

RESOLUTION NO. 2025-110

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE ADOPTING THE FISCAL YEAR 2025-26 BUDGET AND THE CAPITAL IMPROVEMENT PROGRAM FOR FISCAL YEARS 2025-26 THROUGH 2029-2030, SETTING THE ANNUAL APPROPRIATIONS LIMIT, ADOPTING THE FISCAL YEAR 2025-26 INVESTMENT POLICY AND ADOPTING THE CITY-WIDE SALARY SCHEDULE

WHEREAS, the City Manager has submitted the Fiscal Year 2025-26 Budget to the City Council for consideration and comment; and

WHEREAS, the Fiscal Year 2025-26 Budget was prepared in accordance with the City Council's goals, Departmental Work Plans, budget assumptions, and policies; and

WHEREAS, the Fiscal Year 2025-26 Budget is balanced and does not require additional taxes or withdrawals from reserves for appropriations; and

WHEREAS, Article XIII B of the California State Constitution and Government Code Section 7910 requires a city to establish its appropriations limit for each fiscal year; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Elk Grove hereby:

- A. Adopts the FY 2025-26 Budget and the FY 2025-26 through 2029-30 Capital Improvement Program as defined in Section 2.1 of this resolution and sets the Appropriations Limit as described in Section 6.1 of this resolution and presented on June 11, 2025.
- B. Authorizes the City Manager to exercise the authority and undertake the responsibilities set forth in Sections 1 through 9 of this resolution to implement the Approved Budget.
- C. Adopts the FY 2025-26 Investment Policy attached hereto as Exhibit A and incorporated by this reference.
- D. Adopts the City-Wide Salary Schedule attached hereto as Exhibit B and incorporated by this reference.

SECTION 1. SCOPE

- 1.1 This resolution defines the authority and responsibilities of the City Manager in implementing the Approved Budget of the City of Elk Grove.

SECTION 2. DEFINITIONS

- 2.1 "Approved Budget" or "Adopted Budget" refers to and encompasses all appropriations and budgeted revenues contained in the following document: the FY 2025-26 Adopted Budget as published and presented to and approved by the City Council. The terms Approved Budget and Adopted Budget are used interchangeably within this resolution.
- 2.2 The "Amended Budget" is after the Adopted or Approved Budget and encompasses any adjustments to appropriations or budgeted revenues after adopting this resolution.
- 2.3 "City Manager" means the City Manager or, if so designated, the Finance Director or the Budget Manager.

SECTION 3. AUTHORIZED APPROPRIATIONS

- 3.1 The City Manager is authorized to make any appropriation and resource adjustments to the Adopted Budget based on the direction the City Council gave during the Council agenda item that results in the City Council's action to approve and adopt the Budget.
- 3.2 The City Manager is authorized to establish the appropriations limits and staffing as indicated in the Adopted or Amended Budget.
- 3.3 Adjustments to appropriations or budgeted revenues that result in an increase or decrease to the City's total expenditure budget or total revenue budget are considered an Amendment and must be approved by the City Council unless such authority is granted to the City Manager within this resolution.
- 3.4 Expenditures shall not exceed the Adopted or Amended Budget for any fund.
- 3.5 The City Manager is authorized to approve operating appropriation and revenue transfers within the same fund; the City Council must approve transfers between funds (except "like funds," see Section 3.6).
- 3.6 The City Manager is authorized to approve operating appropriation and revenue transfers between like funds. "Like Funds" are essentially a group of funds with mutual financial association that serve a common purpose and are explicitly defined below.
 - a. Like funds within the General Fund are 101, 105, 106.
 - b. Like funds within the Recycling and Waste Enterprise are 501, 502 and 506.
 - c. Like funds within the Capital Improvement Federal Grants program are 301 and 351.
 - d. Like funds within the Capital Improvement State Grants program are 302 and 352.
- 3.7 The City Manager is authorized during the fiscal year to amend the budget of a Capital Improvement Grant amount, Federal or State, in Funds 301, 302, 351, and 352 to reflect the actual award amount at the time of disbursement if the amount differs from the amount budgeted.
- 3.8 Appropriations within the City's Asset Seizure funds can be amended based on available funds during the Fiscal Year if authorized by the City Manager.
- 3.9 Capital Outlay appropriation transfers within the same Capital Improvement Program Project, Minor Public Works Project, or Study (capital improvement projects with a value of less than \$250,000 and capital project-related studies) within the same fund must be authorized by the City Manager.
- 3.10 Capital Outlay appropriation transfers from a Capital Improvement Program Project to another Capital Improvement Program Project must be approved by the City Council unless such authority is granted to the City Manager within this resolution or in other prior Council resolutions.
- 3.11 Capital Outlay appropriation transfers from a Capital Improvement Program Project to another Capital Improvement Program Project within the Pavement Rehabilitation program (WPR), where both projects are within the same fund, must be approved by the City Manager.

- 3.12 Capital Outlay appropriation transfers from a Minor Public Works Project or Study (capital improvement projects with a value of less than \$250,000 and capital project-related studies) to a Capital Improvement Program Project where both projects are within the same fund must be approved by the City Manager.
- 3.13 The City Manager is authorized during the fiscal year to amend the budget of a Capital Improvement Program Project that has been completed to reduce the remaining budget in that completed project to zero.
- 3.14 The City Manager is authorized during the fiscal year to amend the budget of a Minor Public Works Project or Study (capital improvement projects with a value of less than \$250,000 and capital project-related studies) that has been completed to reduce the remaining budget in that completed project or study to zero.
- 3.15 If inconsistencies in the Adopted Budget document result in incorrect adopted budget amounts being implemented, the City Manager is authorized to amend those Adopted Budget amounts to correct such inconsistencies based on staff's conclusion and determination of the correct budgeted amount(s).
- 3.16 The City Manager is authorized during the fiscal year to amend interfund loan principal and interest transfer-out expenditure budgets and corresponding transfer-in revenue budgets in Funds 261, 265, 315, 324, 330, 331, 332, 344 associated with the interfund loans authorized on February 13, 2019, Agenda Item No. 10.1 based on actual revenue activity in those funds. The ability to repay and accelerate interfund loan payments is contingent upon available funds to make debt service payments.
- 3.17 The City Manager is authorized during the fiscal year to amend the transfer-out expenditure budget in the Laguna Ridge Parks Fee Fund (Fund 360) and corresponding transfer-in revenue budgets in the General Fund, Poppy Ridge Community Facilities District Fund (Fund 343), and Laguna Ridge Community Facilities District Fund (Fund 344) to reimburse funds 343 and 344 for any year that these funds contributed toward debt service payments in the Debt Service Elk Grove Finance Authority – District56 Nature Area and Old Town Plaza Fund (Fund 407). Amending the budget for such reimbursements is contingent upon available funds in Fund 360 to pay those reimbursements.
- 3.18 The City Manager is authorized to amend budgeted revenues and expenditures in the Police Extra-Duty Fund (Fund 213) during the fiscal year based on actual revenue and expenditure activity and available funding.
- 3.19 The City Manager is authorized to jointly amend the transfer-out expenditure budget in the General Fund and the transfer-in revenue budget in the Police Extra-Duty Fund (Fund 213) during the fiscal year to subsidize any deficit in Fund 213 as a result of actual extra-duty costs being greater than the actual extra-duty rate revenues being received over-time.
- 3.20 In accordance with section 2.0.5 of the Fund Balance Reserve Policy, the City Manager is authorized to amend the current fiscal year's General Fund transfer-out expenditures budget and the transfer-in revenue budgets in the Capital Reserve Fund (Fund 106) and Economic Development Fund (Fund 105) by an increase in the amount of reserves needed to be transferred as directed by the policy.
- 3.21 Appropriations with the City's Animal Services Donations Fund (Fund 735) can be amended based on available funds during the Fiscal Year if authorized by the City Manager.

- 3.22 The City Manager is authorized to amend the revenue and expenditure budgets within the Planning, Building, and Development Engineering Divisions of the Development Services Fund for “Pay When Paid” and “Flat Fee” activities during the fiscal year to align with actual planning and development activity. Revenues and expenditures in these divisions are based on billable hours of work performed on private infrastructure development projects that can vary significantly annually. The timing of and progress toward completion of planning and development engineering activities for private infrastructure development projects are highly unpredictable and difficult to project.
- 3.23 The City Manager is authorized to amend the interest investment earning revenue budget in the Disaster Relief Fund (Fund 240) during the fiscal year to reflect actual revenue activity and is also authorized to increase the expenditure budget, in alignment with interest investment earning revenue activity, with the intent of spending the investment revenue.
- 3.24 The City Manager is authorized to amend the revenue and/or expenditure budget during the fiscal year in the General Fund and the Strategic Planning Grants Fund (Fund 247) as necessary to migrate activity from the General Fund to Fund 247 and reconcile grant budgets among various awards.
- 3.25 The City Manager is authorized to amend the Risk Management Fund (Fund 601) expenditure budget during the fiscal year to accommodate unexpected settlements, judgments, fines, and penalty payments.
- 3.26 The City Manager is authorized to amend revenue and expenditure budgets during the fiscal year in Funds purposed for grant activities associated with grant funding that is awarded to the City on a cyclical basis (e.g., annually, bi-annually, etc.) to align with actual award activity in those funds.
- 3.27 The City Manager is authorized to jointly amend the revenue and expenditure budget during the fiscal year in a Fund purposed for grant activity by an increase to return previously awarded grant funds back to a granting agency, per the request or direction of that granting agency.
- 3.28 The City Manager is authorized to amend the American Rescue Plan Act (ARPA) revenue and expenditure budgets during the fiscal year as necessary to plan for all activity associated with ARPA funding until all ARPA revenues and expenditures are fully recorded.
- 3.29 The City Manager is authorized to amend the revenue and expenditure budget in the Measure E Fund (Fund 109) during the fiscal year as necessary to align with actual revenue and expenditure activity and to satisfy any obligations or commitments made by the City to the Cosumnes Community Services District.
- 3.30 The City Manager is authorized to amend budgeted revenues and expenditures in the Opioid Settlement Fund (Fund 209) during the fiscal year based on actual revenue and expenditure activity and available funding.

SECTION 4. STAFFING AND COMPENSATION INCREASES

- 4.1 Any augmentation to Position Control or the City-Wide Salary Schedule beyond what is authorized and/or accounted for in the Adopted or Amended Budget must be approved by the City Council.

SECTION 5. UNSPENT APPROPRIATIONS AND ENCUMBRANCES

- 5.1 All appropriations in the FY 2024-25 Budget which remain unencumbered or unexpended on June 30, 2025, shall revert to the fund balance of the respective funds upon the closing of the fiscal year, except for those outlined in section 5.3 of this resolution.
- 5.2 All outstanding purchase order commitments on June 30, 2025, and associated appropriations, are hereby continued for FY 2025-26 until the fiscal year-end close occurs.
- 5.3 Unencumbered or unexpended appropriations:
 - a) Unencumbered or unexpended Capital Outlay appropriations within the Capital Improvement Program, Minor Public Works Projects, and Studies in FY 2024-25 are eligible to be re-authorized in FY 2025-26 by project and by fund in addition to the adopted Capital Outlay appropriations in the FY 2025-26 Budget.
 - b) Unencumbered or unexpended appropriations for Facilities project expenditures in Funds 106 and 602 (Building and non-Building improvements) are eligible to be re-authorized in FY 2025-26 by project and by fund.
 - c) Unencumbered or unexpended appropriations in the City's Asset Seizure funds are eligible to be re-appropriated in FY 2025-26.
 - d) Any FY 2024-25 encumbered purchase orders included in the calculation of FY 2024-25 year-end projected expenditures in which the City Manager determines that the authorized equipment, goods and services are needed for continued and efficient City operations are authorized to be re-appropriated and 'rolled over' to FY 2025-26.
 - e) Unencumbered or unexpended appropriations in Fund 242 State Homeless Appropriation are eligible to be re-appropriated in future Fiscal Years.
 - f) Unencumbered or unexpended appropriations in Fund 285 Neighborhood Stabilization are eligible to be re-appropriated in future Fiscal Years.
 - g) Unencumbered or unexpended appropriations from the Civic Summer grant, awarded by the Institute for Local Government, are eligible to be re-appropriated in FY 2025-26.
 - h) Reaffirms the authorization received in Grant authorization resolutions that unencumbered or unexpended appropriations and unrecognized budgeted revenues from non-capital project Grants are approved for re-budgeting in subsequent fiscal years if any Grant funds were not expended or earned in a prior fiscal year.
 - i) Unencumbered or unexpended appropriations in the Affordable Housing Fund (Fund 242) and Self Insurance Fund (Fund 601) relative to the City's settlement for the Oak Rose project are eligible to be re-appropriated in FY 2025-26.
 - j) Unencumbered or unexpended appropriations in the Drainage Fund (Fund 503) for the Storm Drain Master Project Update are eligible to be re-authorized in FY 2025-26.

- k) Unencumbered or unexpended appropriations, and unrecognized budgeted revenues, within the Strategic Planning and Innovation/Civic Innovation and Sustainability as well as Housing Divisions of the General Fund, Strategic Planning Grants Fund, the Development Fund, Transit Fund, Measure E funds, and the Gas Tax Fund that are associated with the following list of Special Projects are eligible to be re-budgeted in FY 2025-26.

Project Number	Project Name	Project Key
AP0001	Open Space Element Update	2953150-5202101
AP0002	Rural Area Community Plan	2953150-5202101
HWS002	Homeless Shelter	1093121-5446401
		1093121-5262604
		1093121-5252416
		1093121-5061104
		1093121-5406002
		1093121-5010101
		1093121-5446501
		1093121-5252409
		1093121-5051004
		1093121-5051003
		1093121-5272710
		1093121-5152006
		1093121-5262603
		1093121-5426200
		1093121-5031101
		2403121-5152006
2413121-5152006		
2413121-3410100		
HIS001	Family Motel Voucher Program	1093121-5282801
HIS002	New Permeant Shelter	1093121-5152006
		1093121-5202101
SP0003	Old Town SPA Update	2953150-5202101
SP0004	Civic Center North Master Plan (Elevate)	1011240-5091407
		1011240-5202101
		1091220-5202101
SP0005	Kammerer Urban Design Study (UDS)	1011240-5202101
		2953150-5202101
SP0007	Smart City	1011240-5202101
SP0010	SE Industrial Infrastructure Master Plan	2953150-5202101
SP0012	Kammerer Corridor Infrastructure Planning	2953150-5202101
SP0013	2024 Climate Action Plan Update	2953150-5051007
		2953150-5152005
		2953150-5152006
		2953150-5202101
SP0014	Trails Wayfinding	2953150-5272710
		2211240-5202101
SP0015	Trails Master Plan Update	2211240-5202101
SP0016	Electrification Grid Master Plan	2953150-5202101
		2211240-5202101

SP0017	Transit Alternatives Analysis	221-1240-5202101
SPG001	Bloomberg	2471241-5051001
		2471241-5071210
		2471241-5091405
		2471241-5091407
		2471241-5141902
		2471241-5141903
		2471241-5152006
		2471241-5272710
SPG010	Broadband/Tides Grant	2471241-5303006
SPG011	Mode Shift Grant (E-Bike Lending Library)	2471241-5202101
		2471241-3440200
		2471241-5010104
		2471241-5141901
		2471241-5152006
		2471241-5202101
		2471241-5272710
		2471241-5406003
SPG012	Light Rail Master Plan	2471241-5416100
		2471241-3440200
		3381240-3710300
		2211240-5202101
		2471241-5202101
		3381240-5202101
SPG013	Vision Zero/SS4A	5111240-5202101
		3440200-5202101
SPG015	E-Bike Voucher	2211240-5202101
		2471241-3440200
		2471241-5202101

SECTION 6. APPROPRIATION LIMITS

- 6.1 The appropriations limitation established for the General Fund for FY 2025-26 shall be \$156,932,622, and the adopted FY 2025-26 General Fund Budget has not exceeded the appropriations limit.
- 6.2 The City of Elk Grove selected the growth in per capita income calculation method to determine the cost-of-living factor for the 2025-26 fiscal year. Per the California Department of Finance, the growth in Per Capita Personal Income for FY 2024-25 is 6.44%; hence the cost- of-living factor is 1.0644. The Annual Percent Change in Population for Elk Grove per the California Department of Finance is 1.24%, which is greater than for the County of Sacramento at .50%; hence the population factor chosen is 1.0124. Thus, the combined adjustment factor for the appropriations limit is calculated by multiplying the cost-of-living factor (1.0644) by the population factor (1.0235), equaling 1.0776.
- 6.3 The actual General Fund appropriation for FY 2024-25 has not exceeded the appropriations limitation adopted for FY 2024-25.

