

**RESOLUTION NO. 2026-122**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE RATIFYING AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ELK GROVE AND THE ELK GROVE POLICE OFFICERS ASSOCIATION, RATIFYING AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ELK GROVE AND THE ELK GROVE POLICE MANAGERS' ASSOCIATION, AUTHORIZING THE CITY MANAGER TO AMEND THE UNREPRESENTED EMPLOYEE COMPENSATION POLICY, AND ADOPTING AN UPDATED CITY-WIDE SALARY SCHEDULE**

**WHEREAS**, the City of Elk Grove is committed to maintaining competitive compensation for all employee classifications and recognizing employee contributions and service to the community.

**WHEREAS**, all City labor relations have been regulated by the Meyers-Milias-Brown Act (MMBA) and the City-promulgated Employee Employer Relations Policy established by Resolution No. 2001-40, as well as the current City of Elk Grove Personnel Rules and Regulations dated January 1, 2025; and

**WHEREAS**, the current Memorandum of Understanding (MOU) between the City of Elk Grove (City) and the Elk Grove Police Officers Association (EGPOA) expires on June 30, 2027; and

**WHEREAS**, the City and EGPOA have met and conferred in good faith concerning Amendment No. 5 to the MOU; and

**WHEREAS**, the current Memorandum of Understanding (MOU) between the City of Elk Grove (City) and the Elk Grove Police Managers Association (EGPMA) expires on June 30, 2027; and

**WHEREAS**, the City and EGPOA have met and conferred in good faith concerning Amendment No. 1 to the MOU; and

**WHEREAS**, the current Compensation Policy for unrepresented City employees was established by the City Council pursuant to Resolution No. 2023-186.

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

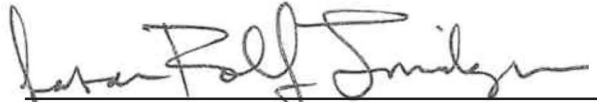
- 1) Ratifies Amendment No. 5 to the Memorandum of Understanding between the City of Elk Grove and the Elk Grove Police Officers Association, attached hereto as Exhibit A and incorporated by reference; and
- 2) Ratifies Amendment No. 1 to the Memorandum of Understanding between the City of Elk Grove and the Elk Grove Police Managers' Association, attached hereto as Exhibit B and incorporated by reference; and
- 3) Authorizes the City Manager to amend the City of Elk Grove Compensation Policy for Unrepresented Employees (Policy No. 1600-013) to allow for an additional 1% general salary increase; and
- 4) Adopts an updated City-wide Salary Schedule, attached hereto as Exhibit C and incorporated by reference.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 10<sup>th</sup> day of June 2026



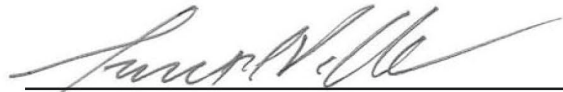
BOBBIE SINGH-ALLEN, MAYOR of the  
CITY OF ELK GROVE

ATTEST:



JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



JONATHAN P. HOBBS,  
CITY ATTORNEY



City of Elk Grove  
*Elk Grove Police Officers Association*  
Re: Memorandum of Understanding C-23-364



FIFTH AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
**ELK GROVE POLICE OFFICERS ASSOCIATION**

THIS FIFTH AMENDMENT TO MEMORANDUM OF UNDERSTANDING (“Fifth Amendment”) is made and entered into between City of Elk Grove, a California municipal corporation (“City”) and Elk Grove Police Officers Association (“EGPOA”), and hereby amends the Memorandum of Understanding entered into between the parties with an effective date of July 1, 2023, as contract number C-23-364 (“MOU”).

NOW, THEREFORE, in consideration of the mutual promises set forth herein, City and EGPOA agree to as follows:

1. It is the intent of the City and EGPOA to continue to be bound by all terms and conditions of the MOU, the First Amendment to the MOU entered into by and between the parties on or about October 11, 2023, the Second Amendment to the MOU entered into by and between the parties on or about December 5, 2023, the Third Amendment to the MOU entered into by and between the parties on or about March 25, 2026, and the Fourth Amendment to the MOU entered into by and between the parties on or about May 13, 2026, all of which are expressly incorporated into this Fifth Amendment by this reference, except as expressly changed by this Fifth Amendment.

2. City and EGPOA agree that Section 1.D of Article V (2026–27 Salaries and Supplemental Pay) of the MOU is hereby amended to **add** the following provision:

4) Additional General Salary Increase

In addition to any increases provided in Paragraphs (1) through (3) of this Section, all employees covered by this Agreement, including those receiving supplemental pay



City of Elk Grove

***Elk Grove Police Officers Association***

Re: Memorandum of Understanding C-23-364

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pursuant to Paragraph (3), shall receive an additional one percent (1.0%) General Salary Increase applied to base salary.

3. The person or persons executing this Fifth Amendment on behalf of the EGPOA warrant and represent that they have the authority to execute this Fifth Amendment on behalf of their agency and further warrant and represent that they have the authority to bind EGPOA to the performance of its obligations hereunder.

4. The MOU and this Fifth Amendment constitute the entire agreement between City and EGPOA concerning the subject matter hereof and supersedes any and all prior oral and written communications between the Parties regarding the subject matter hereof.

5. EGPOA and City agree and acknowledge that the provisions of this Fifth Amendment were initiated and extended by the City to the EGPOA and that each party has had a full and fair opportunity to revise the provisions of this Fifth Amendment and to have such provisions reviewed by legal counsel. Therefore, any ambiguities in construing or interpreting this Fifth Amendment shall not be resolved against the drafting party.



City of Elk Grove  
**Elk Grove Police Officers Association**  
Re: Memorandum of Understanding C-23-364

AGREED to this 6<sup>th</sup> day of May, 2026, by the parties as follows.

FOR CITY

Maryam Hussain  
Maryam Hussain, Interim Human Resources Director

Date: 5/12/2026 | 1:19 PM PDT

Jason Behrmann, City Manager

Date: \_\_\_\_\_

APPROVED AS TO FORM:

Jonathan P. Hobbs  
Jonathan P. Hobbs, City Attorney

Date: 5/7/2026 | 9:16 AM PDT

ATTESTATION:

Jason Lindgren, City Clerk

Date: \_\_\_\_\_

FOR ASSOCIATION

Leticia Ruano  
Leticia Ruano, Labor Relations Consultant for EGPOA

Date: 5/7/2026 | 9:07 AM PDT

Musa Abedrabbo, EGPOA President

Date: 5/12/2026 | 1:18 PM PDT

APPROVED AS TO FORM:

Sean Howell, Attorney for EGPOA

Date: 5/7/2026 | 9:13 AM PDT

## EXHIBIT B



### FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING

#### ELK GROVE POLICE MANAGERS' ASSOCIATION

THIS FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING ("First Amendment") is made and entered into between City of Elk Grove, a California municipal corporation ("City") and Elk Grove Police Managers' Association ("PMA"), and hereby amends the Memorandum of Understanding entered into between the parties with an effective date of July 1, 2024, as contract number C-24-340 ("MOU").

NOW, THEREFORE, in consideration of the mutual promises set forth herein, City and PMA agree to as follows:

1. It is the intent of the City and PMA to continue to be bound by all terms and conditions of the MOU, all of which are expressly incorporated into this First Amendment by this reference, except as expressly changed by this First Amendment.
2. City and EGPMA agree that Section 1.C of Article V (2026–27 Salaries) of the MOU is hereby amended to **add** the following provision:

#### 4) Additional General Salary Increase

In addition to any increases provided in Paragraphs (1) through (3) of this Section, all employees covered by this Agreement, including those receiving supplemental pay pursuant to Paragraph (3), shall receive an additional one percent (1.0%) General Salary Increase applied to base salary.

3. The person or persons executing this First Amendment on behalf of the PMA warrant and represent that they have the authority to execute this First Amendment on behalf of their agency and further warrant and represent that they have the authority to bind PMA to the performance of its obligations hereunder.



City of Elk Grove

***Elk Grove Police Managers' Association***

Re: Memorandum of Understanding C-24-340

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4. The MOU and this First Amendment constitute the entire agreement between City and PMA concerning the subject matter hereof and supersedes any and all prior oral and written communications between the Parties regarding the subject matter hereof.

5. PMA and City agree and acknowledge that the provisions of this First Amendment were initiated and extended by the City to the PMA and that each party has had a full and fair opportunity to revise the provisions of this First Amendment and to have such provisions reviewed by legal counsel. Therefore, any ambiguities in construing or interpreting this First Amendment shall not be resolved against the drafting party.



City of Elk Grove  
**Elk Grove Police Managers' Association**  
Re: Memorandum of Understanding C-24-340

AGREED to this 6th day of May, 2026, by the parties as follows.

**FOR CITY**

**FOR PMA**

By: \_\_\_\_\_  
Jason Behrmann, City Manager

By: James Fuller 5/7/2026 | 11:41 AM PDT  
James Fuller, President

By: Maryam Hussain 5/12/2026 | 12:41 PM PDT  
Maryam Hussain, Interim Human Resources  
Director

By: Michael Press 5/7/2026 | 12:11 PM PDT  
Michael Press, Vice President

By: Carlos Vina 5/7/2026 | 12:20 PM PDT  
Carlos Vina, Treasurer

APPROVED AS TO FORM:

APPROVED AS TO FORM:

By: Jonathan P. Hobbs 5/6/2026 | 3:49 PM PDT  
Jonathan P. Hobbs, City Attorney

By: Timothy Talbot 5/6/2026 | 3:25 PM PDT  
Counsel for PMA

ATTEST:

