

Section 2.**Effective 06/28/2026**

Reflecting the 3% salary increase effective the first full pay period that includes July 1, 2026

Based on 26 bi-weekly pay periods

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

Classification	Salary Grade		Salary Steps						
			1	2	3	4	5	5A	6
Information Technology and Digital Media Specialist	C158	Annual	\$ 59,263.08	\$ 62,226.26	\$ 65,337.57	\$ 68,604.45	\$ 72,034.65	\$ 73,835.53	\$ 75,636.38
		Bi-Weekly	\$ 2,279.35	\$ 2,393.32	\$ 2,512.98	\$ 2,638.63	\$ 2,770.56	\$ 2,839.83	\$ 2,909.09
		Hourly	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 35.50	\$ 36.36
Executive Assistant/Deputy City Clerk	C177	Annual	\$ 62,361.46	\$ 65,479.54	\$ 68,753.51	\$ 72,191.21	\$ 75,800.78	\$ 77,695.79	\$ 79,590.82
		Bi-Weekly	\$ 2,398.52	\$ 2,518.44	\$ 2,644.37	\$ 2,776.59	\$ 2,915.42	\$ 2,988.30	\$ 3,061.19
		Hourly	\$ 29.98	\$ 31.48	\$ 33.06	\$ 34.71	\$ 36.44	\$ 37.35	\$ 38.27
Human Resources Specialist	C185	Annual	\$ 64,908.72	\$ 68,154.13	\$ 71,561.86	\$ 75,139.94	\$ 78,896.94	\$ 80,869.35	\$ 82,841.79
		Bi-Weekly	\$ 2,496.49	\$ 2,621.31	\$ 2,752.38	\$ 2,890.00	\$ 3,034.50	\$ 3,110.36	\$ 3,186.22
		Hourly	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93	\$ 38.88	\$ 39.83
City Clerk	M142	Annual	\$ 74,401.29	\$ 78,121.37	\$ 82,027.44	\$ 86,128.81	\$ 90,435.23	\$ 92,696.10	\$ 94,956.98
Equity Arcata Manager		Bi-Weekly	\$ 2,861.59	\$ 3,004.67	\$ 3,154.90	\$ 3,312.65	\$ 3,478.28	\$ 3,565.23	\$ 3,652.19
Senior Human Resources Specialist (added July 2025)		Hourly	\$ 35.77	\$ 37.56	\$ 39.44	\$ 41.41	\$ 43.48	\$ 44.57	\$ 45.65
Contracts & Special Projects Manager	M152	Annual	\$ 78,213.00	\$ 82,123.62	\$ 86,229.82	\$ 90,541.30	\$ 95,068.35	\$ 97,445.06	\$ 99,821.77
Environmental Programs Manager		Bi-Weekly	\$ 3,008.19	\$ 3,158.60	\$ 3,316.53	\$ 3,482.36	\$ 3,656.48	\$ 3,747.89	\$ 3,839.30
Finance Manager		Hourly	\$ 37.60	\$ 39.48	\$ 41.46	\$ 43.53	\$ 45.71	\$ 46.85	\$ 47.99
Police Business Manager	M185	Annual	\$ 91,978.62	\$ 96,577.54	\$ 101,406.43	\$ 106,351.43	\$ 111,800.58	\$ 114,595.60	\$ 117,390.61
Project and Grant Manager		Bi-Weekly	\$ 3,537.64	\$ 3,714.52	\$ 3,900.25	\$ 4,090.44	\$ 4,300.02	\$ 4,407.52	\$ 4,515.02
SCADA Systems Manager		Hourly	\$ 44.22	\$ 46.43	\$ 48.75	\$ 51.13	\$ 53.75	\$ 55.09	\$ 56.44
Senior Planner	M198	Annual	\$ 98,389.31	\$ 103,308.74	\$ 108,474.17	\$ 113,897.90	\$ 119,592.82	\$ 122,582.64	\$ 125,572.46
Wastewater Operations and Compliance Manager		Bi-Weekly	\$ 3,784.20	\$ 3,973.41	\$ 4,172.08	\$ 4,380.69	\$ 4,599.72	\$ 4,714.72	\$ 4,829.71
		Hourly	\$ 47.30	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 58.93	\$ 60.37
Assistant City Engineer	M198	Annual	\$ 98,389.31	\$ 103,308.74	\$ 108,474.17	\$ 113,897.90	\$ 119,592.82	\$ 122,582.64	\$ 125,572.46
Deputy Director Community Development		Bi-Weekly	\$ 3,784.20	\$ 3,973.41	\$ 4,172.08	\$ 4,380.69	\$ 4,599.72	\$ 4,714.72	\$ 4,829.71
Deputy Director Environmental Services (Community Services)		Hourly	\$ 47.30	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 58.93	\$ 60.37
Deputy Director Environmental Services (Utilities/Streets)	M198	Annual	\$ 98,389.31	\$ 103,308.74	\$ 108,474.17	\$ 113,897.90	\$ 119,592.82	\$ 122,582.64	\$ 125,572.46
Deputy Director Information Technology		Bi-Weekly	\$ 3,784.20	\$ 3,973.41	\$ 4,172.08	\$ 4,380.69	\$ 4,599.72	\$ 4,714.72	\$ 4,829.71
		Hourly	\$ 47.30	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 58.93	\$ 60.37

