

Salary Schedule

Unit A - NOVATO POLICE MANAGERS ASSOCIATION EFFECTIVE JULY 14, 2024 (3.5% COLA)

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Captain	1	\$81.1859	\$6,494.87	\$14,072.23	\$168,866.71
	2	\$85.2453	\$6,819.62	\$14,775.85	\$177,310.21
	3	\$89.5075	\$7,160.60	\$15,514.64	\$186,175.65
	4	\$93.9830	\$7,518.64	\$16,290.38	\$195,484.57
	5	\$98.6822	\$7,894.57	\$17,104.91	\$205,258.93
Lieutenant	1	\$66.4363	\$5,314.91	\$11,515.63	\$138,187.59
	2	\$69.7583	\$5,580.66	\$12,091.43	\$145,097.21
	3	\$73.2461	\$5,859.69	\$12,695.99	\$152,351.93
	4	\$76.9085	\$6,152.68	\$13,330.80	\$159,969.62
	5	\$80.7542	\$6,460.34	\$13,997.40	\$167,968.78
Sergeant	1	\$54.1778	\$4,334.22	\$9,390.82	\$112,689.82
	2	\$56.8865	\$4,550.92	\$9,860.33	\$118,323.92
	3	\$59.7309	\$4,778.47	\$10,353.35	\$124,240.24
	4	\$62.7175	\$5,017.40	\$10,871.03	\$130,452.36
	5	\$65.8533	\$5,268.27	\$11,414.58	\$136,974.91

Unit B - NOVATO POLICE OFFICERS ASSOCIATION EFFECTIVE JULY 14, 2024 (3.5% COLA)

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Police Corporal	1	\$46.0933	\$3,687.46	\$7,989.51	\$95,874.09
	2	\$48.3977	\$3,871.82	\$8,388.94	\$100,667.30
	3	\$50.8178	\$4,065.42	\$8,808.41	\$105,700.97
	4	\$53.2807	\$4,262.45	\$9,235.31	\$110,823.78
	5	\$56.0265	\$4,482.12	\$9,711.26	\$116,535.15
Police Officer	1	\$43.8983	\$3,511.86	\$7,609.04	\$91,308.43
	2	\$46.0933	\$3,687.46	\$7,989.51	\$95,874.09
	3	\$48.3978	\$3,871.83	\$8,388.96	\$100,667.51
	4	\$50.8178	\$4,065.42	\$8,808.41	\$105,700.97
	5	\$53.2807	\$4,262.45	\$9,235.31	\$110,823.78

Unit C - MID MANAGEMENT (DECERTIFIED) EFFECTIVE NOVEMBER 8, 2021

**Unit D - SEIU GENERAL EMPLOYEES
EFFECTIVE JULY 14, 2024 (3.5% COLA)**

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Accounting Assistant I	1	\$24.2453	\$1,939.62	\$4,202.52	\$50,430.20
	2	\$25.4574	\$2,036.59	\$4,412.61	\$52,951.35
	3	\$26.7303	\$2,138.43	\$4,633.26	\$55,599.07
	4	\$28.0669	\$2,245.35	\$4,864.93	\$58,379.20
	5	\$29.4703	\$2,357.62	\$5,108.18	\$61,298.18
Accounting Assistant II	1	\$26.6741	\$2,133.93	\$4,623.51	\$55,482.18
	2	\$28.0077	\$2,240.62	\$4,854.67	\$58,256.06
	3	\$29.4081	\$2,352.65	\$5,097.40	\$61,168.80
	4	\$30.8786	\$2,470.29	\$5,352.29	\$64,227.50
	5	\$32.4224	\$2,593.79	\$5,619.88	\$67,438.61
Administrative Technician	1	\$31.2987	\$2,503.90	\$5,425.11	\$65,101.32
	2	\$32.8636	\$2,629.09	\$5,696.36	\$68,356.35
	3	\$34.5068	\$2,760.54	\$5,981.18	\$71,774.14
	4	\$36.2320	\$2,898.56	\$6,280.22	\$75,362.64
	5	\$38.0437	\$3,043.50	\$6,594.24	\$79,130.90
Application Support Technician	1	\$28.5825	\$2,286.60	\$4,954.29	\$59,451.51
	2	\$30.0116	\$2,400.93	\$5,202.01	\$62,424.10
	3	\$31.5122	\$2,520.98	\$5,462.12	\$65,545.44
	4	\$33.0877	\$2,647.02	\$5,735.20	\$68,822.43
	5	\$34.7423	\$2,779.38	\$6,021.99	\$72,263.90
Building Inspector I	1	\$37.1648	\$2,973.18	\$6,441.90	\$77,302.74
	2	\$39.0230	\$3,121.84	\$6,763.99	\$81,167.88
	3	\$40.9742	\$3,277.94	\$7,102.19	\$85,226.34
	4	\$43.0230	\$3,441.84	\$7,457.32	\$89,487.81
	5	\$45.1740	\$3,613.92	\$7,830.16	\$93,961.97
Building Inspector II	1	\$42.5955	\$3,407.64	\$7,383.22	\$88,598.70
	2	\$44.7255	\$3,578.04	\$7,752.41	\$93,028.95
	3	\$46.9616	\$3,756.93	\$8,140.01	\$97,680.07
	4	\$49.5432	\$3,963.45	\$8,587.48	\$103,049.80
	5	\$51.7753	\$4,142.02	\$8,974.38	\$107,692.53
Building Plans Examiner I	1	\$38.3179	\$3,065.43	\$6,641.76	\$79,701.18
	2	\$40.2338	\$3,218.70	\$6,973.85	\$83,686.22
	3	\$42.2455	\$3,379.64	\$7,322.55	\$87,870.62
	4	\$44.3578	\$3,548.63	\$7,688.69	\$92,264.27
	5	\$46.5756	\$3,726.05	\$8,073.11	\$96,877.29