SECTION 7. MID-YEAR PERFORMANCE AND FINANCIAL REPORT

- 7.1 The City Council shall be provided a Mid-Year Financial Report including a revised estimate of the financial condition of operating funds, prior year actual fund balances, revised estimated revenues and expenditures, projected ending fund balances or deficits, and recommendations for eliminating any projected fund deficits if applicable.

SECTION 8. MISCELLANEOUS CONTROLS / CONSIDERATIONS

- 8.1 The City Manager is authorized to amend budgets and journal activity between the Roadway Fee Fund (Fund 328) and the Community Facilities District 2002-1 East Franklin Fund (Fund 341) associated with Capital Improvement Program projects related to improvements on and around Kammerer Road to take advantage of prioritized funding from more restricted funding sources over less restricted funding sources.
- 8.2 The City Manager is authorized to prepay the City's annual CalPERS Unfunded Accrued Liability payments in a lump sum consistent with the FY 2025-26 budget.
- 8.3 The indirect cost rates, as detailed in the City of Elk Grove General Cost Allocation Plan, Internal Service Allocation Plan, and Capital Improvement Program Cost Allocation Plan, shall be charged to departments and capital projects as project funding and regulations permit.

SECTION 9. REQUESTED CHANGES TO FY 2024-25 BUDGET AUTHORITY

- 9.1 The City Manager is authorized to amend the FY 2024-25 revenue and expenditure budgets for account associations (line items) containing "contra" object codes by decreasing the budgeted amounts to zero. Contra account associations are used as an internal accounting tool to balance loan principal payment payables and receivables in journal vouchers that process interfund loan payments and repayments. The activity in these account associations does not reflect any actual revenues being received by the City or any actual goods or services provided to residents.

This resolution will take effect immediately.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 11th day of June 2025




BOBBIE SINGH-ALLEN, MAYOR of the
CITY OF ELK GROVE

ATTEST:



JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



JONATHAN P. HOBBS,
CITY ATTORNEY

CITY OF ELK GROVE



INVESTMENT POLICY

Fiscal Year 2025-2026

CITY OF ELK GROVE INVESTMENT POLICY FISCAL YEAR 2025-2026

I. PURPOSE

This statement is intended to provide guidelines for the prudent investment of the City's surplus money in its treasury (hereinafter "Investment Cash") and to outline policies for maximizing the efficiency of the City's Investment Cash management system. The ultimate goal is to enhance the City's economic status while protecting its pooled Investment Cash.

II. POLICY

It is the policy of the City of Elk Grove to invest public funds in a manner that will provide a sound investment return with maximum security while meeting the City's daily cash flow demands and conforming to all state and local statutes governing the investment of public funds. The City of Elk Grove's investment policy has three objectives: (1) protect principal, (2) provide for liquidity needs, and (3) obtain the most reasonable rate of return possible within the first two objectives. The City operates its investment activities under the "prudent investor" standard (see discussion below). This affords a broad spectrum of investment opportunities so long as the investment is deemed prudent and permissible under current state and local law.

III. SCOPE

This investment policy applies to all liquid financial assets of the City of Elk Grove and investment activities under the direct authority of the City, as outlined in the State Government Code, Sections 53600 et seq., with the following exceptions:

- Proceeds of debt issuance shall be invested following the City's general investment philosophy as outlined in this policy; however, such proceeds are to be invested according to the permitted investment provisions of their specific bond indentures.
- The City's OPEB funds shall be invested per its separate investment policy.

IV. PRUDENT INVESTOR STANDARD

The City Council and all persons authorized to make investment decisions on behalf of the City are trustees and, therefore, fiduciaries subject to the prudent investor standard. When investing, reinvesting, purchasing, acquiring, exchanging, selling, or managing public funds, a trustee shall act with care, prudence, and diligence under the circumstances then prevailing, including but not limited to the general economic conditions and the anticipated needs of the City, that a prudent person acting in a like capacity and familiarity with those matters would use in the conduct of funds of a like character and with like aims, to safeguard the principal and maintain the liquidity needs of the City. Within the limitations of this section and considering individual investments as part of an overall strategy, investments may be acquired as authorized by law.

The City recognizes that market prices of securities will vary depending on economic and interest rate conditions at any point in time. It is further recognized that in a well-diversified investment portfolio, occasional sales and measured gains or losses may be

inevitable and must be considered within the context of the overall investment program objectives and the resultant long-term rate of return.

The City Treasurer and other individuals assigned to manage the investment portfolio, acting within the intent and scope of the investment policy and other written procedures and exercising due diligence, shall be relieved of personal responsibility and liability for an individual security's credit risk or market price changes, provided deviations from expectations are reported promptly, and appropriate action is taken to control adverse developments.

V. OBJECTIVES

The City's cash management system is designed to monitor and forecast expenditures and revenues accurately, thus enabling the City to invest Investment Cash to the fullest extent possible. The City strives to obtain the most reasonable return possible as long as investments meet the criteria for safety and liquidity.

Safety

The foremost objective of the investment program is the safety of principal. Accordingly, City investments shall be undertaken to ensure the preservation of principal in the overall portfolio. To attain this objective, diversification is required so that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.

Liquidity

The City's investment portfolio shall remain sufficiently liquid to enable the City to meet all reasonably anticipated operating requirements. This goal shall be achieved by maintaining a prudent portion of the City's portfolio in liquid, short-term instruments that can readily be converted to cash if necessary.

Return on Investment

The City's investment portfolio shall be designed to attain a market rate of return throughout budgetary and economic cycles commensurate with the City's investment risk constraints and the portfolio's cash flow characteristics. Accordingly, the City will attempt to obtain the most reasonable return possible when selecting an investment, provided the criteria for safety and liquidity are met.

VI. DELEGATION OF AUTHORITY

California Government Code, Sections 41006 and 53600 et seq., gives the City authority to manage its investment program.

The City Council is responsible for managing the City's funds, including administering this investment policy. Per California Government Code Section 53607, the Elk Grove City Council has authorized the City Treasurer to invest on behalf of the City, to manage the City's investment program consistent with this investment policy, and to maintain a system of internal controls to regulate the activities of subordinate officials. Such procedures will include explicit delegation of authority to persons responsible for investment transactions. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures established by the Treasurer.

The City may engage the services of one or more external investment advisers registered under the Investment Advisers Act of 1940 to assist in managing its investment portfolio in a manner consistent with its objectives. Following this investment policy, external investment advisers may be granted discretion to purchase and sell investment securities.

VII. PUBLIC TRUST

All participants in the investment process shall act as custodians of the public trust. Investment officials shall recognize that the investment portfolio is subject to public review and evaluation. The overall program shall be designed and managed with a degree of professionalism that is worthy of the public trust. In a diversified portfolio, occasional measured losses are inevitable and must be considered within the context of the overall portfolio's investment return, provided that adequate diversification has been implemented.

VIII. ETHICS AND CONFLICTS OF INTEREST

Officers and employees involved in the investment process shall refrain from personal business activity that conflicts with the proper execution of the investment program or impairs their ability to make impartial investment decisions. Officers and employees shall disclose to the City Treasurer any material interests in financial institutions with which they conduct business. They shall further disclose any significant personal financial/investment positions that could be related to the investment portfolio's performance. Officers and employees shall also refrain from undertaking any personal investment transactions with the same individual with whom business is conducted on behalf of the City. Additionally, the City Treasurer (Finance Director) and other key finance personnel must annually file applicable financial disclosures as required by the Fair Political Practices Commission (FPPC).

IX. QUALIFIED FINANCIAL INSTITUTIONS, DEPOSITORIES, AND BROKER/DEALERS

To the extent practicable, the City Treasurer shall endeavor to complete investment transactions using a competitive bid process whenever possible. The City Treasurer will determine which financial institutions are authorized to provide investment services to the City. The City shall transact business only with qualified banks, savings and loans, and broker/dealers. The City Treasurer shall maintain procedures for establishing a list of authorized brokers/dealers and financial institutions approved for investment purposes, selected through a process of due diligence as determined by the City Treasurer. Due inquiry shall assess whether such authorized broker/dealers, and the individuals covering the City are reputable and trustworthy, knowledgeable and experienced in Public Agency investing, and able to meet all their financial obligations. These institutions may include "primary" dealers or regional dealers that qualify under Securities and Exchange Commission (SEC) Rule 15c3-1 (uniform net capital rule).

Per Section 53601.5, institutions eligible to transact investment business with the City include:

- Institutions licensed by the state as a broker-dealer.
- Institutions that are members of a federally regulated securities exchange.
- Primary government dealers as designated by the Federal Reserve Bank and non-primary government dealers.

- Nationally or state-chartered banks.
- The Federal Reserve Bank.
- Direct issuers of securities eligible for purchase.

The selection of financial institutions and brokers/dealers authorized to engage in transactions will be at the sole discretion of the City, except where the City utilizes an external investment adviser, in which case the City may rely on the adviser for selection. The City shall send a copy of the current investment policy to all broker/dealers approved to do business with the City. Confirmation of receipt of this policy shall be considered evidence that the dealer understands the City's investment policies and intends to sell the City only appropriate investments authorized by this investment policy.

Public deposits will be made only in qualified public depositories established by State law. Deposits will be insured by the Federal Deposit Insurance Corporation or, to the extent that the amount exceeds the insured maximum, collateralized per State law.

The selection of brokers/dealers used by an external investment adviser retained by the City will be at the sole discretion of the adviser. Where possible, transactions with broker/dealers shall be selected competitively, and their bid or offering prices shall be recorded. If there is no other available competitive offering, best efforts will be made to document quotations for comparable or alternative securities. When purchasing original issue instrumentality securities, no competitive offerings will be required as all dealers in the selling group offer those securities at the same original issue price.

X. AUTHORIZED INVESTMENTS

Investment of City funds is governed by the California Government Code Sections 53600 et. seq. Within the context of code limitations, the following investments and their respective additional limitations are authorized as listed below. If a discrepancy between this policy and the Code is found, the more restrictive parameters will take precedence. Percentage holding limits and minimum credit criteria listed in this section apply when the security is purchased.

Any investment currently held when the policy is adopted that does not meet the new policy guidelines can be held until maturity and shall be exempt from the current policy. At the time of the investment's maturity or liquidation, such funds shall be reinvested only as provided in the current policy.

Purchasing high-quality, liquid, and marketable securities shall maintain an appropriate risk level. In addition, the portfolio shall be diversified by security type and institution to avoid incurring unreasonable and avoidable risks regarding specific security types or individual issuers.

1. United States Treasury Bills, Bonds, and Notes are those for which the full faith and credit of the United States are pledged to pay principal and interest. There is no dollar amount or percentage limitation of the portfolio that can be invested in this category, provided that the maximum maturity is five (5) years.

2. Federal Agency or United States government-sponsored enterprise obligations, participations, or other instruments, such as but not exclusively issued by the

Government National Mortgage Association (GNMA), the Federal Farm Credit System (FFCB), the Federal Home Loan Bank Board (FHLB), the Federal National Mortgage Association (FNMA), and the Federal Home Loan Mortgage Association (FHLMC) whose principal and interest are fully guaranteed by federal agencies or United States government-sponsored enterprises. There is no dollar amount or percentage limitation of the portfolio that can be invested in this category, provided that no more than 30% of the portfolio may be invested in any single Agency/GSE issuer. The maximum maturity does not exceed five (5) years. The maximum percent of agency callable securities in the portfolio will be 20%.

3. Local Agency Investment Fund (LAIF), a State of California-managed investment pool, may be used as permitted by California State Government Code, Title 2, Division 4, Part 2, Chapter 2, Article 11, commencing with section 16429.1. The City may invest up to the maximum amount permitted by LAIF. LAIF's investments in instruments prohibited by or not specified in the City's policy do not exclude the investment in LAIF itself from the City's list of authorized investments, provided LAIF's reports allow the Treasurer to adequately judge the risk inherent in LAIF's portfolio.

4. Shares of Beneficial Interest issued by a Joint Powers Authority. Investments in any one fund or in the aggregate of this investment type shall not exceed 30% of the City's investment portfolio at the time of purchase.

5. Bills of exchange or time drafts drawn on and accepted by commercial banks, otherwise known as Bankers' Acceptances, provided that they are issued by institutions that have short-term debt obligations rated "A-1" or its equivalent or better by at least one nationally recognized statistical rating organization (NRSRO); or long-term debt obligations which are rated in a rating category of "A" or its equivalent or better by at least one NRSRO. Bankers' acceptances purchased may not exceed 180 days to maturity or 40% of the City's Investment Cash at the time of purchase. Additionally, no more than 5% of the portfolio may be invested in any single issuer.

6. Commercial paper provided that the securities are issued by an entity that meets all of the following conditions in either paragraph (a) or (b) and other requirements specified below:

- a) Securities issued by corporations:
 - i. A corporation organized and operating in the United States with over \$500 million in assets.
 - ii. The securities are rated "A-1" or its equivalent or better by at least one NRSRO.
 - iii. If the issuer has other debt obligations, they must be rated in a rating category of "A" or its equivalent or better by at least one NRSRO.

- b) Securities issued by other entities:
 - i. The issuer is organized within the United States as a special purpose corporation, trust, or limited liability company.
 - ii. The securities must have program-wide credit enhancements including, but not limited to, over-collateralization, letters of credit, or a surety bond.
 - iii. The securities are rated "A-1" or its equivalent or better by at least one NRSRO.

