

CITY COUNCIL RESOLUTION NO. 26-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ESTABLISHING THE SALARY GRADE ORDER STRUCTURE AND SALARY RANGES FOR EMPLOYEES OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 25-97 WHICH IS INCONSISTENT THEREWITH

NOW, THEREFORE, the City Council of the City of Irvine DOES HEREBY RESOLVE as follows:

The salary ranges for all employee classifications in the City of Irvine shall be as set forth below:

SALARY RANGES FOR EMPLOYEE CLASSIFICATIONS

| Salary Grade | Class Title | F L S A | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|--------------|---------------------------------------|---------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| 5 | Principal Council Executive Assistant | N | \$52,291.20 | \$77,376.00 | \$52,291.20 | \$77,376.00 | \$54,912.00 | \$81,244.80 |
| 5-ICEA | Library Associate I | N | \$52,000.00 | \$77,001.60 | \$52,000.00 | \$77,001.60 | \$54,600.00 | \$80,849.60 |
| 5-ICEA | Maintenance Worker | N | \$52,000.00 | \$77,001.60 | \$52,000.00 | \$77,001.60 | \$54,600.00 | \$80,849.60 |
| 5-ICEA | Office Specialist | N | \$52,000.00 | \$77,001.60 | \$52,000.00 | \$77,001.60 | \$54,600.00 | \$80,849.60 |
| 5-ICEA | Para-Transit Driver | N | \$52,000.00 | \$77,001.60 | \$52,000.00 | \$77,001.60 | \$54,600.00 | \$80,849.60 |
| 6 | HID Specialist | N | \$54,080.00 | \$85,092.80 | \$54,080.00 | \$85,092.80 | \$56,784.00 | \$89,356.80 |
| 6-ICEA | Accounting Technician | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Code Enforcement Technician | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Community Engagement Specialist I | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Community Services Specialist | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Duplicating Technician | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Engineering Aide | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Facilities Maintenance Technician | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Landscape Maintenance Technician | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Library Associate II | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | License Specialist | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Project Specialist I | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Public Information Specialist | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Public Safety Representative I | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Senior Animal Care Specialist | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Senior Office Specialist | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 6-ICEA | Street Maintenance Technician | N | \$53,809.60 | \$84,656.00 | \$53,809.60 | \$84,656.00 | \$56,492.80 | \$88,899.20 |
| 7 | | N | \$58,968.00 | \$92,768.00 | \$58,968.00 | \$92,768.00 | \$61,921.60 | \$97,406.40 |
| 7-ICEA | Administrative Assistant I | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Audio-Visual Specialist | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Community Engagement Specialist II | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Deputy City Clerk I | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Equipment Mechanic | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Information Specialist I | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Library Assistant I | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Mail Coordinator I | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Police Recruit | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Project Specialist II | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Program Assistant | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Property & Evidence Specialist I | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Public Safety Records Specialist | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |
| 7-ICEA | Senior Accounting Technician | N | \$58,656.00 | \$92,289.60 | \$58,656.00 | \$92,289.60 | \$61,588.80 | \$96,907.20 |