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Building Plans Examiner II	1	\$42.5756	\$3,406.04	\$7,379.76	\$88,557.15
	2	\$44.7043	\$3,576.35	\$7,748.75	\$92,985.03
	3	\$46.9394	\$3,755.15	\$8,136.17	\$97,634.00
	4	\$49.2865	\$3,942.92	\$8,542.99	\$102,515.91
	5	\$51.7507	\$4,140.06	\$8,970.13	\$107,641.51
Code Enforcement Officer	1	\$34.7303	\$2,778.42	\$6,019.92	\$72,239.02
	2	\$36.4669	\$2,917.35	\$6,320.92	\$75,851.09
	3	\$38.2902	\$3,063.22	\$6,636.97	\$79,643.60
	4	\$40.2047	\$3,216.38	\$6,968.82	\$83,625.86
	5	\$42.2149	\$3,377.19	\$7,317.25	\$87,806.95
Custodian	1	\$24.6301	\$1,970.41	\$4,269.22	\$51,230.61
	2	\$25.8616	\$2,068.93	\$4,482.69	\$53,792.23
	3	\$27.1547	\$2,172.37	\$4,706.81	\$56,481.72
	4	\$28.5125	\$2,281.00	\$4,942.17	\$59,305.98
	5	\$29.9380	\$2,395.04	\$5,189.25	\$62,271.03
Development Permit Supervisor	1	\$42.0323	\$3,362.59	\$7,285.61	\$87,427.27
	2	\$44.1340	\$3,530.72	\$7,649.89	\$91,798.72
	3	\$46.3406	\$3,707.25	\$8,032.37	\$96,388.40
	4	\$48.6576	\$3,892.60	\$8,433.98	\$101,207.73
	5	\$51.0904	\$4,087.23	\$8,855.67	\$106,268.09
Engineering Project Coordinator	1	\$42.1418	\$3,371.34	\$7,304.58	\$87,654.91
	2	\$44.2488	\$3,539.91	\$7,669.80	\$92,037.58
	3	\$46.4613	\$3,716.90	\$8,053.28	\$96,639.41
	4	\$48.7844	\$3,902.75	\$8,455.97	\$101,471.58
	5	\$51.2236	\$4,097.89	\$8,878.76	\$106,545.09
Equipment Technician Supervisor	1	\$43.3074	\$3,464.59	\$7,506.62	\$90,079.40
	2	\$45.4727	\$3,637.82	\$7,881.94	\$94,583.27
	3	\$47.7464	\$3,819.71	\$8,276.04	\$99,312.54
	4	\$50.1337	\$4,010.70	\$8,689.85	\$104,278.19
	5	\$52.6404	\$4,211.23	\$9,124.34	\$109,492.05
Equipment Technician	1	\$33.7112	\$2,696.90	\$5,843.27	\$70,119.28
	2	\$35.3967	\$2,831.74	\$6,135.43	\$73,625.11
	3	\$37.1666	\$2,973.33	\$6,442.22	\$77,306.62
	4	\$39.0250	\$3,122.00	\$6,764.33	\$81,171.97
	5	\$40.9762	\$3,278.09	\$7,102.54	\$85,230.43
Facilities Maintenance Lead Worker	1	\$36.7393	\$2,939.15	\$6,368.15	\$76,417.83
	2	\$38.5762	\$3,086.10	\$6,686.54	\$80,238.48
	3	\$40.5050	\$3,240.40	\$7,020.86	\$84,250.32
	4	\$42.5302	\$3,402.41	\$7,371.90	\$88,462.77
	5	\$44.6567	\$3,572.54	\$7,740.50	\$92,886.01

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Facilities Maintenance Supervisor	1	\$42.1797	\$3,374.37	\$7,311.14	\$87,733.70
	2	\$44.2886	\$3,543.09	\$7,676.69	\$92,120.25
	3	\$46.5031	\$3,720.25	\$8,060.53	\$96,726.38
	4	\$48.8283	\$3,906.26	\$8,463.57	\$101,562.86
	5	\$51.2697	\$4,101.57	\$8,886.74	\$106,640.89
Gymnastics Instructor	1	\$31.9113	\$2,552.91	\$5,531.30	\$66,375.56
	2	\$33.5069	\$2,680.55	\$5,807.86	\$69,694.32
	3	\$35.1822	\$2,814.58	\$6,098.25	\$73,179.05
	4	\$36.9413	\$2,955.31	\$6,403.16	\$76,837.95
	5	\$38.7884	\$3,103.07	\$6,723.32	\$80,679.84
Information Technology Technician I	1	\$35.1100	\$2,808.80	\$6,085.73	\$73,028.79
	2	\$36.8655	\$2,949.24	\$6,390.01	\$76,680.15
	3	\$38.7088	\$3,096.70	\$6,709.52	\$80,514.29
	4	\$40.6441	\$3,251.53	\$7,044.98	\$84,539.81
	5	\$42.6764	\$3,414.11	\$7,397.24	\$88,766.83
Information Technology Technician II	1	\$39.3232	\$3,145.85	\$6,816.02	\$81,792.19
	2	\$41.2894	\$3,303.15	\$7,156.82	\$85,881.87
	3	\$43.3539	\$3,468.31	\$7,514.67	\$90,176.06
	4	\$45.5215	\$3,641.72	\$7,890.39	\$94,684.66
	5	\$47.7975	\$3,823.80	\$8,284.91	\$99,418.89
Maintenance Supervisor	1	\$42.1797	\$3,374.37	\$7,311.14	\$87,733.70
	2	\$44.2886	\$3,543.09	\$7,676.69	\$92,120.25
	3	\$46.5031	\$3,720.25	\$8,060.53	\$96,726.38
	4	\$48.8283	\$3,906.26	\$8,463.57	\$101,562.86
	5	\$51.2697	\$4,101.57	\$8,886.74	\$106,640.89
Maintenance Worker	1	\$28.6421	\$2,291.37	\$4,964.63	\$59,575.51
	2	\$30.0742	\$2,405.94	\$5,212.86	\$62,554.34
	3	\$31.5779	\$2,526.23	\$5,473.49	\$65,681.93
	4	\$33.1566	\$2,652.53	\$5,747.15	\$68,965.81
	5	\$34.8146	\$2,785.17	\$6,034.53	\$72,414.38
Network & Systems Administrator	1	\$51.2661	\$4,101.29	\$8,886.13	\$106,633.57
	2	\$53.8295	\$4,306.36	\$9,330.45	\$111,965.41
	3	\$56.5210	\$4,521.68	\$9,796.98	\$117,563.76
	4	\$59.3470	\$4,747.76	\$10,286.81	\$123,441.77
	5	\$62.3143	\$4,985.15	\$10,801.15	\$129,613.84
Office Assistant I	1	\$22.4995	\$1,799.96	\$3,899.90	\$46,798.86
	2	\$23.6244	\$1,889.95	\$4,094.89	\$49,138.74
	3	\$24.8056	\$1,984.45	\$4,299.64	\$51,595.73
	4	\$26.0459	\$2,083.67	\$4,514.62	\$54,175.43
	5	\$27.3482	\$2,187.86	\$4,740.36	\$56,884.30