Purchases of commercial paper may not exceed 25% of the City's Investment Cash. Under a provision sunsetting on January 1, 2026, no more than 40% of the portfolio may be

invested in Commercial Paper if the Agency's investment assets under management are greater than \$100,000,000, nor may those purchases exceed 270 days to maturity, nor represent more than 10% of the outstanding paper of the issuing corporation. In addition, investment in any one institution may not exceed more than 5% of the City's Investment Cash at the time of purchase.

7. Negotiable certificates of deposit issued by nationally or state-chartered banks, a savings association or federal association, a state or federal credit union, or by a federally-licensed or state-licensed branch of a foreign bank. The amount of the NCD insured up to the FDIC limit does not require any credit ratings. However, any amount above the FDIC-insured limit must be issued by institutions that have short-term debt obligations rated "A-1" or its equivalent or better by at least one NRSRO or long-term obligations rated in a rating category of "A" or its equivalent or better by at least one NRSRO. Purchases of negotiable certificates of deposit may not exceed 30% of the City's Investment Cash at the time of purchase. Investment in any one institution may not exceed more than 5% of the City's Investment Cash at the time of purchase. The maximum maturity may not exceed five (5) years.

8. Repurchase agreements that specify terms and conditions may be transacted with banks and broker/dealers. Repurchase agreements must be collateralized with securities authorized under the California Government Code. Investment in repurchase agreements may not exceed 20% of the City's Investment Cash at the date entered into. The maturity of the repurchase agreements shall not exceed 90 days. The market value of the securities used as collateral for the repurchase agreements shall be monitored by the investment staff and shall not be allowed to fall below 102% of the value of the repurchase agreement. A Master Repurchase Agreement must be executed with the bank or dealer before *investing* in a Repurchase Agreement.

9. Time deposits, non-negotiable and collateralized per the California Government Code, may be purchased through banks or savings and loan associations. Since time deposits are not liquid, no more than 25% of the investment portfolio may be invested in this type of investment. Investment in any one institution may not exceed more than 5% of the City's Investment Cash at the time of purchase. The maximum maturity may not exceed five (5) years.

10. Medium Term Corporation Notes, provided that the issuer is a corporation organized and operating within the United States or by depository institutions licensed by the United States or any state and operating within the United States. The maximum maturity may not exceed five (5) years. Securities eligible for investment shall be rated in a rating category of "A" or its equivalent or better by at least one NRSRO. Purchase of medium-term notes may not exceed 30% of the City's Investment Cash at the time of purchase, and no more than 5% of the City's Investment Cash at the time of purchase may be invested in notes issued by any single issuer.

11. Shares of beneficial interest issued by diversified management companies that are mutual funds and money market mutual funds that are registered with the Securities and Exchange Commission under the Investment Company Act of 1940, provided that:

A. Mutual Funds that invest in the securities and obligations as authorized under California Government Code, Section 53601 (a) to (k) and (m) to (q) inclusive and that meet

either of the following criteria:

- i. Attained the highest ranking or the highest letter and numerical rating provided by not less than two (2) NRSROs or
 - ii. Have retained an investment adviser registered or exempt from registration with the Securities and Exchange Commission with at least five years experience investing in the securities and obligations authorized by California Government Code, Section 53601, and with assets under management over \$500 million.
- No more than 10% of the total portfolio may be invested in shares of any mutual fund.

B. Money Market Mutual Funds registered with the Securities and Exchange Commission under the Investment Company Act of 1940 and issued by diversified management companies and meet either of the following criteria:

- i. Have attained the highest ranking or the highest letter and numerical rating provided by not less than two (2) NRSROs or
 - ii. Have retained an investment adviser registered or exempt from registration with the Securities and Exchange Commission with at least five years experience managing money market mutual funds with assets under management over \$500 million.
- No more than 20% of the total portfolio may be invested in the shares of any one money market mutual fund. In addition, only funds holding U.S. Treasury or government agency obligations can be utilized.
 - Investments in money market and mutual funds combined may not exceed 20% of the City's Investment Cash at the time of purchase.

12. Municipal Securities of any California Local Agency, including bonds, notes, warrants, or other indebtedness, provided the securities are rated in a rating category of "A" or its equivalent or better by at least one NRSRO. The City may also purchase its issued debt but may not resell it before maturity without obtaining a tax-exempt redetermination opinion from legal counsel. Purchases of Municipal Securities shall not exceed 20% of the City's investment portfolio at the time of purchase. Investment in any one issuer shall not exceed 5% at the time of purchase. Maturity shall be limited to a maximum of 60 months from the date of purchase. Purchases of Municipal Securities of any local agency outside of California are not permitted.

13. Registered treasury notes or bonds of the State of California, or any of the other 49 states in addition to California, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by a state or by a department, board, agency, or authority of the State of California, or any of the other 49 states, in addition to California, provided the securities are rated in a rating category of "A" or its equivalent or better by at least one NRSRO. Investment in any one issuer shall not exceed 5% at the time of purchase. Maturity shall be limited to a maximum of 60 months from the date of purchase. Purchases of Municipal Securities of any local agency outside of California are not permitted.

14. Supranationals, United States dollar-denominated senior unsecured unsubordinated obligations issued or unconditionally guaranteed by the International Bank for Reconstruction and Development, Inter-American Development Bank, or the International

Finance Corporation, with a maximum remaining maturity of five years or less, and eligible for purchase and sale within the United States. Investments under this subdivision shall be rated in a rating category of “AA” or its equivalent or better by Moody’s, Standard & Poor’s, or Fitch Ratings.. No more than 30% of the City’s Investment Cash may be invested in these securities. No more than 10% of the City’s Investment Cash may be invested in any issuer.

15. Asset-Backed, Mortgage-Backed, Mortgage Passthrough Securities, and Collateralized Mortgage Obligations from issuers not defined in Sections 1 and 2 of the Authorized Investments Section of this policy, provided that:

- The securities are rated in a “ AA “ rating category or its equivalent or better by an NRSRO.
- No more than 20% of the total portfolio may be invested in these securities.
- No more than 5% of the portfolio may be invested in any single Asset-Backed or Commercial Mortgage security issuer.
- The maximum legal final maturity does not exceed five (5) years.

XI. Prohibited Investment Vehicles and Practices

- State law notwithstanding, any investments not explicitly described herein are prohibited, including, but not limited to, futures and options.
- Per Government Code, Section 53601.6, investment in inverse floaters, range notes, or mortgage-derived interest-only strips is prohibited.
- Investment in any security that could result in a zero-interest accrual if held to maturity is prohibited. However, under a provision sunseting on January 1, 2026, securities backed by the U.S. Government that could result in a zero- or negative-interest accrual if held to maturity are permitted.
- Trading securities for the sole purpose of speculating on the future direction of interest rates is prohibited.
- Purchasing or selling securities on margin is prohibited.
- The use of reverse repurchase agreements, securities lending, or any other form of borrowing or leverage is prohibited.
- The purchase of foreign currency-denominated securities is prohibited.
- Purchasing securities with trade settlement periods longer than 45 days is prohibited.

XII. INVESTMENT POOLS/MUTUAL FUNDS

Government-sponsored pools and money market mutual funds are excellent short-term cash management facilities. These pools/funds can provide safety, liquidity, and yield in a single investment instrument. In addition, these funds provided additional diversity in that each fund share is a composite of the funds of the entire portfolio of various maturity lengths, asset classes, and specific investments. The City Treasurer shall thoroughly investigate any pool or mutual fund before investing and continually after that. The City Treasurer shall develop a questionnaire that will answer the following general questions:

- A description of eligible investment securities and a written statement of investment policy and objectives.

- A description of interest calculations, how they are distributed, and how gains and losses are treated.
- A description of how the securities are safeguarded (including the settlement processes), how often they are priced, and how the program is audited.
- A description of who may invest in the program, how often, and what size deposit and withdrawal are allowed.
- A schedule for receiving statements and portfolio listings.
- Are reserves, retained earnings, etc., utilized by the pool/fund?
- A fee schedule and when and how it is assessed.
- Is the pool/fund eligible for bond proceeds, and will it accept them?

XIII. COLLATERALIZATION

Collateralization shall be required on two types of investments:

1. Certificates of Deposit above the amount federally insured and
2. Repurchase agreements.

The general collateralization level for Certificates of Deposit shall be 110% of the amount invested above the amount federally insured. If the security used for collateral is a mortgage-backed security, the collateralization level shall be 150% of the amount invested (Government Code sec. 53652).

For repurchase agreements, the collateralization level must be at least 102% of the agreement's market value.

The collateral shall be held by an independent third party with whom the entity has a current custodial agreement, and the right of collateral substitution is granted. To conform with the provisions of the Federal bankruptcy code, which provides for the liquidation of securities held as collateral, the only securities acceptable as collateral shall be certificates of deposit, commercial paper, eligible bankers' acceptances, medium-term notes, or securities that are the direct obligations of or are fully guaranteed as to principal and interest by the United States or any agency of the United States.

XIV. SAFEKEEPING AND CUSTODY

All security transactions, including collateral for repurchase agreements, entered into by the City shall be conducted on a delivery versus payment (DVP) basis and delivered to the City or the City's designated custodian upon receipt of payment by the City.

All securities that may be purchased, including collateral for repurchase agreements, shall be held by a third-party custodian designated by the Treasurer. These securities shall be held in the City's name and control, and safekeeping receipts shall evidence third-party custody. The third-party custodian shall send the City a statement of what is safe-kept every month, which shall be reconciled to the City's record monthly.

XV. DIVERSIFICATION INVESTMENT

The City's investment portfolio shall be diversified to avoid unreasonable and avoidable risks concerning specific investment types. The City shall also maintain a mix of securities within investment types to avoid concentrations within individual financial

institutions, geographic areas, industry types, and maturity dates.

XVI. MAXIMUM MATURITIES

To the extent possible, the City of Elk Grove shall attempt to match its investments with anticipated cash flow requirements. However, unless matched to a specific cash flow, the City shall not directly invest in securities maturing more than five years from the trade settlement date.

XVII. RISK MANAGEMENT AND DIVERSIFICATION

1. Mitigating Credit Risk in the Portfolio

Credit risk is the risk that a security or a portfolio will lose some or all its value due to an actual or perceived change in the ability of the issuer to repay its debt. The City will mitigate credit risk by adopting the following strategies:

- The diversification requirements in this policy's "Authorized Investments" section are designed to mitigate portfolio credit risk.
- No more than 5% of the total portfolio may be deposited with or invested in securities issued by any single issuer unless otherwise specified in this policy.
- The City may sell a security before its maturity and record a capital gain or loss to manage the portfolio's quality, liquidity, or yield in response to market conditions or the City's risk preferences.
- If a security owned by the City is downgraded to a level below the requirements of this policy, making the security ineligible for additional purchases, the following steps will be taken:
 1. The investment manager's actions related to the downgrade will promptly be communicated to the City Treasurer.
 2. If a decision is made to retain the security, the credit situation will be monitored and reported to the City Council.

2. Mitigating Market Risk in the Portfolio

Market risk is the risk that portfolio value will fluctuate due to changes in the general level of interest rates. The City recognizes that, over time, longer-term portfolios have the potential to achieve higher returns. However, longer-term portfolios also have higher volatility of return. Therefore, the City will mitigate market risk by providing adequate liquidity for short-term cash needs and making longer-term investments only with funds not needed for current cash flow purposes.

The City further recognizes that certain types of securities, including variable rate securities, securities with principal paydowns before maturity, and securities with embedded options, will affect the market risk profile of the portfolio differently in different interest rate environments. The City, therefore, adopts the following strategies to control and mitigate its exposure to market risk:

- The City will maintain a minimum of six months of budgeted operating expenditures in short-term investments to provide sufficient liquidity for expected disbursements.

- The maximum stated final maturity of individual securities in the portfolio will be five (5) years from the date of trade settlement, except as otherwise stated in this policy.
- The portfolio's duration will generally be approximately equal to the duration (typically, plus or minus 20%) of a Market Benchmark, an index selected by the City based on the City's investment objectives, constraints, and risk tolerances.

XVIII. INTERNAL CONTROL

The City Treasurer establishes and maintains an internal control structure to protect the entity's assets from loss, theft, or misuse. The internal control structure shall be designed to reasonably ensure these objectives are met. The concept of reasonable assurance recognizes that (1) the cost of a control should not exceed the benefits likely to be derived, and (2) the valuation of costs and benefits requires estimates and judgments by management. The City Treasurer shall also conduct an annual review of the investment program. This process may include testing the investment program by the City's external auditor to determine the extent of compliance with the Investment Policy.

All wire transfers initiated by the Finance Department will be confirmed to the appropriate financial institution. For each investment transaction, proper documentation obtained from confirmations and cash disbursement wire transfers is required. In addition, timely bank reconciliations are conducted to ensure the appropriate handling of all transactions.

XIX. PERFORMANCE STANDARDS

The City's investment portfolio shall be designed to attain a sound rate of return throughout budgetary and economic cycles, considering the City's investment risk constraints and the portfolio's cash flow characteristics.

XX. PORTFOLIO MANAGEMENT ACTIVITY

The investment program shall seek to attain returns consistent with the intent of this policy, identified risk limitations, and prudent investment principles. The use of the following strategies shall achieve these objectives:

Active Portfolio Management

Through active fund and cash-flow management, taking advantage of current economic and interest rate trends, the portfolio yield may be enhanced with limited and measurable increases in risk by extending the duration of the City's Investment Cash.

Portfolio Maturity Management

When structuring the maturity composition of the portfolio, the City shall evaluate current and expected interest rate yields and necessary cash flow requirements. It is recognized that in normal market conditions, longer maturities produce higher yields. However, securities with longer maturities also experience greater price fluctuations when interest rates change.

Security Swaps

The City may use security swap opportunities to improve the overall portfolio yield. A swap that enhances the portfolio yield may be selected even if the transactions result in an accounting loss. Swap documentation shall be included in the City's permanent investment file documents.

XXI. PERIODIC TREASURY REPORTS

The City Treasurer shall review and render monthly reports to the City Manager and City Council, including the par value and cost of the investment, the type of investment, the issuer's name, the coupon rate of interest, the maturity date, and the current market value.

XXII. INTEREST EARNINGS

All interest earned and collected from investments authorized in this policy shall be allocated monthly to all pooled cash funds based on the cash balance in each fund as a percentage of the entire pooled portfolio.

XXIII. LIMITING MARKET VALUE EROSION

It is the general policy of the City to limit the potential effects of erosion in market values by adhering to the following guidelines:

- All immediate and anticipated liquidity requirements shall be addressed before purchasing investments.
- Where possible, investment maturity dates shall coincide with significant cash flow requirements to assist with cash requirements at maturity.
- All securities shall be purchased with the intent to hold all investments to maturity. However, economic or market conditions may change, making it in the City's best interest to sell or trade a security before maturity.