By: \_\_\_\_\_  
Jason Lindgren, City Clerk

Date \_\_\_\_\_

# EXHIBIT C

## CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/12/2026

### ALL CLASSES

| CLASSIFICATION                     | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| 911 CALL TAKER                     | POA  | CT    | hourly    | 28.15   | 29.55   | 31.03   | 32.58   | 34.21   | 35.92   | 37.72   |
|                                    |      |       | bi-weekly | 2,252   | 2,364   | 2,483   | 2,607   | 2,737   | 2,874   | 3,018   |
|                                    |      |       | monthly   | 4,879   | 5,123   | 5,379   | 5,648   | 5,930   | 6,227   | 6,538   |
|                                    |      |       | annual    | 58,546  | 61,474  | 64,547  | 67,774  | 71,164  | 74,720  | 78,457  |
| ACCOUNTANT I                       | NON  | 81    | hourly    | 36.00   | 37.80   | 39.69   | 41.68   | 43.76   | 45.95   | 48.25   |
|                                    |      |       | bi-weekly | 2,880   | 3,024   | 3,175   | 3,334   | 3,501   | 3,676   | 3,860   |
|                                    |      |       | monthly   | 6,240   | 6,552   | 6,880   | 7,224   | 7,586   | 7,965   | 8,364   |
|                                    |      |       | annual    | 74,884  | 78,628  | 82,562  | 86,693  | 91,030  | 95,583  | 100,364 |
| ACCOUNTANT II                      | NON  | 91    | hourly    | 39.78   | 41.77   | 43.86   | 46.05   | 48.36   | 50.77   | 53.31   |
|                                    |      |       | bi-weekly | 3,182   | 3,341   | 3,509   | 3,684   | 3,868   | 4,062   | 4,265   |
|                                    |      |       | monthly   | 6,895   | 7,240   | 7,602   | 7,983   | 8,382   | 8,801   | 9,241   |
|                                    |      |       | annual    | 82,740  | 86,878  | 91,225  | 95,790  | 100,580 | 105,611 | 110,895 |
| ACCOUNTING MANAGER                 | NON  | 139   | hourly    | 64.20   | 67.41   | 70.78   | 74.32   | 78.04   | 81.94   | 86.04   |
|                                    |      |       | bi-weekly | 5,136   | 5,393   | 5,662   | 5,946   | 6,243   | 6,555   | 6,883   |
|                                    |      |       | monthly   | 11,128  | 11,684  | 12,269  | 12,882  | 13,526  | 14,203  | 14,913  |
|                                    |      |       | annual    | 133,532 | 140,211 | 147,223 | 154,586 | 162,317 | 170,437 | 178,959 |
| ACCOUNTING TECHNICIAN I            | NON  | 51    | hourly    | 26.68   | 28.02   | 29.42   | 30.89   | 32.44   | 34.06   | 35.76   |
|                                    |      |       | bi-weekly | 2,135   | 2,241   | 2,354   | 2,471   | 2,595   | 2,725   | 2,861   |
|                                    |      |       | monthly   | 4,625   | 4,856   | 5,099   | 5,355   | 5,622   | 5,904   | 6,199   |
|                                    |      |       | annual    | 55,499  | 58,276  | 61,193  | 64,254  | 67,469  | 70,845  | 74,390  |
| ACCOUNTING TECHNICIAN II           | NON  | 61    | hourly    | 29.49   | 30.96   | 32.51   | 34.14   | 35.84   | 37.64   | 39.52   |
|                                    |      |       | bi-weekly | 2,359   | 2,477   | 2,601   | 2,731   | 2,868   | 3,011   | 3,162   |
|                                    |      |       | monthly   | 5,111   | 5,366   | 5,635   | 5,917   | 6,213   | 6,524   | 6,850   |
|                                    |      |       | annual    | 61,329  | 64,397  | 67,619  | 71,004  | 74,555  | 78,286  | 82,201  |
| ADMINISTRATIVE ASSISTANT I         | NON  | 50    | hourly    | 26.42   | 27.74   | 29.13   | 30.58   | 32.11   | 33.72   | 35.41   |
|                                    |      |       | bi-weekly | 2,113   | 2,219   | 2,330   | 2,447   | 2,569   | 2,698   | 2,833   |
|                                    |      |       | monthly   | 4,579   | 4,808   | 5,049   | 5,301   | 5,567   | 5,845   | 6,137   |
|                                    |      |       | annual    | 54,948  | 57,698  | 60,584  | 63,616  | 66,798  | 70,140  | 73,649  |
| ADMINISTRATIVE ASSISTANT II        | NON  | 60    | hourly    | 29.19   | 30.65   | 32.19   | 33.80   | 35.49   | 37.26   | 39.13   |
|                                    |      |       | bi-weekly | 2,335   | 2,452   | 2,575   | 2,704   | 2,839   | 2,981   | 3,130   |
|                                    |      |       | monthly   | 5,060   | 5,313   | 5,579   | 5,858   | 6,151   | 6,459   | 6,782   |
|                                    |      |       | annual    | 60,720  | 63,758  | 66,948  | 70,297  | 73,815  | 77,506  | 81,386  |
| ADMINISTRATIVE SERVICES SUPERVISOR | NON  | 122   | hourly    | 54.19   | 56.90   | 59.75   | 62.74   | 65.87   | 69.17   | 72.63   |
|                                    |      |       | bi-weekly | 4,335   | 4,552   | 4,780   | 5,019   | 5,270   | 5,534   | 5,810   |
|                                    |      |       | monthly   | 9,393   | 9,863   | 10,356  | 10,874  | 11,418  | 11,989  | 12,589  |
|                                    |      |       | annual    | 112,717 | 118,355 | 124,275 | 130,490 | 137,018 | 143,871 | 151,066 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                                      | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-----------------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| ANIMAL CARE ASSISTANT                               | NON  | 25    | hourly    | 20.58   | 21.61   | 22.69   | 23.82   | 25.01   | 26.27   | 27.58   |
|                                                     |      |       | bi-weekly | 1,646   | 1,728   | 1,815   | 1,906   | 2,001   | 2,101   | 2,206   |
|                                                     |      |       | monthly   | 3,567   | 3,745   | 3,932   | 4,129   | 4,336   | 4,553   | 4,781   |
|                                                     |      |       | annual    | 42,798  | 44,939  | 47,189  | 49,550  | 52,030  | 54,634  | 57,367  |
| ANIMAL CARE SUPERVISOR                              | NON  | 68    | hourly    | 31.62   | 33.20   | 34.86   | 36.61   | 38.44   | 40.36   | 42.38   |
|                                                     |      |       | bi-weekly | 2,530   | 2,656   | 2,789   | 2,929   | 3,075   | 3,229   | 3,390   |
|                                                     |      |       | monthly   | 5,481   | 5,755   | 6,043   | 6,345   | 6,663   | 6,996   | 7,346   |
|                                                     |      |       | annual    | 65,770  | 69,060  | 72,515  | 76,143  | 79,952  | 83,952  | 88,152  |
| ANIMAL CARE TECHNICIAN                              | NON  | 39    | hourly    | 23.67   | 24.85   | 26.10   | 27.40   | 28.77   | 30.21   | 31.72   |
|                                                     |      |       | bi-weekly | 1,893   | 1,988   | 2,088   | 2,192   | 2,302   | 2,417   | 2,538   |
|                                                     |      |       | monthly   | 4,102   | 4,308   | 4,523   | 4,750   | 4,987   | 5,237   | 5,499   |
|                                                     |      |       | annual    | 49,228  | 51,690  | 54,278  | 56,994  | 59,846  | 62,842  | 65,985  |
| ANIMAL SERVICES EVENTS SPECIALIST                   | NON  | 65    | hourly    | 30.69   | 32.22   | 33.83   | 35.53   | 37.30   | 39.17   | 41.13   |
|                                                     |      |       | bi-weekly | 2,455   | 2,578   | 2,707   | 2,842   | 2,984   | 3,134   | 3,290   |
|                                                     |      |       | monthly   | 5,319   | 5,585   | 5,865   | 6,158   | 6,466   | 6,790   | 7,129   |
|                                                     |      |       | annual    | 63,829  | 67,022  | 70,375  | 73,897  | 77,592  | 81,476  | 85,552  |
| ANIMAL SERVICES MANAGER                             | NON  | 135   | hourly    | 61.69   | 64.77   | 68.01   | 71.42   | 74.99   | 78.74   | 82.68   |
|                                                     |      |       | bi-weekly | 4,935   | 5,182   | 5,441   | 5,713   | 5,999   | 6,299   | 6,614   |
|                                                     |      |       | monthly   | 10,693  | 11,228  | 11,789  | 12,379  | 12,998  | 13,648  | 14,331  |
|                                                     |      |       | annual    | 128,314 | 134,731 | 141,469 | 148,546 | 155,974 | 163,776 | 171,966 |
| ANIMAL SERVICES OFFICER                             | POA  | AGP   | hourly    | 28.52   | 29.94   | 31.44   | 33.01   | 34.66   | 36.40   | 38.22   |
|                                                     |      |       | bi-weekly | 2,281   | 2,396   | 2,515   | 2,641   | 2,773   | 2,912   | 3,057   |
|                                                     |      |       | monthly   | 4,943   | 5,190   | 5,450   | 5,722   | 6,008   | 6,309   | 6,624   |
|                                                     |      |       | annual    | 59,316  | 62,284  | 65,397  | 68,667  | 72,101  | 75,705  | 79,491  |
| ANIMAL SERVICES SUPERVISOR                          | NON  | 88    | hourly    | 38.61   | 40.54   | 42.56   | 44.69   | 46.93   | 49.28   | 51.74   |
|                                                     |      |       | bi-weekly | 3,088   | 3,243   | 3,405   | 3,576   | 3,754   | 3,942   | 4,139   |
|                                                     |      |       | monthly   | 6,692   | 7,027   | 7,378   | 7,747   | 8,135   | 8,541   | 8,969   |
|                                                     |      |       | annual    | 80,300  | 84,318  | 88,535  | 92,964  | 97,614  | 102,497 | 107,625 |
| ANIMAL SERVICES VOLUNTEER COORDINATOR               | NON  | 85    | hourly    | 37.47   | 39.34   | 41.31   | 43.38   | 45.55   | 47.82   | 50.22   |
|                                                     |      |       | bi-weekly | 2,997   | 3,147   | 3,305   | 3,470   | 3,644   | 3,826   | 4,017   |
|                                                     |      |       | monthly   | 6,494   | 6,819   | 7,160   | 7,519   | 7,895   | 8,290   | 8,704   |
|                                                     |      |       | annual    | 77,932  | 81,831  | 85,924  | 90,222  | 94,736  | 99,475  | 104,452 |
| ARTS, CULTURE, AND CREATIVE ECONOMY PROGRAM MANAGER | NON  | 122   | hourly    | 54.19   | 56.90   | 59.75   | 62.74   | 65.87   | 69.17   | 72.63   |
|                                                     |      |       | bi-weekly | 4,335   | 4,552   | 4,780   | 5,019   | 5,270   | 5,534   | 5,810   |
|                                                     |      |       | monthly   | 9,393   | 9,863   | 10,356  | 10,874  | 11,418  | 11,989  | 12,589  |
|                                                     |      |       | annual    | 112,717 | 118,355 | 124,275 | 130,490 | 137,018 | 143,871 | 151,066 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                           | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| ASSISTANT CHIEF OF POLICE                | NON  | 187   | hourly    | 103.57  | 108.75  | 114.18  | 119.90  | 125.89  | 132.19  | 138.80  |
|                                          |      |       | bi-weekly | 8,285   | 8,700   | 9,135   | 9,592   | 10,071  | 10,575  | 11,104  |
|                                          |      |       | monthly   | 17,952  | 18,849  | 19,792  | 20,782  | 21,821  | 22,912  | 24,058  |
|                                          |      |       | annual    | 215,418 | 226,193 | 237,504 | 249,382 | 261,852 | 274,947 | 288,697 |
| ASSISTANT CITY ATTORNEY                  | NON  | 179   | hourly    | 95.63   | 100.42  | 105.44  | 110.71  | 116.25  | 122.06  | 128.17  |
|                                          |      |       | bi-weekly | 7,651   | 8,033   | 8,435   | 8,857   | 9,300   | 9,765   | 10,253  |
|                                          |      |       | monthly   | 16,577  | 17,406  | 18,276  | 19,190  | 20,150  | 21,157  | 22,215  |
|                                          |      |       | annual    | 198,919 | 208,868 | 219,312 | 230,281 | 241,796 | 253,889 | 266,585 |
| ASSISTANT CITY CLERK                     | NON  | 107   | hourly    | 46.66   | 49.00   | 51.45   | 54.02   | 56.72   | 59.56   | 62.54   |
|                                          |      |       | bi-weekly | 3,733   | 3,920   | 4,116   | 4,322   | 4,538   | 4,765   | 5,003   |
|                                          |      |       | monthly   | 8,088   | 8,493   | 8,918   | 9,364   | 9,832   | 10,324  | 10,840  |
|                                          |      |       | annual    | 97,059  | 101,913 | 107,011 | 112,363 | 117,983 | 123,884 | 130,081 |
| ASSISTANT CITY MANAGER                   | NON  | 192   | hourly    | 108.85  | 114.30  | 120.01  | 126.01  | 132.31  | 138.93  | 145.88  |
|                                          |      |       | bi-weekly | 8,708   | 9,144   | 9,601   | 10,081  | 10,585  | 11,115  | 11,670  |
|                                          |      |       | monthly   | 18,868  | 19,811  | 20,802  | 21,842  | 22,935  | 24,082  | 25,286  |
|                                          |      |       | annual    | 226,414 | 237,735 | 249,625 | 262,107 | 275,215 | 288,979 | 303,430 |
| ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR | NON  | 151   | hourly    | 72.35   | 75.97   | 79.77   | 83.76   | 87.95   | 92.35   | 96.97   |
|                                          |      |       | bi-weekly | 5,788   | 6,078   | 6,382   | 6,701   | 7,036   | 7,388   | 7,757   |
|                                          |      |       | monthly   | 12,541  | 13,169  | 13,827  | 14,519  | 15,245  | 16,007  | 16,808  |
|                                          |      |       | annual    | 150,495 | 158,022 | 165,925 | 174,224 | 182,937 | 192,086 | 201,693 |
| ASSISTANT ENGINEER                       | NON  | 104   | hourly    | 45.29   | 47.55   | 49.93   | 52.43   | 55.05   | 57.80   | 60.70   |
|                                          |      |       | bi-weekly | 3,623   | 3,804   | 3,995   | 4,194   | 4,404   | 4,624   | 4,856   |
|                                          |      |       | monthly   | 7,850   | 8,242   | 8,655   | 9,088   | 9,542   | 10,020  | 10,521  |
|                                          |      |       | annual    | 94,196  | 98,908  | 103,857 | 109,050 | 114,506 | 120,234 | 126,247 |
| ASSISTANT PLANNER                        | NON  | 87    | hourly    | 38.22   | 40.13   | 42.14   | 44.25   | 46.46   | 48.79   | 51.23   |
|                                          |      |       | bi-weekly | 3,058   | 3,211   | 3,371   | 3,540   | 3,717   | 3,903   | 4,098   |
|                                          |      |       | monthly   | 6,625   | 6,957   | 7,305   | 7,670   | 8,054   | 8,457   | 8,880   |
|                                          |      |       | annual    | 79,503  | 83,480  | 87,656  | 92,041  | 96,645  | 101,480 | 106,556 |
| ASSOCIATE CIVIL ENGINEER                 | NON  | 119   | hourly    | 52.59   | 55.22   | 57.99   | 60.89   | 63.93   | 67.13   | 70.49   |
|                                          |      |       | bi-weekly | 4,208   | 4,418   | 4,639   | 4,871   | 5,115   | 5,370   | 5,639   |
|                                          |      |       | monthly   | 9,116   | 9,572   | 10,051  | 10,554  | 11,082  | 11,636  | 12,218  |
|                                          |      |       | annual    | 109,395 | 114,867 | 120,612 | 126,645 | 132,979 | 139,630 | 146,614 |
| ASSOCIATE ENGINEER                       | NON  | 114   | hourly    | 50.04   | 52.54   | 55.17   | 57.93   | 60.82   | 63.87   | 67.06   |
|                                          |      |       | bi-weekly | 4,003   | 4,203   | 4,413   | 4,634   | 4,866   | 5,109   | 5,365   |
|                                          |      |       | monthly   | 8,673   | 9,107   | 9,562   | 10,041  | 10,543  | 11,070  | 11,624  |
|                                          |      |       | annual    | 104,075 | 109,280 | 114,747 | 120,486 | 126,513 | 132,842 | 139,485 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                              | UNIT     | GRADE |           | STEP 1     | STEP 2                      | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|---------------------------------------------|----------|-------|-----------|------------|-----------------------------|---------|---------|---------|---------|---------|