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Office Assistant II	1	\$24.7494	\$1,979.96	\$4,289.90	\$51,478.83
	2	\$25.9868	\$2,078.94	\$4,504.38	\$54,052.50
	3	\$27.2862	\$2,182.90	\$4,729.61	\$56,755.34
	4	\$28.6505	\$2,292.04	\$4,966.08	\$59,592.95
	5	\$30.0829	\$2,406.63	\$5,214.37	\$62,572.42
Payroll & Accounting Technician	1	\$30.9138	\$2,473.10	\$5,358.39	\$64,300.69
	2	\$32.4595	\$2,596.76	\$5,626.31	\$67,515.68
	3	\$34.0824	\$2,726.60	\$5,907.62	\$70,891.49
	4	\$35.7866	\$2,862.93	\$6,203.01	\$74,436.07
	5	\$37.5759	\$3,006.07	\$6,513.15	\$78,157.83
Permit Technician	1	\$29.9433	\$2,395.46	\$5,190.17	\$62,282.01
	2	\$31.4404	\$2,515.23	\$5,449.67	\$65,396.04
	3	\$33.0125	\$2,641.00	\$5,722.16	\$68,665.92
	4	\$34.6630	\$2,773.04	\$6,008.25	\$72,098.99
	5	\$36.3963	\$2,911.70	\$6,308.69	\$75,704.29
Planner I	1	\$38.1136	\$3,049.09	\$6,606.35	\$79,276.21
	2	\$40.0191	\$3,201.53	\$6,936.64	\$83,239.73
	3	\$42.0202	\$3,361.61	\$7,283.50	\$87,401.96
	4	\$44.1211	\$3,529.69	\$7,647.66	\$91,771.93
	5	\$46.3272	\$3,706.18	\$8,030.05	\$96,360.62
Planner II	1	\$41.8597	\$3,348.78	\$7,255.69	\$87,068.27
	2	\$43.9527	\$3,516.22	\$7,618.47	\$91,421.67
	3	\$46.1504	\$3,692.04	\$7,999.41	\$95,992.92
	4	\$48.4579	\$3,876.63	\$8,399.36	\$100,792.37
	5	\$50.8809	\$4,070.47	\$8,819.36	\$105,832.29
Planning Technician	1	\$29.9433	\$2,395.46	\$5,190.17	\$62,282.01
	2	\$31.4404	\$2,515.23	\$5,449.67	\$65,396.04
	3	\$33.0125	\$2,641.00	\$5,722.16	\$68,665.92
	4	\$34.6630	\$2,773.04	\$6,008.25	\$72,098.99
	5	\$36.3963	\$2,911.70	\$6,308.69	\$75,704.29
Police Officer Trainee	1	\$36.3948	\$2,911.59	\$6,308.44	\$75,701.27
	2	\$38.2146	\$3,057.17	\$6,623.86	\$79,486.33
	3	\$40.1254	\$3,210.03	\$6,955.07	\$83,460.83
	4	\$42.1316	\$3,370.53	\$7,302.82	\$87,633.81
	5	\$44.2382	\$3,539.05	\$7,667.95	\$92,015.41
Principal Engineering Technician	1	\$41.0139	\$3,281.12	\$7,109.08	\$85,309.01
	2	\$43.0647	\$3,445.18	\$7,464.55	\$89,574.56
	3	\$45.2180	\$3,617.44	\$7,837.79	\$94,053.46
	4	\$47.4790	\$3,798.32	\$8,229.69	\$98,756.26
	5	\$49.8528	\$3,988.23	\$8,641.16	\$103,693.92

