City of Manteca, CA

Water Rate Study

December 2024

RAFTELIS

RAFTELIS

December 2024

Mr. Somporn Boonsalat
Deputy Director of Engineering
City of Manteca
1001 W. Center St.
Manteca, CA 95337

Subject: Water Rate Study

Dear Mr. Boonsalat,

Raftelis is pleased to provide this Water Rate Study Report to the City of Manteca. The study's purpose was to develop a five-year proposed water rate schedule for the City for Fiscal Year (FY) 2025 through FY 2029 that is fair and equitable.

The study's major goals are to:

- Develop a five-year financial plan to ensure financial sufficiency, meet operating costs, fund the long-term Capital Improvement Plan (CIP), and maintain prudent reserves.
- Conduct a cost-of-service analysis to ensure rates are proportionate to costs of serving each customer class.
- Review the City's existing water rate structure and recommend changes as necessary to ensure that proposed rates achieve financial sufficiency.
- Develop a five-year schedule of water rates that are fair, equitable, and compliant with Proposition 218 requirements.

It has been a pleasure working with you, and we thank you and other City staff for the support provided to Raftelis during this study.

Sincerely,

Todd Cristiano

Todd Cristiano
Project Manager

445 S Figueroa St, Suite 1925
Los Angeles CA 90071
www.raftelis.com

Table of Contents

EXECUTIVE SUMMARY **1**
Proposed Water Financial Plan 1
Bill Comparison 2
INTRODUCTION **4**
LEGAL REQUIREMENTS AND RATE SETTING METHODOLOGY **5**
Legal Requirements 5
Rate-Setting Methodology 5
FINANCIAL PLAN **7**
Revenues From Current Rates 7
Operations and Maintenance Expenses 12
Debt Service 13
Capital Improvement Plan 13
Financial Policies 14
Status Quo Financial Plan 15
Proposed Financial Plan 16
WATER COST OF SERVICE ANALYSIS **18**
Methodology 18
Revenue Requirement 18
Functionalization of Expenses 19
Allocation of Expenses to Rate Components 20
Unit Cost of Service 22
AB 755 Compliance 24
PROPOSED WATER RATES **25**
Proposed FY 2025 Rates 25
Proposed Five-Year Rate Schedule 26
BILL IMPACTS AND COMPARISONS **27**

List of Tables

Table 1: Proposed Water Rate Adjustments 1
Table 2: Proposed Water Rate Schedule 2
Table 3: Current Rates 8
Table 4: Projected Number of Water Accounts 9
Table 5: Projected Water Use (hcf) 10
Table 6: Monthly Water Use per Account (hcf) 10
Table 7: Projected Rate Revenue Under Current Rates 11
Table 8: Miscellaneous Revenues 12
Table 9: O&M Summary by Program 12
Table 10: Schedule of Debt Service Payments 13
Table 11: Capital Improvement Plan 14
Table 12: Status Quo Financial Plan 15
Table 13: Proposed Rate Increases 16
Table 14: Proposed Financial Plan 17
Table 15: FY 2025 Revenue Required from Rates 19
Table 16: O&M Functionalization 20
Table 17: Allocation of O&M Expenses 21
Table 18: Allocation of Capital Expenses 22
Table 19: Allocation of Revenue Requirement Adjustments 22
Table 20: Units of Service 23
Table 21: Equivalent Meter Ratios 23
Table 22: Unit Cost of Service 24
Table 23: Proposed FY 2025 Rate Calculation 25
Table 24: Proposed Five-Year Water Rate Schedule 26
Table 25: Monthly Bill Impacts 27

List of Figures

Figure 1: Residential Water Bill Comparison 3
Figure 2: Residential Water Bill Comparison 28

Executive Summary

Public water agencies in California typically conduct cost-of-service and rate studies to ensure that rates do not exceed costs of service and that customer rates are proportionate to costs of serving each customer class, as required by Proposition 218. The City engaged Raftelis to conduct this Water Rate Study to establish proposed water rates over a five-year period from FY 2025 to FY 2029.

Proposed Water Financial Plan

Raftelis conducted a status quo cash flow analysis to evaluate whether existing water rates can adequately fund the City's various expenses over the study period. Annual revenues, Operations & Maintenance (O&M) expenses, debt service payments, and capital expenditures were projected through FY 2029. Raftelis projects that with no rate increase or interfund loan this fiscal year, the City will fully deplete its reserves during FY 2025. This demonstrates a clear need for revenue adjustments (i.e. water rate revenue increases relative to the status quo). Key factors influencing the need for proposed revenue adjustments and interfund loans include:

- **Period since last rate increase**: The City last increased water rates in 2009, followed by decreasing rates a total of 7.7% in 2010 and 2011. Since 2009, water and wastewater rates have increased an average of 86.3% nationwide; construction cost inflation is estimated at 128.5% over that period.
- **Planned capital expenditures:** Projects scheduled over the next five years total about $30M, including beginning work on the projects identified in the City's master plan.
- **Increasing O&M expenses:** The City's current revenues are not sufficient to cover local operating expenses and the purchase of water from SSJID.

The financial plan includes two interfund loans from Fund 690 (Capacity Fee Fund) to Fund 680 (Rate Revenue and O&M Fund). Fund 690 currently has a balance of approximately $31 million, collected from Capacity Fees and reserved for growth-related projects. The proposed loans will not impact Fund 690's ability to fund these projects because the loans will be repaid before the funds are scheduled to be fully spent. The proposed rates and financial plan assume a $10 million loan in FY 2025 and an additional $5 million loan in FY 2026, offsetting the need for higher rate increases. Repayment would be made on the full $15 million over 10 years beginning in FY 2027.

Raftelis worked with City staff to develop proposed rate adjustments over the five-year study period. The proposed revenue adjustments were selected to provide financial sufficiency for the City while minimizing impacts to City customers. **Table 1** shows the proposed schedule of increases and the impact on a typical residential customer.

Table 1: Proposed Water Rate Adjustments

Line	Description	FY 2025 *Current*	FY 2025 *Proposed*	FY 2026 *Proposed*	FY 2027 *Proposed*	FY 2028 *Proposed*	FY 2029 *Proposed*
1	Effective Date		May 15, 2025		July 1, 2026	July 1, 2027	July 1, 2028
2	Average Residential Bill (16 hcf/month)	$ 33.63	$ 60.75	$ 60.75	$ 78.98	$ 93.19	$ 98.78
3	Increase of Average Residential Bill		$ 27.12	$ -	$ 18.23	$ 14.22	$ 5.59

PROPOSED WATER RATES

Raftelis recommends that the City adopt a uniform rate structure, which is compliant with the Fourth District California Court of Appeal's recent decision in Coziahr v. Otay Water Distr. (2024) 103 Cal.App.5th 785. The cost-of-service analysis in this report provides details on the development of the rates shown in **Table 2.** Proposed FY 2025 rates are calculated based on the City's unique cost structure and shift to a uniform volume rate. Overall, these rates are designed to collect 65% more revenue than the current rates; however, each unique rate is set to increase by a different amount based on the results of the cost-of-service analysis. For example, the ¾" fixed charge (paid by most residential customers) will increase by 23.8%, while the volume charge paid for most residential water use will more than double. This means that customers using different amounts of water will experience different percentage increases of their bill. More detail on customer bill impacts is presented in **Table 25**.

Table 2: Proposed Water Rate Schedule

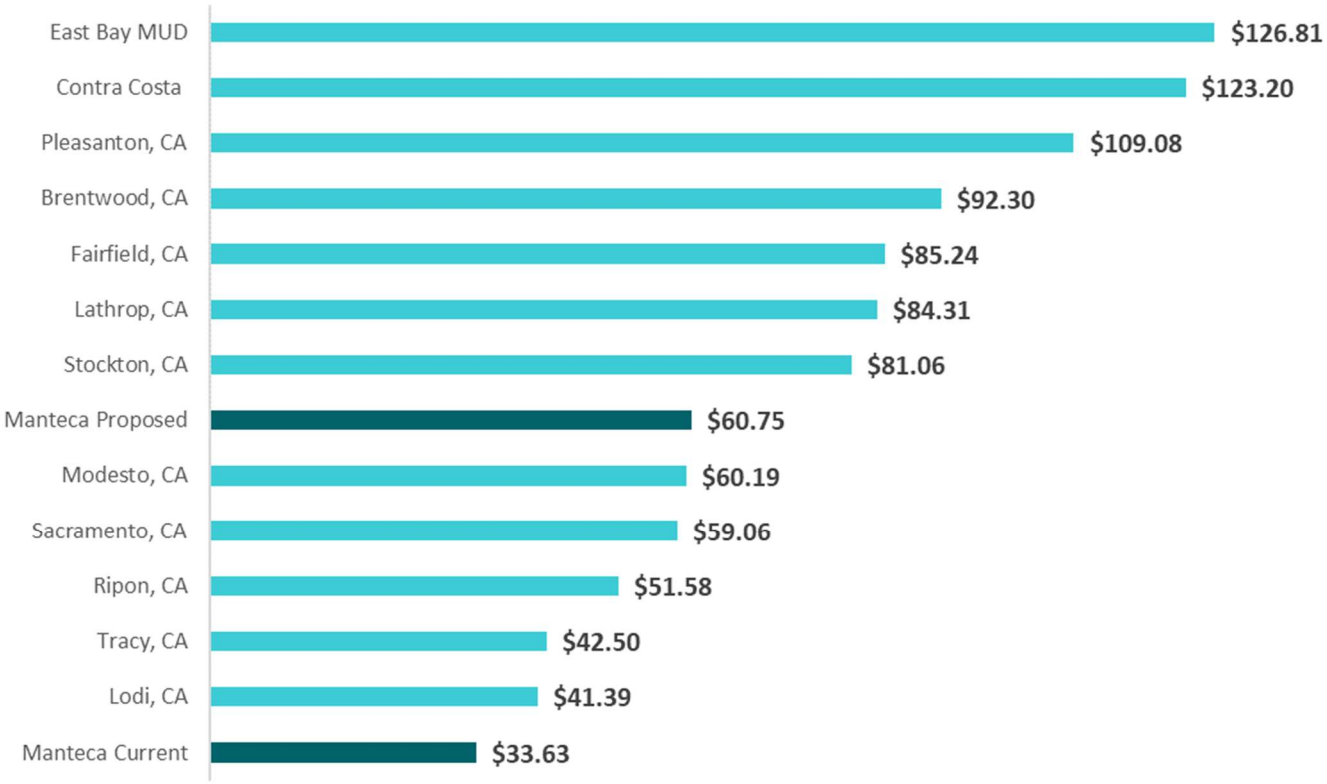
Line	Description	FY 2024 *Current*	FY 2025 *Proposed*	FY 2026 *Proposed*	FY 2027 *Proposed*	FY 2028 *Proposed*	FY 2029 *Proposed*
1	**Effective Date**		May 15, 2025		July 1, 2026	July 1, 2027	July 1, 2028
2	**Rate Increase**		65.0%	0.0%	30.0%	18.0%	6.0%
	Monthly Fixed Charge						
3	3/4"	$ 17.15	$ 21.23	$ 21.23	$ 27.60	$ 32.57	$ 34.53
4	1"	26.50	30.95	30.95	40.24	47.49	50.34
5	1 1/2"	49.65	55.26	55.26	71.84	84.78	89.87
6	2"	77.55	84.43	84.43	109.76	129.52	137.30
7	3"	142.70	176.79	176.79	229.83	271.20	287.48
8	4"	235.80	312.91	312.91	406.79	480.02	508.83
9	6"	468.20	784.46	784.46	1,019.80	1,203.37	1,275.58
10	8"	747.25	1,367.81	1,367.81	1,778.16	2,098.23	2,224.13
	Volume Charge (per hcf)						
11	All Volume	*N/A*	$ 2.47	$ 2.47	$ 3.22	$ 3.80	$ 4.03
12	Tier 1 (1-20 hcf)	$ 1.03	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*
13	Tier 2 (21-300 hcf)	1.35	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*
14	Tier 3 (>300 hcf)	2.72	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*

Bill Comparison

Figure 1 provides a comparison of monthly residential bills with nearby water utilities. All bills are representative of a typical residential customer using 16 hundred cubic feet (hcf)[1] per month. Note that many of the other agencies shown are either scheduled or expected to implement rate increases in the near future which are not reflected in the graph. Many other factors affect rates such as whether a water purveyor receives a portion of county property tax revenue, infrastructure age and condition, whether the system must pump water up to higher elevations, water source, and the willingness of the utility to reinvest in the system to maintain infrastructure.

[1] One hcf is equal to approximately 748 gallons.

Figure 1: Residential Water Bill Comparison



Introduction

Public water agencies in California typically perform a cost-of-service analysis to ensure that customers are proportionately charged for water service commensurate with the cost to provide service. The City of Manteca (City) engaged Raftelis to conduct this Water Rate Study to establish proposed water rates for FY 2025 through FY 2029.

The major study objectives are to:

- Develop a five-year financial plan that sufficiently funds the City's operations and maintenance (O&M) expenses, debt service payments, and capital expenditures while adequately funding reserves and meeting debt coverage requirements.
- Conduct a cost-of-service analysis that establishes a clear nexus between the cost to serve customers and the water rates charged to customers, per Proposition 218 requirements.
- Review the City's existing water rate structure and recommend changes as necessary to ensure that proposed rates achieve financial sufficiency.
- Develop a five-year schedule of water rates that is fair, equitable, and compliant with Proposition 218 requirements.

The City's water utility includes three financial funds. Fund 680 includes normal water system operations, maintenance, and capital spending. Fund 690 includes revenue from the City's Capacity Fees and expenses associated with growth-related projects. Fund 700 tracks revenue and expenses related to the Public Facilities Infrastructure Projects fee. This report focuses on Fund 680 and the user rates required to finance normal system operations. Funds 690 and 700 are referenced in the Capital Financing section of this report in relation to project costs that have been allocated to them.

HydroScience Master Plan

HydroScience Engineers was retained by the City to prepare an update to the City's Master Plan; the updated plan was adopted by the City Council in March 2024. In addition to an overall assessment of the water system, a key objective of the Master Plan was to develop a capital improvement plan (CIP) to address any identified system deficiencies, including the estimated cost and recommended timing of necessary projects. This CIP was incorporated into the Rate Study; the proposed rates are intended to provide sufficient funding to complete the projects identified by HydroScience. The full Master Plan can be found on the City's website at: https://www.manteca.gov/departments/engineering/water-system

Reliance on City Provided Data

During this project, the City (and/or its representatives) provided Raftelis with a variety of technical information, including cost and revenue data. Raftelis reviewed the data provided for reasonableness but did not independently assess or test for the accuracy of such data – historic or projected. Raftelis has relied on this data in the formulation of our findings and subsequent recommendations, as well as in the preparation of this report. Raftelis also relied on cost allocation information provided by the City needed to complete the cost of service analysis.

In the Study, Raftelis made rate calculations using the best estimates of the City's expected costs, planned capital improvements, and future customer demands. Making such calculations in advance is normal for public water providers because providers need to recover revenue matched to public spending budgets, which are adopted in advance of their fiscal periods. For this reason, and others, achieving mathematical exactitude in rate calculations is virtually impossible. Instead, there are methods and techniques available to water providers that promote

proportionality between the costs incurred to provide water service and the demand for that service. These methods and techniques are broadly referred to as "cost-of-service principles."

Legal Requirements and Rate Setting Methodology

Legal Requirements

California Constitution - Article XIII D, Section 6 (Proposition 218)

Proposition 218, reflected in the California Constitution as Article XIII D, was enacted in 1996 to ensure that rates and fees are reasonable and proportional to the cost of providing service. The principal requirements, as they relate to public water service, are as follows:

1. A property-related charge (such as water rates) imposed by a public agency on a parcel shall not exceed the costs required to provide the property-related service.
2. Revenues derived by the charge shall not be used for any purpose other than that for which the charge was imposed.
3. The amount of the charge imposed upon any parcel shall not exceed the proportional cost of service attributable to the parcel.
4. No charge may be imposed for a service unless that service is actually used or immediately available to the owner of the property.
5. No fee or charge may be imposed for general government services.
6. A written notice of the proposed charge shall be mailed to the owner of record of each parcel at least 45 days prior to the public hearing, when the agency considers all written protests against the charge.

As stated in the American Water Works Association's (AWWA) *Principles of Water Rates, Fees, and Charges: Manual of Water Supply Practices - M1 Seventh Edition* (Manual M1), "water rates and charges should be recovered from classes of customers in proportion to the cost of serving those customers." Raftelis follows industry-standard rate-setting methodologies set forth by the AWWA Manual M1 to ensure this study meets Proposition 218 requirements and establishes rates that do not exceed the proportionate cost of providing water services on a parcel basis.

California Constitution Article X, Section 2

California Constitution Article X, Section 2 mandates that water resources be put to beneficial use and that the waste or unreasonable use of water be prevented through conservation. Section 106 of the Water Code declares that the highest priority use of water is for domestic purposes, with irrigation secondary. Thus, the management of water resources is part of the property-related service provided by public water suppliers to ensure the resource is available over time.

Rate-Setting Methodology

This study was conducted using industry-standard principles outlined by the AWWA Manual. The process and approach Raftelis utilized in the study to determine water rates is informed by the City's policy objectives, the current water system and rates, and the legal requirements in California (namely, Proposition 218). The resulting financial plan, cost of service analysis, and rate design process follows five key steps, outlined below, to determine proposed rates that fulfill the City's objectives, meet industry standards, and comply with relevant regulations.

1. **Financial Plan:** The first study step is to develop a multi-year financial plan that projects the City's revenues, expenses, capital project financing, annual debt service, and reserve funding. The financial plan is used to determine the revenue adjustment, which allows the City to recover adequate revenues to fund expenses and reserves.

2. **Revenue Requirement Determination:** After completing the financial plan, the rate-making process begins by determining the revenue requirement for the test year, also known as the rate-setting year. The test year for this study is FY 2025. The revenue requirement should sufficiently fund the City's operating costs, annual debt service (including coverage requirements), capital expenditures, and reserve funding as projected based on the annual budget estimates.

3. **Cost of Service Analysis:** The annual cost of providing water or wastewater service, or the revenue requirement, is then distributed to customer classes commensurate with their use of and burden on the water system. A cost-of-service analysis involves the following steps:

    - Functionalize costs – the different components of the revenue requirement are categorized into functions such as supply, customer service, etc.
    - Allocate to cost causation components – the functionalized costs are then allocated to cost causation components such as volume, bills, equivalent meters, etc.
    - Develop unit costs – unit costs for each cost causation component are determined using units of service, such as total use, equivalent meters, number of customers, etc., for each component.
    - Distribute cost components – the cost components are allocated to each customer class using the unit costs in proportion to their demand and burden on the system.

4. **Rate Design**: After allocating the revenue requirement to each customer class, the project team designs and calculates rates. This process also includes a rate impact analysis and sample customer bill impacts.

5. **Administrative Record (Report) Preparation and Rate Adoption:** The final step in a rate study is to develop the administrative record in conjunction with the rate adoption process. This report serves as the administrative record for this study. The administrative record documents the study results and presents the methodologies, rationale, justifications, and calculations used to determine the proposed rates. A thorough and methodological administrative record serves two important functions: maintaining defensibility in a stringent legal environment and communicating the rationale for revenue adjustments and proposed rates to customers and key stakeholders.

Financial Plan

This section details the development of a proposed five-year financial plan for the water utility over the study period. The following subsections include estimates and projections of annual revenues, O&M expenses, debt service payments, capital expenditures, and reserve funding through FY 2029. The overall purpose of the financial plan is to determine the annual rate revenue needed to achieve sufficient cash flow for O&M expenses, maintain adequate reserves, and meet debt coverage requirements.

Raftelis developed a rate model to project financial and rate calculations over a five-year study period through FY 2029. The City's fiscal year spans from July 1 through June 30. Projections in future years were generally made based on FY 2023 or FY 2024 data using key assumptions outlined below. All assumptions were discussed with and reviewed by City staff to ensure that the City's unique characteristics were incorporated.

Note: Most table values shown throughout this report are rounded to the last digit shown and may therefore not add precisely to the totals shown.

There are often differences between actual and projected data. Some of the assumptions used for projections in this report will not be realized, and unanticipated events and circumstances may occur. Therefore, there are likely to be differences between the data or results projected in this report and actual results achieved, and those differences may be material. As a result, Raftelis takes no responsibility for the accuracy of data or projections provided by or prepared on behalf of the City, nor do we have any responsibility for updating this report for events occurring after the date of this report.

Revenues From Current Rates

The City's revenues consist of rate revenues, interest earnings on cash reserves, and other miscellaneous revenues. The rate revenue projections shown below assume that current rates are effective throughout the study period and therefore represent estimated revenues in the absence of any rate increase. This status quo scenario provides a baseline from which Raftelis evaluates the need for revenue adjustments (i.e., rate increases).

Current Water Rates

Table 3 presents the City's current rate structure. Customers are subject to two charges: a monthly fixed charge and an inclining block volumetric rate structure. The fixed charge varies by meter size but is consistent each month, regardless of the amount of water used. The volumetric charge is levied according to the amount of water used, with additional units of water charged at a higher rate per unit. The City has different tier breakpoints for different meter sizes. A customer with a ¾" meter pays the lowest rate for the first 20 hcf per month, while a customer with 1" meter pays the lowest rate for 30 hcf per month; larger meters have a larger tier one allowance.

Table 3: Current Rates

Line	Description	Current Charge
	Fixed Charge	
1	5/8" & 3/4"	$ 17.15
2	1"	26.50
3	1 1/2"	49.65
4	2"	77.55
5	3"	142.70
6	4"	235.80
7	6"	468.20
8	8"	747.25
	Volume Charge	
9	1 to 20 hcf	$ 1.03
10	21 to 300 hcf	1.35
11	Above 300 hcf	2.72

Projected Service Connections

Customer account growth projections are necessary to estimate water demand and rate revenues over the study period. City staff provided Raftelis with the number of water meters by connection size for FY 2021 through FY 2023; projections past 2023 are based on historical billing data and assume growth of 4% for the residential class, 0.5% for the commercial class, and 2% for the irrigation class through the study period. Table 4 shows the projected number of accounts by customer class and meter size in each year of the study period.

Table 4: Projected Number of Water Accounts

Line	Description	FY 2025 *Forecast*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*	FY 2030 *Forecast*
	Residential						
1	5/8" & 3/4"	25,740	26,769	27,839	28,952	30,110	31,314
2	1"	524	544	565	587	610	634
3	1 1/2"	58	60	62	64	66	68
4	2"	116	120	124	128	133	138
5	3"	7	7	7	7	7	7
6	4"	10	10	10	10	10	10
7	6"	4	4	4	4	4	4
8	8"	-	-	-	-	-	-
9	**Subtotal**	26,459	27,514	28,611	29,752	30,940	32,175
	Commercial						
10	5/8" & 3/4"	273	274	275	276	277	278
11	1"	203	204	205	206	207	208
12	1 1/2"	189	189	189	189	189	189
13	2"	205	206	207	208	209	210
14	3"	56	56	56	56	56	56
15	4"	20	20	20	20	20	20
16	6"	3	3	3	3	3	3
17	8"	2	2	2	2	2	2
18	**Subtotal**	951	954	957	960	963	966
	Construction						
19	5/8" & 3/4"	-	-	-	-	-	-
20	1"	1	1	1	1	1	1
21	1 1/2"	4	4	4	4	4	4
22	2"	4	4	4	4	4	4
23	3"	-	-	-	-	-	-
24	4"	-	-	-	-	-	-
25	6"	-	-	-	-	-	-
26	8"	-	-	-	-	-	-
27	**Subtotal**	9	9	9	9	9	9
	Irrigation						
28	5/8" & 3/4"	39	39	39	39	39	39
29	1"	64	65	66	67	68	69
30	1 1/2"	73	74	75	76	77	78
31	2"	55	56	57	58	59	60
32	3"	8	8	8	8	8	8
33	4"	1	1	1	1	1	1
34	6"	-	-	-	-	-	-
35	8"	-	-	-	-	-	-
36	**Subtotal**	240	243	246	249	252	255

Projected Water Use

City staff provided Raftelis with annual water use data by customer class for FY 2021 through FY 2023. Raftelis worked closely with City staff to develop water use projections for FY 2024 through FY 2029. Water demand projections depend on two key assumptions: account growth and water demand factor (i.e., water use per account). Beginning in FY 2024, annual water use was projected at the customer class level using an annual water demand growth rate to determine total annual water use. **Table 5** shows projected water use by customer class over the study period. Based on historical billing data, residential water use is expected to grow at 1.5% per year, commercial at .75% per year, and irrigation at 0% per year.

Table 5: Projected Water Use (hcf)

Line	Description	FY 2025 *Forecast*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
	Class					
1	Residential	4,874,958	4,948,081	5,022,300	5,097,633	5,174,096
2	Commercial	761,421	767,131	772,883	778,678	784,516
3	Construction	5,316	5,316	5,316	5,316	5,316
4	Irrigation	268,313	268,313	268,313	268,313	268,313
5	**Total**	5,910,008	5,988,841	6,068,812	6,149,940	6,232,241

Taken together with the growth in customer accounts discussed above, the study assumes declining water use per account for residential and irrigation customers and growing water use per account for commercial customers, a pattern seen at many utilities across California and the United States. Monthly water use per account is shown in **Table 6**.

Table 6: Monthly Water Use per Account (hcf)

Line	Description	FY 2025 *Forecast*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
	Class					
1	Residential	15.4	15.0	14.6	14.3	13.9
2	Commercial	66.7	67.0	67.3	67.6	67.9
3	Construction	49.2	49.2	49.2	49.2	49.2
4	Irrigation	93.2	92.0	90.9	89.8	88.7

Calculated Water Rate Revenues

Raftelis projected water rate revenues from Fixed Meter Charges and Volume Charges for FY 2025 through FY 2029 based on current water rates, the projected number of water meters, and projected annual water use. The forecast is shown **Table 7**.

Table 7: Projected Rate Revenue Under Current Rates

Line	Description	FY 2025 *Forecast*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
	Fixed Charge					
1	Residential	$ 5,669,186	$ 5,892,229	$ 6,124,027	$ 6,364,992	$ 6,616,467
2	Commercial	611,392	612,847	614,301	615,755	617,210
3	Construction	6,424	6,424	6,424	6,424	6,424
4	Irrigation	139,583	141,428	143,272	145,117	146,961
5	**Subtotal**	$ 6,426,586	$ 6,652,927	$ 6,888,023	$ 7,132,288	$ 7,387,061
	Volume Charge					
6	Residential	$ 5,539,537	$ 5,622,627	$ 5,706,962	$ 5,792,564	$ 5,879,449
7	Commercial	1,205,947	1,214,991	1,224,101	1,233,279	1,242,525
8	Construction	8,166	8,166	8,166	8,166	8,166
9	Irrigation	442,113	442,113	442,113	442,113	442,113
10	**Subtotal**	$ 7,195,763	$ 7,287,897	$ 7,381,342	$ 7,476,122	$ 7,572,253
	Total Revenue					
11	Residential	$ 11,208,723	$ 11,514,855	$ 11,830,988	$ 12,157,556	$ 12,495,916
12	Commercial	1,817,340	1,827,837	1,838,402	1,849,034	1,859,734
13	Construction	14,590	14,590	14,590	14,590	14,590
14	Irrigation	581,697	583,541	585,385	587,230	589,074
15	**Total**	$ 13,622,349	$ 13,940,823	$ 14,269,366	$ 14,608,410	$ 14,959,315

Other Revenues

Table 8 shows all other miscellaneous revenues. All FY 2025 revenues are based on the City's adopted budget. Additional revenues from FY 2026 through FY 2029 were projected by Raftelis. These revenues include penalties, payment for construction services, reimbursements, interest income, and other miscellaneous revenues. Interest revenue is estimated beginning in FY 2026 based on estimated fund balances and an assumed interest rate. All other revenues are forecasted to remain constant.

Table 8: Miscellaneous Revenues

Line	Description	FY 2025 *Forecast*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
	Other Revenue					
1	Other Charges for Service	$ 105,000	$ 105,000	$ 105,000	$ 105,000	$ 105,000
2	Other Misc. Revenue	35,000	35,000	35,000	35,000	35,000
3	Non-Operating Revenue	100,000	105,205	78,531	48,627	22,647
4	**Total**	$ 240,000	$ 245,205	$ 218,531	$ 188,627	$ 162,647

Operations and Maintenance Expenses

Table 9 shows O&M expenses by budget program over the study period. The forecast below includes the City's adopted FY 2025 budget. The FY 2026 projection includes salary adjustments based on a salary benchmarking study completed by HydroScience in August 2024[2], while other expenses are based on a detailed analysis of needs completed by City staff. Expenses in future years are projected using estimated inflation rates of 4% for salaries and benefits, 5% for retirement costs and repair/maintenance expenses, and 2.5% for all other general expenses.

Table 9: O&M Summary by Program

Line	Description	FY 2025 *Budget*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
	Fund 680 Programs					
1	Legal Services	$ 60,000	$ 63,000	$ 66,150	$ 69,458	$ 72,930
2	Fiscal Management	582,313	726,824	651,308	676,776	703,267
3	Revenue Management	-	434	451	469	488
4	Code Compliance	12,857	14,085	14,687	15,315	15,970
5	Administration	161,075	177,242	184,684	192,441	200,526
6	Facilities	3,000	3,150	3,308	3,473	3,647
7	Custodial	2,000	17,640	18,346	19,079	19,843
8	Light Duty	19,617	63,274	66,134	69,126	72,254
9	Heavy Duty	2,100	9,240	9,702	10,187	10,696
10	Engineering	2,683,253	3,271,843	3,423,004	3,581,282	3,747,016
11	Regulatory	3,564,469	3,740,889	3,871,603	4,007,203	4,147,888
12	Production	1,728,860	2,148,541	2,245,712	2,347,356	2,453,680
13	*Water Purchase*	*4,559,958*	*4,759,406*	*4,967,649*	*5,185,078*	*5,412,101*
14	Distribution	2,199,043	2,531,508	2,634,067	2,740,875	2,852,113
15	Meter Services	2,965,588	3,213,124	3,405,913	3,527,076	2,552,711
16	Capital Improvement	346,511	613,143	639,044	666,048	694,203
17	Engineering Administration	281,396	309,589	322,681	336,330	350,562
18	Additional Staffing	-	1,356,000	2,109,120	2,751,590	3,185,615
19	**Subtotal**	$ 19,172,040	$ 23,018,932	$ 24,633,562	$ 26,199,162	$ 26,495,511

[2] The salary benchmarking survey is attached to this report as Appendix 1.

Additional Staffing

The O&M forecast also includes expenses associated with additional staffing the City will require as it grows. The forecast on Line 18 of **Table 9** is based on a projection of new positions and their associated salaries and benefits. Information regarding both of these components was provided by HydroScience via the Water Master Plan and the salary benchmarking study. Overall, the City expects to add 7 new positions in FY 2026 and a total of 16 new positions by 2029 at an average annual cost of $181,000 per position.

Debt Service

Table 10 shows the City's existing debt service obligations associated with the Fund 680 allocation of its outstanding Series 2012 bonds. These obligations are secured by a pledge of utility net revenues. The 2012 Bonds are scheduled to be fully repaid by the end of FY 2034. The City is also considering refinancing the bonds at a lower interest rate; the impact of any reduced payments as result of future refinancings is not reflected in this study. The proposed financial plan assumes that no additional bonds will be issued by the City over the study period.

Table 10: Schedule of Debt Service Payments

Line	Description	FY 2025 *Current*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
	2012 Water Refunding Bonds					
1	Principal	$ 705,739	$ 742,884	$ 777,964	$ 817,172	$ 858,443
2	Interest	426,642	390,427	352,405	312,527	270,637
3	**Subtotal**	$ 1,132,382	$ 1,133,310	$ 1,130,370	$ 1,129,699	$ 1,129,080

Capital Improvement Plan

The Capital Improvement Plan (CIP) was identified in the City's Water Master Plan. City staff identified projects associated with maintaining current system operations, to be funded through water rates (Fund 680) and those associated with meeting the demands of future growth, to be funded through capacity fees (Fund 690). The Fund 680 allocations of these projects are shown in detail in **Table 11** and amount to approximately $30M over the study period. The projects are generally associated with distribution system reliability, aging infrastructure replacement, or system-wide reliability and safety. The capital costs assume an annual capital inflation factor of 5% per year. The final line of **Table 11** presents the total proposed annual capital spending to be funded from rates and the use of reserves.

Table 11: Capital Improvement Plan

Line	Description	FY 2025 *Forecast*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
	Capital Project					
1	2021 Urban Water Management Plan Update Carryforward	207,815	-	-	-	-
2	Well 29 TCP Treatment Design Carryforward	4,921,478	-	-	-	-
3	Water & Sewer Pipe Installation at corwin & Suess Carryforward	141,249	-	-	-	-
4	Nile Garden Well 30 City Installed Pipeline Carryforward	360,000	-	-	-	-
5	Nile Garden Well 30 City Installed Pipeline New Appropriation	50,000	-	-	-	-
6	Well VFD and PLC	155,500	-	-	-	-
7	Storage Tank Corrosion Coating	-	250,000	-	-	-
8	Expansion of Engineering Trailer	-	150,000	-	-	-
9	New Utilities Building at WQCF	-	-	-	4,000,000	-
10	New Utilities Building at WQCF - Engineering	-	750,000	250,000	-	-
11	Planned System Maintenance — Pipeline	-	189,696	189,696	189,696	189,696
12	Planned System Maintenance — Pipeline	-	188,500	188,500	188,500	188,500
13	Planned System Maintenance — Pipeline	-	121,372	121,372	121,372	121,372
14	Planned System Maintenance — Pipeline	-	182,000	182,000	182,000	182,000
15	Planned System Maintenance — Pipeline	-	328,200	328,200	328,200	328,200
16	Planned System Maintenance — Pipeline	-	112,448	112,448	112,448	112,448
17	Planned System Maintenance — Pipeline	-	62,656	62,656	62,656	62,656
18	Planned System Maintenance — Pipeline	-	120,000	120,000	120,000	120,000
19	Planned System Maintenance — Pipeline	-	132,300	132,300	132,300	132,300
20	Chemical Storage Building	-	200,000	200,000	200,000	200,000
21	Annual Water Treatment Needs	-	250,000	250,000	250,000	250,000
22	Annual Water Production Needs	-	250,000	250,000	250,000	250,000
23	Annual Water Meter Needs	-	250,000	250,000	250,000	250,000
24	Annual Distribution Needs	-	250,000	250,000	250,000	250,000
25	Abandon Wells 18 and 20	-	100,000	100,000	100,000	100,000
26	Groundlevel Storage Tank M1	-	250,000	250,000	250,000	250,000
27	Well Rehabilatation	-	200,000	200,000	200,000	200,000
28	Well 13 Well and Building Rehabilation	-	500,000	500,000	500,000	500,000
29	Fleet Vehicle Replacement Program	-	333,333	333,333	333,333	333,333
30	**Subtotal**	$5,836,042	$5,170,505	$4,270,505	$8,020,505	$4,020,505
31	CIP Inflation Factor	100%	105%	110%	116%	122%
32	**Total Capital Spending**	$5,836,042	$5,429,031	$4,708,232	$9,284,737	$4,886,949

Financial Policies

Utility-specific financial policies must be considered during the financial planning process. Financial policies typically define key financial metrics that an agency strives to meet or exceed.

Required Debt Coverage

The City must meet the minimum coverage requirements on its outstanding debt to ensure that it meets the associated debt covenants. The required debt service coverage ratio (DSCR) is 1.25, which means that the City's net revenue must amount to at least 1.25 times annual debt service. Net revenues equal revenues less O&M expenses. Annual debt service includes annual principal and interest payments on all outstanding debt.

Reserve Targets

Prudent fiscal management requires that the City maintain reserve balances to provide sufficient working capital, maintain necessary cash on hand to efficiently award construction contracts, and provide funding during emergencies. The City's current policy targets annual reserves to be 25% of O&M and debt service expenses.

Status Quo Financial Plan

In order to evaluate the need for revenue adjustments (i.e., rate increases), Raftelis first developed a status quo financial plan. The status quo financial plan assumes that current rates remain unchanged over the study period and that there are no interfund loans. **Table 12** combines projected operating revenues, O&M expenses, and capital needs to generate cash flow, ending balance, and debt coverage projections under the status quo.

Under the status-quo financial plan, net cash change (revenue less total cash expenses) is negative for each of the study period and results in a depletion of the operating reserve by the end of FY 2026. The status quo financial plan is insufficient to meet the City's needs. This demonstrates a clear need for revenue adjustments over the study period to increase rate revenues and achieve financial sustainability.

Table 12: Status Quo Financial Plan

Line	Description	FY 2025 *Budget*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
1	**Rate Increase**	0.0%	0.0%	0.0%	0.0%	0.0%
	Revenue					
2	Rate Revenue	$ 13,622,349	$ 13,940,823	$ 14,269,366	$ 14,608,410	$ 14,959,315
3	Misc. Revenue	240,000	223,069	140,000	140,000	140,000
4	**Total Revenue**	$ 13,862,349	$ 14,163,892	$ 14,409,366	$ 14,748,410	$ 15,099,315
	Expenses					
5	Local Operating Expenses	$ 14,612,082	$ 18,259,526	$ 19,665,913	$ 21,014,084	$ 21,083,410
6	Water Purchases	4,559,958	4,759,406	4,967,649	5,185,078	5,412,101
7	Existing Debt Service	1,132,382	1,133,310	1,130,370	1,129,699	1,129,080
8	Loan Repayment to Fund 690	-	-	1,849,364	1,849,364	1,849,364
9	Rate Funded Capital	5,836,042	5,429,031	4,708,232	9,284,737	4,886,949
10	**Total Expenses**	$ 26,140,463	$ 29,581,272	$ 32,321,528	$ 38,462,963	$ 34,360,904
11	**Contribution to Reserves**	$ (12,278,114)	$ (15,417,380)	$ (17,912,162)	$ (23,714,553)	$ (19,261,589)
12	**Beginning Balance**	$ 6,431,553	$ 4,153,439	$ (6,263,941)	$ (24,176,104)	$ (47,890,656)
13	Surplus / (Deficit)	(12,278,114)	(15,417,380)	(17,912,162)	(23,714,553)	(19,261,589)
14	Loan from Fund 690	10,000,000	5,000,000	-	-	-
15	**Ending Balance**	$ 4,153,439	$ (6,263,941)	$ (24,176,104)	$ (47,890,656)	$ (67,152,246)
16	*Target Balance*	*$ 5,006,570*	*$ 5,955,347*	*$ 6,352,750*	*$ 6,738,623*	*$ 6,811,543*
17	**Debt Service Coverage Ratio**	(0.42)	(1.71)	(2.15)	(2.54)	(2.45)

Proposed Financial Plan

The status quo financial plan demonstrates that the City must increase its revenues from water rates over the study period in order to adequately fund its operating and capital expenditures, meet required debt coverage, and generate sufficient reserve funding. Raftelis worked closely with City staff to select the proposed annual rate increases shown in **Table 13**.

Rate increases represent percentage increases in rate revenue relative to how much rate revenue would have been collected under the prior year's water rates. This is distinct from a revenue increase, which includes additional revenue resulting from the connection of new customers to the City's water system. For example, the 65% rate increase shown in **Table 13** means that revenue collected from May 15 through June 30 will be 65% higher than it would have been with no rate increase – it does ***not*** mean that revenue in the full FY 2025 year will be 65% higher than the full FY 2024 year. The 30% increase in FY 2027 means that revenue will be 30% higher than if that rate increase is not implemented; after accounting for customer growth as well as the rate increase, FY 2027 rate revenue is projected to be approximately 33% higher than rate revenue in FY 2026.

Additionally, the rate increases shown in **Table 13** represents the relative increase in rate revenue collected by the City, ***not*** the increase in the monthly bill experienced by most customers. The cost-of-service analysis presented later in this report explains the basis for the proposed rate structure, which will have different impacts on customers based on their unique water use. Detailed bill impacts for different levels of water use are shown in **Table 25**.

The financial plan includes two interfund loans from Fund 690 to Fund 680. Fund 690 currently has a balance of approximately $31 million, collected from Capacity Fees and reserved for growth-related projects. The proposed loans will not impact Fund 690's ability to fund these projects because the loans will be repaid before the funds are scheduled to be fully spent. The proposed rates and financial plan assume a $10 million loan in FY 2025 and an additional $5 million loan in FY 2026, offsetting the need for higher rate increases. Repayment would be made on the full $15 million over 10 years beginning in FY 2027.

Table 13: Proposed Rate Increases

Line	Description	FY 2025 *Proposed*	FY 2026 *Proposed*	FY 2027 *Proposed*	FY 2028 *Proposed*	FY 2029 *Proposed*
1	Effective Date	May 15, 2025		July 1, 2026	July 1, 2027	July 1, 2028
2	Rate Increase	65.0%		30.0%	18.0%	6.0%

Table 14 shows the proposed financial plan pro forma. Revenue adjustments over the study period generate significant increases in rate revenues over the study period. This results in positive net operating cash flow and sufficient debt coverage in all years after FY 2025.

Table 14: Proposed Financial Plan

Line	Description	FY 2025 *Budget*	FY 2026 *Forecast*	FY 2027 *Forecast*	FY 2028 *Forecast*	FY 2029 *Forecast*
1	**Rate Increase**	65.0%	0.0%	30.0%	18.0%	6.0%
	Revenue					
2	Rate Revenue	$ 14,729,165	$ 23,002,359	$ 30,607,789	$ 36,975,347	$ 40,135,333
3	Misc. Revenue	240,000	245,205	218,531	188,627	162,647
4	**Total Revenue**	$ 14,969,165	$ 23,247,564	$ 30,826,320	$ 37,163,973	$ 40,297,980
	Expenses					
5	Local Operating Expenses	$ 14,612,082	$ 18,259,526	$ 19,665,913	$ 21,014,084	$ 21,083,410
6	Water Purchases	4,559,958	4,759,406	4,967,649	5,185,078	5,412,101
7	Existing Debt Service	1,132,382	1,133,310	1,130,370	1,129,699	1,129,080
8	Loan Repayment to Fund 690	-	-	1,849,364	1,849,364	1,849,364
9	Rate Funded Capital	5,836,042	5,429,031	4,708,232	9,284,737	4,886,949
10	**Total Expenses**	$ 26,140,463	$ 29,581,272	$ 32,321,528	$ 38,462,963	$ 34,360,904
11	**Contribution to Reserves**	$ (11,171,298)	$ (6,333,709)	$ (1,495,208)	$ (1,298,989)	$ 5,937,076
12	**Beginning Balance**	$ 6,431,553	$ 5,260,255	$ 3,926,546	$ 2,431,338	$ 1,132,349
13	Surplus / (Deficit)	(11,171,298)	(6,333,709)	(1,495,208)	(1,298,989)	5,937,076
14	Loan from Fund 690	10,000,000	5,000,000	-	-	-
15	**Ending Balance**	$ 5,260,255	$ 3,926,546	$ 2,431,338	$ 1,132,349	$ 7,069,425
16	*Target Balance*	*$ 5,006,570*	*$ 5,955,347*	*$ 6,352,750*	*$ 6,738,623*	*$ 6,811,543*
17	**Debt Service Coverage Ratio**	(0.02)	1.60	3.84	5.65	6.76

Water Cost of Service Analysis

This section details the cost of service (COS) analysis performed for FY 2025. The COS analysis allocates the overall rate revenue requirement to customer classes based on their proportion of use of and burden on the City's water system. This provides the basis for the development of proposed FY 2025 water rates.

Methodology

The first step in the COS analysis is to determine the revenue required from rates. The total revenue requirement is determined in the financial plan above. The framework and methodology utilized to develop the COS analysis and to apportion the revenue requirement to each customer class and tier is informed by the processes outlined in the AWWA Manual M1.

COS analyses are tailored specifically to meet the unique needs of each water system. However, there are several distinct steps in every COS analysis to recover costs from customers in an accurate, equitable, and defensible manner:

1. **Cost Functionalization**: Water systems are comprised of several facilities (unit processes or functions) that are designed and operated to collect, treat, store, and distribute water to customers. The separation of costs into functional cost categories provides a means for distributing costs to customer classes based on their respective demands on the system.
2. **Functionalized Cost Component Allocation:** The functionalized revenue requirement is allocated to demand parameters and customer characteristics based on the design and functional parameters that characterize each expense.
3. **Unit Cost Development:** The revenue requirement for each cost component is divided by the appropriate units of service to determine the unit cost for each rate component.
4. **Rate Design:** The costs allocated to each class and the units of service for each class are used to develop fixed and volume charges.

Revenue Requirement

Table 15 shows the rate revenue requirement for FY 2025 (also referred to as the test year or rate-setting year). The revenue requirement is split into operating and capital categories which are later allocated to the O&M and capital rates. The expenses (Lines 1-6) are equal to FY 2025 expenses. The miscellaneous revenue (Line 7) includes interest earnings and miscellaneous revenues that are applied as offsets to the final rate revenue requirement. The contribution to reserves adjustment (Line 8) is equal to FY 2025 net cash change and represents the decrease in the rate revenue requirement resulting from the use of operating reserves in FY 2025. All aforementioned values are from the proposed financial plan pro forma (**Table 14**).

The revenue requirement also includes a mid-year adjustment, to account for a mid-fiscal year implementation of the new rates anticipated to be made effective in May of 2025, partially through the City's fiscal year (July 1 to June 30). The expenses and forecasted customer accounts and water use described in this report correspond to the full fiscal year. Therefore, the test year revenue requirement must include an adjustment that represents the revenue that is foregone by implementing the rate increase on a day other than the first day of the fiscal year. The mid-year adjustment is determined by calculating the additional amount of revenue that the proposed FY 2025 rate increase (65%) would recover in the months of July through April. This amount is added to the cash revenue requirements to determine the test year revenue requirement. In other words, the mid-year adjustment reflects the reduction of

revenues that will not be received because the rate adjustment is not in effect for the full fiscal year. As demonstrated on Line 12, this adjustment does not affect the actual fiscal year revenue to be collected by the City; the revenue requirement less mid-year adjustment corresponds to the forecasted FY 2025 rate revenue from **Table 14**, which is more than $1M greater than the FY 2025 rate revenue shown in the Status Quo Financial Plan on **Table 12**.

Table 15: FY 2025 Revenue Required from Rates

Line	Description	Operating	Capital	Total
	Expenses			
1	Local O&M	$ 14,612,082		$ 14,612,082
2	Water Purchase	4,559,958		4,559,958
3	Existing Debt Service		1,132,382	1,132,382
4	Proposed Debt Service		-	-
5	Rate Funded Capital		5,836,042	5,836,042
6	**Subtotal**	$ 19,172,040	$ 6,968,424	$ 26,140,463
	Adjustments			
7	Misc. Revenue	$ (240,000)		$ (240,000)
8	Surplus/(Deficiency)		(11,171,298)	(11,171,298)
9	Adjust for Mid-Year Increase		7,747,711	7,747,711
10	**Subtotal**	$ (240,000)	$ (3,423,587)	$ (3,663,587)
11	**Net Revenue Requirement**	$ 18,932,040	$ 3,544,836	$ 22,476,876
12	*Net RR less Mid-Year Adjustment*			*$ 14,729,165*

Functionalization of Expenses

Water systems are comprised of several facilities (unit processes or functions) that are designed and operated to collect, treat, store, and distribute water to customers. The separation of costs into functional cost categories provides a means for distributing costs to customers based on their respective demands on the system. The functional cost categories in this study are:

1. Water Purchases: The purchase of water from SSJID.
2. Supply: Costs associated with the operation of the City's own wells.
3. Treatment: Chemical treatment of raw water to potable standards.
4. Distribution: The delivery of treated water to each customer via underground pipes, pumping stations, and storage tanks.
5. Meters and Services: Costs associated with maintaining service lines and water meters.
6. Customer Service: Meter reading, billing, and collection costs, including the delivery of bills and operation of the customer call center.
7. Administration: Management, finance, and general overhead costs.

The O&M revenue requirement can be functionalized into cost categories based on the program descriptions in the budget. O&M functional cost categories include expenses for day-to-day operations and management during the applicable year. **Table 16** shows the FY 2025 O&M revenue requirement allocated to functional categories. The Fiscal Management allocation recognizes the costs associated with billing staff and annual costs of the City's billing software. Allocations for Engineering and Capital Improvement are allocated based on the proportion of the City's existing assets, shown below in **Table 18**. The Meter Services allocation recognizes the per meter monthly cost the City incurs as it phases in a new online billing system.

Table 16: O&M Functionalization

Line	Description	FY 2025 Forecast	Water Purchase	Supply	Treatment	Distribution	Meters and Services	Customer Service	Administration
	O&M Program								
1	Legal Services	$ 60,000							**100.0%**
2	Fiscal Management	582,313						57.9%	42.1%
3	Revenue Management	-							**100.0%**
4	Code Compliance	12,857							**100.0%**
5	Administration	161,075							**100.0%**
6	Facilities	3,000							**100.0%**
7	Custodial	2,000							**100.0%**
8	Light Duty	19,617				**100.0%**			
9	Heavy Duty	2,100				**100.0%**			
10	Engineering	2,683,253		49.4%	15.7%	34.9%			
11	Regulatory	3,564,469			**100.0%**				
12	Production	1,728,860		**100.0%**					
13	Water Purchase	4,559,958	**100.0%**						
14	Distribution	2,199,043				**100.0%**			
15	Meter Services	2,965,588					**100.0%**		
16	Capital Improvement	346,511		49.4%	15.7%	34.9%			
17	Engineering Administration	281,396		49.4%	15.7%	34.9%			
18	**Total**	$ 19,172,040	$ 4,559,958	$ 3,364,589	$ 4,082,806	$ 3,377,854	$ 2,965,588	$ 337,429	$ 483,816
19	*Percent Allocation*		*23.8%*	*17.5%*	*21.3%*	*17.6%*	*15.5%*	*1.8%*	*2.5%*

Allocation of Expenses to Rate Components

After determining the revenue requirement, the next step of the COS analysis is to allocate the functionalized O&M to the various rate components:

- **Volume**: Part of the potable O&M volume rate intended to directly recover the cost of purchasing and pumping treated water.
- **Meters**: part of the monthly fixed charge that recovers costs in proportion to the capacity of the customer meter size in recognition of the fact that customers with larger meters place a higher demand on the water system.
- **Customer**: Part of the monthly fixed charge that recovers the cost of providing customer service and billing as well as portion of the distribution system. These costs are recovered from all customers equally, regardless of their size.

Table 17 shows the basis for allocating each O&M expense category to the various rate components. Most expense categories are allocated entirely to the corresponding cost causation component. The allocation basis for other functional categories are as follows:

» **Water Purchase**: Allocated to the volumetric and meter charges in proportion to the fixed and volumetric portions of the City's bill from SSJID.

Distribution: A portion of distribution costs are allocated to the fixed meter charge component. These are primarily allocated to the Meter Capacity rate component. Many engineering and maintenance expenses are related to providing capacity within the system and ensuring reliable service to all customers at all times, regardless of the amount of water used. Recovering these costs on a fixed basis also provides revenue stability for the City.

» **Administration**: These costs are associated with oversight and general support for all other utility operations. Therefore, it is allocated in proportion to all other O&M expenses.

Table 17: Allocation of O&M Expenses

Line	Description	FY 2025 Forecast	Volume	Meters	Customer
	Function				
1	Water Purchase	$ 4,559,958	21%	79%	
2	Supply	3,364,589	**100%**		
3	Treatment	4,082,806	**100%**		
4	Distribution	3,377,854	64%		36%
5	Meters and Services	2,872,005		**100%**	
6	Customer Service	431,012			**100%**
7	Administration	483,816	57%	35%	9%
8	**Total**	$ 19,172,040	$ 10,844,357	$ 6,641,496	$ 1,686,186
9	*Percent Allocation*		*57%*	*35%*	*9%*

Data on the City's existing assets is used to allocate the City's capital costs, as shown in **Table 18**. The net book value (original cost less accumulated depreciation) of water system assets, as supplied by City staff, provides a reasonable basis for allocating the expenses in the capital cost categories to the cost components. Annual capital improvement program costs vary significantly from year to year as well as project types. Allocating the test year capital costs on a project-by-project basis alone may result in a distribution of cost allocations which fluctuates significantly from year to year. Therefore, Raftelis allocated the capital cost categories based on the value of existing assets.

Table 18: Allocation of Capital Expenses

Line	Description	FY 2025 Forecast	Volume	Meters	Customer
	Existing Asset Function	*Existing Assets*			
1	Supply	$ 74,819,568	100%	0%	0%
2	Treatment	23,709,156	100%	0%	0%
3	Distribution	52,926,388	64%	0%	36%
4	Administration	171,331	57%	35%	9%
5	**Total**	$ 151,626,442	$ 132,551,872	$ 59,352	$ 19,015,219
6	*Percent Allocation*		*87.4%*	*0.0%*	*12.5%*
7	**FY 2025 Capital Expenses**	$ 6,968,424	$ 6,091,798	$ 2,728	$ 873,898

Finally, the allocation of revenue requirement adjustments is based on the previous O&M and capital allocations; miscellaneous revenue is allocated in proportion to O&M expenses while the use of reserves and mid-year adjustment are allocated using the overall average O&M and capital allocation.

Table 19: Allocation of Revenue Requirement Adjustments

Line	Description	FY 2025 Forecast	Volume	Meters	Customer
	Adjustment				
1	Misc. Revenue	$ (240,000)	57%	35%	9%
2	Surplus/(Deficiency)	(11,171,298)	65%	25%	10%
3	Mid-Year Adjustment	7,747,711	65%	25%	10%
4	**Total**	$ (3,663,587)	$ (2,353,861)	$ (953,326)	$ (356,399)

Unit Cost of Service

In the final step of the rate development process, the revenue requirement for each cost component is divided by the appropriate units of service to determine the unit cost for each rate component. **Table 20** summarizes the FY 2025 units of service from Table 4 and **Table 5**. Line 10 includes the development of ¾" meter equivalent units using the factors shown in **Table 21**. For example, 25,740 ¾" residential meters are multiplied by a factor of 1.00; 524 1" residential meters are multiplied by a factor of 1.67, and so on for each meter size. The total of each of these products is added to determine 27,930 equivalent meters for the residential class.

