



Personnel Section

STAFFING PLAN

POSITION	Dept	GENERAL FUND								
		2026	2025	2024	2023	2022	2021	2020	2019	
		Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Chief of Police	41	1	1	1	1	1	1	1	1	1
Assistant Chief of Police	41	2	2	1	1	1	1	1	1	1
Sergeant Administration	41	1	1	1	1	1	1	1	1	1
Lieutenant	41	3	3	4	4	4	4	2	2	
Sergeant	41	5	5	5	5	5	5	5	5	
Patrol Officer	41	19	19	16	13	13	11	12	13	
School Resource Officer	41	0	0	3	3	3	3	3	3	
Recruit	41	0	0	0	3	1	1	2	1	
Total Uniformed		31	31	31	31	29	27	27	27	
Communications Manager	41	1	1	1	1	1	1	1	1	
Lead Communications Specialist	41	2	2	0	0	0	0	0	0	
Communications Specialist	41	6	6	8	8	7	5	5	5	
Communications		9	9	9	9	8	6	6	6	
Evidence Technician	41	0	1	1	1	1	1	1	1	
Crime Scene Tech	41	1	0	0	0	0	0	0	0	
Records Administrator	41	1	1	1	1	1	1	1	1	
Assistant to the Chief	41	0	0	0	0	0	0	0	0	
Animal Control Officer	41	1	1	1	1	1	1	1	1	
Code Enforcement Officer	41	1	1	1	1	1	1	1	1	
Support Staff		4	4	4	4	4	4	4	5	
Total Police Department		44	44	44	44	41	37	37	38	
General Services Director	50	1	1	1	1	1	1	0	0	
Supervisor	50	0.5	0.5	0.5	0.5	0.5	0.5	1	1	
Administrative Assistant	50	1	1	1	1	1	1	1	1	
Crew Leader	50	2	2	2	2	2	1	1	1	
Equipment Operator	50	0	0	0	0	0	1	1	2	
Sr. Field Assistant	50	1	0	0	0	0	0	0	0	
Field Assistant	50	4	5	5	5	5	3	4	3	
Fleet Mechanic	50	1	1	1	1	1	1	1	1	
Custodian	50	1	1	1	1	1	1	0	0	
Total General Services		11.5	11.5	11.5	11.5	11.5	9.5	9	9	
Fire Chief	56	1	1	1	1	1	1	1	1	
Firefighter-Captain	56	3	3	3	3	3	3	3	3	
Firefighter-Lieutenant	56	3	3	3	3	3	3	0	0	
Firefighter-Driver	56	3	3	0	0	0	0	0	0	
Firefighter	56	15	12	15	9	9	9	12	12	
Total Fire Department		25	22	22	16	16	16	16	16	
Library Director	59	1	1	1	1	1	1	1	1	
Library Operations Manager	59	1	1	1	1	1	1	1	1	
Library Program Manager	59	1	1	1	1	1	2	2	2	
Library Specialist	59	5	4	4	3.5	3	2.75	2	2	
Administrative Assistant	59	0.5	0.5	0.5	0.5	1	1	1	1	
Lead Library Clerk	59	0	1	1	1	1	0	0	0	
Library Clerk	59	3	3	3	3	1.5	2.0	2.5	2.5	
Library Aide	59	0	0	0	0	0.5	0.0	0.5	0.5	
Summer Assistants (FTEs)	59	0	0	0	0	0.25	0.5	0.5	0.5	
Total Hewitt Library		11.5	11.5	11.5	11.5	10.25	10.25	10.5	10.5	
City Manager	61	1	1	1	1	1	1	1	1	
Assistant City Manager	61	1	1	1	0	0	0	0	0	
City Secretary	61	1	1	1	1	1	1	1	1	
Administrative Assistant	61	0	1	1	1	0.5	1	1	1	
Executive Assistant	61	1	0	0	0	0	0	0	0	
Intern(s)	61	0	0	0	0	0	0	0	0.5	
Total Administration		4	4	4	3	2.5	3	3	3.5	
		2026	2025	2024	2023	2022	2021	2020	2019	

(continued)

