

Salary Study Presentation

FY'27

Retention

- Review employee turnover and retention trends
 - How does compensation impact turnover

Methodology Study

- Comprehensive 2 year evaluation of City positions
- Job Descriptions, Job Responsibilities, Internal Comparisons and Pay Grade placement.

Salary Study

- Review current market salary data
- Proposed pay ranges
- Extended pay grade structure.

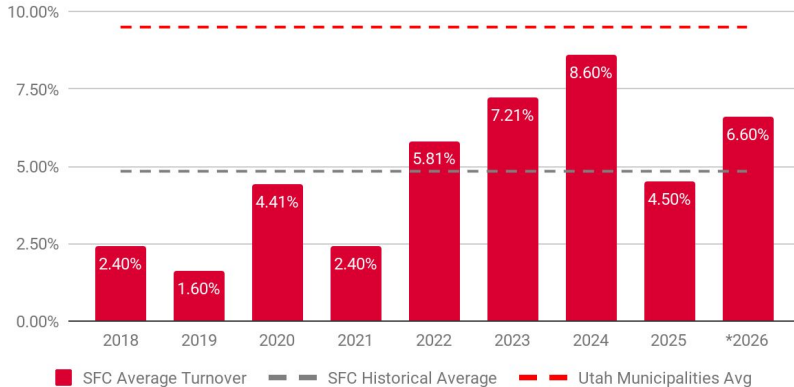
Questions

- Opportunity for Council to ask questions and/or discussion

How are we doing?

SFC Benefited Employee Turnover by Year

*Retirement data excluded



2026 YTD Department Turnover

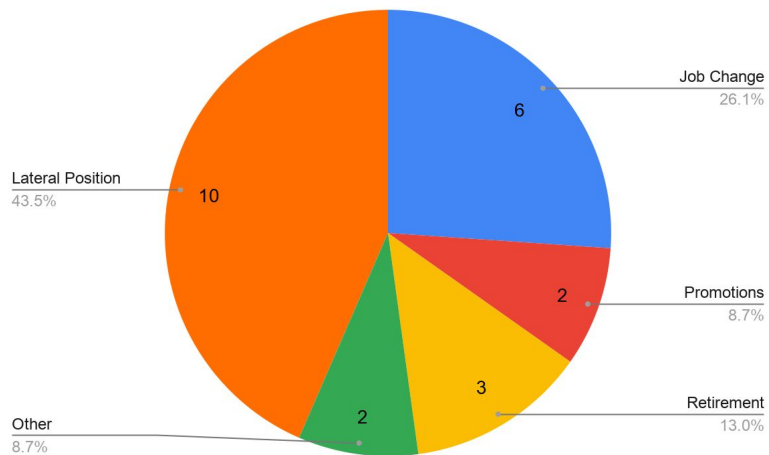
1 - Comm. Dev.
7 - Fire & EMS
4 - Parks & Recreation
6 - Police
2 - Public Works

Retirements

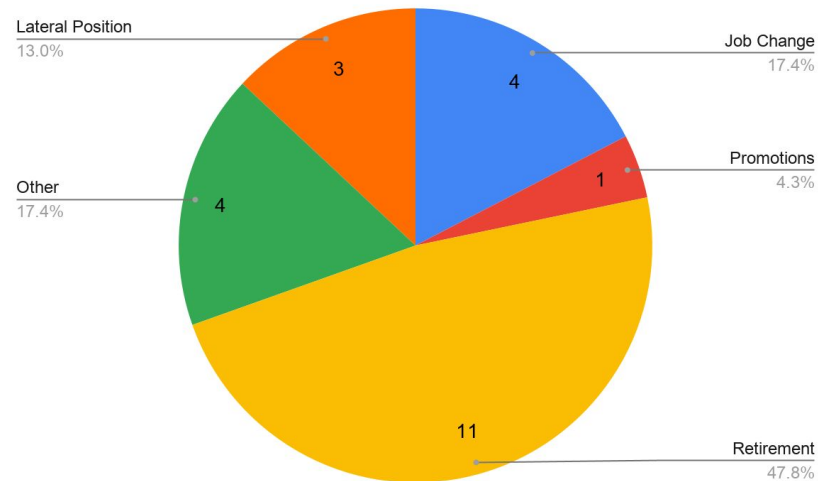
1 - Library
1 - Parks & Rec.
1 - Police

How are we doing?

2026



2025



FY'26 Reviews

Job Description

- Updated all job descriptions to accurately reflect current duties and responsibilities.
- Job description were reviewed by supervisors and employees for accuracy

TechNet Update

- Verified TechNet numbers and position information.
- Review position classifications to ensure accurate reporting and salary comparisons.

Salary Methodology

Reviewed the City's salary methodology and compensation practices.

- Review the use of the 60th Percentile vs COLA adjustments.
- Reviewed positions where duties, responsibilities, or market data supported a pay grade change
- Evaluated historical salary practices.

Expanded Pay Grade Structure

Expand the pay grade structure to allow for more precise position placement

- **Current Structure:** Grades 3 - 18
- **Proposed Structure:** Grades: 4 - 28
- Reduced the dollar difference between consecutive pay grades, creating smaller, more gradual step between ranges.
- Provides greater flexibility to respond to market data and changes in job responsibilities.