Table 20: Units of Service

Line	Description	Residential	Commercial	Construction	Irrigation	Total
	Meter Size					
1	3/4"	25,740	273	-	39	26,052
2	1"	524	203	1	64	792
3	1 1/2"	58	189	4	73	324
4	2"	116	205	4	55	380
5	3"	7	56	-	8	71
6	4"	10	20	-	1	31
7	6"	4	3	-	-	7
8	8"	-	2	-	-	2
9	**Total Accounts**	26,459	951	9	240	27,659
10	**Total MEUs**	27,930	3,755	36	797	32,518
11	**Water Use (Ccf)**	4,874,958	761,421	5,316	268,313	5,910,008

Table 21: Equivalent Meter Ratios

Line	Meter Size	Meter Capacity (gpm)	AWWA Eq. Meter
1	3/4"	30	1.00
2	1"	50	1.67
3	1 1/2"	100	3.33
4	2"	160	5.33
5	3"	350	11.67
6	4"	630	21.00
7	6"	1,600	53.33
8	8"	2,800	93.33

Table 22 summarizes the cost allocations from **Table 17**, **Table 18**, and **Table 19** and the Units of Service from **Table 20**. The Unit Costs on Line 6 are the result of dividing the cost for each component by the corresponding units of service; the unit costs form the basis of the rates described in the next section.

Table 22: Unit Cost of Service

Line	Description	FY 2025 Total	Volume	Meters	Customer
	Revenue Requirement				
1	Operating	$ 19,172,040	$ 10,844,357	$ 6,641,496	$ 1,686,186
2	Capital	6,968,424	6,091,798	2,728	873,898
3	Adjustments	(3,663,587)	(2,353,861)	(953,326)	(356,399)
4	**Total**	$ 22,476,876	$ 14,582,293	$ 5,690,898	$ 2,203,685
5	**Units of Service**		5,910,008	390,216	331,908
6	**Unit Cost**		$ 2.47	$ 14.58	$ 6.64

AB 755 Compliance

California Assembly Bill 755 requires a water utility to conduct a water usage demand analysis and to identify the cost of water service for the top 10% of water users. The HydroScience Master Plan includes a detailed examination of current demand patterns as well as a forecast of future system demand. Raftelis also examined the City's billing data to identify the top 10% of water users. In total, these customers account for approximately 35% of water use. Many of these customers have meters larger than the standard ¾" meter used for residential connections; over half of customers with a 1.5" or larger meter size are in the top 10% of the City's total customers.

The cost of water service for the highest users is directly linked to the water system cost-of-service analysis described above. Based on the City's unique operational and cost structure, Raftelis determined that the cost to provide one hcf of water is $2.47 (the volume unit cost shown in **Table 22**). This includes costs to purchase water, operate wells, and treat water to a potable standard. Additionally, many of the City's costs associated with customer service, meter maintenance, and operation of the distribution system are allocated to the proposed fixed charge. Applying these rates to the top 10% of customers indicates that the City's cost to provide them water service is approximately $6.2 million per year, of which $1.1 million is from the fixed charge and $5.1 million from the volume charge. However, it is important to note that this represents an average cost, not a marginal cost; if these customers left the City, revenues would decrease by this amount, but expenses would not.

Proposed Water Rates

This section presents the proposed water rate calculations. Proposed FY 2025 rates are calculated directly from the results of the COS allocations. All proposed rates beginning in FY 2026 are calculated by simply increasing the prior year's proposed rate by the annual revenue adjustment (from **Table 13**).

Proposed FY 2025 Rates

Table 23 shows the detailed calculation of proposed FY 2025 rates. Customer costs do not vary by connection type or size. Therefore, the Customer unit rate, previously derived in **Table 22**, is applied uniformly to all Fixed Meter Charges. Because meter related costs vary by meter size based on hydraulic capacity, the unit cost is multiplied by the AWWA capacity ratio for each meter size as shown in **Table 21**. For example, the AWWA capacity ratio for a 1" meter is 1.67, which is multiplied by $14.58 to derive the meter component cost of $24.31. The two fixed charge components are added to derive the total proposed monthly fixed charge. The volume rate is simply the volume unit cost derived in **Table 22**.

Table 23: Proposed FY 2025 Rate Calculation

Line	Description	Meters	Customer	Total Proposed	Current	$ Change	% Change
	Monthly Fixed Charge						
1	3/4"	$ 14.58	$ 6.64	$ 21.23	$ 17.15	$ 4.08	23.8%
2	1"	24.31	6.64	30.95	26.50	4.45	16.8%
3	1 1/2"	48.61	6.64	55.26	49.65	5.61	11.3%
4	2"	77.78	6.64	84.43	77.55	6.88	8.9%
5	3"	170.15	6.64	176.79	142.70	34.09	23.9%
6	4"	306.26	6.64	312.91	235.80	77.11	32.7%
7	6"	777.81	6.64	784.46	468.20	316.26	67.5%
8	8"	1,361.17	6.64	1,367.81	747.25	620.56	83.0%
	Volume Charge (per hcf)						
9	Tier 1			$ 2.47	$ 1.03	$ 1.44	139.8%
10	Tier 2			2.47	1.35	1.12	83.0%
11	Tier 3			2.47	2.72	(0.25)	-9.2%

Proposed Five-Year Rate Schedule

Table 24 shows the proposed five-year schedule of water rates through FY 2029. Proposed FY 2025 Fixed Meter Charges and Volume Charges were calculated above. All proposed rates beginning in FY 2026 are calculated by increasing the prior year's proposed rate by the proposed annual revenue adjustment (from **Table 13**). Current water rates are also shown.

Table 24: Proposed Five-Year Water Rate Schedule

Line	Description	FY 2024 *Current*	FY 2025 *Proposed*	FY 2026 *Proposed*	FY 2027 *Proposed*	FY 2028 *Proposed*	FY 2029 *Proposed*
1	**Effective Date**		May 1, 2025		July 1, 2026	July 1, 2027	July 1, 2028
	Monthly Fixed Charge						
2	3/4"	$ 17.15	$ 21.23	$ 21.23	$ 27.60	$ 32.30	$ 34.24
3	1"	26.50	30.95	30.95	40.24	47.09	49.92
4	1 1/2"	49.65	55.26	55.26	71.84	84.06	89.11
5	2"	77.55	84.43	84.43	109.76	128.42	136.13
6	3"	142.70	176.79	176.79	229.83	268.91	285.05
7	4"	235.80	312.91	312.91	406.79	475.95	504.51
8	6"	468.20	784.46	784.46	1,019.80	1,193.17	1,264.77
9	8"	747.25	1,367.81	1,367.81	1,778.16	2,080.45	2,205.28
	Volume Charge (per hcf)						
10	All Volume	*N/A*	$ 2.47	$ 2.47	$ 3.22	$ 3.77	$ 4.00
11	Tier 1 (1-20 Ccf)	$ 1.03	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*
12	Tier 2 (21-300 hcf)	1.35	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*
13	Tier 3 (>300 hcf)	2.72	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*

Bill Impacts and Comparisons

Table 25 provides monthly bill impacts for customers with a ¾" meter, showing a selection of bills under the current rates and proposed FY 2025 rates. Raftelis also analyzed the affordability of the proposed rates. A common affordability target is that **the average water bill (16 hcf) should be less than 2% of household income**. This analysis compares the bill amount to both the median household income and the 20th percentile household income. Even for low-income households in Manteca, the average bill under the proposed rates is well below this threshold.

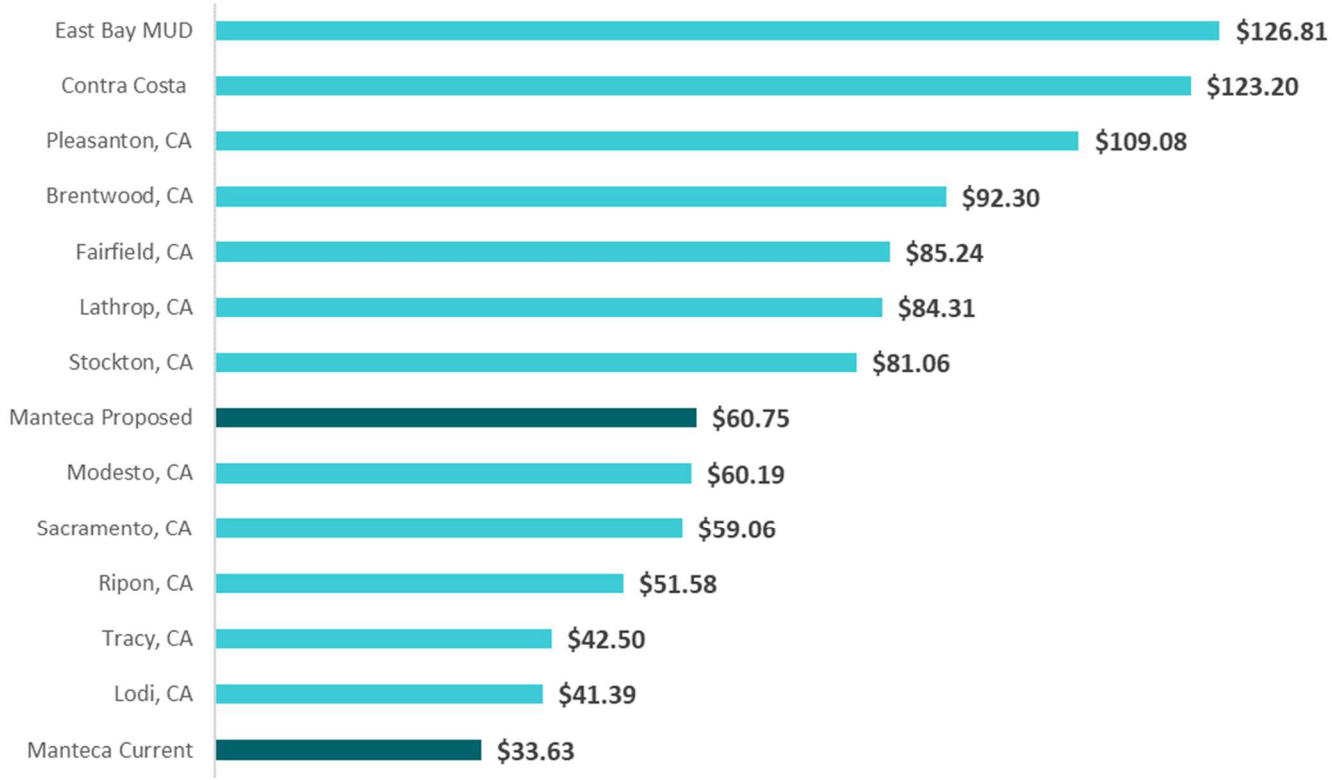
Table 25: Monthly Bill Impacts

hcf	Current	Proposed	$ Change	% Change	% MHI	% LQI
0	$ 17.15	$ 21.23	$ 4.08	23.8%	0.26%	0.62%
1	18.18	23.70	5.52	30.4%	0.29%	0.70%
2	19.21	26.17	6.96	36.2%	0.32%	0.77%
3	20.24	28.64	8.40	41.5%	0.35%	0.84%
4	21.27	31.11	9.84	46.3%	0.38%	0.91%
5	22.30	33.58	11.28	50.6%	0.41%	0.99%
6	23.33	36.05	12.72	54.5%	0.44%	1.06%
7	24.36	38.52	14.16	58.1%	0.47%	1.13%
8	25.39	40.99	15.60	61.4%	0.50%	1.20%
9	26.42	43.46	17.04	64.5%	0.53%	1.28%
10	27.45	45.93	18.48	67.3%	0.56%	1.35%
11	28.48	48.40	19.92	69.9%	0.59%	1.42%
12	29.51	50.87	21.36	72.4%	0.62%	1.49%
13	30.54	53.34	22.80	74.7%	0.65%	1.57%
14	31.57	55.81	24.24	76.8%	0.68%	1.64%
15	32.60	58.28	25.68	78.8%	0.71%	1.71%
16	33.63	60.75	27.12	80.6%	0.74%	1.78%
17	34.66	63.22	28.56	82.4%	0.78%	1.86%
18	35.69	65.69	30.00	84.1%	0.81%	1.93%
19	36.72	68.16	31.44	85.6%	0.84%	2.00%
20	37.75	70.63	32.88	87.1%	0.87%	2.07%
21	39.10	73.10	34.00	87.0%	0.90%	2.15%
22	40.45	75.57	35.12	86.8%	0.93%	2.22%
23	41.80	78.04	36.24	86.7%	0.96%	2.29%
24	43.15	80.51	37.36	86.6%	0.99%	2.37%
25	44.50	82.98	38.48	86.5%	1.02%	2.44%

Figure 2 shows a comparison of monthly residential bills with several nearby utilities. All bills are calculated based on **a ¾" inch water meter size and bi-monthly water use of 16 HCF**. Note that many of the other agencies shown are either scheduled or expected to implement rate increases in FY 2025 or FY 2026. Many factors affect the cost of serving water by the utility. Some of these factors include:

1. Tax revenue – some agencies receive tax revenue substantially lowering the revenue required from rates,
2. Water sources – agencies who buy more imported water usually pay more for water compared to purveyors who pump groundwater,
3. Topography – hilly agencies will incur costs to pump water compared to agencies with flat topography,
4. System reinvestment – deferred investment in rehabilitation projects will keep rates low compared to agencies are investing in their system,
5. Age – newer systems are often in better shape than older systems and require less repair,
6. Size – smaller systems often have a higher cost per customer since they lack economies of scale.

Figure 2: Residential Water Bill Comparison



APPENDIX 1:

HydroScience Salary Benchmarking Study

Technical Memorandum

HydroScience
Strategic Water Solutions

Sacramento • Berkeley • San Jose

To: Somporn Boonsalat, Deputy Director, City of Manteca

From: May Huang, Project Engineer

Reviewed By: Angela Singer, Project Manager

Subject: City of Manteca Water Group Salary Benchmarking Study

Date: August 30, 2024

The City of Manteca (City) retained HydroScience Engineers, Inc. (HydroScience) to develop the City's Water Master Plan (WMP) and Water Rate Study. The City recently adopted the 2024 WMP which assessed the capacity and condition of the City's water system infrastructure. The WMP included a capital improvement plan (CIP) for water infrastructure as well as a staffing plan that would incorporate existing staff duties and forecast need to support the CIP and address other staffing shortfalls.

In support of the Rate Study effort, the City has also tasked HydroScience with preparing a salary benchmarking study for the City's Water Group. The Water Group is delineated in the WMP as the positions within the water treatment, water distribution, water facilities maintenance, water meter services, and water regulatory compliance branches of the Water Division in the Department of Public Works and the Water Infrastructure Division of the Department of Engineering. This technical memorandum (TM) is intended to present salary benchmarks for existing and proposed positions delineated in the WMP staffing plan. Benchmark salaries are compiled from local neighboring utilities.

Introduction and Methodology

The existing positions in the Water Group included in this benchmarking study are listed below:

- Director of Engineering
- Deputy Director of Engineering
- Senior Engineer
- Associate Engineer
- Assistant Engineer
- Director of Public Works (PW)
- Deputy Director of PW Water Resources
- SCADA Engineer
- Administrative Assistant I-III
- Water Resources Coordinator
- Water Regulatory Coordinator
- Water Regulatory Compliance Specialist
- Water Meter Services Supervisor
- Meter Reader I/II
- Water Systems Maintenance Worker I-III
- Water Distribution Supervisor
- Water Distribution Operator II/III
- Water Treatment Operations Supervisor
- Water Treatment Operator
- Well Mechanic I/II

New positions were also recommended starting from 2025. In preparation for budgeting and planning, salary comparisons for these new positions are also provided. Most of these positions are included in the WMP, however, modifications and additions were requested after the finalization of the WMP. The following new positions recommended starting in 2025 have a similar or comparable position within the Department of Public Works or other City department, so an existing salary estimate is provided:

- Management Analyst
- Senior Engineering Technician

The following new positions recommended starting in 2025 do not have an existing comparable position within the City and thus, existing City salary information is left blank:

- Engineering Manager
- Water Regulatory Supervisor
- Water Resources Project Manager
- Water Division Manager
- Water Service Technician
- Lead Water Distribution Operator

The recommended organization chart for the City Water Group for 2025 is provided in **Figure 1**. Proposed positions for fiscal year (FY) 2025 are denoted with a dashed border.

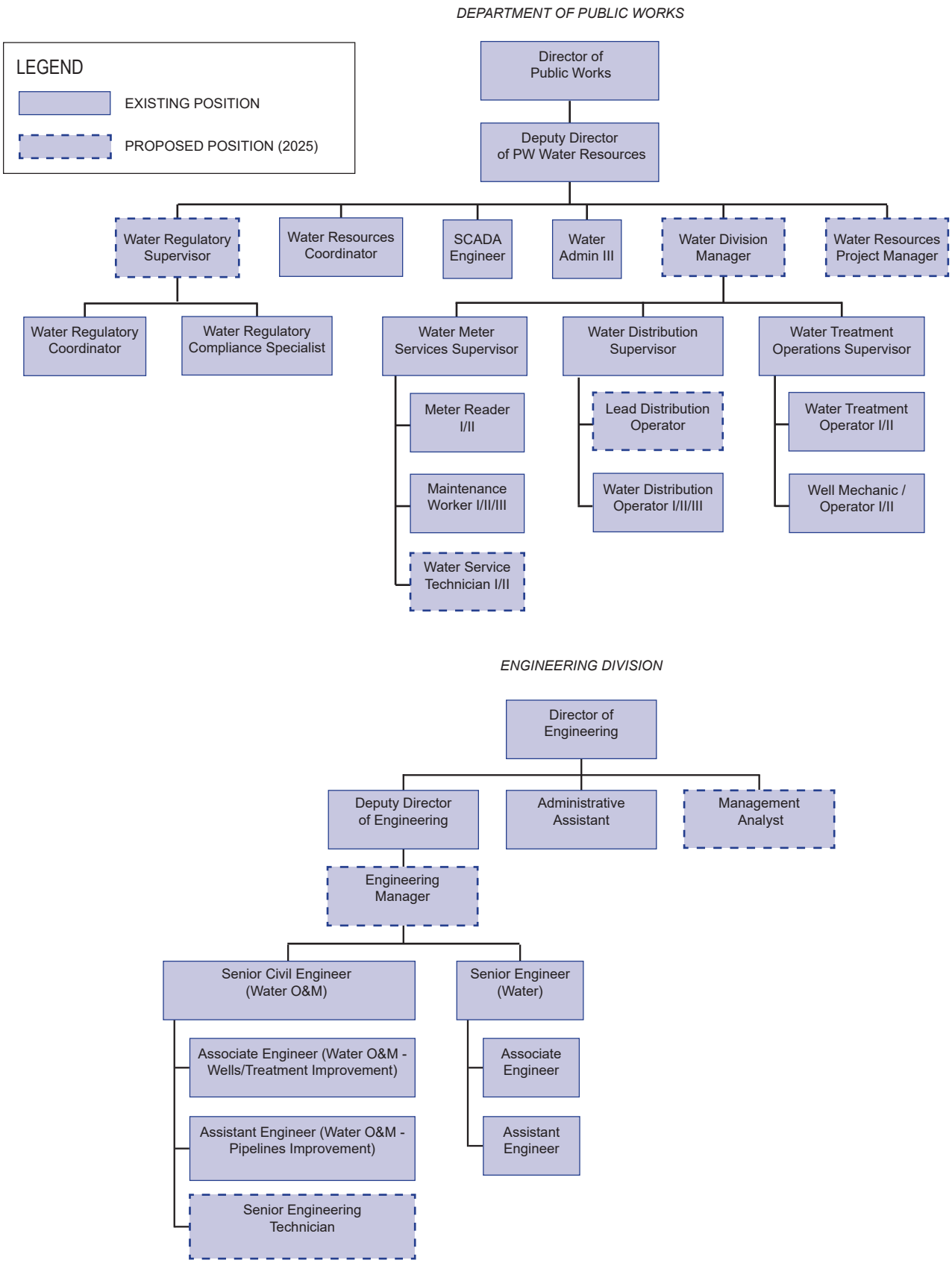
The following additional positions from outside the Water Group that would provide financing support for billing and rates were added to allow for City-wide comparison:

- Customer Service Representative
- Accounting Technician
- Revenue Manager
- Finance Analyst (New, no prior salary range for a position within the City of Manteca)

Positions with various levels have been grouped (such as Operator I, II, and III). In these cases, the minimum salary of the position is based on the lowest job classification, while the maximum salary is based on the highest job classification.

Salaries for comparable positions from eight neighboring water municipalities are compiled, summarized, and used as a benchmark for the listed staffing positions in the Water Group. These municipalities, listed below, were selected based on proximity and similar types of water sources.

- City of Benicia (Benicia)
- City of Brentwood (Brentwood)
- City of Davis (Davis)
- City of Lathrop (Lathrop)
- City of Livermore (Livermore)
- City of Lodi (Lodi)
- City of Stockton (Stockton)
- City of Vacaville (Vacaville)



HydroScience

FIGURE 1
City of Manteca Water Group
Staffing (Proposed for FY 2025)

The data sources utilized include jurisdiction websites, salary schedules, and job postings. A summary of the municipalities and salary schedule version update dates are provided in **Table 1**. During research, key words from the duty statement and licensing/certification requirements were compared. Where salary ranges were provided as an annual rate, it was assumed that annual pay was equally distributed over 12 months.

Table 1: Summary of Municipalities and Salary Schedule Version

Municipality	Salary Schedule Version
Manteca	Management updated 1/16/2024 Mid-management updated 5/21/2024 General services updated 5/21/2024 Technical services effective 10/17/2023
Benicia	Updated 11/8/2023
Brentwood	Effective 7/1/2023 (Council approved 7/25/2023)
Davis	Adopted by City Council 2/20/2024
Lathrop	Effective 3/11/2024
Livermore	Adopted by City Council 5/13/2024 Association of Livermore Employees effective 10/9/2023 Management effective 7/3/2023 Executive management effective 11/20/2023
Lodi	Adopted by City Council 2/7/2024
Stockton	Revised 5/20/2024
Vacaville	Updated/effective 2/12/2024

Salary Benchmark Comparisons

Salary benchmark comparisons are provided for each position in tabular and chart form, presenting the minimum and maximum monthly salaries for the City position and comparable positions identified in neighboring jurisdictions. The average and median of the minimum and maximum salaries for the City position and all neighboring jurisdictions were calculated and are presented in the table for each position (i.e., the City position salary is included in this calculation). The charts display the City's salary range in light blue and all other municipalities' in dark blue as well as the median minimum and maximum salaries.

Existing Positions

Each existing position in the City was compared to the same or comparable position in each of the neighboring jurisdictions if available. **Table 2** through **Table 21** and **Notes:**

The salary for Public Works Director for The City of Lodi did not include a range. A range of $500 (+/- $250) was added for the chart to show the amount.

Figure 2 through **Figure 21** summarize the information gathered for all existing positions.

Proposed Positions

Salaries for proposed positions in the Water Group are summarized in **Table 22** through **Table 29** and **Figure 22** through **Figure 29**. Some of the positions are new, so existing salary information is not available. If there is no existing salary data for the City within the Water Group or another department, it is left empty.

Water Group Financing Supportive Positions

Salaries for referenced positions outside of the Water Group are summarized in **Table 30** through **Table 33** and **Figure 30** through **Figure 33**. The proposed finance analyst position is not an existing position in the City and thus, does not have existing City salary information.

Table 2: Monthly Salary Comparison for Director of Engineering

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$15,689**	**$18,883**
	Median	**$16,105**	**$19,204**
	Standard Deviation	**$1,313**	**$1,240**
Manteca	***Director of Engineering***	***$15,493***	***$18,832***
Benicia	Public Works Director	$16,123	$19,597
Brentwood	Director of Engineering/City Engineer	$16,105	$19,576
Davis	Public Works Director Engineering & Transportation/City Engineer	$14,348	$17,441
Lathrop	City Engineer	$13,965	$16,974
Livermore	Public Works Director	$16,435	$20,544
Lodi	Public Works Director	$18,095	
Stockton	Director of Public Works	$14,316	$18,270
Vacaville	Director of Public Works	$16,319	$19,834

Notes:
1. The salary for Public Works Director for The City of Lodi did not include a range. A range of $500 (+/- $250) was added for the chart to show the amount.

Figure 2: Monthly Salary Comparison for Director of Engineering

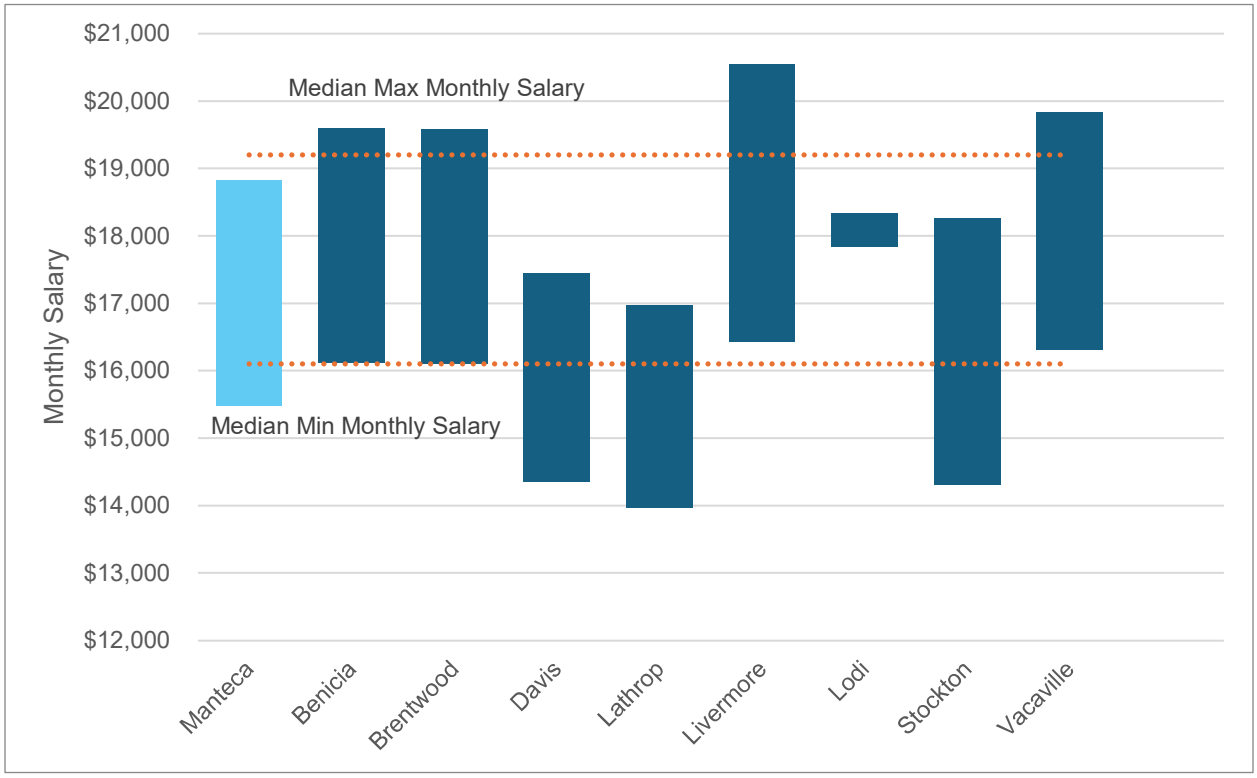


Table 3: Monthly Salary Comparison for Deputy Director of Engineering

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$13,144**	**$16,116**
	Median	**$13,204**	**$16,050**
	Standard Deviation	**$1,070**	**$1,229**
Manteca	***Deputy Director of Engineering***	***$13,966***	***$16,975***
Benicia	Deputy Public Works Director - City Engineer	$13,387	$16,272
Brentwood	Assistant Director of Public Works/Engineering	$14,871	$18,076
Davis	Assistant Director of Public Works – Transportation	$12,180	$14,805
Lathrop	Assistant PW Director	$12,652	$15,378
Livermore	City Engineer	$14,095	$17,619
Lodi	City Engineer	$12,527	$15,218
Stockton	Deputy PW Director/City Engineer	$11,418	$14,653
Vacaville	Deputy Director of Public Works/Traffic Engineering	$13,204	$16,050

Figure 3: Monthly Salary Comparison for Deputy Director of Engineering

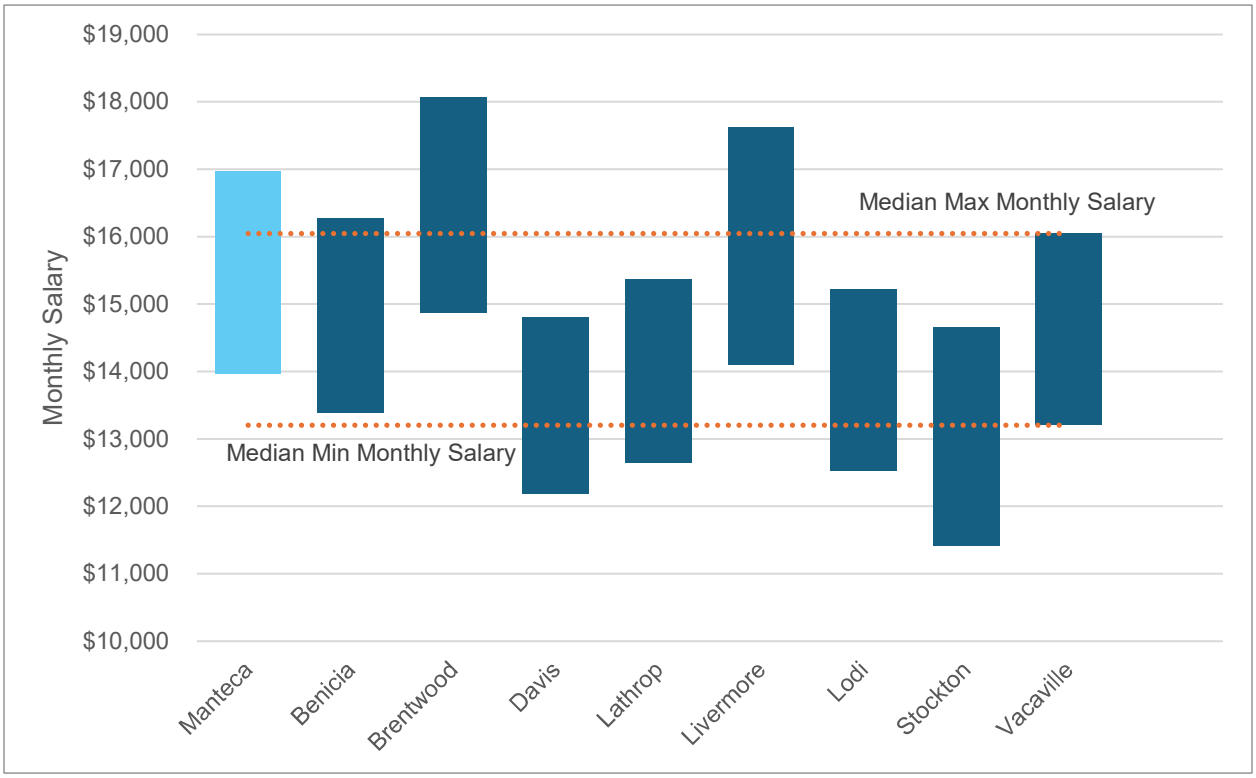


Table 4: Monthly Salary Comparison for Senior Engineer

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$10,750**	**$13,195**
	Median	**$10,594**	**$12,876**
	Standard Deviation	**$1,064**	**$1,239**
Manteca	***Senior Engineer***	***$12,064***	***$14,663***
Benicia	Senior Civil Engineer	$10,566	$12,843
Brentwood	Senior Engineer	$11,777	$14,315
Davis	Senior Civil Engineer	$9,629	$11,704
Lathrop	Senior Civil Engineer	$10,384	$12,621
Livermore	Senior Civil Engineer	$11,813	$14,766
Lodi	Senior Civil Engineer	$10,621	$12,910
Stockton	Senior Civil Engineer	$9,146	$11,741

Notes:
1. An equivalent position was not found for the City of Vacaville.

Figure 4: Monthly Salary Comparison for Senior Engineer

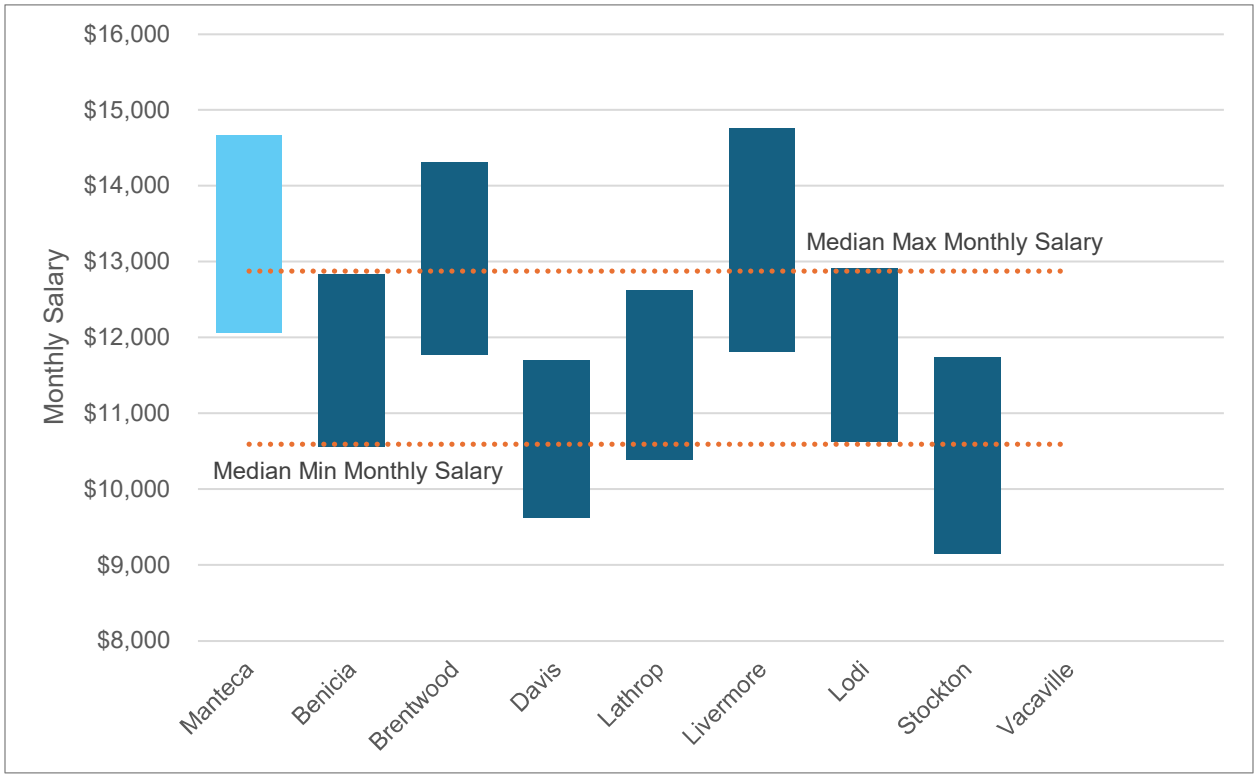


Table 5: Monthly Salary Comparison for Associate Engineer

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$9,094**	**$11,105**
	Median	**$9,407**	**$11,434**
	Standard Deviation	**$1,000**	**$1,107**
Manteca	***Associate Engineer***	***$7,969***	***$9,685***
Benicia	Associate Engineer	$9,121	$11,087
Brentwood	Associate Engineer	$10,206	$12,405
Davis	Associate Engineer	$8,372	$10,177
Lathrop	Associate Engineer	$9,407	$11,434
Livermore	Civil Engineer, Associate	$10,222	$12,384
Lodi	Associate Civil Engineer	$9,413	$11,442
Stockton	Associate Engineer	$7,355	$9,443
Vacaville	Associate Civil Engineer	$9,785	$11,891

Figure 5: Monthly Salary Comparison for Associate Engineer

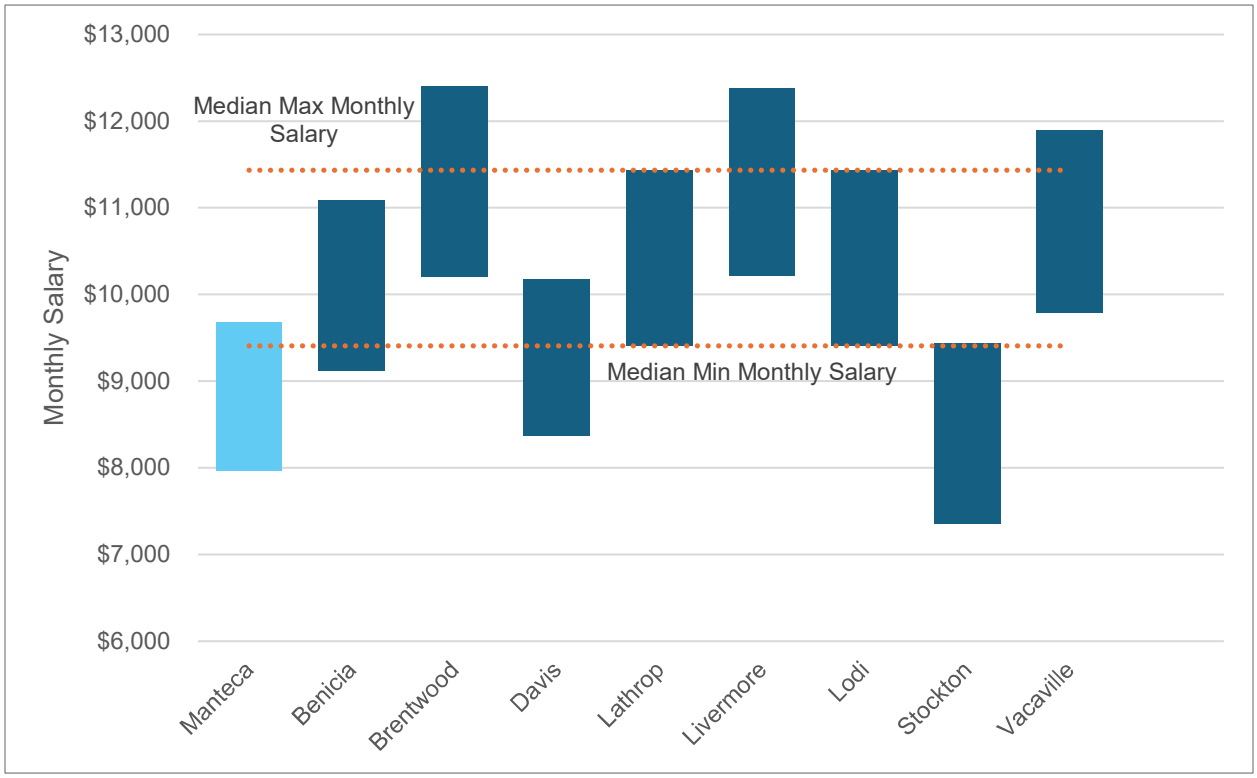


Table 6: Monthly Salary Comparison for Assistant Engineer

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,204**	**$9,923**
	Median	**$8,291**	**$10,078**
	Standard Deviation	**$807**	**$1,033**
Manteca	***Assistant Engineer***	***$7,054***	***$8,574***
Benicia	Assistant Engineer	$8,291	$10,078
Brentwood	Assistant Engineer	$9,257	$11,252
Davis	Assistant Engineer	$7,280	$8,849
Lathrop	Assistant Engineer	$8,112	$9,860
Livermore	Assistant Engineer	$9,001	$10,900
Lodi	Assistant Engineer	$8,558	$10,402
Stockton	Assistant Engineer	$7,387	$8,582
Vacaville	Assistant Engineer	$8,895	$10,810

Figure 6: Monthly Salary Comparison for Assistant Engineer

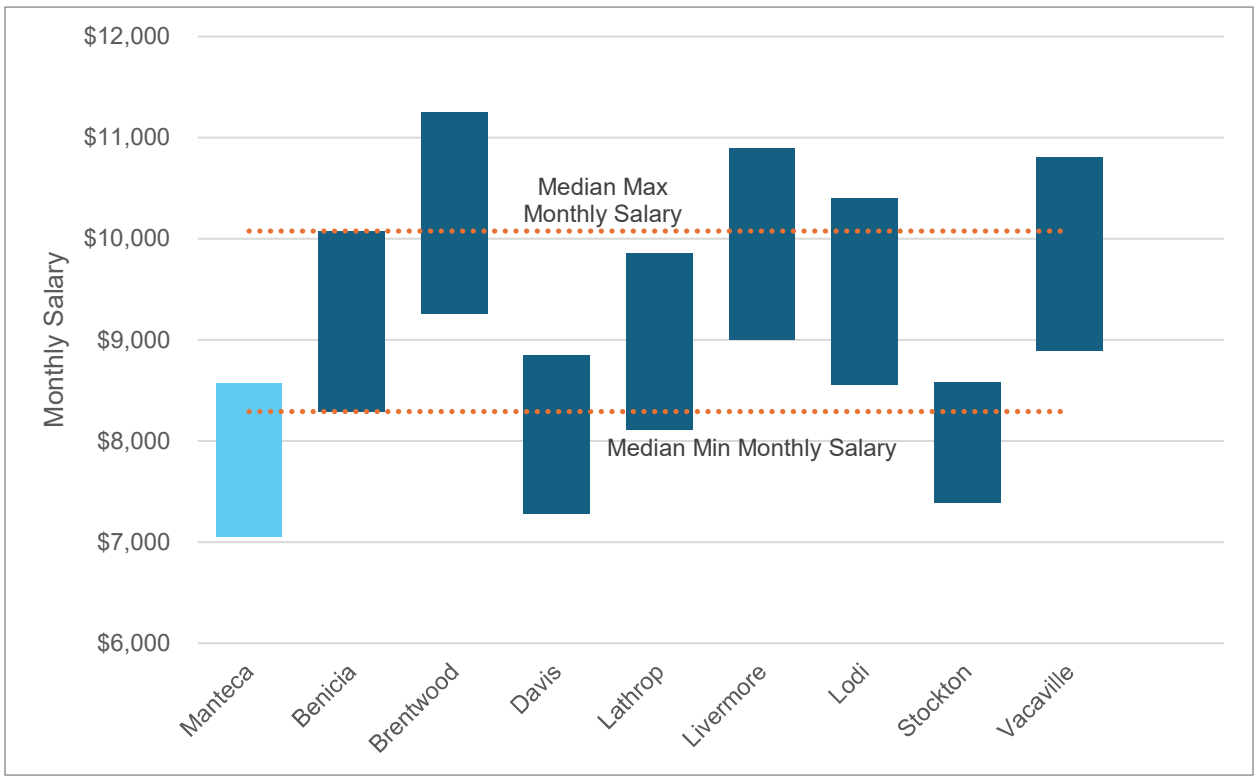


Table 7: Monthly Salary Comparison for Director of Public Works

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$15,580**	**$18,735**
	Median	**$16,123**	**$18,933**
	Standard Deviation	**$1,473**	**$1,491**
Manteca	***Director of Public Works***	***$14,030***	***$17,054***
Benicia	Public Works Director	$16,123	$19,597
Brentwood	Director of Public Works	$16,568	$20,138
Davis	PW Director U&O	$13,665	$16,610
Lathrop	Director of Public Works	$14,672	$17,834
Livermore	Public Works Director	$16,435	$20,544
Lodi[1]	Public Works Director	$18,095	--
Stockton	Director of Municipal Utilities	$14,316	$18,270
Vacaville	Director of Public Works	$16,319	$19,834

Notes:
2. The salary for Public Works Director for the City of Lodi did not include a range. A range of $500 (+/- $250) was added for the chart to show the amount.

Figure 7: Monthly Salary Comparison for Director of Public Works

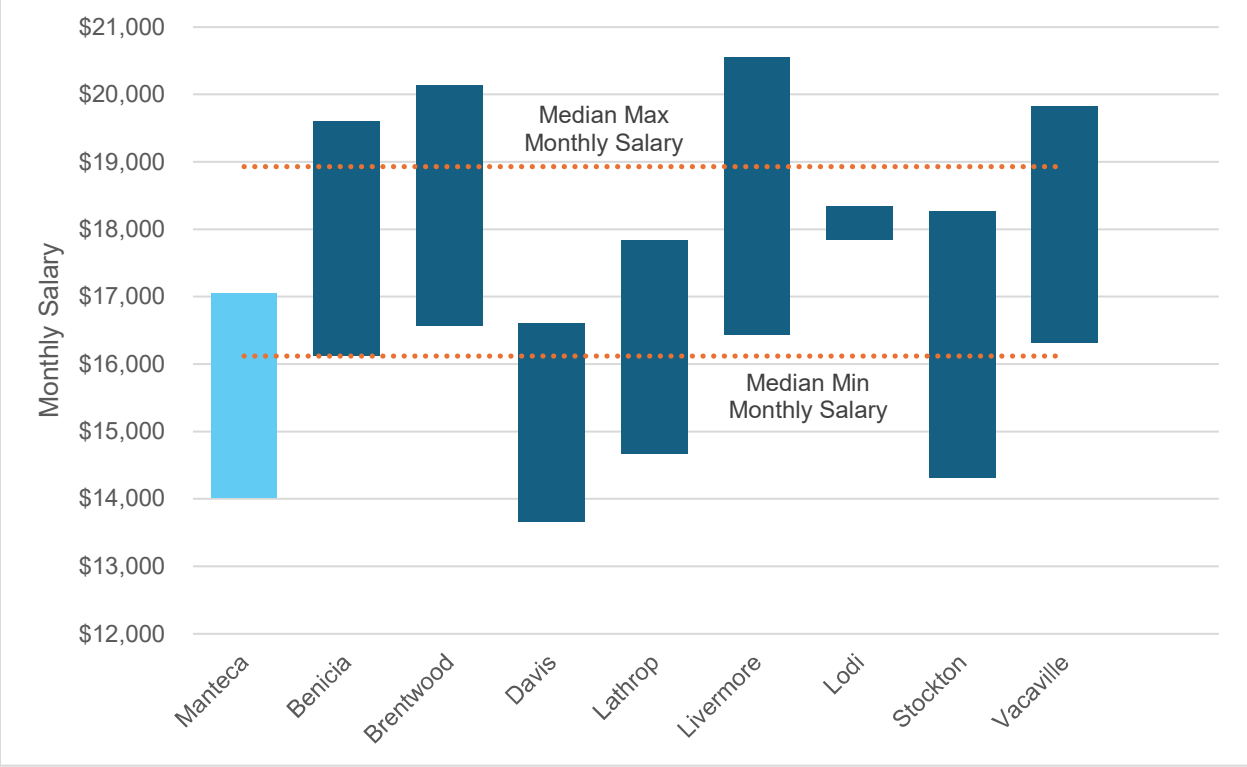


Table 8: Monthly Salary Comparison for Deputy Director of PW Water Resources

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$12,317**	**$15,109**
	Median	**$12,527**	**$15,218**
	Standard Deviation	**$1,396**	**$1,729**
Manteca	***Deputy Director of PW Water Resources***	***$10,934***	***$13,291***
Benicia	Deputy PW Director - Utilities	$13,387	$16,272
Brentwood	Deputy Director of PW/ Operations	$13,530	$16,445
Davis	PW Deputy Director	$10,875	$13,219
Lathrop	Deputy Director of Parks, Rec & Maintenance	$10,909	$13,260
Livermore	Assistant PW Director	$14,447	$18,059
Lodi	Deputy PW Director	$12,527	$15,218
Stockton	Deputy PW Director	$11,040	$14,169
Vacaville	Deputy Director of PW	$13,204	$16,050

Figure 8: Monthly Salary Comparison for Deputy Director of PW Water Resources

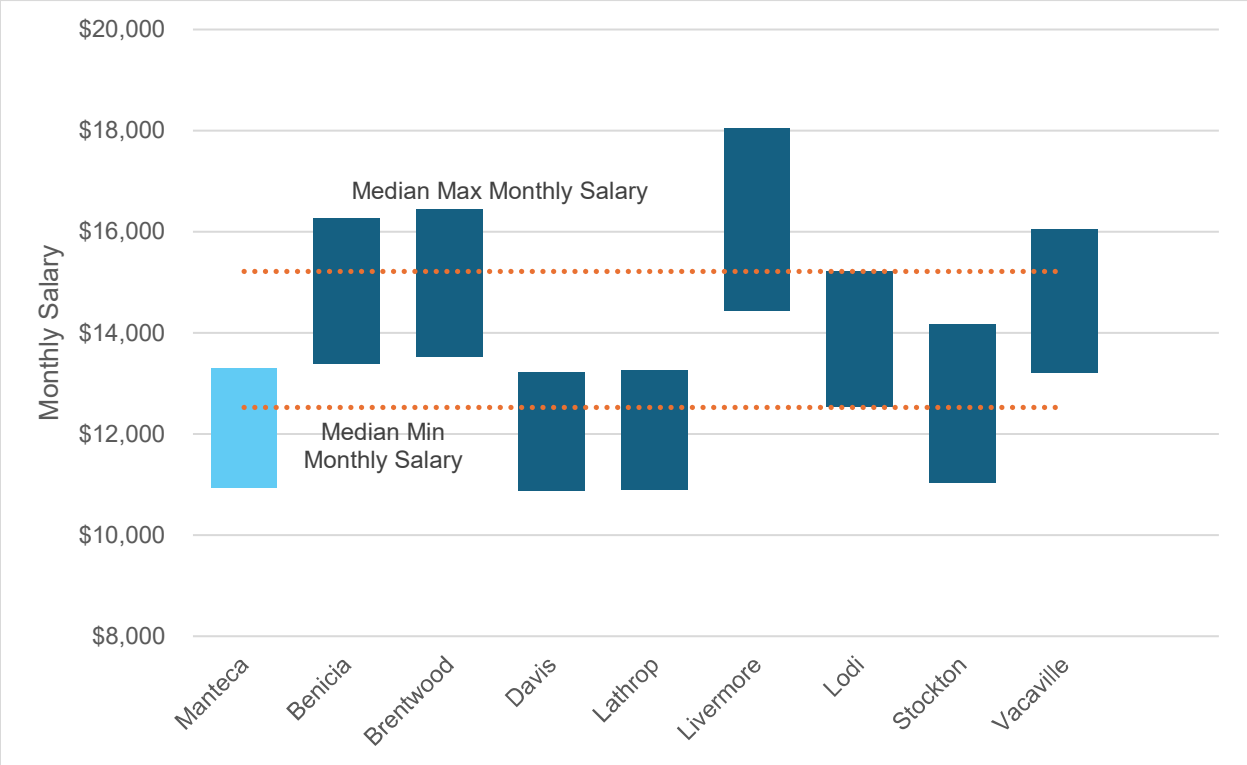


Table 9: Monthly Salary Comparison for SCADA Engineer

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,610**	**$10,609**
	Median	**$8,252**	**$10,233**
	Standard Deviation	**$1,319**	**$1,471**
Manteca	***SCADA Engineer***	***$8,786***	***$10,679***
Davis	SCADA Control System Technician	$7,719	$9,382
Lathrop	Info Technician Engineer III	$9,642	$11,720
Livermore	WR Instrument Control Technician	$7,567	$9,170
Lodi	Electrical Engineer	$10,626	$12,917
Vacaville	Utility Plant Control Sys Technician I/II	$7,323	$9,787

Notes:
1. Equivalent positions were not found for the cities of Benicia, Brentwood, or Stockton.

