



City of Lindsay
Hourly Salary Schedule
FY 2025/2026 Effective 01/01/2026

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	SEIU	Full-Time	Account Clerk I	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	SEIU	Full-Time	Account Clerk III	\$ 20.99	\$ 22.04	\$ 23.14	\$ 24.30	\$ 25.52	\$ 26.79	\$ 28.13
Non-Exempt	SEIU	Full-Time	Administrative Secretary	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.87
Exempt	Unrepresented	Full-Time	Administrative Supervisor	\$ 33.80	\$ 35.49	\$ 37.26	\$ 39.13	\$ 41.08	\$ 43.14	\$ 45.30
Non-Exempt	SEIU	Full-Time	Animal Control Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Exempt	Unrepresented	Full-Time	City Clerk / Human Resource Manager	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20
Exempt	Unrepresented	Full-Time	City Services Deputy Director	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.29	\$ 42.30	\$ 44.41	\$ 46.64
Exempt	Unrepresented	Full-Time	City Services Manager/Inspector	\$ 33.80	\$ 35.49	\$ 37.26	\$ 39.13	\$ 41.08	\$ 43.14	\$ 45.30
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	SEIU	Full-Time	Community Development Specialist	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.87
Non-Exempt	SEIU	Full-Time	Community Services Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	Confidential	Full-Time	Executive Assistant/Deputy City Clerk	\$ 26.81	\$ 28.15	\$ 29.56	\$ 31.04	\$ 32.59	\$ 34.22	\$ 35.93
Non-Exempt	SEIU	Full-Time	Engineering Technician	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	Unrepresented	PT/ Seasonal	Interns/Seasonal	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90
Non-Exempt	Unrepresented	Part-Time	Lead Lifeguard	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	SEIU	Full-Time	Maintenance	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	SEIU	Full-Time	Maintenance Senior I	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	SEIU	Full-Time	Maintenance Senior II	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Exempt	Unrepresented	Full-Time	Maintenance Senior III	\$ 33.80	\$ 35.49	\$ 37.26	\$ 39.13	\$ 41.08	\$ 43.14	\$ 45.30
Non-Exempt	SEIU	Full-Time	Pool Manager	\$ 18.36	\$ 19.28	\$ 20.24	\$ 21.25	\$ 22.32	\$ 23.43	\$ 24.60
Non-Exempt	SEIU	Full-Time	Records Clerk	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	Unrepresented	Part-Time	Recreation - Lifeguard	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	SEIU	Full-Time	Recreation Coordinator	\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.20	\$ 27.51	\$ 28.88	\$ 30.33
Non-Exempt	Unrepresented	Part-Time	Recreation I	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	Unrepresented	PT/ Seasonal	Sports Coordinator	\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.20	\$ 27.51	\$ 28.88	\$ 30.33
Non-Exempt	Unrepresented	PT/ Seasonal	Sports Official	\$ 25.00	\$ 26.25	\$ 27.56	\$ 28.94	\$ 30.39	\$ 31.91	\$ 33.50
Non-Exempt	SEIU	Full-Time	Utility Operator I	\$ 25.26	\$ 26.52	\$ 27.84	\$ 29.24	\$ 30.70	\$ 32.23	\$ 33.84
Non-Exempt	SEIU	Full-Time	Utility Operator II	\$ 35.15	\$ 36.91	\$ 38.75	\$ 40.69	\$ 42.73	\$ 44.86	\$ 47.10
Non-Exempt	SEIU	Full-Time	Utility Operator III	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20
Non-Exempt	SEIU	Full-Time	Utility Operator Trainee	\$ 17.95	\$ 18.85	\$ 19.79	\$ 20.78	\$ 21.82	\$ 22.91	\$ 24.06

**All hourly rates are based on a 40-hour work week.*

Fire Personnel

Fire Rate

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 21.85	\$ 22.94	\$ 24.09	\$ 25.29	\$ 26.56	\$ 27.89	\$ 29.28

Administrative Rate

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 23.30	\$ 24.47	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.74	\$ 31.22
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 30.60	\$ 32.13	\$ 33.74	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.01

**Fire personnel will convert to a 56-hour work week upon completion of their training.*

**Fire personnel are paid based on whether they are on the 56-hour per week average schedule or the 40-hour per week schedule.*

**Holiday pay will still be paid out based on the 40-hour per week rate, regardless of whether an employee is on a 56-hour per week average schedule or a 40-hour per week schedule.*

**Reserve Firefighter will fall under Part-Time Seasonal category*

Public Safety Personnel											
Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
Non-Exempt	LPOA	Full-Time	Police Officer Recruit	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10
Non-Exempt	LPOA	Full-Time	Police Officer	\$ 29.10	\$ 30.56	\$ 32.08	\$ 33.69	\$ 35.37	\$ 37.14	\$ 39.00	
Non-Exempt	LPOA	Full-Time	Police Corporal	\$ 32.08	\$ 33.68	\$ 35.37	\$ 37.14	\$ 38.99	\$ 40.94	\$ 42.99	
Non-Exempt	LPOA	Full-Time	Police Sergeant	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.00	\$ 43.05	\$ 45.21	\$ 47.47	
Exempt	Unrepresented	Full-Time	Public Safety Lieutenant	\$ 43.41	\$ 45.58	\$ 47.86	\$ 50.25	\$ 52.77	\$ 55.40	\$ 58.17	

**Reserve Police Officer will fall under Part-Time Seasonal category*

Contract Personnel					
Category	Bargaining Unit	Type	Title	Minimum	Maximum
Exempt	Unrepresented	Full-Time	City Manager	\$ 55.05	\$ 80.00
Exempt	Unrepresented	Full-Time	Director of Public Works	\$ 46.00	\$ 70.00
Exempt	Unrepresented	Full-Time	Director of Finance	\$ 41.72	\$ 70.00
Exempt	Unrepresented	Full-Time	Director of Public Safety	\$ 41.46	\$ 70.00
Exempt	Unrepresented	Full-Time	Director of Parks & Recreation	\$ 41.46	\$ 61.37