| ASSOCIATE PLANNER                           | NON      | 97    | hourly    | 42.23      | 44.35                       | 46.56   | 48.89   | 51.34   | 53.91   | 56.60   |
|                                             |          |       | bi-weekly | 3,379      | 3,548                       | 3,725   | 3,911   | 4,107   | 4,313   | 4,528   |
|                                             |          |       | monthly   | 7,320      | 7,687                       | 8,071   | 8,475   | 8,899   | 9,344   | 9,811   |
|                                             |          |       | annual    | 87,844     | 92,238                      | 96,853  | 101,698 | 106,785 | 112,126 | 117,734 |
| BUDGET MANAGER                              | NON      | 139   | hourly    | 64.20      | 67.41                       | 70.78   | 74.32   | 78.04   | 81.94   | 86.04   |
|                                             |          |       | bi-weekly | 5,136      | 5,393                       | 5,662   | 5,946   | 6,243   | 6,555   | 6,883   |
|                                             |          |       | monthly   | 11,128     | 11,684                      | 12,269  | 12,882  | 13,526  | 14,203  | 14,913  |
|                                             |          |       | annual    | 133,532    | 140,211                     | 147,223 | 154,586 | 162,317 | 170,437 | 178,959 |
| CAPTAIN                                     | PMA      | BFA   | hourly    | 89.98      | 94.47                       | 99.20   | 104.16  | 109.37  | 114.83  | 120.57  |
|                                             |          |       | bi-weekly | 7,198      | 7,558                       | 7,936   | 8,333   | 8,749   | 9,187   | 9,646   |
|                                             |          |       | monthly   | 15,596     | 16,376                      | 17,194  | 18,054  | 18,957  | 19,905  | 20,900  |
|                                             |          |       | annual    | 187,149    | 196,507                     | 206,332 | 216,648 | 227,481 | 238,854 | 250,795 |
| CHIEF INFORMATION OFFICER                   | NON      | 172   | hourly    | 89.19      | 93.65                       | 98.34   | 103.25  | 108.42  | 113.84  | 119.53  |
|                                             |          |       | bi-weekly | 7,135      | 7,492                       | 7,867   | 8,260   | 8,674   | 9,107   | 9,563   |
|                                             |          |       | monthly   | 15,460     | 16,233                      | 17,045  | 17,898  | 18,793  | 19,732  | 20,719  |
|                                             |          |       | annual    | 185,520    | 194,800                     | 204,541 | 214,770 | 225,511 | 236,789 | 248,630 |
| CHIEF OF POLICE                             | NON      | 192   | hourly    | 108.85     | 114.30                      | 120.01  | 126.01  | 132.31  | 138.93  | 145.88  |
|                                             |          |       | bi-weekly | 8,708      | 9,144                       | 9,601   | 10,081  | 10,585  | 11,115  | 11,670  |
|                                             |          |       | monthly   | 18,868     | 19,811                      | 20,802  | 21,842  | 22,935  | 24,082  | 25,286  |
|                                             |          |       | annual    | 226,414    | 237,735                     | 249,625 | 262,107 | 275,215 | 288,979 | 303,430 |
| CITY ATTORNEY                               | CONTRACT |       | annual    | 319,687.58 | Effective June 30, 2025     |         |         |         |         |         |
| CITY CLERK                                  | CONTRACT |       | annual    | 168,017.43 | Effective March 14, 2026    |         |         |         |         |         |
| 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    | 59.87      | 62.87                       | 66.01   | 69.31   | 72.78   | 76.42   | 80.24   |
|                                             |          |       | bi-weekly | 4,790      | 5,029                       | 5,281   | 5,545   | 5,822   | 6,114   | 6,419   |
|                                             |          |       | monthly   | 10,378     | 10,897                      | 11,442  | 12,014  | 12,615  | 13,246  | 13,908  |
|                                             |          |       | annual    | 124,533    | 130,761                     | 137,302 | 144,169 | 151,380 | 158,951 | 166,900 |
| CODE ENFORCEMENT MANAGER                    | NON      | 123   | hourly    | 54.73      | 57.47                       | 60.35   | 63.36   | 66.53   | 69.86   | 73.36   |
|                                             |          |       | bi-weekly | 4,379      | 4,598                       | 4,828   | 5,069   | 5,323   | 5,589   | 5,868   |
|                                             |          |       | monthly   | 9,487      | 9,962                       | 10,460  | 10,983  | 11,533  | 12,109  | 12,715  |
|                                             |          |       | annual    | 113,846    | 119,540                     | 125,520 | 131,797 | 138,390 | 145,312 | 152,579 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                                     | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|----------------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| CODE ENFORCEMENT OFFICER I                         | NON  | 68    | hourly    | 31.62   | 33.20   | 34.86   | 36.61   | 38.44   | 40.36   | 42.38   |
|                                                    |      |       | bi-weekly | 2,530   | 2,656   | 2,789   | 2,929   | 3,075   | 3,229   | 3,390   |
|                                                    |      |       | monthly   | 5,481   | 5,755   | 6,043   | 6,345   | 6,663   | 6,996   | 7,346   |
|                                                    |      |       | annual    | 65,770  | 69,060  | 72,515  | 76,143  | 79,952  | 83,952  | 88,152  |
| CODE ENFORCEMENT OFFICER II                        | NON  | 78    | hourly    | 34.94   | 36.69   | 38.52   | 40.45   | 42.47   | 44.60   | 46.83   |
|                                                    |      |       | bi-weekly | 2,795   | 2,935   | 3,082   | 3,236   | 3,398   | 3,568   | 3,746   |
|                                                    |      |       | monthly   | 6,056   | 6,359   | 6,677   | 7,011   | 7,362   | 7,730   | 8,117   |
|                                                    |      |       | annual    | 72,673  | 76,310  | 80,127  | 84,137  | 88,345  | 92,764  | 97,404  |
| CODE ENFORCEMENT SPECIALIST                        | NON  | 73    | hourly    | 33.24   | 34.90   | 36.65   | 38.48   | 40.41   | 42.43   | 44.55   |
|                                                    |      |       | bi-weekly | 2,659   | 2,792   | 2,932   | 3,078   | 3,233   | 3,394   | 3,564   |
|                                                    |      |       | monthly   | 5,761   | 6,050   | 6,352   | 6,670   | 7,004   | 7,354   | 7,722   |
|                                                    |      |       | annual    | 69,136  | 72,594  | 76,226  | 80,040  | 84,045  | 88,248  | 92,663  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT SPECIALIST | NON  | 89    | hourly    | 38.99   | 40.94   | 42.99   | 45.14   | 47.40   | 49.77   | 52.26   |
|                                                    |      |       | bi-weekly | 3,119   | 3,275   | 3,439   | 3,611   | 3,792   | 3,982   | 4,181   |
|                                                    |      |       | monthly   | 6,759   | 7,097   | 7,452   | 7,825   | 8,216   | 8,627   | 9,059   |
|                                                    |      |       | annual    | 81,106  | 85,162  | 89,423  | 93,897  | 98,594  | 103,525 | 108,703 |
| COMMUNICATIONS AND MARKETING SPECIALIST            | NON  | 89    | hourly    | 38.99   | 40.94   | 42.99   | 45.14   | 47.40   | 49.77   | 52.26   |
|                                                    |      |       | bi-weekly | 3,119   | 3,275   | 3,439   | 3,611   | 3,792   | 3,982   | 4,181   |
|                                                    |      |       | monthly   | 6,759   | 7,097   | 7,452   | 7,825   | 8,216   | 8,627   | 9,059   |
|                                                    |      |       | annual    | 81,106  | 85,162  | 89,423  | 93,897  | 98,594  | 103,525 | 108,703 |
| COMMUNITY CENTER ATTENDANT                         | NON  | 17    | hourly    | 18.99   | 19.94   | 20.94   | 21.99   | 23.09   | 24.25   | 25.46   |
|                                                    |      |       | bi-weekly | 1,519   | 1,596   | 1,675   | 1,759   | 1,847   | 1,940   | 2,037   |
|                                                    |      |       | monthly   | 3,292   | 3,457   | 3,630   | 3,812   | 4,002   | 4,203   | 4,413   |
|                                                    |      |       | annual    | 39,506  | 41,483  | 43,560  | 45,739  | 48,028  | 50,433  | 52,956  |
| COMMUNITY CENTER COORDINATOR                       | NON  | 97    | hourly    | 42.23   | 44.35   | 46.56   | 48.89   | 51.34   | 53.91   | 56.60   |
|                                                    |      |       | bi-weekly | 3,379   | 3,548   | 3,725   | 3,911   | 4,107   | 4,313   | 4,528   |
|                                                    |      |       | monthly   | 7,320   | 7,687   | 8,071   | 8,475   | 8,899   | 9,344   | 9,811   |
|                                                    |      |       | annual    | 87,844  | 92,238  | 96,853  | 101,698 | 106,785 | 112,126 | 117,734 |
| COMMUNITY CENTER MANAGER                           | NON  | 132   | hourly    | 59.87   | 62.87   | 66.01   | 69.31   | 72.78   | 76.42   | 80.24   |
|                                                    |      |       | bi-weekly | 4,790   | 5,029   | 5,281   | 5,545   | 5,822   | 6,114   | 6,419   |
|                                                    |      |       | monthly   | 10,378  | 10,897  | 11,442  | 12,014  | 12,615  | 13,246  | 13,908  |
|                                                    |      |       | annual    | 124,533 | 130,761 | 137,302 | 144,169 | 151,380 | 158,951 | 166,900 |
| COMMUNITY DEVELOPMENT DIRECTOR                     | NON  | 171   | hourly    | 88.31   | 92.73   | 97.36   | 102.23  | 107.34  | 112.71  | 118.35  |
|                                                    |      |       | bi-weekly | 7,065   | 7,418   | 7,789   | 8,179   | 8,588   | 9,017   | 9,468   |
|                                                    |      |       | monthly   | 15,307  | 16,072  | 16,876  | 17,720  | 18,606  | 19,537  | 20,514  |
|                                                    |      |       | annual    | 183,682 | 192,869 | 202,514 | 212,641 | 223,276 | 234,441 | 246,165 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                                                | UNIT | GRADE |           | STEP 1  | STEP 2                      | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|---------------------------------------------------------------|------|-------|-----------|---------|-----------------------------|---------|---------|---------|---------|---------|
| COMMUNITY ENGAGEMENT AND GOVERNMENT RELATIONS PROGRAM MANAGER | NON  | 129   | hourly    | 58.11   | 61.01                       | 64.07   | 67.27   | 70.63   | 74.17   | 77.88   |
|                                                               |      |       | bi-weekly | 4,649   | 4,881                       | 5,125   | 5,382   | 5,651   | 5,933   | 6,230   |
|                                                               |      |       | monthly   | 10,072  | 10,576                      | 11,105  | 11,660  | 12,243  | 12,856  | 13,499  |
|                                                               |      |       | annual    | 120,864 | 126,909                     | 133,257 | 139,922 | 146,919 | 154,267 | 161,983 |
| COMMUNITY EVENTS PROGRAM MANAGER                              | NON  | 112   | hourly    | 49.05   | 51.50                       | 54.08   | 56.78   | 59.62   | 62.60   | 65.74   |
|                                                               |      |       | bi-weekly | 3,924   | 4,120                       | 4,326   | 4,543   | 4,770   | 5,008   | 5,259   |
|                                                               |      |       | monthly   | 8,502   | 8,927                       | 9,374   | 9,842   | 10,335  | 10,852  | 11,394  |
|                                                               |      |       | annual    | 102,020 | 107,123                     | 112,482 | 118,108 | 124,015 | 130,218 | 136,731 |
| COMMUNITY EVENTS SPECIALIST                                   | NON  | 70    | hourly    | 32.26   | 33.87                       | 35.57   | 37.35   | 39.21   | 41.18   | 43.24   |
|                                                               |      |       | bi-weekly | 2,581   | 2,710                       | 2,845   | 2,988   | 3,137   | 3,294   | 3,459   |
|                                                               |      |       | monthly   | 5,591   | 5,871                       | 6,165   | 6,473   | 6,797   | 7,137   | 7,494   |
|                                                               |      |       | annual    | 67,096  | 70,453                      | 73,978  | 77,679  | 81,565  | 85,646  | 89,930  |
| COMMUNITY SERVICE OFFICER                                     | NON  | 61    | hourly    | 29.49   | 30.96                       | 32.51   | 34.14   | 35.84   | 37.64   | 39.52   |
|                                                               |      |       | bi-weekly | 2,359   | 2,477                       | 2,601   | 2,731   | 2,868   | 3,011   | 3,162   |
|                                                               |      |       | monthly   | 5,111   | 5,366                       | 5,635   | 5,917   | 6,213   | 6,524   | 6,850   |
|                                                               |      |       | annual    | 61,329  | 64,397                      | 67,619  | 71,004  | 74,555  | 78,286  | 82,201  |
| COUNCIL ASSISTANT                                             |      |       | hourly    | 16.90   | Effective December 14, 2025 |         |         |         |         |         |
| CUSTOMER SERVICE REPRESENTATIVE                               | NON  | 47    | hourly    | 25.64   | 26.92                       | 28.27   | 29.68   | 31.17   | 32.73   | 34.36   |
|                                                               |      |       | bi-weekly | 2,051   | 2,154                       | 2,261   | 2,375   | 2,493   | 2,618   | 2,749   |
|                                                               |      |       | monthly   | 4,444   | 4,666                       | 4,900   | 5,145   | 5,402   | 5,673   | 5,956   |
|                                                               |      |       | annual    | 53,325  | 55,994                      | 58,796  | 61,738  | 64,827  | 68,070  | 71,476  |
| CUSTOMER SERVICE SUPERVISOR                                   | NON  | 72    | hourly    | 32.91   | 34.55                       | 36.28   | 38.10   | 40.00   | 42.01   | 44.11   |
|                                                               |      |       | bi-weekly | 2,633   | 2,764                       | 2,903   | 3,048   | 3,200   | 3,360   | 3,529   |
|                                                               |      |       | monthly   | 5,704   | 5,989                       | 6,289   | 6,604   | 6,934   | 7,281   | 7,645   |
|                                                               |      |       | annual    | 68,449  | 71,873                      | 75,470  | 79,245  | 83,209  | 87,372  | 91,743  |
| DATABASE ADMINISTRATOR                                        | NON  | R108  | hourly    | 47.07   | 49.42                       | 51.89   | 54.49   | 57.21   | 60.07   | 63.08   |
|                                                               |      |       | bi-weekly | 3,765   | 3,954                       | 4,151   | 4,359   | 4,577   | 4,806   | 5,046   |
|                                                               |      |       | monthly   | 8,158   | 8,566                       | 8,995   | 9,445   | 9,917   | 10,413  | 10,934  |
|                                                               |      |       | annual    | 97,897  | 102,792                     | 107,934 | 113,334 | 119,003 | 124,954 | 131,203 |