Figure 9: Monthly Salary Comparison for SCADA Engineer

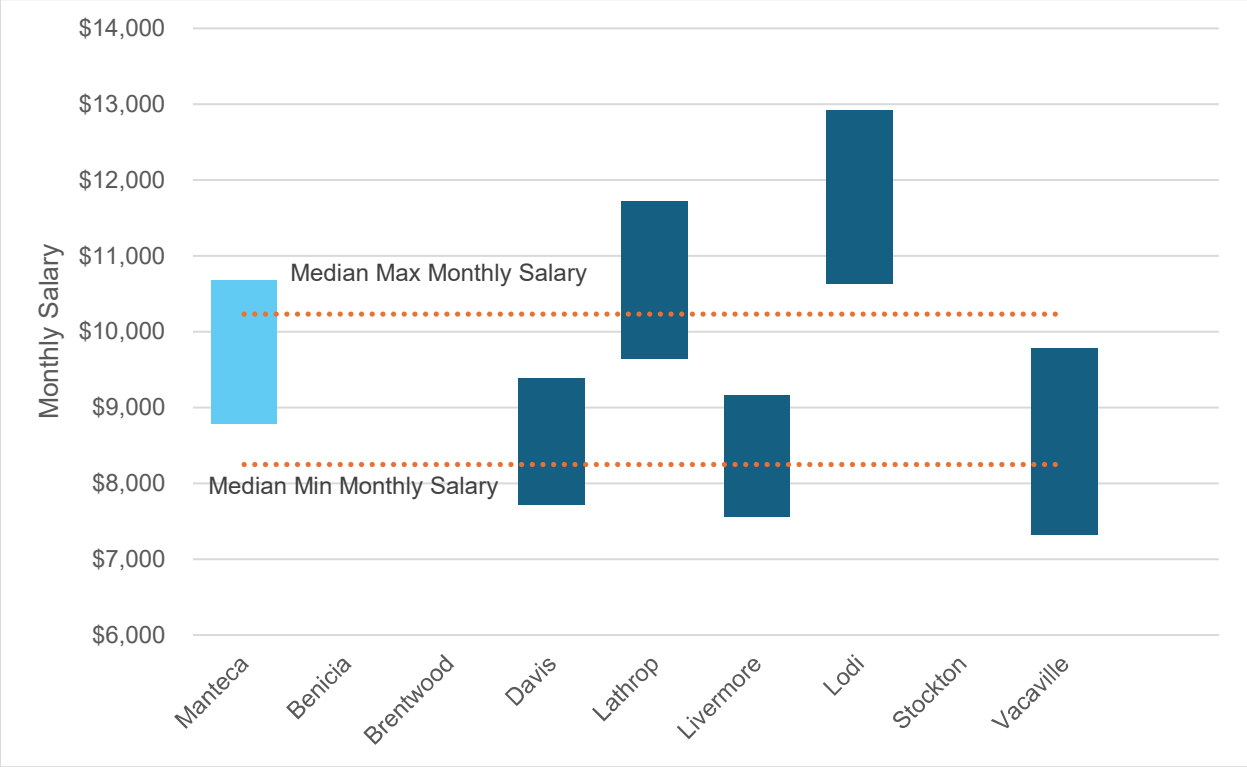


Table 10: Monthly Salary Comparison for Administrative Assistant

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$4,964**	**$6,607**
	Median	**$4,826**	**$6,420**
	Standard Deviation	**$785**	**$793**
Manteca	***Administrative Assistant I-III***	***$3,736***	***$5,876***
Benicia	Administrative Secretary	$5,084	$6,179
Brentwood	Administrative Assistant I-II	$4,791	$6,420
Davis	Administrative Specialist	$4,908	$5,966
Lathrop	Administrative Assistant I-III	$4,597	$6,480
Livermore	Administrative Assistant	$6,737	$8,147
Lodi	Administrative Assistant	$4,808	$6,195
Stockton	Administrative Analyst I/II	$5,186	$7,743
Vacaville	Administrative Technician I/II	$4,826	$6,454

Figure 10: Monthly Salary Comparison for Administrative Assistant

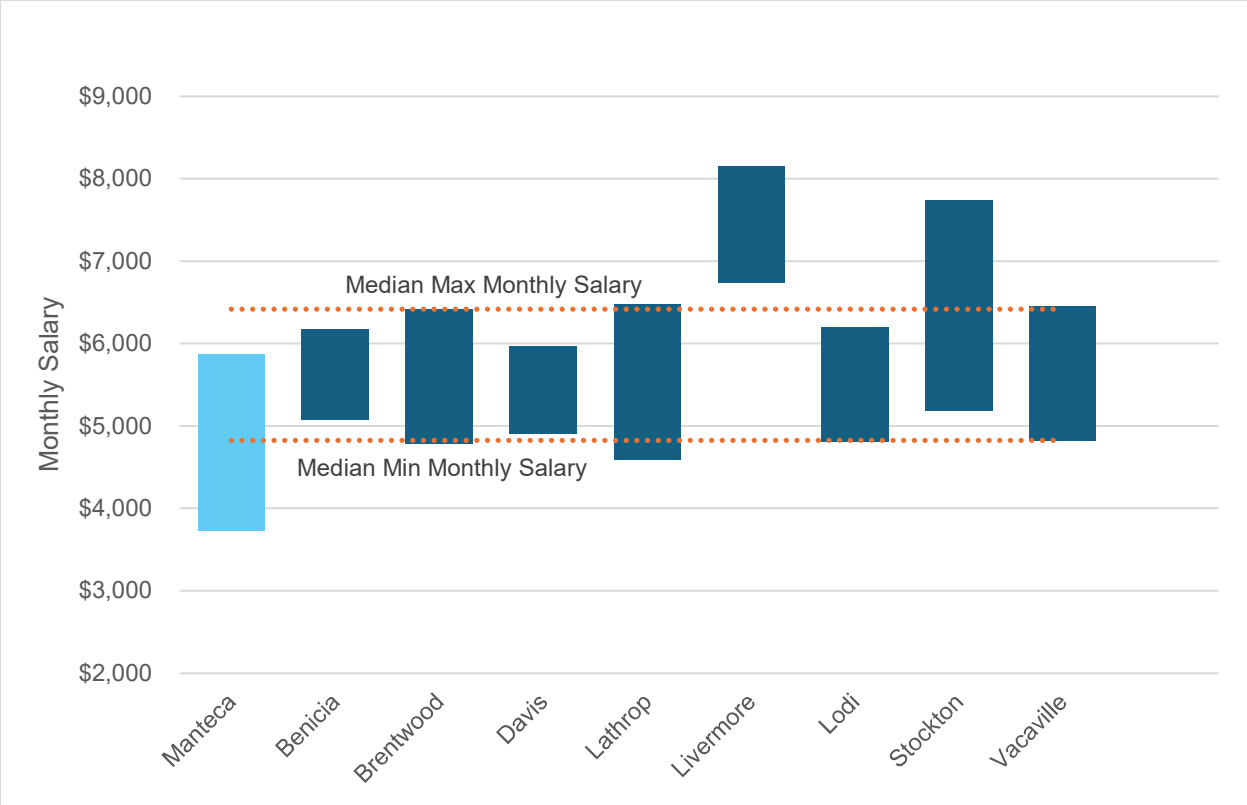


Table 11: Monthly Salary Comparison for Water Resources Coordinator

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$6,488**	**$7,880**
	Median	**$7,153**	**$8,653**
	Standard Deviation	**$1,591**	**$1,931**
Manteca	***Water Resources Coordinator***	***$5,077***	***$6,171***
Benicia	Water Quality Technician	$7,270	$8,837
Brentwood	Water Conservation Specialist	$6,552	$7,964
Davis	Conservation Coordinator	$8,023	$9,752
Livermore	Water Resources Source Control Technician	$7,153	$8,653
Lodi	Water Conservation Specialist	$3,615	$4,394
Vacaville	Water Quality Coordinator	$7,724	$9,389

Notes:
1. Equivalent positions were not found for the cities of Lathrop or Stockton.

Figure 11: Monthly Salary Comparison for Water Resources Coordinator

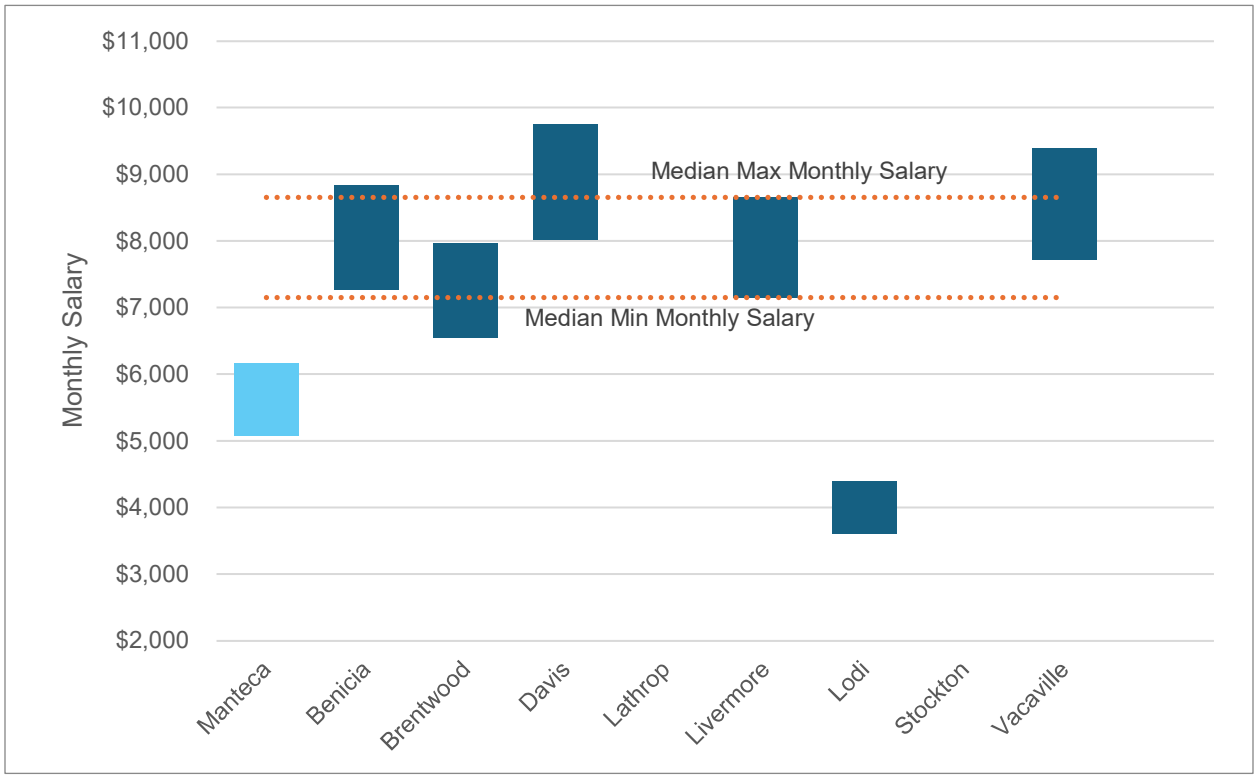


Table 12: Monthly Salary Comparison for Water Regulatory Coordinator

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$7,068**	**$8,582**
	Median	**$7,231**	**$8,761**
	Standard Deviation	**$1,391**	**$1,689**
Manteca	***Water Regulatory Coordinator***	***$5,603***	***$6,811***
Livermore	Water Resources Lab Technician	$7,231	$8,761
Vacaville	Water Quality Permitting Administrator	$8,371	$10,175

Notes:
1. Equivalent positions were not found for the cities of Benicia, Brentwood, Davis, Lathrop, Lodi, or Stockton.

Figure 12: Monthly Salary Comparison for Water Regulatory Coordinator

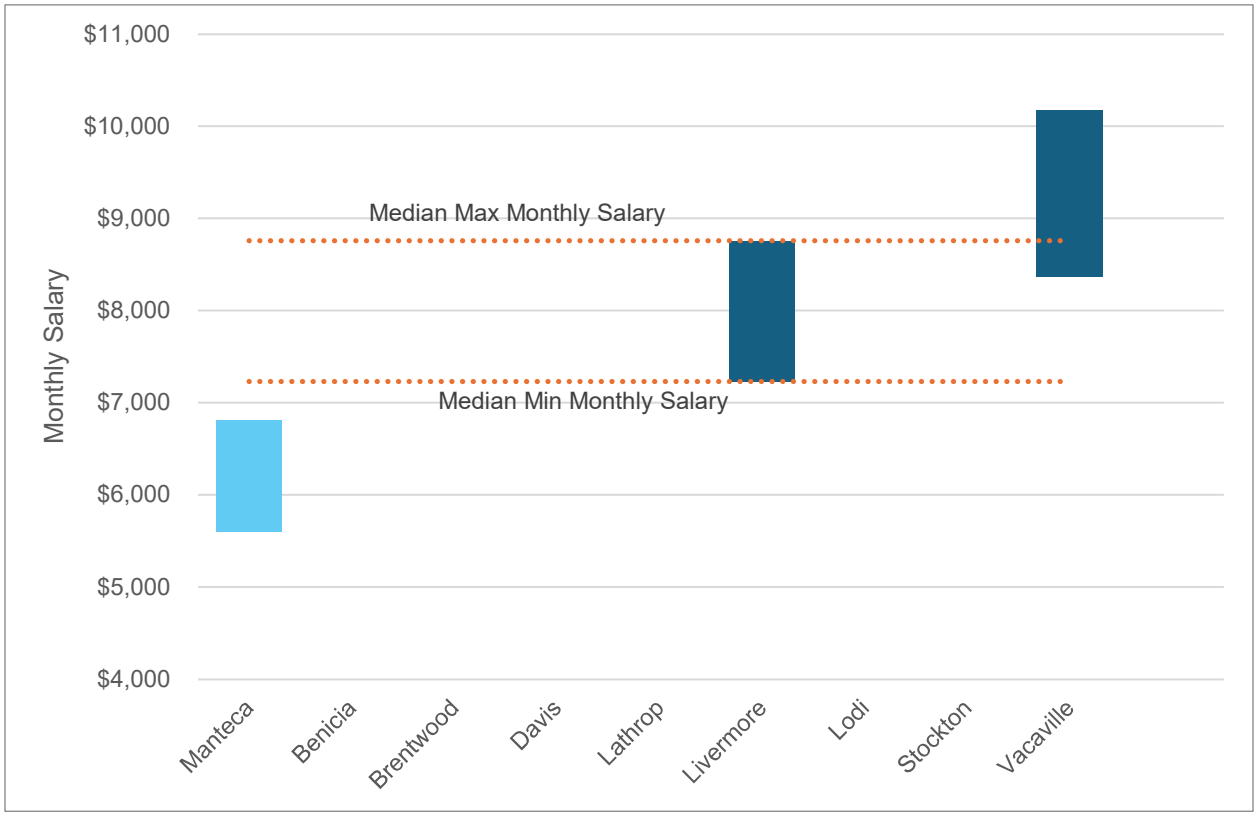


Table 13: Monthly Salary Comparison for Water Regulatory Compliance Specialist

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$6,274**	**$7,928**
	Median	**$6,290**	**$8,010**
	Standard Deviation	**$1,024**	**$1,093**
Manteca	***Water Regulatory Compliance Specialist I/II***	***$4,388***	***$5,881***
Benicia	Water Quality Technician I/II	$6,609	$8,837
Brentwood	Cross-connection Control Specialist	$7,226	$8,784
Davis	PW Inspector I/II	$5,629	$7,526
Livermore	WR Source Control Inspector	$7,597	$9,206
Lodi	Environmental Compliance Inspector	$5,899	$7,171
Stockton	Public Works Inspector	$5,972	$7,666
Vacaville	Compliance Specialist/ Inspector	$6,874	$8,355

Notes:
1. An equivalent position was not found for the City of Lathrop.

Figure 13: Monthly Salary Comparison for Water Regulatory Compliance Specialist

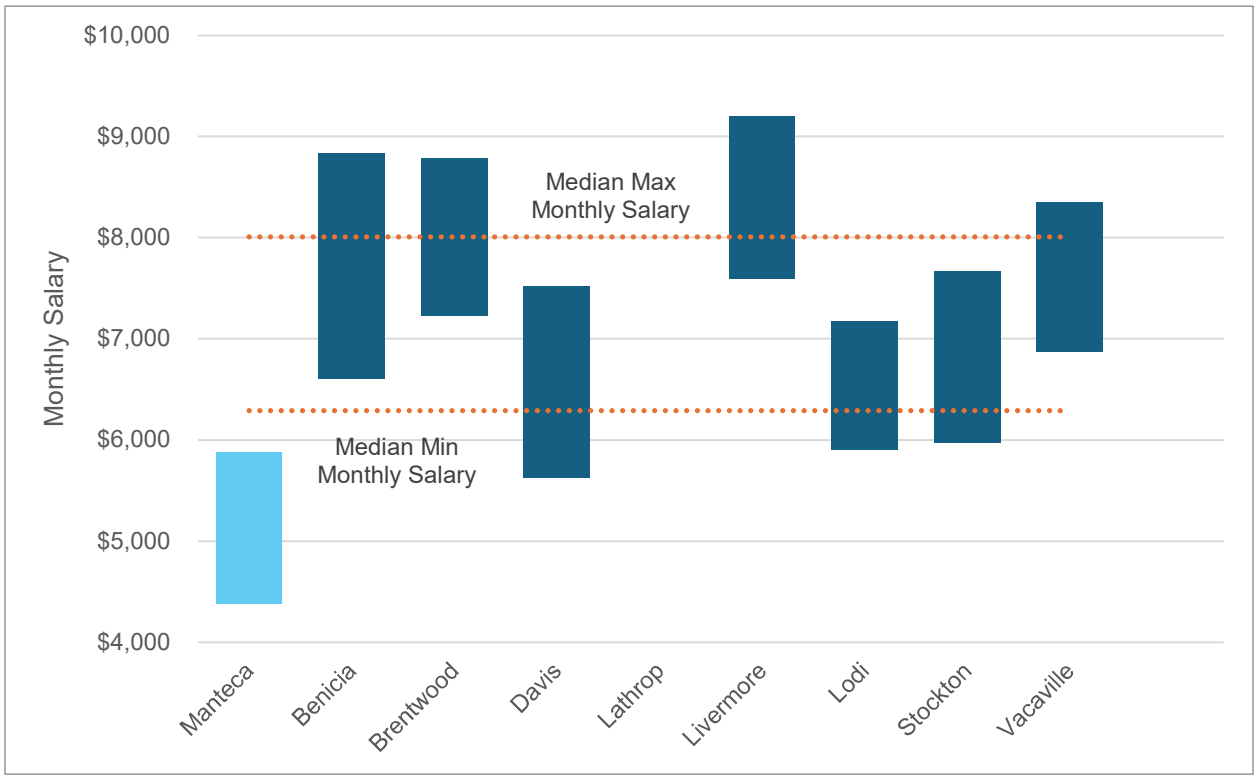


Table 14: Monthly Salary Comparison for Water Meter Services Supervisor

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,232**	**$10,061**
	Median	**$8,522**	**$10,316**
	Standard Deviation	**$1,240**	**$1,451**
Manteca	***Water Meter Services Supervisor***	***$7,232***	***$8,792***
Brentwood	Water Distribution Supervisor	$9,424	$11,455
Davis	Water Systems Supervisor	$6,923	$8,415
Lathrop	Utility Maintenance Supervisor	$7,533	$9,156
Livermore	Water Distribution Supervising Operator	$8,522	$10,316
Lodi	Water Supervisor	$6,785	$8,247
Stockton	Water Systems Supervisor	$7,055	$9,117

Notes:
1. Equivalent positions were not found for the cities of Benicia or Vacaville.

Figure 14: Monthly Salary Comparison for Water Meter Services Supervisor

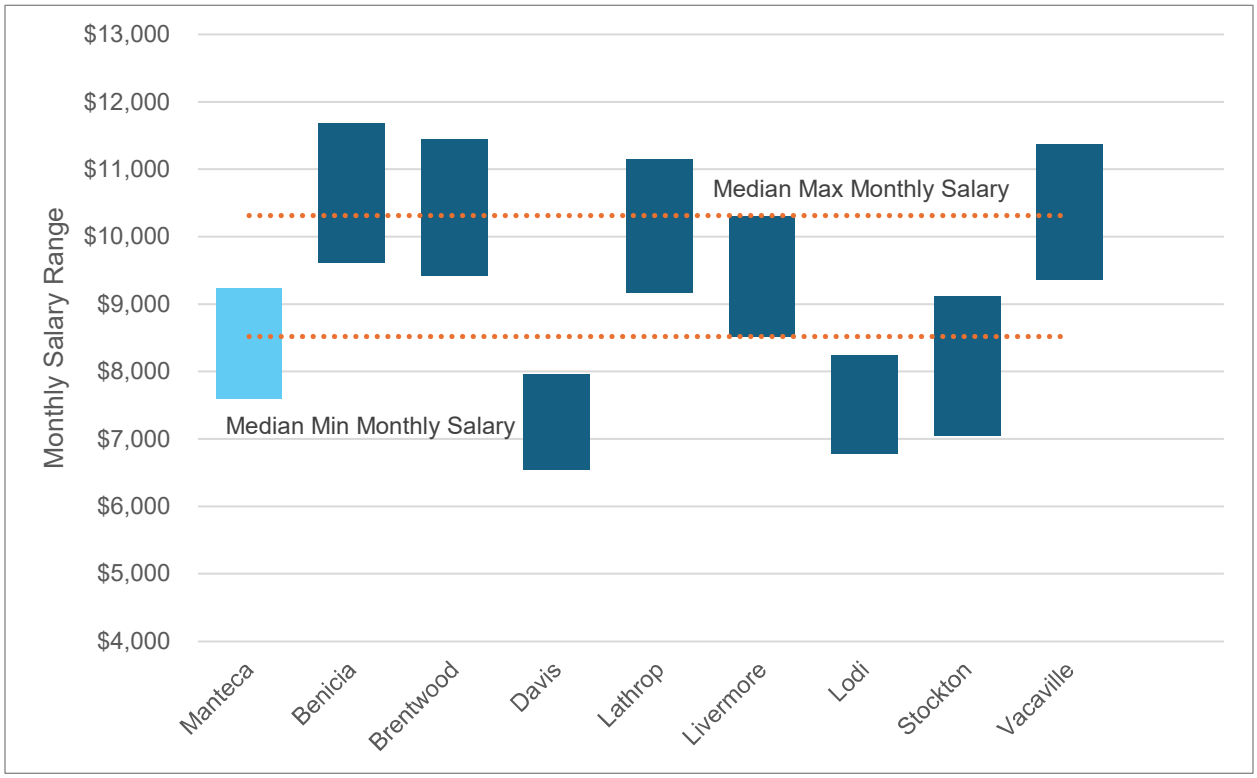


Table 15: Monthly Salary Comparison for Water Meter Reader

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$4,186**	**$5,467**
	Median	**$4,289**	**$5,474**
	Standard Deviation	**$628**	**$962**
Manteca	***Meter Reader I/II***	***$3,611***	***$4,844***
Lathrop	Meter Reader I/II	$4,597	$6,168
Lodi	Meter Reader (Part-time)	$3,485	$4,236
Stockton	Water Field Technician	$4,289	$5,474
Vacaville	Water Service Rep I/II	$4,946	$6,611

Notes:
1. Equivalent positions were not found for the cities of Benicia, Brentwood, Davis, or Livermore.

Figure 15: Monthly Salary Comparison for Water Meter Reader

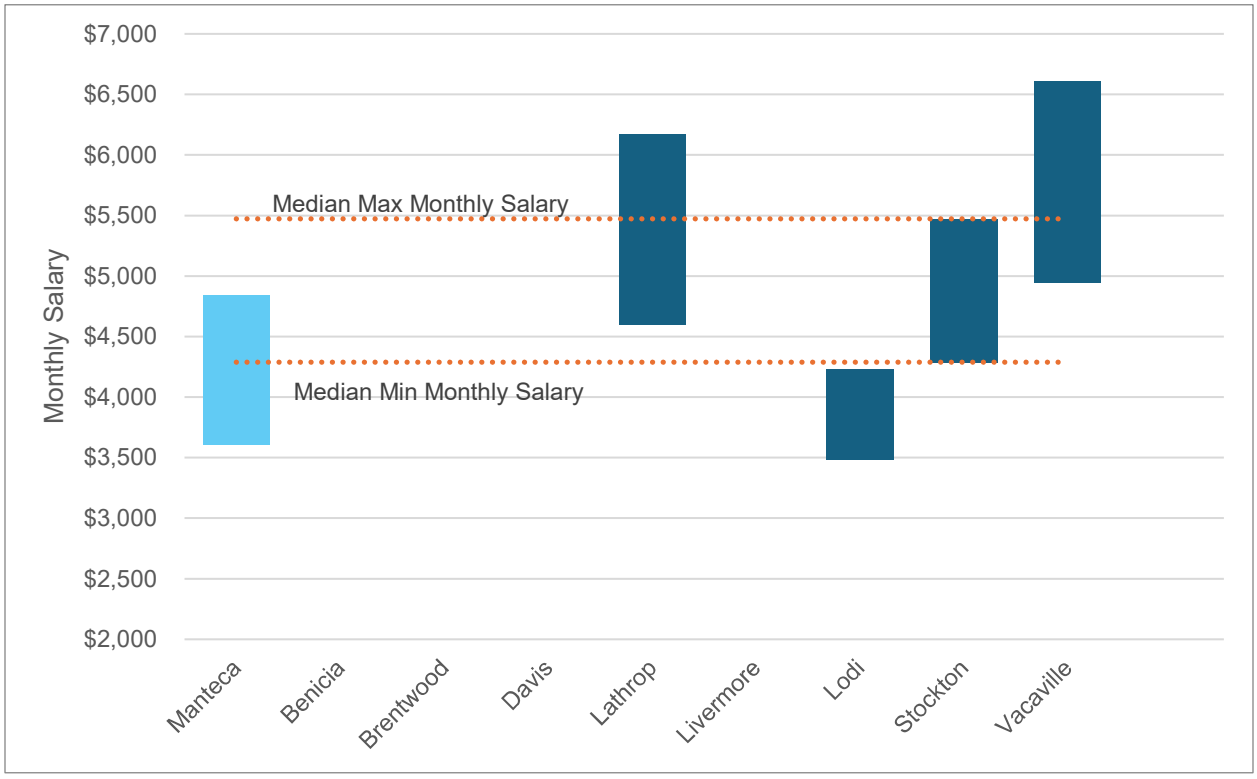


Table 16: Monthly Salary Comparison for Water Systems Maintenance Worker

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$5,012**	**$6,890**
	Median	**$4,597**	**$6,642**
	Standard Deviation	**$996**	**$1,282**
Manteca	***Water Systems Maintenance Worker I-III***	***$3,985***	***$5,881***
Benicia	Maintenance Worker III PW	$6,789	$8,253
Brentwood	Water Service Worker I/II	$5,944	$7,966
Davis	PW Maintenance Worker I/II	$4,088	$5,465
Lathrop	Maintenance Worker I-III	$4,597	$6,642
Livermore	Maintenance Worker I-III	$5,619	$7,644
Lodi	Water Maintenance Worker I-III	$4,114	$6,051
Stockton	Plant Maintenance Worker	$4,415	$5,368
Vacaville	Utility Plant Worker/Utility Plant Mechanic I/II	$5,552	$8,744

Figure 16: Monthly Salary Comparison for Water Systems Maintenance Worker

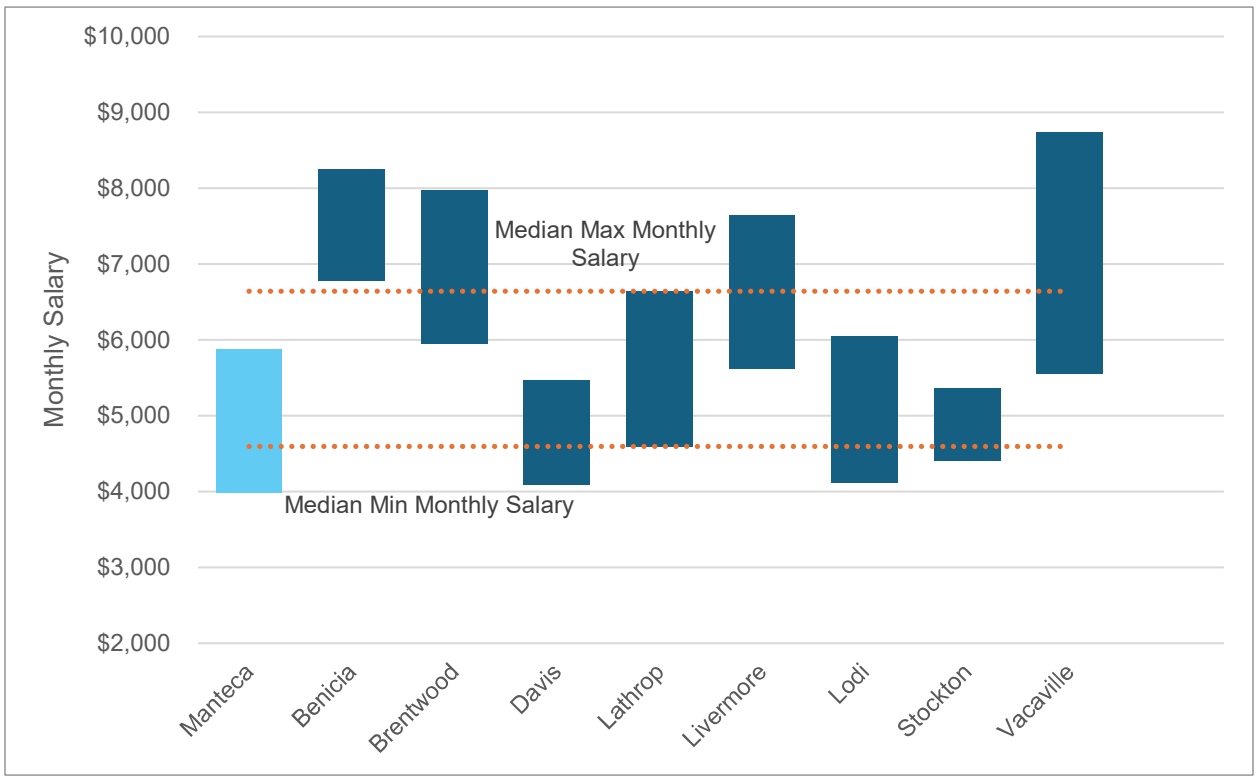


Table 17: Monthly Salary Comparison for Water Distribution Supervisor

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,232**	**$10,061**
	Median	**$8,522**	**$10,316**
	Standard Deviation	**$1,240**	**$1,451**
Manteca	***Water Distribution Supervisor***	***$7,598***	***$9,236***
Benicia	Water Quality Supervisor	$9,620	$11,693
Brentwood	Water Distribution Supervisor	$9,424	$11,455
Davis	Water Distribution Supervisor	$6,550	$7,962
Lathrop	Utility Plant Supervisor	$9,178	$11,156
Livermore	Water Distribution Supervising Operator	$8,522	$10,316
Lodi	Water Supervisor	$6,785	$8,247
Stockton	Water Systems Supervisor	$7,055	$9,117
Vacaville	Chief Operator - Water Distribution	$9,355	$11,370

Figure 17: Monthly Salary Comparison for Water Distribution Supervisor

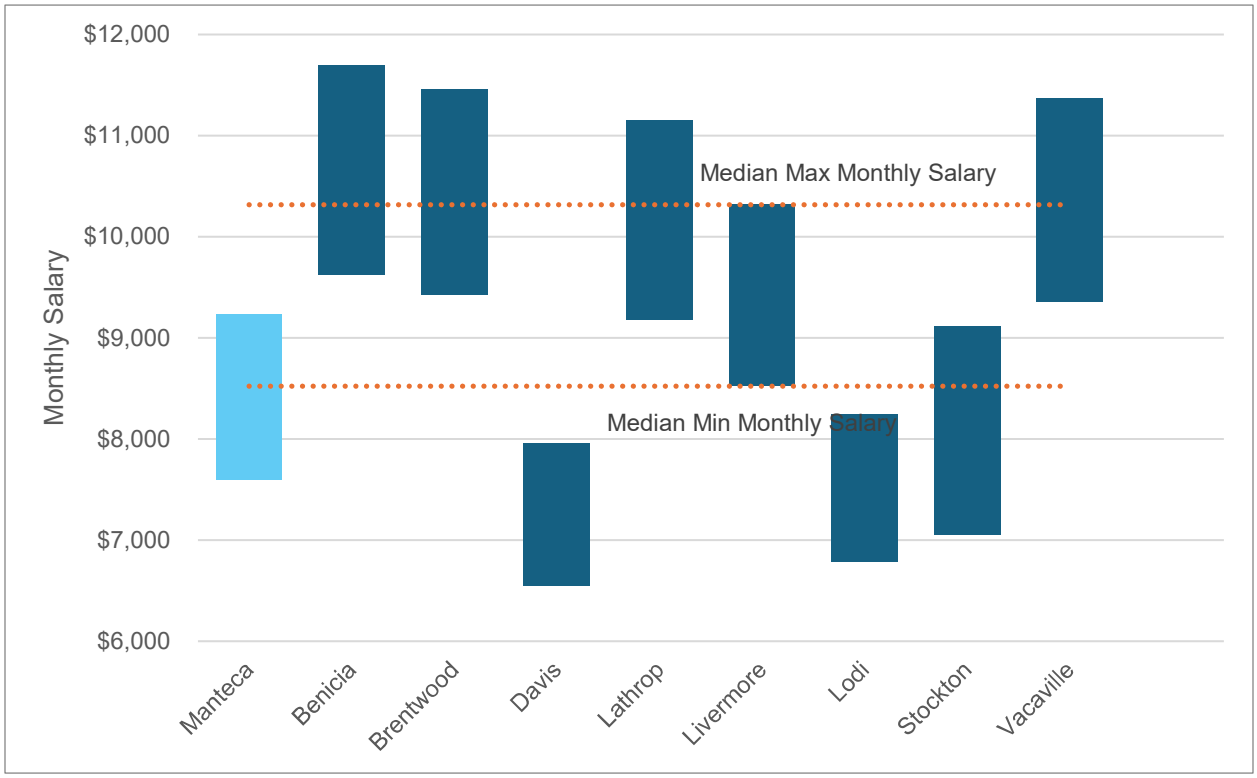


Table 18: Monthly Salary Comparison for Water Distribution Operator

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$5,897**	**$7,981**
	Median	**$6,032**	**$8,272**
	Standard Deviation	**$680**	**$1,060**
Manteca	***Water Distribution Operator II/III***	***$6,176***	***$8,272***
Benicia	Water Operator II/III	$6,541	$8,745
Brentwood	Water Distribution Worker I/II	$6,559	$8,790
Davis	Water Distribution Operator I/II	$4,707	$6,294
Lathrop	Utility Operator I/II	$6,032	$8,092
Livermore	Water Distribution Operator - Grade I-III	$5,999	$8,958
Stockton	Water System Operator I/II	$5,263	$6,715

Notes:
1. Equivalent positions were not found for the cities of Lodi or Vacaville.

Figure 18: Monthly Salary Comparison for Water Distribution Operator

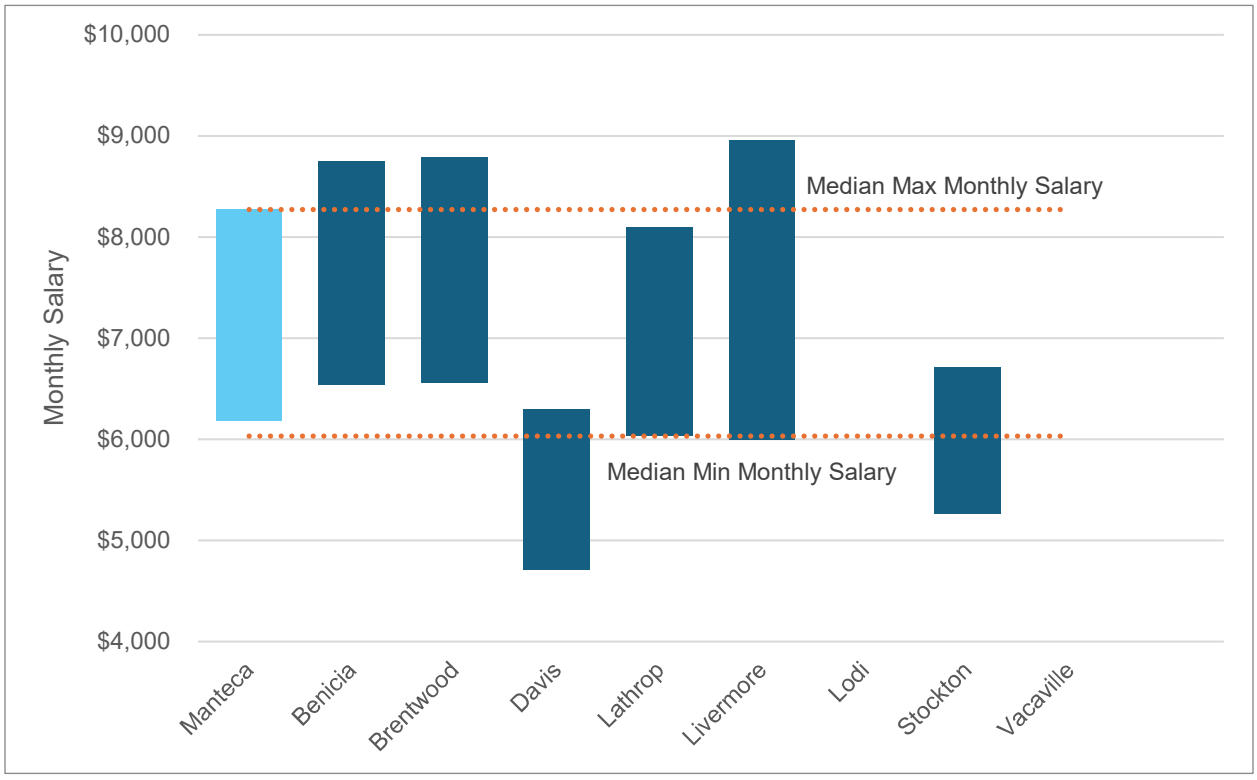


Table 19: Monthly Salary Comparison for Water Treatment Operations Supervisor

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,725**	**$10,602**
	Median	**$8,890**	**$10,764**
	Standard Deviation	**$1,037**	**$1,261**
Manteca	***Water Treatment Operations Supervisor***	***$8,162***	***$9,341***
Benicia	Water Plant Supervisor	$9,620	$11,693
Brentwood	Water Production Supervisor	$9,424	$11,455
Davis	Water Production System Supervisor	$6,921	$8,412
Lathrop	Utility Plant Supervisor	$9,178	$11,156
Livermore	WR Supervising Operator	$8,890	$10,764
Lodi	Water Plant Superintendent	$10,258	$12,468
Stockton	Plant Operations Supervisor	$7,709	$9,962
Vacaville	Sr Water Plant Operator	$8,365	$10,168

Figure 19: Monthly Salary Comparison for Water Treatment Operations Supervisor

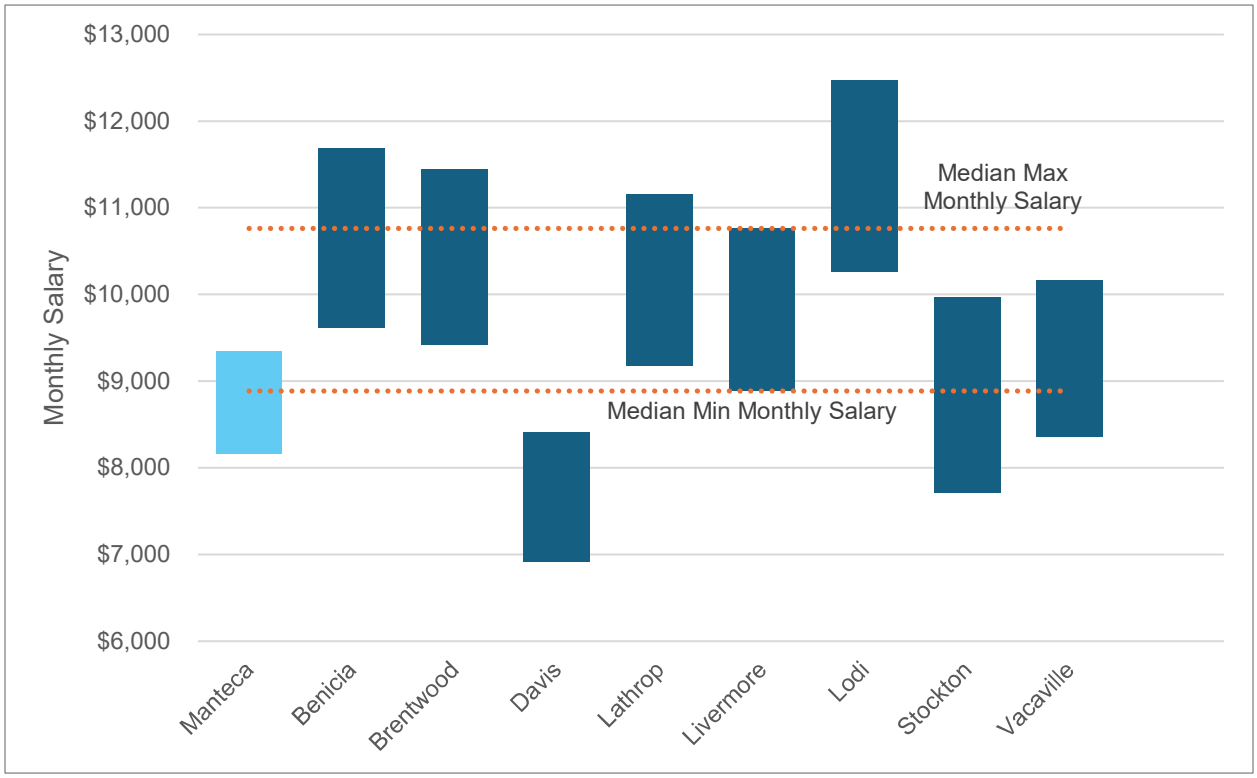


Table 20: Monthly Salary Comparison for Water Treatment Operator

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$6,429**	**$8,559**
	Median	**$6,541**	**$8,745**
	Standard Deviation	**$729**	**$886**
Manteca	***Water Treatment Operator***	***$7,685***	***$9,341***
Benicia	Water Operator II/III	$6,541	$8,745
Brentwood	Water Production Worker I/II	$6,246	$8,370
Davis	Water Production Operator	$5,471	$6,650
Lathrop	Utility Operator II/III	$6,658	$9,156
Livermore	WR Operator - Grade I-III	$6,825	$9,344
Lodi	Water Plant Operator II/III	$6,192	$8,280
Stockton	Plant Operator/ Sr. Plant Operator	$5,329	$7,905
Vacaville	Water Plant Operator II/III	$6,914	$9,243

Figure 20: Monthly Salary Comparison for Water Treatment Operator

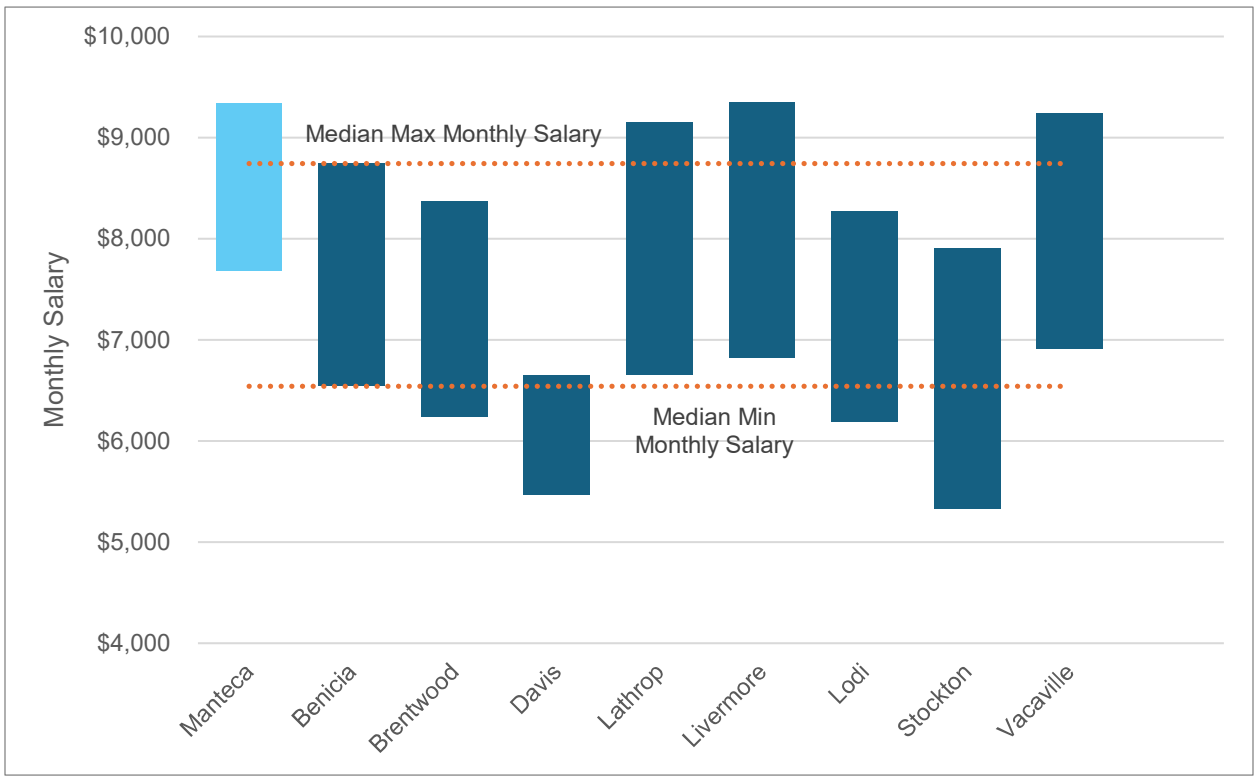


Table 21: Monthly Salary Comparison for Well Mechanic

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$5,831**	**$8,008**
	Median	**$5,332**	**$8,068**
	Standard Deviation	**$1,229**	**$1,313**
Manteca	***Well Mechanic I/II***	***$5,332***	***$8,068***
Benicia	Maintenance Technologist I/II	$7,195	$9,610
Brentwood	Equipment Mechanic	$7,066	$8,589
Stockton	Mechanical Maintenance Worker I/II	$4,464	$6,028
Vacaville	Equipment Mechanic I/II	$5,099	$7,746

Notes:
1. Equivalent positions were not found for the cities of Davis, Lathrop, Livermore, or Lodi.

Figure 21: Monthly Salary Comparison for Well Mechanic

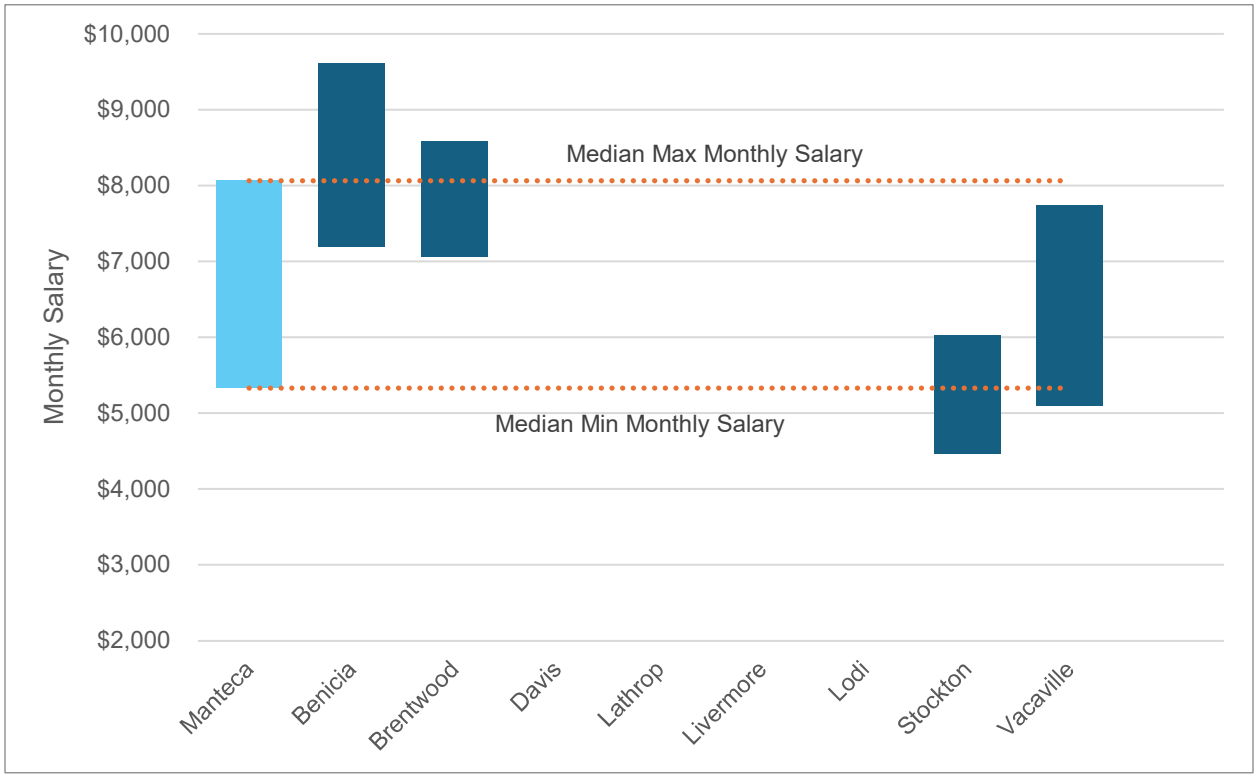


Table 22: Monthly Salary Comparison for Management Analyst (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$7,219**	**$9,604**
	Median	**$6,729**	**$9,025**
	Standard Deviation	**$1,062**	**$1,317**
Manteca	***Management Analyst[1]***	***$8,372***	***$10,178***
Benicia	Management Analyst I/II	$6,433	$8,601
Brentwood	Management Analyst	$9,408	$11,436
Davis	Management Analyst I/II	$6,750	$9,025
Lathrop	Management Analyst I/II	$6,658	$8,933
Livermore	Management Analyst I/II	$7,730	$11,882
Lodi	Management Analyst	$6,600	$8,665
Stockton	Management Assistant	$6,289	$8,075
Vacaville	Management Analyst I/II	$6,729	$9,637

Notes:
1. A similar position exists within the City in the Department of Public Works, but not currently within the Water Group.

Figure 22: Monthly Salary Comparison for Management Analyst (New)



Table 23: Monthly Salary Comparison for Senior Engineering Technician (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$6,755**	**$8,270**
	Median	**$6,544**	**$7,954**
	Standard Deviation	**$1,021**	**$1,158**
Manteca	***Senior Engineering Technician[1]***	***$6,322***	***$7,684***
Lathrop	Senior Engineering Technician	$6,995	$8,502
Livermore	Engineering Technician, Senior	$8,626	$10,443
Lodi	Senior Engineering Technician	$6,766	$8,224
Stockton	Senior Engineering Technician	$5,767	$7,404
Vacaville	Engineering Technician III	$6,054	$7,359

Notes:
1. A similar position exists within the City in the Department of Public Works, but not currently within the Water Group.
2. Equivalent positions were not found for the cities of Benicia, Brentwood, or Davis.

Figure 23: Monthly Salary Comparison for Senior Engineering Technician (New)

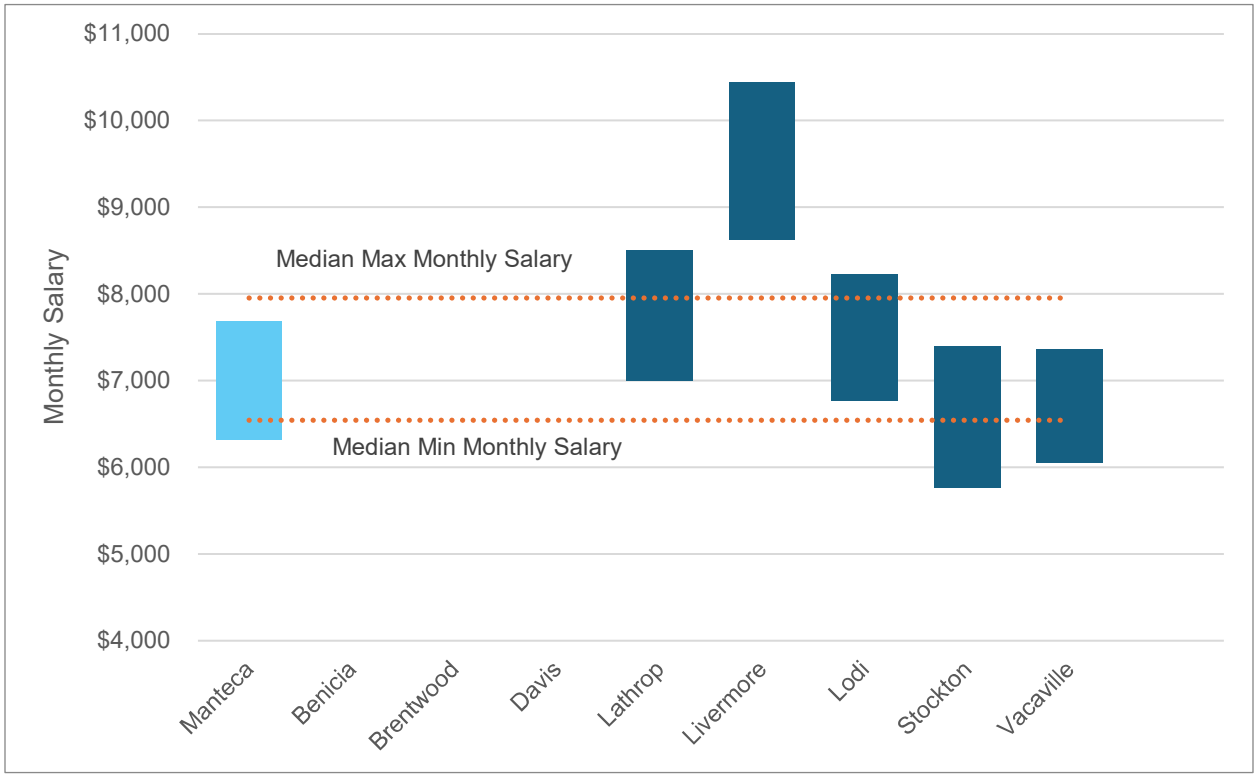


Table 24: Monthly Salary Comparison for Engineering Manager (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$11,806**	**$14,515**
	Median	**$11,746**	**$14,278**
	Standard Deviation	**$1,035**	**$1,199**
Manteca	***Engineering Manager[1]***	**--**	**--**
Benicia	Principal Civil Engineer	$11,565	$14,058
Brentwood	Engineering Manager	$12,956	$15,748
Davis	Principal Civil Engineer	$11,073	$13,459
Lathrop	Principal Engineer	$12,042	$14,637
Livermore	Assistant City Engineer	$13,112	$16,390
Stockton	Principal Civil Engineer	$10,149	$13,031
Vacaville	Engineering Manager	$11,746	$14,278

Notes:
1. This is a new position for the City and a position does not currently exist.
2. An equivalent position was not found for the City of Lodi.

