

RESOLUTION NO. 2026-024

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE
AMENDING THE FISCAL YEAR 2025-26 BUDGET, APPROVING CHANGES TO THE
FISCAL YEAR 2024-25 POSITION CONTROL LISTING, AND ADOPTING AN
UPDATED CITYWIDE SALARY AND STEP SCHEDULE**

WHEREAS, an overview of the City’s mid-year financial and performance condition for Fiscal Year 2025-26 was presented to the City Council; and

WHEREAS, staff has proposed amendments to revenues and expenditures presented in the Fiscal Year 2025-26 Adopted Budget to more accurately reflect projected estimates of activity in various funds in support of Council Goals and Priorities; and

WHEREAS, the City Manager has proposed adjustments to the Fiscal Year 2025-26 Position Control Listing for the City Manager, Public Works, and Police Departments; and

WHEREAS, the City Council recognizes the need for the proposed budget adjustments, changes to the Position Control Listing, and an updated Citywide Salary and Step Schedule.

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

- 1) Amends the Fiscal Year 2025-26 Operating Budget as presented in Exhibit A, attached hereto and incorporated herein by reference; and
- 2) Approves the updated FY 2025-26 Fund Balances presented in Exhibit B, attached hereto and incorporated by reference, which result from the proposed amendments to the Operating Budget (presented in Exhibit A); and
- 3) Approves and authorizes the changes to the Fiscal Year 2025-26 Position Control Listing for the City Manager, Public Works, and Police Departments, as follows:

Position	Department	Position Control Listing Change
Sr. Transportation Planner	City Manager	-1
Transportation Planning Program Manager	City Manager	+1
Management Analyst I/II	Public Works	-1
Sr. Management Analyst	Public Works	+1
Sr. Accounting Technician	Public Works	-1
Administrative Assistant I/II	Public Works	+1
Sr. Facilities Technician	Public Works	-1
Facilities Support Worker	Public Works	+1
Maintenance Specialist	Public Works	+1
Administrative Assistant I/II	Police	-1
Sr. Administrative Assistant	Police	+1
Total Change in Positions		1

- 4) Adopts the updated Citywide Salary and Step Schedule attached as Exhibit C and incorporated by reference.

This resolution shall take effect immediately.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 11th day of February 2026



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

Mid-Year Amendments

Fiscal Year 2025-26

Account Number	Account Description	Current Revised Budget	Mid-Year Amendments	Proposed Revised Budget
CITY WIDE				
101 - General Fund				
Revenue Adjustment:				
1010000-3120000	Sales Tax	\$ 36,156,302	\$ 2,843,698	\$ 39,000,000
1010000-3110100	Property Tax	\$ 18,926,151	\$ 385,802	\$ 19,311,953
1010000-3111100	Property Tax in Lieu of VLF	\$ 19,615,555	\$ 186,031	\$ 19,801,586
1010000-3610100	Investment Income	\$ 3,500,000	\$ 1,000,000	\$ 4,500,000
Total Revenue Adjustments		\$ 78,198,008	\$ 4,415,531	\$ 82,613,539
Expense Adjustment:				
1011950-5152006	Professional Services	\$ 335,531	\$ 32,000	\$ 367,531
1011600-5152006	Professional Services	\$ 272,490	\$ 40,000	\$ 312,490
1013540-5141901	Non-Capital Equipment	\$ 24,000	\$ 24,000	\$ 48,000
1013540-5152006	Professional Services	\$ 68,000	\$ 30,000	\$ 98,000
1013540-5152007	Legal Services	\$ 50,000	\$ 30,000	\$ 80,000
Total Expense Adjustments		\$ 750,021	\$ 156,000	\$ 906,021
109 - Measure E Fund				
Revenue Adjustment:				
1091500-3120200	Transaction & Use Tax	\$ 33,000,000	\$ 1,000,000	\$ 34,000,000
Total Revenue Adjustments		\$ 33,000,000	\$ 1,000,000	\$ 34,000,000
Expense Adjustment:				
10922***-Various	Overtime	\$ 230,500	\$ 52,000	\$ 282,500
109****-Various	Healthcare Premium	\$ 331,575	\$ 250,000	\$ 581,575
Total Expense Adjustments		\$ 562,075	\$ 302,000	\$ 864,075
SUPPLEMENTAL LAW ENFORCEMENT SERVICES				
218 - Supplemental Law Enforcement Services (SLESF) Fund				
2182200-5010101	Salaries	\$ 655,672	\$ 8,000	\$ 663,672
Total Expense Adjustments		\$ 655,672	\$ 8,000	\$ 663,672
GAS TAX				
221 - Gas Tax				
Expense Adjustment:				
2211240-5010101	Salaries	\$ 33,120	\$ 2,250	\$ 35,370
2214150-5152006	Professional Services	\$ 75,000	\$ 63,500	\$ 138,500
Total Expense Adjustments		\$ 108,120	\$ 65,750	\$ 173,870
LAGUNA RIDGE - MAINTENANCE SERVICES CFD 2005-1				
256 - Laguna Ridge Maintenance Services				
Expense Adjustment:				
2564133-5010101	Salaries	\$ -	\$ 10,000	\$ 10,000
2564133-5141901	Non-Capital Equipment	\$ 30,000	\$ 2,500	\$ 32,500
2564133-5141903	Software	\$ -	\$ 500	\$ 500
2566150-5141907	Park Equipment	\$ -	\$ 10,000	\$ 10,000
2566150-5262601	Landscaping	\$ 221,050	\$ 28,000	\$ 249,050
2566130-5262603	Repair & Maintenance	\$ 100	\$ 5,000	\$ 5,100
2564133-5426200	Vehicles	\$ -	\$ 85,000	\$ 85,000
Total Expense Adjustments		\$ 251,150	\$ 141,000	\$ 392,150