STAFFING PLAN

GENERAL FUND (continued)									
POSITION	Dept	2026	2025	2024	2023	2022	2021	2020	2019
		Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Community Development Director	63	1	1	1	1	1	1	1	1
Community Development Coordina	63	1	1	1	1	1	1	1	1
Building Development Specialist	63	0	0	0	0	0	0	0	1
Building Inspector	63	1	1	1	1	1	1	1	1
Total Community Development		3	3	3	3	3	3	3	4
Finance Director	64	1	1	1	1	1	1	1	1
Finance Manager	64	1	1	1	1	1	1	1	1
Finance Assistant	64	0	0.5	0.5	0.5	0.5	0.75	0.75	0.5
Finance Specialist	64	0.75	0	0	0	0	0	0	0
Total Finance Dept		2.75	2.5	2.5	2.5	2.5	2.75	2.75	2.5
Municipal Court Administrator	65	1	1	1	1	1	1	1	1
Court Clerk	65	0	0	0	0	0	1	1	1
Total Municipal Court		1	1	1	1	1	2	2	2
Human Resources Director	66	1	1	1	1	1	1	1	1
Total Human Resources		1	1	1	1	1	1	1	1
Total General Fund FTE Employees		103.75	100.5	100.5	93.5	88.75	84.5	84.25	86.5
DRAINAGE FUND									
POSITION	Dept	2026	2025	2024	2023	2022	2021	2020	2019
		Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Supervisor	12	1.5	0.5	0.5	0.5	0.5	0.5	1	1
Crew Leader	12	0	1	1	1	1	1	1	1
Equipment Operator	12	1	0	0	0	0	0	0	0
Sr. Equipment Operator	12	0	1	1	1	1	1	1	1
Field Assistant	12	1	2	2	2	2	2	3	3
Sr. Field Assistant	12	1	0	0	0	0	0	0	0
Total Drainage Fund FTE Employees		4.5	4.5	4.5	4.5	4.5	4.5	6	6
UTILITY FUND									
POSITION	Dept	2026	2025	2024	2023	2022	2021	2020	2019
		Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Utilities Director	91	1	1	1	1	1	1	1	1
Utilities Operations Manager	91	1	1	1	1	1	1	1	0
Crew Leader	91	2	0	0	0	0	0	0	0
Equipment Operator	91	6	3	3	3	3	3	2	4
Field Assistant	91	0	3	3	3	3	3	5	4
Total Utility Maintenance		10	8	8	8	8	8	9	9
Utilities Analyst	94	0	0	0	1	1	1	1	1
Customer Service Supervisor	94	1	1	1	1	1	1	1	1
Customer Service Specialist	94	2	2	2	1	1.5	2	2	2
Total Utility Billing		3	3	3	3	4	4	4	4
Total Utility Fund FTE Employees		13	11	11	11	12	12	13	13
Total Full Time Equivalent Employees		121.25	116	116	109	104.75	101	103.25	105.5

STAFFING PLAN

POSITIONS /GRADES
ANNUAL BUDGET FY 2025-2026

POSITION	GRADE
Library Clerk (PT 990 hrs)	9
Field Assistant	10
Library Administrative Assistant	10
Communications Specialist	11
Custodian	11
Customer Service Specialist	11
Library Specialist	11
Library Specialist (PT 990 hrs)	11
Sr. Field Assistant	11
Animal Control Officer	12
Community Development Coordinator	12
Crime Scene Tech	12
Equipment Operator	12
General Services Administrative Assistant	12
GS Crew Leader	12
Records Clerk	12
Building Inspector	13
Code Enforcement Officer	13
Finance Specialist	13
Lead Communications Specialist	13
Library Operations Manager	13
Library Program Manager	13
Utilities Crew Leader	13
Court Administrator	14
Customer Service Supervisor	14
Executive Assistant	14
Fleet Mechanic	14
General Services Supervisor	14
Communications Manager	15
Finance Manager	15
Utilities Operations Manager	15
Assistant Chief of Police	16
City Secretary	
Human Resources Director	
Library Director	
Community Development Director	
General Services Director	
Utilities Director	
Finance Director	
Fire Chief	
Chief of Police	
Assistant City Manager	