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Principal Planner	1	\$53.0771	\$4,246.17	\$9,200.04	\$110,400.42
	2	\$55.7310	\$4,458.48	\$9,660.04	\$115,920.46
	3	\$58.5175	\$4,681.40	\$10,143.04	\$121,716.47
	4	\$61.4434	\$4,915.47	\$10,650.19	\$127,802.28
	5	\$64.5157	\$5,161.26	\$11,182.72	\$134,192.63
Recreation Coordinator	1	\$29.6008	\$2,368.06	\$5,130.80	\$61,569.61
	2	\$31.0807	\$2,486.45	\$5,387.32	\$64,647.79
	3	\$32.6348	\$2,610.79	\$5,656.71	\$67,880.47
	4	\$34.2665	\$2,741.32	\$5,939.53	\$71,274.39
	5	\$35.9799	\$2,878.39	\$6,236.52	\$74,838.21
Recreation Supervisor	1	\$39.8841	\$3,190.73	\$6,913.25	\$82,959.00
	2	\$41.8782	\$3,350.25	\$7,258.88	\$87,106.60
	3	\$43.9722	\$3,517.78	\$7,621.85	\$91,462.23
	4	\$46.1707	\$3,693.65	\$8,002.92	\$96,035.03
	5	\$48.4793	\$3,878.35	\$8,403.09	\$100,837.04
Senior Accounting Assistant	1	\$29.3359	\$2,346.87	\$5,084.90	\$61,018.75
	2	\$30.8027	\$2,464.22	\$5,339.14	\$64,069.70
	3	\$32.3429	\$2,587.43	\$5,606.11	\$67,273.28
	4	\$33.9600	\$2,716.80	\$5,886.40	\$70,636.81
	5	\$35.6581	\$2,852.65	\$6,180.74	\$74,168.91
Senior Building Inspector	1	\$46.9821	\$3,758.57	\$8,143.56	\$97,722.70
	2	\$49.3313	\$3,946.50	\$8,550.76	\$102,609.12
	3	\$51.7977	\$4,143.82	\$8,978.27	\$107,739.24
	4	\$54.3877	\$4,351.02	\$9,427.20	\$113,126.41
	5	\$57.1070	\$4,568.56	\$9,898.54	\$118,782.46
Senior Equipment Technician	1	\$37.2243	\$2,977.94	\$6,452.21	\$77,426.53
	2	\$39.0856	\$3,126.85	\$6,774.84	\$81,298.12
	3	\$41.0398	\$3,283.19	\$7,113.57	\$85,362.83
	4	\$43.0919	\$3,447.35	\$7,469.27	\$89,631.18
	5	\$45.2465	\$3,619.72	\$7,842.72	\$94,112.67
Senior Maintenance Worker	1	\$31.5806	\$2,526.45	\$5,473.98	\$65,687.74
	2	\$33.1596	\$2,652.77	\$5,747.67	\$68,972.05
	3	\$34.8176	\$2,785.41	\$6,035.05	\$72,420.62
	4	\$36.5586	\$2,924.69	\$6,336.82	\$76,041.85
	5	\$38.3864	\$3,070.91	\$6,653.64	\$79,843.69
Senior Office Assistant	1	\$27.2217	\$2,177.74	\$4,718.44	\$56,621.22
	2	\$28.5827	\$2,286.61	\$4,954.33	\$59,451.94
	3	\$30.0118	\$2,400.94	\$5,202.04	\$62,424.53
	4	\$31.5124	\$2,521.00	\$5,462.16	\$65,545.87
	5	\$33.0880	\$2,647.04	\$5,735.26	\$68,823.08

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Senior Planner	1	\$47.7585	\$3,820.68	\$8,278.14	\$99,337.73
	2	\$50.1465	\$4,011.72	\$8,692.06	\$104,304.67
	3	\$52.6538	\$4,212.30	\$9,126.65	\$109,519.82
	4	\$55.2865	\$4,422.92	\$9,582.99	\$114,995.90
	5	\$58.0508	\$4,644.06	\$10,062.13	\$120,745.60
Sustainability Program Coordinator I	1	\$38.1136	\$3,049.09	\$6,606.35	\$79,276.21
	2	\$40.0191	\$3,201.53	\$6,936.64	\$83,239.73
	3	\$42.0202	\$3,361.61	\$7,283.50	\$87,401.96
	4	\$44.1211	\$3,529.69	\$7,647.66	\$91,771.93
	5	\$46.3272	\$3,706.18	\$8,030.05	\$96,360.62
Sustainability Program Coordinator II	1	\$41.8597	\$3,348.78	\$7,255.69	\$87,068.27
	2	\$43.9527	\$3,516.22	\$7,618.47	\$91,421.67
	3	\$46.1504	\$3,692.04	\$7,999.41	\$95,992.92
	4	\$48.4579	\$3,876.63	\$8,399.36	\$100,792.37
	5	\$50.8809	\$4,070.47	\$8,819.36	\$105,832.29

Unit E - ENGINEERS
EFFECTIVE JULY 14, 2024 (3.5% COLA)

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Assistant Engineer	1	\$44.0317	\$3,522.54	\$7,632.17	\$91,586.03
	2	\$46.2333	\$3,698.67	\$8,013.78	\$96,165.34
	3	\$48.5450	\$3,883.60	\$8,414.46	\$100,973.53
	4	\$50.9722	\$4,077.78	\$8,835.18	\$106,022.17
	5	\$53.5208	\$4,281.67	\$9,276.94	\$111,323.29
Associate Civil Engineer	1	\$50.6368	\$4,050.95	\$8,777.05	\$105,324.63
	2	\$53.1688	\$4,253.50	\$9,215.92	\$110,591.02
	3	\$55.8271	\$4,466.17	\$9,676.70	\$116,120.35
	4	\$58.6185	\$4,689.48	\$10,160.54	\$121,926.42
	5	\$61.5494	\$4,923.95	\$10,668.57	\$128,022.82
Plan Check Engineer	1	\$59.1119	\$4,728.95	\$10,246.05	\$122,952.65
	2	\$62.0675	\$4,965.40	\$10,758.37	\$129,100.40
	3	\$65.1708	\$5,213.67	\$11,296.28	\$135,555.36
	4	\$68.4293	\$5,474.35	\$11,861.08	\$142,333.02
	5	\$71.8508	\$5,748.07	\$12,454.15	\$149,449.74
Principal Civil Engineer	1	\$59.1119	\$4,728.95	\$10,246.05	\$122,952.65
	2	\$62.0675	\$4,965.40	\$10,758.37	\$129,100.40
	3	\$65.1708	\$5,213.67	\$11,296.28	\$135,555.36
	4	\$68.4293	\$5,474.35	\$11,861.08	\$142,333.02
	5	\$71.8508	\$5,748.07	\$12,454.15	\$149,449.74
Public Works Inspector	1	\$36.9196	\$2,953.57	\$6,399.40	\$76,792.74
	2	\$38.7656	\$3,101.25	\$6,719.37	\$80,632.48
	3	\$40.7039	\$3,256.31	\$7,055.34	\$84,664.03
	4	\$42.7391	\$3,419.13	\$7,408.11	\$88,897.29
	5	\$44.8760	\$3,590.08	\$7,778.51	\$93,342.18

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Senior Civil Engineer	1	\$58.2275	\$4,658.20	\$10,092.76	\$121,113.11
	2	\$61.1388	\$4,891.11	\$10,597.40	\$127,168.76
	3	\$64.1958	\$5,135.66	\$11,127.27	\$133,527.21
	4	\$67.4056	\$5,392.45	\$11,683.63	\$140,203.60
	5	\$70.7759	\$5,662.07	\$12,267.83	\$147,213.94