| DEPUTY CITY ATTORNEY I                                        | NON  | 137   | hourly    | 62.93   | 66.08                       | 69.38   | 72.85   | 76.50   | 80.32   | 84.34   |
|                                                               |      |       | bi-weekly | 5,034   | 5,286                       | 5,551   | 5,828   | 6,120   | 6,426   | 6,747   |
|                                                               |      |       | monthly   | 10,908  | 11,454                      | 12,027  | 12,628  | 13,260  | 13,923  | 14,619  |
|                                                               |      |       | annual    | 130,896 | 137,443                     | 144,318 | 151,536 | 159,114 | 167,071 | 175,429 |
| DEPUTY CITY ATTORNEY II                                       | NON  | 147   | hourly    | 69.53   | 73.00                       | 76.65   | 80.49   | 84.51   | 88.74   | 93.18   |
|                                                               |      |       | bi-weekly | 5,562   | 5,840                       | 6,132   | 6,439   | 6,761   | 7,099   | 7,454   |
|                                                               |      |       | monthly   | 12,051  | 12,654                      | 13,287  | 13,951  | 14,649  | 15,382  | 16,151  |
|                                                               |      |       | annual    | 144,614 | 151,847                     | 159,441 | 167,416 | 175,789 | 184,579 | 193,810 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                             | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|--------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| DEPUTY CITY CLERK I                        | NON  | 72    | hourly    | 32.91   | 34.55   | 36.28   | 38.10   | 40.00   | 42.01   | 44.11   |
|                                            |      |       | bi-weekly | 2,633   | 2,764   | 2,903   | 3,048   | 3,200   | 3,360   | 3,529   |
|                                            |      |       | monthly   | 5,704   | 5,989   | 6,289   | 6,604   | 6,934   | 7,281   | 7,645   |
|                                            |      |       | annual    | 68,449  | 71,873  | 75,470  | 79,245  | 83,209  | 87,372  | 91,743  |
| DEPUTY CITY CLERK II                       | NON  | 82    | hourly    | 36.36   | 38.18   | 40.09   | 42.10   | 44.20   | 46.41   | 48.74   |
|                                            |      |       | bi-weekly | 2,909   | 3,055   | 3,207   | 3,368   | 3,536   | 3,713   | 3,899   |
|                                            |      |       | monthly   | 6,303   | 6,618   | 6,949   | 7,297   | 7,662   | 8,045   | 8,448   |
|                                            |      |       | annual    | 75,634  | 79,418  | 83,390  | 87,563  | 91,943  | 96,541  | 101,370 |
| DEPUTY CITY MANAGER                        | NON  | 175   | hourly    | 91.90   | 96.49   | 101.32  | 106.39  | 111.71  | 117.29  | 123.16  |
|                                            |      |       | bi-weekly | 7,352   | 7,720   | 8,106   | 8,511   | 8,937   | 9,384   | 9,853   |
|                                            |      |       | monthly   | 15,929  | 16,726  | 17,562  | 18,441  | 19,363  | 20,331  | 21,348  |
|                                            |      |       | annual    | 191,148 | 200,709 | 210,746 | 221,286 | 232,352 | 243,972 | 256,172 |
| DEPUTY PUBLIC WORKS DIRECTOR/CITY ENGINEER | NON  | 159   | hourly    | 78.36   | 82.28   | 86.39   | 90.71   | 95.25   | 100.01  | 105.01  |
|                                            |      |       | bi-weekly | 6,269   | 6,582   | 6,911   | 7,257   | 7,620   | 8,001   | 8,401   |
|                                            |      |       | monthly   | 13,582  | 14,261  | 14,975  | 15,723  | 16,510  | 17,335  | 18,202  |
|                                            |      |       | annual    | 162,982 | 171,134 | 179,694 | 188,680 | 198,116 | 208,024 | 218,428 |
| DEPUTY PUBLIC WORKS DIRECTOR-OPERATIONS    | NON  | 154   | hourly    | 74.55   | 78.28   | 82.19   | 86.30   | 90.62   | 95.15   | 99.91   |
|                                            |      |       | bi-weekly | 5,964   | 6,262   | 6,575   | 6,904   | 7,250   | 7,612   | 7,993   |
|                                            |      |       | monthly   | 12,922  | 13,568  | 14,247  | 14,959  | 15,707  | 16,493  | 17,318  |
|                                            |      |       | annual    | 155,062 | 162,817 | 170,960 | 179,511 | 188,488 | 197,914 | 207,813 |
| DISPATCH SUPERVISOR                        | POA  | PD    | hourly    | 45.54   | 47.81   | 50.21   | 52.72   | 55.35   | 58.12   | 61.03   |
|                                            |      |       | bi-weekly | 3,643   | 3,825   | 4,016   | 4,217   | 4,428   | 4,650   | 4,882   |
|                                            |      |       | monthly   | 7,893   | 8,288   | 8,702   | 9,137   | 9,594   | 10,074  | 10,578  |
|                                            |      |       | annual    | 94,719  | 99,455  | 104,428 | 109,648 | 115,131 | 120,887 | 126,933 |
| DISPATCHER                                 | POA  | PE    | hourly    | 35.19   | 36.95   | 38.79   | 40.73   | 42.77   | 44.91   | 47.15   |
|                                            |      |       | bi-weekly | 2,815   | 2,956   | 3,104   | 3,259   | 3,422   | 3,593   | 3,772   |
|                                            |      |       | monthly   | 6,099   | 6,404   | 6,724   | 7,061   | 7,414   | 7,784   | 8,173   |
|                                            |      |       | annual    | 73,191  | 76,851  | 80,693  | 84,728  | 88,962  | 93,410  | 98,081  |
| DRAINAGE AND COLLECTION SUPERVISOR         | NON  | 103   | hourly    | 44.84   | 47.08   | 49.44   | 51.91   | 54.50   | 57.23   | 60.09   |
|                                            |      |       | bi-weekly | 3,587   | 3,766   | 3,955   | 4,153   | 4,360   | 4,578   | 4,807   |
|                                            |      |       | monthly   | 7,772   | 8,161   | 8,569   | 8,997   | 9,447   | 9,920   | 10,416  |
|                                            |      |       | annual    | 93,261  | 97,927  | 102,826 | 107,969 | 113,369 | 119,040 | 124,994 |
| ECONOMIC DEVELOPMENT ANALYST I             | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                                            |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                                            |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                                            |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                          | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-----------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| ECONOMIC DEVELOPMENT ANALYST II         | NON  | 102   | hourly    | 44.39   | 46.61   | 48.94   | 51.39   | 53.96   | 56.66   | 59.50   |
|                                         |      |       | bi-weekly | 3,551   | 3,729   | 3,916   | 4,111   | 4,317   | 4,533   | 4,760   |
|                                         |      |       | monthly   | 7,695   | 8,080   | 8,484   | 8,908   | 9,354   | 9,822   | 10,313  |
|                                         |      |       | annual    | 92,336  | 96,954  | 101,804 | 106,898 | 112,244 | 117,858 | 123,753 |
| ECONOMIC DEVELOPMENT DIRECTOR           | NON  | 164   | hourly    | 82.36   | 86.48   | 90.80   | 95.34   | 100.11  | 105.12  | 110.38  |
|                                         |      |       | bi-weekly | 6,589   | 6,918   | 7,264   | 7,628   | 8,009   | 8,410   | 8,830   |
|                                         |      |       | monthly   | 14,276  | 14,990  | 15,739  | 16,526  | 17,353  | 18,221  | 19,132  |
|                                         |      |       | annual    | 171,309 | 179,876 | 188,871 | 198,317 | 208,235 | 218,649 | 229,584 |
| ENGINEERING MANAGER                     | NON  | 148   | hourly    | 70.22   | 73.73   | 77.42   | 81.29   | 85.36   | 89.63   | 94.11   |
|                                         |      |       | bi-weekly | 5,618   | 5,899   | 6,194   | 6,504   | 6,829   | 7,170   | 7,529   |
|                                         |      |       | monthly   | 12,172  | 12,781  | 13,420  | 14,091  | 14,796  | 15,536  | 16,313  |
|                                         |      |       | annual    | 146,063 | 153,368 | 161,038 | 169,093 | 177,549 | 186,429 | 195,753 |
| ENGINEERING TECHNICIAN I                | NON  | R69   | hourly    | 31.86   | 33.45   | 35.13   | 36.88   | 38.73   | 40.67   | 42.70   |
|                                         |      |       | bi-weekly | 2,549   | 2,676   | 2,810   | 2,951   | 3,098   | 3,253   | 3,416   |
|                                         |      |       | monthly   | 5,522   | 5,799   | 6,089   | 6,393   | 6,713   | 7,049   | 7,402   |
|                                         |      |       | annual    | 66,268  | 69,583  | 73,064  | 76,720  | 80,558  | 84,588  | 88,820  |
| ENGINEERING TECHNICIAN II               | NON  | R79   | hourly    | 35.24   | 37.01   | 38.86   | 40.80   | 42.84   | 44.98   | 47.23   |
|                                         |      |       | bi-weekly | 2,819   | 2,960   | 3,109   | 3,264   | 3,427   | 3,599   | 3,779   |
|                                         |      |       | monthly   | 6,109   | 6,414   | 6,735   | 7,072   | 7,426   | 7,797   | 8,187   |
|                                         |      |       | annual    | 73,304  | 76,972  | 80,821  | 84,864  | 89,110  | 93,567  | 98,248  |
| EXECUTIVE ASSISTANT TO THE CITY MANAGER | NON  | 93    | hourly    | 40.58   | 42.61   | 44.74   | 46.98   | 49.33   | 51.80   | 54.39   |
|                                         |      |       | bi-weekly | 3,247   | 3,409   | 3,579   | 3,758   | 3,946   | 4,144   | 4,351   |
|                                         |      |       | monthly   | 7,034   | 7,386   | 7,755   | 8,143   | 8,551   | 8,978   | 9,427   |
|                                         |      |       | annual    | 84,409  | 88,631  | 93,063  | 97,719  | 102,607 | 107,740 | 113,129 |
| FACILITIES MAINTENANCE SUPERVISOR       | NON  | 109   | hourly    | 47.60   | 49.98   | 52.48   | 55.11   | 57.87   | 60.76   | 63.80   |
|                                         |      |       | bi-weekly | 3,808   | 3,999   | 4,199   | 4,409   | 4,629   | 4,861   | 5,104   |
|                                         |      |       | monthly   | 8,251   | 8,664   | 9,097   | 9,552   | 10,030  | 10,532  | 11,058  |
|                                         |      |       | annual    | 99,014  | 103,965 | 109,166 | 114,627 | 120,360 | 126,380 | 132,701 |
| FACILITIES TECHNICIAN I                 | NON  | 52    | hourly    | 26.95   | 28.30   | 29.71   | 31.20   | 32.76   | 34.40   | 36.12   |
|                                         |      |       | bi-weekly | 2,156   | 2,264   | 2,377   | 2,496   | 2,621   | 2,752   | 2,890   |
|                                         |      |       | monthly   | 4,671   | 4,905   | 5,151   | 5,408   | 5,679   | 5,963   | 6,261   |
|                                         |      |       | annual    | 56,056  | 58,862  | 61,807  | 64,899  | 68,146  | 71,556  | 75,136  |
| FACILITIES TECHNICIAN II                | NON  | 62    | hourly    | 29.78   | 31.27   | 32.84   | 34.48   | 36.20   | 38.01   | 39.92   |
|                                         |      |       | bi-weekly | 2,382   | 2,502   | 2,627   | 2,758   | 2,896   | 3,041   | 3,193   |
|                                         |      |       | monthly   | 5,162   | 5,420   | 5,692   | 5,976   | 6,275   | 6,589   | 6,919   |
|                                         |      |       | annual    | 61,944  | 65,045  | 68,298  | 71,716  | 75,304  | 79,071  | 83,026  |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| FACILITIES SUPPORT WORKER     | NON  | 28    | hourly    | 21.20   | 22.26   | 23.38   | 24.55   | 25.78   | 27.07   | 28.42   |
|                               |      |       | bi-weekly | 1,696   | 1,781   | 1,870   | 1,964   | 2,062   | 2,165   | 2,274   |
|                               |      |       | monthly   | 3,675   | 3,859   | 4,052   | 4,255   | 4,468   | 4,692   | 4,926   |
|                               |      |       | annual    | 44,102  | 46,310  | 48,627  | 51,059  | 53,615  | 56,298  | 59,115  |
| FINANCE AND BUDGET ANALYST I  | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                               |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                               |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                               |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |
| FINANCE AND BUDGET ANALYST II | NON  | 102   | hourly    | 44.39   | 46.61   | 48.94   | 51.39   | 53.96   | 56.66   | 59.50   |
|                               |      |       | bi-weekly | 3,551   | 3,729   | 3,916   | 4,111   | 4,317   | 4,533   | 4,760   |
|                               |      |       | monthly   | 7,695   | 8,080   | 8,484   | 8,908   | 9,354   | 9,822   | 10,313  |
|                               |      |       | annual    | 92,336  | 96,954  | 101,804 | 106,898 | 112,244 | 117,858 | 123,753 |
| FINANCE DIRECTOR              | NON  | 174   | hourly    | 90.99   | 95.54   | 100.32  | 105.33  | 110.60  | 116.13  | 121.94  |
|                               |      |       | bi-weekly | 7,279   | 7,643   | 8,025   | 8,427   | 8,848   | 9,291   | 9,755   |
|                               |      |       | monthly   | 15,771  | 16,560  | 17,388  | 18,258  | 19,171  | 20,129  | 21,136  |
|                               |      |       | annual    | 189,253 | 198,718 | 208,658 | 219,091 | 230,049 | 241,553 | 253,633 |
| FINANCE MANAGER               | NON  | 139   | hourly    | 64.20   | 67.41   | 70.78   | 74.32   | 78.04   | 81.94   | 86.04   |
|                               |      |       | bi-weekly | 5,136   | 5,393   | 5,662   | 5,946   | 6,243   | 6,555   | 6,883   |
|                               |      |       | monthly   | 11,128  | 11,684  | 12,269  | 12,882  | 13,526  | 14,203  | 14,913  |
|                               |      |       | annual    | 133,532 | 140,211 | 147,223 | 154,586 | 162,317 | 170,437 | 178,959 |
| FLEET MAINTENANCE TECHNICIAN  | NON  | 53    | hourly    | 27.22   | 28.58   | 30.01   | 31.52   | 33.09   | 34.75   | 36.49   |
|                               |      |       | bi-weekly | 2,178   | 2,287   | 2,401   | 2,521   | 2,647   | 2,780   | 2,919   |
|                               |      |       | monthly   | 4,718   | 4,954   | 5,202   | 5,463   | 5,736   | 6,023   | 6,324   |
|                               |      |       | annual    | 56,620  | 59,453  | 62,428  | 65,552  | 68,831  | 72,275  | 75,891  |
| FLEET SUPERVISOR              | NON  | 109   | hourly    | 47.60   | 49.98   | 52.48   | 55.11   | 57.87   | 60.76   | 63.80   |
|                               |      |       | bi-weekly | 3,808   | 3,999   | 4,199   | 4,409   | 4,629   | 4,861   | 5,104   |
|                               |      |       | monthly   | 8,251   | 8,664   | 9,097   | 9,552   | 10,030  | 10,532  | 11,058  |
|                               |      |       | annual    | 99,014  | 103,965 | 109,166 | 114,627 | 120,360 | 126,380 | 132,701 |
| FORENSIC INVESTIGATOR         | POA  | PG    | hourly    | 36.43   | 38.26   | 40.17   | 42.18   | 44.29   | 46.50   | 48.83   |
|                               |      |       | bi-weekly | 2,915   | 3,060   | 3,213   | 3,374   | 3,543   | 3,720   | 3,906   |
|                               |      |       | monthly   | 6,315   | 6,631   | 6,963   | 7,311   | 7,676   | 8,060   | 8,463   |
|                               |      |       | annual    | 75,783  | 79,572  | 83,550  | 87,728  | 92,114  | 96,720  | 101,557 |
| GIS ANALYST I                 | NON  | 85    | hourly    | 37.47   | 39.34   | 41.31   | 43.38   | 45.55   | 47.82   | 50.22   |
|                               |      |       | bi-weekly | 2,997   | 3,147   | 3,305   | 3,470   | 3,644   | 3,826   | 4,017   |
|                               |      |       | monthly   | 6,494   | 6,819   | 7,160   | 7,519   | 7,895   | 8,290   | 8,704   |
|                               |      |       | annual    | 77,932  | 81,831  | 85,924  | 90,222  | 94,736  | 99,475  | 104,452 |