Account Number	Account Description	Current Revised Budget	Mid-Year Amendments	Proposed Revised Budget
MEASURE A - STREETS				
294 - Measure A - Maintenance				
Expense Adjustment:				
2941240-5010101	Salaries	\$ 33,120	\$ 2,250	\$ 35,370
Total Expense Adjustments		\$ 33,120	\$ 2,250	\$ 35,370
PUBLIC WORKS				
296 - Pulbic Works Fund				
Expense Adjustment:				
2964100-5010101	Salaries	\$ 877,277	\$ 14,000	\$ 891,277
2964120-5152006	Professional Services	\$ 500,000	\$ 200,000	\$ 700,000
Total Expense Adjustments		\$ 1,377,277	\$ 214,000	\$ 1,591,277
STATE GRANTS				
302 - State Grants				
Expense Adjustment:				
3024120-5456609	Construction	\$ 5,336,883	\$ 60,991	\$ 5,397,874
Total Expense Adjustments		\$ 5,336,883	\$ 60,991	\$ 5,397,874
ROADWAY FUND				
328 - Roadway Fund				
Expense Adjustment:				
3284120-5456613	Land/ROW Acquisition	\$ 8,782,630	\$ 61,000	\$ 8,843,630
Total Expense Adjustments		\$ 8,782,630	\$ 61,000	\$ 8,843,630
STATE GRANTS				
352 - State Grants				
Expense Adjustment:				
3524120-5456609	Construction	\$ 4,110,156	\$ 79,001	\$ 4,189,157
Total Expense Adjustments		\$ 4,110,156	\$ 79,001	\$ 4,189,157
MEASURE A - TRAFFIC CONTROL AND SAFETY				
394 - Measure A - Traffic Control and Safety				
Expense Adjustment:				
3944150-5152006	Professional Services	\$ 125,000	\$ 63,500	\$ 188,500
Total Expense Adjustments		\$ 125,000	\$ 63,500	\$ 188,500
TRANSIT				
511 - Transit				
Expense Adjustment:				
5111240-5010101	Salaries	\$ 66,240	\$ 4,500	\$ 70,740
Total Expense Adjustments		\$ 66,240	\$ 4,500	\$ 70,740
FLEET AND FACILITIES				
602 - Fleet and Facilities				
Expense Adjustment:				
6021810-5152006	Professional Services	\$ 10,000	\$ 9,000	\$ 19,000
6021810-5262603	Repair & Maintenance	\$ 230,000	\$ 30,000	\$ 260,000
Total Expense Adjustments		\$ 240,000	\$ 39,000	\$ 279,000

