

RESOLUTION NO. 2026-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EXETER ADOPTING AN UPDATED CITY OF EXETER SALARY SCHEDULE REFLECTING NEGOTIATED COMPENSATION INCREASES FOR MID-MANAGEMENT AND DEPARTMENT HEAD EMPLOYEES AND A COMPENSATION ADJUSTMENT FOR THE CITY ADMINISTRATOR

WHEREAS, the City of Exeter maintains an official Salary Schedule establishing salary ranges for all City classifications; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires public agencies participating in the California Public Employees' Retirement System (CalPERS) to maintain and publicly approve salary schedules identifying the pay rates for each classification; and

WHEREAS, the City Council is considering related agenda items providing negotiated compensation increases for Mid-Management employees, negotiated compensation increases for Department Head employees, and a compensation adjustment for the City Administrator; and

WHEREAS, the attached Salary Schedule has been prepared to reflect those compensation actions, contingent upon approval of the related agenda items at the July 28, 2026 regular meeting.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Exeter as follows:

SECTION 1. Contingent upon approval of the related compensation actions contained in corresponding agenda items for Mid-Management employees, Department Head employees, and the City Administrator, the City Council hereby adopts the City of Exeter Salary Schedule attached hereto as Exhibit "A" and incorporated herein by this reference.

SECTION 2. The Salary Schedule shall become effective in accordance with the effective dates established by the corresponding resolutions and employment agreement amendment reflected therein.

SECTION 3. Any previously adopted salary schedules, or portions thereof, that conflict with the attached Salary Schedule are hereby superseded to the extent of such conflict.

SECTION 4. The City Clerk is hereby authorized and directed to maintain the adopted Salary Schedule as the City's official Salary Schedule and to make it available as required by applicable law.

PASSED, APPROVED AND ADOPTED this 28th day of July, 2026.

AYES: WILSON, LENTZ, RIDDLE, ALVES, JOHNSON

NOES: Ø

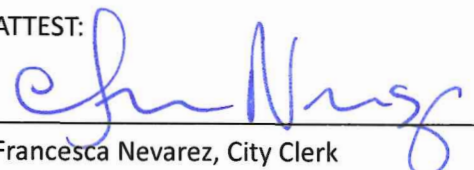
ABSTAIN: Ø

ABSENT: Ø



Jacob Johnson, Mayor

ATTEST:



Francesca Nevarez, City Clerk

CITY OF EXETER FY2026-2027 SALARY SCHEDULE

Effective 7/1/26, adopted via Resolution No. 2026-34

MISCELLANEOUS CLASSIFICATIONS	BU	STEP A	STEP B	STEP C	STEP D	STEP E	PATTERN
City Administrator	Unrep	13,713	14,399	14,975	15,574	16,196	5,4,4,4
Finance Director	Unrep	9,503	9,978	10,477	11,001	11,551	5*
Public Works Director	Unrep	8,975	9,424	9,895	10,390	10,910	5*
Community Services Director	Unrep	7,811	8,201	8,611	9,042	9,494	5*
City Clerk/Human Resources Manager	Unrep	7,364	7,732	8,119	8,525	8,951	5*
Operations Manager	Unrep	6,682	7,016	7,367	7,735	8,122	5*
Deputy City Clerk/Personnel Officer	Unrep	6,007	6,308	6,623	6,954	7,302	5*
Finance Manager	Unrep	6,649	6,981	7,330	7,697	8,082	5*
Chief Operator	CLOCEA	5,327	5,594	5,873	6,167	6,475	5*
Operator I, Water/Wastewater	CLOCEA	4,831	5,072	5,326	5,592	5,872	5*
Operator II, Water/Wastewater	CLOCEA	4,584	4,814	5,054	5,307	5,572	5*
Crew Leader	CLOCEA	4,410	4,631	4,863	5,106	5,361	5*
Mechanic II	CLOCEA	4,398	4,618	4,849	5,092	5,346	5*
Senior Clerk Dispatcher	CLOCEA	4,246	4,458	4,681	4,915	5,161	5*
Recreation Supervisor	CLOCEA	4,203	4,413	4,634	4,865	5,109	5*
Community Services Officer	CLOCEA	4,203	4,413	4,634	4,865	5,109	5*
Maintenance Technician	CLOCEA	4,148	4,355	4,573	4,802	5,042	5*
Skilled Maintenance Worker	CLOCEA	3,792	3,982	4,181	4,390	4,609	5*
Accounting Assistant	CLOCEA	3,755	3,943	4,140	4,347	4,564	5*
Administrative Assistant	CLOCEA	3,792	3,982	4,181	4,390	4,609	5*
Senior Administrative Assistant	CLOCEA	4,246	4,458	4,681	4,915	5,161	5*
Recreation Coordinator	CLOCEA	3,792	3,982	4,181	4,390	4,609	5*
Records Clerk	CLOCEA	3,703	3,889	4,083	4,287	4,501	5*
Animal Control/Code Enforcement	CLOCEA	3,654	3,837	4,028	4,230	4,441	5*
Maintenance I	CLOCEA	3,610	3,790	3,980	4,179	4,388	5*
Office Assistant	CLOCEA	3,276	3,440	3,612	3,793	3,982	5*
Recreation Leader	CLOCEA	3,276	3,440	3,612	3,793	3,982	5*

POLICE CLASSIFICATIONS	BU	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	PATTERN
Chief of Police	Unrep	11,311	11,877	12,471	13,095	13,750	14,438	*5
Lieutenant	Unrep	8,484	8,908	9,353	9,821	10,312	10,828	*5
Sergeant	EPOA	6,695	7,030	7,382	7,751	8,138	8,545	*5
Police Officer	EPOA	5,246	5,508	5,784	6,073	6,376	6,695	*5
Police Officer Trainee	CLOCEA	4,885	5,129	5,386	5,655	5,938		*5

E-Step Police Officer is the benchmark position upon which linked formulas are based.