Figure 24: Monthly Salary Comparison for Engineering Manager (New)

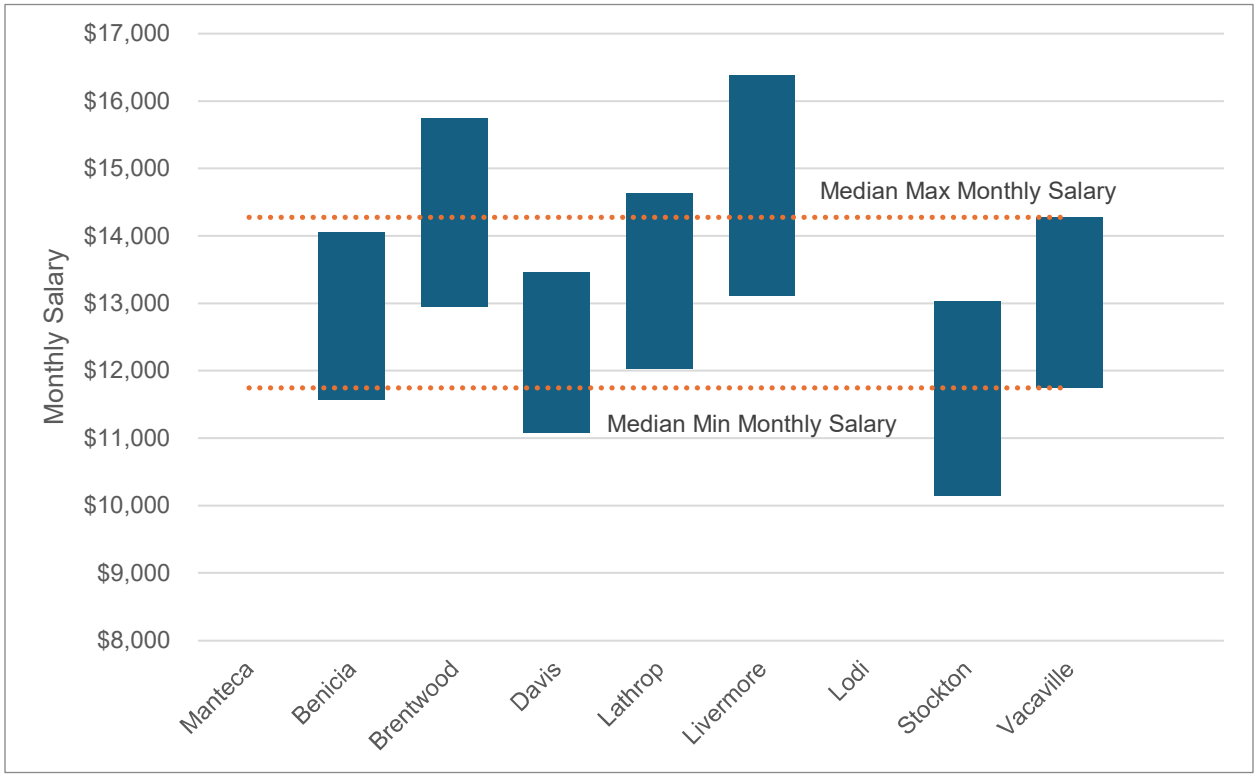


Table 25: Monthly Salary Comparison for Water Regulatory Supervisor

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,801**	**$10,755**
	Median	**$8,692**	**$10,565**
	Standard Deviation	**$1,166**	**$1,323**
Manteca	***Water Regulatory Supervisor***	**--**	**--**
Benicia	Water Quality Supervisor	$9,620	$11,693
Brentwood	Regulatory Compliance Supervisor	$9,424	$11,455
Davis	Regulatory Compliance Supervisor	$8,826	$10,728
Lathrop	Compliance Engineer	$8,112	$9,860
Livermore	Water Resources Coordinator	$8,006	$9,704
Lodi	Compliance Manager	$8,558	$10,402
Stockton	Regulatory Compliance Officer	$7,027	$9,022
Vacaville	Water Quality Manager	$10,838	$13,175

Figure 25: Monthly Salary Comparison for Water Regulatory Supervisor

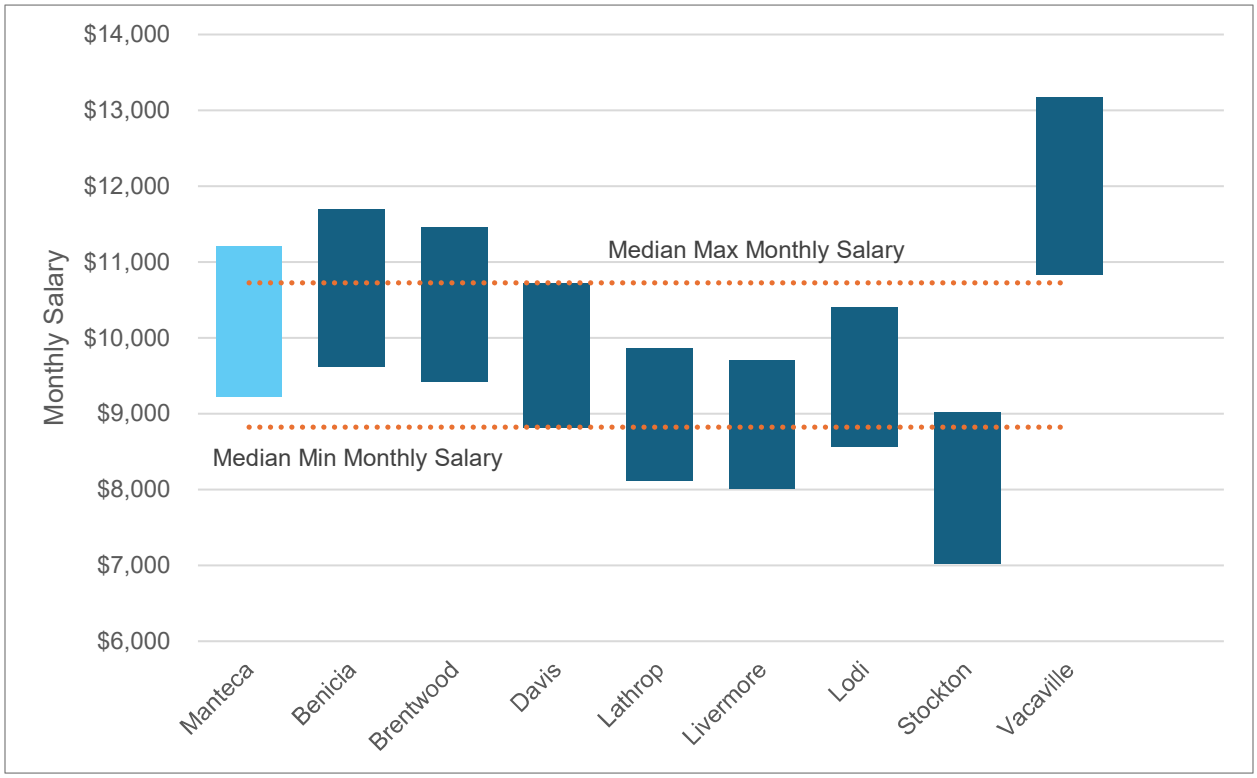


Table 26: Monthly Salary Comparison for Water Resources Project Manager (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,727**	**$10,853**
	Median	**$8,585**	**$10,604**
	Standard Deviation	**$1,897**	**$1,967**
Manteca	***Water Resources Project Manager[1]***	**--**	**--**
Benicia	Project Manager	$10,566	$12,843
Lathrop	Project Manager	$10,909	$13,260
Livermore	Water Resources Division Manager	$8,006	$9,704
Lodi	Construction Project Manager	$8,275	$10,058
Stockton	Project Manager I/III	$5,712	$8,105
Vacaville	Environment Project Manager	$8,895	$11,150

Notes:
1. This is a new position for the City and a position does not currently exist.
2. Equivalent positions were not found for the cities of Brentwood or Davis.

Figure 26: Monthly Salary Comparison for Water Resources Project Manager (New)

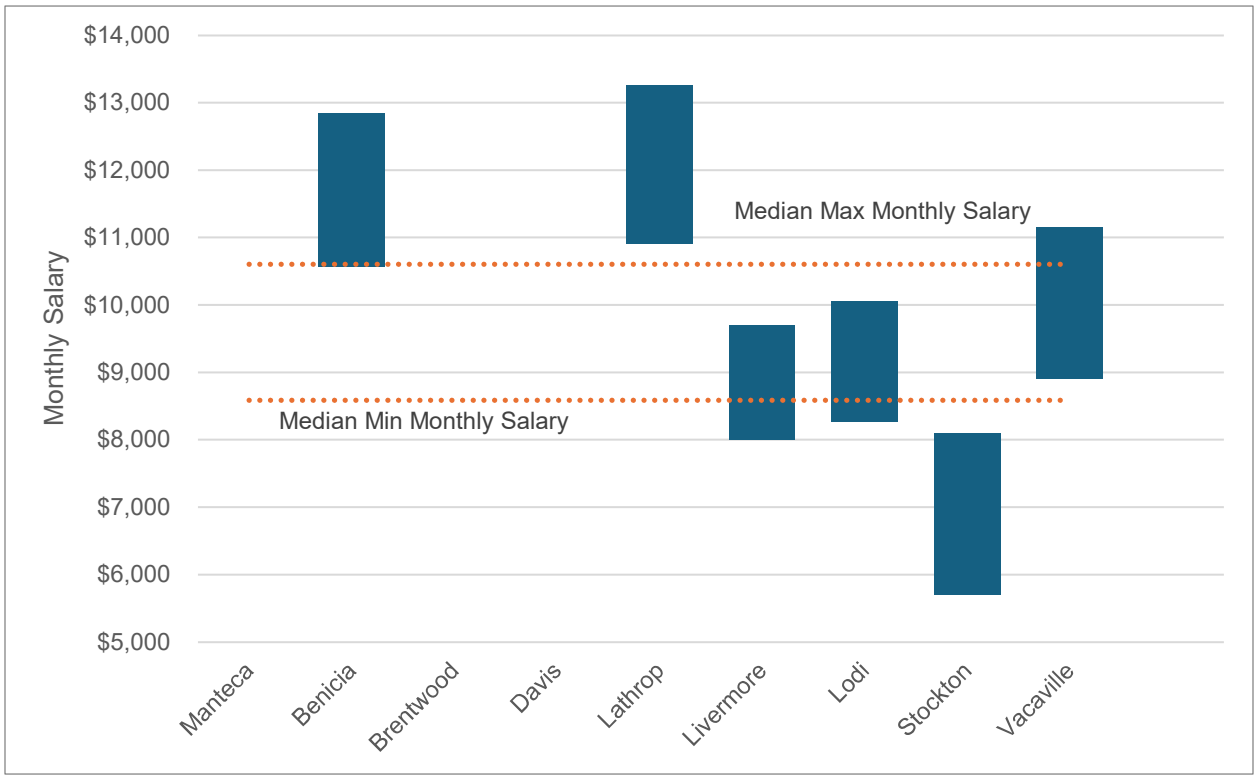


Table 27: Monthly Salary Comparison for Water Division Manager (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$10,543**	**$12,973**
	Median	**$10,756**	**$13,074**
	Standard Deviation	**$721**	**$975**
Manteca	***Water Division Manager[1]***	**--**	**--**
Benicia	Water Plant Superintendent	$11,565	$14,058
Brentwood	Water Operations Manager	$10,756	$13,074
Davis	Water Division Manager	$9,572	$11,635
Lathrop	Utility Operations Superintendent	$10,909	$13,260
Livermore	Water Distribution Operations Manager	$10,170	$12,713
Stockton	Deputy MUD Director/Water	$11,040	$14,169
Vacaville	Chief Plant Operator	$9,792	$11,902

Notes:
1. This is a new position for the City and a position does not currently exist.
2. An equivalent position was not found for the City of Lodi.

Figure 27: Monthly Salary Comparison for Water Division Manager (New)

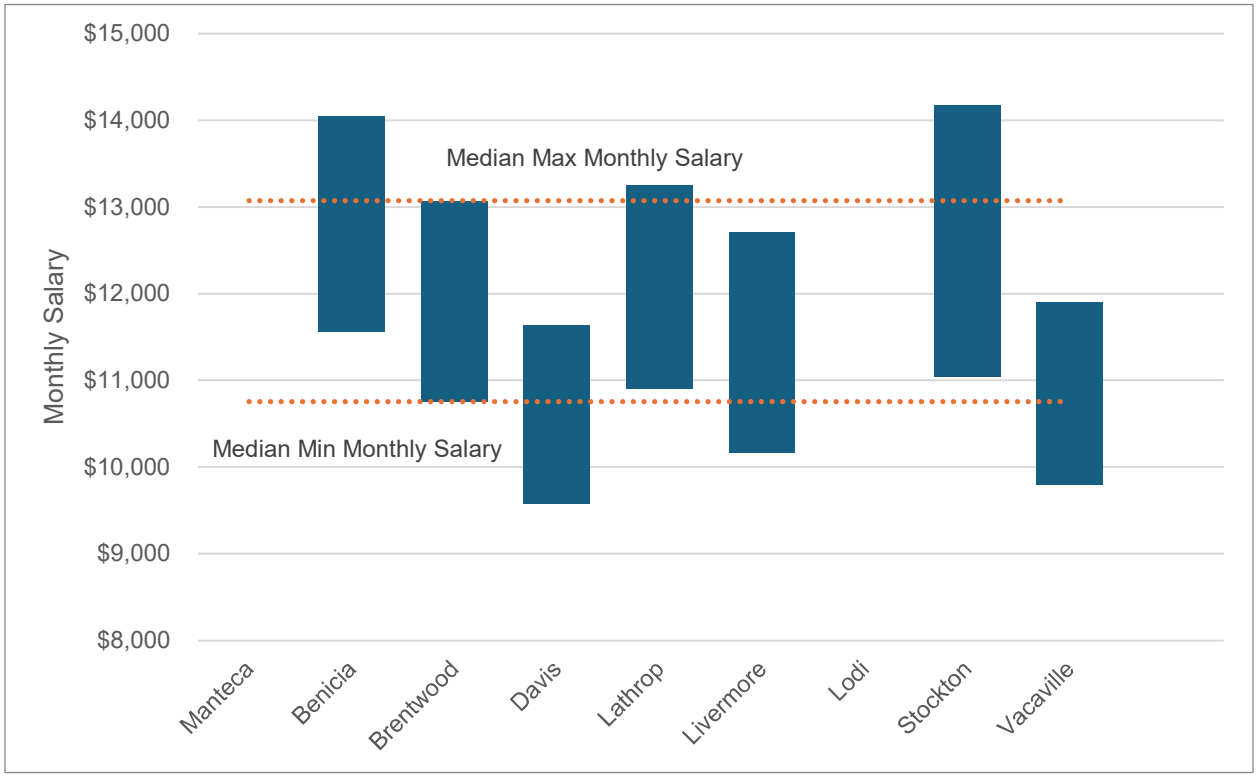


Table 28: Monthly Salary Comparison for Water Service Technician (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$5,545**	**$7,378**
	Median	**$5,761**	**$7,716**
	Standard Deviation	**$805**	**$1,163**
Manteca	***Water Service Technician I/II*** [1]	**--**	**--**
Brentwood	Water Service Worker I/II	$5,944	$7,966
Davis	Engineering Technician I/II	$5,781	$7,729
Lathrop	Engineering Technician I/II	$5,741	$7,703
Stockton	Water Service Technician I/II	$6,569	$8,783
Vacaville	Water Field Technician	$4,289	$5,474

Notes:
1. This is a new position for the City and a position does not currently exist.
2. Equivalent positions were not found for the cities of Benicia or Livermore.

Figure 28: Monthly Salary Comparison for Water Service Technician (New)

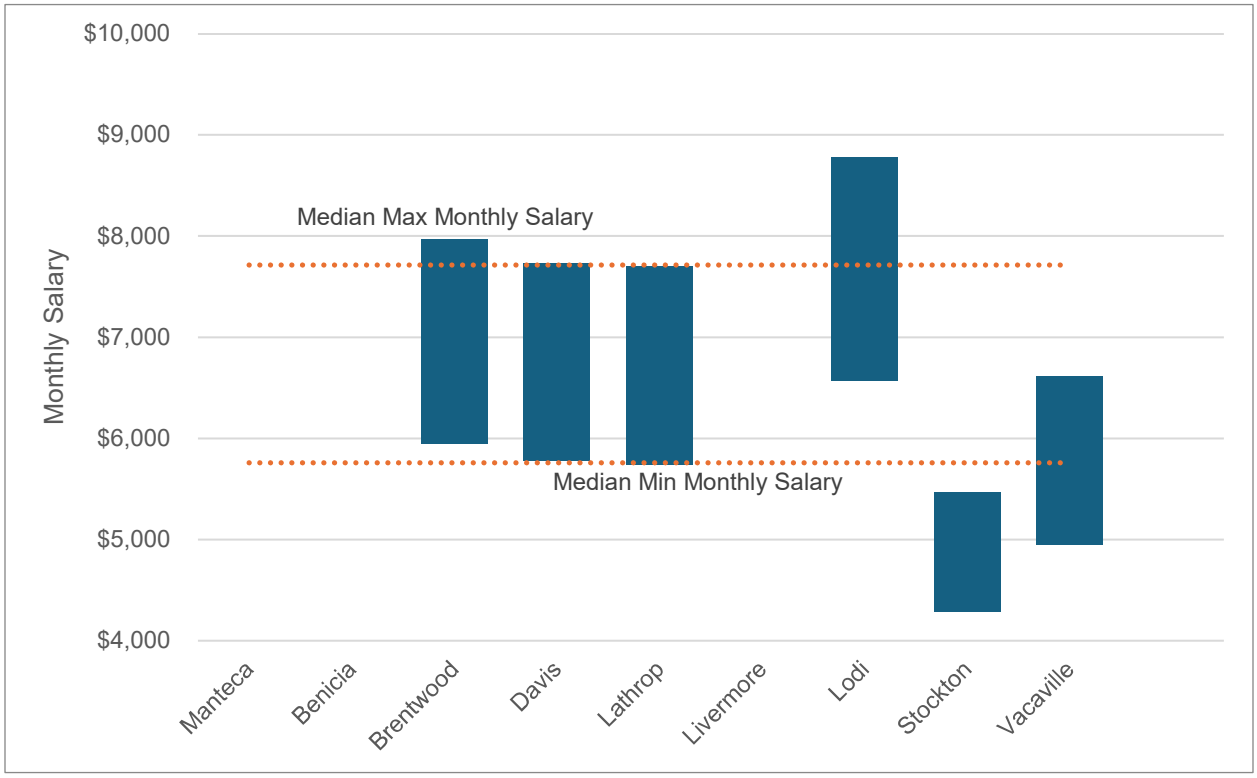


Table 29: Monthly Salary Comparison for Lead Water Distribution Operator (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$7,532**	**$8,950**
	Median	**$7,720**	**$9,383**
	Standard Deviation	**$1,031**	**$1,412**
Manteca	***Lead Water Distribution Operator[1]***	**--**	**--**
Benicia	Water Operator IV	$7,906	$9,610
Brentwood	Senior Water Distribution Worker	$7,973	$9,691
Davis	Water Distribution Operator Lead	$5,696	$6,923
Lathrop	Utility Operator III	$7,533	$9,156
Livermore	Water Distribution Senior Operator	$7,765	$9,396
Stockton	Sr. Water Systems Operator	$7,167	$7,524

Notes:
1. This is a new position for the City and a position does not currently exist.
2. Equivalent positions were not found for the cities of Lodi or Vacaville.

Figure 29: Monthly Salary Comparison for Lead Water Distribution Operator (New)

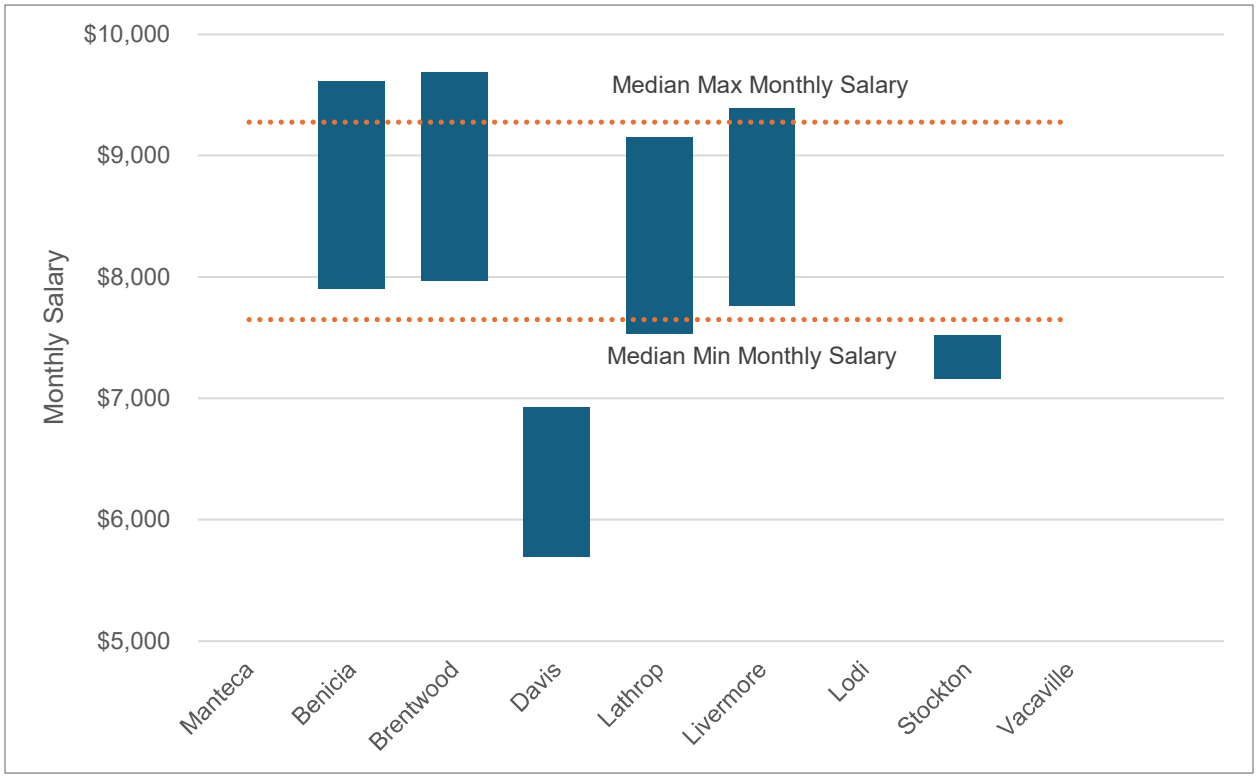


Table 30: Monthly Salary Comparison for Customer Service Representative

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$3,995**	**$5,441**
	Median	**$3,854**	**$4,905**
	Standard Deviation	**$782**	**$1,299**
Manteca	***Customer Service Representative***	***$4,078***	***$4,957***
Lathrop	Customer Service Representative I/II	$4,712	$6,808
Livermore	Account Clerk	$5,048	$7,320
Lodi	Customer Service Rep I/II	$3,629	$4,852
Stockton	Customer Service Assistant	$3,553	$4,561
Vacaville	Customer Service Rep I/II (PT)	$2,947	$4,146

Notes:
1. Equivalent positions were not found for the cities of Benicia, Brentwood, or Davis.

Figure 30: Monthly Salary Comparison for Customer Service Representative

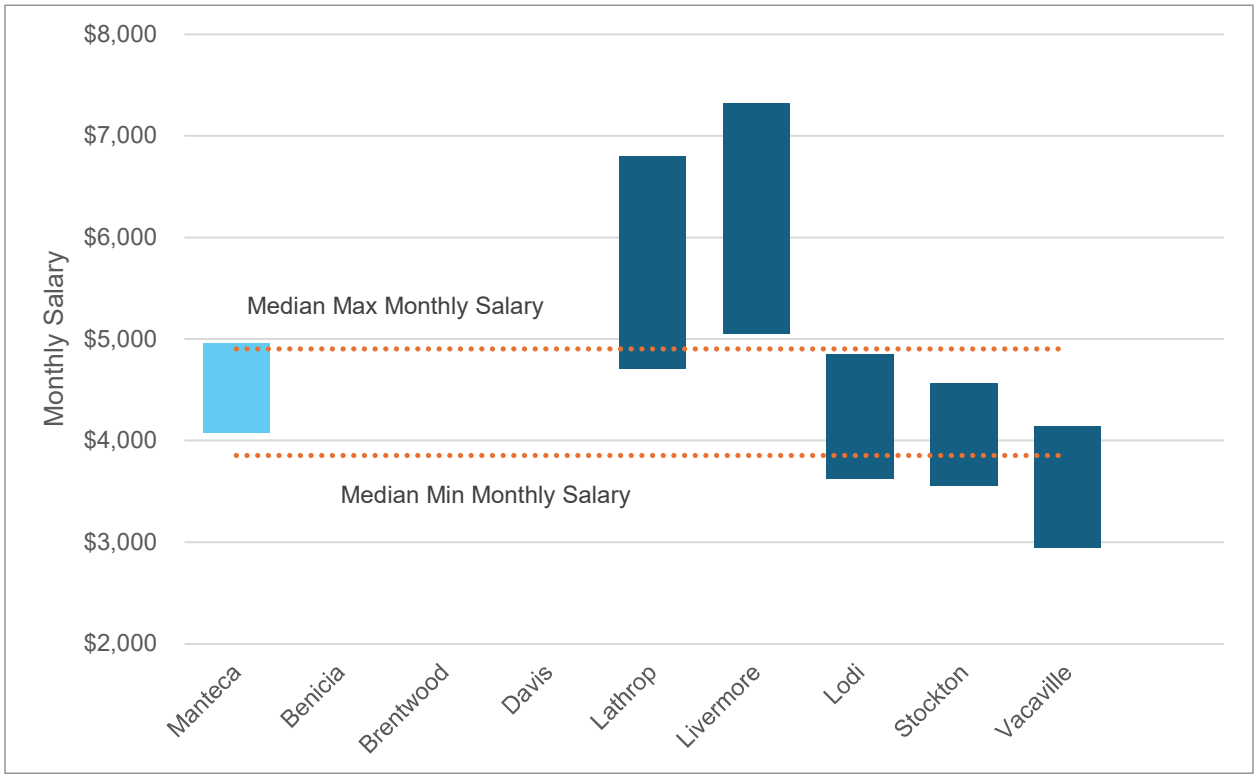


Table 31: Monthly Salary Comparison for Accounting Technician

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$5,554**	**$6,746**
	Median	**$5,500**	**$6,686**
	Standard Deviation	**$818**	**$988**
Manteca	***Accounting Technician***	***$4,495***	***$5,463***
Benicia	Accounting Technician	$5,455	$6,630
Brentwood	Accounting Technician	$6,418	$7,801
Davis	Finance Technician	$4,763	$5,790
Lathrop	Senior Accounting Technician	$6,495	$7,895
Livermore	Accounting Technician	$6,431	$7,775
Lodi	Finance Technician	$4,830	$5,871
Vacaville	Financial Technician	$5,545	$6,742

Notes:
1. An equivalent position was not found for the City of Stockton.

Figure 31: Monthly Salary Comparison for Accounting Technician

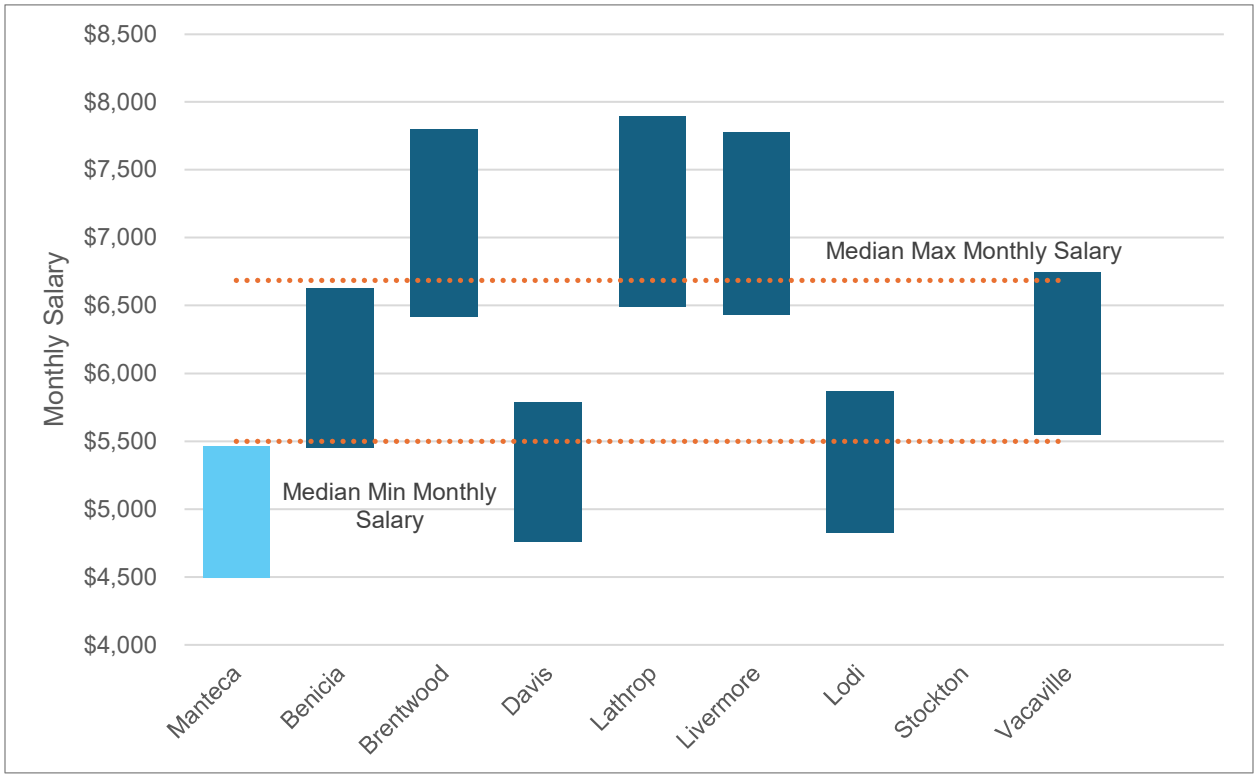


Table 32: Monthly Salary Comparison for Revenue Manager

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$8,538**	**$10,437**
	Median	**$8,656**	**$10,521**
	Standard Deviation	**$1,869**	**$2,147**
Manteca	***Revenue Manager***	***$8,162***	***$9,921***
Davis	Finance Manager	$8,997	$10,935
Lathrop	Budget Manager	$8,315	$10,106
Lodi	Revenue Manager	$9,794	$11,905
Stockton	Revenue Supervisor	$5,252	$6,743
Vacaville	Budget Manager	$10,705	$13,012

Notes:
1. Equivalent positions were not found for the cities of Benicia, Brentwood, or Livermore.

Figure 32: Monthly Salary Comparison for Revenue Manager

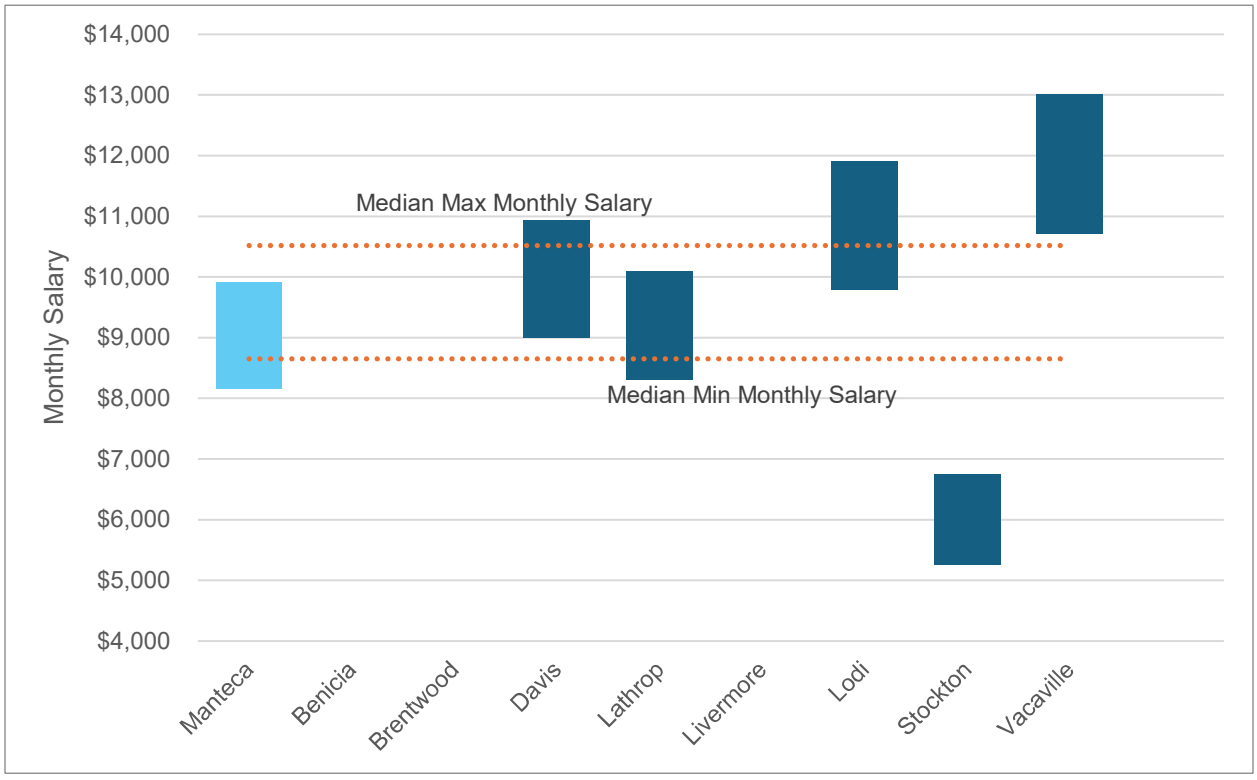
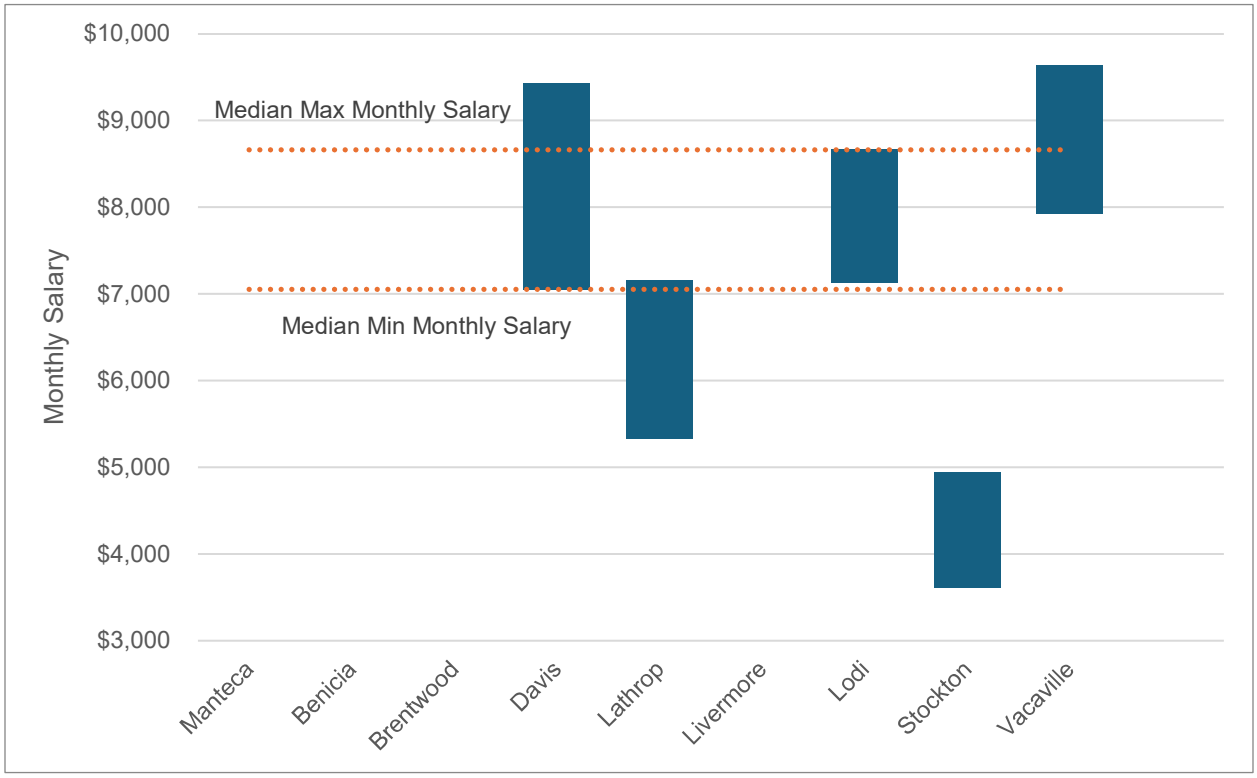


Table 33: Monthly Salary Comparison for Finance Analyst (New)

Municipality	Equivalent Position	Monthly Salary Range	
		Minimum	Maximum
	Average	**$6,212**	**$7,967**
	Median	**$7,053**	**$8,665**
	Standard Deviation	**$1,732**	**$1,948**
Manteca	***Finance Analyst*** [1]	**--**	**--**
Davis	Financial Analyst I/II	$7,053	$9,430
Lathrop	Administrative Technician I/II	$5,331	$7,153
Lodi	Budget Analyst	$7,128	$8,665
Stockton	Finance Assistant I/II	$3,617	$4,950
Vacaville	Financial Analyst	$7,929	$9,637

Notes:
1. This is a new position for the City and a position does not currently exist.
2. Equivalent positions were not found for the cities of Benicia, Brentwood, or Livermore.

Figure 33: Monthly Salary Comparison for Finance Analyst (New)



Salary Comparison

To facilitate planning and budgeting in future FYs, an analysis was performed to estimate the percent difference of City salaries within the Water Group and for positions related to billing and rates relative to neighboring jurisdictions' salaries.

Position Comparison

For each position analyzed herein, **Table 35** compiles the minimum and maximum salaries for the City and compares them to the *average* minimum and maximum salaries for all neighboring jurisdictions. These *average* minimum and maximum salaries for all neighboring jurisdictions do not include the City's salary for that position; it is noted that these values differ from those listed in **Table 2** through **Table 33** as those do include the City's salary. The percent difference between the minimum City salary and *average* minimum salary of all neighboring jurisdictions was calculated for each position, and likewise for the maximum; these percent differences are also summarized in **Table 35**.

Table 36 is the parallel comparison of the minimum and maximum City salaries compared to the *median* minimum and maximum salaries of all neighboring jurisdictions.

Summary Metrics

Four summary metrics were calculated for each position analyzed. It is noted that the new positions were excluded from these calculations as they do not have City salaries for comparison.

1. ***Average* Salary Comparison:** With all salaries compiled in **Table 35**, the average of each of the following columns was calculated:
   a. Minimum salaries of all City positions (Column 2)
   b. *Average* minimum salaries for all positions of the neighboring jurisdictions (Column 3)
   c. Maximum salaries of all City positions (Column 5)
   d. *Average* maximum salaries for all positions of the neighboring jurisdictions (Column 6)

   The Percent Difference between **a.** and **b.** was then calculated to create a percent difference of all positions' minimum salaries; similarly, the Percent Difference between **c.** and **d.** was calculated to create a percent difference of all positions' maximum salaries. The resulting percentage is presented in **Table 35** and also summarized in **Table 34**.
2. ***Median* Salary Comparison:** Similarly, the average of each of the following columns in **Table 36** was calculated:
   e. Minimum salaries of all City positions (Column 2)
   f. *Median* minimum salaries for all positions of the neighboring jurisdictions (Column 3)
   g. Maximum salaries of all City positions (Column 5)
   h. *Median* maximum salaries for all positions of the neighboring jurisdictions (Column 6)

The Percent Difference between **a.** and **b.** was then calculated to create a percent difference of all positions' minimum salaries; similarly, the Percent Difference between **c.** and **d.** was calculated to create a percent difference of all positions' maximum salaries. The resulting percentage is presented in **Table 36** and also summarized in **Table 34**.

3. **Overall Average Percent Difference from Neighboring Jurisdictions' *Averages***: As detailed above, the Percent Difference from the City salaries to the *average* neighboring jurisdictions' salaries was calculated for each position and presented in Columns 4 and 7 of **Table 35**. The average of these Percent Differences for minimum and maximum salaries of all positions was calculated to create an overall percent difference for all existing positions; the resulting percentage is presented in **Table 35** and also summarized in **Table 34**. It is noted that the average of the percentages does not consider whether the Percent Difference is positive or negative (i.e. whether City salary is lesser or greater than the *average* minimum and maximum of the neighboring jurisdiction).
4. **Overall Average Percent Difference from Neighboring Jurisdictions' *Medians*:** The parallel calculation was completed for the Percent Difference from the City salaries to the *median* neighboring jurisdictions' salaries (Columns 4 and 7 of **Table 36**) to create an overall percent difference for minimum and maximum salaries for all existing positions; the resulting percentage is presented in **Table 36** and also summarized in **Table 34**. It is noted that the average of the percentages does not consider whether the percent difference is positive or negative (i.e. whether City salary is lesser or greater than the *median* minimum and maximum of the neighboring jurisdiction).

A summary of the results of these four metrics is presented in **Table 34**. Note that the Overall Average Percent Differences are greater than the Salary Comparison Percent Differences.

Table 34: Summary of Comparison of City Salaries to Neighboring Jurisdiction Salaries

Comparison Method	Minimum Monthly Salary	Maximum Monthly Salary
Average Salary Comparison % Difference	7.5%	7.8%
Median Salary Comparison % Difference	8.0%	8.5%
Overall Average % Difference from Neighboring Jurisdictions' *Averages*	12.6%	11.6%
Overall Average % Difference from Neighboring Jurisdictions' *Medians*	13.1%	12.3%

Table 35: Comparison of City Salaries to Neighboring Jurisdiction Salaries using Averages

Position	Minimum Monthly Salary			Maximum Monthly Salary		
	City of Manteca	Neigh. Juris. Avg.[1]	% Diff.	City of Manteca	Neigh. Juris. Avg.[1]	% Diff.
Within Water Group						
Director of Engineering	$15,493	$15,713	1%	$18,832	$18,891	0%
Deputy Director of Engineering	$13,966	$13,042	-7%	$16,975	$16,009	-6%
Senior Engineer	$12,064	$10,562	-12%	$14,663	$12,986	-11%
Associate Engineer	$7,969	$9,235	16%	$9,685	$11,283	16%
Assistant Engineer	$7,054	$8,348	18%	$8,574	$10,092	18%
Director of Public Works	$14,030	$15,774	12%	$17,054	$18,975	11%
Deputy Director of PW Water Resources	$10,934	$12,490	14%	$13,291	$15,336	15%
SCADA Engineer	$8,786	$8,575	-2%	$10,679	$10,595	-1%
Administrative Assistant I-III	$3,736	$5,117	37%	$5,876	$6,698	14%
Water Resources Coordinator	$5,077	$6,723	32%	$6,171	$8,165	32%
Water Regulatory Compliance Specialist I/II	$4,388	$6,544	49%	$5,881	$8,221	40%
Water Meter Services Supervisor	$7,232	$7,707	7%	$8,792	$9,451	7%
Meter Reader I/II	$3,611	$4,329	20%	$4,844	$5,622	16%
Water Systems Maintenance Worker I - III	$3,985	$5,140	29%	$5,881	$7,016	19%
Water Distribution Supervisor	$7,598	$8,311	9%	$9,236	$10,165	10%
Water Distribution Operator II/III	$6,176	$5,850	-5%	$8,272	$7,932	-4%
Water Treatment Operations Supervisor	$8,162	$8,795	8%	$9,341	$10,760	15%
Water Treatment Operator	$7,685	$6,272	-18%	$9,341	$8,462	-9%
Well Mechanic I/II	$5,332	$5,956	12%	$8,068	$7,993	-1%
Senior Engineering Technician (New)	$6,322	$6,842	8%	$7,684	$8,387	9%
Management Analyst (New)	$8,372	$7,075	-15%	$10,178	$9,451	-7%
Outside Water Group						
Customer Service Representative	$4,078	$3,978	-2%	$4,957	$5,538	12%
Accounting Technician	$4,495	$5,705	27%	$5,463	$6,929	27%
Revenue Manager	$8,162	$8,613	6%	$9,921	$10,540	6%

Position	Minimum Monthly Salary			Maximum Monthly Salary		
	City of Manteca	Neigh. Juris. Avg.[1]	% Diff.	City of Manteca	Neigh. Juris. Avg.[1]	% Diff.
New Positions						
Engineering Manager	$-	$11,806		$-	$14,515	
Water Regulatory Manager	$-	$8,801		$-	$10,755	
Water Service Technician I/II (New)	$-	$5,545		$-	$7,378	
Lead Water Distrib. Operator (New)	$-	$7,340		$-	$8,717	
Water Division Manager	$-	$10,543		$-	$12,973	
Water Resources PM	$-	$8,727		$-	$10,853	
Finance Analyst	$-	$6,212		$-	$7,967	
Average[2]	**$7,612**	**$8,180**	**12.6%**	**$9,459**	**$10,199**	**11.6%**
***Average* Salary Comparison % Difference[3]**	**7.5%**			**7.8%**		

Notes:
1. City salary excluded from neighboring jurisdiction average minimum and maximum monthly salaries.
2. The average of salaries does not include New Positions as they do not have City salaries for comparison.
3. Average Salary Comparison Percent Difference is calculated as (the average of all neighboring jurisdiction average monthly salary for all positions - the average of all City monthly salaries) / the average of all City monthly salaries.

Table 36: Comparison of City Salaries to Neighboring Jurisdiction Salaries using Medians

Position	Minimum Monthly Salary			Maximum Monthly Salary		
	City of Manteca	Neigh. Juris. Median[1]	% Diff.	City of Manteca	Neigh. Juris. Median[1]	% Diff.
Within Water Group						
Director of Engineering	$15,493	$16,114	4%	$18,832	$19,576	4%
Deputy Director of Engineering	$13,966	$12,928	-7%	$16,975	$15,714	-7%
Senior Engineer	$12,064	$10,566	-12%	$14,663	$12,843	-12%
Associate Engineer	$7,969	$9,410	18%	$9,685	$11,438	18%
Assistant Engineer	$7,054	$8,424	19%	$8,574	$10,240	19%
Director of Public Works	$14,030	$16,221	16%	$17,054	$19,597	15%
Deputy Director of PW Water Resources	$10,934	$12,865	18%	$13,291	$15,634	18%
SCADA Engineer	$8,786	$7,719	-12%	$10,679	$9,787	-8%
Administrative Assistant I-III	$3,736	$4,867	30%	$5,876	$6,437	10%
Water Resources Coordinator	$5,077	$7,211	42%	$6,171	$8,745	42%
Water Regulatory Coordinator	$5,603	$7,801	39%	$6,811	$9,468	39%
Water Regulatory Compliance Specialist I/II	$4,388	$6,609	51%	$5,881	$8,355	42%
Meter Reader I/II	$3,611	$4,443	23%	$4,844	$5,821	20%
Water Systems Maintenance Worker I - III	$3,985	$5,075	27%	$5,881	$7,143	21%
Water Distribution Supervisor	$7,598	$8,850	16%	$9,236	$10,736	16%
Water Distribution Operator II/III	$6,176	$6,016	-3%	$8,272	$8,419	2%
Water Treatment Operations Supervisor	$8,162	$9,034	11%	$9,341	$10,960	17%
Water Treatment Operator	$7,685	$6,393	-17%	$9,341	$8,558	-8%
Well Mechanic I/II	$5,332	$6,082	14%	$8,068	$8,167	1%
Senior Engineering Technician (New)	$6,322	$6,766	7%	$7,684	$8,224	7%
Management Analyst (New)	$8,372	$6,693	-20%	$10,178	$8,979	-12%
Outside Water Group						
Customer Service Representative	$4,078	$3,629	-11%	$4,957	$4,852	-2%
Accounting Technician	$4,495	$5,545	23%	$5,463	$6,742	23%
Revenue Manager	$8,162	$8,997	10%	$9,921	$10,935	10%

Position	Minimum Monthly Salary			Maximum Monthly Salary		
	City of Manteca	Neigh. Juris. Median[1]	% Diff.	City of Manteca	Neigh. Juris. Median[1]	% Diff.
New Positions						
Engineering Manager	$-	$11,746		$-	$14,278	
Water Regulatory Supervisor	$-	$8,692		$-	$10,565	
Water Service Technician I/II (New)	$-	$5,761		$-	$7,716	
Lead Water Distribution Operator (New)	$-	$7,649		$-	$9,276	
Water Division Manager	$-	$10,756		$-	$13,074	
Water Resources Project Manager (New)	$-	$8,585		$-	$10,604	
Finance Analyst (New)	$-	$7,053		$-	$8,665	
Average[2]	**$7,612**	**$8,222**	**13.1%**	**$9,459**	**$10,260**	**12.3%**
***Median* Salary Comparison % Difference[3]**	**8.0%**			**8.5%**		

Notes:
1. City of Manteca salary excluded from neighboring jurisdiction median minimum and maximum monthly salaries.
2. Average does not include New Positions as they do not have City salaries for comparison.
3. Median Salary Comparison Percent Difference is calculated as (the average of all Neighboring jurisdiction median monthly salaries for all positions- the average of all City monthly salaries) / the average of all City monthly salaries.