| Salary Grade | Class Title | F L S A | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|--------------|---|---------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| 8 | HID Digital Content Specialist | N | \$63,856.00 | \$100,464.00 | \$63,856.00 | \$100,464.00 | \$67,059.20 | \$105,497.60 |
| 8 | Planning Technician | N | \$63,856.00 | \$100,464.00 | \$63,856.00 | \$100,464.00 | \$67,059.20 | \$105,497.60 |
| 8 | Senior HID Specialist | N | \$63,856.00 | \$100,464.00 | \$63,856.00 | \$100,464.00 | \$67,059.20 | \$105,497.60 |
| 8 | Supervising Principal Council Executive Assistant | N | \$63,856.00 | \$100,464.00 | \$63,856.00 | \$100,464.00 | \$67,059.20 | \$105,497.60 |
| 8-ICEA | Administrative Aide | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Administrative Assistant II | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Animal Services Officer I | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Building Inspector I | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Civilian Investigator I | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Code Enforcement Officer I | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Crisis Intervention Specialist I | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Computer Technician | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Digital Content Specialist | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Engineering Technician | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Equipment Operator | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Facilities Maintenance Specialist | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | GIS Applications Specialist | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Information Specialist II | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Inspector Trainee | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Landscape Maintenance Specialist | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Lead Accounting Technician | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Library Assistant II | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Mail Coordinator II | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Property & Evidence Specialist II | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Public Safety Dispatcher I | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Public Safety Representative II | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Senior Equipment Mechanic | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Senior Project Specialist | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Street Maintenance Specialist | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Traffic Systems Technician | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Transit Program Dispatcher | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 8-ICEA | Vehicle Installation Technician | N | \$63,564.80 | \$99,944.00 | \$63,564.80 | \$99,944.00 | \$66,747.20 | \$104,936.00 |
| 9 | Assistant Housing Analyst | N | \$68,723.20 | \$108,076.80 | \$68,723.20 | \$108,076.80 | \$72,155.20 | \$113,484.80 |
| 9 | Assistant Planner | N | \$68,723.20 | \$108,076.80 | \$68,723.20 | \$108,076.80 | \$72,155.20 | \$113,484.80 |
| 9 | Assistant Transportation Analyst | N | \$68,723.20 | \$108,076.80 | \$68,723.20 | \$108,076.80 | \$72,155.20 | \$113,484.80 |
| 9-ICEA | Administrative Assistant III | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Deputy City Clerk II | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Food Services Specialist | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Forensic Specialist I | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Human Resources Specialist I | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Lead Equipment Mechanic | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Lead Facilities Maintenance Technician | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Lead Landscape Maintenance Technician | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Lead Mail Coordinator | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Lead Project Specialist | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Lead Street Maintenance Technician | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Program Specialist | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Senior Community Engagement Specialist | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 9-ICEA | Senior Vehicle Installation Technician | N | \$68,411.20 | \$107,515.20 | \$68,411.20 | \$107,515.20 | \$71,822.40 | \$112,881.60 |
| 10 | Accountant | E | \$73,611.20 | \$115,793.60 | \$73,611.20 | \$115,793.60 | \$77,292.80 | \$121,576.00 |
| 10 | GIS Analyst | E | \$73,611.20 | \$115,793.60 | \$73,611.20 | \$115,793.60 | \$77,292.80 | \$121,576.00 |
| 10-ICEA | Animal Care Center Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |

| Salary Grade | Class Title | F L S A | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|--------------|---|---------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| 10-ICEA | Animal Services Officer II | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Aquatics Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Armorer | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Building Inspector II | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Civilian Investigator II | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Code Enforcement Officer II | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Community Engagement Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Community Services Program Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Construction Inspector | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Court Liaison | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Crisis Intervention Specialist II | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Disability Services Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Exhibition Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Facilities Reservation Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Human Resources Specialist II | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Lead Information Specialist | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Library Services Coordinator | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Media Services Coordinator I | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Payroll Specialist | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Plans Examiner | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Public Safety Lead Dispatcher II | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Public Safety Lead Records Specialist | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Public Safety Technology Support Specialist | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Senior Registered Veterinary Technician | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| 10-ICEA | Traffic Systems Specialist | N | \$73,278.40 | \$115,232.00 | \$73,278.40 | \$115,232.00 | \$76,939.20 | \$120,993.60 |
| | | | | | | | | |
| 11 | Associate Housing Analyst | N | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Associate Planner | N | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Buyer | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Crime Analyst | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Executive Assistant I | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Grants Coordinator | N | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Human Resources Analyst I | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Management Analyst I | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Media Services Coordinator II | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Payroll Analyst I | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Senior Assistant to Councilmember | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Supervising Information Specialist | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| 11 | Treasury Specialist | E | \$78,520.00 | \$123,468.80 | \$78,520.00 | \$123,468.80 | \$82,451.20 | \$129,646.40 |
| | | | | | | | | |
| 11-ICEA | Deputy City Clerk III | N | \$78,145.60 | \$122,803.20 | \$78,145.60 | \$122,803.20 | \$82,056.00 | \$128,939.20 |
| 11-ICEA | Forensic Specialist II | N | \$78,145.60 | \$122,803.20 | \$78,145.60 | \$122,803.20 | \$82,056.00 | \$128,939.20 |
| 11-ICEA | Lead Traffic Systems Specialist | N | \$78,145.60 | \$122,803.20 | \$78,145.60 | \$122,803.20 | \$82,056.00 | \$128,939.20 |
| 11-ICEA | Permit System Specialist | N | \$78,145.60 | \$122,803.20 | \$78,145.60 | \$122,803.20 | \$82,056.00 | \$128,939.20 |
| 11-ICEA | Senior Code Enforcement Officer | N | \$78,145.60 | \$122,803.20 | \$78,145.60 | \$122,803.20 | \$82,056.00 | \$128,939.20 |
| 11-ICEA | Traffic Systems Analyst | N | \$78,145.60 | \$122,803.20 | \$78,145.60 | \$122,803.20 | \$82,056.00 | \$128,939.20 |
| | | | | | | | | |
| 12 | Animal Care Center Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Animal Care Volunteer Program Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Aquatics Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Assistant Engineer | N | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Assistant Plan Check Engineer | N | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Associate Transportation Analyst | N | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Community Engagement Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Community Services Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Executive Assistant II | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Facilities Maintenance Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |

| Salary Grade | Class Title | F L S A | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|--------------|--|---------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| 12 | Fleet Services Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | HID Coordinator | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Landscape Maintenance Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Library Branch Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Senior Accountant | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Senior GIS Analyst | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Social Services Supervisor/Counselor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Street Maintenance Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Supervising Traffic Systems Specialist | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| 12 | Veterinary Practice Supervisor | E | \$83,408.00 | \$131,144.00 | \$83,408.00 | \$131,144.00 | \$87,588.80 | \$137,696.00 |
| | | | | | | | | |
| 12-ICEA | Lead Code Enforcement Officer | N | \$82,971.20 | \$130,540.80 | \$82,971.20 | \$130,540.80 | \$87,110.40 | \$137,072.00 |
| 12-ICEA | Senior Building Inspector | N | \$82,971.20 | \$130,540.80 | \$82,971.20 | \$130,540.80 | \$87,110.40 | \$137,072.00 |
| 12-ICEA | Senior Construction Inspector | N | \$82,971.20 | \$130,540.80 | \$82,971.20 | \$130,540.80 | \$87,110.40 | \$137,072.00 |
| 12-ICEA | Supervising Public Safety Dispatcher | N | \$82,971.20 | \$130,540.80 | \$82,971.20 | \$130,540.80 | \$87,110.40 | \$137,072.00 |
| | | | | | | | | |
| 13 | Executive Assistant III | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Human Resources Analyst II | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Management Analyst II | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Media Services Coordinator III | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Payroll Analyst II | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Public Safety Supervisor I | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Senior Buyer/Contracts Coordinator | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Senior Crime Analyst | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Senior Housing Analyst | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| 13 | Senior Planner | E | \$88,316.80 | \$138,840.00 | \$88,316.80 | \$138,840.00 | \$92,726.40 | \$145,787.20 |
| | | | | | | | | |
| 13-ICEA | Lead Building Inspector | N | \$87,859.20 | \$138,195.20 | \$87,859.20 | \$138,195.20 | \$92,248.00 | \$145,100.80 |
| | | | | | | | | |
| 14 | Applications/Programmer Analyst | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Building Inspection Supervisor | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Code Enforcement Supervisor | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Construction Inspection Supervisor | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Information Technology Specialist I | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Permit Services Supervisor | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Project Manager | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Public Engagement Planner | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Public Safety Supervisor II | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Public Safety Technology Analyst | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Senior Executive Assistant | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| 14 | Senior Transportation Analyst | E | \$93,121.60 | \$146,494.40 | \$93,121.60 | \$146,494.40 | \$97,780.80 | \$153,816.00 |
| | | | | | | | | |
| 14-ICEA | Forensic Supervisor | N | \$92,747.20 | \$145,828.80 | \$92,747.20 | \$145,828.80 | \$97,385.60 | \$153,129.60 |
| | | | | | | | | |
| 15 | Associate Engineer | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Associate Plan Check Engineer | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Chief of Staff | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Payroll Supervisor | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Senior Human Resources Analyst | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Senior Management Analyst | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Senior Media Services Coordinator | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Supervisor of Accounting Services | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| 15 | Supervising Transportation Analyst | E | \$98,072.00 | \$154,190.40 | \$98,072.00 | \$154,190.40 | \$102,980.80 | \$161,907.20 |
| | | | | | | | | |
| 15-ICEA | | | \$97,531.20 | \$153,462.40 | \$97,531.20 | \$153,462.40 | \$102,398.40 | \$161,137.60 |
| | | | | | | | | |
| 16 | Administrator | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |
| 16 | Assistant City Clerk | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |
| 16 | GIS Supervisor | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |
| 16 | HID Administrator | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |
| 16 | Information Technology Specialist II | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |
| 16 | Press Information Officer, IPD | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |

| Salary Grade | Class Title | F L S A | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|--------------|---|---------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| 16 | Public Information Officer | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |
| 16 | Senior Project Manager | E | \$102,918.40 | \$161,907.20 | \$102,918.40 | \$161,907.20 | \$108,056.00 | \$169,998.40 |
| 16-ICEA | | | \$102,398.40 | \$161,096.00 | \$102,398.40 | \$161,096.00 | \$107,515.20 | \$169,145.60 |
| 17 | Assistant Emergency Manager | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Community Services Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Construction Inspection Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Facilities Maintenance Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Fleet Services Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Great Park Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Landscape Maintenance Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Principal Planner | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Street Maintenance Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Superintendent of Library Services | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17 | Traffic Signal Maintenance Superintendent | E | \$107,848.00 | \$169,499.20 | \$107,848.00 | \$169,499.20 | \$113,235.20 | \$177,964.80 |
| 17-ICEA | | | \$107,286.40 | \$168,750.40 | \$107,286.40 | \$168,750.40 | \$112,652.80 | \$177,195.20 |
| 18 | Animal Care Center Veterinarian | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Budget Officer | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Chief Inspection Supervisor | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | City Arborist | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Finance Officer | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Information Technology Specialist III | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Principal Project Manager | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Senior Civil Engineer | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Senior Plan Check Engineer | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Senior Transportation Engineer | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18 | Strategist | E | \$112,652.80 | \$177,236.80 | \$112,652.80 | \$177,236.80 | \$118,289.60 | \$186,097.60 |
| 18-ICEA | | | \$112,174.40 | \$176,384.00 | \$112,174.40 | \$176,384.00 | \$117,790.40 | \$185,203.20 |
| 19 | | E | \$117,540.80 | \$184,891.20 | \$117,540.80 | \$184,891.20 | \$123,427.20 | \$194,126.40 |
| 19-ICEA | | | \$117,000.00 | \$184,038.40 | \$117,000.00 | \$184,038.40 | \$122,844.80 | \$193,232.00 |
| 20 | Chief Veterinarian | E | \$122,470.40 | \$192,587.20 | \$122,470.40 | \$192,587.20 | \$128,585.60 | \$202,217.60 |
| 20 | Deputy Building Official | E | \$122,470.40 | \$192,587.20 | \$122,470.40 | \$192,587.20 | \$128,585.60 | \$202,217.60 |
| 20 | Technology Engineering Lead | E | \$122,470.40 | \$192,587.20 | \$122,470.40 | \$192,587.20 | \$128,585.60 | \$202,217.60 |
| 20 | Principal Civil Engineer | E | \$122,470.40 | \$192,587.20 | \$122,470.40 | \$192,587.20 | \$128,585.60 | \$202,217.60 |
| 20 | Principal Plan Check Engineer | E | \$122,470.40 | \$192,587.20 | \$122,470.40 | \$192,587.20 | \$128,585.60 | \$202,217.60 |
| 20-ICEA | | | \$121,867.20 | \$191,672.00 | \$121,867.20 | \$191,672.00 | \$127,961.60 | \$201,260.80 |

