

Salary Chart as of 7/1/2025

Annual except where noted

	A	B	C	D	E
Administration					
Unrepresented					
City Manager					\$ 226,905
Assit City Manager /Director Admin Srvc	\$ 154,196	\$ 161,906	\$ 170,001	\$ 178,501	\$ 187,426
Fire Chief	\$ 148,071	\$ 155,475	\$ 163,249	\$ 171,411	\$ 179,982
Police Chief	\$ 148,071	\$ 155,475	\$ 163,249	\$ 171,411	\$ 179,982
Community Development Director	\$ 134,191	\$ 140,900	\$ 147,945	\$ 155,342	\$ 163,110
Finance Director	\$ 134,191	\$ 140,900	\$ 147,945	\$ 155,342	\$ 163,110
Public Works Director	\$ 134,191	\$ 140,900	\$ 147,945	\$ 155,342	\$ 163,110
Community Services Director	\$ 114,042	\$ 119,744	\$ 125,731	\$ 132,018	\$ 138,619
Police Lieutenant	\$ 110,724	\$ 116,260	\$ 122,073	\$ 128,176	\$ 134,585
City Clerk	\$ 106,429	\$ 111,750	\$ 117,338	\$ 123,205	\$ 129,365
Building Official	\$ 73,073	\$ 76,722	\$ 80,544	\$ 84,554	\$ 88,801
Public Works Superintendent	\$ 72,802	\$ 76,442	\$ 80,264	\$ 84,277	\$ 88,491
Accountant	\$ 67,783	\$ 71,172	\$ 74,730	\$ 78,467	\$ 82,390
Fire Adm Analyst (NEW)	\$ 59,958	\$ 62,956	\$ 66,104	\$ 69,410	\$ 72,880
Police Admin Assistant	\$ 57,103	\$ 59,961	\$ 62,946	\$ 66,107	\$ 69,412
Fire Adm Assistant	\$ 57,103	\$ 59,961	\$ 62,946	\$ 66,107	\$ 69,388
Payroll Specialist	\$ 56,273	\$ 59,087	\$ 62,041	\$ 65,143	\$ 68,400
Councilmember-Mayor Monthly Stipend					\$ 700
Management Assistant	\$ 51,864	\$ 54,473	\$ 57,189	\$ 60,043	\$ 63,066
Represented (KPSEA)					
Bld. Ins/ Code Enforc I	\$ 48,049	\$ 50,456	\$ 52,956	\$ 55,615	\$ 58,383

Bld. Ins.Code Enforc II	\$	57,628	\$	60,506	\$	63,542	\$	66,734	\$	70,069
Community Dev Admin Asst II w/Plan Com	\$	51,966	\$	54,561	\$	57,282	\$	60,144	\$	63,148
Neighborhood Improvement Officer/ Hourly	\$	22.75								
PT Account Clerk 1/ Hourly	\$	20.25	\$	21.27	\$	22.33	\$	23.45	\$	24.62
Account Clerk 1	\$	42,120	\$	44,226	\$	46,437	\$	48,759	\$	51,197
Account Clerk II	\$	46,437	\$	48,759	\$	51,197	\$	53,757	\$	56,445
Account Clerk II W/AP	\$	48,759	\$	51,197	\$	53,757	\$	56,445	\$	59,267
Account Clerk III	\$	51,197	\$	53,757	\$	56,445	\$	59,267	\$	62,230
Management Intern/ Hourly	\$	16.50								

Fire (KPFA)

Fire Captain EMT	\$	79,940	\$	83,932	\$	88,157	\$	92,255	\$	97,204
Fire Captain Paramedic	\$	84,233	\$	88,459	\$	92,874	\$	97,517	\$	102,349
Fire Engineer/EMT (NEW)	\$	65,760	\$	69,048	\$	72,500	\$	76,125	\$	79,932
Fire Engineer/Paramedic	\$	72,544	\$	76,178	\$	79,972	\$	83,976	\$	88,172
Firefighter/EMT	\$	62,845	\$	65,991	\$	69,278	\$	72,753	\$	76,385
Firefighter/Paramedic	\$	69,081	\$	72,517	\$	76,100	\$	79,995	\$	83,982
Part-time Firefighter EMT	\$	20.46								
Non-Safety Paramedic/ Hourly	\$	25.67								
PT FF/Medic	\$	25.66								

Police (KPOA)

Police Sergeant Classic	\$	90,665	\$	95,198	\$	99,958	\$	104,956	\$	110,204
Police Sergeant hired+ 1/1/15	\$	88,902	\$	93,346	\$	98,014	\$	102,914	\$	108,060
Police Officer	\$	69,372	\$	72,839	\$	76,468	\$	80,289	\$	84,337
Police Officer hired+ 1/1/15	\$	68,018	\$	71,420	\$	74,968	\$	78,709	\$	82,676
Police Recruit / Hourly	\$	22.50								

Police Service Technician	\$	49,775	\$	52,250	\$	54,875	\$	57,633	\$	60,491
Police Services Supervisor Classic	\$	73,847	\$	77,734	\$	81,825	\$	86,132	\$	90,665
Police Services Supervisor hired +1/1/2015	\$	72,411	\$	76,222	\$	80,234	\$	84,457	\$	88,902

Community Services

Pool Manager/ Hourly	\$	17.75								
Aqua Aerobics Instructor/ Hourly	\$	19.50								
Lead Aqua Aerobics Instructor/ Hourly	\$	21.00								
Lead Guard/ Hourly	\$	17.50								
Lifeguard/ Hourly	\$	16.50								
Return Lifeguard/ Hourly	\$	17.25								
Pool Cashier/ Hourly	\$	16.50	\$	17.25						
Nutrition Coordinator/ Hourly	\$	20.50								

Public Works (KPSEA)

Maintenance Worker I	\$	43,787	\$	45,957	\$	48,254	\$	50,660	\$	53,192
Maintenance Worker III	\$	54,215	\$	56,936	\$	59,798	\$	62,771	\$	65,916
Maintenance Worker II	\$	45,769	\$	48,049	\$	50,456	\$	52,956	\$	55,615
Trolley Driver/ Hourly	\$	31.00		Holiday 51.00						
Water Operator I	\$	47,750	\$	50,141	\$	52,642	\$	55,284	\$	58,021
Water Operator II	\$	56,417	\$	59,232	\$	62,205	\$	65,319	\$	68,574
Water Operator III	\$	68,433	\$	71,862	\$	75,448	\$	79,238	\$	83,202