EXHIBIT B

Mid-Year Fund Balance Projections Fiscal Year 2025-26

Fund	Fund Balance on July 01, 2025	Current Revised Budget	Mid-Year Amendments	Proposed Revised Budget
101 - General Fund				
Revenues		\$ 106,581,518	\$ 4,415,531	\$ 110,997,049
Expenditures		\$ 97,741,739	\$ 156,000	\$ 97,897,739
Surplus / (Deficit)		\$ 8,839,779	\$ 4,259,531	\$ 13,099,310
Reserve for Economic Uncertainty	\$ 21,740,591	\$ 21,740,591		\$ 21,740,591
Opportunity Reserve	\$ 4,348,118	\$ 4,348,118		\$ 4,348,118
Subsequent Year Expenditures	\$ 161,301	\$ 161,301		\$ 161,301
Undesignated	\$ -	\$ 8,839,779		\$ 13,099,310
109 - Measure E				
Revenues		\$ 33,000,000	\$ 1,000,000	\$ 34,000,000
Expenditures		\$ 42,103,255	\$ 302,000	\$ 42,405,255
Surplus / (Deficit)		\$ (9,103,255)	\$ 698,000	\$ (8,405,255)
Available Fund Balance	\$ 37,486,699	\$ 28,383,444		\$ 29,081,444
218 - Supplemental Law Enforcement Services (GRANT FUND)				
Revenues		\$ 568,753	\$ -	\$ 568,753
Expenditures		\$ 1,038,493	\$ 8,000	\$ 1,046,493
Surplus / (Deficit)		\$ (469,740)	\$ (8,000)	\$ (477,740)
Available Fund Balance	\$ 477,740	\$ 8,000		\$ -
* Grant revenues are a combination of advanced and reimbursable funding and may not always be received within the same year as expenditures.				
221 - Gas Tax				
Revenues		\$ 5,556,776	\$ -	\$ 5,556,776
Expenditures		\$ 7,956,881	\$ 65,750	\$ 8,022,631
Surplus / (Deficit)		\$ (2,400,105)	\$ (65,750)	\$ (2,465,855)
Available Fund Balance	\$ 6,009,433	\$ 3,609,328		\$ 3,543,578
256 -Laguna Ridge Maintenance Services				
Revenues		\$ 6,970,426	\$ -	\$ 6,970,426
Expenditures		\$ 7,501,643	\$ 141,000	\$ 7,642,643
Surplus / (Deficit)		\$ (531,217)	\$ (141,000)	\$ (672,217)
Available Fund Balance	\$ 12,246,075	\$ 11,714,858		\$ 11,573,858
294 - Measure A - Maintenance				
Revenues		\$ 5,784,972	\$ -	\$ 5,784,972
Expenditures		\$ 11,388,566	\$ 2,250	\$ 11,390,816
Surplus / (Deficit)		\$ (5,603,594)	\$ (2,250)	\$ (5,605,844)
Available Fund Balance	\$ 7,561,182	\$ 1,957,588		\$ 1,955,338
296 - Public Works Administration				
Revenues		\$ 9,205,342	\$ -	\$ 9,205,342
Expenditures		\$ 10,537,213	\$ 214,000	\$ 8,989,054
Surplus / (Deficit)		\$ (1,331,871)	\$ (214,000)	\$ 216,288
Available Fund Balance	\$ 1,678,415	\$ 346,544		\$ 132,544