*Per Article 3, SEC. 7 of City Personnel Rules and Procedures "Additional Duties Assignment" if an employee is required to perform duties of another classification, and they perform these duties in addition to their normal duties, that employee shall receive a salary increase of five percent (5%) above their current salary. Additional Duties Assignment Pay is excluded from CalPERS reportable compensation.

Per Article 5, SEC. 5 of City Personnel Rules and Procedures "Out-of-Class Appointments" if, during the recruitment of the position, an employee is appointed to perform the duties of a vacant position in a higher salary grade, that employee shall receive a temporary salary increase of five percent (5%) above their current salary limited to the maximum point of the out-of-class classification's salary range or shall be paid at the entry rate of the out-of-class classification, whichever is higher.

SWORN POLICE RANGES

| Class Title | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| Director of Public Safety/Chief of Police | \$227,344.00 | \$330,636.80 | \$227,344.00 | \$375,356.80 | \$238,721.60 | \$394,097.60 |
| Assistant Chief of Police | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$326,393.60 | \$197,974.40 | \$342,721.60 |
| Police Commander | \$178,131.20 | \$250,140.80 | \$178,131.20 | \$283,816.00 | \$187,033.60 | \$298,001.60 |
| Police Lieutenant | \$158,350.40 | \$221,790.40 | \$158,350.40 | \$246,792.00 | \$166,275.20 | \$259,126.40 |
| Police Sergeant | \$128,169.60 | \$178,256.00 | \$128,169.60 | \$197,433.60 | \$134,576.00 | \$207,313.60 |
| Police Officer | \$101,691.20 | \$139,984.00 | \$101,691.20 | \$163,155.20 | \$106,766.40 | \$171,308.80 |

**Per Article 3, SEC. 7 of City Personnel Rules and Procedures "Additional Duties Assignment" if an employee is required to perform duties of another classification, and they perform these duties in addition to their normal duties, that employee shall receive a salary increase of five percent (5%) above their current salary. Additional Duties Assignment Pay is excluded from CalPERS reportable compensation.*

Per Article 5, SEC. 5 of City Personnel Rules and Procedures "Out-of-Class Appointments" if, during the recruitment of the position, an employee is appointed to perform the duties of a vacant position in a higher salary grade, that employee shall receive a temporary salary increase of five percent (5%) above their current salary limited to the maximum point of the out-of-class classification's salary range or shall be paid at the entry rate of the out-of-class classification, whichever is higher.