2025-2026 Salary Schedule
Proposed 2% Cola and 2% Step

Steps		1	2	3	4	5	6	7	8	9	10
Grade 9	<i>Monthly</i>	1,259	1,284	1,310	1,336	1,363	1,390	1,418	1,446	1,475	1,504
	<i>Annual</i>	15,108	15,409	15,717	16,031	16,352	16,679	17,013	17,353	17,700	18,054
	<i>Hourly</i>	\$15.260	\$15.564	\$15.876	\$16.193	\$16.517	\$16.847	\$17.184	\$17.528	\$17.879	\$18.236
Grade 10	<i>Monthly</i>	3,061	3,122	3,185	3,248	3,313	3,380	3,447	3,516	3,587	3,658
	<i>Annual</i>	36,733	37,468	38,217	38,982	39,761	40,557	41,368	42,195	43,039	43,900
	<i>Hourly</i>	\$17.660	\$18.013	\$18.374	\$18.741	\$19.116	\$19.498	\$19.888	\$20.286	\$20.692	\$21.106
Grade 11	<i>Monthly</i>	3,574	3,646	3,719	3,793	3,869	3,946	4,025	4,106	4,188	4,272
	<i>Annual</i>	42,892	43,750	44,625	45,518	46,428	47,357	48,304	49,270	50,255	51,260
	<i>Hourly</i>	\$20.621	\$21.034	\$21.454	\$21.884	\$22.321	\$22.768	\$23.223	\$23.687	\$24.161	\$24.644
Grade 12	<i>Monthly</i>	4,058	4,139	4,222	4,307	4,393	4,481	4,570	4,662	4,755	4,850
	<i>Annual</i>	48,699	49,673	50,667	51,680	52,714	53,768	54,843	55,940	57,059	58,200
	<i>Hourly</i>	\$23.413	\$23.881	\$24.359	\$24.846	\$25.343	\$25.850	\$26.367	\$26.894	\$27.432	\$27.981
Grade 13	<i>Monthly</i>	4,695	4,788	4,884	4,982	5,082	5,183	5,287	5,393	5,500	5,610
	<i>Annual</i>	56,335	57,462	58,611	59,783	60,979	62,198	63,442	64,711	66,005	67,325
	<i>Hourly</i>	\$27.084	\$27.626	\$28.178	\$28.742	\$29.317	\$29.903	\$30.501	\$31.111	\$31.733	\$32.368
Grade 14	<i>Monthly</i>	5,402	5,510	5,621	5,733	5,848	5,965	6,084	6,206	6,330	6,456
	<i>Annual</i>	64,828	66,124	67,447	68,796	70,171	71,575	73,006	74,467	75,956	77,475
	<i>Hourly</i>	\$31.167	\$31.790	\$32.426	\$33.075	\$33.736	\$34.411	\$35.099	\$35.801	\$36.517	\$37.248
Grade 15	<i>Monthly</i>	6,083	6,205	6,329	6,455	6,585	6,716	6,851	6,988	7,127	7,270
	<i>Annual</i>	72,998	74,458	75,947	77,466	79,015	80,595	82,207	83,851	85,528	87,239
	<i>Hourly</i>	\$35.095	\$35.797	\$36.513	\$37.243	\$37.988	\$38.748	\$39.523	\$40.313	\$41.119	\$41.942
Grade 16	<i>Monthly</i>	9,707	9,901	10,099	10,301	10,507	10,717	10,931	11,150	11,373	11,601
	<i>Annual</i>	116,482	118,812	121,188	123,612	126,084	128,606	131,178	133,801	136,477	139,207
	<i>Hourly</i>	\$56.001	\$57.121	\$58.264	\$59.429	\$60.617	\$61.830	\$63.066	\$64.328	\$65.614	\$66.926
Grade		1	2	3	4	5	6	7	8	9	10

*Increase of 2% COLA, effective 10-1-25.