XXIV. STATEMENT OF INVESTMENT POLICY

The City's Investment Policy shall be adopted by a City Council resolution. This policy shall be reviewed at least annually to ensure its consistency with the overall objectives of preservation of principal, liquidity, and yield and its relevance to current law and financial and economic trends. Any amendments to the policy shall be forwarded to the City Council for approval.

XXV. GLOSSARY OF TERMS

Bankers' Acceptance (BA) - A draft, bill, or exchange accepted by a bank or trust company. The accepting institution guarantees payment of the bill, as does the issuer.

Broker - A broker brings buyers and sellers together for a commission.

Certificate of Deposit – A time deposit with a specific maturity evidenced by a certificate. Large-denomination CDs are typically negotiable and may be eligible for FDIC insurance.

Collateral - Securities, evidence of deposit, or pledges to secure loan repayment. It also refers to securities pledged by a bank to secure deposits of public funds.

Custody - A banking service that provides safekeeping for the individual securities in a customer's investment portfolio under a written agreement that also calls for the bank to collect and pay out income and buy, sell, receive, and deliver securities when ordered by the principal.

Delivery vs. Payment (DVP) - Delivery of securities with a simultaneous exchange of money for the securities.

Diversification - Dividing investment funds among securities offering independent returns and risk profiles.

Federal Home Loan Banks (FHLB) – Government-sponsored wholesale banks that lend funds and provide correspondent banking services to member commercial banks, thrifty institutions, credit unions, and insurance companies. The mission of the FHLBs is to liquefy the housing-related assets of its members who must purchase stock in their district Bank.

Federal Home Loan Mortgage Corporation (FHLMC) – The FHLMC was created under the Federal Home Loan Mortgage Act, Title III of the Emergency Home Finance Act of 1970, as a stockholder-owned government-sponsored enterprise. Freddie Mac, as the corporation is called, is charged with providing stability and assistance to the secondary home mortgage market by buying first mortgages and participation interests and reselling these securities as guaranteed mortgage securities. Although the federal government does not explicitly guarantee agency obligations, the rating agencies believe that in the unlikely event of financial difficulties, the federal government will support the agency to the extent necessary to provide complete and timely payment on their securities.

Federal National Mortgage Association (FNMA) - FNMA, like GNMA, was chartered under the Federal National Mortgage Association Act in 1938. FNMA is a federal corporation working under the auspices of the Department of Housing and Urban Development (HUD). It is the largest single provider of residential mortgage funds in the United States. Fannie Mae, as the corporation is called, is a private stockholder-owned corporation. The corporation's purchases include a variety of adjustable mortgages and second loans, in addition to fixed-rate mortgages. FNMA's securities are also highly liquid and are widely accepted. FNMA assumes and guarantees that all security holders receive timely principal and interest payment.

Government National Mortgage Association (GNMA) – Securities influencing the volume of bank credit guaranteed by GNMA and issued by mortgage bankers, commercial banks, savings and loan associations, and other institutions. The full faith and credit of the U.S. Government protect the security holder. Ginnie Mae securities are backed by the FHA, VA, or FHA mortgages. The term “pass-throughs” is often used to describe Ginnie Maes.

Interest Rate - The annual yield earned on an investment, expressed as a percentage.

Liquidity - Refers to the ability to rapidly convert an investment into cash with minimal risk of losing some portion of principal and/or interest.

Master Repurchase Agreement - A written contract covering all future transactions between the parties to repurchase and/or reverse repurchase agreements that establish each party's rights. A master agreement will specify, among other things, the right of the buyer-lender to liquidate the underlying securities in the event of default by the seller-borrower.

Maturity - The date upon which an investment's principal or stated value becomes due and payable.

Money Market - The market in which short-term debt instruments (bills, commercial paper, banker's acceptances, etc.) are issued and traded.

Municipal Securities of Local Agencies – Debt securities issued by states, cities, counties, and other governmental entities to fund day-to-day obligations and finance capital projects. The purchase of municipal securities is a loan to the bond issuer in exchange for regular interest payments and the return of the original investment.

Prudent Investor - An investment standard. In some states, the law requires that a fiduciary, such as a trustee, may invest money only in a list of securities selected by the custody state - the so-called legal list. In other states, the trustee may invest in a security if it would be bought by a prudent person of discretion and intelligence seeking a reasonable income and preservation of capital.

Rate of Return - The yield obtainable on a security based on its purchase or current market price. This may be the amortized yield to maturity on a bond or the current income return.

Repurchase Agreement (RP or REPO) - A holder of securities sells these securities to an investor with an agreement to repurchase them at a fixed price on a fixed date. In effect, the security "buyer" lends the "seller" money for the agreement period, and the agreement terms are structured to compensate him for this. Dealers use RPs extensively to finance their positions. Exception: When the Fed is said to be doing RPs, it is lending money, that is, increasing bank reserves.

Reverse Repurchase Agreement (Reverse REPO) - A transaction where the seller (City) agrees to buy back from the buyer (bank) the securities at an agreed-upon price after a stated period.

Risk - Degree of uncertainty of return on an asset.

Treasury Bills – A non-interest-bearing discount security issued by the U.S. Treasury to finance the national debt. Most bills are issued to mature in three months, six months, or one year.

Treasury Bonds - Long-term coupon-bearing U. S. Treasury securities issued as direct obligations of the U. S. Government with initial maturities of more than ten years.

Treasury Notes - Medium-term coupon-bearing U. S. Treasury securities issued as direct obligations of the U. S. Government with initial maturities from two to ten years.

Yield - The rate of annual income return on an investment, expressed as a percentage. It is obtained by dividing the current dollar income by the security's current market price.

Yield to Maturity - The rate of income return on an investment, minus any premium or plus any discount, with the adjustment spread over the period from the date of purchase to the date of maturity of the bond, expressed as a percentage.

(Place on letterhead, sign, and return to City)

Investment Firm Certification Form

As an authorized representative of the undersigned firm, I certify that our firm has received a copy of the City of Elk Grove’s Investment Policy, has read it, and will work within the policy's guidelines when conducting business with and providing services to the City.

All employees of the firm dealing with the City of Elk Grove have been and will be routinely informed of the City’s investment objectives, policies, risk constraints, and other pertinent factors.

Name of Authorized Representative

Title

Date

Signature

EXHIBIT B

CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/13/2025

ALL CLASSES

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
911 CALL TAKER	POA	CT	hourly	27.20	28.56	29.98	31.48	33.06	34.71	36.44
			bi-weekly	2,176	2,284	2,399	2,519	2,645	2,777	2,916
			monthly	4,714	4,950	5,197	5,457	5,730	6,016	6,317
			annual	56,566	59,395	62,364	65,482	68,757	72,193	75,803
ACCOUNTANT I	NON	81	hourly	34.78	36.52	38.35	40.27	42.28	44.40	46.62
			bi-weekly	2,783	2,922	3,068	3,222	3,383	3,552	3,730
			monthly	6,029	6,331	6,648	6,980	7,329	7,696	8,081
			annual	72,351	75,969	79,770	83,761	87,951	92,350	96,970
ACCOUNTANT II	NON	91	hourly	38.43	40.36	42.38	44.50	46.72	49.06	51.51
			bi-weekly	3,075	3,228	3,390	3,560	3,738	3,925	4,121
			monthly	6,662	6,995	7,345	7,713	8,098	8,503	8,929
			annual	79,942	83,940	88,140	92,550	97,178	102,039	107,144
ACCOUNTING MANAGER	NON	139	hourly	62.03	65.13	68.39	71.81	75.40	79.17	83.13
			bi-weekly	4,962	5,210	5,471	5,745	6,032	6,334	6,650
			monthly	10,751	11,289	11,854	12,447	13,069	13,723	14,409
			annual	129,016	135,469	142,244	149,358	156,828	164,673	172,907
ACCOUNTING TECHNICIAN I	NON	51	hourly	25.78	27.07	28.42	29.85	31.34	32.91	34.55
			bi-weekly	2,062	2,166	2,274	2,388	2,507	2,633	2,764
			monthly	4,469	4,692	4,927	5,173	5,432	5,704	5,990
			annual	53,622	56,305	59,123	62,081	65,187	68,449	71,874
ACCOUNTING TECHNICIAN II	NON	61	hourly	28.49	29.91	31.41	32.98	34.63	36.36	38.18
			bi-weekly	2,279	2,393	2,513	2,639	2,771	2,909	3,055
			monthly	4,938	5,185	5,444	5,717	6,003	6,303	6,618
			annual	59,255	62,219	65,332	68,602	72,033	75,638	79,421
ADMINISTRATIVE ASSISTANT I	NON	50	hourly	25.52	26.80	28.14	29.55	31.03	32.58	34.21
			bi-weekly	2,042	2,144	2,251	2,364	2,482	2,606	2,737
			monthly	4,424	4,646	4,878	5,122	5,378	5,647	5,930
			annual	53,089	55,746	58,535	61,464	64,539	67,768	71,158
ADMINISTRATIVE ASSISTANT II	NON	60	hourly	28.20	29.62	31.10	32.65	34.29	36.00	37.80
			bi-weekly	2,256	2,369	2,488	2,612	2,743	2,880	3,024
			monthly	4,889	5,133	5,390	5,660	5,943	6,240	6,553
			annual	58,666	61,601	64,684	67,919	71,318	74,885	78,633
ADMINISTRATIVE SERVICES SUPERVISOR	NON	122	hourly	52.36	54.98	57.73	60.61	63.65	66.83	70.17
			bi-weekly	4,189	4,398	4,618	4,849	5,092	5,346	5,614
			monthly	9,075	9,529	10,006	10,506	11,032	11,584	12,163
			annual	108,905	114,352	120,072	126,077	132,384	139,005	145,957

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ANIMAL CARE ASSISTANT	NON	25	hourly	19.88	20.87	21.92	23.02	24.17	25.38	26.65
			bi-weekly	1,590	1,670	1,754	1,841	1,933	2,030	2,132
			monthly	3,446	3,618	3,799	3,990	4,189	4,399	4,619
			annual	41,350	43,419	45,593	47,874	50,270	52,786	55,427
ANIMAL CARE SUPERVISOR	NON	68	hourly	30.55	32.08	33.68	35.37	37.14	39.00	40.95
			bi-weekly	2,444	2,566	2,695	2,830	2,971	3,120	3,276
			monthly	5,295	5,560	5,839	6,131	6,437	6,759	7,098
			annual	63,545	66,724	70,062	73,568	77,248	81,113	85,171
ANIMAL CARE TECHNICIAN	NON	39	hourly	22.87	24.01	25.21	26.47	27.80	29.19	30.65
			bi-weekly	1,829	1,921	2,017	2,118	2,224	2,335	2,452
			monthly	3,964	4,162	4,370	4,589	4,819	5,060	5,313
			annual	47,563	49,942	52,442	55,066	57,822	60,716	63,753
ANIMAL SERVICES EVENTS SPECIALIST	NON	65	hourly	29.65	31.13	32.69	34.33	36.04	37.85	39.74
			bi-weekly	2,372	2,491	2,615	2,746	2,883	3,028	3,179
			monthly	5,139	5,396	5,666	5,950	6,247	6,560	6,888
			annual	61,670	64,755	67,995	71,398	74,968	78,720	82,658
ANIMAL SERVICES MANAGER	NON	135	hourly	59.60	62.58	65.71	69.00	72.45	76.08	79.88
			bi-weekly	4,768	5,007	5,257	5,520	5,796	6,086	6,390
			monthly	10,331	10,848	11,390	11,960	12,558	13,186	13,846
			annual	123,974	130,174	136,685	143,522	150,699	158,237	166,150
ANIMAL SERVICES OFFICER	POA	AGP	hourly	27.55	28.93	30.38	31.90	33.49	35.17	36.92
			bi-weekly	2,204	2,315	2,430	2,552	2,679	2,813	2,954
			monthly	4,776	5,015	5,265	5,529	5,805	6,095	6,400
			annual	57,310	60,177	63,185	66,344	69,662	73,144	76,802
ANIMAL SERVICES SUPERVISOR	NON	87	hourly	36.93	38.78	40.72	42.75	44.89	47.14	49.50
			bi-weekly	2,954	3,102	3,257	3,420	3,591	3,771	3,960
			monthly	6,401	6,721	7,058	7,411	7,781	8,171	8,579
			annual	76,814	80,657	84,691	88,928	93,376	98,048	102,952
ANIMAL SERVICES VOLUNTEER COORDINATOR	NON	85	hourly	36.20	38.01	39.91	41.91	44.01	46.21	48.52
			bi-weekly	2,896	3,041	3,193	3,353	3,520	3,697	3,882
			monthly	6,275	6,589	6,918	7,264	7,628	8,009	8,410
			annual	75,296	79,063	83,018	87,171	91,532	96,111	100,919
ARTS AND CREATIVE ECONOMY PROGRAM MANAGER	NON	122	hourly	52.36	54.98	57.73	60.61	63.65	66.83	70.17
			bi-weekly	4,189	4,398	4,618	4,849	5,092	5,346	5,614
			monthly	9,075	9,529	10,006	10,506	11,032	11,584	12,163
			annual	108,905	114,352	120,072	126,077	132,384	139,005	145,957

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSISTANT CHIEF OF POLICE	NON	187	hourly	100.06	105.07	110.32	115.84	121.63	127.72	134.10
			bi-weekly	8,005	8,406	8,826	9,267	9,731	10,217	10,728
			monthly	17,344	18,212	19,123	20,079	21,083	22,137	23,245
			annual	208,133	218,543	229,472	240,948	252,997	265,649	278,934
ASSISTANT CITY ATTORNEY	NON	179	hourly	92.40	97.02	101.87	106.97	112.32	117.93	123.83
			bi-weekly	7,392	7,762	8,150	8,557	8,985	9,435	9,907
			monthly	16,016	16,817	17,658	18,541	19,468	20,442	21,464
			annual	192,192	201,804	211,895	222,493	233,619	245,303	257,570
ASSISTANT CITY CLERK	NON	107	hourly	45.08	47.34	49.71	52.19	54.80	57.55	60.42
			bi-weekly	3,607	3,787	3,977	4,176	4,384	4,604	4,834
			monthly	7,815	8,206	8,616	9,047	9,499	9,975	10,474
			annual	93,776	98,466	103,392	108,563	113,993	119,694	125,682
ASSISTANT CITY MANAGER	NON	192	hourly	105.17	110.43	115.95	121.75	127.84	134.23	140.95
			bi-weekly	8,414	8,834	9,276	9,740	10,227	10,739	11,276
			monthly	18,230	19,141	20,099	21,104	22,159	23,267	24,431
			annual	218,757	229,695	241,183	253,243	265,908	279,206	293,169
ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR	NON	151	hourly	69.91	73.40	77.07	80.93	84.98	89.23	93.69
			bi-weekly	5,593	5,872	6,166	6,474	6,798	7,138	7,495
			monthly	12,117	12,723	13,360	14,028	14,729	15,466	16,239
			annual	145,405	152,678	160,314	168,332	176,750	185,590	194,872
ASSISTANT ENGINEER	NON	104	hourly	43.75	45.94	48.24	50.65	53.19	55.85	58.64
			bi-weekly	3,500	3,676	3,859	4,052	4,255	4,468	4,691
			monthly	7,584	7,964	8,362	8,780	9,219	9,681	10,165
			annual	91,010	95,563	100,344	105,362	110,633	116,168	121,977
ASSISTANT PLANNER	NON	87	hourly	36.93	38.78	40.72	42.75	44.89	47.14	49.50
			bi-weekly	2,954	3,102	3,257	3,420	3,591	3,771	3,960
			monthly	6,401	6,721	7,058	7,411	7,781	8,171	8,579
			annual	76,814	80,657	84,691	88,928	93,376	98,048	102,952
ASSOCIATE CIVIL ENGINEER	NON	119	hourly	50.81	53.36	56.03	58.83	61.77	64.86	68.10
			bi-weekly	4,065	4,269	4,482	4,706	4,942	5,189	5,448
			monthly	8,808	9,249	9,711	10,197	10,707	11,242	11,805
			annual	105,695	110,982	116,533	122,362	128,482	134,908	141,656
ASSOCIATE ENGINEER	NON	114	hourly	48.34	50.76	53.30	55.97	58.77	61.71	64.79
			bi-weekly	3,868	4,061	4,264	4,477	4,701	4,937	5,183
			monthly	8,380	8,799	9,239	9,701	10,186	10,696	11,231
			annual	100,555	105,584	110,866	116,411	122,234	128,349	134,768