	Fund Balance on July 01, 2025	Current Revised Budget	Mid-Year Amendments	Proposed Revised Budget
302 - State Capital Grants				
Revenues		\$ 13,676,303	\$	13,676,303
Expenditures		\$ 8,279,560	\$ 60,991	\$ 8,989,054
Surplus / (Deficit)		\$ 5,396,743	\$ (60,991)	\$ 4,687,249
Available Fund Balance	\$ (2,924,413)	\$ 2,472,330	\$	\$ 2,411,339
* Grant revenues are a combination of advanced and reimbursable funding and may not always be received within the same year as expenditures.				
328 - Roadway Fee				
Revenues		\$ 7,394,590	\$ -	\$ 7,394,590
Expenditures		\$ 38,416,012	\$ 61,000	\$ 38,477,012
Surplus / (Deficit)		\$ (31,021,422)	\$ (61,000)	\$ (31,082,422)
Available Fund Balance	\$ 70,232,555	\$ 39,211,133	\$	\$ 39,150,133
352 - State Capital Grants 2				
Revenues		\$ 3,980,292	\$	\$ 3,980,292
Expenditures		\$ 4,121,890	\$ 79,001	\$ 8,989,054
Surplus / (Deficit)		\$ (141,598)	\$ (79,001)	\$ (5,008,762)
Available Fund Balance	\$ 220,599	\$ 79,001	\$	\$ -
* Grant revenues are a combination of advanced and reimbursable funding and may not always be received within the same year as expenditures.				
394 - Measure A - Traffic & Safety				
Revenues		\$ 580,505	\$ -	\$ 580,505
Expenditures		\$ 1,417,397	\$ 63,500	\$ 1,480,897
Surplus / (Deficit)		\$ (836,892)	\$ (63,500)	\$ (900,392)
Available Fund Balance	\$ 939,743	\$ 102,851	\$	\$ 39,351
511 - Transit				
Revenues		\$ 612,969	\$ -	\$ 612,969
Expenditures		\$ 121,790	\$ 4,500	\$ 126,290
Surplus / (Deficit)		\$ 491,179	\$ (4,500)	\$ 486,679
Available Fund Balance	\$ (1,558,620)	\$ (1,067,441)	\$	\$ (1,071,941)
* Revenues received from the Sacramento Regional Transit District over the next several years, per interagency agreements, will contribute toward reducing the negative fund balance.				
602 - Fleet and Facilities				
Revenues		\$ 8,126,739	\$ -	\$ 8,126,739
Expenditures		\$ 8,794,200	\$ 39,000	\$ 8,833,200
Surplus / (Deficit)		\$ (667,461)	\$ (39,000)	\$ (706,461)
Available Fund Balance	\$ 3,829,486	\$ 3,162,025	\$	\$ 3,123,025

EXHIBIT C

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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
REVISED: 2/11/2026

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
REVISED: 2/11/2026

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
REVISED: 2/11/2026

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	332,236.80	Effective December 28, 2025					
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
REVISED: 12/14/2025
REVISED: 2/11/2026

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
REVISED: 2/11/2026

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
REVISED: 2/11/2026

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
REVISED: 12/14/2025
REVISED: 2/11/2026

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
REVISED: 12/14/2025
REVISED: 2/11/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FACILITIES SUPPORT WORKER	NON	28	hourly	20.49	21.51	22.59	23.72	24.90	26.15	27.46
			bi-weekly	1,639	1,721	1,807	1,897	1,992	2,092	2,197
			monthly	3,551	3,729	3,915	4,111	4,317	4,533	4,760
			annual	42,610	44,743	46,982	49,332	51,801	54,394	57,115
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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
RECYCLING AND WASTE MANAGER	NON	131	hourly	57.27	60.14	63.15	66.30	69.62	73.10	76.76
			bi-weekly	4,582	4,811	5,052	5,304	5,570	5,848	6,141
			monthly	9,927	10,424	10,945	11,493	12,067	12,671	13,305
			annual	119,127	125,086	131,343	137,911	144,809	152,051	159,656
RECYCLING AND WASTE SPECIALIST	NON	84	hourly	35.84	37.63	39.52	41.49	43.57	45.75	48.04
			bi-weekly	2,867	3,011	3,161	3,319	3,486	3,660	3,843
			monthly	6,212	6,523	6,849	7,192	7,552	7,930	8,326
			annual	74,548	78,278	82,193	86,305	90,624	95,156	99,916
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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/13/2025
REVISED: 12/14/2025
REVISED: 2/11/2026

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
TRANSPORTATION PLANNING 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
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. 2026-024

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 February 11, 2026 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