Unit F - CONFIDENTIAL GROUP
EFFECTIVE JULY 14, 2024 (3.5% COLA)

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Accountant I	1	\$34.1669	\$2,733.35	\$5,367.47	\$71,067.16
	2	\$35.9651	\$2,877.21	\$5,649.97	\$74,807.43
	3	\$37.8581	\$3,028.65	\$5,947.34	\$78,744.90
	4	\$39.8506	\$3,188.05	\$6,260.36	\$82,889.26
	5	\$41.9481	\$3,355.85	\$6,589.87	\$87,252.12
Accountant II	1	\$38.7610	\$3,100.88	\$6,089.17	\$80,622.79
	2	\$40.8010	\$3,264.08	\$6,409.66	\$84,866.17
	3	\$42.9485	\$3,435.88	\$6,747.02	\$89,332.80
	4	\$45.2089	\$3,616.71	\$7,102.13	\$94,034.52
	5	\$47.5884	\$3,807.07	\$7,475.93	\$98,983.81
Accountant/Analyst	1	\$45.7518	\$3,660.14	\$7,930.31	\$95,163.66
	2	\$48.0393	\$3,843.15	\$8,326.82	\$99,921.78
	3	\$50.4413	\$4,035.31	\$8,743.17	\$104,918.00
	4	\$52.9633	\$4,237.07	\$9,180.31	\$110,163.73
	5	\$55.6116	\$4,448.93	\$9,639.34	\$115,672.10
Assistant to the City Manager	1	\$52.7327	\$4,218.62	\$9,140.34	\$109,684.08
	2	\$55.3694	\$4,429.55	\$9,597.36	\$115,168.34
	3	\$58.1378	\$4,651.03	\$10,077.22	\$120,926.65
	4	\$61.0447	\$4,883.58	\$10,581.08	\$126,973.01
	5	\$64.0969	\$5,127.75	\$11,110.13	\$133,321.61
Executive Assistant/Deputy City Clerk	1	\$36.6401	\$2,931.21	\$6,350.96	\$76,211.49
	2	\$38.4721	\$3,077.77	\$6,668.50	\$80,021.94
	3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023.14
	4	\$42.4155	\$3,393.24	\$7,352.03	\$88,224.33
	5	\$44.5363	\$3,562.90	\$7,719.62	\$92,635.41
Assistant City Clerk	1	\$37.3423	\$2,987.38	\$6,472.66	\$77,671.95
	2	\$39.2093	\$3,136.75	\$6,796.28	\$81,555.38
	3	\$41.1698	\$3,293.59	\$7,136.10	\$85,633.22
	4	\$43.2283	\$3,458.27	\$7,492.91	\$89,914.92
	5	\$45.3897	\$3,631.18	\$7,867.55	\$94,410.61

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Executive Assistant	1	\$32.3361	\$2,586.89	\$5,604.92	\$67,259.07
	2	\$33.9529	\$2,716.23	\$5,885.16	\$70,621.96
	3	\$35.6505	\$2,852.04	\$6,179.42	\$74,152.98
	4	\$37.4331	\$2,994.64	\$6,488.40	\$77,860.75
	5	\$39.3046	\$3,144.37	\$6,812.80	\$81,753.66
Homeless Outreach Specialist	1	\$31.8220	\$2,545.76	\$5,515.81	\$66,189.77
	2	\$33.4131	\$2,673.05	\$5,791.61	\$69,499.27
	3	\$35.0838	\$2,806.70	\$6,081.19	\$72,974.32
	4	\$36.8380	\$2,947.04	\$6,385.26	\$76,623.10
	5	\$38.6799	\$3,094.39	\$6,704.52	\$80,454.23
Human Resources Analyst	1	\$44.5196	\$3,561.57	\$7,716.73	\$92,600.75
	2	\$46.7456	\$3,739.65	\$8,102.57	\$97,230.78
	3	\$49.0829	\$3,926.63	\$8,507.70	\$102,092.45
	4	\$51.5370	\$4,122.96	\$8,933.08	\$107,196.95
	5	\$54.1138	\$4,329.11	\$9,379.73	\$112,556.78
Human Resources Assistant	1	\$30.7310	\$2,458.48	\$5,326.71	\$63,920.51
	2	\$32.2676	\$2,581.41	\$5,593.05	\$67,116.55
	3	\$33.8809	\$2,710.47	\$5,872.69	\$70,472.34
	4	\$35.5750	\$2,846.00	\$6,166.34	\$73,996.04
	5	\$37.3538	\$2,988.30	\$6,474.65	\$77,695.84
Management Analyst I	1	\$37.5083	\$3,000.66	\$6,501.44	\$78,017.26
	2	\$39.3837	\$3,150.70	\$6,826.51	\$81,918.13
	3	\$41.3529	\$3,308.23	\$7,167.84	\$86,014.05
	4	\$43.4206	\$3,473.65	\$7,526.24	\$90,314.91
	5	\$45.5916	\$3,647.33	\$7,902.55	\$94,830.62
Management Analyst II	1	\$42.0188	\$3,361.51	\$7,283.26	\$87,399.16
	2	\$44.1198	\$3,529.58	\$7,647.43	\$91,769.13
	3	\$46.3258	\$3,706.06	\$8,029.80	\$96,357.61
	4	\$48.6421	\$3,891.37	\$8,431.30	\$101,175.57
	5	\$51.0741	\$4,085.93	\$8,852.85	\$106,234.22
Principal Management Analyst	1	\$56.9912	\$4,559.30	\$9,878.48	\$118,541.78
	2	\$59.8408	\$4,787.26	\$10,372.41	\$124,468.87
	3	\$62.8328	\$5,026.62	\$10,891.02	\$130,692.18
	4	\$65.9744	\$5,277.95	\$11,435.57	\$137,226.79
	5	\$69.2732	\$5,541.85	\$12,007.35	\$144,088.20
Senior Information Technology Analyst	1	\$53.5037	\$4,280.30	\$9,273.98	\$111,287.70
	2	\$56.1789	\$4,494.31	\$9,737.67	\$116,852.05
	3	\$58.9878	\$4,719.02	\$10,224.54	\$122,694.53
	4	\$61.9372	\$4,954.98	\$10,735.78	\$128,829.36
	5	\$65.0340	\$5,202.72	\$11,272.56	\$135,270.76