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSOCIATE PLANNER	NON	97	hourly	40.80	42.85	44.99	47.24	49.60	52.08	54.69
			bi-weekly	3,264	3,428	3,599	3,779	3,968	4,167	4,375
			monthly	7,073	7,427	7,798	8,188	8,598	9,028	9,479
			annual	84,873	89,118	93,577	98,258	103,173	108,334	113,752
BUDGET MANAGER	NON	139	hourly	62.03	65.13	68.39	71.81	75.40	79.17	83.13
			bi-weekly	4,962	5,210	5,471	5,745	6,032	6,334	6,650
			monthly	10,751	11,289	11,854	12,447	13,069	13,723	14,409
			annual	129,016	135,469	142,244	149,358	156,828	164,673	172,907
CAPTAIN	PMA	BFA	hourly	86.93	91.28	95.84	100.64	105.67	110.95	116.50
			bi-weekly	6,955	7,302	7,667	8,051	8,453	8,876	9,320
			monthly	15,068	15,822	16,613	17,443	18,316	19,231	20,193
			annual	180,820	189,861	199,354	209,321	219,788	230,776	242,314
CHIEF INFORMATION OFFICER	NON	172	hourly	86.18	90.49	95.01	99.76	104.75	109.99	115.49
			bi-weekly	6,894	7,239	7,601	7,981	8,380	8,799	9,239
			monthly	14,937	15,684	16,469	17,292	18,157	19,065	20,019
			annual	179,246	188,212	197,624	207,507	217,885	228,781	240,222
CHIEF OF POLICE	NON	192	hourly	105.17	110.43	115.95	121.75	127.84	134.23	140.95
			bi-weekly	8,414	8,834	9,276	9,740	10,227	10,739	11,276
			monthly	18,230	19,141	20,099	21,104	22,159	23,267	24,431
			annual	218,757	229,695	241,183	253,243	265,908	279,206	293,169
CITY ATTORNEY	CONTRACT		annual	314,963.13	Effective June 30, 2024					
CITY CLERK	CONTRACT		annual	165,534.41	Effective March 14, 2025					
CITY COUNCIL MEMBER/MAYOR	ELECTED		monthly	2,550						
CITY MANAGER	CONTRACT		annual	322,560.00	Effective December 29, 2024					
CIVIC INNOVATION AND SUSTAINABILITY MANAGER	NON	132	hourly	57.85	60.74	63.78	66.97	70.32	73.83	77.53
			bi-weekly	4,628	4,859	5,102	5,357	5,625	5,907	6,202
			monthly	10,027	10,528	11,055	11,608	12,188	12,798	13,438
			annual	120,321	126,339	132,658	139,293	146,260	153,575	161,256
CODE ENFORCEMENT MANAGER	NON	123	hourly	52.88	55.53	58.31	61.22	64.28	67.50	70.87
			bi-weekly	4,231	4,442	4,664	4,898	5,143	5,400	5,670
			monthly	9,166	9,625	10,106	10,612	11,143	11,700	12,285
			annual	109,996	115,497	121,275	127,340	133,710	140,398	147,419

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CODE ENFORCEMENT OFFICER I	NON	68	hourly	30.55	32.08	33.68	35.37	37.14	39.00	40.95
			bi-weekly	2,444	2,566	2,695	2,830	2,971	3,120	3,276
			monthly	5,295	5,560	5,839	6,131	6,437	6,759	7,098
			annual	63,545	66,724	70,062	73,568	77,248	81,113	85,171
CODE ENFORCEMENT OFFICER II	NON	78	hourly	33.76	35.45	37.22	39.08	41.04	43.09	45.25
			bi-weekly	2,701	2,836	2,978	3,127	3,283	3,447	3,620
			monthly	5,851	6,144	6,451	6,774	7,113	7,469	7,843
			annual	70,215	73,729	77,417	81,291	85,357	89,627	94,110
COMMUNICATIONS AND COMMUNITY ENGAGEMENT SPECIALIST	NON	89	hourly	37.67	39.56	41.54	43.62	45.80	48.09	50.49
			bi-weekly	3,014	3,165	3,323	3,489	3,664	3,847	4,040
			monthly	6,530	6,857	7,200	7,560	7,938	8,335	8,752
			annual	78,363	82,282	86,399	90,721	95,259	100,024	105,027
COMMUNICATIONS AND MARKETING SPECIALIST	NON	89	hourly	37.67	39.56	41.54	43.62	45.80	48.09	50.49
			bi-weekly	3,014	3,165	3,323	3,489	3,664	3,847	4,040
			monthly	6,530	6,857	7,200	7,560	7,938	8,335	8,752
			annual	78,363	82,282	86,399	90,721	95,259	100,024	105,027
COMMUNITY CENTER ATTENDANT	NON	17	hourly	18.35	19.27	20.23	21.25	22.31	23.43	24.60
			bi-weekly	1,468	1,542	1,619	1,700	1,785	1,874	1,968
			monthly	3,181	3,340	3,507	3,683	3,867	4,061	4,264
			annual	38,170	40,080	42,086	44,192	46,403	48,727	51,165
COMMUNITY CENTER COORDINATOR	NON	97	hourly	40.80	42.85	44.99	47.24	49.60	52.08	54.69
			bi-weekly	3,264	3,428	3,599	3,779	3,968	4,167	4,375
			monthly	7,073	7,427	7,798	8,188	8,598	9,028	9,479
			annual	84,873	89,118	93,577	98,258	103,173	108,334	113,752
COMMUNITY CENTER MANAGER	NON	132	hourly	57.85	60.74	63.78	66.97	70.32	73.83	77.53
			bi-weekly	4,628	4,859	5,102	5,357	5,625	5,907	6,202
			monthly	10,027	10,528	11,055	11,608	12,188	12,798	13,438
			annual	120,321	126,339	132,658	139,293	146,260	153,575	161,256
COMMUNITY DEVELOPMENT DIRECTOR	NON	171	hourly	85.32	89.59	94.07	98.77	103.71	108.90	114.35
			bi-weekly	6,826	7,167	7,526	7,902	8,297	8,712	9,148
			monthly	14,789	15,529	16,305	17,121	17,977	18,876	19,820
			annual	177,470	186,346	195,665	205,450	215,725	226,513	237,840
COMMUNITY ENGAGEMENT AND GOVERNMENT RELATIONS PROGRAM MANAGER	NON	129	hourly	56.14	58.95	61.90	65.00	68.25	71.66	75.24
			bi-weekly	4,491	4,716	4,952	5,200	5,460	5,733	6,019
			monthly	9,731	10,218	10,729	11,266	11,829	12,421	13,042
			annual	116,776	122,617	128,750	135,190	141,950	149,050	156,505

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
COMMUNITY EVENTS PROGRAM MANAGER	NON	112	hourly	47.39	49.76	52.25	54.86	57.61	60.49	63.51
			bi-weekly	3,791	3,981	4,180	4,389	4,609	4,839	5,081
			monthly	8,214	8,625	9,057	9,510	9,985	10,485	11,009
			annual	98,570	103,500	108,678	114,114	119,821	125,814	132,107
COMMUNITY EVENTS SPECIALIST	NON	70	hourly	31.17	32.73	34.36	36.08	37.89	39.78	41.77
			bi-weekly	2,493	2,618	2,749	2,887	3,031	3,183	3,342
			monthly	5,402	5,673	5,956	6,254	6,567	6,896	7,241
			annual	64,827	68,070	71,476	75,052	78,806	82,749	86,888
COMMUNITY SERVICE OFFICER	NON	61	hourly	28.49	29.91	31.41	32.98	34.63	36.36	38.18
			bi-weekly	2,279	2,393	2,513	2,639	2,771	2,909	3,055
			monthly	4,938	5,185	5,444	5,717	6,003	6,303	6,618
			annual	59,255	62,219	65,332	68,602	72,033	75,638	79,421
COUNCIL ASSISTANT			hourly	16.50						
CUSTOMER SERVICE REPRESENTATIVE	NON	47	hourly	24.77	26.01	27.31	28.68	30.11	31.62	33.20
			bi-weekly	1,982	2,081	2,185	2,294	2,409	2,530	2,656
			monthly	4,293	4,508	4,734	4,971	5,220	5,481	5,755
			annual	51,521	54,100	56,807	59,650	62,634	65,768	69,058
CUSTOMER SERVICE SUPERVISOR	NON	72	hourly	31.80	33.39	35.06	36.81	38.65	40.59	42.62
			bi-weekly	2,544	2,671	2,805	2,945	3,092	3,247	3,409
			monthly	5,511	5,787	6,076	6,380	6,700	7,035	7,387
			annual	66,134	69,442	72,917	76,565	80,395	84,417	88,640
DATABASE ADMINISTRATOR	NON	R111	hourly	46.14	48.45	50.87	53.42	56.09	58.90	61.84
			bi-weekly	3,691	3,876	4,070	4,274	4,487	4,712	4,947
			monthly	7,998	8,398	8,818	9,259	9,722	10,209	10,719
			annual	95,977	100,776	105,817	111,111	116,669	122,503	128,630
DEPUTY CITY ATTORNEY I	NON	135	hourly	59.60	62.58	65.71	69.00	72.45	76.08	79.88
			bi-weekly	4,768	5,007	5,257	5,520	5,796	6,086	6,390
			monthly	10,331	10,848	11,390	11,960	12,558	13,186	13,846
			annual	123,974	130,174	136,685	143,522	150,699	158,237	166,150
DEPUTY CITY ATTORNEY II	NON	145	hourly	65.85	69.14	72.60	76.23	80.04	84.05	88.25
			bi-weekly	5,268	5,531	5,808	6,099	6,404	6,724	7,060
			monthly	11,414	11,985	12,584	13,214	13,874	14,568	15,297
			annual	136,965	143,816	151,010	158,562	166,492	174,818	183,562
DEPUTY CITY CLERK I	NON	72	hourly	31.80	33.39	35.06	36.81	38.65	40.59	42.62
			bi-weekly	2,544	2,671	2,805	2,945	3,092	3,247	3,409
			monthly	5,511	5,787	6,076	6,380	6,700	7,035	7,387
			annual	66,134	69,442	72,917	76,565	80,395	84,417	88,640

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DEPUTY CITY CLERK II	NON	82	hourly	35.13	36.89	38.74	40.67	42.71	44.84	47.09
			bi-weekly	2,811	2,951	3,099	3,254	3,417	3,588	3,767
			monthly	6,090	6,394	6,714	7,050	7,403	7,773	8,162
			annual	73,076	76,732	80,570	84,601	88,833	93,276	97,942
DEPUTY CITY MANAGER	NON	175	hourly	88.79	93.23	97.89	102.79	107.93	113.33	118.99
			bi-weekly	7,103	7,459	7,832	8,223	8,634	9,066	9,520
			monthly	15,390	16,160	16,968	17,817	18,708	19,643	20,626
			annual	184,684	193,921	203,619	213,802	224,494	235,721	247,509
DEPUTY PUBLIC WORKS DIRECTOR/CITY ENGINEER	NON	159	hourly	75.71	79.49	83.47	87.64	92.03	96.63	101.46
			bi-weekly	6,057	6,359	6,678	7,012	7,362	7,730	8,117
			monthly	13,123	13,779	14,468	15,192	15,951	16,749	17,587
			annual	157,470	165,346	173,617	182,299	191,416	200,989	211,041
DEPUTY PUBLIC WORKS DIRECTOR-OPERATIONS	NON	154	hourly	72.03	75.63	79.41	83.38	87.55	91.93	96.53
			bi-weekly	5,762	6,050	6,353	6,671	7,004	7,355	7,723
			monthly	12,485	13,109	13,765	14,453	15,176	15,935	16,732
			annual	149,818	157,311	165,178	173,440	182,114	191,221	200,785
DISPATCH SUPERVISOR	POA	PD	hourly	44.00	46.20	48.51	50.93	53.48	56.15	58.96
			bi-weekly	3,520	3,696	3,881	4,075	4,278	4,492	4,717
			monthly	7,626	8,008	8,408	8,828	9,270	9,733	10,220
			annual	91,515	96,091	100,896	105,940	111,237	116,799	122,640
DISPATCHER	POA	PE	hourly	34.00	35.70	37.48	39.36	41.32	43.39	45.56
			bi-weekly	2,720	2,856	2,999	3,149	3,306	3,471	3,645
			monthly	5,893	6,188	6,497	6,822	7,163	7,521	7,897
			annual	70,715	74,252	77,964	81,862	85,953	90,251	94,764
DRAINAGE AND COLLECTION SUPERVISOR	NON	103	hourly	43.32	45.49	47.76	50.15	52.66	55.30	58.06
			bi-weekly	3,466	3,639	3,821	4,012	4,213	4,424	4,645
			monthly	7,509	7,885	8,279	8,693	9,128	9,585	10,064
			annual	90,107	94,615	99,348	104,317	109,535	115,014	120,767
ECONOMIC DEVELOPMENT ANALYST I	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ECONOMIC DEVELOPMENT ANALYST II	NON	102	hourly	42.89	45.04	47.29	49.66	52.14	54.75	57.48
			bi-weekly	3,431	3,603	3,783	3,972	4,171	4,380	4,599
			monthly	7,434	7,806	8,197	8,607	9,037	9,489	9,964
			annual	89,213	93,675	98,361	103,283	108,448	113,872	119,568
ECONOMIC DEVELOPMENT DIRECTOR	NON	164	hourly	79.57	83.55	87.73	92.12	96.73	101.56	106.64
			bi-weekly	6,366	6,684	7,019	7,370	7,738	8,125	8,532
			monthly	13,793	14,483	15,207	15,968	16,766	17,605	18,485
			annual	165,515	173,793	182,484	191,610	201,193	211,255	221,820
ENGINEERING MANAGER	NON	148	hourly	67.85	71.24	74.80	78.55	82.47	86.60	90.93
			bi-weekly	5,428	5,699	5,984	6,284	6,598	6,928	7,274
			monthly	11,760	12,348	12,966	13,615	14,295	15,010	15,761
			annual	141,123	148,181	155,592	163,374	171,544	180,124	189,133
ENGINEERING TECHNICIAN I	NON	R71	hourly	31.23	32.80	34.44	36.16	37.97	39.87	41.86
			bi-weekly	2,499	2,624	2,755	2,893	3,038	3,190	3,349
			monthly	5,414	5,685	5,969	6,268	6,582	6,911	7,257
			annual	64,968	68,218	71,631	75,215	78,978	82,929	87,078
ENGINEERING TECHNICIAN II	NON	R81	hourly	34.55	36.28	38.09	40.00	42.00	44.10	46.31
			bi-weekly	2,764	2,902	3,048	3,200	3,360	3,528	3,705
			monthly	5,989	6,289	6,603	6,933	7,280	7,644	8,027
			annual	71,866	75,462	79,236	83,200	87,362	91,732	96,321
EXECUTIVE ASSISTANT TO THE CITY MANAGER	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
FACILITIES MAINTENANCE SUPERVISOR	NON	109	hourly	45.99	48.29	50.71	53.25	55.91	58.70	61.64
			bi-weekly	3,679	3,863	4,057	4,260	4,473	4,696	4,931
			monthly	7,972	8,371	8,790	9,229	9,691	10,176	10,684
			annual	95,665	100,449	105,474	110,750	116,289	122,106	128,213
FACILITIES TECHNICIAN I	NON	52	hourly	26.04	27.34	28.71	30.15	31.65	33.24	34.90
			bi-weekly	2,083	2,187	2,297	2,412	2,532	2,659	2,792
			monthly	4,513	4,739	4,976	5,225	5,487	5,761	6,050
			annual	54,160	56,871	59,716	62,704	65,841	69,136	72,595
FACILITIES TECHNICIAN II	NON	62	hourly	28.77	30.21	31.73	33.31	34.98	36.73	38.57
			bi-weekly	2,302	2,417	2,538	2,665	2,798	2,938	3,085
			monthly	4,987	5,237	5,499	5,774	6,063	6,366	6,685
			annual	59,849	62,845	65,988	69,290	72,757	76,397	80,218

