

Executive Summary

Date: August 18, 2026

To: Mayor Dahlquist and City Council Members

From: Jay Seedall, Human Resources Director

RE: Proposed Pay Scale Changes for Police and Fire Management

Human Resources is proposing the expansion of the Police and Fire Management compensation pay scales from 10 steps to 12 steps. This adjustment creates additional career advancement opportunities for Police and Fire Management. Also, it aligns the number of career steps with other pay charts including Fire Line Personnel, Sworn Officer, and General employees.

In addition, this proposal includes adjustments to the increase percentages between compensation steps for Police Management and Fire Management. These changes will better align the Police Management and Fire Management pay charts to the Fire Line Personnel, Sworn Officer, and General employees.

Based on the 2026 pay scales, the annual increased costs for Police Management and Fire Management are \$22,492 and \$8,047 respectively.

Council may wish to accept these proposed recommendations and authorize Mayor Dahlquist to sign and execute the paperwork necessary to formalize the proposed changes.

MEMORANDUM

TO: Mayor Dahlquist and City Council

FROM: Jared Johnson, City Attorney 

DATE: August 21, 2026

RE: Pay Chart Adjustments – Police and Fire Management

I have reviewed the proposed pay chart adjustments for Police Management and Fire Management as well as the accompanying Executive Summary provided by HR. I have no legal concerns with the Council approving the proposed adjustments.

Please let me know if you have any questions or concerns.

Proposed Changes to the Pay Scales for Police Management and Fire Management

City Council Work Session
August 13, 2026

Presentation by Jay Seedall – HR Director

Proposal for Police and Fire Management

- Expand the compensation pay scales from 10 steps to 12 steps.
- Increase compensation percentages between steps.
- Adjust pay scales using current compensation strategies.
- Aligns the Police Management and Fire Management pay charts to the Fire Line Personnel, Sworn Officer, and General employees.

General Employee Pay Scale FY '26

General Employee Scale FY2026													
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Grade
		3.50%	3.50%	3.50%	3.50%	6.75%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	
1	\$ 13.58	\$ 14.06	\$ 14.55	\$ 15.06	\$ 15.59	\$ 16.64	\$ 17.02	\$ 17.40	\$ 17.79	\$ 18.19	\$ 18.60	\$ 19.02	1
2	\$ 14.94	\$ 15.47	\$ 16.01	\$ 16.57	\$ 17.15	\$ 18.30	\$ 18.72	\$ 19.14	\$ 19.57	\$ 20.01	\$ 20.46	\$ 20.92	2
3	\$ 16.44	\$ 17.01	\$ 17.61	\$ 18.22	\$ 18.86	\$ 20.14	\$ 20.59	\$ 21.05	\$ 21.53	\$ 22.01	\$ 22.50	\$ 23.01	3
4	\$ 18.08	\$ 18.71	\$ 19.37	\$ 20.05	\$ 20.75	\$ 22.15	\$ 22.65	\$ 23.16	\$ 23.68	\$ 24.21	\$ 24.76	\$ 25.31	4
5	\$ 18.98	\$ 19.66	\$ 20.34	\$ 21.06	\$ 21.79	\$ 23.26	\$ 23.79	\$ 24.32	\$ 24.87	\$ 25.43	\$ 26.00	\$ 26.59	5
6	\$ 19.93	\$ 20.63	\$ 21.35	\$ 22.10	\$ 22.87	\$ 24.42	\$ 24.97	\$ 25.53	\$ 26.10	\$ 26.69	\$ 27.29	\$ 27.91	6
7	\$ 21.33	\$ 22.08	\$ 22.85	\$ 23.65	\$ 24.48	\$ 26.13	\$ 26.72	\$ 27.32	\$ 27.93	\$ 28.56	\$ 29.20	\$ 29.86	7
8	\$ 22.40	\$ 23.18	\$ 23.99	\$ 24.84	\$ 25.71	\$ 27.44	\$ 28.06	\$ 28.69	\$ 29.34	\$ 30.00	\$ 30.67	\$ 31.36	8
9	\$ 23.96	\$ 24.80	\$ 25.67	\$ 26.57	\$ 27.50	\$ 29.36	\$ 30.02	\$ 30.69	\$ 31.38	\$ 32.09	\$ 32.81	\$ 33.55	9
10	\$ 25.16	\$ 26.05	\$ 26.97	\$ 27.91	\$ 28.89	\$ 30.84	\$ 31.53	\$ 32.24	\$ 32.97	\$ 33.71	\$ 34.47	\$ 35.24	10
11	\$ 26.42	\$ 27.34	\$ 28.30	\$ 29.29	\$ 30.32	\$ 32.36	\$ 33.09	\$ 33.84	\$ 34.60	\$ 35.38	\$ 36.17	\$ 36.99	11
12	\$ 29.06	\$ 30.08	\$ 31.13	\$ 32.22	\$ 33.35	\$ 35.60	\$ 36.40	\$ 37.22	\$ 38.06	\$ 38.91	\$ 39.79	\$ 40.69	12
13	\$ 31.97	\$ 33.09	\$ 34.25	\$ 35.44	\$ 36.68	\$ 39.16	\$ 40.04	\$ 40.94	\$ 41.86	\$ 42.81	\$ 43.77	\$ 44.75	13
14	\$ 35.17	\$ 36.40	\$ 37.68	\$ 38.99	\$ 40.36	\$ 43.08	\$ 44.05	\$ 45.04	\$ 46.06	\$ 47.09	\$ 48.15	\$ 49.24	14
15	\$ 38.68	\$ 40.04	\$ 41.44	\$ 42.89	\$ 44.39	\$ 47.38	\$ 48.45	\$ 49.54	\$ 50.66	\$ 51.79	\$ 52.96	\$ 54.15	15
16	\$ 43.32	\$ 44.84	\$ 46.41	\$ 48.03	\$ 49.71	\$ 53.07	\$ 54.26	\$ 55.49	\$ 56.73	\$ 58.01	\$ 59.32	\$ 60.65	16
17	\$ 47.66	\$ 49.32	\$ 51.05	\$ 52.84	\$ 54.69	\$ 58.38	\$ 59.69	\$ 61.03	\$ 62.41	\$ 63.81	\$ 65.25	\$ 66.72	17
18	\$ 53.37	\$ 55.24	\$ 57.18	\$ 59.18	\$ 61.25	\$ 65.38	\$ 66.85	\$ 68.36	\$ 69.90	\$ 71.47	\$ 73.08	\$ 74.72	18
19	\$ 58.71	\$ 60.77	\$ 62.89	\$ 65.09	\$ 67.37	\$ 71.92	\$ 73.54	\$ 75.19	\$ 76.89	\$ 78.62	\$ 80.38	\$ 82.19	19