Classification	Salary Grade		Salary Steps						
			1	2	3	4	5	5A	6
Police Lieutenant	MS198	Annual	\$ 106,672.40	\$ 112,006.03	\$ 117,606.33	\$ 123,486.64	\$ 129,660.99	\$ 132,902.52	\$ 136,144.04
		Bi-Weekly	\$ 4,102.79	\$ 4,307.92	\$ 4,523.32	\$ 4,749.49	\$ 4,986.96	\$ 5,111.64	\$ 5,236.31
		Hourly	\$ 51.29	\$ 53.85	\$ 56.54	\$ 59.37	\$ 62.34	\$ 63.90	\$ 65.45
City Engineer	M232	Annual	\$ 116,568.14	\$ 122,396.53	\$ 128,516.37	\$ 134,942.18	\$ 141,689.28	\$ 145,231.51	\$ 148,773.76
Bi-Weekly		\$ 4,483.39	\$ 4,707.56	\$ 4,942.94	\$ 5,190.08	\$ 5,449.59	\$ 5,585.83	\$ 5,722.07	
Director of Environmental Services		Hourly	\$ 56.04	\$ 58.84	\$ 61.79	\$ 64.88	\$ 68.12	\$ 69.82	\$ 71.53
Director of Community Development									
Finance Director									
Human Resources/Administrative Services Director									
Chief of Police	MS232	Annual	\$ 126,390.57	\$ 132,710.07	\$ 139,345.60	\$ 146,312.87	\$ 153,628.53	\$ 157,469.24	\$ 161,309.95
		Bi-Weekly	\$ 4,861.18	\$ 5,104.23	\$ 5,359.45	\$ 5,627.42	\$ 5,908.79	\$ 6,056.51	\$ 6,204.23
		Hourly	\$ 60.77	\$ 63.80	\$ 66.99	\$ 70.34	\$ 73.86	\$ 75.71	\$ 77.55
Assistant City Manager	M254	Annual	\$ 129,390.63	\$ 135,860.15	\$ 142,653.17	\$ 149,785.82	\$ 157,275.11	\$ 161,206.98	\$ 165,138.86
		Bi-Weekly	\$ 4,976.56	\$ 5,225.39	\$ 5,486.66	\$ 5,760.99	\$ 6,049.04	\$ 6,200.27	\$ 6,351.50
		Hourly	\$ 62.21	\$ 65.32	\$ 68.58	\$ 72.01	\$ 75.61	\$ 77.50	\$ 79.39

APPOINTED CLASSIFICATIONS:

City Manager	CM100	Annual	\$169,541.24	\$178,018.30	\$186,919.22	\$196,265.18	\$206,078.44	N/A	N/A
		Bi-Weekly	\$6,520.82	\$6,846.86	\$7,189.20	\$7,548.66	\$7,926.09		
		Hourly	\$81.51	\$85.59	\$89.87	\$94.36	\$99.08		