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Senior Accountant	1	\$44.8811	\$3,254.14	\$7,779.39	\$93,352.73
	2	\$47.2433	\$3,425.41	\$8,188.84	\$98,266.06
	3	\$49.7298	\$3,605.70	\$8,619.83	\$103,437.95
	4	\$52.3472	\$3,795.47	\$9,073.51	\$108,882.17
	5	\$55.1024	\$3,995.23	\$9,551.08	\$114,612.92
Senior Management Analyst	1	\$45.8669	\$3,669.35	\$7,950.25	\$95,403.05
	2	\$48.1602	\$3,852.82	\$8,347.77	\$100,173.23
	3	\$50.5682	\$4,045.46	\$8,765.16	\$105,181.93
	4	\$53.0966	\$4,247.73	\$9,203.42	\$110,441.01
	5	\$55.7514	\$4,460.11	\$9,663.58	\$115,962.94
Senior Systems Engineer	1	\$51.2661	\$4,101.29	\$8,886.13	\$106,633.57
	2	\$53.8295	\$4,306.36	\$9,330.45	\$111,965.41
	3	\$56.5210	\$4,521.68	\$9,796.98	\$117,563.76
	4	\$59.3470	\$4,747.76	\$10,286.81	\$123,441.77
	5	\$62.3143	\$4,985.15	\$10,801.15	\$129,613.84

Unit G - EXEMPT MANAGEMENT GROUP
EFFECTIVE JULY 14, 2024 (3.5% COLA)

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Administrative Services Director	1	\$84.4855	\$6,758.84	\$14,644.15	\$175,729.83
	2	\$88.7097	\$7,096.78	\$15,376.36	\$184,516.27
	3	\$93.1452	\$7,451.62	\$16,145.17	\$193,742.10
	4	\$97.8025	\$7,824.20	\$16,952.44	\$203,429.27
	5	\$102.6926	\$8,215.41	\$17,800.05	\$213,600.60
Assistant City Manager	1	\$88.9275	\$7,114.20	\$15,414.09	\$184,969.14
	2	\$93.3738	\$7,469.90	\$16,184.79	\$194,217.52
	3	\$98.0425	\$7,843.40	\$16,994.03	\$203,928.35
	4	\$102.9446	\$8,235.57	\$17,843.73	\$214,124.78
	5	\$108.0919	\$8,647.35	\$18,735.92	\$224,831.05
Chief Building Official	1	\$65.7586	\$5,260.69	\$11,398.16	\$136,777.93
	2	\$68.8791	\$5,510.33	\$11,939.05	\$143,268.62
	3	\$72.1557	\$5,772.46	\$12,507.00	\$150,083.96
	4	\$75.5961	\$6,047.69	\$13,103.32	\$157,239.87
	5	\$79.2086	\$6,336.68	\$13,729.48	\$164,753.78
Chief Information Officer	1	\$66.7785	\$5,342.28	\$11,574.94	\$138,899.30
	2	\$70.1174	\$5,609.39	\$12,153.69	\$145,844.23
	3	\$73.6233	\$5,889.86	\$12,761.37	\$153,136.41
	4	\$77.3045	\$6,184.36	\$13,399.44	\$160,793.28
	5	\$81.1697	\$6,493.57	\$14,069.41	\$168,832.91

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Chief of Police	1	\$87.1444	\$6,971.55	\$15,105.03	\$181,260.38
	2	\$91.5048	\$7,320.38	\$15,860.83	\$190,329.91
	3	\$96.0816	\$7,686.53	\$16,654.15	\$199,849.81
	4	\$100.8812	\$8,070.50	\$17,486.08	\$209,832.99
	5	\$105.9291	\$8,474.33	\$16,641.00	\$220,332.62
	6	\$111.3971	\$8,911.76	\$19,308.82	\$231,705.86
	7	\$116.6996	\$9,335.96	\$20,227.92	\$242,735.09
City Clerk	1	\$59.8684	\$4,789.48	\$10,377.20	\$124,526.37
	2	\$62.8619	\$5,028.95	\$10,896.06	\$130,752.77
	3	\$66.0050	\$5,280.40	\$11,440.86	\$137,290.31
	4	\$69.3052	\$5,544.42	\$12,012.90	\$144,154.80
	5	\$72.7705	\$5,821.64	\$12,613.55	\$151,362.54
Community Development Director	1	\$81.9406	\$6,555.25	\$14,203.04	\$170,436.53
	2	\$86.0377	\$6,883.01	\$14,913.20	\$178,958.39
	3	\$90.3396	\$7,227.16	\$15,658.86	\$187,906.29
	4	\$94.8565	\$7,588.52	\$16,441.79	\$197,301.54
	5	\$99.5993	\$7,967.94	\$17,263.88	\$207,166.53
Deputy City Manager	1	\$87.1444	\$6,971.55	\$15,105.03	\$181,260.38
	2	\$91.5048	\$7,320.38	\$15,860.83	\$190,329.91
	3	\$96.0816	\$7,686.53	\$16,654.15	\$199,849.81
	4	\$100.8812	\$8,070.50	\$17,486.08	\$209,832.99
	5	\$105.9291	\$8,474.33	\$16,641.00	\$220,332.62
	6	\$111.3971	\$8,911.76	\$19,308.82	\$231,705.86
	7	\$116.6996	\$9,335.96	\$20,227.92	\$242,735.09
Deputy Directors of Administrative Services, Community Development, Community Services, & Finance	1	\$66.7785	\$5,342.28	\$11,574.94	\$138,899.30
	2	\$70.1174	\$5,609.39	\$12,153.69	\$145,844.23
	3	\$73.6233	\$5,889.86	\$12,761.37	\$153,136.41
	4	\$77.3045	\$6,184.36	\$13,399.44	\$160,793.28
	5	\$81.1697	\$6,493.57	\$14,069.41	\$168,832.91
Deputy Director of Public Works	1	\$70.1174	\$5,609.39	\$12,153.69	\$145,844.27
	2	\$73.6233	\$5,889.86	\$12,761.37	\$153,136.45
	3	\$77.3044	\$6,184.36	\$13,399.44	\$160,793.23
	4	\$81.1697	\$6,493.57	\$14,069.41	\$168,832.94
	5	\$85.2282	\$6,818.25	\$14,772.88	\$177,274.55
Economic Development Manager	1	\$63.3893	\$5,071.14	\$10,987.48	\$131,849.74
	2	\$66.5587	\$5,324.69	\$11,536.84	\$138,442.05
	3	\$69.8866	\$5,590.93	\$12,113.68	\$145,364.16
	4	\$73.3810	\$5,870.48	\$12,719.37	\$152,632.44
	5	\$77.0501	\$6,164.00	\$13,355.34	\$160,264.12

