\$ 38.79	\$ 40.73
BUILDING OFFICIAL (CAPITOLA)	\$ 7,678.79	\$ 8,063.46	\$ 8,466.57	\$ 8,889.35	\$ 9,334.25		\$ 44.30	\$ 46.52	\$ 48.85	\$ 51.28	\$ 53.85
BUILDING OFFICIAL (SCOTTS VALLEY)	\$ 8,168.92	\$ 8,578.15	\$ 9,006.99	\$ 9,456.75	\$ 9,930.05		\$ 47.13	\$ 49.49	\$ 51.96	\$ 54.56	\$ 57.29
CIVIL ENGINEER/PROJECT MANAGER	\$ 6,677.20	\$ 7,011.71	\$ 7,362.24	\$ 7,729.87	\$ 8,116.74		\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.60	\$ 46.83
ENVIRONMENTAL PROJECTS MANAGER	\$ 5,807.29	\$ 6,097.97	\$ 6,402.55	\$ 6,723.16	\$ 7,059.80		\$ 33.50	\$ 35.18	\$ 36.94	\$ 38.79	\$ 40.73
MAINTENANCE SUPERINTENDENT	\$ 5,713.20	\$ 6,001.23	\$ 6,299.80	\$ 6,614.17	\$ 6,944.35		\$ 32.96	\$ 34.62	\$ 36.34	\$ 38.16	\$ 40.06
FIELD SUPERVISOR	\$ 5,323.30	\$ 5,588.50	\$ 5,869.51	\$ 6,162.81	\$ 6,468.40		\$ 30.71	\$ 32.24	\$ 33.86	\$ 35.55	\$ 37.32
RECREATION SUPERVISOR	\$ 5,147.67	\$ 5,405.85	\$ 5,678.07	\$ 5,962.59	\$ 6,259.40		\$ 29.70	\$ 31.19	\$ 32.76	\$ 34.40	\$ 36.11
SENIOR PLANNER	\$ 6,677.20	\$ 7,011.71	\$ 7,362.24	\$ 7,729.87	\$ 8,116.74		\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.60	\$ 46.83
SENIOR ACCOUNTANT	\$ 6,677.20	\$ 7,011.71	\$ 7,362.24	\$ 7,729.87	\$ 8,116.74		\$ 38.52	\$ 40.45	\$ 42.47	\$ 44.60	\$ 46.83
SENIOR MECHANIC	\$ 4,945.70	\$ 5,193.34	\$ 5,453.27	\$ 5,725.49	\$ 6,011.77		\$ 28.53	\$ 29.96	\$ 31.46	\$ 33.03	\$ 34.68

MANAGEMENT SALARY SCHEDULE				
JUNE 28, 2020 - DECEMBER 26, 2020				
6% SALARY REDUCTION		Annually	Monthly	Hourly
Admin. Services Director		\$97,541.90	\$8,128.49	\$46.90
City Manager		\$190,031.50	\$15,835.96	\$91.36
Chief of Police		\$156,995.76	\$13,082.98	\$75.48
Director of Public Works		\$144,107.07	\$12,008.92	\$69.28
Director of Finance		\$142,510.63	\$11,875.89	\$68.51
Community Development Director		\$139,772.84	\$11,647.74	\$67.20