ATTACHMENT A
City of Manteca
Water Group Salary Benchmarking Study
Salary Schedules

CITY OF MANTECA
APPOINTED/ELECTED OFFICIALS
SALARY MATRIX BY POSITION

EFFECTIVE JULY 1, 2020

Position	Range	SALARY RANGE						
				B	C	D	E	F
		Per Meeting	Monthly	Hourly	Hourly	Hourly	Hourly	Hourly
Planning Commission**		40.00						
Mayor*			600.00					
Council Member*			600.00					

* Incumbants may have elected a voluntary reduction

CITY OF MANTECA
MANAGEMENT
SALARY MATRIX BY POSITION
UPDATED JANUARY 16, 2024

Position	Range	SALARY RANGE														
		A			B			C			D			E		
		Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual
Assistant City Manager	75AM	8,137.50	16,275.00	195,300.00	8,544.50	17,089.00	205,068.00	8,971.50	17,943.00	215,316.00	9,420.00	18,840.00	226,080.00	9,891.00	19,782.00	237,384.00
City Attorney	Contract	-	-	-	-	-	-	-	-	-	-	-	-	10,385.52	20,771.04	249,252.45
City Manager	Contract	-	-	-	-	-	-	-	-	-	-	-	-	10,625.00	21,250.00	255,000.00
Director of Development Services	69AM	7,015.00	14,030.00	168,360.00	7,366.00	14,732.00	176,784.00	7,734.50	15,469.00	185,628.00	8,121.00	16,242.00	194,904.00	8,527.00	17,054.00	204,648.00
Director of Engineering	73AM	7,746.50	15,493.00	185,916.00	8,134.00	16,268.00	195,216.00	8,540.50	17,081.00	204,972.00	8,967.50	17,935.00	215,220.00	9,416.00	18,832.00	225,984.00
Director of Human Resources	69AM	7,015.00	14,030.00	168,360.00	7,366.00	14,732.00	176,784.00	7,734.50	15,469.00	185,628.00	8,121.00	16,242.00	194,904.00	8,527.00	17,054.00	204,648.00
Director of IT & Innovation	65AM	6,368.00	12,736.00	152,832.00	6,686.50	13,373.00	160,476.00	7,021.00	14,042.00	168,504.00	7,372.00	14,744.00	176,928.00	7,740.50	15,481.00	185,772.00
Director of Legislative Services	65AM	6,368.00	12,736.00	152,832.00	6,686.50	13,373.00	160,476.00	7,021.00	14,042.00	168,504.00	7,372.00	14,744.00	176,928.00	7,740.50	15,481.00	185,772.00
Director of Public Works	69AM	7,015.00	14,030.00	168,360.00	7,366.00	14,732.00	176,784.00	7,734.50	15,469.00	185,628.00	8,121.00	16,242.00	194,904.00	8,527.00	17,054.00	204,648.00
Finance Director	73AM	7,746.50	15,493.00	185,916.00	8,134.00	16,268.00	195,216.00	8,540.50	17,081.00	204,972.00	8,967.50	17,935.00	215,220.00	9,416.00	18,832.00	225,984.00
Fire Chief - Sworn	78AM	8,418.50	16,837.00	202,044.00	8,839.50	17,679.00	212,148.00	9,281.50	18,563.00	222,756.00	9,745.50	19,491.00	233,892.00	10,233.00	20,466.00	245,592.00
Police Chief - Sworn	78AM	8,418.50	16,837.00	202,044.00	8,839.50	17,679.00	212,148.00	9,281.50	18,563.00	222,756.00	9,745.50	19,491.00	233,892.00	10,233.00	20,466.00	245,592.00

CITY OF MANTECA
PUBLIC SAFETY MID-MANAGEMENT (PSMMA)
SALARY MATRIX BY POSITION
EFFECTIVE DECEMBER 1, 2023

Position	Range	SALARY RANGE															
		A			B			C			D			E		
		Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual
Code Enforcement Supervisor (Non Sworn)	43A	3,701.00	7,402.00	88,824.00	3,886.00	7,772.00	93,264.00	4,080.50	8,161.00	97,932.00	4,284.50	8,569.00	102,828.00	4,498.50	8,997.00	107,964.00
Assistant Fire Chief (Sworn)	68A	6,557.00	13,114.00	157,368.00	6,885.00	13,770.00	165,240.00	7,229.50	14,459.00	173,508.00	7,591.00	15,182.00	182,184.00	7,970.50	15,941.00	191,292.00
Fire Battalion Chief (Sworn)	57B-1	5,232.00	10,464.00	125,568.00	5,493.50	10,987.00	131,844.00	5,768.00	11,536.00	138,432.00	6,056.50	12,113.00	145,356.00	6,359.50	12,719.00	152,628.00
Fire Marshall (Non Sworn)	54A	4,846.00	9,692.00	116,304.00	5,088.50	10,177.00	122,124.00	5,343.00	10,686.00	128,232.00	5,610.00	11,220.00	134,640.00	5,890.50	11,781.00	141,372.00
Police Captain (Sworn)	70A	6,878.00	13,756.00	165,072.00	7,222.00	14,444.00	173,328.00	7,583.00	15,166.00	181,992.00	7,962.00	15,924.00	191,088.00	8,360.00	16,720.00	200,640.00
Police Lieutenant (Sworn)	66A	6,243.00	12,486.00	149,832.00	6,555.00	13,110.00	157,320.00	6,883.00	13,766.00	165,192.00	7,227.00	14,454.00	173,448.00	7,588.50	15,177.00	182,124.00

CITY OF MANTECA
MID-MANAGEMENT (MMA)
SALARY BY POSITION
UPDATED MAY 21, 2024

Position	Range	SALARY RANGE														
		A			B			C			D			E		
		Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual	Semi-Monthly	Monthly	Annual
Accounting Manager*	51A	4,501.50	9,003.00	108,036.00	4,726.50	9,453.00	113,436.00	4,963.00	9,926.00	119,112.00	5,211.00	10,422.00	125,064.00	5,471.50	10,943.00	131,316.00
Assistant City Attorney*	65A	6,335.00	12,670.00	152,040.00	6,652.00	13,304.00	159,648.00	6,984.50	13,969.00	167,628.00	7,333.50	14,667.00	176,004.00	7,700.00	15,400.00	184,800.00
Assistant City Clerk	45A	3,884.50	7,769.00	93,228.00	4,078.50	8,157.00	97,884.00	4,282.50	8,565.00	102,780.00	4,496.50	8,993.00	107,916.00	4,721.50	9,443.00	113,316.00
Assistant Engineer	41A	3,527.00	7,054.00	84,648.00	3,703.50	7,407.00	88,884.00	3,888.50	7,777.00	93,324.00	4,083.00	8,166.00	97,992.00	4,287.00	8,574.00	102,888.00
Associate Engineer	46A	3,984.50	7,969.00	95,628.00	4,183.50	8,367.00	100,404.00	4,392.50	8,785.00	105,420.00	4,612.00	9,224.00	110,688.00	4,842.50	9,685.00	116,220.00
Associate Planner	44A	3,799.00	7,598.00	91,176.00	3,989.00	7,978.00	95,736.00	4,188.50	8,377.00	100,524.00	4,398.00	8,796.00	105,552.00	4,618.00	9,236.00	110,832.00
Budget Analyst*	43A	3,701.00	7,402.00	88,824.00	3,886.00	7,772.00	93,264.00	4,080.50	8,161.00	97,932.00	4,284.50	8,569.00	102,828.00	4,498.50	8,997.00	107,964.00
Deputy City Attorney*	57A	5,210.50	10,421.00	125,052.00	5,471.00	10,942.00	131,304.00	5,744.50	11,489.00	137,868.00	6,031.50	12,063.00	144,756.00	6,333.00	12,666.00	151,992.00
Deputy City Clerk/Records Manager	41A	3,527.00	7,054.00	84,648.00	3,703.50	7,407.00	88,884.00	3,888.50	7,777.00	93,324.00	4,083.00	8,166.00	97,992.00	4,287.00	8,574.00	102,888.00
Deputy City Manager	65A	6,335.00	12,670.00	152,040.00	6,652.00	13,304.00	159,648.00	6,984.50	13,969.00	167,628.00	7,333.50	14,667.00	176,004.00	7,700.00	15,400.00	184,800.00
Deputy Director of Development Services - Building	57A	5,210.50	10,421.00	125,052.00	5,471.00	10,942.00	131,304.00	5,744.50	11,489.00	137,868.00	6,031.50	12,063.00	144,756.00	6,333.00	12,666.00	151,992.00
Deputy Director of Development Services - Planning	57A	5,210.50	10,421.00	125,052.00	5,471.00	10,942.00	131,304.00	5,744.50	11,489.00	137,868.00	6,031.50	12,063.00	144,756.00	6,333.00	12,666.00	151,992.00
Deputy Director of Engineering	69A	6,983.00	13,966.00	167,592.00	7,332.00	14,664.00	175,968.00	7,698.50	15,397.00	184,764.00	8,083.50	16,167.00	194,004.00	8,487.50	16,975.00	203,700.00
Deputy Director of Finance*	57A	5,210.50	10,421.00	125,052.00	5,471.00	10,942.00	131,304.00	5,744.50	11,489.00	137,868.00	6,031.50	12,063.00	144,756.00	6,333.00	12,666.00	151,992.00
Deputy Director of Maintenance & Operations**	59A	5,467.00	10,934.00	131,208.00	5,740.50	11,481.00	137,772.00	6,027.50	12,055.00	144,660.00	6,329.00	12,658.00	151,896.00	7,885.00	15,770.00	189,240.00
Deputy Director of PW - Solid Waste	59A	5,467.00	10,934.00	131,208.00	5,740.50	11,481.00	137,772.00	6,027.50	12,055.00	144,660.00	6,329.00	12,658.00	151,896.00	6,645.50	13,291.00	159,492.00
Deputy Director of PW - Water Resources	59A	5,467.00	10,934.00	131,208.00	5,740.50	11,481.00	137,772.00	6,027.50	12,055.00	144,660.00	6,329.00	12,658.00	151,896.00	6,645.50	13,291.00	159,492.00
Economic Development Manager	58A	5,341.00	10,682.00	128,184.00	5,608.00	11,216.00	134,592.00	5,888.50	11,777.00	141,324.00	6,183.00	12,366.00	148,392.00	6,492.00	12,984.00	155,808.00
Executive Assistant to City Manager	48A	4,186.00	8,372.00	100,464.00	4,395.50	8,791.00	105,492.00	4,615.50	9,231.00	110,772.00	4,846.50	9,693.00	116,316.00	5,089.00	10,178.00	122,136.00
Facilities Maintenance Manager	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Fleet Maintenance Manager	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Golf Course Maintenance Supervisor	40A	3,444.50	6,889.00	82,668.00	3,616.50	7,233.00	86,796.00	3,797.50	7,595.00	91,140.00	3,987.50	7,975.00	95,700.00	4,187.00	8,374.00	100,488.00
Homeless & Housing Services Manager	54A	4,846.00	9,692.00	116,304.00	5,088.50	10,177.00	122,124.00	5,343.00	10,686.00	128,232.00	5,610.00	11,220.00	134,640.00	5,890.50	11,781.00	141,372.00
Human Resources Manager*	55A	4,963.00	9,926.00	119,112.00	5,211.00	10,422.00	125,064.00	5,471.50	10,943.00	131,316.00	5,745.00	11,490.00	137,880.00	6,032.50	12,065.00	144,780.00
Information Technology Applications Manager	56A	5,086.00	10,172.00	122,064.00	5,340.50	10,681.00	128,172.00	5,607.50	11,215.00	134,580.00	5,888.00	11,776.00	141,312.00	6,182.50	12,365.00	148,380.00
Information Technology Operations Manager	56A	5,086.00	10,172.00	122,064.00	5,340.50	10,681.00	128,172.00	5,607.50	11,215.00	134,580.00	5,888.00	11,776.00	141,312.00	6,182.50	12,365.00	148,380.00
Laboratory Supervisor	47A	4,081.00	8,162.00	97,944.00	4,285.00	8,570.00	102,840.00	4,499.50	8,999.00	107,988.00	4,724.50	9,449.00	113,388.00	4,960.50	9,921.00	119,052.00
Landscape Maintenance Supervisor	40A	3,444.50	6,889.00	82,668.00	3,616.50	7,233.00	86,796.00	3,797.50	7,595.00	91,140.00	3,987.50	7,975.00	95,700.00	4,187.00	8,374.00	100,488.00
Management Analyst	48A	4,186.00	8,372.00	100,464.00	4,395.50	8,791.00	105,492.00	4,615.50	9,231.00	110,772.00	4,846.50	9,693.00	116,316.00	5,089.00	10,178.00	122,136.00
Parks Planning & Development Manager	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Parks/Golf Maintenance Manager	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Parks/Golf Maintenance Supervisor	40A	3,444.50	6,889.00	82,668.00	3,616.50	7,233.00	86,796.00	3,797.50	7,595.00	91,140.00	3,987.50	7,975.00	95,700.00	4,187.00	8,374.00	100,488.00
Permit Center Manager	45A	3,884.50	7,769.00	93,228.00	4,078.50	8,157.00	97,884.00	4,282.50	8,565.00	102,780.00	4,496.50	8,993.00	107,916.00	4,721.50	9,443.00	113,316.00
Planning Manager	54A	4,846.00	9,692.00	116,304.00	5,088.50	10,177.00	122,124.00	5,343.00	10,686.00	128,232.00	5,610.00	11,220.00	134,640.00	5,890.50	11,781.00	141,372.00
Public Works Manager - Transit	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Real Property Manager	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Recreation Services Manager	51A	4,501.50	9,003.00	108,036.00	4,726.50	9,453.00	113,436.00	4,963.00	9,926.00	119,112.00	5,211.00	10,422.00	125,064.00	5,471.50	10,943.00	131,316.00
Recreation Supervisor	40A	3,444.50	6,889.00	82,668.00	3,616.50	7,233.00	86,796.00	3,797.50	7,595.00	91,140.00	3,987.50	7,975.00	95,700.00	4,187.00	8,374.00	100,488.00
Revenue Manager	47A	4,081.00	8,162.00	97,944.00	4,285.00	8,570.00	102,840.00	4,499.50	8,999.00	107,988.00	4,724.50	9,449.00	113,388.00	4,960.50	9,921.00	119,052.00
SCADA Engineer	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Senior Accountant	45A	3,884.50	7,769.00	93,228.00	4,078.50	8,157.00	97,884.00	4,282.50	8,565.00	102,780.00	4,496.50	8,993.00	107,916.00	4,721.50	9,443.00	113,316.00
Senior Budget Analyst*	45A	3,884.50	7,769.00	93,228.00	4,078.50	8,157.00	97,884.00	4,282.50	8,565.00	102,780.00	4,496.50	8,993.00	107,916.00	4,721.50	9,443.00	113,316.00
Senior Engineer	63A	6,032.00	12,064.00	144,768.00	6,333.50	12,667.00	152,004.00	6,650.00	13,300.00	159,600.00	6,982.50	13,965.00	167,580.00	7,331.50	14,663.00	175,956.00
Senior Management Analyst	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Senior Plan Check Engineer	56A	5,086.00	10,172.00	122,064.00	5,340.50	10,681.00	128,172.00	5,607.50	11,215.00	134,580.00	5,888.00	11,776.00	141,312.00	6,182.50	12,365.00	148,380.00
Senior Planner	48A	4,186.00	8,372.00	100,464.00	4,395.50	8,791.00	105,492.00	4,615.50	9,231.00	110,772.00	4,846.50	9,693.00	116,316.00	5,089.00	10,178.00	122,136.00
Solid Waste Manager	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Solid Waste Supervisor	45A	3,884.50	7,769.00	93,228.00	4,078.50	8,157.00	97,884.00	4,282.50	8,565.00	102,780.00	4,496.50	8,993.00	107,916.00	4,721.50	9,443.00	113,316.00
Streets Manager	50A	4,393.00	8,786.00	105,432.00	4,612.50	9,225.00	110,700.00	4,843.00	9,686.00	116,232.00	5,085.00	10,170.00	122,040.00	5,339.50	10,679.00	128,148.00
Wastewater Collection System Supervisor	45A	3,884.50	7,769.00	93,228.00	4,078.50	8,157.00	97,884.00	4,282.50	8,565.00	102,780.00	4,496.50	8,993.00	107,916.00	4,721.50	9,443.00	113,316.00
Wastewater Maintenance Supervisor	47A	4,081.00	8,162.00	97,944.00	4,285.00	8,570.00	102,840.00	4,499.50	8,999.00	107,988.00	4,724.50	9,449.00	113,388.00	4,960.50	9,921.00	119,052.00
Wastewater Operations Manager	52A	4,614.50	9,229.00	110,748.00	4,845.00	9,690.00	116,280.00	5,087.50	10,175.00	122,100.00	5,342.00	10,684.00	128,208.00	5,609.00	11,218.00	134,616.00
Wastewater Operations Supervisor	47A	4,081.00	8,162.00	97,944.00	4,285.00	8,570.00	102,840.00	4,499.50	8,999.00	107,988.00	4,724.50	9,449.00	113,388.00	4,960.50	9,921.00	119,052.00
Water Distribution Supervisor	44A	3,799.00	7,598.00	91,176.00	3,989.00	7,978.00	95,736.00	4,188.50	8,377.00	100,524.00	4,398.00	8,796.00	105,552.00	4,618.00	9,236.00	110,832.00
Water Meter Services Supervisor	42A	3,616.00	7,232.00	86,784.00	3,797.00	7,594.00	91,128.00	3,987.00	7,974.00	95,688.00	4,186.50	8,373.00	100,476.00	4,396.00	8,792.00	105,504.00
Water Resources Regulations Manager	52A	4,614.50	9,229.00	110,748.00	4,845.00	9,690.00	116,280.00	5,087.50	10,175.00	122,100.00	5,342.00	10,684.00	128,208.00	5,609.00	11,218.00	134,616.00
Water Treatment Operations Supervisor	47A	4,081.00	8,162.00	97,944.00	4,285.00	8,570.00	102,840.00	4,499.50	8,999.00	107,988.00	4,724.50	9,449.00	113,388.00	4,960.50	9,921.00	119,052.00

*Confidential Non-Management position; mirrors Mid-Management Unit benefits.
**Deputy Director of Operations and Maintenance Y-rated, max $7,885 semi-monthly.

CITY OF MANTECA
GENERAL SERVICES
SALARY MATRIX BY POSITION
UPDATED May 21, 2024

Position	Range	SALARY RANGE														
		A			B			C			D			E		
		Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual
Custodian I	20	21.8809	1,896	45,512	22.9749	1,991	47,788	24.1237	2,091	50,177	25.3299	2,195	52,686	26.5964	2,305	55,320
Custodian II	24	24.1065	2,089	50,142	25.3118	2,194	52,649	26.5774	2,303	55,281	27.9063	2,419	58,045	29.3016	2,539	60,947
Equipment Mechanic I	27	25.9175	2,246	53,908	27.2134	2,358	56,604	28.5740	2,476	59,434	30.0027	2,600	62,406	31.5029	2,730	65,526
Equipment Mechanic II	31	28.5777	2,477	59,442	30.0066	2,601	62,414	31.5069	2,731	65,534	33.0823	2,867	68,811	34.7364	3,010	72,252
Facilities Maintenance Coordinator	38	33.9490	2,942	70,614	35.6465	3,089	74,145	37.4288	3,244	77,852	39.3002	3,406	81,744	41.2652	3,576	85,832
Facilities Maintenance Engineer	25	24.7003	2,141	51,377	25.9353	2,248	53,945	27.2321	2,360	56,643	28.5937	2,478	59,475	30.0234	2,602	62,449
Facilities Maintenance Engineer II	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Facilities Maintenance Engineer III	32	29.2904	2,539	60,924	30.7549	2,665	63,970	32.2927	2,799	67,169	33.9073	2,939	70,527	35.6027	3,086	74,054
Golf Equipment Mechanic	27	25.9175	2,246	53,908	27.2134	2,358	56,604	28.5740	2,476	59,434	30.0027	2,600	62,406	31.5029	2,730	65,526
Instrument Technician/Electrician	44	39.2611	3,403	81,663	41.2242	3,573	85,746	43.2854	3,751	90,034	45.4496	3,939	94,535	47.7221	4,136	99,262
Lead Custodian	27	25.9175	2,246	53,908	27.2134	2,358	56,604	28.5740	2,476	59,434	30.0027	2,600	62,406	31.5029	2,730	65,526
Lead Solid Waste Collection Worker	33	30.0088	2,601	62,418	31.5092	2,731	65,539	33.0847	2,867	68,816	34.7389	3,011	72,257	36.4759	3,161	75,870
Lead Street Maintenance Worker	33	30.0088	2,601	62,418	31.5092	2,731	65,539	33.0847	2,867	68,816	34.7389	3,011	72,257	36.4759	3,161	75,870
Lead Vehicle & Equipment Tech	34	30.7639	2,666	63,989	32.3021	2,800	67,188	33.9172	2,939	70,548	35.6131	3,086	74,075	37.3937	3,241	77,779
Lead Wastewater Collections Worker	36	32.3267	2,802	67,240	33.9430	2,942	70,602	35.6402	3,089	74,132	37.4222	3,243	77,838	39.2933	3,405	81,730
Lead Wastewater Plant Maintenance Tech	49	44.3358	3,842	92,218	46.5526	4,035	96,829	48.8802	4,236	101,671	51.3242	4,448	106,754	53.8904	4,671	112,092
Maintenance Planner/Schedulee	40	35.6312	3,088	74,113	37.4128	3,242	77,819	39.2834	3,405	81,709	41.2476	3,575	85,795	43.3099	3,754	90,085
Meter Reader I	18	20.8323	1,805	43,331	21.8739	1,896	45,498	22.9676	1,991	47,773	24.1160	2,090	50,161	25.3218	2,195	52,669
Meter Reader II	22	22.9891	1,992	47,817	24.1386	2,092	50,208	25.3455	2,197	52,719	26.6128	2,306	55,355	27.9434	2,422	58,122
Parks/Golf Maintenance Technician	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Parks/Golf Maintenance Worker I	22	22.9891	1,992	47,817	24.1386	2,092	50,208	25.3455	2,197	52,719	26.6128	2,306	55,355	27.9434	2,422	58,122
Parks/Golf Maintenance Worker II	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999
Parks/Golf Maintenance Worker III	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Parts Inventory Specialist	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999
Senior Facilities Maintenance Engineer	36	32.3267	2,802	67,240	33.9430	2,942	70,602	35.6402	3,089	74,132	37.4222	3,243	77,838	39.2933	3,405	81,730
Senior Instrument Technician	46	41.2396	3,574	85,778	43.3016	3,753	90,067	45.4667	3,940	94,571	47.7400	4,137	99,299	50.1270	4,344	104,264
Solid Waste Equipment Operator I	22	22.9891	1,992	47,817	24.1386	2,092	50,208	25.3455	2,197	52,719	26.6128	2,306	55,355	27.9434	2,422	58,122
Solid Waste Equipment Operator II	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999
Solid Waste Equipment Operator III	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Solid Waste Compliance Specialist	38	33.9490	2,942	70,614	35.6465	3,089	74,145	37.4288	3,244	77,852	39.3002	3,406	81,744	41.2652	3,576	85,832
Solid Waste Utility Worker	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Street Maintenance Coordinator	36	32.3267	2,802	67,240	33.9430	2,942	70,602	35.6402	3,089	74,132	37.4222	3,243	77,838	39.2933	3,405	81,730
Street Maintenance/Equip Op I	22	22.9891	1,992	47,817	24.1386	2,092	50,208	25.3455	2,197	52,719	26.6128	2,306	55,355	27.9434	2,422	58,122
Street Maintenance/Equipment Op II	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999
Street Maintenance/Equipment Op III	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Traffic Sign & Markings Specialist	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Urban Forestry Technician	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Utilities Mechanic	36	32.3267	2,802	67,240	33.9430	2,942	70,602	35.6402	3,089	74,132	37.4222	3,243	77,838	39.2933	3,405	81,730
Vehicle & Equipment Technician I	27	25.9175	2,246	53,908	27.2134	2,358	56,604	28.5740	2,476	59,434	30.0027	2,600	62,406	31.5029	2,730	65,526
Vehicle & Equipment Technician II	31	28.5777	2,477	59,442	30.0066	2,601	62,414	31.5069	2,731	65,534	33.0823	2,867	68,811	34.7364	3,010	72,252
Wastewater Maintenance Worker I	22	22.9891	1,992	47,817	24.1386	2,092	50,208	25.3455	2,197	52,719	26.6128	2,306	55,355	27.9434	2,422	58,122
Wastewater Maintenance Worker II	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999
Wastewater Maintenance Worker III	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Wastewater Plant Maintenance Worker I	22	22.9891	1,992	47,817	24.1386	2,092	50,208	25.3455	2,197	52,719	26.6128	2,306	55,355	27.9434	2,422	58,122
Wastewater Plant Maintenance Worker II	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999

CITY OF MANTECA
GENERAL SERVICES
SALARY MATRIX BY POSITION
UPDATED May 21, 2024

Position	Range	SALARY RANGE														
		A			B			C			D			E		
		Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual
Wastewater Plant Maintenance Worker III	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Wastewater Plant Operator I	36	32.3267	2,802	67,240	33.9430	2,942	70,602	35.6402	3,089	74,132	37.4222	3,243	77,838	39.2933	3,405	81,730
Wastewater Plant Operator II	40	35.6312	3,088	74,113	37.4128	3,242	77,819	39.2834	3,405	81,709	41.2476	3,575	85,795	43.3099	3,754	90,085
Wastewater Plant Operator III	44	39.2611	3,403	81,663	41.2242	3,573	85,746	43.2854	3,751	90,034	45.4496	3,939	94,535	47.7221	4,136	99,262
Water Distribution Operator I	36	32.3267	2,802	67,240	33.9430	2,942	70,602	35.6402	3,089	74,132	37.4222	3,243	77,838	39.2933	3,405	81,730
Water Distribution Operator II	40	35.6312	3,088	74,113	37.4128	3,242	77,819	39.2834	3,405	81,709	41.2476	3,575	85,795	43.3099	3,754	90,085
Water Distribution Operator III	44	39.2611	3,403	81,663	41.2242	3,573	85,746	43.2854	3,751	90,034	45.4496	3,939	94,535	47.7221	4,136	99,262
Water Regulatory Compliance Specialist I	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999
Water Regulatory Compliance Specialist II	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Water Regulatory Coordinator	36	32.3267	2,802	67,240	33.9430	2,942	70,602	35.6402	3,089	74,132	37.4222	3,243	77,838	39.2933	3,405	81,730
Water Resources Coordinator	32	29.2904	2,539	60,924	30.7549	2,665	63,970	32.2927	2,799	67,169	33.9073	2,939	70,527	35.6027	3,086	74,054
Water Systems Maintenance Worker I	22	22.9891	1,992	47,817	24.1386	2,092	50,208	25.3455	2,197	52,719	26.6128	2,306	55,355	27.9434	2,422	58,122
Water Systems Maintenance Worker II	26	25.3134	2,194	52,652	26.5791	2,304	55,284	27.9080	2,419	58,049	29.3034	2,540	60,951	30.7686	2,667	63,999
Water Systems Maintenance Worker III	30	27.9153	2,419	58,064	29.3111	2,540	60,967	30.7766	2,667	64,015	32.3154	2,801	67,216	33.9312	2,941	70,577
Water Treatment Operator	49	44.3358	3,842	92,218	46.5526	4,035	96,829	48.8802	4,236	101,671	51.3242	4,448	106,754	53.8904	4,671	112,092
Well Mechanic/Operator I	34	30.7639	2,666	63,989	32.3021	2,800	67,188	33.9172	2,939	70,548	35.6131	3,086	74,075	37.3937	3,241	77,779
Well Mechanic/Operator II	43	38.2917	3,319	79,647	40.2063	3,485	83,629	42.2166	3,659	87,811	44.3274	3,842	92,201	46.5438	4,034	96,811

CITY OF MANTECA
SALARY MATRIX
FIRE UNIT
EFFECTIVE NOVEMBER 16, 2023

NW CD #	POSITION TITLE	RANGE	HRLY. RATE STEP A	MTHLY. RATE STEP 1	HRLY. RATE STEP B	MTHLY. RATE STEP 2	HRLY. RATE STEP C	MTHLY. RATE STEP 3	HRLY. RATE STEP D	MTHLY. RATE STEP 4	HRLY. RATE STEP E	MTHLY. RATE STEP 5
300	FIRE CAPTAIN	Ca	36.6401	8,891.00	38.4721	9,336.00	40.3957	9,803.00	42.4155	10,293.00	44.5363	10,807.00
301	FIREFIGHTER/ ENGINEER	Ba	31.0728	7,540.00	32.6264	7,917.00	34.2578	8,313.00	35.9707	8,729.00	37.7692	9,165.00
302	FIREFIGHTER	Aa	27.8533	6,759.00	29.2460	7,097.00	30.7083	7,452.00	32.2437	7,824.00	33.8559	8,216.00

CITY OF MANTECA
POLICE - SWORN
SALARY MATRIX BY POSITION
EFFECTIVE AUGUST 01, 2023

Position	Range	SALARY RANGE															
		A		B		C		D		E		F		G		H	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Police Officer	38-A2	43.1166	89,686	45.2724	94,170	47.5361	98,879	49.9129	103,823	52.4085	109,014	55.0289	114,465	57.7804	120,188	60.6694	126,197
Police Sergeant	46-A2	60.6732	126,205	63.7069	132,515	66.8922	139,141	70.2368	146,098	73.7487	153,403						

CITY OF MANTECA
POLICE - NON-SWORN
SALARY MATRIX BY POSITION
EFFECTIVE November 16, 2023

ATTACHMENT 2

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Animal Services Officer	23A-4	26.4133	54,940	27.7340	57,687	29.1207	60,571	30.5767	63,600	32.1055	66,780
Animal Services Supervisor	36A-3	37.0590	77,083	38.9120	80,937	40.8575	84,984	42.9004	89,233	45.0454	93,695
Booking Officer	32A-4	32.9096	68,452	34.5551	71,875	36.2828	75,468	38.0970	79,242	40.0018	83,204
Code Enforcement Officer	32A-4	32.9096	68,452	34.5551	71,875	36.2828	75,468	38.0970	79,242	40.0018	83,204
Community Service Officer I	28A-4	29.8179	62,021	31.3088	65,122	32.8742	68,378	34.5179	71,797	36.2438	75,387
Community Service Officer II	32A-4	32.9096	68,452	34.5551	71,875	36.2828	75,468	38.0970	79,242	40.0018	83,204
Crime Analyst	34A-4	34.5757	71,917	36.3045	75,513	38.1197	79,289	40.0257	83,253	42.0270	87,416
Police Officer Trainee	40A-4	40.0973	83,402	42.1022	87,573	44.2073	91,951	46.4176	96,549	48.7385	101,376
Police Records Clerk I	22A-4	25.7689	53,599	27.0573	56,279	28.4102	59,093	29.8307	62,048	31.3223	65,150
Police Records Clerk II	26A-4	28.4241	59,122	29.8453	62,078	31.3376	65,182	32.9044	68,441	34.5497	71,863
Police Records Clerk Supervisor	36A-3	37.0590	77,083	38.9120	80,937	40.8575	84,984	42.9004	89,233	45.0454	93,695
Property & Evidence Officer	32A-4	32.9096	68,452	34.5551	71,875	36.2828	75,468	38.0970	79,242	40.0018	83,204
Public Safety Dispatch Supervisor	46A-4	46.5009	96,722	48.8259	101,558	51.2672	106,636	53.8306	111,968	56.5221	117,566
Public Safety Dispatcher I	32A-4	32.9096	68,452	34.5551	71,875	36.2828	75,468	38.0970	79,242	40.0018	83,204
Public Safety Dispatcher II	36A-4	36.3260	75,558	38.1423	79,336	40.0494	83,303	42.0519	87,468	44.1545	91,841

CITY OF MANTECA
TECHNICAL SERVICES
SALARY MATRIX BY POSITION
EFFECTIVE OCTOBER 17, 2023

Exhibit "B"

ATTACHMENT 3

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Accountant I	46-1	40.7009	84,658	42.7359	88,891	44.8727	93,335	47.1164	98,002	49.4722	102,902
Accountant II	48-1	42.7359	88,891	44.8727	93,335	47.1163	98,002	49.4721	102,902	51.9458	108,047
Accounting Technician	28	25.9296	53,934	27.2261	56,630	28.5874	59,462	30.0168	62,435	31.5176	65,557
Administrative Analyst	36	31.5407	65,605	33.1177	68,885	34.7736	72,329	36.5123	75,946	38.3379	79,743
Administrative Assistant I	20-1	21.5517	44,828	22.6293	47,069	23.7607	49,422	24.9488	51,893	26.1962	54,488
Administrative Assistant II	27	25.2897	52,603	26.5542	55,233	27.8819	57,994	29.2760	60,894	30.7398	63,939
Administrative Assistant III	31	27.8883	58,008	29.2827	60,908	30.7469	63,953	32.2842	67,151	33.8984	70,509
Assistant Planner	44	38.3134	79,692	40.2291	83,676	42.2405	87,860	44.3525	92,253	46.5702	96,866
Building Inspector I	34	30.0149	62,431	31.5156	65,553	33.0914	68,830	34.7460	72,272	36.4833	75,885
Building Inspector II	38	33.1060	68,860	34.7613	72,304	36.4994	75,919	38.3243	79,715	40.2405	83,700
Construction Inspector I	40	34.7694	72,320	36.5079	75,936	38.3333	79,733	40.2499	83,720	42.2624	87,906
Construction Inspector II	45	39.2192	81,576	41.1802	85,655	43.2392	89,937	45.4011	94,434	47.6712	99,156
Customer Service Representative	24	23.5278	48,938	24.7042	51,385	25.9394	53,954	27.2364	56,652	28.5982	59,484
Development Services Tech	35	30.7430	63,945	32.2802	67,143	33.8942	70,500	35.5889	74,025	37.3683	77,726
Economic Development Specialist	32	28.5977	59,483	30.0276	62,457	31.5290	65,580	33.1054	68,859	34.7607	72,302
Economic Development Specialist II	34	30.0149	62,431	31.5156	65,553	33.0914	68,830	34.7460	72,272	36.4833	75,885
Economic Development Specialist III	36	31.5407	65,605	33.1177	68,885	34.7736	72,329	36.5123	75,946	38.3379	79,743
Engineering Technician I	30	27.2288	56,636	28.5902	59,468	30.0198	62,441	31.5207	65,563	33.0968	68,841
Engineering Technician II	34	30.0149	62,431	31.5156	65,553	33.0914	68,830	34.7460	72,272	36.4833	75,885
Engineering Technician III	38	33.1060	68,860	34.7613	72,304	36.4994	75,919	38.3243	79,715	40.2405	83,700
Environmental Compliance Inspector	41	35.5769	74,000	37.3557	77,700	39.2235	81,585	41.1847	85,664	43.2439	89,947
Executive Admin-Public Safety	37	32.2691	67,120	33.8826	70,476	35.5767	74,000	37.3555	77,699	39.2233	81,584
Fire Inspector I	34	30.0149	62,431	31.5156	65,553	33.0914	68,830	34.7460	72,272	36.4833	75,885
Fire Inspector II	38	33.1060	68,860	34.7613	72,304	36.4994	75,919	38.3243	79,715	40.2405	83,700
GIS Analyst	41	35.5769	74,000	37.3557	77,700	39.2235	81,585	41.1847	85,664	43.2439	89,947
GIS Specialist I	38	33.1060	68,860	34.7613	72,304	36.4994	75,919	38.3243	79,715	40.2405	83,700
GIS Specialist II	42	36.4728	75,863	38.2964	79,657	40.2113	83,639	42.2218	87,821	44.3329	92,212
GIS Technician I	31	27.8883	58,008	29.2827	60,908	30.7469	63,953	32.2842	67,151	33.8984	70,509
GIS Technician II	35	30.7430	63,945	32.2802	67,143	33.8942	70,500	35.5889	74,025	37.3683	77,726
GIS Technician III	39	33.9035	70,519	35.5987	74,045	37.3786	77,748	39.2475	81,635	41.2099	85,717
Human Resources Analyst	41	35.5769	74,000	37.3557	77,700	39.2235	81,585	41.1847	85,664	43.2439	89,947
Human Resources Technician	32	28.5977	59,483	30.0276	62,457	31.5290	65,580	33.1054	68,859	34.7607	72,302
IT Analyst	41	35.5769	74,000	37.3557	77,700	39.2235	81,585	41.1847	85,664	43.2439	89,947
IT Applications Engineer	46	40.2333	83,685	42.2450	87,870	44.3572	92,263	46.5751	96,876	48.9038	101,720
IT Specialist	37	32.2691	67,120	33.8826	70,476	35.5767	74,000	37.3555	77,699	39.2233	81,584
IT Systems Engineer	46	40.2333	83,685	42.2450	87,870	44.3572	92,263	46.5751	96,876	48.9038	101,720
Laboratory Technician I	31	27.8883	58,008	29.2827	60,908	30.7469	63,953	32.2842	67,151	33.8984	70,509
Laboratory Technician II	35	30.7430	63,945	32.2802	67,143	33.8942	70,500	35.5889	74,025	37.3683	77,726

CITY OF MANTECA
TECHNICAL SERVICES
SALARY MATRIX BY POSITION
EFFECTIVE OCTOBER 17, 2023

Exhibit "B"

ATTACHMENT 3

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Laboratory Technician III	39	33.9035	70,519	35.5987	74,045	37.3786	77,748	39.2475	81,635	41.2099	85,717
Lead IT Systems Specialist	43	37.3685	77,726	39.2369	81,613	41.1988	85,693	43.2587	89,978	45.4216	94,477
Lead Laboratory Technician	43	37.3685	77,726	39.2369	81,613	41.1988	85,693	43.2587	89,978	45.4216	94,477
Legal Assistant	38	33.1060	68,860	34.7613	72,304	36.4994	75,919	38.3243	79,715	40.2405	83,700
Payroll Technican	38	33.1060	68,860	34.7613	72,304	36.4994	75,919	38.3243	79,715	40.2405	83,700
Recreation Coordinator	30	27.2288	56,636	28.5902	59,468	30.0198	62,441	31.5207	65,563	33.0968	68,841
Risk Analyst	41	35.5769	74,000	37.3557	77,700	39.2235	81,585	41.1847	85,664	43.2439	89,947
Senior Building Inspector	42	36.4728	75,863	38.2964	79,657	40.2113	83,639	42.2218	87,821	44.3329	92,212
Senior Construction Inspector	51	45.4112	94,455	47.6818	99,178	50.0658	104,137	52.5691	109,344	55.1976	114,811
Senior Engineering Technician	42	36.4728	75,863	38.2964	79,657	40.2113	83,639	42.2218	87,821	44.3329	92,212
Senior Environmental Compliance Inspector	43	37.3685	77,726	39.2369	81,613	41.1988	85,693	43.2587	89,978	45.4216	94,477
Senior Landscape Technician	42	36.4728	75,863	38.2964	79,657	40.2113	83,639	42.2218	87,821	44.3329	92,212
Senior Payroll Technician	40	34.7694	72,320	36.5079	75,936	38.3333	79,733	40.2499	83,720	42.2624	87,906
Senior Plans Examiner	46	40.2333	83,685	42.2450	87,870	44.3572	92,263	46.5751	96,876	48.9038	101,720
Utilities Coordinator	34	30.0149	62,431	31.5156	65,553	33.0914	68,830	34.7460	72,272	36.4833	75,885
Water Resource Coordinator	32	28.5977	59,483	30.0276	62,457	31.5290	65,580	33.1054	68,859	34.7607	72,302

CITY OF MANTECA

PART-TIME EMPLOYEE HOURLY SALARY MATRIX

Effective 1/1/2024

Position	Range	A	B	C	D	E
AQUATICS						
Lifeguard I	1	16.0000	16.8000	17.6400	18.5220	19.4481
Lifeguard II	2	16.4000	17.2200	18.0810	18.9851	19.9343
Senior Lifeguard	3	16.8100	17.6505	18.5330	19.4597	20.4327
Assistant Pool Manager	4	17.2303	18.0918	18.9964	19.9462	20.9435
Pool Manager	5	17.6610	18.5441	19.4713	20.4448	21.4671
ATHLETIC PROGRAMS						
Scorekeeper/Timer	1	16.0000	16.8000	17.6400	18.5220	19.4481
Games Official I	3	16.8100	17.6505	18.5330	19.4597	20.4327
Games Official II	5	17.6610	18.5441	19.4713	20.4448	21.4671
CLERICAL						
Administrative Assistant	13	21.5182	22.5941	23.7238	24.9100	26.1555
Student Intern	1	16.0000	16.8000	17.6400	18.5220	19.4481
Intern Generalist	7	18.5551	19.4829	20.4570	21.4798	22.5538
Engineering Intern	26	29.6631	31.1463	32.7036	34.3387	36.0557
Development Services Technician	21	26.2179	27.5288	28.9052	30.3505	31.8680
COORDINATORS						
Parks Project Coordinator	29	31.9439	33.5411	35.2181	36.9791	38.8280
General Program Coordinator	6	18.1025	19.0076	19.9580	20.9559	22.0037
FACILITY/RECREATION						
Recreation Leader I	1	16.0000	16.8000	17.6400	18.5220	19.4481
Recreation Leader II	2	16.4000	17.2200	18.0810	18.9851	19.9343
Recreation Specialist I	1	16.0000	16.8000	17.6400	18.5220	19.4481
Recreation Specialist II	2	16.4000	17.2200	18.0810	18.9851	19.9343
Recreation Specialist III	5	17.6610	18.5441	19.4713	20.4448	21.4671
Facility Supervisor I	2	16.4000	17.2200	18.0810	18.9851	19.9343
Facility Supervisor II	4	17.2303	18.0918	18.9964	19.9462	20.9435
MAINTENANCE						
Parks/Golf Maintenance Worker	6	18.1025	19.0076	19.9580	20.9559	22.0037
Street Maintenance	6	18.1025	19.0076	19.9580	20.9559	22.0037
FIRE						
Fire Reserve	1	16.0000	16.8000	17.6400	18.5220	19.4481
POLICE						
Code Enforcement Aide	2	16.4000	17.2200	18.0810	18.9851	19.9343
Police Facility Aide	6	18.1025	19.0076	19.9580	20.9559	22.0037
Kennel Assistant	6	18.1025	19.0076	19.9580	20.9559	22.0037
TRANSIT						
Facility Attendant	5	17.6610	18.5441	19.4713	20.4448	21.4671
SOLID WASTE						
PT Ordinance Enforcement Asst	5	17.6610	18.5441	19.4713	20.4448	21.4671
SPECIAL PROJECTS						
Program Specialist		20.0000				125.0000
Staff Counsel		70.0000				135.0000

City of Benicia - Full Time Monthly Salary Schedule

For questions, contact Human Resources at (707) 746-4766

Classification Title	Grade	Unit	Effective Date	Step 1	Step 2	Step 3	Step 4	Step
ACCOUNT CLERK I	A100	BPSEA	6/21/2023	$3,920.39	$4,116.41	$4,322.24	$4,538.34	$4,765.25
ACCOUNT CLERK II	A101	BPSEA	6/21/2023	$4,312.43	$4,528.05	$4,754.45	$4,992.17	$5,241.78
ACCOUNTANT I	B270	BSPA	6/21/2023	$6,193.29	$6,502.95	$6,828.11	$7,169.52	$7,527.98
ACCOUNTANT II	B271	BSPA	6/21/2023	$6,812.62	$7,153.24	$7,510.90	$7,886.45	$8,280.78
ACCOUNTING MANAGER	C105	MID	6/21/2023	$10,637.48	$11,169.35	$11,727.83	$12,314.21	$12,929.92
ACCOUNTING TECHNICIAN	A120	BPSEA	6/21/2023	$5,454.75	$5,727.47	$6,013.85	$6,314.52	$6,630.26
ADMIN CLERK I	A130	BPSEA	6/21/2023	$3,672.06	$3,855.66	$4,048.46	$4,250.88	$4,463.41
ADMIN CLERK II	A131	BPSEA	6/21/2023	$4,039.80	$4,241.80	$4,453.88	$4,676.58	$4,910.40
ADMIN SECRETARY	B100	BSPA	6/21/2023	$5,083.62	$5,337.79	$5,604.69	$5,884.93	$6,179.17
ASSISTANT CITY MANAGER	H110	UNREP	6/21/2023	$15,826.51	$16,617.84	$17,448.74	$18,321.17	$19,237.23
ASSISTANT ENGINEER	B120	BSPA	6/21/2023	$8,291.01	$8,705.56	$9,140.84	$9,597.88	$10,077.77
ASSISTANT FINANCE DIRECTOR	C110	MID	6/21/2023	$11,987.55	$12,586.91	$13,216.26	$13,877.08	$14,570.94
ASSISTANT PLANNER	B130	BSPA	6/21/2023	$6,687.85	$7,022.25	$7,373.35	$7,742.03	$8,129.12
ASSOCIATE CIVIL ENGINEER	B140	BSPA	6/21/2023	$9,121.08	$9,577.13	$10,055.99	$10,558.79	$11,086.73
ASSOCIATE PLANNER	B150	BSPA	6/21/2023	$7,356.73	$7,724.57	$8,110.81	$8,516.34	$8,942.15
BUDGET MANAGER	C115	MID	6/21/2023	$10,637.48	$11,169.35	$11,727.83	$12,314.21	$12,929.92
BUILDING INSPECTOR I	A140	BPSEA	6/21/2023	$5,964.05	$6,262.27	$6,575.37	$6,904.15	$7,249.35
BUILDING INSPECTOR II	A141	BPSEA	6/21/2023	$6,560.06	$6,888.06	$7,232.46	$7,594.08	$7,973.79
BUILDING OFFICIAL	C120	MID	6/21/2023	$10,396.62	$10,916.46	$11,462.28	$12,035.40	$12,637.18
CITY CLERK	N110	ELECT	7/1/2012	$1,078.67				
CITY ENGINEER	C130	MID	6/21/2023	$12,619.70	$13,250.69	$13,913.23	$14,608.88	$15,339.33
CITY MANAGER	G110	CONTRACT	8/3/2023	$19,237.25				
COMMUNITY DEV COORDINATOR	B158	BSPA	6/21/2023	$5,846.17	$6,138.47	$6,445.40	$6,767.67	$7,106.04
COMMUNITY DEVELOPMENT DIRECTOR	E140	SENIOR	6/21/2023	$13,468.17	$14,141.58	$14,848.66	$15,591.09	$16,370.65
COMMUNITY PRESERVATION OFFICER	A145	BPSEA	6/21/2023	$6,385.29	$6,704.56	$7,039.80	$7,391.78	$7,761.37
COMMUNITY SERVICE OFFICER I	I120	BDA	6/21/2023	$4,975.93	$5,224.72	$5,485.96	$5,760.24	$6,048.27
COMMUNITY SERVICE OFFICER II	I121	BDA	6/21/2023	$5,473.20	$5,746.86	$6,034.20	$6,335.92	$6,652.72
COUNCIL MEMBER	N120	ELECT	7/1/2012	$393.59				
DEPUTY CITY CLERK	B170	BSPA	6/21/2023	$5,846.16	$6,138.46	$6,445.39	$6,767.67	$7,106.03
DEPUTY CITY MANAGER	E160	SENIOR	6/21/2023	$12,766.06	$13,404.37	$14,074.58	$14,778.32	$15,517.22
DEPUTY FIRE CHIEF	D110	MID SAFETY	6/21/2023	$12,410.14	$13,030.63	$13,682.16	$14,366.28	$15,084.59
DEPUTY PW DIR CITY ENG	C255	MID	6/21/2023	$13,387.31	$14,056.68	$14,759.51	$15,497.49	$16,272.36
DEPUTY PW DIR OPERATIONS	C265	MID	6/21/2023	$13,387.31	$14,056.68	$14,759.51	$15,497.49	$16,272.36
DEPUTY PW DIR UTILITIES	C270	MID	6/21/2023	$13,387.31	$14,056.68	$14,759.51	$15,497.49	$16,272.36
DEVELOPMENT SERVICES TECH I	A150	BPSEA	6/21/2023	$4,669.60	$4,903.07	$5,148.23	$5,405.64	$5,675.93
DEVELOPMENT SERVICES TECH II	A151	BPSEA	6/21/2023	$5,136.65	$5,393.50	$5,663.16	$5,946.32	$6,243.64
DIVISION FIRE CHIEF	D120	MID SAFETY	6/21/2023	$11,561.49	$12,139.57	$12,746.54	$13,383.87	$14,053.06
DIVISION FIRE CHIEF INTERIM	L150	BFA	6/21/2023	$11,561.49	$12,139.57	$12,746.54	$13,383.87	$14,053.06
ECONOMIC DEVELOPMENT MGR I	C140	MID	6/21/2023	$9,551.77	$10,029.37	$10,530.83	$11,057.36	$11,610.23
ECONOMIC DEVELOPMENT MGR II	C150	MID	6/21/2023	$11,461.71	$12,034.77	$12,636.52	$13,268.35	$13,931.77
ECONOMIC DEVELOPMENT SPEC	B180	BSPA	6/21/2023	$6,125.39	$6,431.67	$6,753.25	$7,090.90	$7,445.46
ENGINEERING TECHNICIAN I	A160	BPSEA	6/21/2023	$5,727.20	$6,013.57	$6,314.25	$6,629.96	$6,961.46
ENGINEERING TECHNICIAN II	A161	BPSEA	6/21/2023	$6,299.94	$6,614.93	$6,945.68	$7,292.96	$7,657.61
EXECUTIVE ASST TO CITY MANAGER	B190	BSPA	6/21/2023	$5,846.16	$6,138.46	$6,445.39	$6,767.67	$7,106.03
EXECUTIVE ASST TO POLICE CHIEF	B191	BSPA	6/21/2023	$5,464.89	$5,738.14	$6,025.05	$6,326.29	$6,642.60
FIELD UTILITIES STREETS APPR	A170	BPSEA	6/21/2023	$5,425.95	$5,697.25	$5,982.10	$6,281.21	$6,595.27
FIELD UTILITIES STREETS JRNY	A180	BPSEA	6/21/2023	$5,962.58	$6,260.71	$6,573.75	$6,902.43	$7,247.55
FIELD UTILITIES STREETS SUP	B195	BSPA	6/21/2023	$9,620.00	$10,101.00	$10,606.05	$11,136.35	$11,693.17
FINANCE DIRECTOR	E110	SENIOR	6/21/2023	$13,762.99	$14,451.13	$15,173.70	$15,932.39	$16,729.01
FIRE CAPTAIN	L110	BFA	6/21/2023	$9,629.18	$10,110.64	$10,616.17	$11,146.98	$11,704.33
FIRE CHIEF	F110	SEN SAFETY	6/21/2023	$16,161.75	$16,969.84	$17,818.33	$18,709.24	$19,644.72
FIRE ENGINEER	L130	BFA	6/21/2023	$8,753.69	$9,191.38	$9,650.94	$10,133.49	$10,640.17
FIRE LIEUTENANT	L115	BFA	6/21/2023	$9,191.38	$9,650.94	$10,133.49	$10,640.17	$11,172.17
FIRE MARSHAL	D130	MID SAFETY	6/21/2023	$10,341.96	$10,859.04	$11,402.00	$11,972.10	$12,570.70
FIRE PREVENTION INSPECTOR	A190	BPSEA	6/21/2023	$6,560.06	$6,888.06	$7,232.46	$7,594.08	$7,973.79
FIRE PREVENTION INSPECTOR II	A191	BPSEA	6/21/2023	$7,216.06	$7,576.87	$7,955.72	$8,353.50	$8,771.18
FIREFIGHTER	L120	BFA	6/21/2023	$7,573.34	$7,951.99	$8,349.60	$8,767.08	$9,205.43
GIS COORDINATOR	B210	BSPA	6/21/2023	$7,412.02	$7,782.62	$8,171.76	$8,580.34	$9,009.36
HUMAN RESOURCES ANALYST I	H129	BSPA UNREP	6/21/2023	$6,409.78	$6,730.27	$7,066.77	$7,420.11	$7,791.12
HUMAN RESOURCES ANALYST II	H130	BSPA UNREP	6/21/2023	$7,050.74	$7,403.29	$7,773.45	$8,162.12	$8,570.23
HUMAN RESOURCES ASSISTANT	A220	BPSEA	6/21/2023	$4,877.88	$5,121.78	$5,377.86	$5,646.76	$5,929.10
HUMAN RESOURCES MANAGER	C151	MID	6/21/2023	$10,915.54	$11,461.31	$12,034.38	$12,636.10	$13,267.89
HUMAN RESOURCES TECHNICIAN	A210	BPSEA	6/21/2023	$4,998.83	$5,248.77	$5,511.22	$5,786.78	$6,076.12

City of Benicia - Full Time Monthly Salary Schedule

For questions, contact Human Resources at (707) 746-4766

Classification Title	Grade	Unit	Effective Date	Step 1	Step 2	Step 3	Step 4	Step
INFORMATION TECHNOLOGY ASST	A240	BPSEA	6/21/2023	$4,435.41	$4,657.18	$4,890.03	$5,134.53	$5,391.26
INFORMATION TECHNOLOGY MANAGER	C160	MID	6/21/2023	$11,229.11	$11,790.58	$12,380.10	$12,999.12	$13,649.07
IRRIGATION SPECIALIST	A230	BPSEA	6/21/2023	$5,194.79	$5,454.53	$5,727.24	$6,013.61	$6,314.30
IT ANALYST I	B215	BSPA	6/21/2023	$6,353.31	$6,670.98	$7,004.51	$7,354.75	$7,722.49
IT ANALYST II	B216	BSPA	6/21/2023	$6,989.16	$7,338.60	$7,705.54	$8,090.82	$8,495.36
LABORATORY ANALYST	A250	BPSEA	6/21/2023	$7,730.48	$8,117.00	$8,522.86	$8,949.00	$9,396.45
LABORATORY TECHNICIAN I	A260	BPSEA	6/21/2023	$6,401.62	$6,721.70	$7,057.79	$7,410.67	$7,781.20
LABORATORY TECHNICIAN II	A261	BPSEA	6/21/2023	$7,034.74	$7,386.48	$7,755.80	$8,143.59	$8,550.77
LIBRARIAN I	C170	MID	6/21/2023	$5,432.15	$5,703.76	$5,988.95	$6,288.40	$6,602.82
LIBRARIAN II	C171	MID	6/21/2023	$5,976.13	$6,274.93	$6,588.68	$6,918.11	$7,264.02
LIBRARY DIRECTOR	E120	SENIOR	6/21/2023	$12,500.62	$13,125.65	$13,781.93	$14,471.02	$15,194.57
LIBRARY MANAGER	C180	MID	6/21/2023	$7,903.49	$8,298.66	$8,713.58	$9,149.27	$9,606.74
LIBRARY TECHNICIAN I	B225	BSPA	6/21/2023	$3,917.10	$4,112.94	$4,318.60	$4,534.53	$4,761.24
LIBRARY TECHNICIAN II	B226	BSPA	6/21/2023	$4,308.39	$4,523.80	$4,749.99	$4,987.50	$5,236.87
LITERACY PROGRAM SUPERVISOR	B235	BSPA	6/21/2023	$5,166.94	$5,425.27	$5,696.55	$5,981.36	$6,280.44
MAINTENANCE CUSTODIAN	A290	BPSEA	6/21/2023	$4,191.26	$4,400.81	$4,620.87	$4,851.90	$5,094.49
MAINTENANCE TECHNOLOGIST I	A270	BPSEA	6/21/2023	$7,194.89	$7,554.63	$7,932.37	$8,328.99	$8,745.44
MAINTENANCE TECHNOLOGIST II	A271	BPSEA	6/21/2023	$7,906.48	$8,301.80	$8,716.89	$9,152.75	$9,610.38
MAINTENANCE WORKER III PCS	A280	BPSEA	6/21/2023	$5,689.32	$5,973.79	$6,272.47	$6,586.11	$6,915.40
MAINTENANCE WORKER III PW	A285	BPSEA	6/21/2023	$6,789.81	$7,129.31	$7,485.78	$7,860.06	$8,253.06
MANAGEMENT ANALYST I	B245	BSPA	6/21/2023	$6,432.80	$6,754.46	$7,092.19	$7,446.79	$7,819.12
MANAGEMENT ANALYST II	B246	BSPA	6/21/2023	$7,076.32	$7,430.13	$7,801.64	$8,191.72	$8,601.31
MAYOR	N130	ELECT	7/1/2012	$525.09				
MECHANIC	A305	BPSEA	6/21/2023	$6,210.13	$6,520.64	$6,846.66	$7,189.00	$7,548.45
MUNICIPAL PROJ MGR SPEC ADV CM	C185	MID	6/21/2023	$13,114.11	$13,769.81	$14,458.29	$15,181.21	$15,940.27
PARAMEDIC FIREFIGHTER	L140	BFA	6/21/2023	$8,331.90	$8,748.50	$9,185.92	$9,645.23	$10,127.47
PARAMEDIC FIREFIGHTER TRAINEE	L142	PD/FFTRAIN	6/21/2023	$5,832.33				
PARK COMM SVCS DIRECTOR	E130	SENIOR	6/21/2023	$12,939.71	$13,586.69	$14,266.03	$14,979.32	$15,728.29
PARKS BLDG MAINT SUPERVISOR	B255	BSPA	6/21/2023	$6,237.79	$6,549.68	$6,877.17	$7,221.02	$7,582.06
PARKS COMM SVCS SUPERINTENDENT	C190	MID	6/21/2023	$8,983.81	$9,433.01	$9,904.66	$10,399.88	$10,919.88
PLANNING MANAGER	C200	MID	6/21/2023	$10,941.27	$11,488.34	$12,062.76	$12,665.89	$13,299.18
PLBM JOURNEYMAN	A330	BPSEA	6/21/2023	$4,947.52	$5,194.89	$5,454.64	$5,727.37	$6,013.73
PLBM WORKER	A340	BPSEA	6/21/2023	$4,497.35	$4,722.21	$4,958.33	$5,206.25	$5,466.56
POLICE CHIEF	F120	SEN SAFETY	6/21/2023	$17,250.75	$18,113.30	$19,018.96	$19,969.91	$20,968.40
POLICE LIEUTENANT	K120	PDMGT	6/21/2023	$13,438.58	$14,110.51	$14,816.04	$15,556.85	$16,334.68
POLICE OFFICER	J110	BPOA	6/21/2023	$8,433.08	$8,854.71	$9,297.47	$9,762.34	$10,250.44
POLICE RECORDS CLERK	I150	BDA	6/21/2023	$4,975.93	$5,224.72	$5,485.96	$5,760.24	$6,048.27
POLICE RECORDS SUPERVISOR	B260	BSPA	6/21/2023	$5,973.13	$6,271.79	$6,585.38	$6,914.66	$7,260.38
POLICE SERGEANT	J120	BPOA	6/21/2023	$10,120.12	$10,626.11	$11,157.43	$11,715.31	$12,301.08
POLICE TRAINEE	I155	PD/FFTRAIN	6/21/2023	$5,903.15	$6,198.31	$6,508.22	$6,833.63	$7,175.32
PRINCIPAL CIVIL ENGINEER	C210	MID	6/21/2023	$11,565.18	$12,143.44	$12,750.61	$13,388.14	$14,057.55
PRINCIPAL PLANNER	C220	MID	6/21/2023	$10,420.27	$10,941.27	$11,488.35	$12,062.77	$12,665.91
PROCUREMENT/PROGRAM SPECIALIST	B263	BSPA	6/21/2023	$9,249.98	$9,712.48	$10,198.11	$10,708.02	$11,243.42
PROJECT MANAGER	C230	MID	6/21/2023	$10,566.16	$11,094.47	$11,649.19	$12,231.65	$12,843.23
PUBLIC SAFETY DISPATCH	I140	BDA	6/21/2023	$5,746.71	$6,034.04	$6,335.75	$6,652.52	$6,985.16
PUBLIC SAFETY DISPATCH SUP	I129	BDA	6/21/2023	$6,896.05	$7,240.86	$7,602.90	$7,983.04	$8,382.19
PUBLIC WORKS DIRECTOR	E150	SENIOR	6/21/2023	$16,122.67	$16,928.79	$17,775.24	$18,664.00	$19,597.20
PUBLIC WORKS INSPECTOR	A350	BPSEA	6/21/2023	$6,990.97	$7,340.52	$7,707.55	$8,092.92	$8,497.57
PUBLIC WORKS MAINT SUPT	C240	MID	6/21/2023	$11,565.18	$12,143.44	$12,750.61	$13,388.14	$14,057.55
RECREATION ASSISTANT	A370	BPSEA	6/21/2023	$4,743.58	$4,980.74	$5,229.79	$5,491.27	$5,765.84
RECREATION COORDINATOR	A360	BPSEA	6/21/2023	$6,090.85	$6,395.40	$6,715.17	$7,050.93	$7,403.49
RECREATION SUPERVISOR	B265	BSPA	6/21/2023	$6,712.76	$7,048.40	$7,400.83	$7,770.87	$8,159.41
SENIOR ACCOUNT CLERK	A425	BPSEA	6/21/2023	$4,743.58	$4,980.74	$5,229.79	$5,491.27	$5,765.84
SENIOR ACCOUNTANT	B275	BSPA	6/21/2023	$7,493.88	$7,868.58	$8,262.00	$8,675.10	$9,108.85
SENIOR ACCOUNTING TECHNICIAN	A390	BPSEA	6/21/2023	$6,001.05	$6,301.10	$6,616.16	$6,946.96	$7,294.32
SENIOR ADMINISTRATIVE CLERK	A405	BPSEA	6/21/2023	$4,645.30	$4,877.55	$5,121.44	$5,377.49	$5,646.38
SENIOR CIVIL ENGINEER	B285	BSPA	6/21/2023	$10,566.16	$11,094.47	$11,649.19	$12,231.65	$12,843.23
SENIOR HUMAN RESOURCE ANALYST	H120	BSPA UNREP	6/21/2023	$7,756.05	$8,143.85	$8,551.05	$8,978.60	$9,427.53
SENIOR HUMAN RESOURCES TECH	A212	BPSEA	6/21/2023	$5,748.66	$6,036.10	$6,337.90	$6,654.80	$6,987.55
SENIOR IT ANALYST	B217	BSPA	6/21/2023	$8,037.52	$8,439.40	$8,861.37	$9,304.44	$9,769.66
SENIOR LIBRARIAN	C280	MID	6/21/2023	$6,872.21	$7,215.83	$7,576.61	$7,955.45	$8,353.24
SENIOR MECHANIC	A415	BPSEA	6/21/2023	$7,023.00	$7,374.15	$7,742.86	$8,130.00	$8,536.50
SENIOR MGMNT ANALYST	B305	BSPA	6/21/2023	$7,783.94	$8,173.13	$8,581.79	$9,010.87	$9,461.43

City of Benicia - Full Time Monthly Salary Schedule

For questions, contact Human Resources at (707) 746-4766

Classification Title	Grade	Unit	Effective Date	Step 1	Step 2	Step 3	Step 4	Step
SENIOR PLANNER	B295	BSPA	6/21/2023	$8,460.49	$8,883.51	$9,327.69	$9,794.07	$10,283.77
TREASURER	N140	ELECT	7/1/2012	$200.00				
WASTEWATER OPERATOR I	A435	BPSEA	6/21/2023	$5,972.53	$6,271.15	$6,584.71	$6,913.94	$7,259.64
WASTEWATER OPERATOR II	A436	BPSEA	6/21/2023	$6,700.17	$7,035.18	$7,386.93	$7,756.28	$8,144.09
WASTEWATER OPERATOR III	A437	BPSEA	6/21/2023	$7,370.18	$7,738.69	$8,125.61	$8,531.90	$8,958.50
WASTEWATER PLANT SUPERVISOR	B335	BSPA	6/21/2023	$9,620.00	$10,101.00	$10,606.05	$11,136.35	$11,693.17
WASTEWATER PLANT SUPT	C290	MID	6/21/2023	$11,565.18	$12,143.44	$12,750.61	$13,388.14	$14,057.55
WATER OPERATOR II	A445	BPSEA	6/21/2023	$6,540.82	$6,867.85	$7,211.24	$7,571.81	$7,950.40
WATER OPERATOR III	A446	BPSEA	6/21/2023	$7,194.89	$7,554.63	$7,932.37	$8,328.99	$8,745.44
WATER OPERATOR IV	A447	BPSEA	6/21/2023	$7,906.48	$8,301.80	$8,716.89	$9,152.75	$9,610.38
WATER PLANT SUPERVISOR	B315	BSPA	6/21/2023	$9,620.00	$10,101.00	$10,606.05	$11,136.35	$11,693.17
WATER PLANT SUPT	C310	MID	6/21/2023	$11,565.18	$12,143.44	$12,750.61	$13,388.14	$14,057.55
WATER QUALITY SUPERVISOR	B325	BSPA	6/21/2023	$9,620.00	$10,101.00	$10,606.05	$11,136.35	$11,693.17
WQ TECHNICIAN I	A460	BPSEA	6/21/2023	$6,609.14	$6,939.60	$7,286.58	$7,650.91	$8,033.46
WQ TECHNICIAN II	A461	BPSEA	6/21/2023	$7,270.05	$7,633.56	$8,015.24	$8,416.00	$8,836.80
WTP OPERATOR IN TRAINING	A310	BPSEA	6/21/2023	$5,946.19	$6,243.50	$6,555.68	$6,883.46	$7,227.63
WW QUALITY TECHNICIAN I	A465	BPSEA	6/21/2023	$5,780.31	$6,069.34	$6,372.80	$6,691.44	$7,026.01
WW QUALITY TECHNICIAN II	A466	BPSEA	6/21/2023	$6,357.28	$6,675.13	$7,008.90	$7,359.35	$7,727.31
WWTP OPERATOR IN TRAINING	A320	BPSEA	6/21/2023	$5,296.60	$5,561.43	$5,839.50	$6,131.48	$6,438.05
Classifications for employees who might be Y-Rated. For non Y-Rated employees, please refer to rates listed on pages 1-3.								
PARKS COMM SVCS SUPT	Y190	MID	6/21/2023	$ 9,327.99	$ 9,794.40	$ 10,284.12	$ 10,798.33	$ 11,338.24
LIBRARY TECH II	Y226	BSPA	6/21/2023	$ 4,643.67	$ 4,875.85	$ 5,119.64	$ 5,375.62	$ 5,644.40
MANAGEMENT ALNALYST II	Y246	BSPA	6/21/2023	$ 7,242.79	$ 7,604.94	$ 7,985.15	$ 8,384.45	$ 8,803.66
SENIOR LIBRARIAN	Y280	MID	6/21/2023	$ 7,449.62	$ 7,822.11	$ 8,213.19	$ 8,623.86	$ 9,055.07

Approved for posting on the City's Website

Per Reso 23-118

Kim Imboden, HR Manager

This 11/08/23 version replaces the 8/15/2023 version.
This version updates Police Trainee to reflect 5 steps.