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Engineering Services Manager	1	\$66.5136	\$5,321.09	\$11,529.02	\$138,348.27
	2	\$69.8393	\$5,587.14	\$12,105.48	\$145,265.73
	3	\$73.3312	\$5,866.50	\$12,710.74	\$152,528.92
	4	\$76.9979	\$6,159.83	\$13,346.29	\$160,155.53
	5	\$80.8477	\$6,467.82	\$14,013.60	\$168,163.23
Finance Director	1	\$76.8050	\$6,144.40	\$13,312.86	\$159,754.34
	2	\$80.6452	\$6,451.62	\$13,978.51	\$167,742.09
	3	\$84.6775	\$6,774.20	\$14,677.43	\$176,129.18
	4	\$88.9114	\$7,112.91	\$15,411.30	\$184,935.64
	5	\$93.3569	\$7,468.55	\$16,181.86	\$194,182.34
Finance Manager	1	\$62.4444	\$4,995.56	\$10,823.70	\$129,884.45
	2	\$65.5667	\$5,245.34	\$11,364.90	\$136,378.80
	3	\$68.8452	\$5,507.62	\$11,933.17	\$143,198.01
	4	\$72.2874	\$5,782.99	\$12,529.82	\$150,357.80
	5	\$75.9016	\$6,072.13	\$13,156.28	\$157,875.37
Human Resources Manager	1	\$60.2920	\$4,823.36	\$10,450.61	\$125,407.27
	2	\$63.3066	\$5,064.53	\$10,973.14	\$131,677.73
	3	\$66.4719	\$5,317.76	\$11,521.80	\$138,261.64
	4	\$69.7955	\$5,583.64	\$12,097.89	\$145,174.71
	5	\$73.2852	\$5,862.82	\$12,702.78	\$152,433.31
Maintenance Superintendent	1	\$64.9354	\$5,194.83	\$11,255.46	\$135,065.53
	2	\$68.1821	\$5,454.57	\$11,818.23	\$141,818.71
	3	\$71.5912	\$5,727.29	\$12,409.14	\$148,909.65
	4	\$75.1708	\$6,013.67	\$13,029.61	\$156,355.30
	5	\$78.9293	\$6,314.35	\$13,681.09	\$164,173.04
Parks, Recreation, & Community Services Director	1	\$76.8050	\$6,144.40	13,312.86	\$159,754.34
	2	\$80.6452	\$6,451.62	13,978.51	\$167,742.09
	3	\$84.6775	\$6,774.20	14,677.43	\$176,129.18
	4	\$88.9114	\$7,112.91	15,411.30	\$184,935.64
	5	\$93.3569	\$7,468.55	16,181.86	\$194,182.34
Planning Manager	1	\$61.9961	\$4,959.69	\$10,745.99	\$128,951.88
	2	\$65.0959	\$5,207.67	\$11,283.29	\$135,399.51
	3	\$68.3506	\$5,468.05	\$11,847.44	\$142,169.30
	4	\$71.7682	\$5,741.46	\$12,439.83	\$149,277.91
	5	\$75.3566	\$6,028.53	\$13,061.81	\$156,741.77
Public Works Director	1	\$82.9895	\$6,639.16	\$14,384.84	\$172,618.12
	2	\$87.1390	\$6,971.12	\$15,104.09	\$181,249.06
	3	\$91.4959	\$7,319.67	\$15,859.29	\$190,311.49
	4	\$96.0707	\$7,685.65	\$16,652.25	\$199,827.00
	5	\$100.8742	\$8,069.93	\$17,484.85	\$209,818.26

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Public Works Administrative Manager	1	\$55.9548	\$4,476.38	\$9,698.83	\$116,385.97
	2	\$58.7525	\$4,700.20	\$10,183.77	\$122,205.20
	3	\$61.6901	\$4,935.21	\$10,692.96	\$128,315.49
	4	\$64.7746	\$5,181.97	\$11,227.61	\$134,731.27
	5	\$68.0134	\$5,441.07	\$11,788.98	\$141,467.81
Recreation Division Manager	1	\$49.0785	\$3,926.28	\$8,506.93	\$102,083.19
	2	\$51.5324	\$4,122.60	\$8,932.29	\$107,187.48
	3	\$54.1091	\$4,328.73	\$9,378.91	\$112,546.88
	4	\$56.8145	\$4,545.16	\$9,847.84	\$118,174.08
	5	\$59.6552	\$4,772.42	\$10,340.24	\$124,082.87
Recreation Operations Manager	1	\$60.2920	\$4,823.36	\$10,450.61	\$125,407.27
	2	\$63.3066	\$5,064.53	\$10,973.14	\$131,677.73
	3	\$66.4719	\$5,317.76	\$11,521.80	\$138,261.64
	4	\$69.7955	\$5,583.64	\$12,097.89	\$145,174.71
	5	\$73.2852	\$5,862.82	\$12,702.78	\$152,433.31
Supervising Code Enforcement Officer	1	\$47.9916	\$3,839.33	\$8,318.54	\$99,822.54
	2	\$50.3910	\$4,031.28	\$8,734.45	\$104,813.37
	3	\$52.9108	\$4,232.86	\$9,171.20	\$110,054.37
	4	\$55.5562	\$4,444.50	\$9,629.74	\$115,556.92
	5	\$58.3340	\$4,666.72	\$10,111.24	\$121,334.82
Technology Manager	1	\$61.3703	\$4,909.63	\$10,637.52	\$127,650.28
	2	\$64.4388	\$5,155.11	\$11,169.40	\$134,032.79
	3	\$67.6608	\$5,412.86	\$11,727.87	\$140,734.43
	4	\$71.0438	\$5,683.51	\$12,314.27	\$147,771.20
	5	\$74.5960	\$5,967.68	\$12,929.98	\$155,159.78
City Manager					\$295,700.54

