

**RESOLUTION NO. 2025-225**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE  
1) APPROVING THE RECLASSIFICATION OF THE PURCHASING COORDINATOR  
POSITION TO PURCHASING PROGRAM MANAGER IN THE FINANCE DEPARTMENT  
AND AMENDING THE FISCAL YEAR 2025-26 BUDGET; 2) APPROVING THE TITLE  
CHANGE OF THE ARTS AND CREATIVE ECONOMY PROGRAM MANAGER  
POSITION TO ARTS, CULTURE, AND CREATIVE ECONOMY PROGRAM MANAGER  
IN THE CITY MANAGER’S OFFICE; 3) AMENDING THE FISCAL YEAR 2025-26  
POSITION CONTROL LISTING; AND 4) ADOPTING A REVISED SALARY AND STEP  
SCHEDULE TO REFLECT THESE CHANGES**

**WHEREAS**, departments periodically reassess classification needs to ensure roles support operational efficiency and organizational goals; and

**WHEREAS**, the Purchasing Coordinator position no longer aligns with the operational and strategic needs of the Finance Department; and

**WHEREAS**, a higher-level Purchasing Program Manager position is needed to provide strategic leadership, professional expertise, and oversight to enhance the City’s purchasing function; and

**WHEREAS**, the Arts and Creative Economy Program Manager position was established for FY 2025-26 to advance the City’s creative economy, and staff has determined that the position also includes substantial cultural programming responsibilities; and

**WHEREAS**, updating the title to Arts, Culture, and Creative Economy Program Manager better reflects the full scope of duties and aligns with the City’s strategic priorities.

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

- 1) Approves the reclassification of the Purchasing Coordinator position to Purchasing Program Manager in the Finance Department and amends the Fiscal Year 2025-26 Budget by \$30,000;
- 2) Approves the title change for the Arts and Creative Economy Program Manager position to Arts, Culture, and Creative Economy Program Manager in the City Manager’s Office;
- 3) Amends the Fiscal Year 2025-26 Position Listing as follows:

| <b>Position</b>                                     | <b>Department</b> | <b>Position Control Listing Change</b> |
|---|-------------------|--|
| Purchasing Coordinator                              | Finance           | -1                                     |
| Purchasing Program Manager                          | Finance           | +1                                     |
| Arts and Creative Economy Program Manager           | City Manager      | -1                                     |
| Arts, Culture, and Creative Economy Program Manager | City Manager      | +1                                     |
| <b>Total Change in Positions</b>                    |                   | <b>0</b>                               |

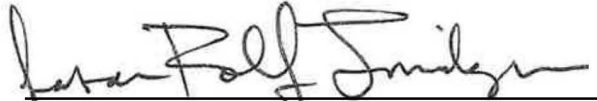
- 4) Adopts a revised Salary and Step Schedule as shown in Exhibit A, attached hereto and made a part hereof by reference.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 10<sup>th</sup> day of December 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

# EXHIBIT A

## CITY OF ELK GROVE - SALARY SCHEDULE ALL CLASSES

EFFECTIVE: 7/13/2025  
REVISED: 12/14/2025

| 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  
REVISED: 12/14/2025

| 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, CULTURE, 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  
REVISED: 12/14/2025

| 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  
REVISED: 12/14/2025

| 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    | 319,687.58 | Effective June 30, 2025     |         |         |         |         |         |
| 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  
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| 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  
REVISED: 12/14/2025

| 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    | 16.90   | Effective December 14, 2025 |         |         |         |         |         |
| 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  
REVISED: 12/14/2025

| 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  
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| 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  
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| 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  
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| 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  
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| 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  
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EFFECTIVE: 7/13/2025  
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| 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  
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EFFECTIVE: 7/13/2025  
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| 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  
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| 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 |

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| 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 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 |

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| CLASSIFICATION                          | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|---|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| 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  |
| 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 |

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| CLASSIFICATION                   | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|----------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| 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  |
| 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  
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| 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  
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| 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 |

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| 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  
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| 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. 2025-225**

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 December 10, 2025 by the following vote:*

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

**NOES:**       **COUNCILMEMBERS:**        *None*

**ABSTAIN:**   **COUNCILMEMBERS:**        *None*

**ABSENT:**    **COUNCILMEMBERS:**        *None*

  
\_\_\_\_\_  
**Jason Lindgren, City Clerk**  
**City of Elk Grove, California**