CITY OF ELK GROVE - SALARY SCHEDULE  
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EFFECTIVE: 7/12/2026

| CLASSIFICATION                          | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-----------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| GIS ANALYST II                          | NON  | 95    | hourly    | 41.40   | 43.47   | 45.64   | 47.93   | 50.32   | 52.84   | 55.48   |
|                                         |      |       | bi-weekly | 3,312   | 3,478   | 3,652   | 3,834   | 4,026   | 4,227   | 4,439   |
|                                         |      |       | monthly   | 7,176   | 7,535   | 7,912   | 8,308   | 8,723   | 9,159   | 9,617   |
|                                         |      |       | annual    | 86,108  | 90,416  | 94,939  | 99,690  | 104,675 | 109,910 | 115,408 |
| GIS SYSTEM ADMINISTRATOR                | NON  | 120   | hourly    | 53.12   | 55.78   | 58.57   | 61.50   | 64.57   | 67.80   | 71.19   |
|                                         |      |       | bi-weekly | 4,250   | 4,462   | 4,685   | 4,920   | 5,166   | 5,424   | 5,696   |
|                                         |      |       | monthly   | 9,208   | 9,668   | 10,152  | 10,660  | 11,193  | 11,753  | 12,340  |
|                                         |      |       | annual    | 110,492 | 116,018 | 121,822 | 127,915 | 134,311 | 141,030 | 148,084 |
| GRAPHICS AND MULTIMEDIA PROGRAM MANAGER | NON  | 122   | hourly    | 54.19   | 56.90   | 59.75   | 62.74   | 65.87   | 69.17   | 72.63   |
|                                         |      |       | bi-weekly | 4,335   | 4,552   | 4,780   | 5,019   | 5,270   | 5,534   | 5,810   |
|                                         |      |       | monthly   | 9,393   | 9,863   | 10,356  | 10,874  | 11,418  | 11,989  | 12,589  |
|                                         |      |       | annual    | 112,717 | 118,355 | 124,275 | 130,490 | 137,018 | 143,871 | 151,066 |
| HOMELESS SERVICES NAVIGATOR             | NON  | 61    | hourly    | 29.49   | 30.96   | 32.51   | 34.14   | 35.84   | 37.64   | 39.52   |
|                                         |      |       | bi-weekly | 2,359   | 2,477   | 2,601   | 2,731   | 2,868   | 3,011   | 3,162   |
|                                         |      |       | monthly   | 5,111   | 5,366   | 5,635   | 5,917   | 6,213   | 6,524   | 6,850   |
|                                         |      |       | annual    | 61,329  | 64,397  | 67,619  | 71,004  | 74,555  | 78,286  | 82,201  |
| HOUSING AND PUBLIC SERVICES MANAGER     | NON  | 132   | hourly    | 59.87   | 62.87   | 66.01   | 69.31   | 72.78   | 76.42   | 80.24   |
|                                         |      |       | bi-weekly | 4,790   | 5,029   | 5,281   | 5,545   | 5,822   | 6,114   | 6,419   |
|                                         |      |       | monthly   | 10,378  | 10,897  | 11,442  | 12,014  | 12,615  | 13,246  | 13,908  |
|                                         |      |       | annual    | 124,533 | 130,761 | 137,302 | 144,169 | 151,380 | 158,951 | 166,900 |
| HUMAN RESOURCES ANALYST I               | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                                         |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                                         |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                                         |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |
| HUMAN RESOURCES ANALYST II              | NON  | 102   | hourly    | 44.39   | 46.61   | 48.94   | 51.39   | 53.96   | 56.66   | 59.50   |
|                                         |      |       | bi-weekly | 3,551   | 3,729   | 3,916   | 4,111   | 4,317   | 4,533   | 4,760   |
|                                         |      |       | monthly   | 7,695   | 8,080   | 8,484   | 8,908   | 9,354   | 9,822   | 10,313  |
|                                         |      |       | annual    | 92,336  | 96,954  | 101,804 | 106,898 | 112,244 | 117,858 | 123,753 |
| HUMAN RESOURCES DIRECTOR                | NON  | 172   | hourly    | 89.19   | 93.65   | 98.34   | 103.25  | 108.42  | 113.84  | 119.53  |
|                                         |      |       | bi-weekly | 7,135   | 7,492   | 7,867   | 8,260   | 8,674   | 9,107   | 9,563   |
|                                         |      |       | monthly   | 15,460  | 16,233  | 17,045  | 17,898  | 18,793  | 19,732  | 20,719  |
|                                         |      |       | annual    | 185,520 | 194,800 | 204,541 | 214,770 | 225,511 | 236,789 | 248,630 |
| HUMAN RESOURCES SPECIALIST I            | NON  | 63    | hourly    | 30.08   | 31.59   | 33.17   | 34.82   | 36.57   | 38.40   | 40.32   |
|                                         |      |       | bi-weekly | 2,406   | 2,527   | 2,653   | 2,786   | 2,925   | 3,072   | 3,225   |
|                                         |      |       | monthly   | 5,214   | 5,475   | 5,749   | 6,036   | 6,338   | 6,655   | 6,988   |
|                                         |      |       | annual    | 62,567  | 65,697  | 68,985  | 72,435  | 76,060  | 79,864  | 83,860  |

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  |
|------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| HUMAN RESOURCES SPECIALIST II            | NON  | 73    | hourly    | 33.24   | 34.90   | 36.65   | 38.48   | 40.41   | 42.43   | 44.55   |
|                                          |      |       | bi-weekly | 2,659   | 2,792   | 2,932   | 3,078   | 3,233   | 3,394   | 3,564   |
|                                          |      |       | monthly   | 5,761   | 6,050   | 6,352   | 6,670   | 7,004   | 7,354   | 7,722   |
|                                          |      |       | annual    | 69,136  | 72,594  | 76,226  | 80,040  | 84,045  | 88,248  | 92,663  |
| INFORMATION TECHNOLOGY ANALYST I         | NON  | 87    | hourly    | 38.22   | 40.13   | 42.14   | 44.25   | 46.46   | 48.79   | 51.23   |
|                                          |      |       | bi-weekly | 3,058   | 3,211   | 3,371   | 3,540   | 3,717   | 3,903   | 4,098   |
|                                          |      |       | monthly   | 6,625   | 6,957   | 7,305   | 7,670   | 8,054   | 8,457   | 8,880   |
|                                          |      |       | annual    | 79,503  | 83,480  | 87,656  | 92,041  | 96,645  | 101,480 | 106,556 |
| INFORMATION TECHNOLOGY ANALYST II        | NON  | 97    | hourly    | 42.23   | 44.35   | 46.56   | 48.89   | 51.34   | 53.91   | 56.60   |
|                                          |      |       | bi-weekly | 3,379   | 3,548   | 3,725   | 3,911   | 4,107   | 4,313   | 4,528   |
|                                          |      |       | monthly   | 7,320   | 7,687   | 8,071   | 8,475   | 8,899   | 9,344   | 9,811   |
|                                          |      |       | annual    | 87,844  | 92,238  | 96,853  | 101,698 | 106,785 | 112,126 | 117,734 |
| INFORMATION TECHNOLOGY MANAGER           | NON  | 146   | hourly    | 68.84   | 72.28   | 75.89   | 79.69   | 83.68   | 87.86   | 92.26   |
|                                          |      |       | bi-weekly | 5,507   | 5,782   | 6,072   | 6,375   | 6,694   | 7,029   | 7,380   |
|                                          |      |       | monthly   | 11,932  | 12,528  | 13,155  | 13,813  | 14,504  | 15,229  | 15,991  |
|                                          |      |       | annual    | 143,180 | 150,340 | 157,860 | 165,756 | 174,045 | 182,750 | 191,891 |
| INFORMATION TECHNOLOGY TECHNICIAN        | NON  | 75    | hourly    | 33.91   | 35.61   | 37.39   | 39.26   | 41.22   | 43.28   | 45.45   |
|                                          |      |       | bi-weekly | 2,713   | 2,848   | 2,991   | 3,141   | 3,298   | 3,463   | 3,636   |
|                                          |      |       | monthly   | 5,878   | 6,172   | 6,480   | 6,805   | 7,145   | 7,502   | 7,878   |
|                                          |      |       | annual    | 70,531  | 74,059  | 77,763  | 81,655  | 85,739  | 90,028  | 94,532  |
| LANDSCAPE MAINTENANCE SUPERVISOR         | NON  | 107   | hourly    | 46.66   | 49.00   | 51.45   | 54.02   | 56.72   | 59.56   | 62.54   |
|                                          |      |       | bi-weekly | 3,733   | 3,920   | 4,116   | 4,322   | 4,538   | 4,765   | 5,003   |
|                                          |      |       | monthly   | 8,088   | 8,493   | 8,918   | 9,364   | 9,832   | 10,324  | 10,840  |
|                                          |      |       | annual    | 97,059  | 101,913 | 107,011 | 112,363 | 117,983 | 123,884 | 130,081 |
| LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT | NON  | 82    | hourly    | 36.36   | 38.18   | 40.09   | 42.10   | 44.20   | 46.41   | 48.74   |
|                                          |      |       | bi-weekly | 2,909   | 3,055   | 3,207   | 3,368   | 3,536   | 3,713   | 3,899   |
|                                          |      |       | monthly   | 6,303   | 6,618   | 6,949   | 7,297   | 7,662   | 8,045   | 8,448   |
|                                          |      |       | annual    | 75,634  | 79,418  | 83,390  | 87,563  | 91,943  | 96,541  | 101,370 |
| LIEUTENANT                               | PMA  | BAA   | hourly    | 77.64   | 81.53   | 85.60   | 89.88   | 94.38   | 99.10   | 104.05  |
|                                          |      |       | bi-weekly | 6,212   | 6,522   | 6,848   | 7,191   | 7,550   | 7,928   | 8,324   |
|                                          |      |       | monthly   | 13,458  | 14,131  | 14,838  | 15,580  | 16,359  | 17,177  | 18,035  |
|                                          |      |       | annual    | 161,500 | 169,575 | 178,054 | 186,957 | 196,303 | 206,119 | 216,423 |
| LONG RANGE PLANNING PROGRAM MANAGER      | NON  | 129   | hourly    | 58.11   | 61.01   | 64.07   | 67.27   | 70.63   | 74.17   | 77.88   |
|                                          |      |       | bi-weekly | 4,649   | 4,881   | 5,125   | 5,382   | 5,651   | 5,933   | 6,230   |
|                                          |      |       | monthly   | 10,072  | 10,576  | 11,105  | 11,660  | 12,243  | 12,856  | 13,499  |
|                                          |      |       | annual    | 120,864 | 126,909 | 133,257 | 139,922 | 146,919 | 154,267 | 161,983 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION            | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|---------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| MAINTENANCE SPECIALIST    | NON  | 73    | hourly    | 33.24   | 34.90   | 36.65   | 38.48   | 40.41   | 42.43   | 44.55   |
|                           |      |       | bi-weekly | 2,659   | 2,792   | 2,932   | 3,078   | 3,233   | 3,394   | 3,564   |
|                           |      |       | monthly   | 5,761   | 6,050   | 6,352   | 6,670   | 7,004   | 7,354   | 7,722   |
|                           |      |       | annual    | 69,136  | 72,594  | 76,226  | 80,040  | 84,045  | 88,248  | 92,663  |
| MAINTENANCE TECHNICIAN I  | NON  | 53    | hourly    | 27.22   | 28.58   | 30.01   | 31.52   | 33.09   | 34.75   | 36.49   |
|                           |      |       | bi-weekly | 2,178   | 2,287   | 2,401   | 2,521   | 2,647   | 2,780   | 2,919   |
|                           |      |       | monthly   | 4,718   | 4,954   | 5,202   | 5,463   | 5,736   | 6,023   | 6,324   |
|                           |      |       | annual    | 56,620  | 59,453  | 62,428  | 65,552  | 68,831  | 72,275  | 75,891  |
| MAINTENANCE TECHNICIAN II | NON  | 62    | hourly    | 29.78   | 31.27   | 32.84   | 34.48   | 36.20   | 38.01   | 39.92   |
|                           |      |       | bi-weekly | 2,382   | 2,502   | 2,627   | 2,758   | 2,896   | 3,041   | 3,193   |
|                           |      |       | monthly   | 5,162   | 5,420   | 5,692   | 5,976   | 6,275   | 6,589   | 6,919   |
|                           |      |       | annual    | 61,944  | 65,045  | 68,298  | 71,716  | 75,304  | 79,071  | 83,026  |
| MANAGEMENT ANALYST I      | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                           |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                           |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                           |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |
| MANAGEMENT ANALYST II     | NON  | 102   | hourly    | 44.39   | 46.61   | 48.94   | 51.39   | 53.96   | 56.66   | 59.50   |
|                           |      |       | bi-weekly | 3,551   | 3,729   | 3,916   | 4,111   | 4,317   | 4,533   | 4,760   |
|                           |      |       | monthly   | 7,695   | 8,080   | 8,484   | 8,908   | 9,354   | 9,822   | 10,313  |
|                           |      |       | annual    | 92,336  | 96,954  | 101,804 | 106,898 | 112,244 | 117,858 | 123,753 |
| MENTAL HEALTH CLINICIAN   | NON  | 117   | hourly    | 51.56   | 54.13   | 56.84   | 59.69   | 62.67   | 65.80   | 69.10   |
|                           |      |       | bi-weekly | 4,124   | 4,331   | 4,547   | 4,775   | 5,014   | 5,264   | 5,528   |
|                           |      |       | monthly   | 8,936   | 9,383   | 9,853   | 10,346  | 10,863  | 11,406  | 11,977  |
|                           |      |       | annual    | 107,235 | 112,599 | 118,231 | 124,146 | 130,355 | 136,873 | 143,720 |
| MULTIMEDIA SPECIALIST I   | NON  | 82    | hourly    | 36.36   | 38.18   | 40.09   | 42.10   | 44.20   | 46.41   | 48.74   |
|                           |      |       | bi-weekly | 2,909   | 3,055   | 3,207   | 3,368   | 3,536   | 3,713   | 3,899   |
|                           |      |       | monthly   | 6,303   | 6,618   | 6,949   | 7,297   | 7,662   | 8,045   | 8,448   |
|                           |      |       | annual    | 75,634  | 79,418  | 83,390  | 87,563  | 91,943  | 96,541  | 101,370 |
| MULTIMEDIA SPECIALIST II  | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                           |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                           |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                           |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |
| NETWORK ENGINEER          | NON  | 115   | hourly    | 50.54   | 53.07   | 55.72   | 58.51   | 61.43   | 64.51   | 67.73   |
|                           |      |       | bi-weekly | 4,043   | 4,245   | 4,458   | 4,681   | 4,915   | 5,161   | 5,419   |
|                           |      |       | monthly   | 8,760   | 9,198   | 9,658   | 10,141  | 10,648  | 11,181  | 11,740  |
|                           |      |       | annual    | 105,118 | 110,376 | 115,897 | 121,695 | 127,781 | 134,173 | 140,883 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                       | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|--------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| OPERATIONS MANAGER                   | NON  | 129   | hourly    | 58.11   | 61.01   | 64.07   | 67.27   | 70.63   | 74.17   | 77.88   |
|                                      |      |       | bi-weekly | 4,649   | 4,881   | 5,125   | 5,382   | 5,651   | 5,933   | 6,230   |
|                                      |      |       | monthly   | 10,072  | 10,576  | 11,105  | 11,660  | 12,243  | 12,856  | 13,499  |
|                                      |      |       | annual    | 120,864 | 126,909 | 133,257 | 139,922 | 146,919 | 154,267 | 161,983 |
| PARALEGAL                            | NON  | 82    | hourly    | 36.36   | 38.18   | 40.09   | 42.10   | 44.20   | 46.41   | 48.74   |
|                                      |      |       | bi-weekly | 2,909   | 3,055   | 3,207   | 3,368   | 3,536   | 3,713   | 3,899   |
|                                      |      |       | monthly   | 6,303   | 6,618   | 6,949   | 7,297   | 7,662   | 8,045   | 8,448   |
|                                      |      |       | annual    | 75,634  | 79,418  | 83,390  | 87,563  | 91,943  | 96,541  | 101,370 |
| PARKING ENFORCEMENT TECHNICIAN       | NON  | 36    | hourly    | 22.97   | 24.12   | 25.32   | 26.59   | 27.92   | 29.32   | 30.79   |
|                                      |      |       | bi-weekly | 1,837   | 1,929   | 2,026   | 2,127   | 2,234   | 2,346   | 2,463   |
|                                      |      |       | monthly   | 3,981   | 4,181   | 4,390   | 4,609   | 4,840   | 5,082   | 5,336   |
|                                      |      |       | annual    | 47,774  | 50,166  | 52,675  | 55,311  | 58,078  | 60,985  | 64,036  |
| PAYROLL COORDINATOR                  | NON  | 87    | hourly    | 38.22   | 40.13   | 42.14   | 44.25   | 46.46   | 48.79   | 51.23   |
|                                      |      |       | bi-weekly | 3,058   | 3,211   | 3,371   | 3,540   | 3,717   | 3,903   | 4,098   |
|                                      |      |       | monthly   | 6,625   | 6,957   | 7,305   | 7,670   | 8,054   | 8,457   | 8,880   |
|                                      |      |       | annual    | 79,503  | 83,480  | 87,656  | 92,041  | 96,645  | 101,480 | 106,556 |
| PAYROLL SPECIALIST                   | NON  | R79   | hourly    | 35.24   | 37.01   | 38.86   | 40.80   | 42.84   | 44.98   | 47.23   |
|                                      |      |       | bi-weekly | 2,819   | 2,960   | 3,109   | 3,264   | 3,427   | 3,599   | 3,779   |
|                                      |      |       | monthly   | 6,109   | 6,414   | 6,735   | 7,072   | 7,426   | 7,797   | 8,187   |
|                                      |      |       | annual    | 73,304  | 76,972  | 80,821  | 84,864  | 89,110  | 93,567  | 98,248  |
| PERMIT PROCESSING COORDINATOR        | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                                      |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                                      |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                                      |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |
| PLANNING MANAGER                     | NON  | 138   | hourly    | 63.56   | 66.74   | 70.08   | 73.58   | 77.26   | 81.13   | 85.18   |
|                                      |      |       | bi-weekly | 5,085   | 5,339   | 5,606   | 5,887   | 6,181   | 6,490   | 6,815   |
|                                      |      |       | monthly   | 11,017  | 11,568  | 12,147  | 12,754  | 13,392  | 14,062  | 14,765  |
|                                      |      |       | annual    | 132,208 | 138,820 | 145,763 | 153,053 | 160,708 | 168,746 | 177,184 |
| POLICE BUDGET AND FINANCE MANAGER    | NON  | 129   | hourly    | 58.11   | 61.01   | 64.07   | 67.27   | 70.63   | 74.17   | 77.88   |
|                                      |      |       | bi-weekly | 4,649   | 4,881   | 5,125   | 5,382   | 5,651   | 5,933   | 6,230   |
|                                      |      |       | monthly   | 10,072  | 10,576  | 11,105  | 11,660  | 12,243  | 12,856  | 13,499  |
|                                      |      |       | annual    | 120,864 | 126,909 | 133,257 | 139,922 | 146,919 | 154,267 | 161,983 |
| POLICE BUDGET AND FINANCE SPECIALIST | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                                      |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                                      |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                                      |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |

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  |
|------------------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| POLICE EQUIPMENT AND SUPPLY TECHNICIAN               | NON  | R45   | hourly    | 25.01   | 26.27   | 27.58   | 28.96   | 30.41   | 31.93   | 33.53   |
|                                                      |      |       | bi-weekly | 2,001   | 2,101   | 2,206   | 2,317   | 2,433   | 2,554   | 2,682   |
|                                                      |      |       | monthly   | 4,336   | 4,553   | 4,781   | 5,020   | 5,271   | 5,535   | 5,812   |
|                                                      |      |       | annual    | 52,031  | 54,635  | 57,367  | 60,238  | 63,253  | 66,416  | 69,740  |
| POLICE OFFICER                                       | POA  | PI    | hourly    | 44.30   | 46.51   | 48.84   | 51.28   | 53.84   | 56.54   | 59.36   |
|                                                      |      |       | bi-weekly | 3,544   | 3,721   | 3,907   | 4,102   | 4,307   | 4,523   | 4,749   |
|                                                      |      |       | monthly   | 7,678   | 8,062   | 8,465   | 8,889   | 9,333   | 9,800   | 10,290  |
|                                                      |      |       | annual    | 92,139  | 96,747  | 101,583 | 106,662 | 111,994 | 117,595 | 123,474 |
| POLICE RECRUIT                                       | NON  | 75    | hourly    | 33.91   | 35.61   | 37.39   | 39.26   | 41.22   | 43.28   | 45.45   |
|                                                      |      |       | bi-weekly | 2,713   | 2,848   | 2,991   | 3,141   | 3,298   | 3,463   | 3,636   |
|                                                      |      |       | monthly   | 5,878   | 6,172   | 6,480   | 6,805   | 7,145   | 7,502   | 7,878   |
|                                                      |      |       | annual    | 70,531  | 74,059  | 77,763  | 81,655  | 85,739  | 90,028  | 94,532  |
| POLICE RECORDS MANAGER                               | NON  | 104   | hourly    | 45.29   | 47.55   | 49.93   | 52.43   | 55.05   | 57.80   | 60.70   |
|                                                      |      |       | bi-weekly | 3,623   | 3,804   | 3,995   | 4,194   | 4,404   | 4,624   | 4,856   |
|                                                      |      |       | monthly   | 7,850   | 8,242   | 8,655   | 9,088   | 9,542   | 10,020  | 10,521  |
|                                                      |      |       | annual    | 94,196  | 98,908  | 103,857 | 109,050 | 114,506 | 120,234 | 126,247 |
| POLICE RECORDS SUPERVISOR                            | NON  | R68   | hourly    | 31.47   | 33.05   | 34.70   | 36.44   | 38.26   | 40.18   | 42.19   |
|                                                      |      |       | bi-weekly | 2,518   | 2,644   | 2,776   | 2,915   | 3,061   | 3,214   | 3,375   |
|                                                      |      |       | monthly   | 5,456   | 5,728   | 6,015   | 6,316   | 6,632   | 6,964   | 7,312   |
|                                                      |      |       | annual    | 65,466  | 68,741  | 72,181  | 75,793  | 79,584  | 83,565  | 87,746  |
| POLICE RECORDS TECHNICIAN I                          | NON  | R43   | 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   | 2,629   |
|                                                      |      |       | monthly   | 4,250   | 4,463   | 4,686   | 4,921   | 5,167   | 5,425   | 5,697   |
|                                                      |      |       | annual    | 51,002  | 53,554  | 56,233  | 59,046  | 62,001  | 65,102  | 68,360  |
| POLICE RECORDS TECHNICIAN II                         | NON  | R53   | hourly    | 27.10   | 28.45   | 29.88   | 31.37   | 32.94   | 34.59   | 36.32   |
|                                                      |      |       | bi-weekly | 2,168   | 2,276   | 2,390   | 2,510   | 2,635   | 2,767   | 2,905   |
|                                                      |      |       | monthly   | 4,697   | 4,932   | 5,178   | 5,437   | 5,710   | 5,995   | 6,295   |
|                                                      |      |       | annual    | 56,359  | 59,180  | 62,141  | 65,249  | 68,514  | 71,942  | 75,542  |
| POLICE SERGEANT                                      | POA  | PJ    | hourly    | 55.12   | 57.88   | 60.77   | 63.81   | 67.00   | 70.35   | 73.87   |
|                                                      |      |       | bi-weekly | 4,410   | 4,630   | 4,862   | 5,105   | 5,360   | 5,628   | 5,909   |
|                                                      |      |       | monthly   | 9,554   | 10,032  | 10,533  | 11,060  | 11,613  | 12,194  | 12,804  |
|                                                      |      |       | annual    | 114,650 | 120,382 | 126,400 | 132,720 | 139,357 | 146,325 | 153,642 |
| POLICE SERVICES TECHNICIAN (BACKGROUND INVESTIGATOR) |      | PI    | hourly    | 48.84   |         |         |         |         |         |         |
| POLICE VOLUNTEER COORDINATOR                         | NON  | 85    | hourly    | 37.47   | 39.34   | 41.31   | 43.38   | 45.55   | 47.82   | 50.22   |
|                                                      |      |       | bi-weekly | 2,997   | 3,147   | 3,305   | 3,470   | 3,644   | 3,826   | 4,017   |
|                                                      |      |       | monthly   | 6,494   | 6,819   | 7,160   | 7,519   | 7,895   | 8,290   | 8,704   |
|                                                      |      |       | annual    | 77,932  | 81,831  | 85,924  | 90,222  | 94,736  | 99,475  | 104,452 |

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| CLASSIFICATION                            | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| PROJECT MANAGER                           | NON  | 114   | hourly    | 50.04   | 52.54   | 55.17   | 57.93   | 60.82   | 63.87   | 67.06   |
|                                           |      |       | bi-weekly | 4,003   | 4,203   | 4,413   | 4,634   | 4,866   | 5,109   | 5,365   |
|                                           |      |       | monthly   | 8,673   | 9,107   | 9,562   | 10,041  | 10,543  | 11,070  | 11,624  |
|                                           |      |       | annual    | 104,075 | 109,280 | 114,747 | 120,486 | 126,513 | 132,842 | 139,485 |
| PROPERTY AND EVIDENCE MANAGER             | NON  | R99   | hourly    | 42.89   | 45.03   | 47.28   | 49.65   | 52.13   | 54.74   | 57.48   |
|                                           |      |       | bi-weekly | 3,431   | 3,602   | 3,783   | 3,972   | 4,171   | 4,379   | 4,598   |
|                                           |      |       | monthly   | 7,433   | 7,805   | 8,196   | 8,606   | 9,036   | 9,488   | 9,963   |
|                                           |      |       | annual    | 89,201  | 93,663  | 98,348  | 103,267 | 108,434 | 113,857 | 119,552 |
| PROPERTY AND EVIDENCE TECHNICIAN I        | NON  | R57   | hourly    | 28.20   | 29.61   | 31.09   | 32.65   | 34.28   | 36.00   | 37.80   |
|                                           |      |       | bi-weekly | 2,256   | 2,369   | 2,487   | 2,612   | 2,743   | 2,880   | 3,024   |
|                                           |      |       | monthly   | 4,888   | 5,133   | 5,389   | 5,659   | 5,942   | 6,240   | 6,552   |
|                                           |      |       | annual    | 58,657  | 61,592  | 64,673  | 67,909  | 71,307  | 74,874  | 78,619  |
| PROPERTY AND EVIDENCE TECHNICIAN II       | NON  | R67   | hourly    | 31.16   | 32.72   | 34.36   | 36.08   | 37.88   | 39.78   | 41.77   |
|                                           |      |       | bi-weekly | 2,493   | 2,618   | 2,749   | 2,886   | 3,031   | 3,182   | 3,341   |
|                                           |      |       | monthly   | 5,401   | 5,672   | 5,955   | 6,253   | 6,566   | 6,895   | 7,240   |
|                                           |      |       | annual    | 64,816  | 68,059  | 71,464  | 75,040  | 78,793  | 82,736  | 86,875  |
| PUBLIC AFFAIRS AND COMMUNICATIONS MANAGER | NON  | 132   | hourly    | 59.87   | 62.87   | 66.01   | 69.31   | 72.78   | 76.42   | 80.24   |
|                                           |      |       | bi-weekly | 4,790   | 5,029   | 5,281   | 5,545   | 5,822   | 6,114   | 6,419   |
|                                           |      |       | monthly   | 10,378  | 10,897  | 11,442  | 12,014  | 12,615  | 13,246  | 13,908  |
|                                           |      |       | annual    | 124,533 | 130,761 | 137,302 | 144,169 | 151,380 | 158,951 | 166,900 |
| PUBLIC SAFETY COMMUNICATIONS MANAGER      | NON  | 124   | hourly    | 55.28   | 58.05   | 60.95   | 64.00   | 67.20   | 70.56   | 74.09   |
|                                           |      |       | bi-weekly | 4,423   | 4,644   | 4,876   | 5,120   | 5,376   | 5,645   | 5,927   |
|                                           |      |       | monthly   | 9,582   | 10,062  | 10,565  | 11,093  | 11,648  | 12,231  | 12,842  |
|                                           |      |       | annual    | 114,987 | 120,738 | 126,778 | 133,119 | 139,776 | 146,768 | 154,107 |
| PUBLIC WORKS DIRECTOR                     | NON  | 174   | hourly    | 90.99   | 95.54   | 100.32  | 105.33  | 110.60  | 116.13  | 121.94  |
|                                           |      |       | bi-weekly | 7,279   | 7,643   | 8,025   | 8,427   | 8,848   | 9,291   | 9,755   |
|                                           |      |       | monthly   | 15,771  | 16,560  | 17,388  | 18,258  | 19,171  | 20,129  | 21,136  |
|                                           |      |       | annual    | 189,253 | 198,718 | 208,658 | 219,091 | 230,049 | 241,553 | 253,633 |
| PUBLIC WORKS INSPECTOR I                  | NON  | 78    | hourly    | 34.94   | 36.69   | 38.52   | 40.45   | 42.47   | 44.60   | 46.83   |
|                                           |      |       | bi-weekly | 2,795   | 2,935   | 3,082   | 3,236   | 3,398   | 3,568   | 3,746   |
|                                           |      |       | monthly   | 6,056   | 6,359   | 6,677   | 7,011   | 7,362   | 7,730   | 8,117   |
|                                           |      |       | annual    | 72,673  | 76,310  | 80,127  | 84,137  | 88,345  | 92,764  | 97,404  |
| PUBLIC WORKS INSPECTOR II                 | NON  | 88    | hourly    | 38.61   | 40.54   | 42.56   | 44.69   | 46.93   | 49.28   | 51.74   |
|                                           |      |       | bi-weekly | 3,088   | 3,243   | 3,405   | 3,576   | 3,754   | 3,942   | 4,139   |
|                                           |      |       | monthly   | 6,692   | 7,027   | 7,378   | 7,747   | 8,135   | 8,541   | 8,969   |
|                                           |      |       | annual    | 80,300  | 84,318  | 88,535  | 92,964  | 97,614  | 102,497 | 107,625 |