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FINANCE AND BUDGET ANALYST I	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
FINANCE AND BUDGET ANALYST II	NON	102	hourly	42.89	45.04	47.29	49.66	52.14	54.75	57.48
			bi-weekly	3,431	3,603	3,783	3,972	4,171	4,380	4,599
			monthly	7,434	7,806	8,197	8,607	9,037	9,489	9,964
			annual	89,213	93,675	98,361	103,283	108,448	113,872	119,568
FINANCE DIRECTOR	NON	174	hourly	87.91	92.31	96.92	101.77	106.86	112.20	117.82
			bi-weekly	7,033	7,385	7,754	8,142	8,549	8,976	9,425
			monthly	15,238	16,000	16,800	17,640	18,522	19,449	20,421
			annual	182,853	191,998	201,601	211,682	222,269	233,384	245,056
FINANCE MANAGER	NON	139	hourly	62.03	65.13	68.39	71.81	75.40	79.17	83.13
			bi-weekly	4,962	5,210	5,471	5,745	6,032	6,334	6,650
			monthly	10,751	11,289	11,854	12,447	13,069	13,723	14,409
			annual	129,016	135,469	142,244	149,358	156,828	164,673	172,907
FLEET MAINTENANCE TECHNICIAN	NON	53	hourly	26.30	27.62	29.00	30.45	31.97	33.57	35.25
			bi-weekly	2,104	2,209	2,320	2,436	2,558	2,686	2,820
			monthly	4,559	4,787	5,026	5,278	5,542	5,819	6,110
			annual	54,705	57,442	60,316	63,335	66,503	69,830	73,324
FLEET SUPERVISOR	NON	109	hourly	45.99	48.29	50.71	53.25	55.91	58.70	61.64
			bi-weekly	3,679	3,863	4,057	4,260	4,473	4,696	4,931
			monthly	7,972	8,371	8,790	9,229	9,691	10,176	10,684
			annual	95,665	100,449	105,474	110,750	116,289	122,106	128,213
FORENSIC INVESTIGATOR	POA	PG	hourly	35.14	36.90	38.74	40.68	42.71	44.85	47.09
			bi-weekly	2,811	2,952	3,099	3,254	3,417	3,588	3,767
			monthly	6,091	6,396	6,715	7,051	7,404	7,774	8,163
			annual	73,093	76,747	80,584	84,614	88,844	93,287	97,952
GIS ANALYST I	NON	85	hourly	36.20	38.01	39.91	41.91	44.01	46.21	48.52
			bi-weekly	2,896	3,041	3,193	3,353	3,520	3,697	3,882
			monthly	6,275	6,589	6,918	7,264	7,628	8,009	8,410
			annual	75,296	79,063	83,018	87,171	91,532	96,111	100,919
GIS ANALYST II	NON	95	hourly	40.00	42.00	44.10	46.31	48.62	51.05	53.61
			bi-weekly	3,200	3,360	3,528	3,705	3,890	4,084	4,289
			monthly	6,933	7,280	7,644	8,027	8,428	8,849	9,292
			annual	83,196	87,358	91,728	96,318	101,135	106,193	111,505

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
GIS SYSTEM ADMINISTRATOR	NON	120	hourly	51.32	53.89	56.59	59.42	62.39	65.51	68.79
			bi-weekly	4,106	4,311	4,527	4,753	4,991	5,241	5,503
			monthly	8,896	9,341	9,809	10,299	10,814	11,355	11,923
			annual	106,755	112,094	117,702	123,589	129,769	136,260	143,076
GRAPHICS AND MULTIMEDIA PROGRAM MANAGER	NON	122	hourly	52.36	54.98	57.73	60.61	63.65	66.83	70.17
			bi-weekly	4,189	4,398	4,618	4,849	5,092	5,346	5,614
			monthly	9,075	9,529	10,006	10,506	11,032	11,584	12,163
			annual	108,905	114,352	120,072	126,077	132,384	139,005	145,957
HOMELESS SERVICES NAVIGATOR	NON	61	hourly	28.49	29.91	31.41	32.98	34.63	36.36	38.18
			bi-weekly	2,279	2,393	2,513	2,639	2,771	2,909	3,055
			monthly	4,938	5,185	5,444	5,717	6,003	6,303	6,618
			annual	59,255	62,219	65,332	68,602	72,033	75,638	79,421
HOUSING AND PUBLIC SERVICES MANAGER	NON	132	hourly	57.85	60.74	63.78	66.97	70.32	73.83	77.53
			bi-weekly	4,628	4,859	5,102	5,357	5,625	5,907	6,202
			monthly	10,027	10,528	11,055	11,608	12,188	12,798	13,438
			annual	120,321	126,339	132,658	139,293	146,260	153,575	161,256
HUMAN RESOURCES ANALYST I	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
HUMAN RESOURCES ANALYST II	NON	102	hourly	42.89	45.04	47.29	49.66	52.14	54.75	57.48
			bi-weekly	3,431	3,603	3,783	3,972	4,171	4,380	4,599
			monthly	7,434	7,806	8,197	8,607	9,037	9,489	9,964
			annual	89,213	93,675	98,361	103,283	108,448	113,872	119,568
HUMAN RESOURCES DIRECTOR	NON	172	hourly	86.18	90.49	95.01	99.76	104.75	109.99	115.49
			bi-weekly	6,894	7,239	7,601	7,981	8,380	8,799	9,239
			monthly	14,937	15,684	16,469	17,292	18,157	19,065	20,019
			annual	179,246	188,212	197,624	207,507	217,885	228,781	240,222
HUMAN RESOURCES SPECIALIST I	NON	63	hourly	29.06	30.52	32.04	33.65	35.33	37.10	38.95
			bi-weekly	2,325	2,441	2,564	2,692	2,826	2,968	3,116
			monthly	5,038	5,290	5,554	5,832	6,124	6,430	6,752
			annual	60,451	63,475	66,652	69,985	73,487	77,163	81,024
HUMAN RESOURCES SPECIALIST II	NON	73	hourly	32.11	33.72	35.41	37.18	39.04	40.99	43.04
			bi-weekly	2,569	2,698	2,833	2,974	3,123	3,279	3,443
			monthly	5,567	5,845	6,137	6,444	6,767	7,105	7,461
			annual	66,798	70,139	73,648	77,333	81,202	85,263	89,529

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
INFORMATION TECHNOLOGY ANALYST I	NON	87	hourly	36.93	38.78	40.72	42.75	44.89	47.14	49.50
			bi-weekly	2,954	3,102	3,257	3,420	3,591	3,771	3,960
			monthly	6,401	6,721	7,058	7,411	7,781	8,171	8,579
			annual	76,814	80,657	84,691	88,928	93,376	98,048	102,952
INFORMATION TECHNOLOGY ANALYST II	NON	97	hourly	40.80	42.85	44.99	47.24	49.60	52.08	54.69
			bi-weekly	3,264	3,428	3,599	3,779	3,968	4,167	4,375
			monthly	7,073	7,427	7,798	8,188	8,598	9,028	9,479
			annual	84,873	89,118	93,577	98,258	103,173	108,334	113,752
INFORMATION TECHNOLOGY MANAGER	NON	146	hourly	66.51	69.83	73.33	77.00	80.85	84.89	89.14
			bi-weekly	5,321	5,587	5,866	6,160	6,468	6,791	7,131
			monthly	11,528	12,105	12,710	13,346	14,013	14,714	15,450
			annual	138,338	145,256	152,521	160,150	168,159	176,570	185,401
INFORMATION TECHNOLOGY TECHNICIAN	NON	75	hourly	32.76	34.40	36.12	37.93	39.83	41.82	43.91
			bi-weekly	2,621	2,752	2,890	3,034	3,186	3,346	3,513
			monthly	5,679	5,963	6,261	6,574	6,903	7,249	7,611
			annual	68,145	71,554	75,133	78,893	82,839	86,983	91,335
LANDSCAPE MAINTENANCE SUPERVISOR	NON	107	hourly	45.08	47.34	49.71	52.19	54.80	57.55	60.42
			bi-weekly	3,607	3,787	3,977	4,176	4,384	4,604	4,834
			monthly	7,815	8,206	8,616	9,047	9,499	9,975	10,474
			annual	93,776	98,466	103,392	108,563	113,993	119,694	125,682
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	NON	82	hourly	35.13	36.89	38.74	40.67	42.71	44.84	47.09
			bi-weekly	2,811	2,951	3,099	3,254	3,417	3,588	3,767
			monthly	6,090	6,394	6,714	7,050	7,403	7,773	8,162
			annual	73,076	76,732	80,570	84,601	88,833	93,276	97,942
LIEUTENANT	PMA	BAA	hourly	75.00	78.75	82.69	86.83	91.17	95.73	100.51
			bi-weekly	6,000	6,300	6,615	6,946	7,293	7,658	8,041
			monthly	13,001	13,651	14,333	15,050	15,802	16,593	17,422
			annual	156,008	163,808	171,999	180,599	189,628	199,110	209,063
LONG RANGE PLANNING PROGRAM MANAGER	NON	129	hourly	56.14	58.95	61.90	65.00	68.25	71.66	75.24
			bi-weekly	4,491	4,716	4,952	5,200	5,460	5,733	6,019
			monthly	9,731	10,218	10,729	11,266	11,829	12,421	13,042
			annual	116,776	122,617	128,750	135,190	141,950	149,050	156,505
MAINTENANCE SPECIALIST	NON	73	hourly	32.11	33.72	35.41	37.18	39.04	40.99	43.04
			bi-weekly	2,569	2,698	2,833	2,974	3,123	3,279	3,443
			monthly	5,567	5,845	6,137	6,444	6,767	7,105	7,461
			annual	66,798	70,139	73,648	77,333	81,202	85,263	89,529

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
MAINTENANCE TECHNICIAN I	NON	53	hourly	26.30	27.62	29.00	30.45	31.97	33.57	35.25
			bi-weekly	2,104	2,209	2,320	2,436	2,558	2,686	2,820
			monthly	4,559	4,787	5,026	5,278	5,542	5,819	6,110
			annual	54,705	57,442	60,316	63,335	66,503	69,830	73,324
MAINTENANCE TECHNICIAN II	NON	62	hourly	28.77	30.21	31.73	33.31	34.98	36.73	38.57
			bi-weekly	2,302	2,417	2,538	2,665	2,798	2,938	3,085
			monthly	4,987	5,237	5,499	5,774	6,063	6,366	6,685
			annual	59,849	62,845	65,988	69,290	72,757	76,397	80,218
MANAGEMENT ANALYST I	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
MANAGEMENT ANALYST II	NON	102	hourly	42.89	45.04	47.29	49.66	52.14	54.75	57.48
			bi-weekly	3,431	3,603	3,783	3,972	4,171	4,380	4,599
			monthly	7,434	7,806	8,197	8,607	9,037	9,489	9,964
			annual	89,213	93,675	98,361	103,283	108,448	113,872	119,568
MENTAL HEALTH CLINICIAN	NON	117	hourly	49.81	52.30	54.92	57.67	60.55	63.58	66.76
			bi-weekly	3,985	4,184	4,394	4,613	4,844	5,086	5,341
			monthly	8,634	9,066	9,519	9,996	10,496	11,020	11,572
			annual	103,608	108,791	114,232	119,947	125,946	132,244	138,859
MULTIMEDIA SPECIALIST I	NON	82	hourly	35.13	36.89	38.74	40.67	42.71	44.84	47.09
			bi-weekly	2,811	2,951	3,099	3,254	3,417	3,588	3,767
			monthly	6,090	6,394	6,714	7,050	7,403	7,773	8,162
			annual	73,076	76,732	80,570	84,601	88,833	93,276	97,942
MULTIMEDIA SPECIALIST II	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
NETWORK ENGINEER	NON	115	hourly	48.83	51.27	53.84	56.53	59.36	62.32	65.44
			bi-weekly	3,906	4,102	4,307	4,522	4,748	4,986	5,235
			monthly	8,464	8,887	9,331	9,798	10,288	10,803	11,343
			annual	101,563	106,643	111,977	117,579	123,459	129,635	136,118
OPERATIONS MANAGER	NON	128	hourly	55.59	58.37	61.29	64.35	67.57	70.95	74.50
			bi-weekly	4,447	4,669	4,903	5,148	5,406	5,676	5,960
			monthly	9,635	10,117	10,623	11,154	11,712	12,298	12,913
			annual	115,617	121,400	127,473	133,848	140,543	147,572	154,953