**RANGES FOR MANAGEMENT AND
EXECUTIVE MANAGEMENT EMPLOYEES**

| Class Title | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| City Manager | \$399,734.40 | \$434,241.60 | \$399,734.40 | \$434,241.60 | \$419,723.20 | \$455,956.80 |
| Assistant City Manager/Chief Development Officer | \$227,344.00 | \$330,636.80 | \$227,344.00 | \$330,636.80 | \$238,721.60 | \$347,172.80 |
| Assistant City Manager | \$219,918.40 | \$320,673.60 | \$219,918.40 | \$320,673.60 | \$230,921.60 | \$336,710.80 |
| City Clerk | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Administrative Services | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Communications & Engagement | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Community Development | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Community and Library Services | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Great Park | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Health & Wellness | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Human Resources | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Director of Public Works & Sustainability | \$188,552.00 | \$287,705.60 | \$188,552.00 | \$287,705.60 | \$197,974.40 | \$302,099.20 |
| Chief Information Officer | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy City Manager | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Administrative Services | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Community Development | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Community Services | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Economic Development | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Great Park | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Human Resources | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Library Services | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Public Safety | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Public Works | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Deputy Director of Public Works/City Engineer | \$144,976.00 | \$225,888.00 | \$144,976.00 | \$225,888.00 | \$152,235.20 | \$237,182.40 |
| Assistant to the City Manager | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Council Services Manager | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Library Services Manager | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Accounting | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Advance Planning | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Budget and Purchasing | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Building & Safety/Chief Building Official | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Business Services | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Community Services | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Economic Development | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Emergency Services | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Engineering/Assistant City Engineer | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Fiscal Services | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Great Park | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Housing | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Human Resources | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Information Technology | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Neighborhood Services | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Public Communications | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Public Works | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |
| Manager of Transit & Transportation | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |

| Class Title | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* | Minimum Annual Rate | Maximum Annual Rate* |
| Manager of Transit & Transportation/Traffic Engineer | \$132,329.60 | \$206,190.40 | \$132,329.60 | \$206,190.40 | \$138,944.00 | \$216,507.20 |

**Per Article 3, SEC. 7 of City Personnel Rules and Procedures "Additional Duties Assignment" if an employee is required to perform duties of another classification, and they perform these duties in addition to their normal duties, that employee shall receive a salary increase of five percent (5%) above their current salary. Additional Duties Assignment Pay is excluded from CalPERS reportable compensation.*

Per Article 5, SEC. 5 of City Personnel Rules and Procedures "Out-of-Class Appointments" if, during the recruitment of the position, an employee is appointed to perform the duties of a vacant position in a higher salary grade, that employee shall receive a temporary salary increase of five percent (5%) above their current salary limited to the maximum point of the out-of-class classification's salary range or shall be paid at the entry rate of the out-of-class classification, whichever is higher.

ELECTED OFFICIALS

| Class Title | Effective Date* | Minimum Monthly Rate | Maximum Monthly Rate |
|--------------------|-----------------|----------------------|----------------------|
| City Councilmember | 1/1/2009 | \$880.00 | \$880.00 |
| Mayor | 1/1/2009 | \$880.00 | \$880.00 |

*City Ordinance No. 08-04. (Titles include Mayor Pro Tem and Vice Mayor)

APPOINTED COMMISSIONERS

| Class Title | Effective Date* | Minimum Monthly Rate | Maximum Monthly Rate |
|---|-----------------|----------------------|----------------------|
| Community and Library Services Commissioner | 9/12/2023 | \$225.00 | \$225.00 |
| Finance Commissioner | 9/12/2023 | \$225.00 | \$225.00 |
| Planning Commissioner | 9/12/2023 | \$300.00 | \$300.00 |
| Older Adults Commissioner | 9/12/2023 | \$225.00 | \$225.00 |
| Sustainability Commissioner | 9/12/2023 | \$225.00 | \$225.00 |
| Transportation Commissioner | 9/12/2023 | \$225.00 | \$225.00 |

*City Resolution No. 23-83.