2025-2026 POLICE CIVIL SERVICE STEP PAY PLAN

(2080 hrs) POLICE RECRUIT	A														
Hourly	\$ 24.453														
Annual	\$ 50,863														
Monthly	\$ 4,239														
(2080 hrs) POLICE OFFICER	A	B	C	D	E	F	G	H	I	J	K	L	M		
Hourly	\$ 29,934	\$ 30,533	\$ 31,754	\$ 33,024	\$ 33,685	\$ 34,358	\$ 35,045	\$ 35,746	\$ 36,461	\$ 37,190	\$ 37,934	\$ 38,693	\$ 39,467		
Annual	\$ 62,263	\$ 63,508	\$ 66,048	\$ 68,690	\$ 70,064	\$ 71,465	\$ 72,894	\$ 74,352	\$ 75,839	\$ 77,356	\$ 78,903	\$ 80,481	\$ 82,091		
Monthly	\$ 5,189	\$ 5,292	\$ 5,724	\$ 5,839	\$ 5,955	\$ 6,075	\$ 6,196	\$ 6,320	\$ 6,446	\$ 6,575	\$ 6,707	\$ 6,841			
	2.00%	4.00%	4.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%		
(2080 hrs) SERGEANT	A	B	C	D	E	F	G	H	I	J	K				
Hourly	\$ 39,853	\$ 40,651	\$ 41,464	\$ 42,293	\$ 43,139	\$ 44,001	\$ 44,881	\$ 45,779	\$ 46,695	\$ 47,629	\$ 48,581				
Annual	\$ 82,895	\$ 84,553	\$ 86,244	\$ 87,969	\$ 89,728	\$ 91,523	\$ 93,353	\$ 95,220	\$ 97,125	\$ 99,067	\$ 101,049				
Monthly	\$ 6,908	\$ 7,046	\$ 7,187	\$ 7,331	\$ 7,477	\$ 7,627	\$ 7,779	\$ 7,935	\$ 8,094	\$ 8,256	\$ 8,421				
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%				
(2080 hrs) LIEUTENANT	A	B	C	D	E										
Hourly	\$ 49,058	\$ 50,039	\$ 51,040	\$ 52,061	\$ 53,102										
Annual	\$ 102,040	\$ 104,081	\$ 106,163	\$ 108,286	\$ 110,452										
Monthly	\$ 8,503	\$ 8,673	\$ 8,847	\$ 9,024	\$ 9,204										
	2.00%	2.00%	2.00%	2.00%	2.00%										

*COLA increase plus Market Rate Adjustments, effective 10-1-25.

2025-2026 FIRE DEPARTMENT STEP PAY PLAN												
(2080 hrs) RECRUIT		R/A										
Hourly	\$ 24.453											
Annual	50,863											
Monthly	4,239											
(2920 hrs) FIREFIGHTER		FF/A	FF/B	FF/C	FF/D	FF/E	FF/F	FF/G	FF/H	FF/I	FF/J	FF/K
Hourly	\$ 19.532	\$ 19,923	\$ 20,320	\$ 21,134	\$ 21,979	\$ 22,858	\$ 23,316	\$ 23,781	\$ 24,257	\$ 24,743	\$ 25,236	
Annual	57,032	58,174	59,337	61,710	64,178	66,746	68,080	69,442	70,831	72,248	73,693	
Monthly	4,753	4,848	4,945	5,142	5,348	5,562	5,673	5,787	5,903	6,021	6,141	
		2.00%	1.99%	4.00%	4.00%	4.00%	4.00%	2.00%	2.00%	2.00%	2.00%	2.00%
(2920 hrs) DRIVER		D/A	D/B									
Hourly	\$ 26,499	\$ 27,030										
Annual	77,378	78,925										
Monthly	6,448	6,577										
		2.00%										
(2920 hrs) LIEUTENANT		L/A	L/B	L/C	L/D	L/E						
Hourly	\$ 28.382	\$ 28,948	\$ 29,527	\$ 30,117	\$ 30,719							
Annual	82,873	84,528	86,218	87,940	89,698							
Monthly	6,906	7,044	7,185	7,328	7,475							
		2.00%	2.00%	2.00%	2.00%							
(2920 hrs) CAPTAIN		C/A	C/B	C/C	C/D	C/E	C/F					
Hourly	\$ 32,256	\$ 32,902	\$ 33,560	\$ 34,230	\$ 34,914	\$ 35,614						
Annual	94,188	96,071	97,994	99,953	101,951	103,991						
Monthly	7,849	8,006	8,166	8,329	8,496	8,666						
		2.00%	2.00%	1.99%	2.00%	2.00%						

*COLA increase of 2% plus Market Rate Adjustments, effective 10-1-25.