



To: Town Council  
From: Jo Kiel  
Re: Memo for Agenda Item November 3, 2025 – 2026 Salary Ordinance

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The 2026 Salary Ordinance, Exhibit A, includes the following updates:

- Police Department:
  - Captain – general description has been edited to include specific job titles  
Captain of Administration, Captain of Operations
- Fire Department:
  - Deputy Chief - general description has been edited to include specific job titles  
Deputy Chief of Administration and Deputy Chief of Operations; existing positions
  - Division Chief - general description has been edited to include specific job titles  
Division Chief of Training and Safety, Division Chief of Fleet Services, Division  
Chief of EMS; existing positions
  - Captain – general description has been edited to include specific job titles  
Captain of Training, Captain of Planning; existing positions
  - Deputy Fire Marshal – new position created
  - Fleet Mechanic II – existing position, new job title added
- Department of DPW:
  - Safety Committee – stipended deleted
- Parks and Recreation Department:
  - Director of Maintenance position deleted as it was not funded in 2026
  - Park Maintenance Team Lead position deleted as it was not funded in 2026
  - Safety Committee – stipended deleted
- Wage Increase
  - 2% all staff

Attachment B, Elected Officials:

- 2% all elected officials
- Note: The 2026 Salary Ordinance will reflect a 2% increase in maximum salary for the Mayor. Mayor Stehr declined the wage increase resulting in his actual salary remaining flat.

Attachment C, Holiday Schedule:

- Updated for 2026
- Election days added

Attachment D, Longevity Pay:

- \$2,000 increase at the 20 year mark