PART-TIME SALARY RANGES

| Class Title | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
|------------------------------------|-------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | Minimum Hourly Rate | Maximum Hourly Rate* | Minimum Hourly Rate | Maximum Hourly Rate* | Minimum Hourly Rate | Maximum Hourly Rate* |
| Animal Care Attendant | \$22.09 | \$29.02 | \$22.09 | \$29.02 | \$23.19 | \$30.47 |
| Animal Care Specialist | \$23.28 | \$30.56 | \$23.28 | \$30.56 | \$24.44 | \$32.09 |
| Assistant Food Service Manager | \$29.47 | \$38.68 | \$29.47 | \$38.68 | \$30.94 | \$40.61 |
| Cadet | \$25.64 | \$35.39 | \$25.64 | \$35.39 | \$26.92 | \$37.16 |
| Catering Coordinator | \$25.64 | \$33.68 | \$25.64 | \$33.68 | \$26.92 | \$35.36 |
| Community Services Leader I | \$20.00 | \$21.00 | \$20.00 | \$21.00 | \$21.00 | \$22.05 |
| Community Services Leader II | \$21.02 | \$24.45 | \$21.02 | \$24.45 | \$22.07 | \$25.67 |
| Community Services Leader III | \$22.09 | \$29.02 | \$22.09 | \$29.02 | \$23.19 | \$30.47 |
| Community Services Senior Leader | \$23.28 | \$30.56 | \$23.28 | \$30.56 | \$24.44 | \$32.09 |
| Council Executive Assistant I | \$20.00 | \$21.00 | \$20.00 | \$21.00 | \$21.00 | \$22.05 |
| Council Executive Assistant II | \$21.02 | \$22.09 | \$21.02 | \$22.09 | \$22.07 | \$23.19 |
| Council Executive Assistant III | \$22.09 | \$29.24 | \$22.09 | \$29.24 | \$23.19 | \$30.70 |
| Council Executive Assistant IV | \$23.22 | \$31.77 | \$23.22 | \$31.77 | \$24.38 | \$33.36 |
| Department Aide | \$20.00 | \$21.00 | \$20.00 | \$21.00 | \$21.00 | \$22.05 |
| Equipment Services Worker | \$23.45 | \$30.77 | \$23.45 | \$30.77 | \$24.62 | \$32.31 |
| GIS Technician | \$22.09 | \$29.02 | \$22.09 | \$29.02 | \$23.19 | \$30.47 |
| Graphics Designer | \$30.66 | \$40.23 | \$30.66 | \$40.23 | \$32.19 | \$42.24 |
| Information Systems Specialist | \$23.22 | \$30.45 | \$23.22 | \$30.45 | \$24.38 | \$31.97 |
| Intern I | \$20.00 | \$24.39 | \$20.00 | \$24.39 | \$21.00 | \$25.61 |
| Intern II | \$21.02 | \$27.56 | \$21.02 | \$27.56 | \$22.07 | \$28.94 |
| Junior Library Page | \$20.00 | \$21.00 | \$20.00 | \$21.00 | \$21.00 | \$22.05 |
| Kitchen Assistant I | \$21.02 | \$22.54 | \$21.02 | \$22.54 | \$22.07 | \$23.67 |
| Kitchen Assistant II | \$22.09 | \$25.69 | \$22.09 | \$25.69 | \$23.19 | \$26.97 |
| Lead Cook | \$23.22 | \$30.53 | \$23.22 | \$30.53 | \$24.38 | \$32.06 |
| Library Page | \$22.09 | \$29.02 | \$22.09 | \$29.02 | \$23.19 | \$30.47 |
| Lifeguard | \$21.02 | \$24.45 | \$21.02 | \$24.45 | \$22.07 | \$25.67 |
| Office Assistant I | \$20.00 | \$22.09 | \$20.00 | \$22.09 | \$21.00 | \$23.19 |
| Office Assistant II | \$21.02 | \$25.11 | \$21.02 | \$25.11 | \$22.07 | \$26.37 |
| Office Assistant III | \$22.09 | \$28.98 | \$22.09 | \$28.98 | \$23.19 | \$30.43 |
| Outreach Assistant I | \$23.28 | \$30.95 | \$23.28 | \$30.95 | \$24.44 | \$32.50 |
| Outreach Assistant II | \$32.89 | \$43.74 | \$32.89 | \$43.74 | \$34.53 | \$45.93 |
| Pool Manager | \$23.28 | \$30.56 | \$23.28 | \$30.56 | \$24.44 | \$32.09 |
| Production Aide I | \$20.00 | \$21.00 | \$20.00 | \$21.00 | \$21.00 | \$22.05 |
| Production Aide II | \$21.02 | \$24.45 | \$21.02 | \$24.45 | \$22.07 | \$25.67 |
| Production Aide III | \$22.09 | \$29.02 | \$22.09 | \$29.02 | \$23.19 | \$30.47 |
| Public Information Assistant | \$23.22 | \$30.45 | \$23.22 | \$30.45 | \$24.38 | \$31.97 |
| Public Safety Aide | \$20.00 | \$21.45 | \$20.00 | \$21.45 | \$21.00 | \$22.52 |
| Public Safety Assistant | \$25.64 | \$40.33 | \$25.64 | \$40.33 | \$26.92 | \$42.35 |
| Reservation Specialist I | \$21.02 | \$25.11 | \$21.02 | \$25.11 | \$22.07 | \$26.37 |
| Reservation Specialist II | \$22.09 | \$29.04 | \$22.09 | \$29.04 | \$23.19 | \$30.49 |
| Reservation Specialist III | \$23.22 | \$30.47 | \$23.22 | \$30.47 | \$24.38 | \$31.99 |
| RVT Specialist | \$24.16 | \$31.68 | \$24.16 | \$31.68 | \$25.37 | \$33.26 |
| Senior Council Executive Assistant | \$26.68 | \$36.00 | \$26.68 | \$36.00 | \$28.01 | \$37.80 |
| Senior Graphics Designer | \$34.56 | \$45.34 | \$34.56 | \$45.34 | \$36.29 | \$47.61 |
| Senior Production Aide | \$23.28 | \$30.56 | \$23.28 | \$30.56 | \$24.44 | \$32.09 |
| Swim Instructor/Lifeguard | \$22.09 | \$29.02 | \$22.09 | \$29.02 | \$23.19 | \$30.47 |
| Veterinary Assistant | \$22.09 | \$29.02 | \$22.09 | \$29.02 | \$23.19 | \$30.47 |
| Zoning Administrator | **Flat: \$600 per month | | | | | |
| Daily Stipend Rates | Effective 12/20/2025 | | Effective 01/03/2026 | | Effective 06/20/2026 | |
| | Tier I | Tier II | Tier I | Tier II | Tier I | Tier II |
| Crossing Guard | \$94.37 | \$97.49 | \$94.37 | \$97.49 | \$94.37 | \$97.49 |
| Crossing Guard Alternate | \$94.37 | N/A | \$94.37 | N/A | \$94.37 | N/A |