Unit H - NOVATO POLICE CIVILIAN EMPLOYEES ASSOCIATION
EFFECTIVE JULY 14, 2024 (3.5% COLA)

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Community Services Officer	1	\$31.8220	\$2,545.76	\$5,515.81	\$66,189.77
	2	\$33.4131	\$2,673.05	\$5,791.61	\$69,499.27
	3	\$35.0838	\$2,806.70	\$6,081.19	\$72,974.32
	4	\$36.8380	\$2,947.04	\$6,385.26	\$76,623.10
	5	\$38.6799	\$3,094.39	\$6,704.52	\$80,454.23
Dispatch Supervisor	1	\$42.9182	\$3,433.46	\$7,439.16	\$89,269.94
	2	\$45.0641	\$3,605.13	\$7,811.11	\$93,733.34
	3	\$47.3173	\$3,785.38	\$8,201.67	\$98,419.99
	4	\$49.6832	\$3,974.66	\$8,611.76	\$103,341.07
	5	\$52.1673	\$4,173.38	\$9,042.33	\$108,508.01

CLASSIFICATION	STEP	HOURLY	BIWEEKLY*	MONTHLY*	ANNUAL*
Dispatcher	1	\$33.9755	\$2,718.04	\$5,889.09	\$70,669.10
	2	\$35.6744	\$2,853.95	\$6,183.56	\$74,202.71
	3	\$37.4580	\$2,996.64	\$6,492.72	\$77,912.63
	4	\$39.3309	\$3,146.47	\$6,817.36	\$81,808.34
	5	\$41.2975	\$3,303.80	\$7,158.24	\$85,898.87
Evidence Technician	1	\$31.5968	\$2,527.74	\$5,476.78	\$65,721.32
	2	\$33.1765	\$2,654.12	\$5,750.60	\$69,007.14
	3	\$34.8354	\$2,786.83	\$6,038.14	\$72,457.65
	4	\$36.6389	\$2,931.11	\$6,350.74	\$76,208.90
	5	\$38.4061	\$3,072.48	\$6,657.05	\$79,884.60
Police Records Specialist	1	\$30.0682	\$2,405.46	\$5,211.82	\$62,541.85
	2	\$31.5717	\$2,525.74	\$5,472.44	\$65,669.23
	3	\$33.1502	\$2,652.02	\$5,746.04	\$68,952.46
	4	\$34.8078	\$2,784.62	\$6,033.35	\$72,400.17
	5	\$36.5481	\$2,923.85	\$6,335.01	\$76,020.10
Police Records Specialist Supervisor	1	\$39.5667	\$3,165.34	\$6,858.23	\$82,298.75
	2	\$41.5451	\$3,323.61	\$7,201.15	\$86,413.82
	3	\$43.6224	\$3,489.79	\$7,561.21	\$90,734.49
	4	\$45.8034	\$3,664.27	\$7,939.26	\$95,271.09
	5	\$48.0938	\$3,847.50	\$8,336.25	\$100,035.02
Police Technical Services Supervisor	1	\$52.3602	\$4,188.82	\$9,075.77	\$108,909.29
	2	\$54.9782	\$4,398.25	\$9,529.55	\$114,354.58
	3	\$57.7271	\$4,618.17	\$10,006.04	\$120,072.42
	4	\$60.6135	\$4,849.08	\$10,506.35	\$126,076.15
	5	\$63.6441	\$5,091.53	\$11,031.65	\$132,379.76
Senior Dispatcher	1	\$35.6762	\$2,854.10	\$6,183.88	\$74,206.59
	2	\$37.4601	\$2,996.81	\$6,493.08	\$77,916.94
	3	\$39.3330	\$3,146.64	\$6,817.72	\$81,812.64
	4	\$41.2997	\$3,303.98	\$7,158.62	\$85,903.39
	5	\$43.3647	\$3,469.18	\$7,516.56	\$90,198.66

TEMPORARY/SEASONAL PART-TIME NON-BENEFITED HOURLY CLASSIFICATIONS
EFFECTIVE JANUARY 1, 2023

CLASSIFICATION	STEP	HOURLY
Police Cadet	1	\$18.62
	2	\$19.56
	3	\$20.53
	4	\$21.56
	5	\$22.64

CLASSIFICATION	STEP	HOURLY
Police Intern	1	\$17.38
	2	\$18.25
	3	\$19.16
Recreation Leader I	1	\$16.86
	2	\$17.70
	3	\$18.59
Recreation Leader II	1	\$18.89
	2	\$19.84
	3	\$20.83
Recreation Leader III	1	\$21.87
	2	\$22.96
	3	\$24.11
Head Lifeguard	1	\$20.21
	2	\$21.22
	3	\$22.28
	4	\$23.40
	5	\$24.57
Lifeguard	1	\$17.85
	2	\$18.74
	3	\$19.68
	4	\$20.66
	5	\$21.70
Swim Instructor	1	\$18.38
	2	\$19.29
	3	\$20.26
	4	\$21.27
	5	\$22.33

CLASSIFICATION	HOURLY
Community Instructor I	\$22.00 - \$40.00 per hour, \$2 merit increments
Sports Official I (Youth)	\$22.00 - \$32.00 per game, \$2 merit increments
Sports Official II (Adult)	\$32.00 - \$42.00 per game, \$2 merit increments

*Employees are paid based on the hourly rate. The biweekly, monthly, and annual rates are calculated in Excel for reference purposes only.

¹Police Chief Step 6 and Step 7 added effective January 1, 2019, per resolution 2018-90.