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PARALEGAL	NON	82	hourly	35.13	36.89	38.74	40.67	42.71	44.84	47.09
			bi-weekly	2,811	2,951	3,099	3,254	3,417	3,588	3,767
			monthly	6,090	6,394	6,714	7,050	7,403	7,773	8,162
			annual	73,076	76,732	80,570	84,601	88,833	93,276	97,942
PARKING ENFORCEMENT TECHNICIAN	NON	36	hourly	22.19	23.30	24.47	25.69	26.98	28.33	29.75
			bi-weekly	1,775	1,864	1,957	2,055	2,158	2,266	2,380
			monthly	3,847	4,039	4,241	4,453	4,676	4,910	5,156
			annual	46,158	48,469	50,893	53,440	56,114	58,922	61,870
PAYROLL COORDINATOR	NON	87	hourly	36.93	38.78	40.72	42.75	44.89	47.14	49.50
			bi-weekly	2,954	3,102	3,257	3,420	3,591	3,771	3,960
			monthly	6,401	6,721	7,058	7,411	7,781	8,171	8,579
			annual	76,814	80,657	84,691	88,928	93,376	98,048	102,952
PAYROLL SPECIALIST	NON	R81	hourly	34.55	36.28	38.09	40.00	42.00	44.10	46.31
			bi-weekly	2,764	2,902	3,048	3,200	3,360	3,528	3,705
			monthly	5,989	6,289	6,603	6,933	7,280	7,644	8,027
			annual	71,866	75,462	79,236	83,200	87,362	91,732	96,321
PERMIT PROCESSING COORDINATOR	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
PLANNING MANAGER	NON	138	hourly	61.41	64.48	67.71	71.09	74.65	78.38	82.30
			bi-weekly	4,913	5,159	5,417	5,688	5,972	6,271	6,584
			monthly	10,645	11,177	11,736	12,323	12,939	13,587	14,266
			annual	127,737	134,125	140,833	147,877	155,273	163,039	171,192
POLICE BUDGET AND FINANCE MANAGER	NON	129	hourly	56.14	58.95	61.90	65.00	68.25	71.66	75.24
			bi-weekly	4,491	4,716	4,952	5,200	5,460	5,733	6,019
			monthly	9,731	10,218	10,729	11,266	11,829	12,421	13,042
			annual	116,776	122,617	128,750	135,190	141,950	149,050	156,505
POLICE BUDGET AND FINANCE SPECIALIST	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
POLICE EQUIPMENT AND SUPPLY TECHNICIAN	NON	46	hourly	24.52	25.75	27.04	28.39	29.81	31.30	32.87
			bi-weekly	1,962	2,060	2,163	2,271	2,385	2,504	2,630
			monthly	4,251	4,464	4,687	4,921	5,168	5,426	5,698
			annual	51,010	53,563	56,242	59,056	62,012	65,113	68,372

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE OFFICER	POA	PI	hourly	42.39	44.51	46.73	49.07	51.52	54.10	56.81
			bi-weekly	3,391	3,561	3,739	3,926	4,122	4,328	4,544
			monthly	7,348	7,715	8,101	8,506	8,931	9,378	9,846
			annual	88,171	92,580	97,208	102,068	107,171	112,531	118,156
POLICE RECRUIT	NON	75	hourly	32.76	34.40	36.12				
			bi-weekly	2,621	2,752	2,890				
			monthly	5,679	5,963	6,261				
			annual	68,145	71,554	75,133				
POLICE RECORDS MANAGER	NON	104	hourly	43.75	45.94	48.24	50.65	53.19	55.85	58.64
			bi-weekly	3,500	3,676	3,859	4,052	4,255	4,468	4,691
			monthly	7,584	7,964	8,362	8,780	9,219	9,681	10,165
			annual	91,010	95,563	100,344	105,362	110,633	116,168	121,977
POLICE RECORDS SUPERVISOR	NON	69	hourly	30.86	32.40	34.02	35.72	37.51	39.39	41.36
			bi-weekly	2,469	2,592	2,722	2,858	3,001	3,151	3,309
			monthly	5,349	5,616	5,897	6,192	6,502	6,827	7,169
			annual	64,182	67,393	70,765	74,306	78,023	81,926	86,025
POLICE RECORDS TECHNICIAN I	NON	44	hourly	24.04	25.24	26.50	27.83	29.22	30.69	32.22
			bi-weekly	1,923	2,019	2,120	2,226	2,338	2,455	2,578
			monthly	4,167	4,375	4,594	4,824	5,065	5,319	5,585
			annual	50,001	52,503	55,130	57,888	60,785	63,825	67,019
POLICE RECORDS TECHNICIAN II	NON	54	hourly	26.56	27.89	29.29	30.75	32.29	33.91	35.61
			bi-weekly	2,125	2,232	2,343	2,460	2,583	2,713	2,848
			monthly	4,604	4,835	5,077	5,331	5,598	5,878	6,172
			annual	55,253	58,019	60,922	63,969	67,170	70,531	74,060
POLICE SERGEANT	POA	PJ	hourly	53.25	55.91	58.70	61.64	64.72	67.96	71.35
			bi-weekly	4,260	4,473	4,696	4,931	5,178	5,437	5,708
			monthly	9,229	9,691	10,175	10,684	11,218	11,779	12,368
			annual	110,751	116,288	122,102	128,207	134,618	141,349	148,417
POLICE SERVICES TECHNICIAN (BACKGROUND INVESTIGATOR)		PI	hourly	46.73						
POLICE VOLUNTEER COORDINATOR	NON	85	hourly	36.20	38.01	39.91	41.91	44.01	46.21	48.52
			bi-weekly	2,896	3,041	3,193	3,353	3,520	3,697	3,882
			monthly	6,275	6,589	6,918	7,264	7,628	8,009	8,410
			annual	75,296	79,063	83,018	87,171	91,532	96,111	100,919
PROPERTY AND EVIDENCE MANAGER	NON	100	hourly	42.04	44.15	46.36	48.67	51.11	53.67	56.35
			bi-weekly	3,364	3,532	3,708	3,894	4,089	4,293	4,508
			monthly	7,288	7,652	8,035	8,437	8,859	9,302	9,767
			annual	87,451	91,826	96,419	101,242	106,307	111,624	117,207

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PROPERTY AND EVIDENCE TECHNICIAN I	NON	58	hourly	27.65	29.03	30.48	32.01	33.61	35.29	37.06
			bi-weekly	2,212	2,322	2,439	2,561	2,689	2,823	2,965
			monthly	4,792	5,032	5,284	5,548	5,826	6,117	6,423
			annual	57,506	60,384	63,404	66,577	69,908	73,405	77,077
PROPERTY AND EVIDENCE TECHNICIAN II	NON	68	hourly	30.55	32.08	33.68	35.37	37.14	39.00	40.95
			bi-weekly	2,444	2,566	2,695	2,830	2,971	3,120	3,276
			monthly	5,295	5,560	5,839	6,131	6,437	6,759	7,098
			annual	63,545	66,724	70,062	73,568	77,248	81,113	85,171
PUBLIC AFFAIRS AND COMMUNICATIONS MANAGER	NON	132	hourly	57.85	60.74	63.78	66.97	70.32	73.83	77.53
			bi-weekly	4,628	4,859	5,102	5,357	5,625	5,907	6,202
			monthly	10,027	10,528	11,055	11,608	12,188	12,798	13,438
			annual	120,321	126,339	132,658	139,293	146,260	153,575	161,256
PUBLIC SAFETY COMMUNICATIONS MANAGER	NON	124	hourly	53.41	56.08	58.89	61.84	64.93	68.18	71.58
			bi-weekly	4,273	4,487	4,711	4,947	5,194	5,454	5,727
			monthly	9,258	9,721	10,208	10,718	11,254	11,817	12,408
			annual	111,098	116,655	122,490	128,617	135,049	141,804	148,895
PUBLIC WORKS DIRECTOR	NON	174	hourly	87.91	92.31	96.92	101.77	106.86	112.20	117.82
			bi-weekly	7,033	7,385	7,754	8,142	8,549	8,976	9,425
			monthly	15,238	16,000	16,800	17,640	18,522	19,449	20,421
			annual	182,853	191,998	201,601	211,682	222,269	233,384	245,056
PUBLIC WORKS INSPECTOR I	NON	78	hourly	33.76	35.45	37.22	39.08	41.04	43.09	45.25
			bi-weekly	2,701	2,836	2,978	3,127	3,283	3,447	3,620
			monthly	5,851	6,144	6,451	6,774	7,113	7,469	7,843
			annual	70,215	73,729	77,417	81,291	85,357	89,627	94,110
PUBLIC WORKS INSPECTOR II	NON	88	hourly	37.30	39.17	41.13	43.18	45.34	47.61	49.99
			bi-weekly	2,984	3,133	3,290	3,455	3,627	3,809	3,999
			monthly	6,465	6,789	7,128	7,485	7,859	8,253	8,665
			annual	77,584	81,466	85,541	89,820	94,313	99,030	103,985
PURCHASING COORDINATOR	NON	81	hourly	34.78	36.52	38.35	40.27	42.28	44.40	46.62
			bi-weekly	2,783	2,922	3,068	3,222	3,383	3,552	3,730
			monthly	6,029	6,331	6,648	6,980	7,329	7,696	8,081
			annual	72,351	75,969	79,770	83,761	87,951	92,350	96,970
PURCHASING SPECIALIST	NON	71	hourly	31.48	33.05	34.71	36.44	38.27	40.18	42.19
			bi-weekly	2,518	2,644	2,777	2,916	3,061	3,215	3,375
			monthly	5,456	5,729	6,016	6,317	6,633	6,965	7,313
			annual	65,477	68,752	72,192	75,803	79,597	83,579	87,760

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
REAL ESTATE PROGRAM MANAGER	NON	123	hourly	52.88	55.53	58.31	61.22	64.28	67.50	70.87
			bi-weekly	4,231	4,442	4,664	4,898	5,143	5,400	5,670
			monthly	9,166	9,625	10,106	10,612	11,143	11,700	12,285
			annual	109,996	115,497	121,275	127,340	133,710	140,398	147,419
REAL-TIME INFORMATION CENTER ANALYST I	NON	92	hourly	38.82	40.76	42.80	44.94	47.19	49.55	52.03
			bi-weekly	3,106	3,261	3,424	3,595	3,775	3,964	4,162
			monthly	6,729	7,065	7,419	7,790	8,179	8,589	9,018
			annual	80,743	84,782	89,024	93,477	98,152	103,062	108,218
REAL-TIME INFORMATION CENTER ANALYST II	NON	102	hourly	42.89	45.04	47.29	49.66	52.14	54.75	57.48
			bi-weekly	3,431	3,603	3,783	3,972	4,171	4,380	4,599
			monthly	7,434	7,806	8,197	8,607	9,037	9,489	9,964
			annual	89,213	93,675	98,361	103,283	108,448	113,872	119,568
REAL-TIME INFORMATION CENTER MANAGER	NON	124	hourly	53.41	56.08	58.89	61.84	64.93	68.18	71.58
			bi-weekly	4,273	4,487	4,711	4,947	5,194	5,454	5,727
			monthly	9,258	9,721	10,208	10,718	11,254	11,817	12,408
			annual	111,098	116,655	122,490	128,617	135,049	141,804	148,895
REAL-TIME INFORMATION CENTER OPERATOR	NON	61	hourly	28.49	29.91	31.41	32.98	34.63	36.36	38.18
			bi-weekly	2,279	2,393	2,513	2,639	2,771	2,909	3,055
			monthly	4,938	5,185	5,444	5,717	6,003	6,303	6,618
			annual	59,255	62,219	65,332	68,602	72,033	75,638	79,421
REAL-TIME INFORMATION CENTER SPECIALIST	NON	81	hourly	34.78	36.52	38.35	40.27	42.28	44.40	46.62
			bi-weekly	2,783	2,922	3,068	3,222	3,383	3,552	3,730
			monthly	6,029	6,331	6,648	6,980	7,329	7,696	8,081
			annual	72,351	75,969	79,770	83,761	87,951	92,350	96,970
RECEPTIONIST	NON	32	hourly	21.32	22.39	23.51	24.69	25.92	27.22	28.58
			bi-weekly	1,706	1,791	1,881	1,975	2,074	2,177	2,286
			monthly	3,696	3,881	4,075	4,279	4,493	4,718	4,954
			annual	44,348	46,568	48,898	51,345	53,915	56,612	59,445
RECYCLING AND WASTE MANAGER	NON	131	hourly	57.27	60.14	63.15	66.30	69.62	73.10	76.76
			bi-weekly	4,582	4,811	5,052	5,304	5,570	5,848	6,141
			monthly	9,927	10,424	10,945	11,493	12,067	12,671	13,305
			annual	119,127	125,086	131,343	137,911	144,809	152,051	159,656
RECYCLING AND WASTE SPECIALIST	NON	84	hourly	35.84	37.63	39.52	41.49	43.57	45.75	48.04
			bi-weekly	2,867	3,011	3,161	3,319	3,486	3,660	3,843
			monthly	6,212	6,523	6,849	7,192	7,552	7,930	8,326
			annual	74,548	78,278	82,193	86,305	90,624	95,156	99,916

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
RED LIGHT ENFORCEMENT TECHNICIAN	NON	44	hourly	24.04	25.24	26.50	27.83	29.22	30.69	32.22
			bi-weekly	1,923	2,019	2,120	2,226	2,338	2,455	2,578
			monthly	4,167	4,375	4,594	4,824	5,065	5,319	5,585
			annual	50,001	52,503	55,130	57,888	60,785	63,825	67,019
REGISTERED VETERINARY TECHNICIAN	NON	61	hourly	28.49	29.91	31.41	32.98	34.63	36.36	38.18
			bi-weekly	2,279	2,393	2,513	2,639	2,771	2,909	3,055
			monthly	4,938	5,185	5,444	5,717	6,003	6,303	6,618
			annual	59,255	62,219	65,332	68,602	72,033	75,638	79,421
RISK MANAGEMENT SPECIALIST I	NON	63	hourly	29.06	30.52	32.04	33.65	35.33	37.10	38.95
			bi-weekly	2,325	2,441	2,564	2,692	2,826	2,968	3,116
			monthly	5,038	5,290	5,554	5,832	6,124	6,430	6,752
			annual	60,451	63,475	66,652	69,985	73,487	77,163	81,024
RISK MANAGEMENT SPECIALIST II	NON	73	hourly	32.11	33.72	35.41	37.18	39.04	40.99	43.04
			bi-weekly	2,569	2,698	2,833	2,974	3,123	3,279	3,443
			monthly	5,567	5,845	6,137	6,444	6,767	7,105	7,461
			annual	66,798	70,139	73,648	77,333	81,202	85,263	89,529
RISK PROGRAM MANAGER	NON	136	hourly	60.20	63.21	66.37	69.69	73.18	76.84	80.68
			bi-weekly	4,816	5,057	5,310	5,575	5,854	6,147	6,454
			monthly	10,435	10,957	11,505	12,080	12,684	13,318	13,985
			annual	125,215	131,478	138,054	144,959	152,209	159,821	167,814
SR. ACCOUNTANT	NON	106	hourly	44.64	46.87	49.21	51.68	54.26	56.97	59.82
			bi-weekly	3,571	3,750	3,937	4,134	4,341	4,558	4,786
			monthly	7,737	8,124	8,531	8,957	9,405	9,876	10,370
			annual	92,844	97,488	102,366	107,485	112,862	118,507	124,434
SR. ACCOUNTING TECHNICIAN	NON	76	hourly	33.09	34.75	36.48	38.31	40.23	42.24	44.35
			bi-weekly	2,647	2,780	2,919	3,065	3,218	3,379	3,548
			monthly	5,736	6,023	6,324	6,640	6,973	7,321	7,688
			annual	68,828	72,272	75,887	79,683	83,670	87,855	92,251
SR. ADMINISTRATIVE ASSISTANT	NON	75	hourly	32.76	34.40	36.12	37.93	39.83	41.82	43.91
			bi-weekly	2,621	2,752	2,890	3,034	3,186	3,346	3,513
			monthly	5,679	5,963	6,261	6,574	6,903	7,249	7,611
			annual	68,145	71,554	75,133	78,893	82,839	86,983	91,335