PAY SCHEDULE

Effective July 1, 2023

Classification	Class Code	Bargaining Group	MONTHLY SALARY STEP A	STEP B	STEP C	STEP D	STEP E
Accountant I	2381	SUPV	7,361.33	7,729.40	8,115.86	8,521.66	8,947.74
Accountant II	2382	SUPV	8,115.86	8,521.66	8,947.74	9,395.13	9,864.89
Accounting Assistant I	3301	MISC	5,060.63	5,313.67	5,579.35	5,858.31	6,151.23
Accounting Assistant II	3302	MISC	5,579.35	5,858.31	6,151.23	6,458.79	6,781.74
Accounting Manager	2420	MGMT	10,733.82	11,270.51	11,834.04	12,425.73	13,047.02
Accounting Specialist	3340	MISC	7,374.48	7,743.20	8,130.36	8,536.88	8,963.72
Accounting Supervisor	2390	SUPV	8,035.91	8,437.70	8,859.58	9,302.57	9,767.70
Accounting Technician	3320	MISC	6,418.20	6,739.11	7,076.06	7,429.86	7,801.35
Administrative Assistant I	3001	MISC	4,790.93	5,030.47	5,282.00	5,546.10	5,823.40
Administrative Assistant II	3002	MISC	5,282.00	5,546.10	5,823.40	6,114.58	6,420.30
Administrative Secretary	3020	MISC	6,114.58	6,420.30	6,741.32	7,078.39	7,432.31
Administrative Supervisor	3040	MISC	6,727.32	7,063.68	7,416.87	7,787.71	8,177.10
Assistant City Attorney	1200	ADDR	14,472.64	15,196.27	15,956.09	16,753.89	17,591.58
Assistant City Clerk	2020	SUPV	7,766.79	8,155.12	8,562.87	8,991.02	9,440.57
Assistant City Manager	1100	DIRS	16,567.80	17,396.19	18,266.00	19,179.31	20,138.27
Assistant Community Development Director	1215	ADDR	14,472.64	15,196.27	15,956.09	16,753.89	17,591.58
Assistant Director of Finance and Information Systems	1245	ADDR	14,870.77	15,614.30	16,395.02	17,214.77	18,075.51
Assistant Director of Public Works/Engineering	1232	ADDR	14,870.77	15,614.30	16,395.02	17,214.77	18,075.51
Assistant Director of Public Works/Operations	1231	ADDR	14,870.77	15,614.30	16,395.02	17,214.77	18,075.51
Assistant Engineer	2681	SUPV	9,256.84	9,719.68	10,205.66	10,715.95	11,251.74
Assistant Parks and Recreation Director	1250	ADDR	12,010.49	12,611.02	13,241.56	13,903.65	14,598.83
Assistant Planner	2121	SUPV	8,548.16	8,975.57	9,424.35	9,895.57	10,390.35
Associate Engineer	2682	SUPV	10,205.66	10,715.95	11,251.74	11,814.33	12,405.04
Associate Planner	2122	SUPV	9,424.35	9,895.57	10,390.35	10,909.87	11,455.36
Building Inspector I	3141	MISC	7,796.90	8,186.75	8,596.09	9,025.90	9,477.19
Building Inspector II	3142	MISC	8,596.09	9,025.90	9,477.19	9,951.05	10,448.60
Chief Building Official	2200	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Chief Financial Operations Officer	2480	MGMT	11,805.86	12,396.16	13,015.96	13,666.77	14,350.11
Chief Information Systems Officer	2540	MGMT	13,189.30	13,848.76	14,541.20	15,268.26	16,031.67
City Attorney (Effective October 1, 2022)	1015	CONTRACT					23,312.24
City Clerk	2040	MGMT	11,514.50	12,090.22	12,694.73	13,329.47	13,995.95
City Manager (Effective July 1, 2023)	1000	CONTRACT					23,936.92
City Treasurer/Director of Finance and Information Systems	1115	DIRS	16,567.80	17,396.19	18,266.00	19,179.31	20,138.27
Code Enforcement Officer I	3181	MISC	7,308.98	7,674.44	8,058.16	8,461.07	8,884.12
Code Enforcement Officer II	3182	MISC	8,058.16	8,461.07	8,884.12	9,328.33	9,794.74

PAY SCHEDULE

Effective July 1, 2023

Classification	Class Code	Bargaining Group	MONTHLY SALARY STEP A	STEP B	STEP C	STEP D	STEP E
Code Enforcement Supervisor	2210	SUPV	10,256.62	10,769.44	11,307.92	11,873.32	12,466.98
Collection System Worker I	4041	PWKS	6,240.70	6,552.73	6,880.37	7,224.39	7,585.61
Collection System Worker II	4042	PWKS	6,880.37	7,224.39	7,585.61	7,964.89	8,363.14
Community Development Specialist	3260	MISC	8,510.90	8,936.44	9,383.26	9,852.42	10,345.04
Community Development Technician	3220	MISC	7,034.22	7,385.93	7,755.22	8,142.99	8,550.13
Community Service Officer I	6001	MISC	5,543.65	5,820.83	6,111.87	6,417.47	6,738.34
Community Service Officer II	6002	MISC	6,111.87	6,417.47	6,738.34	7,075.26	7,429.02
Construction Inspector I	3481	MISC	7,796.90	8,186.75	8,596.09	9,025.90	9,477.19
Construction Inspector II	3482	MISC	8,596.09	9,025.90	9,477.19	9,951.05	10,448.60
Cross-Connection Control Specialist	4060	PWKS	7,226.31	7,587.63	7,967.01	8,365.36	8,783.62
Deputy City Attorney	2100	ADDR	11,054.10	11,606.81	12,187.14	12,796.51	13,436.33
Deputy Director of Public Works/Operations	1260	ADDR	13,529.59	14,206.07	14,916.37	15,662.20	16,445.31
Development Services Manager	2170	MGMT	11,946.83	12,544.17	13,171.39	13,829.96	14,521.45
Director of Community Development	1130	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Engineering/City Engineer	1170	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Human Resources/Risk Manager	1180	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Parks and Recreation	1145	DIRS	16,105.17	16,910.44	17,755.95	18,643.76	19,575.94
Director of Public Works	1160	DIRS	16,567.80	17,396.19	18,266.00	19,179.31	20,138.27
Economic Development Manager	2240	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Economic Development/Planning Manager	2190	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Electrician	4080	PWKS	7,508.78	7,884.22	8,278.43	8,692.35	9,126.97
Engineering Manager	2720	MGMT	12,955.76	13,603.55	14,283.73	14,997.91	15,747.80
Engineering Services Specialist	3540	MISC	9,031.29	9,482.85	9,957.00	10,454.85	10,977.58
Engineering Technician	3520	MISC	7,852.62	8,245.25	8,657.51	9,090.39	9,544.90
Environmental Compliance Inspector I	3621	MISC	7,796.90	8,186.75	8,596.09	9,025.90	9,477.19
Environmental Compliance Inspector II	3622	MISC	8,596.09	9,025.90	9,477.19	9,951.05	10,448.60
Equipment Mechanic	4100	PWKS	7,066.17	7,419.48	7,790.45	8,179.98	8,588.98
Executive Assistant	3060	MISC	7,396.72	7,766.55	8,154.88	8,562.63	8,990.75
Facilities Maintenance Supervisor	2610	SUPV	8,058.15	8,461.06	8,884.10	9,328.32	9,794.73
Facilities Maintenance Worker I	4031	PWKS	5,541.84	5,818.93	6,109.88	6,415.38	6,736.14
Facilities Maintenance Worker II	4032	PWKS	6,109.88	6,415.38	6,736.14	7,072.95	7,426.60
Finance/Special Projects Coordinator	3360	MISC	7,843.72	8,235.90	8,647.70	9,080.08	9,534.09
Fleet Supervisor	2750	SUPV	8,959.02	9,406.97	9,877.32	10,371.18	10,889.75
Fleet/Facilities Maintenance Manager	2770	MGMT	10,515.85	11,041.65	11,593.73	12,173.41	12,782.08
Geographic Infomation Systems Coordinator	2740	SUPV	10,704.91	11,240.15	11,802.16	12,392.26	13,011.87

PAY SCHEDULE

Effective July 1, 2023

Classification	Class Code	Bargaining Group	MONTHLY SALARY				
			STEP A	STEP B	STEP C	STEP D	STEP E
Grants Program Manager	2440	SUPV	9,334.82	9,801.56	10,291.64	10,806.22	11,346.53
Housing Analyst	2260	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Human Resources Assistant I	3101	MISC	5,514.23	5,789.94	6,079.43	6,383.41	6,702.58
Human Resources Assistant II	3102	MISC	6,079.43	6,383.41	6,702.58	7,037.71	7,389.59
Human Resources Manager	2080	MGMT	11,514.50	12,090.22	12,694.73	13,329.47	13,995.95
Human Resources Specialist	3120	MISC	7,843.72	8,235.90	8,647.70	9,080.08	9,534.09
Information Systems Specialist	2520	SUPV	9,606.16	10,086.47	10,590.80	11,120.33	11,676.36
Information Systems Supervisor	2530	SUPV	10,566.78	11,095.12	11,649.88	12,232.36	12,844.00
Information Systems Technician	3380	MISC	7,688.05	8,072.45	8,476.07	8,899.87	9,344.87
Laboratory Technician I	4261	PWKS	6,807.15	7,147.50	7,504.88	7,880.12	8,274.12
Laboratory Technician II	4262	PWKS	7,504.88	7,880.12	8,274.12	8,687.84	9,122.23
Management Analyst	2000	SUPV	9,408.21	9,878.63	10,372.56	10,891.18	11,435.74
Occupational Health and Safety Specialist	3600	MISC	7,843.72	8,235.90	8,647.70	9,080.08	9,534.09
Park Maintenance Manager	2595	MGMT	10,996.27	11,546.09	12,123.39	12,729.56	13,366.03
Park Maintenance Supervisor	2590	SUPV	8,058.15	8,461.06	8,884.10	9,328.32	9,794.73
Park Maintenance Worker I	4010	PWKS	5,541.84	5,818.93	6,109.88	6,415.38	6,736.14
Park Maintenance Worker II	4011	PWKS	6,109.88	6,415.38	6,736.14	7,072.95	7,426.60
Parks Planner	2620	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Parks Planning Technician	3400	MISC	7,034.22	7,385.93	7,755.22	8,142.99	8,550.13
Permit Services Specialist	3170	MISC	8,595.40	9,025.18	9,476.43	9,950.25	10,447.76
Plan Check Engineer	3280	MISC	9,453.83	9,926.52	10,422.85	10,943.99	11,491.19
Planning Manager	2180	MGMT	13,211.54	13,872.11	14,565.73	15,294.01	16,058.71
Police Assistant	7050	MISC	4,467.13	4,578.46	4,691.80	4,811.22	4,930.65
Police Captain	1275	ADDR	15,113.04	15,868.69	16,662.12	17,495.24	18,370.00
Police Chief	1175	DIRS	17,787.55	18,676.93	19,610.77	20,591.31	21,620.88
Police Dispatch Supervisor	3432	MISC	8,227.84	8,639.23	9,071.18	9,524.74	10,000.98
Police Dispatcher I	3425	MISC	6,167.36	6,475.73	6,799.52	7,139.49	7,496.47
Police Dispatcher II	3430	MISC	6,803.28	7,143.44	7,500.61	7,875.64	8,269.43
Police Liaison	8301	MISC	8,424.31	8,845.52	9,287.80	9,752.19	10,239.80
Police Lieutenant	5000	LIEUT	13,169.40	13,827.86	14,519.26	15,245.21	16,007.49
Police Officer	6100	BPOA	8,694.96	9,129.71	9,586.19	10,065.50	10,568.78
Police Records Clerk I	3441	MISC	5,278.85	5,542.79	5,819.93	6,110.92	6,416.47
Police Records Clerk II	3442	MISC	5,819.93	6,110.92	6,416.47	6,737.30	7,074.16
Police Sergeant	6200	BPOA	10,319.06	10,835.01	11,376.76	11,945.59	12,542.88
Principal Planner	2160	SUPV	11,946.83	12,544.17	13,171.39	13,829.96	14,521.45

PAY SCHEDULE

Effective July 1, 2023

Classification	Class Code	Bargaining Group	MONTHLY SALARY STEP A	STEP B	STEP C	STEP D	STEP E
Project Manager/Economic Development	2220	SUPV	10,833.91	11,375.60	11,944.38	12,541.60	13,168.68
Project Services Specialist	3560	MISC	8,208.44	8,618.87	9,049.81	9,502.29	9,977.41
Property and Evidence Technician I	6031	MISC	5,543.65	5,820.83	6,111.87	6,417.47	6,738.34
Property and Evidence Technician II	6032	MISC	6,111.87	6,417.47	6,738.34	7,075.26	7,429.02
Public Information Officer	1300	SUPV	9,408.21	9,878.62	10,372.57	10,891.18	11,435.74
Purchasing Agent	4140	PWKS	7,057.27	7,410.14	7,780.64	8,169.68	8,578.16
Purchasing Manager	2460	MGMT	8,485.19	8,909.45	9,354.92	9,822.67	10,313.80
Records Manager	2060	MGMT	7,766.79	8,155.12	8,562.87	8,991.02	9,440.57
Records Supervisor	3470	MISC	7,361.14	7,729.19	8,115.65	8,521.43	8,947.50
Recreation Coordinator	3420	MISC	6,989.74	7,339.23	7,706.19	8,091.50	8,496.07
Recreation Manager	2660	MGMT	9,641.75	10,123.84	10,630.03	11,161.53	11,719.61
Recreation Supervisor	2640	SUPV	8,035.91	8,437.70	8,859.58	9,302.57	9,767.70
Regulatory Compliance Supervisor	2920	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Right-of-Way Specialist	3580	MISC	8,510.90	8,936.44	9,383.26	9,852.42	10,345.04
Senior Accountant	2400	SUPV	9,395.13	9,864.89	10,358.13	10,876.03	11,419.84
Senior Analyst	2010	SUPV	10,836.13	11,377.93	11,946.83	12,544.17	13,171.39
Senior Associate Engineer	2683	SUPV	10,715.95	11,251.74	11,814.33	12,405.04	13,025.30
Senior Building Inspector	3160	MISC	9,453.83	9,926.52	10,422.85	10,943.99	11,491.19
Senior Code Enforcement Officer	3200	MISC	8,860.05	9,303.05	9,768.20	10,256.61	10,769.44
Senior Collection System Worker	4043	PWKS	7,585.61	7,964.89	8,363.14	8,781.29	9,220.36
Senior Community Service Officer	6020	MISC	7,025.33	7,376.59	7,745.42	8,132.69	8,539.32
Senior Construction Inspector	3500	MISC	9,453.83	9,926.52	10,422.85	10,943.99	11,491.19
Senior Engineer	2700	SUPV	11,776.95	12,365.80	12,984.09	13,633.30	14,314.96
Senior Equipment Mechanic	4120	PWKS	7,790.45	8,179.98	8,588.98	9,018.42	9,469.35
Senior Park Maintenance Worker	4015	PWKS	6,736.14	7,072.95	7,426.60	7,797.93	8,187.82
Senior Planner	2140	SUPV	10,836.13	11,377.93	11,946.83	12,544.17	13,171.39
Senior Police Records Clerk	3460	MISC	6,738.44	7,075.36	7,429.13	7,800.59	8,190.62
Senior Property and Evidence Technician	6033	MISC	7,025.33	7,376.59	7,745.42	8,132.69	8,539.32
Senior Solid Waste Equipment Operator	4180	PWKS	7,421.68	7,792.76	8,182.40	8,591.52	9,021.10
Senior Street Maintenance Worker	4220	PWKS	7,021.69	7,372.77	7,741.41	8,128.48	8,534.90
Senior Technician	3250	MISC	7,734.75	8,121.49	8,527.56	8,953.94	9,401.64
Senior Water Distribution Worker	4340	PWKS	7,973.09	8,371.74	8,790.33	9,229.85	9,691.33
Senior Water Service Worker	4420	PWKS	7,224.96	7,586.21	7,965.52	8,363.80	8,781.98
Solid Waste Equipment Operator I	4161	PWKS	6,105.83	6,411.12	6,731.68	7,068.27	7,421.68

PAY SCHEDULE

Effective July 1, 2023

Classification	Class Code	Bargaining Group	MONTHLY SALARY STEP A	STEP B	STEP C	STEP D	STEP E
Solid Waste Equipment Operator II	4162	PWKS	6,731.68	7,068.27	7,421.68	7,792.76	8,182.40
Solid Waste Manager	2800	MGMT	10,660.42	11,193.45	11,753.11	12,340.77	12,957.81
Solid Waste Supervisor	2780	SUPV	8,885.54	9,329.81	9,796.31	10,286.12	10,800.42
Street Maintenance Worker I	4201	PWKS	5,541.84	5,818.93	6,109.88	6,415.38	6,736.14
Street Maintenance Worker II	4202	PWKS	6,109.88	6,415.38	6,736.14	7,072.95	7,426.60
Street Sweeper Operator	4240	PWKS	6,412.27	6,732.88	7,069.53	7,423.00	7,794.15
Streets Manager	2840	MGMT	10,515.85	11,041.65	11,593.73	12,173.41	12,782.08
Streets Supervisor	2820	SUPV	9,147.99	9,605.39	10,085.66	10,589.94	11,119.44
Technical Assistant I	3081	MISC	5,788.84	6,078.28	6,382.19	6,701.30	7,036.36
Technical Assistant II	3082	MISC	6,382.19	6,701.30	7,036.36	7,388.19	7,757.60
Utilities Maintenance Mechanic	4130	PWKS	8,011.45	8,412.01	8,832.61	9,274.25	9,737.96
Wastewater Operations Manager	2900	MGMT	10,756.06	11,293.87	11,858.55	12,451.49	13,074.06
Wastewater Treatment Plant Operator Assistant	4280	PWKS	5,333.54	5,600.23	5,880.23	6,174.25	6,482.96
Wastewater Treatment Plant Operator I	4301	PWKS	6,482.96	6,807.11	7,147.46	7,504.84	7,880.08
Wastewater Treatment Plant Operator II	4302	PWKS	7,147.46	7,504.84	7,880.08	8,274.08	8,687.79
Wastewater Treatment Plant Operator III	4303	PWKS	7,880.08	8,274.08	8,687.79	9,122.18	9,578.29
Wastewater Treatment Plant Senior Operator	4304	PWKS	8,687.79	9,122.18	9,578.29	10,057.20	10,560.06
Wastewater Treatment Plant Supervisor	2880	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Water Conservation Specialist	4380	PWKS	6,552.39	6,880.01	7,224.01	7,585.21	7,964.47
Water Distribution Supervisor	2940	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Water Distribution Worker I	4321	PWKS	6,559.48	6,887.46	7,231.83	7,593.42	7,973.09
Water Distribution Worker II	4322	PWKS	7,231.83	7,593.42	7,973.09	8,371.74	8,790.33
Water Operations Manager	2980	MGMT	10,756.06	11,293.87	11,858.55	12,451.49	13,074.06
Water Production Supervisor	2960	SUPV	9,423.78	9,894.97	10,389.73	10,909.21	11,454.67
Water Production Worker I	4361	PWKS	6,245.60	6,557.88	6,885.78	7,230.07	7,591.57
Water Production Worker II	4362	PWKS	6,885.78	7,230.07	7,591.57	7,971.15	8,369.70
Water Service Worker I	4401	PWKS	5,943.99	6,241.19	6,553.25	6,880.91	7,224.96
Water Service Worker II	4402	PWKS	6,553.25	6,880.91	7,224.96	7,586.21	7,965.52
Webmaster	2500	SUPV	8,071.50	8,475.07	8,898.82	9,343.76	9,810.95

Pay Schedule
Limited Service

Minimum Wage Based
Effective 1/1/2024

	A	B	C	D	E
Pool Manager	$ 22.78	$ 23.92	$ 25.12	$ 26.37	$ 27.69
Assistant Pool Manager	$ 20.66	$ 21.70	$ 22.78	$ 23.92	$ 25.12
Senior Lifeguard	$ 18.74	$ 19.68	$ 20.66	$ 21.70	$ 22.78
Lifeguard	$ 17.00	$ 17.85	$ 18.74	$ 19.68	$ 20.66
Aquatics Instructor	$ 18.74	$ 19.68	$ 20.66	$ 21.70	$ 22.78
Aquatics Assistant	$ 16.00	$ 16.80	$ 17.64	$ 18.52	$ 19.45
Skate Park Supervisor	$ 21.44	$ 22.51	$ 23.64	$ 24.82	$ 26.06
Recreation Leader III	$ 21.44	$ 22.51	$ 23.64	$ 24.82	$ 26.06
Recreation Leader II	$ 18.52	$ 19.45	$ 20.42	$ 21.44	$ 22.51
Park/Rec Leader Referee	$ 18.52	$ 19.45	$ 20.42	$ 21.44	$ 22.51
General Laborer	$ 16.00				$ 22.51
Recreation Leader I (min wage/benchmark)	$ 16.00	$ 16.80	$ 17.64	$ 18.52	$ 19.45

Non-Minimum Wage Based
Effective 7/1/2023

	A	B	C	D	E
Office Assistant	$ 21.87				$ 33.27
Police Officer Trainee	$ 36.45				

RESOLUTION NO. 24-022, SERIES 2024

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DAVIS APPROVING CITYWIDE SALARY TABLE

WHEREAS, the California Public Employees' Retirement System (CalPERS) code requires the City to have and maintain a publicly adopted and posted Salary Table; and

WHEREAS, CalPERS requires the salary table to be updated to reflect changes that occur over time; and

WHEREAS, the City of Davis is meeting the requirement of CCR Section 570.5 by adopting the Citywide Salary Table; and

WHEREAS, the salary table includes the changes to reflect new minimum wage requirements, obsolete Y-rated salary amounts, and updated titles to positions as a result of the citywide classification study.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Davis does hereby approve and adopt the February 20, 2024 Citywide Salary Table, attached hereto as Exhibit A.

PASSED AND ADOPTED by the City Council of the City of Davis on this 20th day of February, 2024, by the following vote:

AYES: Arnold, Neville, Partida, Vaitla, Chapman

NOES: None

Josh Chapman
Mayor

ATTEST:

Zoe S. Mirabile, CMC
City Clerk

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
10040	ACCOUNTANT I	7/10/2023	160	1	35.0195	2,801.56	6,070.05	72,840.56
10040	ACCOUNTANT I	7/10/2023	160	2	36.7707	2,941.66	6,373.59	76,483.06
10040	ACCOUNTANT I	7/10/2023	160	3	38.6089	3,088.71	6,692.21	80,306.51
10040	ACCOUNTANT I	7/10/2023	160	4	40.5399	3,243.19	7,026.92	84,322.99
10040	ACCOUNTANT I	7/10/2023	160	5	42.5666	3,405.33	7,378.21	88,538.53
11710	ACCOUNTANT II	7/10/2023	155	1	38.5217	3,081.74	6,677.10	80,125.14
11710	ACCOUNTANT II	7/10/2023	155	2	40.4479	3,235.83	7,010.97	84,131.63
11710	ACCOUNTANT II	7/10/2023	155	3	42.4701	3,397.61	7,361.48	88,337.81
11710	ACCOUNTANT II	7/10/2023	155	4	44.5937	3,567.50	7,729.58	92,754.90
11710	ACCOUNTANT II	7/10/2023	155	5	46.8235	3,745.88	8,116.07	97,392.88
32020	ACTIVE TRANSPORTATION COORD	7/10/2023	814	1	43.0214	3,441.71	7,457.04	89,484.51
32020	ACTIVE TRANSPORTATION COORD	7/10/2023	814	2	45.1723	3,613.78	7,829.87	93,958.38
32020	ACTIVE TRANSPORTATION COORD	7/10/2023	814	3	47.4310	3,794.48	8,221.37	98,656.48
32020	ACTIVE TRANSPORTATION COORD	7/10/2023	814	4	49.8025	3,984.20	8,632.43	103,589.20
32020	ACTIVE TRANSPORTATION COORD	7/10/2023	814	5	52.2926	4,183.41	9,064.05	108,768.61
62080	ADMINISTRATIVE COORDINATOR	7/10/2023	701	1	31.1485	2,491.88	5,399.07	64,788.88
62080	ADMINISTRATIVE COORDINATOR	7/10/2023	701	2	32.7055	2,616.44	5,668.95	68,027.44
62080	ADMINISTRATIVE COORDINATOR	7/10/2023	701	3	34.3407	2,747.26	5,952.39	71,428.66
62080	ADMINISTRATIVE COORDINATOR	7/10/2023	701	4	36.0580	2,884.64	6,250.05	75,000.64
62080	ADMINISTRATIVE COORDINATOR	7/10/2023	701	5	37.8608	3,028.86	6,562.54	78,750.46
62020	ADMINISTRATIVE SPECIALIST	7/10/2023	648	1	28.3165	2,265.32	4,908.19	58,898.32
62020	ADMINISTRATIVE SPECIALIST	7/10/2023	648	2	29.7320	2,378.56	5,153.55	61,842.56
62020	ADMINISTRATIVE SPECIALIST	7/10/2023	648	3	31.2186	2,497.49	5,411.22	64,934.69
62020	ADMINISTRATIVE SPECIALIST	7/10/2023	648	4	32.7796	2,622.37	5,681.80	68,181.57
62020	ADMINISTRATIVE SPECIALIST	7/10/2023	648	5	34.4186	2,753.49	5,965.89	71,590.69
62030	ADMINISTRATIVE SPECIALIST CONF	7/10/2023	655	1	29.7324	2,378.59	5,153.62	61,843.39
62030	ADMINISTRATIVE SPECIALIST CONF	7/10/2023	655	2	31.2187	2,497.50	5,411.24	64,934.90
62030	ADMINISTRATIVE SPECIALIST CONF	7/10/2023	655	3	32.7797	2,622.38	5,681.82	68,181.78
62030	ADMINISTRATIVE SPECIALIST CONF	7/10/2023	655	4	34.4187	2,753.50	5,965.91	71,590.90
62030	ADMINISTRATIVE SPECIALIST CONF	7/10/2023	655	5	36.1395	2,891.16	6,264.18	75,170.16
10160	AFFORDABLE HOUSING MANAGER	7/10/2023	121	1	51.6806	4,134.45	8,957.97	107,495.65
10160	AFFORDABLE HOUSING MANAGER	7/10/2023	121	2	54.2648	4,341.18	9,405.90	112,870.78
10160	AFFORDABLE HOUSING MANAGER	7/10/2023	121	3	56.9779	4,558.23	9,876.17	118,514.03
10160	AFFORDABLE HOUSING MANAGER	7/10/2023	121	4	59.8270	4,786.16	10,370.01	124,440.16
10160	AFFORDABLE HOUSING MANAGER	7/10/2023	121	5	62.8180	5,025.44	10,888.45	130,661.44
81300	AQUATIC FACILITIES SUPERVISOR	7/10/2023	672	1	32.7964	2,623.71	5,684.71	68,216.51
81300	AQUATIC FACILITIES SUPERVISOR	7/10/2023	672	2	34.4362	2,754.90	5,968.94	71,627.30
81300	AQUATIC FACILITIES SUPERVISOR	7/10/2023	672	3	36.1579	2,892.63	6,267.37	75,208.43
81300	AQUATIC FACILITIES SUPERVISOR	7/10/2023	672	4	37.9659	3,037.27	6,580.76	78,969.07
81300	AQUATIC FACILITIES SUPERVISOR	7/10/2023	672	5	39.8640	3,189.12	6,909.76	82,917.12
81310	AQUATIC MAINTENANCE TECH	7/10/2023	587	1	28.5185	2,281.48	4,943.21	59,318.48
81310	AQUATIC MAINTENANCE TECH	7/10/2023	587	2	29.9445	2,395.56	5,190.38	62,284.56
81310	AQUATIC MAINTENANCE TECH	7/10/2023	587	3	31.4417	2,515.34	5,449.90	65,398.74
81310	AQUATIC MAINTENANCE TECH	7/10/2023	587	4	33.0138	2,641.10	5,722.39	68,668.70
81310	AQUATIC MAINTENANCE TECH	7/10/2023	587	5	34.6647	2,773.18	6,008.55	72,102.58
12130	ARTS&CULTURAL AFFAIRS PRGM MGR	7/10/2023	117	1	47.1198	3,769.58	8,167.43	98,009.18
12130	ARTS&CULTURAL AFFAIRS PRGM MGR	7/10/2023	117	2	49.4759	3,958.07	8,575.82	102,909.87
12130	ARTS&CULTURAL AFFAIRS PRGM MGR	7/10/2023	117	3	51.9494	4,155.95	9,004.56	108,054.75
12130	ARTS&CULTURAL AFFAIRS PRGM MGR	7/10/2023	117	4	54.5470	4,363.76	9,454.81	113,457.76
12130	ARTS&CULTURAL AFFAIRS PRGM MGR	7/10/2023	117	5	57.2746	4,581.97	9,927.60	119,131.17
11010	ASSISTANT CITY MANAGER	9/4/2023	101	1	94.1428	7,531.42	16,318.09	195,817.02
11010	ASSISTANT CITY MANAGER	9/4/2023	101	2	98.8499	7,907.99	17,133.98	205,607.79
11010	ASSISTANT CITY MANAGER	9/4/2023	101	3	103.7924	8,303.39	17,990.68	215,888.19
11010	ASSISTANT CITY MANAGER	9/4/2023	101	4	108.9821	8,718.57	18,890.23	226,682.77
11010	ASSISTANT CITY MANAGER	9/4/2023	101	5	114.4310	9,154.48	19,834.71	238,016.48
21100	ASSISTANT ENGINEER	7/10/2023	795	1	42.0023	3,360.18	7,280.40	87,364.78
21100	ASSISTANT ENGINEER	7/10/2023	795	2	44.1026	3,528.21	7,644.45	91,733.41
21100	ASSISTANT ENGINEER	7/10/2023	795	3	46.3078	3,704.62	8,026.69	96,320.22
21100	ASSISTANT ENGINEER	7/10/2023	795	4	48.6230	3,889.84	8,427.99	101,135.84

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
21100	ASSISTANT ENGINEER	7/10/2023	795	5	51.0542	4,084.34	8,849.40	106,192.74
22050	ASSISTANT PLANNER	7/10/2023	755	1	37.3000	2,984.00	6,465.33	77,584.00
22050	ASSISTANT PLANNER	7/10/2023	755	2	39.1650	3,133.20	6,788.60	81,463.20
22050	ASSISTANT PLANNER	7/10/2023	755	3	41.1233	3,289.86	7,128.04	85,536.46
22050	ASSISTANT PLANNER	7/10/2023	755	4	43.1795	3,454.36	7,484.45	89,813.36
22050	ASSISTANT PLANNER	7/10/2023	755	5	45.3385	3,627.08	7,858.67	94,304.08
21150	ASSOCIATE CIVIL ENGINEER	7/10/2023	815	1	48.3028	3,864.22	8,372.49	100,469.82
21150	ASSOCIATE CIVIL ENGINEER	7/10/2023	815	2	50.7180	4,057.44	8,791.12	105,493.44
21150	ASSOCIATE CIVIL ENGINEER	7/10/2023	815	3	53.2539	4,260.31	9,230.68	110,768.11
21150	ASSOCIATE CIVIL ENGINEER	7/10/2023	815	4	55.9165	4,473.32	9,692.19	116,306.32
21150	ASSOCIATE CIVIL ENGINEER	7/10/2023	815	5	58.7123	4,696.98	10,176.80	122,121.58
11300	ASSOCIATE PLANNER	7/10/2023	144	1	41.0300	3,282.40	7,111.87	85,342.40
11300	ASSOCIATE PLANNER	7/10/2023	144	2	43.0814	3,446.51	7,467.44	89,609.31
11300	ASSOCIATE PLANNER	7/10/2023	144	3	45.2356	3,618.85	7,840.84	94,090.05
11300	ASSOCIATE PLANNER	7/10/2023	144	4	47.4975	3,799.80	8,232.90	98,794.80
11300	ASSOCIATE PLANNER	7/10/2023	144	5	49.8721	3,989.77	8,644.50	103,733.97
10140	ASST DIR OF PW -TRANSPORTATION	9/4/2023	126	1	70.2682	5,621.46	12,179.82	146,157.86
10140	ASST DIR OF PW -TRANSPORTATION	9/4/2023	126	2	73.7816	5,902.53	12,788.81	153,465.73
10140	ASST DIR OF PW -TRANSPORTATION	9/4/2023	126	3	77.4707	6,197.66	13,428.25	161,139.06
10140	ASST DIR OF PW -TRANSPORTATION	9/4/2023	126	4	81.3444	6,507.55	14,099.70	169,196.35
10140	ASST DIR OF PW -TRANSPORTATION	9/4/2023	126	5	85.4114	6,832.91	14,804.64	177,655.71
11970	ASST DIRECTOR PARKS & COM SVC	9/4/2023	142	1	62.7403	5,019.22	10,874.99	130,499.82
11970	ASST DIRECTOR PARKS & COM SVC	9/4/2023	142	2	65.8775	5,270.20	11,418.77	137,025.20
11970	ASST DIRECTOR PARKS & COM SVC	9/4/2023	142	3	69.1713	5,533.70	11,989.69	143,876.30
11970	ASST DIRECTOR PARKS & COM SVC	9/4/2023	142	4	72.6299	5,810.39	12,589.18	151,070.19
11970	ASST DIRECTOR PARKS & COM SVC	9/4/2023	142	5	76.2612	6,100.90	13,218.61	158,623.30
32000	BUILDING INSPECTOR I	7/10/2023	710	1	33.4656	2,677.25	5,800.70	69,608.45
32000	BUILDING INSPECTOR I	7/10/2023	710	2	35.1390	2,811.12	6,090.76	73,089.12
32000	BUILDING INSPECTOR I	7/10/2023	710	3	36.8960	2,951.68	6,395.31	76,743.68
32000	BUILDING INSPECTOR I	7/10/2023	710	4	38.7408	3,099.26	6,715.07	80,580.86
32000	BUILDING INSPECTOR I	7/10/2023	710	5	40.6777	3,254.22	7,050.80	84,609.62
32010	BUILDING INSPECTOR II	7/10/2023	745	1	36.8121	2,944.97	6,380.76	76,569.17
32010	BUILDING INSPECTOR II	7/10/2023	745	2	38.6530	3,092.24	6,699.85	80,398.24
32010	BUILDING INSPECTOR II	7/10/2023	745	3	40.5854	3,246.83	7,034.80	84,417.63
32010	BUILDING INSPECTOR II	7/10/2023	745	4	42.6148	3,409.18	7,386.57	88,638.78
32010	BUILDING INSPECTOR II	7/10/2023	745	5	44.7454	3,579.63	7,755.87	93,070.43
11170	CHIEF BUILDING OFFICIAL	7/10/2023	113	1	63.8316	5,106.53	11,064.14	132,769.73
11170	CHIEF BUILDING OFFICIAL	7/10/2023	113	2	67.0231	5,361.85	11,617.34	139,408.05
11170	CHIEF BUILDING OFFICIAL	7/10/2023	113	3	70.3743	5,629.94	12,198.21	146,378.54
11170	CHIEF BUILDING OFFICIAL	7/10/2023	113	4	73.8932	5,911.46	12,808.16	153,697.86
11170	CHIEF BUILDING OFFICIAL	7/10/2023	113	5	77.5877	6,207.02	13,448.54	161,382.42
11190	CITY CLERK	9/4/2023	142	1	62.7403	5,019.22	10,874.99	130,499.82
11190	CITY CLERK	9/4/2023	142	2	65.8775	5,270.20	11,418.77	137,025.20
11190	CITY CLERK	9/4/2023	142	3	69.1713	5,533.70	11,989.69	143,876.30
11190	CITY CLERK	9/4/2023	142	4	72.6299	5,810.39	12,589.18	151,070.19
11190	CITY CLERK	9/4/2023	142	5	76.2612	6,100.90	13,218.61	158,623.30
71100	CITY ELECTRICIAN	7/10/2023	756	1	52.3297	4,186.38	9,070.48	108,845.78
71100	CITY ELECTRICIAN	7/10/2023	756	2	54.9461	4,395.69	9,523.99	114,287.89
71100	CITY ELECTRICIAN	7/10/2023	756	3	57.6937	4,615.50	10,000.24	120,002.90
71100	CITY ELECTRICIAN	7/10/2023	756	4	60.5782	4,846.26	10,500.22	126,002.66
71100	CITY ELECTRICIAN	7/10/2023	756	5	63.6070	5,088.56	11,025.21	132,302.56
11000	CITY MANAGER	2/21/2022	100	1	132.0000	10,560.00	22,880.00	274,560.00
81560	COLLECTIONS SUPERINTENDENT	7/10/2023	818	1	41.0150	3,281.20	7,109.27	85,311.20
81560	COLLECTIONS SUPERINTENDENT	7/10/2023	818	2	43.0658	3,445.26	7,464.74	89,576.86
81560	COLLECTIONS SUPERINTENDENT	7/10/2023	818	3	45.2191	3,617.53	7,837.98	94,055.73
81560	COLLECTIONS SUPERINTENDENT	7/10/2023	818	4	47.4799	3,798.39	8,229.85	98,758.19
81560	COLLECTIONS SUPERINTENDENT	7/10/2023	818	5	49.8539	3,988.31	8,641.34	103,696.11
81750	COLLECTIONS SYSTEM SUPERVISOR	7/10/2023	819	1	34.1806	2,734.45	5,924.64	71,095.65
81750	COLLECTIONS SYSTEM SUPERVISOR	7/10/2023	819	2	35.8897	2,871.18	6,220.88	74,650.58

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
81750	COLLECTIONS SYSTEM SUPERVISOR	7/10/2023	819	3	37.6841	3,014.73	6,531.91	78,382.93
81750	COLLECTIONS SYSTEM SUPERVISOR	7/10/2023	819	4	39.5685	3,165.48	6,858.54	82,302.48
81750	COLLECTIONS SYSTEM SUPERVISOR	7/10/2023	819	5	41.5468	3,323.74	7,201.45	86,417.34
82650	COLLECTIONS SYSTEM TECH I	7/10/2023	586	1	27.0203	2,161.62	4,683.52	56,202.22
82650	COLLECTIONS SYSTEM TECH I	7/10/2023	586	2	28.3713	2,269.70	4,917.69	59,012.30
82650	COLLECTIONS SYSTEM TECH I	7/10/2023	586	3	29.7898	2,383.18	5,163.56	61,962.78
82650	COLLECTIONS SYSTEM TECH I	7/10/2023	586	4	31.2794	2,502.35	5,421.76	65,061.15
82650	COLLECTIONS SYSTEM TECH I	7/10/2023	586	5	32.8436	2,627.49	5,692.89	68,314.69
82660	COLLECTIONS SYSTEM TECH II	7/10/2023	719	1	29.7222	2,377.78	5,151.85	61,822.18
82660	COLLECTIONS SYSTEM TECH II	7/10/2023	719	2	31.2083	2,496.66	5,409.44	64,913.26
82660	COLLECTIONS SYSTEM TECH II	7/10/2023	719	3	32.7690	2,621.52	5,679.96	68,159.52
82660	COLLECTIONS SYSTEM TECH II	7/10/2023	719	4	34.4072	2,752.58	5,963.92	71,566.98
82660	COLLECTIONS SYSTEM TECH II	7/10/2023	719	5	36.1276	2,890.21	6,262.12	75,145.41
21250	COMM SERVICES PRGM COORD	7/10/2023	625	1	30.8532	2,468.26	5,347.89	64,174.66
21250	COMM SERVICES PRGM COORD	7/10/2023	625	2	32.3960	2,591.68	5,615.31	67,383.68
21250	COMM SERVICES PRGM COORD	7/10/2023	625	3	34.0158	2,721.26	5,896.07	70,752.86
21250	COMM SERVICES PRGM COORD	7/10/2023	625	4	35.7167	2,857.34	6,190.90	74,290.74
21250	COMM SERVICES PRGM COORD	7/10/2023	625	5	37.5025	3,000.20	6,500.43	78,005.20
92200	COMM SVCS SPEC I	1/1/2024	76	1	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	1/1/2024	76	2	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	1/1/2024	76	3	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	1/1/2024	76	4	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	1/1/2024	76	5	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	1/1/2024	76	6	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	1/1/2024	76	7	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	1/1/2024	76	8	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	7/10/2023	76	9	16.1534	1,292.27	2,799.92	33,599.07
92200	COMM SVCS SPEC I	7/10/2023	76	10	16.5572	1,324.58	2,869.92	34,438.98
92200	COMM SVCS SPEC I	7/10/2023	76	11	16.9711	1,357.69	2,941.66	35,299.89
92200	COMM SVCS SPEC I	7/10/2023	76	12	17.3954	1,391.63	3,015.20	36,182.43
92200	COMM SVCS SPEC I	7/10/2023	76	13	17.8303	1,426.42	3,090.58	37,087.02
92200	COMM SVCS SPEC I	7/10/2023	76	14	18.2760	1,462.08	3,167.84	38,014.08
92200	COMM SVCS SPEC I	7/10/2023	76	15	18.7329	1,498.63	3,247.04	38,964.43
92210	COMM SVCS SPEC II	1/1/2024	64	1	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	1/1/2024	64	2	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	1/1/2024	64	3	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	1/1/2024	64	4	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	1/1/2024	64	5	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	1/1/2024	64	6	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	1/1/2024	64	7	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	7/10/2023	64	8	16.1534	1,292.27	2,799.92	33,599.07
92210	COMM SVCS SPEC II	7/10/2023	64	9	16.5572	1,324.58	2,869.92	34,438.98
92210	COMM SVCS SPEC II	7/10/2023	64	10	16.9711	1,357.69	2,941.66	35,299.89
92210	COMM SVCS SPEC II	7/10/2023	64	11	17.3954	1,391.63	3,015.20	36,182.43
92210	COMM SVCS SPEC II	7/10/2023	64	12	17.8303	1,426.42	3,090.58	37,087.02
92210	COMM SVCS SPEC II	7/10/2023	64	13	18.2760	1,462.08	3,167.84	38,014.08
92210	COMM SVCS SPEC II	7/10/2023	64	14	18.7329	1,498.63	3,247.04	38,964.43
92210	COMM SVCS SPEC II	7/10/2023	64	15	19.2013	1,536.10	3,328.23	39,938.70
92220	COMM SVCS SPEC III	1/1/2024	50	1	16.1534	1,292.27	2,799.92	33,599.07
92220	COMM SVCS SPEC III	1/1/2024	50	2	16.1534	1,292.27	2,799.92	33,599.07
92220	COMM SVCS SPEC III	1/1/2024	50	3	16.1534	1,292.27	2,799.92	33,599.07
92220	COMM SVCS SPEC III	1/1/2024	50	4	16.1534	1,292.27	2,799.92	33,599.07
92220	COMM SVCS SPEC III	1/1/2024	50	5	16.1534	1,292.27	2,799.92	33,599.07
92220	COMM SVCS SPEC III	1/1/2024	50	6	16.1534	1,292.27	2,799.92	33,599.07
92220	COMM SVCS SPEC III	7/10/2023	50	7	16.1534	1,292.27	2,799.92	33,599.07
92220	COMM SVCS SPEC III	7/10/2023	50	8	16.5572	1,324.58	2,869.92	34,438.98
92220	COMM SVCS SPEC III	7/10/2023	50	9	16.9711	1,357.69	2,941.66	35,299.89
92220	COMM SVCS SPEC III	7/10/2023	50	10	17.3954	1,391.63	3,015.20	36,182.43
92220	COMM SVCS SPEC III	7/10/2023	50	11	17.8303	1,426.42	3,090.58	37,087.02