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| CLASSIFICATION                          | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-----------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| PURCHASING PROGRAM MANAGER              | NON  | 129   | hourly    | 58.11   | 61.01   | 64.07   | 67.27   | 70.63   | 74.17   | 77.88   |
|                                         |      |       | bi-weekly | 4,649   | 4,881   | 5,125   | 5,382   | 5,651   | 5,933   | 6,230   |
|                                         |      |       | monthly   | 10,072  | 10,576  | 11,105  | 11,660  | 12,243  | 12,856  | 13,499  |
|                                         |      |       | annual    | 120,864 | 126,909 | 133,257 | 139,922 | 146,919 | 154,267 | 161,983 |
| PURCHASING SPECIALIST                   | NON  | 71    | hourly    | 32.58   | 34.21   | 35.92   | 37.72   | 39.61   | 41.59   | 43.67   |
|                                         |      |       | bi-weekly | 2,607   | 2,737   | 2,874   | 3,018   | 3,169   | 3,327   | 3,494   |
|                                         |      |       | monthly   | 5,647   | 5,930   | 6,227   | 6,538   | 6,865   | 7,209   | 7,569   |
|                                         |      |       | annual    | 67,769  | 71,159  | 74,719  | 78,457  | 82,383  | 86,505  | 90,832  |
| REAL ESTATE PROGRAM MANAGER             | NON  | 123   | hourly    | 54.73   | 57.47   | 60.35   | 63.36   | 66.53   | 69.86   | 73.36   |
|                                         |      |       | bi-weekly | 4,379   | 4,598   | 4,828   | 5,069   | 5,323   | 5,589   | 5,868   |
|                                         |      |       | monthly   | 9,487   | 9,962   | 10,460  | 10,983  | 11,533  | 12,109  | 12,715  |
|                                         |      |       | annual    | 113,846 | 119,540 | 125,520 | 131,797 | 138,390 | 145,312 | 152,579 |
| REAL-TIME INFORMATION CENTER ANALYST I  | NON  | 92    | hourly    | 40.18   | 42.19   | 44.30   | 46.51   | 48.84   | 51.28   | 53.85   |
|                                         |      |       | bi-weekly | 3,214   | 3,375   | 3,544   | 3,721   | 3,907   | 4,103   | 4,308   |
|                                         |      |       | monthly   | 6,964   | 7,313   | 7,678   | 8,062   | 8,466   | 8,889   | 9,334   |
|                                         |      |       | annual    | 83,570  | 87,750  | 92,140  | 96,749  | 101,588 | 106,670 | 112,006 |
| REAL-TIME INFORMATION CENTER ANALYST II | NON  | 102   | hourly    | 44.39   | 46.61   | 48.94   | 51.39   | 53.96   | 56.66   | 59.50   |
|                                         |      |       | bi-weekly | 3,551   | 3,729   | 3,916   | 4,111   | 4,317   | 4,533   | 4,760   |
|                                         |      |       | monthly   | 7,695   | 8,080   | 8,484   | 8,908   | 9,354   | 9,822   | 10,313  |
|                                         |      |       | annual    | 92,336  | 96,954  | 101,804 | 106,898 | 112,244 | 117,858 | 123,753 |
| REAL-TIME INFORMATION CENTER MANAGER    | NON  | 124   | hourly    | 55.28   | 58.05   | 60.95   | 64.00   | 67.20   | 70.56   | 74.09   |
|                                         |      |       | bi-weekly | 4,423   | 4,644   | 4,876   | 5,120   | 5,376   | 5,645   | 5,927   |
|                                         |      |       | monthly   | 9,582   | 10,062  | 10,565  | 11,093  | 11,648  | 12,231  | 12,842  |
|                                         |      |       | annual    | 114,987 | 120,738 | 126,778 | 133,119 | 139,776 | 146,768 | 154,107 |
| REAL-TIME INFORMATION CENTER OPERATOR   | NON  | 61    | hourly    | 29.49   | 30.96   | 32.51   | 34.14   | 35.84   | 37.64   | 39.52   |
|                                         |      |       | bi-weekly | 2,359   | 2,477   | 2,601   | 2,731   | 2,868   | 3,011   | 3,162   |
|                                         |      |       | monthly   | 5,111   | 5,366   | 5,635   | 5,917   | 6,213   | 6,524   | 6,850   |
|                                         |      |       | annual    | 61,329  | 64,397  | 67,619  | 71,004  | 74,555  | 78,286  | 82,201  |
| REAL-TIME INFORMATION CENTER SPECIALIST | NON  | 81    | hourly    | 36.00   | 37.80   | 39.69   | 41.68   | 43.76   | 45.95   | 48.25   |
|                                         |      |       | bi-weekly | 2,880   | 3,024   | 3,175   | 3,334   | 3,501   | 3,676   | 3,860   |
|                                         |      |       | monthly   | 6,240   | 6,552   | 6,880   | 7,224   | 7,586   | 7,965   | 8,364   |
|                                         |      |       | annual    | 74,884  | 78,628  | 82,562  | 86,693  | 91,030  | 95,583  | 100,364 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                          | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-----------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| REAL-TIME INFORMATION CENTER SUPERVISOR | NON  | 112   | hourly    | 49.05   | 51.50   | 54.08   | 56.78   | 59.62   | 62.60   | 65.74   |
|                                         |      |       | bi-weekly | 3,924   | 4,120   | 4,326   | 4,543   | 4,770   | 5,008   | 5,259   |
|                                         |      |       | monthly   | 8,502   | 8,927   | 9,374   | 9,842   | 10,335  | 10,852  | 11,394  |
|                                         |      |       | annual    | 102,020 | 107,123 | 112,482 | 118,108 | 124,015 | 130,218 | 136,731 |
| RECEPTIONIST                            | NON  | 32    | hourly    | 22.07   | 23.17   | 24.33   | 25.55   | 26.83   | 28.17   | 29.58   |
|                                         |      |       | bi-weekly | 1,765   | 1,854   | 1,947   | 2,044   | 2,146   | 2,254   | 2,366   |
|                                         |      |       | monthly   | 3,825   | 4,017   | 4,218   | 4,429   | 4,650   | 4,883   | 5,127   |
|                                         |      |       | annual    | 45,901  | 48,198  | 50,610  | 53,143  | 55,803  | 58,594  | 61,526  |
| RECYCLING AND WASTE MANAGER             | NON  | 132   | hourly    | 59.87   | 62.87   | 66.01   | 69.31   | 72.78   | 76.42   | 80.24   |
|                                         |      |       | bi-weekly | 4,790   | 5,029   | 5,281   | 5,545   | 5,822   | 6,114   | 6,419   |
|                                         |      |       | monthly   | 10,378  | 10,897  | 11,442  | 12,014  | 12,615  | 13,246  | 13,908  |
|                                         |      |       | annual    | 124,533 | 130,761 | 137,302 | 144,169 | 151,380 | 158,951 | 166,900 |
| RECYCLING AND WASTE SPECIALIST          | NON  | 85    | hourly    | 37.47   | 39.34   | 41.31   | 43.38   | 45.55   | 47.82   | 50.22   |
|                                         |      |       | bi-weekly | 2,997   | 3,147   | 3,305   | 3,470   | 3,644   | 3,826   | 4,017   |
|                                         |      |       | monthly   | 6,494   | 6,819   | 7,160   | 7,519   | 7,895   | 8,290   | 8,704   |
|                                         |      |       | annual    | 77,932  | 81,831  | 85,924  | 90,222  | 94,736  | 99,475  | 104,452 |
| RED LIGHT ENFORCEMENT TECHNICIAN        | NON  | R43   | 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   | 2,629   |
|                                         |      |       | monthly   | 4,250   | 4,463   | 4,686   | 4,921   | 5,167   | 5,425   | 5,697   |
|                                         |      |       | annual    | 51,002  | 53,554  | 56,233  | 59,046  | 62,001  | 65,102  | 68,360  |
| REGISTERED VETERINARY TECHNICIAN        | NON  | 61    | hourly    | 29.49   | 30.96   | 32.51   | 34.14   | 35.84   | 37.64   | 39.52   |
|                                         |      |       | bi-weekly | 2,359   | 2,477   | 2,601   | 2,731   | 2,868   | 3,011   | 3,162   |
|                                         |      |       | monthly   | 5,111   | 5,366   | 5,635   | 5,917   | 6,213   | 6,524   | 6,850   |
|                                         |      |       | annual    | 61,329  | 64,397  | 67,619  | 71,004  | 74,555  | 78,286  | 82,201  |
| RISK MANAGEMENT SPECIALIST I            | NON  | 63    | hourly    | 30.08   | 31.59   | 33.17   | 34.82   | 36.57   | 38.40   | 40.32   |
|                                         |      |       | bi-weekly | 2,406   | 2,527   | 2,653   | 2,786   | 2,925   | 3,072   | 3,225   |
|                                         |      |       | monthly   | 5,214   | 5,475   | 5,749   | 6,036   | 6,338   | 6,655   | 6,988   |
|                                         |      |       | annual    | 62,567  | 65,697  | 68,985  | 72,435  | 76,060  | 79,864  | 83,860  |
| RISK MANAGEMENT SPECIALIST II           | NON  | 73    | hourly    | 33.24   | 34.90   | 36.65   | 38.48   | 40.41   | 42.43   | 44.55   |
|                                         |      |       | bi-weekly | 2,659   | 2,792   | 2,932   | 3,078   | 3,233   | 3,394   | 3,564   |
|                                         |      |       | monthly   | 5,761   | 6,050   | 6,352   | 6,670   | 7,004   | 7,354   | 7,722   |
|                                         |      |       | annual    | 69,136  | 72,594  | 76,226  | 80,040  | 84,045  | 88,248  | 92,663  |
| RISK PROGRAM MANAGER                    | NON  | 136   | hourly    | 62.31   | 65.42   | 68.70   | 72.13   | 75.74   | 79.53   | 83.50   |
|                                         |      |       | bi-weekly | 4,985   | 5,234   | 5,496   | 5,771   | 6,059   | 6,362   | 6,680   |
|                                         |      |       | monthly   | 10,800  | 11,340  | 11,907  | 12,503  | 13,128  | 13,785  | 14,474  |
|                                         |      |       | annual    | 129,598 | 136,080 | 142,886 | 150,033 | 157,537 | 165,415 | 173,688 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                      | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| SR. ACCOUNTANT                      | NON  | 106   | hourly    | 46.20   | 48.51   | 50.94   | 53.48   | 56.16   | 58.97   | 61.92   |
|                                     |      |       | bi-weekly | 3,696   | 3,881   | 4,075   | 4,279   | 4,493   | 4,718   | 4,953   |
|                                     |      |       | monthly   | 8,008   | 8,408   | 8,829   | 9,271   | 9,734   | 10,221  | 10,733  |
|                                     |      |       | annual    | 96,094  | 100,901 | 105,949 | 111,247 | 116,813 | 122,655 | 128,790 |
| SR. ACCOUNTING TECHNICIAN           | NON  | 76    | hourly    | 34.25   | 35.96   | 37.76   | 39.65   | 41.63   | 43.72   | 45.90   |
|                                     |      |       | bi-weekly | 2,740   | 2,877   | 3,021   | 3,172   | 3,331   | 3,497   | 3,672   |
|                                     |      |       | monthly   | 5,936   | 6,234   | 6,545   | 6,873   | 7,217   | 7,578   | 7,957   |
|                                     |      |       | annual    | 71,237  | 74,802  | 78,544  | 82,472  | 86,599  | 90,930  | 95,480  |
| SR. ADMINISTRATIVE ASSISTANT        | NON  | 75    | hourly    | 33.91   | 35.61   | 37.39   | 39.26   | 41.22   | 43.28   | 45.45   |
|                                     |      |       | bi-weekly | 2,713   | 2,848   | 2,991   | 3,141   | 3,298   | 3,463   | 3,636   |
|                                     |      |       | monthly   | 5,878   | 6,172   | 6,480   | 6,805   | 7,145   | 7,502   | 7,878   |
|                                     |      |       | annual    | 70,531  | 74,059  | 77,763  | 81,655  | 85,739  | 90,028  | 94,532  |
| SR. ANIMAL CARE TECHNICIAN          | NON  | 53    | hourly    | 27.22   | 28.58   | 30.01   | 31.52   | 33.09   | 34.75   | 36.49   |
|                                     |      |       | bi-weekly | 2,178   | 2,287   | 2,401   | 2,521   | 2,647   | 2,780   | 2,919   |
|                                     |      |       | monthly   | 4,718   | 4,954   | 5,202   | 5,463   | 5,736   | 6,023   | 6,324   |
|                                     |      |       | annual    | 56,620  | 59,453  | 62,428  | 65,552  | 68,831  | 72,275  | 75,891  |
| SR. ANIMAL SERVICES OFFICER         | POA  | PC    | hourly    | 30.36   | 31.88   | 33.47   | 35.14   | 36.90   | 38.75   | 40.68   |
|                                     |      |       | bi-weekly | 2,429   | 2,550   | 2,678   | 2,811   | 2,952   | 3,100   | 3,255   |
|                                     |      |       | monthly   | 5,262   | 5,525   | 5,802   | 6,092   | 6,396   | 6,716   | 7,052   |
|                                     |      |       | annual    | 63,147  | 66,304  | 69,620  | 73,098  | 76,754  | 80,592  | 84,622  |
| SR. CIVIL ENGINEER                  | NON  | 134   | hourly    | 61.08   | 64.13   | 67.34   | 70.71   | 74.24   | 77.96   | 81.86   |
|                                     |      |       | bi-weekly | 4,886   | 5,131   | 5,387   | 5,657   | 5,940   | 6,237   | 6,548   |
|                                     |      |       | monthly   | 10,587  | 11,116  | 11,672  | 12,256  | 12,869  | 13,513  | 14,188  |
|                                     |      |       | annual    | 127,040 | 133,394 | 140,066 | 147,071 | 154,428 | 162,151 | 170,260 |
| SR. CODE ENFORCEMENT OFFICER        | NON  | 93    | hourly    | 40.58   | 42.61   | 44.74   | 46.98   | 49.33   | 51.80   | 54.39   |
|                                     |      |       | bi-weekly | 3,247   | 3,409   | 3,579   | 3,758   | 3,946   | 4,144   | 4,351   |
|                                     |      |       | monthly   | 7,034   | 7,386   | 7,755   | 8,143   | 8,551   | 8,978   | 9,427   |
|                                     |      |       | annual    | 84,409  | 88,631  | 93,063  | 97,719  | 102,607 | 107,740 | 113,129 |
| SR. CUSTOMER SERVICE REPRESENTATIVE | NON  | 62    | hourly    | 29.78   | 31.27   | 32.84   | 34.48   | 36.20   | 38.01   | 39.92   |
|                                     |      |       | bi-weekly | 2,382   | 2,502   | 2,627   | 2,758   | 2,896   | 3,041   | 3,193   |
|                                     |      |       | monthly   | 5,162   | 5,420   | 5,692   | 5,976   | 6,275   | 6,589   | 6,919   |
|                                     |      |       | annual    | 61,944  | 65,045  | 68,298  | 71,716  | 75,304  | 79,071  | 83,026  |
| SR. DEPUTY CITY ATTORNEY            | NON  | 162   | hourly    | 80.73   | 84.77   | 89.01   | 93.46   | 98.14   | 103.05  | 108.20  |
|                                     |      |       | bi-weekly | 6,459   | 6,782   | 7,121   | 7,477   | 7,851   | 8,244   | 8,656   |
|                                     |      |       | monthly   | 13,994  | 14,694  | 15,429  | 16,201  | 17,011  | 17,861  | 18,755  |
|                                     |      |       | annual    | 167,928 | 176,326 | 185,145 | 194,406 | 204,127 | 214,336 | 225,055 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                     | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| SR. ECONOMIC DEVELOPMENT ANALYST   | NON  | 117   | hourly    | 51.56   | 54.13   | 56.84   | 59.69   | 62.67   | 65.80   | 69.10   |
|                                    |      |       | bi-weekly | 4,124   | 4,331   | 4,547   | 4,775   | 5,014   | 5,264   | 5,528   |
|                                    |      |       | monthly   | 8,936   | 9,383   | 9,853   | 10,346  | 10,863  | 11,406  | 11,977  |
|                                    |      |       | annual    | 107,235 | 112,599 | 118,231 | 124,146 | 130,355 | 136,873 | 143,720 |
| SR. ENGINEERING TECHNICIAN         | NON  | R94   | hourly    | 40.71   | 42.75   | 44.89   | 47.13   | 49.49   | 51.97   | 54.57   |
|                                    |      |       | bi-weekly | 3,257   | 3,420   | 3,591   | 3,771   | 3,959   | 4,157   | 4,365   |
|                                    |      |       | monthly   | 7,057   | 7,410   | 7,781   | 8,170   | 8,579   | 9,008   | 9,458   |
|                                    |      |       | annual    | 84,683  | 88,919  | 93,367  | 98,038  | 102,942 | 108,092 | 113,498 |
| SR. FINANCE AND BUDGET ANALYST     | NON  | 117   | hourly    | 51.56   | 54.13   | 56.84   | 59.69   | 62.67   | 65.80   | 69.10   |
|                                    |      |       | bi-weekly | 4,124   | 4,331   | 4,547   | 4,775   | 5,014   | 5,264   | 5,528   |
|                                    |      |       | monthly   | 8,936   | 9,383   | 9,853   | 10,346  | 10,863  | 11,406  | 11,977  |
|                                    |      |       | annual    | 107,235 | 112,599 | 118,231 | 124,146 | 130,355 | 136,873 | 143,720 |
| SR. GIS ANALYST                    | NON  | 110   | hourly    | 48.08   | 50.48   | 53.01   | 55.66   | 58.45   | 61.37   | 64.44   |
|                                    |      |       | bi-weekly | 3,846   | 4,039   | 4,241   | 4,453   | 4,676   | 4,910   | 5,155   |
|                                    |      |       | monthly   | 8,334   | 8,751   | 9,188   | 9,648   | 10,131  | 10,637  | 11,169  |
|                                    |      |       | annual    | 100,006 | 105,008 | 110,260 | 115,775 | 121,566 | 127,647 | 134,031 |
| SR. HUMAN RESOURCES ANALYST        | NON  | 117   | hourly    | 51.56   | 54.13   | 56.84   | 59.69   | 62.67   | 65.80   | 69.10   |
|                                    |      |       | bi-weekly | 4,124   | 4,331   | 4,547   | 4,775   | 5,014   | 5,264   | 5,528   |
|                                    |      |       | monthly   | 8,936   | 9,383   | 9,853   | 10,346  | 10,863  | 11,406  | 11,977  |
|                                    |      |       | annual    | 107,235 | 112,599 | 118,231 | 124,146 | 130,355 | 136,873 | 143,720 |
| SR. INFORMATION SECURITY ENGINEER  | NON  | 128   | hourly    | 57.53   | 60.41   | 63.43   | 66.60   | 69.93   | 73.43   | 77.10   |
|                                    |      |       | bi-weekly | 4,602   | 4,833   | 5,074   | 5,328   | 5,595   | 5,875   | 6,168   |
|                                    |      |       | monthly   | 9,972   | 10,471  | 10,995  | 11,544  | 12,122  | 12,728  | 13,365  |
|                                    |      |       | annual    | 119,664 | 125,649 | 131,935 | 138,533 | 145,463 | 152,738 | 160,377 |
| SR. INFORMATION TECHNOLOGY ANALYST | NON  | 112   | hourly    | 49.05   | 51.50   | 54.08   | 56.78   | 59.62   | 62.60   | 65.74   |
|                                    |      |       | bi-weekly | 3,924   | 4,120   | 4,326   | 4,543   | 4,770   | 5,008   | 5,259   |
|                                    |      |       | monthly   | 8,502   | 8,927   | 9,374   | 9,842   | 10,335  | 10,852  | 11,394  |
|                                    |      |       | annual    | 102,020 | 107,123 | 112,482 | 118,108 | 124,015 | 130,218 | 136,731 |
| SR. MAINTENANCE TECHNICIAN         | NON  | 77    | hourly    | 34.59   | 36.32   | 38.14   | 40.05   | 42.05   | 44.16   | 46.36   |
|                                    |      |       | bi-weekly | 2,767   | 2,906   | 3,051   | 3,204   | 3,364   | 3,532   | 3,709   |
|                                    |      |       | monthly   | 5,996   | 6,296   | 6,611   | 6,942   | 7,289   | 7,654   | 8,036   |
|                                    |      |       | annual    | 71,952  | 75,551  | 79,332  | 83,299  | 87,467  | 91,843  | 96,437  |
| SR. MANAGEMENT ANALYST             | NON  | 117   | hourly    | 51.56   | 54.13   | 56.84   | 59.69   | 62.67   | 65.80   | 69.10   |
|                                    |      |       | bi-weekly | 4,124   | 4,331   | 4,547   | 4,775   | 5,014   | 5,264   | 5,528   |
|                                    |      |       | monthly   | 8,936   | 9,383   | 9,853   | 10,346  | 10,863  | 11,406  | 11,977  |
|                                    |      |       | annual    | 107,235 | 112,599 | 118,231 | 124,146 | 130,355 | 136,873 | 143,720 |