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. ANIMAL CARE TECHNICIAN	NON	53	hourly	26.30	27.62	29.00	30.45	31.97	33.57	35.25
			bi-weekly	2,104	2,209	2,320	2,436	2,558	2,686	2,820
			monthly	4,559	4,787	5,026	5,278	5,542	5,819	6,110
			annual	54,705	57,442	60,316	63,335	66,503	69,830	73,324
SR. ANIMAL SERVICES OFFICER	POA	PC	hourly	29.33	30.80	32.34	33.95	35.65	37.44	39.31
			bi-weekly	2,347	2,464	2,587	2,716	2,852	2,995	3,145
			monthly	5,084	5,338	5,605	5,886	6,180	6,489	6,813
			annual	61,011	64,061	67,265	70,626	74,158	77,866	81,760
SR. CIVIL ENGINEER	NON	134	hourly	59.01	61.96	65.06	68.32	71.73	75.32	79.09
			bi-weekly	4,721	4,957	5,205	5,465	5,739	6,026	6,327
			monthly	10,229	10,740	11,277	11,841	12,434	13,056	13,709
			annual	122,743	128,883	135,329	142,097	149,205	156,667	164,502
SR. CODE ENFORCEMENT OFFICER	NON	93	hourly	39.21	41.17	43.23	45.39	47.66	50.05	52.55
			bi-weekly	3,137	3,294	3,458	3,631	3,813	4,004	4,204
			monthly	6,796	7,136	7,493	7,868	8,261	8,675	9,109
			annual	81,554	85,633	89,915	94,414	99,137	104,096	109,303
SR. CUSTOMER SERVICE REPRESENTATIVE	NON	62	hourly	28.77	30.21	31.73	33.31	34.98	36.73	38.57
			bi-weekly	2,302	2,417	2,538	2,665	2,798	2,938	3,085
			monthly	4,987	5,237	5,499	5,774	6,063	6,366	6,685
			annual	59,849	62,845	65,988	69,290	72,757	76,397	80,218
SR. DEPUTY CITY ATTORNEY	NON	160	hourly	76.47	80.29	84.31	88.52	92.95	97.60	102.48
			bi-weekly	6,117	6,423	6,744	7,082	7,436	7,808	8,198
			monthly	13,254	13,917	14,613	15,344	16,111	16,917	17,763
			annual	159,048	167,003	175,355	184,124	193,333	203,001	213,153
SR. ECONOMIC DEVELOPMENT ANALYST	NON	117	hourly	49.81	52.30	54.92	57.67	60.55	63.58	66.76
			bi-weekly	3,985	4,184	4,394	4,613	4,844	5,086	5,341
			monthly	8,634	9,066	9,519	9,996	10,496	11,020	11,572
			annual	103,608	108,791	114,232	119,947	125,946	132,244	138,859
SR. ENGINEERING TECHNICIAN	NON	R96	hourly	39.91	41.91	44.01	46.21	48.52	50.95	53.50
			bi-weekly	3,193	3,353	3,521	3,697	3,882	4,076	4,280
			monthly	6,919	7,265	7,628	8,010	8,410	8,831	9,273
			annual	83,022	87,175	91,536	96,115	100,923	105,972	111,272
SR. FACILITIES TECHNICIAN	NON	77	hourly	33.42	35.09	36.85	38.69	40.63	42.66	44.80
			bi-weekly	2,674	2,808	2,948	3,095	3,250	3,413	3,584
			monthly	5,793	6,083	6,387	6,707	7,042	7,395	7,765
			annual	69,518	72,996	76,649	80,482	84,509	88,737	93,175

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. FINANCE AND BUDGET ANALYST	NON	117	hourly	49.81	52.30	54.92	57.67	60.55	63.58	66.76
			bi-weekly	3,985	4,184	4,394	4,613	4,844	5,086	5,341
			monthly	8,634	9,066	9,519	9,996	10,496	11,020	11,572
			annual	103,608	108,791	114,232	119,947	125,946	132,244	138,859
SR. GIS ANALYST	NON	110	hourly	46.45	48.78	51.22	53.78	56.47	59.29	62.26
			bi-weekly	3,716	3,902	4,097	4,302	4,518	4,743	4,981
			monthly	8,052	8,455	8,878	9,322	9,788	10,278	10,792
			annual	96,624	101,457	106,531	111,859	117,455	123,330	129,498
SR. HUMAN RESOURCES ANALYST	NON	117	hourly	49.81	52.30	54.92	57.67	60.55	63.58	66.76
			bi-weekly	3,985	4,184	4,394	4,613	4,844	5,086	5,341
			monthly	8,634	9,066	9,519	9,996	10,496	11,020	11,572
			annual	103,608	108,791	114,232	119,947	125,946	132,244	138,859
SR. INFORMATION SECURITY ENGINEER	NON	128	hourly	55.59	58.37	61.29	64.35	67.57	70.95	74.50
			bi-weekly	4,447	4,669	4,903	5,148	5,406	5,676	5,960
			monthly	9,635	10,117	10,623	11,154	11,712	12,298	12,913
			annual	115,617	121,400	127,473	133,848	140,543	147,572	154,953
SR. INFORMATION TECHNOLOGY ANALYST	NON	112	hourly	47.39	49.76	52.25	54.86	57.61	60.49	63.51
			bi-weekly	3,791	3,981	4,180	4,389	4,609	4,839	5,081
			monthly	8,214	8,625	9,057	9,510	9,985	10,485	11,009
			annual	98,570	103,500	108,678	114,114	119,821	125,814	132,107
SR. MAINTENANCE TECHNICIAN	NON	77	hourly	33.42	35.09	36.85	38.69	40.63	42.66	44.80
			bi-weekly	2,674	2,808	2,948	3,095	3,250	3,413	3,584
			monthly	5,793	6,083	6,387	6,707	7,042	7,395	7,765
			annual	69,518	72,996	76,649	80,482	84,509	88,737	93,175
SR. MANAGEMENT ANALYST	NON	117	hourly	49.81	52.30	54.92	57.67	60.55	63.58	66.76
			bi-weekly	3,985	4,184	4,394	4,613	4,844	5,086	5,341
			monthly	8,634	9,066	9,519	9,996	10,496	11,020	11,572
			annual	103,608	108,791	114,232	119,947	125,946	132,244	138,859
SR. MULTIMEDIA SPECIALIST	NON	107	hourly	45.08	47.34	49.71	52.19	54.80	57.55	60.42
			bi-weekly	3,607	3,787	3,977	4,176	4,384	4,604	4,834
			monthly	7,815	8,206	8,616	9,047	9,499	9,975	10,474
			annual	93,776	98,466	103,392	108,563	113,993	119,694	125,682
SR. PLANNER	NON	112	hourly	47.39	49.76	52.25	54.86	57.61	60.49	63.51
			bi-weekly	3,791	3,981	4,180	4,389	4,609	4,839	5,081
			monthly	8,214	8,625	9,057	9,510	9,985	10,485	11,009
			annual	98,570	103,500	108,678	114,114	119,821	125,814	132,107

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. TRANSPORTATION PLANNER	NON	113	hourly	47.86	50.26	52.77	55.41	58.18	61.09	64.15
			bi-weekly	3,829	4,021	4,222	4,433	4,655	4,887	5,132
			monthly	8,297	8,711	9,147	9,605	10,085	10,590	11,119
			annual	99,558	104,537	109,765	115,257	121,021	127,074	133,431
STREET MAINTENANCE SUPERVISOR	NON	103	hourly	43.32	45.49	47.76	50.15	52.66	55.30	58.06
			bi-weekly	3,466	3,639	3,821	4,012	4,213	4,424	4,645
			monthly	7,509	7,885	8,279	8,693	9,128	9,585	10,064
			annual	90,107	94,615	99,348	104,317	109,535	115,014	120,767
STREET SWEEPER OPERATOR	NON	73	hourly	32.11	33.72	35.41	37.18	39.04	40.99	43.04
			bi-weekly	2,569	2,698	2,833	2,974	3,123	3,279	3,443
			monthly	5,567	5,845	6,137	6,444	6,767	7,105	7,461
			annual	66,798	70,139	73,648	77,333	81,202	85,263	89,529
SUPERVISING CONSTRUCTION INSPECTOR	NON	102	hourly	42.89	45.04	47.29	49.66	52.14	54.75	57.48
			bi-weekly	3,431	3,603	3,783	3,972	4,171	4,380	4,599
			monthly	7,434	7,806	8,197	8,607	9,037	9,489	9,964
			annual	89,213	93,675	98,361	103,283	108,448	113,872	119,568
SUPERVISING FORENSIC INVESTIGATOR	POA	PR	hourly	46.17	48.48	50.90	53.44	56.12	58.92	61.87
			bi-weekly	3,693	3,878	4,072	4,276	4,489	4,714	4,949
			monthly	8,002	8,403	8,823	9,264	9,727	10,213	10,724
			annual	96,029	100,830	105,872	111,164	116,723	122,559	128,686
SUSTAINABILITY PROGRAM MANAGER	NON	122	hourly	52.36	54.98	57.73	60.61	63.65	66.83	70.17
			bi-weekly	4,189	4,398	4,618	4,849	5,092	5,346	5,614
			monthly	9,075	9,529	10,006	10,506	11,032	11,584	12,163
			annual	108,905	114,352	120,072	126,077	132,384	139,005	145,957
STUDENT INTERN		10	hourly	17.11	17.97	18.86	19.81	20.80	21.84	22.93
TRAFFIC CONTROL AND STREET LIGHTING SUPERVISOR	NON	104	hourly	43.75	45.94	48.24	50.65	53.19	55.85	58.64
			bi-weekly	3,500	3,676	3,859	4,052	4,255	4,468	4,691
			monthly	7,584	7,964	8,362	8,780	9,219	9,681	10,165
			annual	91,010	95,563	100,344	105,362	110,633	116,168	121,977
TRAFFIC MANAGEMENT CENTER PROGRAM MANAGER	NON	124	hourly	53.41	56.08	58.89	61.84	64.93	68.18	71.58
			bi-weekly	4,273	4,487	4,711	4,947	5,194	5,454	5,727
			monthly	9,258	9,721	10,208	10,718	11,254	11,817	12,408
			annual	111,098	116,655	122,490	128,617	135,049	141,804	148,895
TRAFFIC SIGNAL TECHNICIAN I	NON	79	hourly	34.10	35.80	37.59	39.47	41.45	43.52	45.70
			bi-weekly	2,728	2,864	3,007	3,158	3,316	3,482	3,656
			monthly	5,910	6,206	6,516	6,842	7,184	7,544	7,921
			annual	70,920	74,468	78,193	82,105	86,213	90,525	95,054

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
TRAFFIC SIGNAL TECHNICIAN II	NON	89	hourly	37.67	39.56	41.54	43.62	45.80	48.09	50.49
			bi-weekly	3,014	3,165	3,323	3,489	3,664	3,847	4,040
			monthly	6,530	6,857	7,200	7,560	7,938	8,335	8,752
			annual	78,363	82,282	86,399	90,721	95,259	100,024	105,027
TREE AND OPEN SPACE COORDINATOR	NON	97	hourly	40.80	42.85	44.99	47.24	49.60	52.08	54.69
			bi-weekly	3,264	3,428	3,599	3,779	3,968	4,167	4,375
			monthly	7,073	7,427	7,798	8,188	8,598	9,028	9,479
			annual	84,873	89,118	93,577	98,258	103,173	108,334	113,752
UTILITIES LOCATOR	NON	82	hourly	35.13	36.89	38.74	40.67	42.71	44.84	47.09
			bi-weekly	2,811	2,951	3,099	3,254	3,417	3,588	3,767
			monthly	6,090	6,394	6,714	7,050	7,403	7,773	8,162
			annual	73,076	76,732	80,570	84,601	88,833	93,276	97,942
VETERINARIAN	NON	145	hourly	65.85	69.14	72.60	76.23	80.04	84.05	88.25
			bi-weekly	5,268	5,531	5,808	6,099	6,404	6,724	7,060
			monthly	11,414	11,985	12,584	13,214	13,874	14,568	15,297
			annual	136,965	143,816	151,010	158,562	166,492	174,818	183,562
VETERINARY ASSISTANT	NON	39	hourly	22.87	24.01	25.21	26.47	27.80	29.19	30.65
			bi-weekly	1,829	1,921	2,017	2,118	2,224	2,335	2,452
			monthly	3,964	4,162	4,370	4,589	4,819	5,060	5,313
			annual	47,563	49,942	52,442	55,066	57,822	60,716	63,753
VICTIM/WITNESS ADVOCATE	NON	66	hourly	29.95	31.44	33.02	34.67	36.40	38.23	40.14
			bi-weekly	2,396	2,516	2,641	2,774	2,912	3,058	3,211
			monthly	5,191	5,450	5,723	6,009	6,310	6,626	6,957
			annual	62,289	65,405	68,678	72,113	75,721	79,510	83,487
WASTE PROGRAM COORDINATOR	NON	94	hourly	39.60	41.58	43.66	45.85	48.14	50.55	53.08
			bi-weekly	3,168	3,327	3,493	3,668	3,851	4,044	4,246
			monthly	6,864	7,208	7,568	7,947	8,344	8,762	9,200
			annual	82,370	86,490	90,818	95,361	100,131	105,140	110,399

CERTIFICATION
ELK GROVE CITY COUNCIL RESOLUTION NO. 2025-110

STATE OF CALIFORNIA)
COUNTY OF SACRAMENTO) ss
CITY OF ELK GROVE)

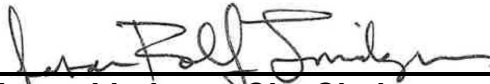
I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on June 11, 2025 by the following vote:

AYES: **COUNCILMEMBERS:** *Singh-Allen, Robles, Brewer, Spease, Suen*

NOES: **COUNCILMEMBERS:** *None*

ABSTAIN: **COUNCILMEMBERS:** *None*

ABSENT: **COUNCILMEMBERS:** *None*



Jason Lindgren, City Clerk
City of Elk Grove, California