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
92220	COMM SVCS SPEC III	7/10/2023	50	12	18.2760	1,462.08	3,167.84	38,014.08
92220	COMM SVCS SPEC III	7/10/2023	50	13	18.7329	1,498.63	3,247.04	38,964.43
92220	COMM SVCS SPEC III	7/10/2023	50	14	19.2013	1,536.10	3,328.23	39,938.70
92220	COMM SVCS SPEC III	7/10/2023	50	15	19.6813	1,574.50	3,411.43	40,937.10
92230	COMM SVCS SPEC IV	1/1/2024	39	1	16.1534	1,292.27	2,799.92	33,599.07
92230	COMM SVCS SPEC IV	1/1/2024	39	2	16.1534	1,292.27	2,799.92	33,599.07
92230	COMM SVCS SPEC IV	1/1/2024	39	3	16.1534	1,292.27	2,799.92	33,599.07
92230	COMM SVCS SPEC IV	1/1/2024	39	4	16.1534	1,292.27	2,799.92	33,599.07
92230	COMM SVCS SPEC IV	1/1/2024	39	5	16.1534	1,292.27	2,799.92	33,599.07
92230	COMM SVCS SPEC IV	7/10/2023	39	6	16.1534	1,292.27	2,799.92	33,599.07
92230	COMM SVCS SPEC IV	7/10/2023	39	7	16.5572	1,324.58	2,869.92	34,438.98
92230	COMM SVCS SPEC IV	7/10/2023	39	8	16.9711	1,357.69	2,941.66	35,299.89
92230	COMM SVCS SPEC IV	7/10/2023	39	9	17.3954	1,391.63	3,015.20	36,182.43
92230	COMM SVCS SPEC IV	7/10/2023	39	10	17.8303	1,426.42	3,090.58	37,087.02
92230	COMM SVCS SPEC IV	7/10/2023	39	11	18.2760	1,462.08	3,167.84	38,014.08
92230	COMM SVCS SPEC IV	7/10/2023	39	12	18.7329	1,498.63	3,247.04	38,964.43
92230	COMM SVCS SPEC IV	7/10/2023	39	13	19.2013	1,536.10	3,328.23	39,938.70
92230	COMM SVCS SPEC IV	7/10/2023	39	14	19.6813	1,574.50	3,411.43	40,937.10
92230	COMM SVCS SPEC IV	7/10/2023	39	15	20.1733	1,613.86	3,496.71	41,960.46
92240	COMM SVCS SPEC V	1/1/2024	30	1	16.1534	1,292.27	2,799.92	33,599.07
92240	COMM SVCS SPEC V	1/1/2024	30	2	16.1534	1,292.27	2,799.92	33,599.07
92240	COMM SVCS SPEC V	1/1/2024	30	3	16.1534	1,292.27	2,799.92	33,599.07
92240	COMM SVCS SPEC V	1/1/2024	30	4	16.1534	1,292.27	2,799.92	33,599.07
92240	COMM SVCS SPEC V	7/10/2023	30	5	16.1534	1,292.27	2,799.92	33,599.07
92240	COMM SVCS SPEC V	7/10/2023	30	6	16.5572	1,324.58	2,869.92	34,438.98
92240	COMM SVCS SPEC V	7/10/2023	30	7	16.9711	1,357.69	2,941.66	35,299.89
92240	COMM SVCS SPEC V	7/10/2023	30	8	17.3954	1,391.63	3,015.20	36,182.43
92240	COMM SVCS SPEC V	7/10/2023	30	9	17.8303	1,426.42	3,090.58	37,087.02
92240	COMM SVCS SPEC V	7/10/2023	30	10	18.2760	1,462.08	3,167.84	38,014.08
92240	COMM SVCS SPEC V	7/10/2023	30	11	18.7329	1,498.63	3,247.04	38,964.43
92240	COMM SVCS SPEC V	7/10/2023	30	12	19.2013	1,536.10	3,328.23	39,938.70
92240	COMM SVCS SPEC V	7/10/2023	30	13	19.6813	1,574.50	3,411.43	40,937.10
92240	COMM SVCS SPEC V	7/10/2023	30	14	20.1733	1,613.86	3,496.71	41,960.46
92240	COMM SVCS SPEC V	7/10/2023	30	15	20.6777	1,654.22	3,584.14	43,009.62
92250	COMM SVCS SPEC VI	1/1/2024	21	1	16.1534	1,292.27	2,799.92	33,599.07
92250	COMM SVCS SPEC VI	1/1/2024	21	2	16.1534	1,292.27	2,799.92	33,599.07
92250	COMM SVCS SPEC VI	1/1/2024	21	3	16.1534	1,292.27	2,799.92	33,599.07
92250	COMM SVCS SPEC VI	7/10/2023	21	4	16.1534	1,292.27	2,799.92	33,599.07
92250	COMM SVCS SPEC VI	7/10/2023	21	5	16.5572	1,324.58	2,869.92	34,438.98
92250	COMM SVCS SPEC VI	7/10/2023	21	6	16.9711	1,357.69	2,941.66	35,299.89
92250	COMM SVCS SPEC VI	7/10/2023	21	7	17.3954	1,391.63	3,015.20	36,182.43
92250	COMM SVCS SPEC VI	7/10/2023	21	8	17.8303	1,426.42	3,090.58	37,087.02
92250	COMM SVCS SPEC VI	7/10/2023	21	9	18.2760	1,462.08	3,167.84	38,014.08
92250	COMM SVCS SPEC VI	7/10/2023	21	10	18.7329	1,498.63	3,247.04	38,964.43
92250	COMM SVCS SPEC VI	7/10/2023	21	11	19.2013	1,536.10	3,328.23	39,938.70
92250	COMM SVCS SPEC VI	7/10/2023	21	12	19.6813	1,574.50	3,411.43	40,937.10
92250	COMM SVCS SPEC VI	7/10/2023	21	13	20.1733	1,613.86	3,496.71	41,960.46
92250	COMM SVCS SPEC VI	7/10/2023	21	14	20.6777	1,654.22	3,584.14	43,009.62
92250	COMM SVCS SPEC VI	7/10/2023	21	15	21.1946	1,695.57	3,673.73	44,084.77
92260	COMM SVCS SPEC VII	7/10/2023	22	1	16.0000	1,280.00	2,773.33	33,280.00
92260	COMM SVCS SPEC VII	7/10/2023	22	2	16.4000	1,312.00	2,842.67	34,112.00
92260	COMM SVCS SPEC VII	7/10/2023	22	3	16.8100	1,344.80	2,913.73	34,964.80
92260	COMM SVCS SPEC VII	7/10/2023	22	4	17.2303	1,378.42	2,986.58	35,839.02
92260	COMM SVCS SPEC VII	7/10/2023	22	5	17.6610	1,412.88	3,061.24	36,734.88
92260	COMM SVCS SPEC VII	7/10/2023	22	6	18.1025	1,448.20	3,137.77	37,653.20
92260	COMM SVCS SPEC VII	7/10/2023	22	7	18.5551	1,484.41	3,216.22	38,594.61
92260	COMM SVCS SPEC VII	7/10/2023	22	8	19.0190	1,521.52	3,296.63	39,559.52
92260	COMM SVCS SPEC VII	7/10/2023	22	9	19.4944	1,559.55	3,379.03	40,548.35
92260	COMM SVCS SPEC VII	7/10/2023	22	10	19.9818	1,598.54	3,463.51	41,562.14

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
92260	COMM SVCS SPEC VII	7/10/2023	22	11	20.4814	1,638.51	3,550.11	42,601.31
92260	COMM SVCS SPEC VII	7/10/2023	22	12	20.9934	1,679.47	3,638.86	43,666.27
92260	COMM SVCS SPEC VII	7/10/2023	22	13	21.5182	1,721.46	3,729.82	44,757.86
92260	COMM SVCS SPEC VII	7/10/2023	22	14	22.0562	1,764.50	3,823.08	45,876.90
92260	COMM SVCS SPEC VII	7/10/2023	22	15	22.6076	1,808.61	3,918.65	47,023.81
11290	COMMUNITY DEVELOPMENT DIRECTOR	9/4/2023	122	1	78.8373	6,306.98	13,665.13	163,981.58
11290	COMMUNITY DEVELOPMENT DIRECTOR	9/4/2023	122	2	82.7792	6,622.34	14,348.39	172,180.74
11290	COMMUNITY DEVELOPMENT DIRECTOR	9/4/2023	122	3	86.9182	6,953.46	15,065.82	180,789.86
11290	COMMUNITY DEVELOPMENT DIRECTOR	9/4/2023	122	4	91.2641	7,301.13	15,819.11	189,829.33
11290	COMMUNITY DEVELOPMENT DIRECTOR	9/4/2023	122	5	95.8272	7,666.18	16,610.05	199,320.58
12300	COMMUNITY ENGAGEMENT DIRECTOR	9/4/2023	118	1	75.0804	6,006.43	13,013.94	156,167.23
12300	COMMUNITY ENGAGEMENT DIRECTOR	9/4/2023	118	2	78.8344	6,306.75	13,664.63	163,975.55
12300	COMMUNITY ENGAGEMENT DIRECTOR	9/4/2023	118	3	82.7761	6,622.09	14,347.86	172,174.29
12300	COMMUNITY ENGAGEMENT DIRECTOR	9/4/2023	118	4	86.9149	6,953.19	15,065.25	180,782.99
12300	COMMUNITY ENGAGEMENT DIRECTOR	9/4/2023	118	5	91.2606	7,300.85	15,818.50	189,822.05
12120	COMMUNITY RELATIONS PRGM MGR	7/10/2023	117	1	47.1198	3,769.58	8,167.43	98,009.18
12120	COMMUNITY RELATIONS PRGM MGR	7/10/2023	117	2	49.4759	3,958.07	8,575.82	102,909.87
12120	COMMUNITY RELATIONS PRGM MGR	7/10/2023	117	3	51.9494	4,155.95	9,004.56	108,054.75
12120	COMMUNITY RELATIONS PRGM MGR	7/10/2023	117	4	54.5470	4,363.76	9,454.81	113,457.76
12120	COMMUNITY RELATIONS PRGM MGR	7/10/2023	117	5	57.2746	4,581.97	9,927.60	119,131.17
11520	COMMUNITY SERVICES MANAGER	7/10/2023	165	1	52.2836	4,182.69	9,062.49	108,749.89
11520	COMMUNITY SERVICES MANAGER	7/10/2023	165	2	54.8977	4,391.82	9,515.60	114,187.22
11520	COMMUNITY SERVICES MANAGER	7/10/2023	165	3	57.6424	4,611.39	9,991.35	119,896.19
11520	COMMUNITY SERVICES MANAGER	7/10/2023	165	4	60.5246	4,841.97	10,490.93	125,891.17
11520	COMMUNITY SERVICES MANAGER	7/10/2023	165	5	63.5507	5,084.06	11,015.46	132,185.46
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	1	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	2	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	3	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	4	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	5	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	6	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	7	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	1/1/2024	36	8	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	7/10/2023	36	9	16.1534	1,292.27	2,799.92	33,599.07
92650	COMMUNITY SERVICES OFFICER	7/10/2023	36	10	16.5572	1,324.58	2,869.92	34,438.98
92650	COMMUNITY SERVICES OFFICER	7/10/2023	36	11	16.9711	1,357.69	2,941.66	35,299.89
92650	COMMUNITY SERVICES OFFICER	7/10/2023	36	12	17.3954	1,391.63	3,015.20	36,182.43
92650	COMMUNITY SERVICES OFFICER	7/10/2023	36	13	17.8303	1,426.42	3,090.58	37,087.02
92650	COMMUNITY SERVICES OFFICER	7/10/2023	36	14	18.2760	1,462.08	3,167.84	38,014.08
92650	COMMUNITY SERVICES OFFICER	7/10/2023	36	15	18.7329	1,498.63	3,247.04	38,964.43
21240	COMMUNITY SERVICES SUPERVISOR	7/10/2023	747	1	35.4817	2,838.54	6,150.16	73,801.94
21240	COMMUNITY SERVICES SUPERVISOR	7/10/2023	747	2	37.2557	2,980.46	6,457.66	77,491.86
21240	COMMUNITY SERVICES SUPERVISOR	7/10/2023	747	3	39.1184	3,129.47	6,780.52	81,366.27
21240	COMMUNITY SERVICES SUPERVISOR	7/10/2023	747	4	41.0743	3,285.94	7,119.54	85,434.54
21240	COMMUNITY SERVICES SUPERVISOR	7/10/2023	747	5	43.1281	3,450.25	7,475.54	89,706.45
31040	CONSERVATION COORDINATOR II	7/10/2023	730	1	46.2885	3,703.08	8,023.34	96,280.08
31040	CONSERVATION COORDINATOR II	7/10/2023	730	2	48.6027	3,888.22	8,424.47	101,093.62
31040	CONSERVATION COORDINATOR II	7/10/2023	730	3	51.0331	4,082.65	8,845.74	106,148.85
31040	CONSERVATION COORDINATOR II	7/10/2023	730	4	53.5847	4,286.78	9,288.02	111,456.18
31040	CONSERVATION COORDINATOR II	7/10/2023	730	5	56.2639	4,501.11	9,752.41	117,028.91
10120	CONSTRUCTION MANAGER	7/10/2023	136	1	55.5495	4,443.96	9,628.58	115,542.96
10120	CONSTRUCTION MANAGER	7/10/2023	136	2	58.3268	4,666.14	10,109.98	121,319.74
10120	CONSTRUCTION MANAGER	7/10/2023	136	3	61.2433	4,899.46	10,615.51	127,386.06
10120	CONSTRUCTION MANAGER	7/10/2023	136	4	64.3054	5,144.43	11,146.27	133,755.23
10120	CONSTRUCTION MANAGER	7/10/2023	136	5	67.5206	5,401.65	11,703.57	140,442.85
91000	COUNCIL MEMBER	7/10/2023	999	1	7.8808	630.46	1,366.01	16,392.06
62390	CRIME ANALYST	7/10/2023	288	1	37.3551	2,988.41	6,474.88	77,698.61
62390	CRIME ANALYST	7/10/2023	288	2	39.2230	3,137.84	6,798.65	81,583.84
62390	CRIME ANALYST	7/10/2023	288	3	41.1841	3,294.73	7,138.58	85,662.93

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
62390	CRIME ANALYST	7/10/2023	288	4	43.2433	3,459.46	7,495.51	89,946.06
62390	CRIME ANALYST	7/10/2023	288	5	45.4053	3,632.42	7,870.25	94,443.02
82050	CUSTODIAN I	7/10/2023	521	1	19.7782	1,582.26	3,428.22	41,138.66
82050	CUSTODIAN I	7/10/2023	521	2	20.7672	1,661.38	3,599.65	43,195.78
82050	CUSTODIAN I	7/10/2023	521	3	21.8055	1,744.44	3,779.62	45,355.44
82050	CUSTODIAN I	7/10/2023	521	4	22.8959	1,831.67	3,968.62	47,623.47
82050	CUSTODIAN I	7/10/2023	521	5	24.0407	1,923.26	4,167.06	50,004.66
82060	CUSTODIAN II	7/10/2023	546	1	21.7562	1,740.50	3,771.08	45,252.90
82060	CUSTODIAN II	7/10/2023	546	2	22.8439	1,827.51	3,959.61	47,515.31
82060	CUSTODIAN II	7/10/2023	546	3	23.9865	1,918.92	4,157.66	49,891.92
82060	CUSTODIAN II	7/10/2023	546	4	25.1855	2,014.84	4,365.49	52,385.84
82060	CUSTODIAN II	7/10/2023	546	5	26.4448	2,115.58	4,583.77	55,005.18
12210	DEP DIRECTOR POLICE SERVICES	7/10/2023	174	1	54.6591	4,372.73	9,474.24	113,690.93
12210	DEP DIRECTOR POLICE SERVICES	7/10/2023	174	2	57.3920	4,591.36	9,947.95	119,375.36
12210	DEP DIRECTOR POLICE SERVICES	7/10/2023	174	3	60.2616	4,820.93	10,445.34	125,344.13
12210	DEP DIRECTOR POLICE SERVICES	7/10/2023	174	4	63.2747	5,061.98	10,967.62	131,611.38
12210	DEP DIRECTOR POLICE SERVICES	7/10/2023	174	5	66.4385	5,315.08	11,516.01	138,192.08
61040	DEPUTY CITY CLERK I	7/10/2023	591	1	27.0293	2,162.34	4,685.08	56,220.94
61040	DEPUTY CITY CLERK I	7/10/2023	591	2	28.3808	2,270.46	4,919.34	59,032.06
61040	DEPUTY CITY CLERK I	7/10/2023	591	3	29.8000	2,384.00	5,165.33	61,984.00
61040	DEPUTY CITY CLERK I	7/10/2023	591	4	31.2897	2,503.18	5,423.55	65,082.58
61040	DEPUTY CITY CLERK I	7/10/2023	591	5	32.8542	2,628.34	5,694.73	68,336.74
61050	DEPUTY CITY CLERK II	7/10/2023	655	1	29.7324	2,378.59	5,153.62	61,843.39
61050	DEPUTY CITY CLERK II	7/10/2023	655	2	31.2187	2,497.50	5,411.24	64,934.90
61050	DEPUTY CITY CLERK II	7/10/2023	655	3	32.7797	2,622.38	5,681.82	68,181.78
61050	DEPUTY CITY CLERK II	7/10/2023	655	4	34.4187	2,753.50	5,965.91	71,590.90
61050	DEPUTY CITY CLERK II	7/10/2023	655	5	36.1395	2,891.16	6,264.18	75,170.16
11690	DEPUTY POLICE CHIEF	7/10/2023	110	1	72.3845	5,790.76	12,546.65	150,559.76
11690	DEPUTY POLICE CHIEF	7/10/2023	110	2	76.0036	6,080.29	13,173.96	158,087.49
11690	DEPUTY POLICE CHIEF	7/10/2023	110	3	79.8038	6,384.30	13,832.66	165,991.90
11690	DEPUTY POLICE CHIEF	7/10/2023	110	4	83.7939	6,703.51	14,524.28	174,291.31
11690	DEPUTY POLICE CHIEF	7/10/2023	110	5	87.9839	7,038.71	15,250.54	183,006.51
32250	DEVELOPMENT SERVICES TECH I	7/10/2023	634	1	27.6573	2,212.58	4,793.93	57,527.18
32250	DEVELOPMENT SERVICES TECH I	7/10/2023	634	2	29.0403	2,323.22	5,033.65	60,403.82
32250	DEVELOPMENT SERVICES TECH I	7/10/2023	634	3	30.4923	2,439.38	5,285.33	63,423.98
32250	DEVELOPMENT SERVICES TECH I	7/10/2023	634	4	32.0168	2,561.34	5,549.58	66,594.94
32250	DEVELOPMENT SERVICES TECH I	7/10/2023	634	5	33.6177	2,689.42	5,827.07	69,924.82
32260	DEVELOPMENT SERVICES TECH II	7/10/2023	637	1	30.4233	2,433.86	5,273.37	63,280.46
32260	DEVELOPMENT SERVICES TECH II	7/10/2023	637	2	31.9443	2,555.54	5,537.01	66,444.14
32260	DEVELOPMENT SERVICES TECH II	7/10/2023	637	3	33.5415	2,683.32	5,813.86	69,766.32
32260	DEVELOPMENT SERVICES TECH II	7/10/2023	637	4	35.2188	2,817.50	6,104.59	73,255.10
32260	DEVELOPMENT SERVICES TECH II	7/10/2023	637	5	36.9795	2,958.36	6,409.78	76,917.36
12500	ECONOMIC DEVELOPMENT DIRECTOR	9/4/2023	118	1	75.0804	6,006.43	13,013.94	156,167.23
12500	ECONOMIC DEVELOPMENT DIRECTOR	9/4/2023	118	2	78.8344	6,306.75	13,664.63	163,975.55
12500	ECONOMIC DEVELOPMENT DIRECTOR	9/4/2023	118	3	82.7761	6,622.09	14,347.86	172,174.29
12500	ECONOMIC DEVELOPMENT DIRECTOR	9/4/2023	118	4	86.9149	6,953.19	15,065.25	180,782.99
12500	ECONOMIC DEVELOPMENT DIRECTOR	9/4/2023	118	5	91.2606	7,300.85	15,818.50	189,822.05
72000	ELECTRICIAN	7/10/2023	760	1	39.6436	3,171.49	6,871.56	82,458.69
72000	ELECTRICIAN	7/10/2023	760	2	41.6257	3,330.06	7,215.12	86,581.46
72000	ELECTRICIAN	7/10/2023	760	3	43.7069	3,496.55	7,575.86	90,910.35
72000	ELECTRICIAN	7/10/2023	760	4	45.8924	3,671.39	7,954.68	95,456.19
72000	ELECTRICIAN	7/10/2023	760	5	48.1869	3,854.95	8,352.40	100,228.75
32100	ENGINEERING TECHNICIAN I	7/10/2023	560	1	33.3513	2,668.10	5,780.89	69,370.70
32100	ENGINEERING TECHNICIAN I	7/10/2023	560	2	35.0190	2,801.52	6,069.96	72,839.52
32100	ENGINEERING TECHNICIAN I	7/10/2023	560	3	36.7701	2,941.61	6,373.48	76,481.81
32100	ENGINEERING TECHNICIAN I	7/10/2023	560	4	38.6085	3,088.68	6,692.14	80,305.68
32100	ENGINEERING TECHNICIAN I	7/10/2023	560	5	40.5388	3,243.10	7,026.73	84,320.70
32110	ENGINEERING TECHNICIAN II	7/10/2023	805	1	36.6864	2,934.91	6,358.98	76,307.71
32110	ENGINEERING TECHNICIAN II	7/10/2023	805	2	38.5209	3,081.67	6,676.96	80,123.47

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
32110	ENGINEERING TECHNICIAN II	7/10/2023	805	3	40.4471	3,235.77	7,010.83	84,129.97
32110	ENGINEERING TECHNICIAN II	7/10/2023	805	4	42.4693	3,397.54	7,361.35	88,336.14
32110	ENGINEERING TECHNICIAN II	7/10/2023	805	5	44.5927	3,567.42	7,729.40	92,752.82
32480	ENVIRONMENTAL COMPLNCE SPCLST	7/10/2023	730	1	46.2885	3,703.08	8,023.34	96,280.08
32480	ENVIRONMENTAL COMPLNCE SPCLST	7/10/2023	730	2	48.6027	3,888.22	8,424.47	101,093.62
32480	ENVIRONMENTAL COMPLNCE SPCLST	7/10/2023	730	3	51.0331	4,082.65	8,845.74	106,148.85
32480	ENVIRONMENTAL COMPLNCE SPCLST	7/10/2023	730	4	53.5847	4,286.78	9,288.02	111,456.18
32480	ENVIRONMENTAL COMPLNCE SPCLST	7/10/2023	730	5	56.2639	4,501.11	9,752.41	117,028.91
10030	ENVIRONMENTAL RESOURCES MGR	10/30/2023	176	1	56.0084	4,480.67	9,708.12	116,497.47
10030	ENVIRONMENTAL RESOURCES MGR	10/30/2023	176	2	58.8088	4,704.70	10,193.53	122,322.30
10030	ENVIRONMENTAL RESOURCES MGR	10/30/2023	176	3	61.7492	4,939.94	10,703.19	128,438.34
10030	ENVIRONMENTAL RESOURCES MGR	10/30/2023	176	4	64.8367	5,186.94	11,238.36	134,860.34
10030	ENVIRONMENTAL RESOURCES MGR	10/30/2023	176	5	68.0785	5,446.28	11,800.27	141,603.28
71900	EQUIPMENT MASTER MECHANIC	7/10/2023	721	1	32.0971	2,567.77	5,563.50	66,761.97
71900	EQUIPMENT MASTER MECHANIC	7/10/2023	721	2	33.7021	2,696.17	5,841.70	70,100.37
71900	EQUIPMENT MASTER MECHANIC	7/10/2023	721	3	35.3871	2,830.97	6,133.76	73,605.17
71900	EQUIPMENT MASTER MECHANIC	7/10/2023	721	4	37.1566	2,972.53	6,440.48	77,285.73
71900	EQUIPMENT MASTER MECHANIC	7/10/2023	721	5	39.0143	3,121.14	6,762.48	81,149.74
72050	EQUIPMENT MECHANIC I	7/10/2023	650	1	27.7899	2,223.19	4,816.92	57,802.99
72050	EQUIPMENT MECHANIC I	7/10/2023	650	2	29.1793	2,334.34	5,057.75	60,692.94
72050	EQUIPMENT MECHANIC I	7/10/2023	650	3	30.6384	2,451.07	5,310.66	63,727.87
72050	EQUIPMENT MECHANIC I	7/10/2023	650	4	32.1702	2,573.62	5,576.17	66,914.02
72050	EQUIPMENT MECHANIC I	7/10/2023	650	5	33.7787	2,702.30	5,854.98	70,259.70
72060	EQUIPMENT MECHANIC II	7/10/2023	695	1	30.5687	2,445.50	5,298.58	63,582.90
72060	EQUIPMENT MECHANIC II	7/10/2023	695	2	32.0972	2,567.78	5,563.52	66,762.18
72060	EQUIPMENT MECHANIC II	7/10/2023	695	3	33.7020	2,696.16	5,841.68	70,100.16
72060	EQUIPMENT MECHANIC II	7/10/2023	695	4	35.3872	2,830.98	6,133.78	73,605.38
72060	EQUIPMENT MECHANIC II	7/10/2023	695	5	37.1565	2,972.52	6,440.46	77,285.52
82000	FACILITIES MAINT WORKER I	7/10/2023	585	1	25.8510	2,068.08	4,480.84	53,770.08
82000	FACILITIES MAINT WORKER I	7/10/2023	585	2	27.1436	2,171.49	4,704.89	56,458.69
82000	FACILITIES MAINT WORKER I	7/10/2023	585	3	28.5006	2,280.05	4,940.10	59,281.25
82000	FACILITIES MAINT WORKER I	7/10/2023	585	4	29.9257	2,394.06	5,187.12	62,245.46
82000	FACILITIES MAINT WORKER I	7/10/2023	585	5	31.4221	2,513.77	5,446.50	65,357.97
82010	FACILITIES MAINT WORKER II	7/10/2023	640	1	28.4359	2,274.87	4,928.89	59,146.67
82010	FACILITIES MAINT WORKER II	7/10/2023	640	2	29.8578	2,388.62	5,175.35	62,104.22
82010	FACILITIES MAINT WORKER II	7/10/2023	640	3	31.3507	2,508.06	5,434.12	65,209.46
82010	FACILITIES MAINT WORKER II	7/10/2023	640	4	32.9181	2,633.45	5,705.80	68,469.65
82010	FACILITIES MAINT WORKER II	7/10/2023	640	5	34.5641	2,765.13	5,991.11	71,893.33
81050	FACILITIES MAINT WORKER LEAD	7/10/2023	680	1	31.2788	2,502.30	5,421.66	65,059.90
81050	FACILITIES MAINT WORKER LEAD	7/10/2023	680	2	32.8426	2,627.41	5,692.72	68,312.61
81050	FACILITIES MAINT WORKER LEAD	7/10/2023	680	3	34.4847	2,758.78	5,977.35	71,728.18
81050	FACILITIES MAINT WORKER LEAD	7/10/2023	680	4	36.2089	2,896.71	6,276.21	75,314.51
81050	FACILITIES MAINT WORKER LEAD	7/10/2023	680	5	38.0194	3,041.55	6,590.03	79,080.35
11350	FACILITIES SUPERINTENDENT	7/10/2023	681	1	37.5373	3,002.98	6,506.47	78,077.58
11350	FACILITIES SUPERINTENDENT	7/10/2023	681	2	39.4142	3,153.14	6,831.79	81,981.54
11350	FACILITIES SUPERINTENDENT	7/10/2023	681	3	41.3850	3,310.80	7,173.40	86,080.80
11350	FACILITIES SUPERINTENDENT	7/10/2023	681	4	43.4542	3,476.34	7,532.06	90,384.74
11350	FACILITIES SUPERINTENDENT	7/10/2023	681	5	45.6268	3,650.14	7,908.65	94,903.74
62810	FINANCE ASSISTANT I	7/10/2023	600	1	22.1893	1,775.14	3,846.15	46,153.74
62810	FINANCE ASSISTANT I	7/10/2023	600	2	23.2992	1,863.94	4,038.53	48,462.34
62810	FINANCE ASSISTANT I	7/10/2023	600	3	24.4643	1,957.14	4,240.48	50,885.74
62810	FINANCE ASSISTANT I	7/10/2023	600	4	25.6873	2,054.98	4,452.47	53,429.58
62810	FINANCE ASSISTANT I	7/10/2023	600	5	26.9716	2,157.73	4,675.08	56,100.93
62820	FINANCE ASSISTANT II	7/10/2023	647	1	24.4083	1,952.66	4,230.77	50,769.26
62820	FINANCE ASSISTANT II	7/10/2023	647	2	25.6288	2,050.30	4,442.33	53,307.90
62820	FINANCE ASSISTANT II	7/10/2023	647	3	26.9103	2,152.82	4,664.45	55,973.42
62820	FINANCE ASSISTANT II	7/10/2023	647	4	28.2558	2,260.46	4,897.67	58,772.06
62820	FINANCE ASSISTANT II	7/10/2023	647	5	29.6686	2,373.49	5,142.56	61,710.69
11080	FINANCE DIRECTOR	9/4/2023	122	1	78.8373	6,306.98	13,665.13	163,981.58

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
11080	FINANCE DIRECTOR	9/4/2023	122	2	82.7792	6,622.34	14,348.39	172,180.74
11080	FINANCE DIRECTOR	9/4/2023	122	3	86.9182	6,953.46	15,065.82	180,789.86
11080	FINANCE DIRECTOR	9/4/2023	122	4	91.2641	7,301.13	15,819.11	189,829.33
11080	FINANCE DIRECTOR	9/4/2023	122	5	95.8272	7,666.18	16,610.05	199,320.58
11700	FINANCE MANAGER	7/10/2023	135	1	51.9032	4,152.26	8,996.56	107,958.66
11700	FINANCE MANAGER	7/10/2023	135	2	54.4982	4,359.86	9,446.36	113,356.26
11700	FINANCE MANAGER	7/10/2023	135	3	57.2232	4,577.86	9,918.69	119,024.26
11700	FINANCE MANAGER	7/10/2023	135	4	60.0841	4,806.73	10,414.58	124,974.93
11700	FINANCE MANAGER	7/10/2023	135	5	63.0885	5,047.08	10,935.34	131,224.08
62830	FINANCE TECHNICIAN	7/10/2023	644	1	27.4801	2,198.41	4,763.22	57,158.61
62830	FINANCE TECHNICIAN	7/10/2023	644	2	28.8542	2,308.34	5,001.39	60,016.74
62830	FINANCE TECHNICIAN	7/10/2023	644	3	30.2969	2,423.75	5,251.46	63,017.55
62830	FINANCE TECHNICIAN	7/10/2023	644	4	31.8118	2,544.94	5,514.04	66,168.54
62830	FINANCE TECHNICIAN	7/10/2023	644	5	33.4024	2,672.19	5,789.75	69,476.99
11220	FINANCIAL ANALYST I	7/10/2023	173	1	40.6875	3,255.00	7,052.50	84,630.00
11220	FINANCIAL ANALYST I	7/10/2023	173	2	42.7216	3,417.73	7,405.08	88,860.93
11220	FINANCIAL ANALYST I	7/10/2023	173	3	44.8579	3,588.63	7,775.37	93,304.43
11220	FINANCIAL ANALYST I	7/10/2023	173	4	47.1007	3,768.06	8,164.12	97,969.46
11220	FINANCIAL ANALYST I	7/10/2023	173	5	49.4559	3,956.47	8,572.36	102,868.27
11230	FINANCIAL ANALYST II	7/10/2023	166	1	44.7563	3,580.50	7,757.76	93,093.10
11230	FINANCIAL ANALYST II	7/10/2023	166	2	46.9942	3,759.54	8,145.66	97,747.94
11230	FINANCIAL ANALYST II	7/10/2023	166	3	49.3439	3,947.51	8,552.94	102,635.31
11230	FINANCIAL ANALYST II	7/10/2023	166	4	51.8110	4,144.88	8,980.57	107,766.88
11230	FINANCIAL ANALYST II	7/10/2023	166	5	54.4014	4,352.11	9,429.58	113,154.91
21000	FINANCIAL SUPERVISOR	7/10/2023	720	1	31.8362	2,546.90	5,518.28	66,219.30
21000	FINANCIAL SUPERVISOR	7/10/2023	720	2	33.4281	2,674.25	5,794.20	69,530.45
21000	FINANCIAL SUPERVISOR	7/10/2023	720	3	35.0995	2,807.96	6,083.91	73,006.96
21000	FINANCIAL SUPERVISOR	7/10/2023	720	4	36.8547	2,948.38	6,388.15	76,657.78
21000	FINANCIAL SUPERVISOR	7/10/2023	720	5	38.6973	3,095.78	6,707.53	80,490.38
11450	FIRE BATALLION CHIEF (56-hour)	7/11/2022	172	1	44.5854	4,993.57	10,819.40	129,832.77
11450	FIRE BATALLION CHIEF (56-hour)	7/11/2022	172	2	46.8147	5,243.24	11,360.35	136,324.24
11450	FIRE BATALLION CHIEF (56-hour)	7/11/2022	172	3	49.1555	5,505.42	11,928.40	143,140.82
11450	FIRE BATALLION CHIEF (56-hour)	7/11/2022	172	4	51.6133	5,780.69	12,524.82	150,297.89
11450	FIRE BATALLION CHIEF (56-hour)	7/11/2022	172	5	54.1940	6,069.74	13,151.10	157,813.14
11440	FIRE BATTALION CHIEF (MARSHAL)	7/11/2022	171	1	62.4196	4,993.57	10,819.40	129,832.77
11440	FIRE BATTALION CHIEF (MARSHAL)	7/11/2022	171	2	65.5405	5,243.24	11,360.35	136,324.24
11440	FIRE BATTALION CHIEF (MARSHAL)	7/11/2022	171	3	68.8177	5,505.42	11,928.40	143,140.82
11440	FIRE BATTALION CHIEF (MARSHAL)	7/11/2022	171	4	72.2586	5,780.69	12,524.82	150,297.89
11440	FIRE BATTALION CHIEF (MARSHAL)	7/11/2022	171	5	75.8717	6,069.74	13,151.10	157,813.14
41000	FIRE CAPTAIN (56-hour)	7/11/2022	215	1	37.1546	4,161.32	9,016.18	108,194.20
41000	FIRE CAPTAIN (56-hour)	7/11/2022	215	2	39.0123	4,369.38	9,466.98	113,603.82
41000	FIRE CAPTAIN (56-hour)	7/11/2022	215	3	40.9629	4,587.84	9,940.33	119,283.96
41000	FIRE CAPTAIN (56-hour)	7/11/2022	215	4	43.0112	4,817.25	10,437.38	125,248.61
41000	FIRE CAPTAIN (56-hour)	7/11/2022	215	5	45.1617	5,058.11	10,959.24	131,510.87
11410	FIRE CHIEF	9/4/2023	104	1	88.3838	7,070.70	15,319.86	183,838.30
11410	FIRE CHIEF	9/4/2023	104	2	92.8029	7,424.23	16,085.84	193,030.03
11410	FIRE CHIEF	9/4/2023	104	3	97.4431	7,795.45	16,890.14	202,681.65
11410	FIRE CHIEF	9/4/2023	104	4	102.3153	8,185.22	17,734.65	212,815.82
11410	FIRE CHIEF	9/4/2023	104	5	107.4312	8,594.50	18,621.41	223,456.90
42000	FIREFIGHTER I (56-hour)	7/11/2022	225	1	29.3712	3,289.57	7,127.41	85,528.93
42000	FIREFIGHTER I (56-hour)	7/11/2022	225	2	30.8398	3,454.06	7,483.79	89,805.50
42000	FIREFIGHTER I (56-hour)	7/11/2022	225	3	32.3818	3,626.76	7,857.98	94,295.80
42000	FIREFIGHTER I (56-hour)	7/11/2022	225	4	34.0009	3,808.10	8,250.89	99,010.62
42000	FIREFIGHTER I (56-hour)	7/11/2022	225	5	35.7007	3,998.48	8,663.37	103,960.44
42010	FIREFIGHTER II (56-hour)	7/11/2022	220	1	32.3082	3,618.52	7,840.12	94,081.48
42010	FIREFIGHTER II (56-hour)	7/11/2022	220	2	33.9238	3,799.47	8,232.18	98,786.11
42010	FIREFIGHTER II (56-hour)	7/11/2022	220	3	35.6200	3,989.44	8,643.79	103,725.44
42010	FIREFIGHTER II (56-hour)	7/11/2022	220	4	37.4009	4,188.90	9,075.95	108,911.42
42010	FIREFIGHTER II (56-hour)	7/11/2022	220	5	39.2709	4,398.34	9,529.74	114,356.86

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
42020	FIREFIGHTER TRAINEE (40HR)	7/11/2022	230	1	37.3817	2,990.54	6,479.50	77,753.94
11530	FLEET MANAGER	7/10/2023	152	1	43.3074	3,464.59	7,506.62	90,079.39
11530	FLEET MANAGER	7/10/2023	152	2	45.4726	3,637.81	7,881.92	94,583.01
11530	FLEET MANAGER	7/10/2023	152	3	47.7464	3,819.71	8,276.04	99,312.51
11530	FLEET MANAGER	7/10/2023	152	4	50.1338	4,010.70	8,689.86	104,278.30
11530	FLEET MANAGER	7/10/2023	152	5	52.6404	4,211.23	9,124.34	109,492.03
32550	GIS SYSTEM ANALYST	7/10/2023	722	1	40.6067	3,248.54	7,038.50	84,461.94
32550	GIS SYSTEM ANALYST	7/10/2023	722	2	42.6373	3,410.98	7,390.47	88,685.58
32550	GIS SYSTEM ANALYST	7/10/2023	722	3	44.7690	3,581.52	7,759.96	93,119.52
32550	GIS SYSTEM ANALYST	7/10/2023	722	4	47.0077	3,760.62	8,148.00	97,776.02
32550	GIS SYSTEM ANALYST	7/10/2023	722	5	49.3580	3,948.64	8,555.39	102,664.64
11020	HUMAN RESOURCES ANALYST I	7/10/2023	169	1	40.2727	3,221.82	6,980.60	83,767.22
11020	HUMAN RESOURCES ANALYST I	7/10/2023	169	2	42.2861	3,382.89	7,329.59	87,955.09
11020	HUMAN RESOURCES ANALYST I	7/10/2023	169	3	44.4006	3,552.05	7,696.10	92,353.25
11020	HUMAN RESOURCES ANALYST I	7/10/2023	169	4	46.6205	3,729.64	8,080.89	96,970.64
11020	HUMAN RESOURCES ANALYST I	7/10/2023	169	5	48.9517	3,916.14	8,484.96	101,819.54
11030	HUMAN RESOURCES ANALYST II	7/10/2023	164	1	44.3000	3,544.00	7,678.67	92,144.00
11030	HUMAN RESOURCES ANALYST II	7/10/2023	164	2	46.5151	3,721.21	8,062.62	96,751.41
11030	HUMAN RESOURCES ANALYST II	7/10/2023	164	3	48.8408	3,907.26	8,465.74	101,588.86
11030	HUMAN RESOURCES ANALYST II	7/10/2023	164	4	51.2828	4,102.62	8,889.02	106,668.22
11030	HUMAN RESOURCES ANALYST II	7/10/2023	164	5	53.8468	4,307.74	9,333.45	112,001.34
11650	HUMAN RESOURCES DIRECTOR	9/4/2023	122	1	78.8373	6,306.98	13,665.13	163,981.58
11650	HUMAN RESOURCES DIRECTOR	9/4/2023	122	2	82.7792	6,622.34	14,348.39	172,180.74
11650	HUMAN RESOURCES DIRECTOR	9/4/2023	122	3	86.9182	6,953.46	15,065.82	180,789.86
11650	HUMAN RESOURCES DIRECTOR	9/4/2023	122	4	91.2641	7,301.13	15,819.11	189,829.33
11650	HUMAN RESOURCES DIRECTOR	9/4/2023	122	5	95.8272	7,666.18	16,610.05	199,320.58
33010	HUMAN RESOURCES TECH I - CONF	7/10/2023	596	1	27.3336	2,186.69	4,737.82	56,853.89
33010	HUMAN RESOURCES TECH I - CONF	7/10/2023	596	2	28.7004	2,296.03	4,974.74	59,696.83
33010	HUMAN RESOURCES TECH I - CONF	7/10/2023	596	3	30.1355	2,410.84	5,223.49	62,681.84
33010	HUMAN RESOURCES TECH I - CONF	7/10/2023	596	4	31.6420	2,531.36	5,484.61	65,815.36
33010	HUMAN RESOURCES TECH I - CONF	7/10/2023	596	5	33.2241	2,657.93	5,758.84	69,106.13
32170	HUMAN RESOURCES TECH II - CONF	7/10/2023	597	1	30.0671	2,405.37	5,211.63	62,539.57
32170	HUMAN RESOURCES TECH II - CONF	7/10/2023	597	2	31.5702	2,525.62	5,472.17	65,666.02
32170	HUMAN RESOURCES TECH II - CONF	7/10/2023	597	3	33.1487	2,651.90	5,745.78	68,949.30
32170	HUMAN RESOURCES TECH II - CONF	7/10/2023	597	4	34.8062	2,784.50	6,033.08	72,396.90
32170	HUMAN RESOURCES TECH II - CONF	7/10/2023	597	5	36.5464	2,923.71	6,334.71	76,016.51
32080	INFORMATION SERVICES TECH	7/10/2023	612	1	31.4264	2,514.11	5,447.24	65,366.91
32080	INFORMATION SERVICES TECH	7/10/2023	612	2	32.9977	2,639.82	5,719.60	68,635.22
32080	INFORMATION SERVICES TECH	7/10/2023	612	3	34.6474	2,771.79	6,005.55	72,066.59
32080	INFORMATION SERVICES TECH	7/10/2023	612	4	36.3803	2,910.42	6,305.92	75,671.02
32080	INFORMATION SERVICES TECH	7/10/2023	612	5	38.1989	3,055.91	6,621.14	79,453.71
32270	INFORMATION SYSTEMS ANALYST	7/10/2023	722	1	40.6067	3,248.54	7,038.50	84,461.94
32270	INFORMATION SYSTEMS ANALYST	7/10/2023	722	2	42.6373	3,410.98	7,390.47	88,685.58
32270	INFORMATION SYSTEMS ANALYST	7/10/2023	722	3	44.7690	3,581.52	7,759.96	93,119.52
32270	INFORMATION SYSTEMS ANALYST	7/10/2023	722	4	47.0077	3,760.62	8,148.00	97,776.02
32270	INFORMATION SYSTEMS ANALYST	7/10/2023	722	5	49.3580	3,948.64	8,555.39	102,664.64
11560	INFORMATION TECH DIRECTOR	9/4/2023	122	1	78.8373	6,306.98	13,665.13	163,981.58
11560	INFORMATION TECH DIRECTOR	9/4/2023	122	2	82.7792	6,622.34	14,348.39	172,180.74
11560	INFORMATION TECH DIRECTOR	9/4/2023	122	3	86.9182	6,953.46	15,065.82	180,789.86
11560	INFORMATION TECH DIRECTOR	9/4/2023	122	4	91.2641	7,301.13	15,819.11	189,829.33
11560	INFORMATION TECH DIRECTOR	9/4/2023	122	5	95.8272	7,666.18	16,610.05	199,320.58
81200	IRRIGATION SUPERVISOR	7/10/2023	741	1	33.0324	2,642.59	5,725.62	68,707.39
81200	IRRIGATION SUPERVISOR	7/10/2023	741	2	34.6840	2,774.72	6,011.89	72,142.72
81200	IRRIGATION SUPERVISOR	7/10/2023	741	3	36.4181	2,913.45	6,312.47	75,749.65
81200	IRRIGATION SUPERVISOR	7/10/2023	741	4	38.2390	3,059.12	6,628.09	79,537.12
81200	IRRIGATION SUPERVISOR	7/10/2023	741	5	40.1509	3,212.07	6,959.49	83,513.87
82350	IRRIGATION TECHNICIAN	7/10/2023	590	1	26.3363	2,106.90	4,564.96	54,779.50
82350	IRRIGATION TECHNICIAN	7/10/2023	590	2	27.6532	2,212.26	4,793.22	57,518.66
82350	IRRIGATION TECHNICIAN	7/10/2023	590	3	29.0358	2,322.86	5,032.87	60,394.46

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
82350	IRRIGATION TECHNICIAN	7/10/2023	590	4	30.4876	2,439.01	5,284.52	63,414.21
82350	IRRIGATION TECHNICIAN	7/10/2023	590	5	32.0122	2,560.98	5,548.78	66,585.38
82450	LABORATORY ANALYST	10/30/2023	670	1	40.0347	3,202.78	6,939.35	83,272.18
82450	LABORATORY ANALYST	10/30/2023	670	2	42.0365	3,362.92	7,286.33	87,435.92
82450	LABORATORY ANALYST	10/30/2023	670	3	44.1382	3,531.06	7,650.62	91,807.46
82450	LABORATORY ANALYST	10/30/2023	670	4	46.3454	3,707.63	8,033.20	96,398.43
82450	LABORATORY ANALYST	10/30/2023	670	5	48.6627	3,893.02	8,434.87	101,218.42
82460	LABORATORY ANALYST LEAD	10/30/2023	673	1	44.0382	3,523.06	7,633.29	91,599.46
82460	LABORATORY ANALYST LEAD	10/30/2023	673	2	46.2402	3,699.22	8,014.97	96,179.62
82460	LABORATORY ANALYST LEAD	10/30/2023	673	3	48.5520	3,884.16	8,415.68	100,988.16
82460	LABORATORY ANALYST LEAD	10/30/2023	673	4	50.9799	4,078.39	8,836.52	106,038.19
82460	LABORATORY ANALYST LEAD	10/30/2023	673	5	53.5290	4,282.32	9,278.36	111,340.32
32800	LABORATORY SUPERVISOR	10/30/2023	729	1	50.6439	4,051.51	8,778.28	105,339.31
32800	LABORATORY SUPERVISOR	10/30/2023	729	2	53.1762	4,254.10	9,217.21	110,606.50
32800	LABORATORY SUPERVISOR	10/30/2023	729	3	55.8348	4,466.78	9,678.03	116,136.38
32800	LABORATORY SUPERVISOR	10/30/2023	729	4	58.6269	4,690.15	10,162.00	121,943.95
32800	LABORATORY SUPERVISOR	10/30/2023	729	5	61.5584	4,924.67	10,670.12	128,041.47
12100	LAND RESOURCES PROGRAM MANAGER	7/10/2023	161	1	45.4633	3,637.06	7,880.31	94,563.66
12100	LAND RESOURCES PROGRAM MANAGER	7/10/2023	161	2	47.7366	3,818.93	8,274.34	99,292.13
12100	LAND RESOURCES PROGRAM MANAGER	7/10/2023	161	3	50.1232	4,009.86	8,688.02	104,256.26
12100	LAND RESOURCES PROGRAM MANAGER	7/10/2023	161	4	52.6295	4,210.36	9,122.45	109,469.36
12100	LAND RESOURCES PROGRAM MANAGER	7/10/2023	161	5	55.2611	4,420.89	9,578.59	114,943.09
11040	MANAGEMENT ANALYST I	7/10/2023	159	1	38.9417	3,115.34	6,749.90	80,998.74
11040	MANAGEMENT ANALYST I	7/10/2023	159	2	40.8890	3,271.12	7,087.43	85,049.12
11040	MANAGEMENT ANALYST I	7/10/2023	159	3	42.9331	3,434.65	7,441.74	89,300.85
11040	MANAGEMENT ANALYST I	7/10/2023	159	4	45.0804	3,606.43	7,813.94	93,767.23
11040	MANAGEMENT ANALYST I	7/10/2023	159	5	47.3341	3,786.73	8,204.58	98,454.93
11050	MANAGEMENT ANALYST II	7/10/2023	158	1	42.8361	3,426.89	7,424.92	89,099.09
11050	MANAGEMENT ANALYST II	7/10/2023	158	2	44.9781	3,598.25	7,796.20	93,554.45
11050	MANAGEMENT ANALYST II	7/10/2023	158	3	47.2268	3,778.14	8,185.98	98,231.74
11050	MANAGEMENT ANALYST II	7/10/2023	158	4	49.5882	3,967.06	8,595.29	103,143.46
11050	MANAGEMENT ANALYST II	7/10/2023	158	5	52.0677	4,165.42	9,025.07	108,300.82
32200	MEDIA SERVICES SPECIALIST	7/10/2023	724	1	35.3102	2,824.82	6,120.44	73,445.22
32200	MEDIA SERVICES SPECIALIST	7/10/2023	724	2	37.0759	2,966.07	6,426.49	77,117.87
32200	MEDIA SERVICES SPECIALIST	7/10/2023	724	3	38.9295	3,114.36	6,747.78	80,973.36
32200	MEDIA SERVICES SPECIALIST	7/10/2023	724	4	40.8762	3,270.10	7,085.21	85,022.50
32200	MEDIA SERVICES SPECIALIST	7/10/2023	724	5	42.9199	3,433.59	7,439.45	89,273.39
62600	OFFICE ASSISTANT I	7/10/2023	520	1	18.7837	1,502.70	3,255.84	39,070.10
62600	OFFICE ASSISTANT I	7/10/2023	520	2	19.7231	1,577.85	3,418.67	41,024.05
62600	OFFICE ASSISTANT I	7/10/2023	520	3	20.7094	1,656.75	3,589.63	43,075.55
62600	OFFICE ASSISTANT I	7/10/2023	520	4	21.7451	1,739.61	3,769.15	45,229.81
62600	OFFICE ASSISTANT I	7/10/2023	520	5	22.8321	1,826.57	3,957.56	47,490.77
62610	OFFICE ASSISTANT II	7/10/2023	545	1	20.6624	1,652.99	3,581.48	42,977.79
62610	OFFICE ASSISTANT II	7/10/2023	545	2	21.6957	1,735.66	3,760.59	45,127.06
62610	OFFICE ASSISTANT II	7/10/2023	545	3	22.7803	1,822.42	3,948.58	47,383.02
62610	OFFICE ASSISTANT II	7/10/2023	545	4	23.9195	1,913.56	4,146.05	49,752.56
62610	OFFICE ASSISTANT II	7/10/2023	545	5	25.1154	2,009.23	4,353.34	52,240.03
62630	OFFICE ASSISTANT II - CONF	7/10/2023	540	1	21.6956	1,735.65	3,760.57	45,126.85
62630	OFFICE ASSISTANT II - CONF	7/10/2023	540	2	22.7806	1,822.45	3,948.64	47,383.65
62630	OFFICE ASSISTANT II - CONF	7/10/2023	540	3	23.9196	1,913.57	4,146.06	49,752.77
62630	OFFICE ASSISTANT II - CONF	7/10/2023	540	4	25.1154	2,009.23	4,353.34	52,240.03
62630	OFFICE ASSISTANT II - CONF	7/10/2023	540	5	26.3711	2,109.69	4,570.99	54,851.89
62450	OFFICE ASSISTANT III	7/10/2023	575	1	22.7285	1,818.28	3,939.61	47,275.28
62450	OFFICE ASSISTANT III	7/10/2023	575	2	23.8652	1,909.22	4,136.64	49,639.62
62450	OFFICE ASSISTANT III	7/10/2023	575	3	25.0583	2,004.66	4,343.44	52,121.26
62450	OFFICE ASSISTANT III	7/10/2023	575	4	26.3112	2,104.90	4,560.61	54,727.30
62450	OFFICE ASSISTANT III	7/10/2023	575	5	27.6267	2,210.14	4,788.63	57,463.54
21323	PARATRANSIT COORDINATOR	7/10/2023	625	1	30.8532	2,468.26	5,347.89	64,174.66
21323	PARATRANSIT COORDINATOR	7/10/2023	625	2	32.3960	2,591.68	5,615.31	67,383.68

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
21323	PARATRANSIT COORDINATOR	7/10/2023	625	3	34.0158	2,721.26	5,896.07	70,752.86
21323	PARATRANSIT COORDINATOR	7/10/2023	625	4	35.7167	2,857.34	6,190.90	74,290.74
21323	PARATRANSIT COORDINATOR	7/10/2023	625	5	37.5025	3,000.20	6,500.43	78,005.20
21313	PARATRANSIT SUPERVISOR	7/10/2023	747	1	35.4817	2,838.54	6,150.16	73,801.94
21313	PARATRANSIT SUPERVISOR	7/10/2023	747	2	37.2557	2,980.46	6,457.66	77,491.86
21313	PARATRANSIT SUPERVISOR	7/10/2023	747	3	39.1184	3,129.47	6,780.52	81,366.27
21313	PARATRANSIT SUPERVISOR	7/10/2023	747	4	41.0743	3,285.94	7,119.54	85,434.54
21313	PARATRANSIT SUPERVISOR	7/10/2023	747	5	43.1281	3,450.25	7,475.54	89,706.45
82300	PARK MAINTENANCE WORKER I	7/10/2023	547	1	21.7605	1,740.84	3,771.82	45,261.84
82300	PARK MAINTENANCE WORKER I	7/10/2023	547	2	22.8484	1,827.87	3,960.39	47,524.67
82300	PARK MAINTENANCE WORKER I	7/10/2023	547	3	23.9912	1,919.30	4,158.47	49,901.70
82300	PARK MAINTENANCE WORKER I	7/10/2023	547	4	25.1904	2,015.23	4,366.34	52,396.03
82300	PARK MAINTENANCE WORKER I	7/10/2023	547	5	26.4499	2,115.99	4,584.65	55,015.79
82310	PARK MAINTENANCE WORKER II	7/10/2023	580	1	23.9365	1,914.92	4,148.99	49,787.92
82310	PARK MAINTENANCE WORKER II	7/10/2023	580	2	25.1333	2,010.66	4,356.44	52,277.26
82310	PARK MAINTENANCE WORKER II	7/10/2023	580	3	26.3900	2,111.20	4,574.27	54,891.20
82310	PARK MAINTENANCE WORKER II	7/10/2023	580	4	27.7095	2,216.76	4,802.98	57,635.76
82310	PARK MAINTENANCE WORKER II	7/10/2023	580	5	29.0950	2,327.60	5,043.13	60,517.60
81250	PARK MAINTENANCE WORKER LEAD	7/10/2023	656	1	27.5269	2,202.15	4,771.33	57,255.95
81250	PARK MAINTENANCE WORKER LEAD	7/10/2023	656	2	28.9034	2,312.27	5,009.92	60,119.07
81250	PARK MAINTENANCE WORKER LEAD	7/10/2023	656	3	30.3486	2,427.89	5,260.42	63,125.09
81250	PARK MAINTENANCE WORKER LEAD	7/10/2023	656	4	31.8658	2,549.26	5,523.41	66,280.86
81250	PARK MAINTENANCE WORKER LEAD	7/10/2023	656	5	33.4592	2,676.74	5,799.60	69,595.14
11570	PARKS & COMM SERVICES DIRECTOR	9/4/2023	122	1	78.8373	6,306.98	13,665.13	163,981.58
11570	PARKS & COMM SERVICES DIRECTOR	9/4/2023	122	2	82.7792	6,622.34	14,348.39	172,180.74
11570	PARKS & COMM SERVICES DIRECTOR	9/4/2023	122	3	86.9182	6,953.46	15,065.82	180,789.86
11570	PARKS & COMM SERVICES DIRECTOR	9/4/2023	122	4	91.2641	7,301.13	15,819.11	189,829.33
11570	PARKS & COMM SERVICES DIRECTOR	9/4/2023	122	5	95.8272	7,666.18	16,610.05	199,320.58
11670	PARKS MANAGER	7/10/2023	165	1	52.2836	4,182.69	9,062.49	108,749.89
11670	PARKS MANAGER	7/10/2023	165	2	54.8977	4,391.82	9,515.60	114,187.22
11670	PARKS MANAGER	7/10/2023	165	3	57.6424	4,611.39	9,991.35	119,896.19
11670	PARKS MANAGER	7/10/2023	165	4	60.5246	4,841.97	10,490.93	125,891.17
11670	PARKS MANAGER	7/10/2023	165	5	63.5507	5,084.06	11,015.46	132,185.46
81450	PARKS SUPERVISOR	7/10/2023	741	1	33.0324	2,642.59	5,725.62	68,707.39
81450	PARKS SUPERVISOR	7/10/2023	741	2	34.6840	2,774.72	6,011.89	72,142.72
81450	PARKS SUPERVISOR	7/10/2023	741	3	36.4181	2,913.45	6,312.47	75,749.65
81450	PARKS SUPERVISOR	7/10/2023	741	4	38.2390	3,059.12	6,628.09	79,537.12
81450	PARKS SUPERVISOR	7/10/2023	741	5	40.1509	3,212.07	6,959.49	83,513.87
31130	PAYROLL TECH I-CONF	7/10/2023	598	1	25.8096	2,064.77	4,473.66	53,683.97
31130	PAYROLL TECH I-CONF	7/10/2023	598	2	27.1001	2,168.01	4,697.35	56,368.21
31130	PAYROLL TECH I-CONF	7/10/2023	598	3	28.4552	2,276.42	4,932.23	59,186.82
31130	PAYROLL TECH I-CONF	7/10/2023	598	4	29.8777	2,390.22	5,178.80	62,145.62
31130	PAYROLL TECH I-CONF	7/10/2023	598	5	31.3716	2,509.73	5,437.74	65,252.93
31140	PAYROLL TECH II-CONF	7/10/2023	599	1	28.3907	2,271.26	4,921.06	59,052.66
31140	PAYROLL TECH II-CONF	7/10/2023	599	2	29.8100	2,384.80	5,167.07	62,004.80
31140	PAYROLL TECH II-CONF	7/10/2023	599	3	31.3005	2,504.04	5,425.42	65,105.04
31140	PAYROLL TECH II-CONF	7/10/2023	599	4	32.8655	2,629.24	5,696.69	68,360.24
31140	PAYROLL TECH II-CONF	7/10/2023	599	5	34.5087	2,760.70	5,981.51	71,778.10
11730	POLICE CHIEF	9/4/2023	104	1	88.3838	7,070.70	15,319.86	183,838.30
11730	POLICE CHIEF	9/4/2023	104	2	92.8029	7,424.23	16,085.84	193,030.03
11730	POLICE CHIEF	9/4/2023	104	3	97.4431	7,795.45	16,890.14	202,681.65
11730	POLICE CHIEF	9/4/2023	104	4	102.3153	8,185.22	17,734.65	212,815.82
11730	POLICE CHIEF	9/4/2023	104	5	107.4312	8,594.50	18,621.41	223,456.90
42250	POLICE CORPORAL	7/10/2023	265	1	45.7762	3,662.10	7,934.54	95,214.50
42250	POLICE CORPORAL	7/10/2023	265	2	48.0646	3,845.17	8,331.20	99,974.37
42250	POLICE CORPORAL	7/10/2023	265	3	50.4679	4,037.43	8,747.77	104,973.23
42250	POLICE CORPORAL	7/10/2023	265	4	52.9912	4,239.30	9,185.14	110,221.70
42250	POLICE CORPORAL	7/10/2023	265	5	55.6409	4,451.27	9,644.42	115,733.07
42250	POLICE CORPORAL	8/29/2023	265	6	58.4229	4,673.83	10,126.64	121,519.63