Position Update

Job	Title
 715	ACCOUNTANT (SENIOR LEVEL)
 725	ACCOUNTING TECHNICIAN
 2300	ADMINISTRATIVE ASSISTANT/SECRETARY
 235	AIRPORT MANAGER
 1525	ASSISTANT / DEPUTY FIRE CHIEF
 1004	ASSISTANT ATTORNEY

Compensation Survey System



Technology Net

Job: 715 - ACCOUNTANT (SENIOR LEVEL)

Category: FINANCE / ACCOUNTING

Performs advanced level professional accounting duties; develops and implements new accounting techniques and systems or modifies and modernizes existing methods and procedures. May perform as a first line supervisor in directing accounting duties of technicians or junior accountants. May provide recommendations effecting employment status of subordinate accounting staff. Maintains and balances accounts against other accounting records. Makes final accounting of cash funds, vouchers, and encumbrances. Prepares balance sheets. Conducts internal audits. Compares expenditures with budget appropriations. Assist in the preparation of reports which serve as a basis for budget requests. Minimum Qualifications may include graduation from a college or university with a bachelor's degree in accounting or a related field and three to five (3-5) year of related experience, or an equivalent combination of education and experience.

	Job Title	Action Taken	From	To	# of Comparables	Comments
Pay Grade 4						
	Streets & Stormwater Operator I	Changed TechNet number	2105 - Utility Maintenance Worker I	2096 - Street Maintenance Operator I 2087 - Storm Water Operator I	16	Better clarification of the position
	Wastewater Operator I	Added TechNet Number		2151 - Wastewater Collection System Operator I 2125 - Wastewater Treatment Plant Operator I	14	Added another related TechNet number for better comparisons
	Maintenance Worker	Changed TechNet Number	1235 - Parks Maintenance Worker II	1230 - Parks Maintenance Worker I	7	By comparing this position to the Maintenance I position will allow us to create a Maintenance worker II in the future

FY'26 Reviews

Job Description

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- Job description were reviewed by supervisors and employees for accuracy

TechNet Update

- Verified TechNet numbers and position information.
- Review position classifications to ensure accurate reporting and salary comparisons.

Salary Methodology

Reviewed the City's salary methodology and compensation practices.

- Review the use of the 60th Percentile compared with vs COLA adjustments.
- Reviewed positions where duties, responsibilities, or market data supported a pay grade change

Expanded Pay Grade Structure

Expand the pay grade structure to allow for more precise position placement

- **Current Structure:** Grades 3 - 18
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Salary Ranges - Dynamic

Effective October 2026

Old Pay Grade	Effective October 2026	Annual Minimum	Annual Midpoint	Annual Maximum		Increase to next range
3	4	\$37,150	\$46,438	\$55,725		
4	5	\$45,808	\$57,260	\$68,711		\$10,822
5	6	\$47,864	\$59,830	\$71,796		\$2,571
6	7	\$51,399	\$64,249	\$77,098		\$4,418
New	8	\$54,387	\$67,984	\$81,581		\$3,735
7	9	\$57,375	\$71,719	\$86,063		\$3,735
8	10	\$60,399	\$75,499	\$90,599		\$3,780
New	11	\$62,819	\$78,524	\$94,229		\$3,025
9	12	\$65,239	\$81,549	\$97,858		\$3,025
New	13	\$67,916	\$84,895	\$101,874		\$3,346
9P	14	\$70,593	\$88,241	\$105,890		\$3,346
10	15	\$74,805	\$93,506	\$112,207		\$5,265
11	16	\$78,888	\$98,610	\$118,332		\$5,104



Salary Ranges - Dynamic

Effective October 2026

Old Pay Grade	Effective October 2026	Annual Minimum	Annual Midpoint	Annual Maximum		Increase to next range
12	17	\$82,150	\$102,687	\$123,225		\$4,077
12P	18	\$86,510	\$108,137	\$129,765		\$5,450
New	19	\$91,195	\$113,993	\$136,792		\$5,856
13	20	\$95,879	\$119,849	\$143,819		\$5,856
14	21	\$101,714	\$127,142	\$152,571		\$7,294
15	22	\$106,971	\$133,714	\$160,457		\$6,572
16	23	\$114,774	\$143,467	\$172,161		\$9,753
New	24	\$120,316	\$150,395	\$180,474		\$6,928
17	25	\$125,859	\$157,323	\$188,788		\$6,928
New	26	\$133,729	\$167,161	\$200,593		\$9,838
18	27	\$141,599	\$176,998	\$212,398		\$9,838
New	28	\$148,679	\$185,848	\$223,018		\$8,850
CM	CM	\$170,560	\$213,199	\$255,839		\$27,351

Employee Notification

Dear Kim,

We're updating our pay grade structure effective October 2026. This update is primarily a renumbering of our existing pay grades and will help simplify the structure moving forward. We have also added a few new pay grades to provide greater flexibility for future needs.