**Per Article 3, SEC. 7 of City Personnel Rules and Procedures "Additional Duties Assignment" if an employee is required to perform duties of another classification, and they perform these duties in addition to their normal duties, that employee shall receive a salary increase of five percent (5%) above their current salary. Additional Duties Assignment Pay is excluded from CalPERS reportable compensation.*

Per Article 5, SEC. 5 of City Personnel Rules and Procedures "Out-of-Class Appointments" if, during the recruitment of the position, an employee is appointed to perform the duties of a vacant position in a higher salary grade, that employee shall receive a temporary salary increase of five percent (5%) above their current salary limited to the maximum point of the out-of-class classification's salary range or shall be paid at the entry rate of the out-of-class classification, whichever is higher.

****City Resolution No. 05-97- Revised: 06/14/22, 11/8/22, 06/13/23, 07/11/23, 07/25/23, 12/12/23, 06/11/24, 09/24/24, 01/28/25, 06/10/25, 08/12/25**

PASSED AND ADOPTED by the City Council of the City of Irvine at a regular meeting held on the 27th day of January 2026.

MAYOR OF THE CITY OF IRVINE

ATTEST:

CITY CLERK OF THE CITY OF IRVINE

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF IRVINE)

I, CARL PETERSEN, City Clerk of the City of Irvine, HEREBY DO CERTIFY that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Irvine, held on the 27th day of January 2026.

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

ABSTAIN: COUNCILMEMBERS:

CITY CLERK OF THE CITY OF IRVINE