



City of Lindsay

Hourly Salary Schedule
FY 2025/2026 Effective 08/03/2025

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Unrepresented	Part-Time Seasonal	Interns/Seasonal	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
Non-Exempt	Unrepresented	Part-Time	Recreation - Lifeguard	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	Unrepresented	Part-Time	Recreation I	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Maintenance	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Account Clerk I	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Records Clerk	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
Non-Exempt	SEIU	Full-Time	Maintenance Senior I	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
Non-Exempt	Unrepresented	Part-Time	Lead Lifeguard	\$ 16.75	\$ 17.59	\$ 18.47	\$ 19.39	\$ 20.36	\$ 21.38	\$ 22.45
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	Administrative Secretary	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.87
Non-Exempt	SEIU	Full-Time	Utility Operator Trainee	\$ 17.95	\$ 18.85	\$ 19.79	\$ 20.78	\$ 21.82	\$ 22.91	\$ 24.06
Non-Exempt	SEIU	Full-Time	Pool Manager	\$ 18.36	\$ 19.28	\$ 20.24	\$ 21.25	\$ 22.32	\$ 23.43	\$ 24.60
Non-Exempt	SEIU	Part-Time	Records/IT Clerk	\$ 20.60	\$ 21.63	\$ 22.72	\$ 23.85	\$ 25.04	\$ 26.30	\$ 27.61
Non-Exempt	SEIU	Full-Time	Maintenance Senior II	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Animal Control Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Community Services Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
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	Recreation Coordinator	\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.20	\$ 27.51	\$ 28.88	\$ 30.33
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	Engineering Technician	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	SEIU	Full-Time	Assistant City Planner	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	SEIU	Full-Time	Building Inspector I	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	Confidential Employee	Full-Time	Deputy City Clerk	\$ 26.81	\$ 28.15	\$ 29.56	\$ 31.04	\$ 32.59	\$ 34.22	\$ 35.93
Exempt	Unrepresented	Full-Time	Administrative Supervisor	\$ 33.00	\$ 34.65	\$ 36.38	\$ 38.20	\$ 40.11	\$ 42.12	\$ 44.22
Exempt	Unrepresented	Full-Time	Maintenance Senior III	\$ 33.00	\$ 34.65	\$ 36.38	\$ 38.20	\$ 40.11	\$ 42.12	\$ 44.22
Exempt	Unrepresented	Full-Time	Planning Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	Finance & Accounting Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	IT Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	Executive Projects Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	City Services Manager/Inspector	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Non-Exempt	SEIU	Full-Time	Utility Operator II	\$ 35.15	\$ 36.91	\$ 38.75	\$ 40.69	\$ 42.73	\$ 44.86	\$ 47.10
Exempt	Unrepresented	Full-Time	City Services Deputy Director	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.29	\$ 42.30	\$ 44.41	\$ 46.64
Non-Exempt	SEIU	Full-Time	Utility Operator III	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20
Exempt	Unrepresented	Full-Time	City Clerk / Human Resource Manager	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20

*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	\$ 16.64	\$ 17.47	\$ 18.35	\$ 19.26	\$ 20.23	\$ 21.24	\$ 22.30
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
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	Recreation Services Director	\$ 34.37	\$ 60.00