Police Management Pay Scale Chart FY '26

Sworn Police Management (2080 Hours a Year) FY2026											
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
			2.50%	2.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
P65	Lieutenant	\$ 46.10	\$ 47.25	\$ 48.43	\$ 49.16	\$ 49.89	\$ 50.64	\$ 51.40	\$ 52.17	\$ 52.96	\$ 53.75
P66	Captain	\$ 52.85	\$ 54.17	\$ 55.52	\$ 56.35	\$ 57.20	\$ 58.06	\$ 58.93	\$ 59.81	\$ 60.71	\$ 61.62
P67	Major	\$ 59.57	\$ 61.06	\$ 62.58	\$ 63.52	\$ 64.48	\$ 65.44	\$ 66.42	\$ 67.42	\$ 68.43	\$ 69.46
P68	Chief	\$ 65.32	\$ 66.95	\$ 68.62	\$ 69.65	\$ 70.70	\$ 71.76	\$ 72.83	\$ 73.93	\$ 75.04	\$ 76.16

Proposed Police Management Salary Chart (2080 Hours a Year) FY2026													
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			2.75%	2.75%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.75%	1.75%	1.75%
P65	Lieutenant	\$ 46.10	\$ 47.37	\$ 48.67	\$ 49.64	\$ 50.64	\$ 51.65	\$ 52.68	\$ 53.74	\$ 54.81	\$ 55.77	\$ 56.75	\$ 57.74
P66	Captain	\$ 52.85	\$ 54.30	\$ 55.80	\$ 56.91	\$ 58.05	\$ 59.21	\$ 60.40	\$ 61.60	\$ 62.84	\$ 63.94	\$ 65.05	\$ 66.19
P67	Major	\$ 59.57	\$ 61.21	\$ 62.89	\$ 64.15	\$ 65.43	\$ 66.74	\$ 68.08	\$ 69.44	\$ 70.83	\$ 72.07	\$ 73.33	\$ 74.61
P68	Chief	\$ 65.32	\$ 67.12	\$ 68.96	\$ 70.34	\$ 71.75	\$ 73.18	\$ 74.65	\$ 76.14	\$ 77.66	\$ 79.02	\$ 80.40	\$ 81.81

Fire Management Pay Scale FY '26

Fire Management Scale (2080 Hours a Year) FY2026											
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
			2.50%	3.51%	1.50%	2.94%	1.50%	1.50%	1.50%	1.50%	1.50%
F20	Fire Division Chief - Training	\$ 49.82	\$ 51.07	\$ 52.86	\$ 53.65	\$ 55.23	\$ 56.06	\$ 56.90	\$ 57.75	\$ 58.62	\$ 59.50
F21	Assistant Fire Chief	\$ 52.31	\$ 53.62	\$ 55.47	\$ 56.31	\$ 57.92	\$ 58.79	\$ 59.67	\$ 60.57	\$ 61.48	\$ 62.40
F22	Fire Chief	\$ 60.16	\$ 61.66	\$ 63.72	\$ 64.67	\$ 66.42	\$ 67.41	\$ 68.42	\$ 69.45	\$ 70.49	\$ 71.55

Proposed Fire Management Scale (2080 Hours a Year) FY2026													
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			2.75%	3.76%	1.75%	3.19%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
F20	Fire Division Chief - Training	\$ 49.82	\$ 51.19	\$ 53.11	\$ 54.04	\$ 55.77	\$ 56.74	\$ 57.74	\$ 58.75	\$ 59.78	\$ 60.82	\$ 61.89	\$ 62.97
F21	Assistant Fire Chief	\$ 52.31	\$ 53.75	\$ 55.77	\$ 56.75	\$ 58.56	\$ 59.58	\$ 60.62	\$ 61.69	\$ 62.76	\$ 63.86	\$ 64.98	\$ 66.12
F22	Fire Chief	\$ 60.16	\$ 61.81	\$ 64.14	\$ 65.26	\$ 67.34	\$ 68.52	\$ 69.72	\$ 70.94	\$ 72.18	\$ 73.44	\$ 74.73	\$ 76.04

Cost Projections

- Annualized cost increases using 2026 PayScale.
 - Police Management = \$22,492
 - Fire Management = \$8,047
- Cost increases were not included in FY '27 budget plan. Police and Fire Departments will absorb costs for FY '27.