



City of Lindsay
 Hourly Salary Schedule
 FY 2026/2027 Effective 07/1/26

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	Mid-Management	Full-Time	Administrative Supervisor	\$ 35.15	\$ 36.91	\$ 38.76	\$ 40.69	\$ 42.73	\$ 44.86	\$ 47.11
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	Associate Engineer	\$ 31.70	\$ 33.29	\$ 34.95	\$ 36.70	\$ 38.53	\$ 40.46	\$ 42.48
Exempt	Mid-Management	Full-Time	City Clerk / Human Resource Manager	\$ 41.29	\$ 43.35	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.33
Exempt	Mid-Management	Full-Time	City Services Deputy Director	\$ 36.19	\$ 38.00	\$ 39.90	\$ 41.90	\$ 43.99	\$ 46.19	\$ 48.50
Exempt	Mid-Management	Full-Time	City Services Manager/Inspector	\$ 35.15	\$ 36.91	\$ 38.76	\$ 40.69	\$ 42.73	\$ 44.86	\$ 47.11
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer/Inspector	\$ 31.25	\$ 32.81	\$ 34.45	\$ 36.18	\$ 37.98	\$ 39.88	\$ 41.88
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	Unrepresented	PT/ Seasonal	Interns/Seasonal	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90	\$ 16.90
Non-Exempt	Unrepresented	PT/ Seasonal	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	Mid-Management	Full-Time	Maintenance Senior III	\$ 35.15	\$ 36.91	\$ 38.76	\$ 40.69	\$ 42.73	\$ 44.86	\$ 47.11
Non-Exempt	SEIU	Full-Time	Permit Technician	\$ 24.00	\$ 25.20	\$ 26.46	\$ 27.78	\$ 29.17	\$ 30.63	\$ 32.16
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 Leader I	\$ 16.90	\$ 17.75	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.65
Non-Exempt	Unrepresented	Part-Time	Recreation Leader II	\$ 17.75	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.65	\$ 23.79
Non-Exempt	Unrepresented	PT/ Seasonal	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	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	\$ 23.66	\$ 24.84	\$ 26.09	\$ 27.39	\$ 28.76	\$ 30.20	\$ 31.71
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	\$ 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 Sergeant	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.00	\$ 43.05	\$ 45.21	\$ 47.47		
Exempt	Mid-Management	Full-Time	Public Safety Lieutenant	\$ 45.15	\$ 47.40	\$ 49.77	\$ 52.26	\$ 54.88	\$ 57.62	\$ 60.50		

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

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