City of Lindsay
Annual Salary Schedule
FY 2025/2026 Effective 08/03/2025

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Unrepresented	Part-Time Seasonal	Interns/Seasonal	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00
Non-Exempt	Unrepresented	Part-Time	Recreation - Lifeguard	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	Unrepresented	Part-Time	Recreation I	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Maintenance	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Account Clerk I	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Records Clerk	\$ 34,403.20	\$ 36,129.60	\$ 37,939.20	\$ 39,832.00	\$ 41,828.80	\$ 43,929.60	\$ 46,113.60
Non-Exempt	SEIU	Full-Time	Maintenance Senior I	\$ 34,403.20	\$ 36,129.60	\$ 37,939.20	\$ 39,832.00	\$ 41,828.80	\$ 43,929.60	\$ 46,113.60
Non-Exempt	Unrepresented	Part-Time	Lead Lifeguard	\$ 34,840.00	\$ 36,587.20	\$ 38,417.60	\$ 40,331.20	\$ 42,348.80	\$ 44,470.40	\$ 46,696.00
Non-Exempt	SEIU	Full-Time	Community Development Specialist	\$ 37,044.80	\$ 38,896.00	\$ 40,830.40	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,649.60
Non-Exempt	SEIU	Full-Time	Administrative Secretary	\$ 37,044.80	\$ 38,896.00	\$ 40,830.40	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,649.60
Non-Exempt	SEIU	Full-Time	Utility Operator Trainee	\$ 37,336.00	\$ 39,208.00	\$ 41,163.20	\$ 43,222.40	\$ 45,385.60	\$ 47,652.80	\$ 50,044.80
Non-Exempt	SEIU	Full-Time	Pool Manager	\$ 38,188.80	\$ 40,102.40	\$ 42,099.20	\$ 44,200.00	\$ 46,425.60	\$ 48,734.40	\$ 51,168.00
Non-Exempt	SEIU	Part-Time	Records/IT Clerk	\$ 42,848.00	\$ 44,990.40	\$ 47,257.60	\$ 49,608.00	\$ 52,083.20	\$ 54,704.00	\$ 57,428.80
Non-Exempt	SEIU	Full-Time	Maintenance Senior II	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Animal Control Officer	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Community Services Officer	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Account Clerk III	\$ 43,659.20	\$ 45,843.20	\$ 48,131.20	\$ 50,544.00	\$ 53,081.60	\$ 55,723.20	\$ 58,510.40
Non-Exempt	SEIU	Full-Time	Recreation Coordinator	\$ 47,070.40	\$ 49,420.80	\$ 51,896.00	\$ 54,496.00	\$ 57,220.80	\$ 60,070.40	\$ 63,086.40
Non-Exempt	SEIU	Full-Time	Utility Operator I	\$ 52,540.80	\$ 55,161.60	\$ 57,907.20	\$ 60,819.20	\$ 63,856.00	\$ 67,038.40	\$ 70,387.20
Non-Exempt	SEIU	Full-Time	Engineering Technician	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	SEIU	Full-Time	Assistant City Planner	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	SEIU	Full-Time	Building Inspector I	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	Confidential Employee	Full-Time	Deputy City Clerk	\$ 55,764.80	\$ 58,552.00	\$ 61,484.80	\$ 64,563.20	\$ 67,787.20	\$ 71,177.60	\$ 74,734.40
Exempt	Unrepresented	Full-Time	Administrative Supervisor	\$ 68,640.00	\$ 72,072.00	\$ 75,670.40	\$ 79,456.00	\$ 83,428.80	\$ 87,609.60	\$ 91,977.60
Exempt	Unrepresented	Full-Time	Maintenance Senior III	\$ 68,640.00	\$ 72,072.00	\$ 75,670.40	\$ 79,456.00	\$ 83,428.80	\$ 87,609.60	\$ 91,977.60
Exempt	Unrepresented	Full-Time	Planning Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	Finance & Accounting Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	IT Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	Executive Projects Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	City Services Manager/Inspector	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Non-Exempt	SEIU	Full-Time	Utility Operator II	\$ 73,112.00	\$ 76,772.80	\$ 80,600.00	\$ 84,635.20	\$ 88,878.40	\$ 93,308.80	\$ 97,968.00
Exempt	Unrepresented	Full-Time	City Services Deputy Director	\$ 72,384.00	\$ 76,003.20	\$ 79,809.60	\$ 83,803.20	\$ 87,984.00	\$ 92,372.80	\$ 97,011.20
Non-Exempt	SEIU	Full-Time	Utility Operator III	\$ 82,576.00	\$ 86,715.20	\$ 91,041.60	\$ 95,596.80	\$ 100,380.80	\$ 105,393.60	\$ 110,656.00
Exempt	Unrepresented	Full-Time	City Clerk / Human Resource Manager	\$ 82,576.00	\$ 86,715.20	\$ 91,041.60	\$ 95,596.80	\$ 100,380.80	\$ 105,393.60	\$ 110,656.00

*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	\$ 48,455.68	\$ 50,872.64	\$ 53,435.20	\$ 56,085.12	\$ 58,909.76	\$ 61,850.88	\$ 64,937.60
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 63,627.20	\$ 66,801.28	\$ 70,150.08	\$ 73,644.48	\$ 77,342.72	\$ 81,215.68	\$ 85,263.36

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	\$ 48,464.00	\$ 50,897.60	\$ 53,435.20	\$ 56,097.60	\$ 58,905.60	\$ 61,859.20	\$ 64,937.60
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 63,648.00	\$ 66,830.40	\$ 70,179.20	\$ 73,673.60	\$ 77,355.20	\$ 81,224.00	\$ 85,300.80

*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	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00
Non-Exempt	LPOA	Full-Time	Police Officer	\$ 60,528.00	\$ 63,564.80	\$ 66,726.40	\$ 70,075.20	\$ 73,569.60	\$ 77,251.20	\$ 81,120.00
Non-Exempt	LPOA	Full-Time	Police Corporal	\$ 66,726.40	\$ 70,054.40	\$ 73,569.60	\$ 77,251.20	\$ 81,099.20	\$ 85,155.20	\$ 89,419.20
Non-Exempt	LPOA	Full-Time	Police Sergeant	\$ 73,673.60	\$ 77,355.20	\$ 81,224.00	\$ 85,280.00	\$ 89,544.00	\$ 94,036.80	\$ 98,737.60
Exempt	Unrepresented	Full-Time	Public Safety Lieutenant	\$ 90,292.80	\$ 94,806.40	\$ 99,548.80	\$ 104,520.00	\$ 109,761.60	\$ 115,232.00	\$ 120,993.60

*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	\$ 114,504.00	\$ 166,400.00
Exempt	Unrepresented	Full-Time	Director of Public Works	\$ 95,680.00	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Director of Finance	\$ 86,777.60	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Director of Public Safety	\$ 86,236.80	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Recreation Services Director	\$ 71,489.60	\$ 124,800.00