Your pay grade information is shown below:

Current Pay Grade	Effective October 2026 Pay Grade
17	23

This update is simply a change to pay grade number and does not change the salary range associated with the position. Most importantly, this update will not reduce your current pay.

We appreciate the work you do for our organization and are pleased to have a simpler pay grade structure in place as we continue to grow and evolve.

If you have questions about your pay grade information, please contact Human Resources.

Thank you!



16 Comparable Cities - Updated Information:

- 13 - Updated since last study
- 2 - Updated since 1/2025 & 8/2025
- 1 - Incomplete Data



- Budgeted amount for raises = **5.5%**
 - Average Market Increase = **4.24%**
- Part Time Wage Increase = **4.24%**
 - As discussed last year the part time wage increase will also apply to Mayor and Council wages

ELECTED OFFICIALS	FY '26 Monthly	FY '27 Monthly	Monthly Increase
Mayor	\$2,835	\$2,955	\$120
City Council	\$1,629	\$1,698	\$69

Increase of 4.24%

**Salary Ranges - Non-Benefited Positions
Effective October 4, 2025 - Proposed**

Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum
PT2	\$7.87	\$11.72	\$14.06
PT3	\$11.90	\$14.87	\$17.84
PT4	\$12.69	\$15.86	\$19.04
PT5	\$14.74	\$18.42	\$22.10
PT6	\$17.43	\$21.79	\$26.14
New	\$18.51	\$23.14	\$27.77
PT7	Certified Positions - paid using benefited employee pay scale		

**Salary Ranges - Non-Benefited Positions
Effective October 2026**

Old Pay Grade	Effective October 2026	Hourly Minimum	Hourly Midpoint	Hourly Maximum
PT2	PT2	\$7.87	\$12.22	\$14.66
PT3	PT3	\$12.40	\$15.50	\$18.60
PT4	PT4	\$13.23	\$16.54	\$19.84
PT5	PT5	\$15.36	\$19.20	\$23.04
PT6	PT6	\$18.17	\$22.71	\$27.25
3	PT7	\$19.30	\$24.12	\$28.95
PT7	PT8	Certified Positions - paid using benefited employee pay scale		

Full Time Pay Grades

Salary Ranges					Salary Ranges - Dynamic				
Effective October 4, 2025					Effective October 2026				
Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum		Old Pay Grade	Effective October 2026	Annual Minimum	Annual Midpoint	Annual Maximum
3	\$37,150	\$46,438	\$55,725		3	4	\$37,150	\$46,438	\$55,725
4	\$43,458	\$54,323	\$65,188		4	5	\$45,808	\$57,260	\$68,711
5	\$45,878	\$57,347	\$68,817		5	6	\$47,864	\$59,830	\$71,796
6	\$49,203	\$61,504	\$73,804		6	7	\$51,399	\$64,249	\$77,098
					New	8	\$54,387	\$67,984	\$81,581
7	\$55,325	\$69,156	\$82,987		7	9	\$57,375	\$71,719	\$86,063
8	\$57,934	\$72,417	\$86,901		8	10	\$60,399	\$75,499	\$90,599
					New	11	\$62,819	\$78,524	\$94,229
9	\$62,971	\$78,714	\$94,456		9	12	\$65,239	\$81,549	\$97,858
					New	13	\$67,916	\$84,895	\$101,874
9P	\$68,517	\$85,646	\$102,776		9P	14	\$70,593	\$88,241	\$105,890
10	\$71,575	\$89,469	\$107,363		10	15	\$74,805	\$93,506	\$112,207

Full Time Pay Grade

Salary Ranges					Salary Ranges - Dynamic				
Effective October 4, 2025					Effective October 2026				
Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum		Old Pay Grade	Effective October 2026	Annual Minimum	Annual Midpoint	Annual Maximum
11	\$77,178	\$96,472	\$115,767		11	16	\$78,888	\$98,610	\$118,332
12	\$79,023	\$98,779	\$118,535		12	17	\$82,150	\$102,687	\$123,225
12P	\$83,969	\$104,961	\$125,953		12P	18	\$86,510	\$108,137	\$129,765
					New	19	\$91,195	\$113,993	\$136,792
13	\$91,506	\$114,383	\$137,259		13	20	\$95,879	\$119,849	\$143,819
14	\$97,405	\$121,756	\$146,108		14	21	\$101,714	\$127,142	\$152,571
15	\$102,617	\$128,272	\$153,926		15	22	\$106,971	\$133,714	\$160,457
16	\$108,860	\$136,075	\$163,290		16	23	\$114,774	\$143,467	\$172,161
					New	24	\$120,316	\$150,395	\$180,474
17	\$120,577	\$150,721	\$180,865		17	25	\$125,859	\$157,323	\$188,788
					New	26	\$133,729	\$167,161	\$200,593
18	\$134,706	\$168,382	\$202,059		18	27	\$141,599	\$176,998	\$212,398
					New	28	\$148,679	\$185,848	\$223,018
CM	\$161,748	\$202,185	\$242,622		CM	CM	\$170,560	\$213,199	\$255,839

- Presentation to Council
with public hearing: October 6th
 - Effective Date: October 3rd
 - First Paycheck: October 23rd
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Questions?