**All salaries shown are monthly amounts.

HOURLY EMPLOYEE SALARY SCHEDULE	Effective 1/1/2021	Effective 1/1/2022	Effective 1/1/2023	Effective 1/1/2024	Effective 1/1/2025	Effective 1/1/2026
Recreation Assistant	14.00	15.00	15.50	16.00	16.50	16.90
Recreation Leader	18.00	18.00	18.00	18.00	18.00	18.00
Sport Official	14.00	15.00	15.50	16.00	16.50	16.90
Maintenance	14.00	15.00	15.50	16.00	16.50	16.90
Office/ Administrative I	14.00	15.00	15.50	16.00	16.50	16.90
Office/ Administrative II	16.00	17.00	17.00	17.00	17.00	17.00
Police Reserve	19.00	25.00	25.00	25.00	26.00	26.00
Special Projects and Training Coordinator			53.93	53.93	56.09	56.09

CITY COUNCIL MEMBERS

Exeter City Council Member

*\$10.00 per meeting not to exceed four meetings in any calendar month pursuant to City of Exeter Municipal Code §2.04.030

CITY OF EXETER
FY2026/2027 PERSONNEL ALLOCATION

			GENERAL FUND								NON-GENERAL FUNDS						
			General						General						Non GF	Total	
FTE	Dept	CLASSIFICATION	Admin	Fin	Government	Police	Streets	Rec.	Parks	Fund	Ins	Meas P	Water	Sewer	Refuse		Fund
	1 Admin	City Administrator	0.30				0.08			0.38	0.09		0.25	0.28		0.62	1.00
	1 Admin	Personnel Officer/City Clerk	0.15		0.20					0.35	0.25		0.25	0.15		0.65	1.00
	1 Admin	City Clerk/ HR Manager	0.15		0.20					0.35	0.25		0.25	0.15		0.65	1.00
	1 PW	Maintenance Technician					0.15			0.15			0.43	0.42		0.85	1.00
	1 PW	Senior Administrative Assistant					0.15			0.15			0.45	0.40		0.85	1.00
	1 PW	Operations Manager				0.10	0.20			0.30			0.40	0.25	0.05	0.70	1.00
	1 PW	Mechanic II				0.20	0.20			0.40			0.30	0.30		0.60	1.00
	1 PW	Crew Leader					0.05		0.20	0.25			0.37	0.38		0.75	1.00
	1 PW	Skilled Maintenance Worker					0.35			0.35			0.40	0.20	0.05	0.65	1.00
	1 PW	PW Director					0.30			0.30			0.35	0.25	0.10	0.70	1.00
	1 PW	Maintenance I					0.10			0.10			0.75	0.15		0.90	1.00
	1 PW	Skilled Maintenance Worker					0.10			0.10			0.75	0.15		0.90	1.00
	1 PW	Maintenance Technician					0.50			0.50			0.45	0.05		0.50	1.00
	3 PW	Maintenance I							1.00	1.00		2.00				2.00	3.00
	1 PW	Code Enforcement Officer								-		1.00				1.00	1.00
	1 Finance	Office Assistant			0.10					0.10			0.40	0.35	0.15	0.90	1.00
	1 Finance	Finance Manager		0.15			0.10			0.25	0.05		0.30	0.35	0.05	0.75	1.00
	1 Finance	Finance Director		0.25			0.10			0.35	0.08		0.27	0.30		0.65	1.00
	1 Finance	Accounting Assistant			0.30					0.30			0.32	0.32	0.06	0.70	1.00
	1 Finance	Accounting Assistant			0.30					0.30			0.32	0.32	0.06	0.70	1.00
	1 Rec	Recreation Coordinator						0.95		0.95	0.05					0.05	1.00
	1 Rec	Recreation Leader								-		1.00				1.00	1.00
	1 Code Enf	Code Enforcement Officer								-		1.00				1.00	1.00
	20 PD	Police Positions				19.00				19.00		1.00				1.00	20.00
45		TOTAL:	0.60	0.40	1.10	19.30	2.38	0.95	1.20	25.93	0.77	6.00	7.01	4.77	0.52	19.07	45.00
		Funding Allocation %	1.3%	0.9%	2.4%	42.9%	5.3%	2.1%	2.7%	57.6%	1.7%	13.3%	15.6%	10.6%	1.2%	42.4%	100.0%

Police Personnel		
Chief	1	
Lieutenant	2	
Sergeant	4	
Detective	3	
Police Officer/ Police Officer Trainee	7	
School Resource Officer	1	
Records Clerk	1	
Sr. Clerk Dispatcher	1	
	20	

Note on Police Officer Allocation
*1 FTE offset w/Measure P Fund)