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EFFECTIVE: 7/12/2026

| CLASSIFICATION                                 | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|------------------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| SR. MULTIMEDIA SPECIALIST                      | NON  | 107   | hourly    | 46.66   | 49.00   | 51.45   | 54.02   | 56.72   | 59.56   | 62.54   |
|                                                |      |       | bi-weekly | 3,733   | 3,920   | 4,116   | 4,322   | 4,538   | 4,765   | 5,003   |
|                                                |      |       | monthly   | 8,088   | 8,493   | 8,918   | 9,364   | 9,832   | 10,324  | 10,840  |
|                                                |      |       | annual    | 97,059  | 101,913 | 107,011 | 112,363 | 117,983 | 123,884 | 130,081 |
| SR. PLANNER                                    | NON  | 112   | hourly    | 49.05   | 51.50   | 54.08   | 56.78   | 59.62   | 62.60   | 65.74   |
|                                                |      |       | bi-weekly | 3,924   | 4,120   | 4,326   | 4,543   | 4,770   | 5,008   | 5,259   |
|                                                |      |       | monthly   | 8,502   | 8,927   | 9,374   | 9,842   | 10,335  | 10,852  | 11,394  |
|                                                |      |       | annual    | 102,020 | 107,123 | 112,482 | 118,108 | 124,015 | 130,218 | 136,731 |
| STREET MAINTENANCE SUPERVISOR                  | NON  | 103   | hourly    | 44.84   | 47.08   | 49.44   | 51.91   | 54.50   | 57.23   | 60.09   |
|                                                |      |       | bi-weekly | 3,587   | 3,766   | 3,955   | 4,153   | 4,360   | 4,578   | 4,807   |
|                                                |      |       | monthly   | 7,772   | 8,161   | 8,569   | 8,997   | 9,447   | 9,920   | 10,416  |
|                                                |      |       | annual    | 93,261  | 97,927  | 102,826 | 107,969 | 113,369 | 119,040 | 124,994 |
| STREET SWEEPER OPERATOR                        | NON  | 73    | hourly    | 33.24   | 34.90   | 36.65   | 38.48   | 40.41   | 42.43   | 44.55   |
|                                                |      |       | bi-weekly | 2,659   | 2,792   | 2,932   | 3,078   | 3,233   | 3,394   | 3,564   |
|                                                |      |       | monthly   | 5,761   | 6,050   | 6,352   | 6,670   | 7,004   | 7,354   | 7,722   |
|                                                |      |       | annual    | 69,136  | 72,594  | 76,226  | 80,040  | 84,045  | 88,248  | 92,663  |
| SUPERVISING CONSTRUCTION INSPECTOR             | NON  | 102   | hourly    | 44.39   | 46.61   | 48.94   | 51.39   | 53.96   | 56.66   | 59.50   |
|                                                |      |       | bi-weekly | 3,551   | 3,729   | 3,916   | 4,111   | 4,317   | 4,533   | 4,760   |
|                                                |      |       | monthly   | 7,695   | 8,080   | 8,484   | 8,908   | 9,354   | 9,822   | 10,313  |
|                                                |      |       | annual    | 92,336  | 96,954  | 101,804 | 106,898 | 112,244 | 117,858 | 123,753 |
| SUPERVISING FORENSIC INVESTIGATOR              | POA  | PR    | hourly    | 47.78   | 50.17   | 52.68   | 55.31   | 58.08   | 60.99   | 64.03   |
|                                                |      |       | bi-weekly | 3,823   | 4,014   | 4,215   | 4,425   | 4,647   | 4,879   | 5,123   |
|                                                |      |       | monthly   | 8,283   | 8,697   | 9,132   | 9,588   | 10,067  | 10,571  | 11,099  |
|                                                |      |       | annual    | 99,391  | 104,360 | 109,578 | 115,055 | 120,809 | 126,849 | 133,191 |
| SUSTAINABILITY PROGRAM MANAGER                 | NON  | 122   | hourly    | 54.19   | 56.90   | 59.75   | 62.74   | 65.87   | 69.17   | 72.63   |
|                                                |      |       | bi-weekly | 4,335   | 4,552   | 4,780   | 5,019   | 5,270   | 5,534   | 5,810   |
|                                                |      |       | monthly   | 9,393   | 9,863   | 10,356  | 10,874  | 11,418  | 11,989  | 12,589  |
|                                                |      |       | annual    | 112,717 | 118,355 | 124,275 | 130,490 | 137,018 | 143,871 | 151,066 |
| STUDENT INTERN                                 |      | 10    | hourly    | 17.71   | 18.59   | 19.53   | 20.50   | 21.53   | 22.61   | 23.74   |
| TRAFFIC CONTROL AND STREET LIGHTING SUPERVISOR | NON  | 106   | hourly    | 46.20   | 48.51   | 50.94   | 53.48   | 56.16   | 58.97   | 61.92   |
|                                                |      |       | bi-weekly | 3,696   | 3,881   | 4,075   | 4,279   | 4,493   | 4,718   | 4,953   |
|                                                |      |       | monthly   | 8,008   | 8,408   | 8,829   | 9,271   | 9,734   | 10,221  | 10,733  |
|                                                |      |       | annual    | 96,094  | 100,901 | 105,949 | 111,247 | 116,813 | 122,655 | 128,790 |
| TRAFFIC SIGNAL TECHNICIAN I                    | NON  | 81    | hourly    | 36.00   | 37.80   | 39.69   | 41.68   | 43.76   | 45.95   | 48.25   |
|                                                |      |       | bi-weekly | 2,880   | 3,024   | 3,175   | 3,334   | 3,501   | 3,676   | 3,860   |
|                                                |      |       | monthly   | 6,240   | 6,552   | 6,880   | 7,224   | 7,586   | 7,965   | 8,364   |
|                                                |      |       | annual    | 74,884  | 78,628  | 82,562  | 86,693  | 91,030  | 95,583  | 100,364 |

CITY OF ELK GROVE - SALARY SCHEDULE  
ALL CLASSES

EFFECTIVE: 7/12/2026

| CLASSIFICATION                          | UNIT | GRADE |           | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  |
|-----------------------------------------|------|-------|-----------|---------|---------|---------|---------|---------|---------|---------|
| TRAFFIC SIGNAL TECHNICIAN II            | NON  | 91    | hourly    | 39.78   | 41.77   | 43.86   | 46.05   | 48.36   | 50.77   | 53.31   |
|                                         |      |       | bi-weekly | 3,182   | 3,341   | 3,509   | 3,684   | 3,868   | 4,062   | 4,265   |
|                                         |      |       | monthly   | 6,895   | 7,240   | 7,602   | 7,983   | 8,382   | 8,801   | 9,241   |
|                                         |      |       | annual    | 82,740  | 86,878  | 91,225  | 95,790  | 100,580 | 105,611 | 110,895 |
| TRANSPORTATION PLANNING PROGRAM MANAGER | NON  | 122   | hourly    | 54.19   | 56.90   | 59.75   | 62.74   | 65.87   | 69.17   | 72.63   |
|                                         |      |       | bi-weekly | 4,335   | 4,552   | 4,780   | 5,019   | 5,270   | 5,534   | 5,810   |
|                                         |      |       | monthly   | 9,393   | 9,863   | 10,356  | 10,874  | 11,418  | 11,989  | 12,589  |
|                                         |      |       | annual    | 112,717 | 118,355 | 124,275 | 130,490 | 137,018 | 143,871 | 151,066 |
| TREE AND OPEN SPACE COORDINATOR         | NON  | 97    | hourly    | 42.23   | 44.35   | 46.56   | 48.89   | 51.34   | 53.91   | 56.60   |
|                                         |      |       | bi-weekly | 3,379   | 3,548   | 3,725   | 3,911   | 4,107   | 4,313   | 4,528   |
|                                         |      |       | monthly   | 7,320   | 7,687   | 8,071   | 8,475   | 8,899   | 9,344   | 9,811   |
|                                         |      |       | annual    | 87,844  | 92,238  | 96,853  | 101,698 | 106,785 | 112,126 | 117,734 |
| UTILITIES LOCATOR                       | NON  | 82    | hourly    | 36.36   | 38.18   | 40.09   | 42.10   | 44.20   | 46.41   | 48.74   |
|                                         |      |       | bi-weekly | 2,909   | 3,055   | 3,207   | 3,368   | 3,536   | 3,713   | 3,899   |
|                                         |      |       | monthly   | 6,303   | 6,618   | 6,949   | 7,297   | 7,662   | 8,045   | 8,448   |
|                                         |      |       | annual    | 75,634  | 79,418  | 83,390  | 87,563  | 91,943  | 96,541  | 101,370 |
| VETERINARIAN                            | NON  | 145   | hourly    | 68.15   | 71.56   | 75.14   | 78.90   | 82.85   | 86.99   | 91.34   |
|                                         |      |       | bi-weekly | 5,452   | 5,725   | 6,011   | 6,312   | 6,628   | 6,959   | 7,307   |
|                                         |      |       | monthly   | 11,813  | 12,404  | 13,025  | 13,676  | 14,360  | 15,078  | 15,832  |
|                                         |      |       | annual    | 141,759 | 148,850 | 156,296 | 164,112 | 172,320 | 180,937 | 189,987 |
| VETERINARY ASSISTANT                    | NON  | 39    | hourly    | 23.67   | 24.85   | 26.10   | 27.40   | 28.77   | 30.21   | 31.72   |
|                                         |      |       | bi-weekly | 1,893   | 1,988   | 2,088   | 2,192   | 2,302   | 2,417   | 2,538   |
|                                         |      |       | monthly   | 4,102   | 4,308   | 4,523   | 4,750   | 4,987   | 5,237   | 5,499   |
|                                         |      |       | annual    | 49,228  | 51,690  | 54,278  | 56,994  | 59,846  | 62,842  | 65,985  |
| VICTIM/WITNESS ADVOCATE                 | NON  | 66    | hourly    | 31.00   | 32.55   | 34.17   | 35.88   | 37.68   | 39.56   | 41.54   |
|                                         |      |       | bi-weekly | 2,480   | 2,604   | 2,734   | 2,871   | 3,014   | 3,165   | 3,323   |
|                                         |      |       | monthly   | 5,373   | 5,641   | 5,924   | 6,220   | 6,531   | 6,858   | 7,201   |
|                                         |      |       | annual    | 64,470  | 67,695  | 71,082  | 74,637  | 78,372  | 82,293  | 86,410  |
| WASTE PROGRAM COORDINATOR               | NON  | 95    | hourly    | 41.40   | 43.47   | 45.64   | 47.93   | 50.32   | 52.84   | 55.48   |
|                                         |      |       | bi-weekly | 3,312   | 3,478   | 3,652   | 3,834   | 4,026   | 4,227   | 4,439   |
|                                         |      |       | monthly   | 7,176   | 7,535   | 7,912   | 8,308   | 8,723   | 9,159   | 9,617   |
|                                         |      |       | annual    | 86,108  | 90,416  | 94,939  | 99,690  | 104,675 | 109,910 | 115,408 |

**CERTIFICATION**  
**ELK GROVE CITY COUNCIL RESOLUTION NO. 2026-122**

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


*I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on June 10, 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**