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
11770	POLICE LIEUTENANT	7/10/2023	150	1	65.8039	5,264.31	11,406.01	136,872.11
11770	POLICE LIEUTENANT	7/10/2023	150	2	69.0942	5,527.54	11,976.33	143,715.94
11770	POLICE LIEUTENANT	7/10/2023	150	3	72.5488	5,803.90	12,575.13	150,901.50
11770	POLICE LIEUTENANT	7/10/2023	150	4	76.1765	6,094.12	13,203.93	158,447.12
11770	POLICE LIEUTENANT	7/10/2023	150	5	79.9851	6,398.81	13,864.08	166,369.01
42200	POLICE OFFICER	7/10/2023	270	1	41.6143	3,329.14	7,213.15	86,557.74
42200	POLICE OFFICER	7/10/2023	270	2	43.6949	3,495.59	7,573.78	90,885.39
42200	POLICE OFFICER	7/10/2023	270	3	45.8796	3,670.37	7,952.46	95,429.57
42200	POLICE OFFICER	7/10/2023	270	4	48.1737	3,853.90	8,350.11	100,201.30
42200	POLICE OFFICER	7/10/2023	270	5	50.5825	4,046.60	8,767.63	105,211.60
42200	POLICE OFFICER	7/10/2023	270	6	53.1117	4,248.94	9,206.03	110,472.34
42220	POLICE OFFICER TRAINEE	7/10/2023	290	1	28.6593	2,292.74	4,967.61	59,611.34
42220	POLICE OFFICER TRAINEE	7/10/2023	290	2	30.0926	2,407.41	5,216.05	62,592.61
42220	POLICE OFFICER TRAINEE	7/10/2023	290	3	31.5971	2,527.77	5,476.83	65,721.97
42220	POLICE OFFICER TRAINEE	7/10/2023	290	4	33.1770	2,654.16	5,750.68	69,008.16
42220	POLICE OFFICER TRAINEE	7/10/2023	290	5	34.8359	2,786.87	6,038.22	72,458.67
62650	POLICE RECORDS SPECIALIST	7/10/2023	297	1	23.5111	1,880.89	4,075.26	48,903.09
62650	POLICE RECORDS SPECIALIST	7/10/2023	297	2	24.6867	1,974.94	4,279.03	51,348.34
62650	POLICE RECORDS SPECIALIST	7/10/2023	297	3	25.9209	2,073.67	4,492.96	53,915.47
62650	POLICE RECORDS SPECIALIST	7/10/2023	297	4	27.2169	2,177.35	4,717.60	56,611.15
62650	POLICE RECORDS SPECIALIST	7/10/2023	297	5	28.5780	2,286.24	4,953.52	59,442.24
41200	POLICE SERGEANT	7/10/2023	260	1	52.6423	4,211.38	9,124.66	109,495.98
41200	POLICE SERGEANT	7/10/2023	260	2	55.2743	4,421.94	9,580.88	114,970.54
41200	POLICE SERGEANT	7/10/2023	260	3	58.0380	4,643.04	10,059.92	120,719.04
41200	POLICE SERGEANT	7/10/2023	260	4	60.9401	4,875.21	10,562.95	126,755.41
41200	POLICE SERGEANT	7/10/2023	260	5	63.9868	5,118.94	11,091.05	133,092.54
11910	PRINCIPAL CIVIL ENGINEER	7/10/2023	151	1	63.8816	5,110.53	11,072.81	132,873.73
11910	PRINCIPAL CIVIL ENGINEER	7/10/2023	151	2	67.0758	5,366.06	11,626.47	139,517.66
11910	PRINCIPAL CIVIL ENGINEER	7/10/2023	151	3	70.4296	5,634.37	12,207.80	146,493.57
11910	PRINCIPAL CIVIL ENGINEER	7/10/2023	151	4	73.9510	5,916.08	12,818.17	153,818.08
11910	PRINCIPAL CIVIL ENGINEER	7/10/2023	151	5	77.6485	6,211.88	13,459.07	161,508.88
11930	PRINCIPAL PLANNER	7/10/2023	134	1	54.2648	4,341.18	9,405.90	112,870.78
11930	PRINCIPAL PLANNER	7/10/2023	134	2	56.9779	4,558.23	9,876.17	118,514.03
11930	PRINCIPAL PLANNER	7/10/2023	134	3	59.8269	4,786.15	10,370.00	124,439.95
11930	PRINCIPAL PLANNER	7/10/2023	134	4	62.8179	5,025.43	10,888.44	130,661.23
11930	PRINCIPAL PLANNER	7/10/2023	134	5	65.9590	5,276.72	11,432.89	137,194.72
12110	PUBLIC INFORMATION OFFICER	7/10/2023	117	1	47.1198	3,769.58	8,167.43	98,009.18
12110	PUBLIC INFORMATION OFFICER	7/10/2023	117	2	49.4759	3,958.07	8,575.82	102,909.87
12110	PUBLIC INFORMATION OFFICER	7/10/2023	117	3	51.9494	4,155.95	9,004.56	108,054.75
12110	PUBLIC INFORMATION OFFICER	7/10/2023	117	4	54.5470	4,363.76	9,454.81	113,457.76
12110	PUBLIC INFORMATION OFFICER	7/10/2023	117	5	57.2746	4,581.97	9,927.60	119,131.17
61550	PUBLIC SAFETY DISPATCH SUPERV	7/10/2023	280	1	39.6068	3,168.54	6,865.18	82,382.14
61550	PUBLIC SAFETY DISPATCH SUPERV	7/10/2023	280	2	41.5871	3,326.97	7,208.43	86,501.17
61550	PUBLIC SAFETY DISPATCH SUPERV	7/10/2023	280	3	43.6666	3,493.33	7,568.88	90,826.53
61550	PUBLIC SAFETY DISPATCH SUPERV	7/10/2023	280	4	45.8497	3,667.98	7,947.28	95,367.38
61550	PUBLIC SAFETY DISPATCH SUPERV	7/10/2023	280	5	48.1424	3,851.39	8,344.68	100,136.19
61550	PUBLIC SAFETY DISPATCH SUPERV	7/10/2023	280	6	50.5494	4,043.95	8,761.90	105,142.75
62300	PUBLIC SAFETY DISPATCHER I	7/10/2023	285	1	28.8053	2,304.42	4,992.92	59,915.02
62300	PUBLIC SAFETY DISPATCHER I	7/10/2023	285	2	30.2456	2,419.65	5,242.57	62,910.85
62300	PUBLIC SAFETY DISPATCHER I	7/10/2023	285	3	31.7578	2,540.62	5,504.69	66,056.22
62300	PUBLIC SAFETY DISPATCHER I	7/10/2023	285	4	33.3459	2,667.67	5,779.96	69,359.47
62300	PUBLIC SAFETY DISPATCHER I	7/10/2023	285	5	35.0129	2,801.03	6,068.90	72,826.83
62300	PUBLIC SAFETY DISPATCHER I	7/10/2023	285	6	36.7638	2,941.10	6,372.39	76,468.70
62310	PUBLIC SAFETY DISPATCHER II	7/10/2023	286	1	31.6858	2,534.86	5,492.21	65,906.46
62310	PUBLIC SAFETY DISPATCHER II	7/10/2023	286	2	33.2700	2,661.60	5,766.80	69,201.60
62310	PUBLIC SAFETY DISPATCHER II	7/10/2023	286	3	34.9338	2,794.70	6,055.19	72,662.30
62310	PUBLIC SAFETY DISPATCHER II	7/10/2023	286	4	36.6803	2,934.42	6,357.92	76,295.02
62310	PUBLIC SAFETY DISPATCHER II	7/10/2023	286	5	38.5143	3,081.14	6,675.81	80,109.74
62310	PUBLIC SAFETY DISPATCHER II	7/10/2023	286	6	40.4399	3,235.19	7,009.58	84,114.99

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
62320	PUBLIC SAFETY SPECIALIST	7/10/2023	290	1	28.6593	2,292.74	4,967.61	59,611.34
62320	PUBLIC SAFETY SPECIALIST	7/10/2023	290	2	30.0926	2,407.41	5,216.05	62,592.61
62320	PUBLIC SAFETY SPECIALIST	7/10/2023	290	3	31.5971	2,527.77	5,476.83	65,721.97
62320	PUBLIC SAFETY SPECIALIST	7/10/2023	290	4	33.1770	2,654.16	5,750.68	69,008.16
62320	PUBLIC SAFETY SPECIALIST	7/10/2023	290	5	34.8359	2,786.87	6,038.22	72,458.67
61561	PUBLIC SAFETY SVCS SUP Y-RATE	7/10/2023	292	5	40.3277	3,226.22	6,990.13	83,881.62
61560	PUBLIC SAFETY SVCS SUPERVISOR	7/10/2023	291	1	32.9588	2,636.70	5,712.86	68,554.30
61560	PUBLIC SAFETY SVCS SUPERVISOR	7/10/2023	291	2	34.6067	2,768.54	5,998.50	71,981.94
61560	PUBLIC SAFETY SVCS SUPERVISOR	7/10/2023	291	3	36.3369	2,906.95	6,298.40	75,580.75
61560	PUBLIC SAFETY SVCS SUPERVISOR	7/10/2023	291	4	38.1539	3,052.31	6,613.34	79,360.11
61560	PUBLIC SAFETY SVCS SUPERVISOR	7/10/2023	291	5	40.0610	3,204.88	6,943.91	83,326.88
10130	PUBLIC WORKS DEPUTY DIRECTOR	7/10/2023	181	1	62.7403	5,019.22	10,874.99	130,499.82
10130	PUBLIC WORKS DEPUTY DIRECTOR	7/10/2023	181	2	65.8775	5,270.20	11,418.77	137,025.20
10130	PUBLIC WORKS DEPUTY DIRECTOR	7/10/2023	181	3	69.1713	5,533.70	11,989.69	143,876.30
10130	PUBLIC WORKS DEPUTY DIRECTOR	7/10/2023	181	4	72.6299	5,810.39	12,589.18	151,070.19
10130	PUBLIC WORKS DEPUTY DIRECTOR	7/10/2023	181	5	76.2612	6,100.90	13,218.61	158,623.30
11810	PUBLIC WORKS DIRECTOR U&O	9/4/2023	122	1	78.8373	6,306.98	13,665.13	163,981.58
11810	PUBLIC WORKS DIRECTOR U&O	9/4/2023	122	2	82.7792	6,622.34	14,348.39	172,180.74
11810	PUBLIC WORKS DIRECTOR U&O	9/4/2023	122	3	86.9182	6,953.46	15,065.82	180,789.86
11810	PUBLIC WORKS DIRECTOR U&O	9/4/2023	122	4	91.2641	7,301.13	15,819.11	189,829.33
11810	PUBLIC WORKS DIRECTOR U&O	9/4/2023	122	5	95.8272	7,666.18	16,610.05	199,320.58
32390	PUBLIC WORKS INSPECTOR I	7/10/2023	712	1	32.4742	2,597.94	5,628.86	67,546.34
32390	PUBLIC WORKS INSPECTOR I	7/10/2023	712	2	34.0979	2,727.83	5,910.30	70,923.63
32390	PUBLIC WORKS INSPECTOR I	7/10/2023	712	3	35.8028	2,864.22	6,205.82	74,469.82
32390	PUBLIC WORKS INSPECTOR I	7/10/2023	712	4	37.5928	3,007.42	6,516.09	78,193.02
32390	PUBLIC WORKS INSPECTOR I	7/10/2023	712	5	39.4724	3,157.79	6,841.88	82,102.59
32300	PUBLIC WORKS INSPECTOR II	7/10/2023	758	1	35.7218	2,857.74	6,191.78	74,301.34
32300	PUBLIC WORKS INSPECTOR II	7/10/2023	758	2	37.5076	3,000.61	6,501.32	78,015.81
32300	PUBLIC WORKS INSPECTOR II	7/10/2023	758	3	39.3833	3,150.66	6,826.44	81,917.26
32300	PUBLIC WORKS INSPECTOR II	7/10/2023	758	4	41.3522	3,308.18	7,167.72	86,012.58
32300	PUBLIC WORKS INSPECTOR II	7/10/2023	758	5	43.4197	3,473.58	7,526.08	90,312.98
82250	PUBLIC WORKS MAINT WKR I	7/10/2023	548	1	23.5817	1,886.54	4,087.50	49,049.94
82250	PUBLIC WORKS MAINT WKR I	7/10/2023	548	2	24.7606	1,980.85	4,291.84	51,502.05
82250	PUBLIC WORKS MAINT WKR I	7/10/2023	548	3	25.9990	2,079.92	4,506.49	54,077.92
82250	PUBLIC WORKS MAINT WKR I	7/10/2023	548	4	27.2987	2,183.90	4,731.78	56,781.30
82250	PUBLIC WORKS MAINT WKR I	7/10/2023	548	5	28.6636	2,293.09	4,968.36	59,620.29
82260	PUBLIC WORKS MAINT WKR II	7/10/2023	581	1	25.9398	2,075.18	4,496.23	53,954.78
82260	PUBLIC WORKS MAINT WKR II	7/10/2023	581	2	27.2368	2,178.94	4,721.05	56,652.54
82260	PUBLIC WORKS MAINT WKR II	7/10/2023	581	3	28.5986	2,287.89	4,957.09	59,485.09
82260	PUBLIC WORKS MAINT WKR II	7/10/2023	581	4	30.0285	2,402.28	5,204.94	62,459.28
82260	PUBLIC WORKS MAINT WKR II	7/10/2023	581	5	31.5300	2,522.40	5,465.20	65,582.40
81600	PUBLIC WORKS MAINT WORKER LEAD	7/10/2023	659	1	28.5338	2,282.70	4,945.86	59,350.30
81600	PUBLIC WORKS MAINT WORKER LEAD	7/10/2023	659	2	29.9605	2,396.84	5,193.15	62,317.84
81600	PUBLIC WORKS MAINT WORKER LEAD	7/10/2023	659	3	31.4585	2,516.68	5,452.81	65,433.68
81600	PUBLIC WORKS MAINT WORKER LEAD	7/10/2023	659	4	33.0314	2,642.51	5,725.44	68,705.31
81600	PUBLIC WORKS MAINT WORKER LEAD	7/10/2023	659	5	34.6830	2,774.64	6,011.72	72,140.64
81520	PUBLIC WORKS SUPERINTENDENT	7/10/2023	824	1	39.3780	3,150.24	6,825.52	81,906.24
81520	PUBLIC WORKS SUPERINTENDENT	7/10/2023	824	2	41.3469	3,307.75	7,166.80	86,001.55
81520	PUBLIC WORKS SUPERINTENDENT	7/10/2023	824	3	43.4142	3,473.14	7,525.13	90,301.54
81520	PUBLIC WORKS SUPERINTENDENT	7/10/2023	824	4	45.5850	3,646.80	7,901.40	94,816.80
81520	PUBLIC WORKS SUPERINTENDENT	7/10/2023	824	5	47.8640	3,829.12	8,296.43	99,557.12
81500	PUBLIC WORKS SUPERVISOR	7/10/2023	739	1	32.8125	2,625.00	5,687.50	68,250.00
81500	PUBLIC WORKS SUPERVISOR	7/10/2023	739	2	34.4532	2,756.26	5,971.89	71,662.66
81500	PUBLIC WORKS SUPERVISOR	7/10/2023	739	3	36.1757	2,894.06	6,270.46	75,245.46
81500	PUBLIC WORKS SUPERVISOR	7/10/2023	739	4	37.9845	3,038.76	6,583.98	79,007.76
81500	PUBLIC WORKS SUPERVISOR	7/10/2023	739	5	39.8837	3,190.70	6,913.18	82,958.10
11140	PW ASSISTANT TO THE DIRECTOR	7/10/2023	146	1	58.5542	4,684.34	10,149.40	121,792.74
11140	PW ASSISTANT TO THE DIRECTOR	7/10/2023	146	2	61.4825	4,918.60	10,656.97	127,883.60
11140	PW ASSISTANT TO THE DIRECTOR	7/10/2023	146	3	64.5562	5,164.50	11,189.74	134,276.90

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
11140	PW ASSISTANT TO THE DIRECTOR	7/10/2023	146	4	67.7842	5,422.74	11,749.26	140,991.14
11140	PW ASSISTANT TO THE DIRECTOR	7/10/2023	146	5	71.1732	5,693.86	12,336.69	148,040.26
12140	PW DIR E&T / CITY ENGINEER	9/4/2023	124	1	82.7792	6,622.34	14,348.39	172,180.74
12140	PW DIR E&T / CITY ENGINEER	9/4/2023	124	2	86.9182	6,953.46	15,065.82	180,789.86
12140	PW DIR E&T / CITY ENGINEER	9/4/2023	124	3	91.2641	7,301.13	15,819.11	189,829.33
12140	PW DIR E&T / CITY ENGINEER	9/4/2023	124	4	95.8273	7,666.18	16,610.07	199,320.78
12140	PW DIR E&T / CITY ENGINEER	9/4/2023	124	5	100.6186	8,049.49	17,440.56	209,286.69
11400	REAL PROPERTY MANAGER	7/10/2023	121	1	51.6806	4,134.45	8,957.97	107,495.65
11400	REAL PROPERTY MANAGER	7/10/2023	121	2	54.2648	4,341.18	9,405.90	112,870.78
11400	REAL PROPERTY MANAGER	7/10/2023	121	3	56.9779	4,558.23	9,876.17	118,514.03
11400	REAL PROPERTY MANAGER	7/10/2023	121	4	59.8270	4,786.16	10,370.01	124,440.16
11400	REAL PROPERTY MANAGER	7/10/2023	121	5	62.8180	5,025.44	10,888.45	130,661.44
11840	RECORDS AND COMMUNICATIONS MGR	7/10/2023	147	1	47.5294	3,802.35	8,238.43	98,861.15
11840	RECORDS AND COMMUNICATIONS MGR	7/10/2023	147	2	49.9063	3,992.50	8,650.43	103,805.10
11840	RECORDS AND COMMUNICATIONS MGR	7/10/2023	147	3	52.4013	4,192.10	9,082.89	108,994.70
11840	RECORDS AND COMMUNICATIONS MGR	7/10/2023	147	4	55.0214	4,401.71	9,537.04	114,444.51
11840	RECORDS AND COMMUNICATIONS MGR	7/10/2023	147	5	57.7724	4,621.79	10,013.88	120,166.59
62060	RECORDS SUPERVISOR	7/10/2023	291	1	32.9588	2,636.70	5,712.86	68,554.30
62060	RECORDS SUPERVISOR	7/10/2023	291	2	34.6067	2,768.54	5,998.50	71,981.94
62060	RECORDS SUPERVISOR	7/10/2023	291	3	36.3369	2,906.95	6,298.40	75,580.75
62060	RECORDS SUPERVISOR	7/10/2023	291	4	38.1539	3,052.31	6,613.34	79,360.11
62060	RECORDS SUPERVISOR	7/10/2023	291	5	40.0610	3,204.88	6,943.91	83,326.88
31050	SENIOR BUILDING INSPECTOR	7/10/2023	780	1	42.3358	3,386.86	7,338.21	88,058.46
31050	SENIOR BUILDING INSPECTOR	7/10/2023	780	2	44.4526	3,556.21	7,705.12	92,461.41
31050	SENIOR BUILDING INSPECTOR	7/10/2023	780	3	46.6751	3,734.01	8,090.35	97,084.21
31050	SENIOR BUILDING INSPECTOR	7/10/2023	780	4	49.0089	3,920.71	8,494.88	101,938.51
31050	SENIOR BUILDING INSPECTOR	7/10/2023	780	5	51.4593	4,116.74	8,919.61	107,035.34
11890	SENIOR CIVIL ENGINEER	7/10/2023	136	1	55.5495	4,443.96	9,628.58	115,542.96
11890	SENIOR CIVIL ENGINEER	7/10/2023	136	2	58.3268	4,666.14	10,109.98	121,319.74
11890	SENIOR CIVIL ENGINEER	7/10/2023	136	3	61.2433	4,899.46	10,615.51	127,386.06
11890	SENIOR CIVIL ENGINEER	7/10/2023	136	4	64.3054	5,144.43	11,146.27	133,755.23
11890	SENIOR CIVIL ENGINEER	7/10/2023	136	5	67.5206	5,401.65	11,703.57	140,442.85
72100	SENIOR ELECTRICIAN	7/10/2023	790	1	43.6081	3,488.65	7,558.74	90,704.85
72100	SENIOR ELECTRICIAN	7/10/2023	790	2	45.7884	3,663.07	7,936.66	95,239.87
72100	SENIOR ELECTRICIAN	7/10/2023	790	3	48.0781	3,846.25	8,333.54	100,002.45
72100	SENIOR ELECTRICIAN	7/10/2023	790	4	50.4818	4,038.54	8,750.18	105,002.14
72100	SENIOR ELECTRICIAN	7/10/2023	790	5	53.0058	4,240.46	9,187.67	110,252.06
62850	SENIOR FINANCE ASSISTANT	7/10/2023	643	1	26.8491	2,147.93	4,653.84	55,846.13
62850	SENIOR FINANCE ASSISTANT	7/10/2023	643	2	28.1917	2,255.34	4,886.56	58,638.74
62850	SENIOR FINANCE ASSISTANT	7/10/2023	643	3	29.6013	2,368.10	5,130.89	61,570.70
62850	SENIOR FINANCE ASSISTANT	7/10/2023	643	4	31.0814	2,486.51	5,387.44	64,649.31
62850	SENIOR FINANCE ASSISTANT	7/10/2023	643	5	32.6355	2,610.84	5,656.82	67,881.84
11960	SENIOR PLANNER	7/10/2023	125	1	47.1844	3,774.75	8,178.63	98,143.55
11960	SENIOR PLANNER	7/10/2023	125	2	49.5437	3,963.50	8,587.57	103,050.90
11960	SENIOR PLANNER	7/10/2023	125	3	52.0210	4,161.68	9,016.97	108,203.68
11960	SENIOR PLANNER	7/10/2023	125	4	54.6221	4,369.77	9,467.83	113,613.97
11960	SENIOR PLANNER	7/10/2023	125	5	57.3531	4,588.25	9,941.20	119,294.45
31080	SENIOR PUBLIC WORKS INSPECTOR	7/10/2023	781	1	41.0798	3,286.38	7,120.50	85,445.98
31080	SENIOR PUBLIC WORKS INSPECTOR	7/10/2023	781	2	43.1339	3,450.71	7,476.54	89,718.51
31080	SENIOR PUBLIC WORKS INSPECTOR	7/10/2023	781	3	45.2905	3,623.24	7,850.35	94,204.24
31080	SENIOR PUBLIC WORKS INSPECTOR	7/10/2023	781	4	47.5550	3,804.40	8,242.87	98,914.40
31080	SENIOR PUBLIC WORKS INSPECTOR	7/10/2023	781	5	49.9327	3,994.62	8,655.00	103,860.02
10110	SENIOR TRANSPORTATION PLANNER	7/10/2023	125	1	47.1844	3,774.75	8,178.63	98,143.55
10110	SENIOR TRANSPORTATION PLANNER	7/10/2023	125	2	49.5437	3,963.50	8,587.57	103,050.90
10110	SENIOR TRANSPORTATION PLANNER	7/10/2023	125	3	52.0210	4,161.68	9,016.97	108,203.68
10110	SENIOR TRANSPORTATION PLANNER	7/10/2023	125	4	54.6221	4,369.77	9,467.83	113,613.97
10110	SENIOR TRANSPORTATION PLANNER	7/10/2023	125	5	57.3531	4,588.25	9,941.20	119,294.45
10150	SOCIAL SERVICES & HOUSING DIR	9/4/2023	122	1	78.8373	6,306.98	13,665.13	163,981.58
10150	SOCIAL SERVICES & HOUSING DIR	9/4/2023	122	2	82.7792	6,622.34	14,348.39	172,180.74

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
10150	SOCIAL SERVICES & HOUSING DIR	9/4/2023	122	3	86.9182	6,953.46	15,065.82	180,789.86
10150	SOCIAL SERVICES & HOUSING DIR	9/4/2023	122	4	91.2641	7,301.13	15,819.11	189,829.33
10150	SOCIAL SERVICES & HOUSING DIR	9/4/2023	122	5	95.8272	7,666.18	16,610.05	199,320.58
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	1	30.0000	2,400.00	5,200.00	62,400.00
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	2	30.7500	2,460.00	5,330.00	63,960.00
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	3	31.5188	2,521.50	5,463.26	65,559.10
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	4	32.3067	2,584.54	5,599.83	67,197.94
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	5	33.1144	2,649.15	5,739.83	68,877.95
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	6	33.9422	2,715.38	5,883.32	70,599.78
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	7	34.7908	2,783.26	6,030.41	72,364.86
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	8	35.6606	2,852.85	6,181.17	74,174.05
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	9	36.5521	2,924.17	6,335.70	76,028.37
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	10	37.4659	2,997.27	6,494.09	77,929.07
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	11	38.4025	3,072.20	6,656.43	79,877.20
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	12	39.3626	3,149.01	6,822.85	81,874.21
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	13	40.3467	3,227.74	6,993.43	83,921.14
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	14	41.3553	3,308.42	7,168.25	86,019.02
92090	SPECIAL INTEREST INSTRUCTOR	7/10/2023	920	15	42.3892	3,391.14	7,347.46	88,169.54
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	1	40.0000	3,200.00	6,933.33	83,200.00
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	2	41.0000	3,280.00	7,106.67	85,280.00
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	3	42.0250	3,362.00	7,284.33	87,412.00
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	4	43.0756	3,446.05	7,466.44	89,597.25
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	5	44.1525	3,532.20	7,653.10	91,837.20
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	6	45.2563	3,620.50	7,844.43	94,133.10
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	7	46.3877	3,711.02	8,040.54	96,486.42
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	8	47.5474	3,803.79	8,241.55	98,898.59
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	9	48.7361	3,898.89	8,447.59	101,371.09
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	10	49.9545	3,996.36	8,658.78	103,905.36
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	11	51.2034	4,096.27	8,875.26	106,503.07
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	12	52.4835	4,198.68	9,097.14	109,165.68
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	13	53.7956	4,303.65	9,324.57	111,894.85
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	14	55.1404	4,411.23	9,557.67	114,692.03
92110	SPECIAL INTEREST INSTRUCTOR II	7/10/2023	40	15	56.5190	4,521.52	9,796.63	117,559.52
82340	SPORTS FIELD MAINT TECHNICIAN	7/10/2023	588	1	25.1333	2,010.66	4,356.44	52,277.26
82340	SPORTS FIELD MAINT TECHNICIAN	7/10/2023	588	2	26.3900	2,111.20	4,574.27	54,891.20
82340	SPORTS FIELD MAINT TECHNICIAN	7/10/2023	588	3	27.7095	2,216.76	4,802.98	57,635.76
82340	SPORTS FIELD MAINT TECHNICIAN	7/10/2023	588	4	29.0950	2,327.60	5,043.13	60,517.60
82340	SPORTS FIELD MAINT TECHNICIAN	7/10/2023	588	5	30.5498	2,443.98	5,295.30	63,543.58
32290	SR INFORMATION SYSTEMS ANALYST	7/10/2023	810	1	46.6957	3,735.66	8,093.92	97,127.06
32290	SR INFORMATION SYSTEMS ANALYST	7/10/2023	810	2	49.0306	3,922.45	8,498.64	101,983.65
32290	SR INFORMATION SYSTEMS ANALYST	7/10/2023	810	3	51.4822	4,118.58	8,923.58	107,082.98
32290	SR INFORMATION SYSTEMS ANALYST	7/10/2023	810	4	54.0563	4,324.50	9,369.76	112,437.10
32290	SR INFORMATION SYSTEMS ANALYST	7/10/2023	810	5	56.7591	4,540.73	9,838.24	118,058.93
62500	STOCK CLERK	7/10/2023	554	1	21.3790	1,710.32	3,705.69	44,468.32
62500	STOCK CLERK	7/10/2023	554	2	22.4479	1,795.83	3,890.97	46,691.63
62500	STOCK CLERK	7/10/2023	554	3	23.5702	1,885.62	4,085.50	49,026.02
62500	STOCK CLERK	7/10/2023	554	4	24.7488	1,979.90	4,289.79	51,477.50
62500	STOCK CLERK	7/10/2023	554	5	25.9863	2,078.90	4,504.29	54,051.50
61500	STOREKEEPER	7/10/2023	583	1	24.5857	1,966.86	4,261.52	51,138.26
61500	STOREKEEPER	7/10/2023	583	2	25.8151	2,065.21	4,474.62	53,695.41
61500	STOREKEEPER	7/10/2023	583	3	27.1060	2,168.48	4,698.37	56,380.48
61500	STOREKEEPER	7/10/2023	583	4	28.4613	2,276.90	4,933.29	59,199.50
61500	STOREKEEPER	7/10/2023	583	5	29.8841	2,390.73	5,179.91	62,158.93
10170	SUSTAINABILITY PROGRAM MANAGER	7/10/2023	117	1	47.1198	3,769.58	8,167.43	98,009.18
10170	SUSTAINABILITY PROGRAM MANAGER	7/10/2023	117	2	49.4759	3,958.07	8,575.82	102,909.87
10170	SUSTAINABILITY PROGRAM MANAGER	7/10/2023	117	3	51.9494	4,155.95	9,004.56	108,054.75
10170	SUSTAINABILITY PROGRAM MANAGER	7/10/2023	117	4	54.5470	4,363.76	9,454.81	113,457.76
10170	SUSTAINABILITY PROGRAM MANAGER	7/10/2023	117	5	57.2746	4,581.97	9,927.60	119,131.17
11600	TECHNOLOGY PROGRAM MANAGER	7/10/2023	153	1	53.7011	4,296.09	9,308.19	111,698.29

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
11600	TECHNOLOGY PROGRAM MANAGER	7/10/2023	153	2	56.3862	4,510.90	9,773.61	117,283.30
11600	TECHNOLOGY PROGRAM MANAGER	7/10/2023	153	3	59.2055	4,736.44	10,262.29	123,147.44
11600	TECHNOLOGY PROGRAM MANAGER	7/10/2023	153	4	62.1660	4,973.28	10,775.44	129,305.28
11600	TECHNOLOGY PROGRAM MANAGER	7/10/2023	153	5	65.2741	5,221.93	11,314.18	135,770.13
11660	URBAN FOREST PROGRAM MANAGER	7/10/2023	165	1	52.2836	4,182.69	9,062.49	108,749.89
11660	URBAN FOREST PROGRAM MANAGER	7/10/2023	165	2	54.8977	4,391.82	9,515.60	114,187.22
11660	URBAN FOREST PROGRAM MANAGER	7/10/2023	165	3	57.6424	4,611.39	9,991.35	119,896.19
11660	URBAN FOREST PROGRAM MANAGER	7/10/2023	165	4	60.5246	4,841.97	10,490.93	125,891.17
11660	URBAN FOREST PROGRAM MANAGER	7/10/2023	165	5	63.5507	5,084.06	11,015.46	132,185.46
81570	URBAN FOREST PROGRM SUPERVISOR	7/10/2023	738	1	36.3369	2,906.95	6,298.40	75,580.75
81570	URBAN FOREST PROGRM SUPERVISOR	7/10/2023	738	2	38.1538	3,052.30	6,613.33	79,359.90
81570	URBAN FOREST PROGRM SUPERVISOR	7/10/2023	738	3	40.0613	3,204.90	6,943.96	83,327.50
81570	URBAN FOREST PROGRM SUPERVISOR	7/10/2023	738	4	42.0644	3,365.15	7,291.16	87,493.95
81570	URBAN FOREST PROGRM SUPERVISOR	7/10/2023	738	5	44.1676	3,533.41	7,655.72	91,868.61
82320	URBAN FORESTRY TECHNICIAN	7/10/2023	582	1	26.3306	2,106.45	4,563.97	54,767.65
82320	URBAN FORESTRY TECHNICIAN	7/10/2023	582	2	27.6471	2,211.77	4,792.16	57,505.97
82320	URBAN FORESTRY TECHNICIAN	7/10/2023	582	3	29.0295	2,322.36	5,031.78	60,381.36
82320	URBAN FORESTRY TECHNICIAN	7/10/2023	582	4	30.4811	2,438.49	5,283.39	63,400.69
82320	URBAN FORESTRY TECHNICIAN	7/10/2023	582	5	32.0050	2,560.40	5,547.53	66,570.40
32490	UTILITY/SCADA CONTROL SYS TECH	7/10/2023	807	1	44.5302	3,562.42	7,718.57	92,622.82
32490	UTILITY/SCADA CONTROL SYS TECH	7/10/2023	807	2	46.7567	3,740.54	8,104.50	97,253.94
32490	UTILITY/SCADA CONTROL SYS TECH	7/10/2023	807	3	49.0945	3,927.56	8,509.71	102,116.56
32490	UTILITY/SCADA CONTROL SYS TECH	7/10/2023	807	4	51.5492	4,123.94	8,935.20	107,222.34
32490	UTILITY/SCADA CONTROL SYS TECH	7/10/2023	807	5	54.1266	4,330.13	9,381.94	112,583.33
31010	VOLUNTEER COORDINATOR	7/10/2023	648	1	28.3165	2,265.32	4,908.19	58,898.32
31010	VOLUNTEER COORDINATOR	7/10/2023	648	2	29.7320	2,378.56	5,153.55	61,842.56
31010	VOLUNTEER COORDINATOR	7/10/2023	648	3	31.2186	2,497.49	5,411.22	64,934.69
31010	VOLUNTEER COORDINATOR	7/10/2023	648	4	32.7796	2,622.37	5,681.80	68,181.57
31010	VOLUNTEER COORDINATOR	7/10/2023	648	5	34.4186	2,753.49	5,965.89	71,590.69
12400	WASTEWATER DIVISION MANAGER	7/10/2023	170	1	57.9858	4,638.86	10,050.87	120,610.46
12400	WASTEWATER DIVISION MANAGER	7/10/2023	170	2	60.8854	4,870.83	10,553.47	126,641.63
12400	WASTEWATER DIVISION MANAGER	7/10/2023	170	3	63.9296	5,114.37	11,081.13	132,973.57
12400	WASTEWATER DIVISION MANAGER	7/10/2023	170	4	67.1261	5,370.09	11,635.19	139,622.29
12400	WASTEWATER DIVISION MANAGER	7/10/2023	170	5	70.4826	5,638.61	12,216.98	146,603.81
82680	WATER DISTRIB OPERATOR LEAD	7/10/2023	594	1	32.8611	2,628.89	5,695.92	68,351.09
82680	WATER DISTRIB OPERATOR LEAD	7/10/2023	594	2	34.5041	2,760.33	5,980.71	71,768.53
82680	WATER DISTRIB OPERATOR LEAD	7/10/2023	594	3	36.2297	2,898.38	6,279.82	75,357.78
82680	WATER DISTRIB OPERATOR LEAD	7/10/2023	594	4	38.0409	3,043.27	6,593.76	79,125.07
82680	WATER DISTRIB OPERATOR LEAD	7/10/2023	594	5	39.9430	3,195.44	6,923.45	83,081.44
82640	WATER DISTRIBUTION OPERATOR I	7/10/2023	589	1	27.1580	2,172.64	4,707.39	56,488.64
82640	WATER DISTRIBUTION OPERATOR I	7/10/2023	589	2	28.5159	2,281.27	4,942.76	59,313.07
82640	WATER DISTRIBUTION OPERATOR I	7/10/2023	589	3	29.9417	2,395.34	5,189.89	62,278.74
82640	WATER DISTRIBUTION OPERATOR I	7/10/2023	589	4	31.4389	2,515.11	5,449.41	65,392.91
82640	WATER DISTRIBUTION OPERATOR I	7/10/2023	589	5	33.0110	2,640.88	5,721.91	68,662.88
82670	WATER DISTRIBUTION OPERATOR II	7/10/2023	592	1	29.8737	2,389.90	5,178.11	62,137.30
82670	WATER DISTRIBUTION OPERATOR II	7/10/2023	592	2	31.3674	2,509.39	5,437.02	65,244.19
82670	WATER DISTRIBUTION OPERATOR II	7/10/2023	592	3	32.9361	2,634.89	5,708.92	68,507.09
82670	WATER DISTRIBUTION OPERATOR II	7/10/2023	592	4	34.5826	2,766.61	5,994.32	71,931.81
82670	WATER DISTRIBUTION OPERATOR II	7/10/2023	592	5	36.3118	2,904.94	6,294.04	75,528.54
81740	WATER DISTRIBUTION SUPERVISOR	7/10/2023	675	1	37.7910	3,023.28	6,550.44	78,605.28
81740	WATER DISTRIBUTION SUPERVISOR	7/10/2023	675	2	39.6804	3,174.43	6,877.94	82,535.23
81740	WATER DISTRIBUTION SUPERVISOR	7/10/2023	675	3	41.6643	3,333.14	7,221.81	86,661.74
81740	WATER DISTRIBUTION SUPERVISOR	7/10/2023	675	4	43.7476	3,499.81	7,582.92	90,995.01
81740	WATER DISTRIBUTION SUPERVISOR	7/10/2023	675	5	45.9349	3,674.79	7,962.05	95,544.59
11790	WATER DIVISION MANAGER	7/10/2023	167	1	55.2246	4,417.97	9,572.26	114,867.17
11790	WATER DIVISION MANAGER	7/10/2023	167	2	57.9858	4,638.86	10,050.87	120,610.46
11790	WATER DIVISION MANAGER	7/10/2023	167	3	60.8848	4,870.78	10,553.37	126,640.38
11790	WATER DIVISION MANAGER	7/10/2023	167	4	63.9291	5,114.33	11,081.04	132,972.53
11790	WATER DIVISION MANAGER	7/10/2023	167	5	67.1255	5,370.04	11,635.09	139,621.04

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
82630	WATER PRODUCTION OPERATOR	7/10/2023	645	1	31.5636	2,525.09	5,471.02	65,652.29
82630	WATER PRODUCTION OPERATOR	7/10/2023	645	2	33.1416	2,651.33	5,744.54	68,934.53
82630	WATER PRODUCTION OPERATOR	7/10/2023	645	3	34.7987	2,783.90	6,031.78	72,381.30
82630	WATER PRODUCTION OPERATOR	7/10/2023	645	4	36.5386	2,923.09	6,333.36	76,000.29
82630	WATER PRODUCTION OPERATOR	7/10/2023	645	5	38.3657	3,069.26	6,650.06	79,800.66
81730	WATER PRODUCTION SYSTEM SUPV	7/10/2023	653	1	39.9284	3,194.27	6,920.92	83,051.07
81730	WATER PRODUCTION SYSTEM SUPV	7/10/2023	653	2	41.9247	3,353.98	7,266.95	87,203.38
81730	WATER PRODUCTION SYSTEM SUPV	7/10/2023	653	3	44.0208	3,521.66	7,630.27	91,563.26
81730	WATER PRODUCTION SYSTEM SUPV	7/10/2023	653	4	46.2217	3,697.74	8,011.76	96,141.14
81730	WATER PRODUCTION SYSTEM SUPV	7/10/2023	653	5	48.5328	3,882.62	8,412.35	100,948.22
32900	WATER QUALITY COMPLNCE SPCLST	7/10/2023	779	1	50.9169	4,073.35	8,825.60	105,907.15
32900	WATER QUALITY COMPLNCE SPCLST	7/10/2023	779	2	53.4625	4,277.00	9,266.83	111,202.00
32900	WATER QUALITY COMPLNCE SPCLST	7/10/2023	779	3	56.1358	4,490.86	9,730.21	116,762.46
32900	WATER QUALITY COMPLNCE SPCLST	7/10/2023	779	4	58.9425	4,715.40	10,216.70	122,600.40
32900	WATER QUALITY COMPLNCE SPCLST	7/10/2023	779	5	61.8895	4,951.16	10,727.51	128,730.16
82600	WATER SYSTEM OPERATOR	7/10/2023	593	1	31.5749	2,525.99	5,472.98	65,675.79
82600	WATER SYSTEM OPERATOR	7/10/2023	593	2	33.1539	2,652.31	5,746.68	68,960.11
82600	WATER SYSTEM OPERATOR	7/10/2023	593	3	34.8113	2,784.90	6,033.96	72,407.50
82600	WATER SYSTEM OPERATOR	7/10/2023	593	4	36.5519	2,924.15	6,335.66	76,027.95
82600	WATER SYSTEM OPERATOR	7/10/2023	593	5	38.3795	3,070.36	6,652.45	79,829.36
82610	WATER SYSTEM OPERATOR LEAD	7/10/2023	601	1	34.7324	2,778.59	6,020.28	72,243.39
82610	WATER SYSTEM OPERATOR LEAD	7/10/2023	601	2	36.4693	2,917.54	6,321.35	75,856.14
82610	WATER SYSTEM OPERATOR LEAD	7/10/2023	601	3	38.2924	3,063.39	6,637.35	79,648.19
82610	WATER SYSTEM OPERATOR LEAD	7/10/2023	601	4	40.2071	3,216.57	6,969.23	83,630.77
82610	WATER SYSTEM OPERATOR LEAD	7/10/2023	601	5	42.2175	3,377.40	7,317.70	87,812.40
81720	WATER SYSTEMS SUPERVISOR	7/10/2023	652	1	39.9418	3,195.34	6,923.25	83,078.94
81720	WATER SYSTEMS SUPERVISOR	7/10/2023	652	2	41.9388	3,355.10	7,269.39	87,232.70
81720	WATER SYSTEMS SUPERVISOR	7/10/2023	652	3	44.0359	3,522.87	7,632.89	91,594.67
81720	WATER SYSTEMS SUPERVISOR	7/10/2023	652	4	46.2375	3,699.00	8,014.50	96,174.00
81720	WATER SYSTEMS SUPERVISOR	7/10/2023	652	5	48.5494	3,883.95	8,415.23	100,982.75
32180	WEB SYSTEM ANALYST	7/10/2023	722	1	40.6067	3,248.54	7,038.50	84,461.94
32180	WEB SYSTEM ANALYST	7/10/2023	722	2	42.6373	3,410.98	7,390.47	88,685.58
32180	WEB SYSTEM ANALYST	7/10/2023	722	3	44.7690	3,581.52	7,759.96	93,119.52
32180	WEB SYSTEM ANALYST	7/10/2023	722	4	47.0077	3,760.62	8,148.00	97,776.02
32180	WEB SYSTEM ANALYST	7/10/2023	722	5	49.3580	3,948.64	8,555.39	102,664.64
31200	WILDLIFE RES SPECIALIST	7/10/2023	779	1	50.9169	4,073.35	8,825.60	105,907.15
31200	WILDLIFE RES SPECIALIST	7/10/2023	779	2	53.4625	4,277.00	9,266.83	111,202.00
31200	WILDLIFE RES SPECIALIST	7/10/2023	779	3	56.1358	4,490.86	9,730.21	116,762.46
31200	WILDLIFE RES SPECIALIST	7/10/2023	779	4	58.9425	4,715.40	10,216.70	122,600.40
31200	WILDLIFE RES SPECIALIST	7/10/2023	779	5	61.8895	4,951.16	10,727.51	128,730.16
82510	WWTP MAINTENANCE SUPERVISOR	10/30/2023	718	1	46.5029	3,720.23	8,060.50	96,726.03
82510	WWTP MAINTENANCE SUPERVISOR	10/30/2023	718	2	48.8277	3,906.22	8,463.47	101,561.62
82510	WWTP MAINTENANCE SUPERVISOR	10/30/2023	718	3	51.2693	4,101.54	8,886.68	106,640.14
82510	WWTP MAINTENANCE SUPERVISOR	10/30/2023	718	4	53.8329	4,306.63	9,331.04	111,972.43
82510	WWTP MAINTENANCE SUPERVISOR	10/30/2023	718	5	56.5247	4,521.98	9,797.61	117,571.38
82520	WWTP MAINTENANCE TECHNICIAN I	10/30/2023	636	1	33.4194	2,673.55	5,792.70	69,512.35
82520	WWTP MAINTENANCE TECHNICIAN I	10/30/2023	636	2	35.0903	2,807.22	6,082.32	72,987.82
82520	WWTP MAINTENANCE TECHNICIAN I	10/30/2023	636	3	36.8449	2,947.59	6,386.45	76,637.39
82520	WWTP MAINTENANCE TECHNICIAN I	10/30/2023	636	4	38.6872	3,094.98	6,705.78	80,469.38
82520	WWTP MAINTENANCE TECHNICIAN I	10/30/2023	636	5	40.6214	3,249.71	7,041.04	84,492.51
82500	WWTP MAINTENANCE TECHNICIAN II	10/30/2023	638	1	36.7612	2,940.90	6,371.94	76,463.30
82500	WWTP MAINTENANCE TECHNICIAN II	10/30/2023	638	2	38.5990	3,087.92	6,690.49	80,285.92
82500	WWTP MAINTENANCE TECHNICIAN II	10/30/2023	638	3	40.5291	3,242.33	7,025.04	84,300.53
82500	WWTP MAINTENANCE TECHNICIAN II	10/30/2023	638	4	42.5556	3,404.45	7,376.30	88,515.65
82500	WWTP MAINTENANCE TECHNICIAN II	10/30/2023	638	5	44.6835	3,574.68	7,745.14	92,941.68
82590	WWTP MAINTENANCE TECH LEAD	10/30/2023	639	1	40.4373	3234.98	7009.13	84109.58
82590	WWTP MAINTENANCE TECH LEAD	10/30/2023	639	2	42.4589	3396.71	7359.54	88314.51
82590	WWTP MAINTENANCE TECH LEAD	10/30/2023	639	3	44.582	3566.56	7727.55	92730.56
82590	WWTP MAINTENANCE TECH LEAD	10/30/2023	639	4	46.8112	3744.9	8113.94	97367.3

Position Number	Position Title	Eff. Date	Grade	Step	Hourly	Biweekly	Monthly	Annual
82590	WWTP MAINTENANCE TECH LEAD	10/30/2023	639	5	49.1519	3932.15	8519.66	102235.95
82540	WWTP OPERATIONS SUPERVISOR	10/30/2023	688	1	48.3229	3,865.83	8,375.97	100,511.63
82540	WWTP OPERATIONS SUPERVISOR	10/30/2023	688	2	50.7393	4,059.14	8,794.81	105,537.74
82540	WWTP OPERATIONS SUPERVISOR	10/30/2023	688	3	53.2762	4,262.10	9,234.54	110,814.50
82540	WWTP OPERATIONS SUPERVISOR	10/30/2023	688	4	55.9399	4,475.19	9,696.25	116,354.99
82540	WWTP OPERATIONS SUPERVISOR	10/30/2023	688	5	58.7369	4,698.95	10,181.06	122,172.75
82550	WWTP OPERATOR I	10/30/2023	669	1	34.7275	2,778.20	6,019.43	72,233.20
82550	WWTP OPERATOR I	10/30/2023	669	2	36.4637	2,917.10	6,320.37	75,844.50
82550	WWTP OPERATOR I	10/30/2023	669	3	38.2872	3,062.98	6,636.45	79,637.38
82550	WWTP OPERATOR I	10/30/2023	669	4	40.2013	3,216.10	6,968.23	83,618.70
82550	WWTP OPERATOR I	10/30/2023	669	5	42.2113	3,376.90	7,316.63	87,799.50
82570	WWTP OPERATOR II	10/30/2023	671	1	38.2000	3,056.00	6,621.33	79,456.00
82570	WWTP OPERATOR II	10/30/2023	671	2	40.1098	3,208.78	6,952.37	83,428.38
82570	WWTP OPERATOR II	10/30/2023	671	3	42.1155	3,369.24	7,300.02	87,600.24
82570	WWTP OPERATOR II	10/30/2023	671	4	44.2212	3,537.70	7,665.01	91,980.10
82570	WWTP OPERATOR II	10/30/2023	671	5	46.4325	3,714.60	8,048.30	96,579.60
82530	WWTP OPERATOR III	10/30/2023	723	1	42.0199	3,361.59	7,283.45	87,401.39
82530	WWTP OPERATOR III	10/30/2023	723	2	44.1211	3,529.69	7,647.66	91,771.89
82530	WWTP OPERATOR III	10/30/2023	723	3	46.3271	3,706.17	8,030.03	96,360.37
82530	WWTP OPERATOR III	10/30/2023	723	4	48.6434	3,891.47	8,431.52	101,178.27
82530	WWTP OPERATOR III	10/30/2023	723	5	51.0756	4,086.05	8,853.10	106,237.25
82560	WWTP OPERATOR IN TRAINING	10/30/2023	630	1	31.5702	2,525.62	5,472.17	65,666.02
82560	WWTP OPERATOR IN TRAINING	10/30/2023	630	2	33.1492	2,651.94	5,745.86	68,950.34
82560	WWTP OPERATOR IN TRAINING	10/30/2023	630	3	34.8063	2,784.50	6,033.09	72,397.10
82560	WWTP OPERATOR IN TRAINING	10/30/2023	630	4	36.5467	2,923.74	6,334.76	76,017.14
82560	WWTP OPERATOR IN TRAINING	10/30/2023	630	5	38.3740	3,069.92	6,651.49	79,817.92

*FOR REFERENCE USE ONLY

CITY OF LATHROP
GRADE-STEP TABLE
Eff. 3/11/2024

Adopted by Resolution No. 24-5483

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
20			hourly	$ 15.7899	$ 16.5795	$ 17.4086	$ 18.2789	$ 19.1928
			bi-weekly	1,263	1,326	1,393	1,462	1,535
			monthly	2,737	2,874	3,017	3,168	3,327
			annual	32,843	34,485	36,210	38,020	39,921
21			hourly	$ 16.1847	$ 16.9941	$ 17.8436	$ 18.7358	$ 19.6727
			bi-weekly	1,295	1,360	1,427	1,499	1,574
			monthly	2,805	2,946	3,093	3,248	3,410
			annual	33,664	35,348	37,115	38,970	40,919
22			hourly	$ 16.5888	$ 17.4185	$ 18.2892	$ 19.2037	$ 20.1637
			bi-weekly	1,327	1,393	1,463	1,536	1,613
			monthly	2,875	3,019	3,170	3,329	3,495
			annual	34,505	36,230	38,042	39,944	41,941
23			hourly	$ 17.0040	$ 17.8543	$ 18.7470	$ 19.6846	$ 20.6684
			bi-weekly	1,360	1,428	1,500	1,575	1,653
			monthly	2,947	3,095	3,249	3,412	3,583
			annual	35,368	37,137	38,994	40,944	42,990
24			hourly	$ 17.4294	$ 18.3009	$ 19.2156	$ 20.1764	$ 21.1852
			bi-weekly	1,394	1,464	1,537	1,614	1,695
			monthly	3,021	3,172	3,331	3,497	3,672
			annual	36,253	38,066	39,968	41,967	44,065
25			hourly	$ 17.8651	$ 18.7580	$ 19.6959	$ 20.6809	$ 21.7151
			bi-weekly	1,429	1,501	1,576	1,654	1,737
			monthly	3,097	3,251	3,414	3,585	3,764
			annual	37,159	39,017	40,967	43,016	45,167
26			hourly	$ 18.3116	$ 19.2272	$ 20.1885	$ 21.1978	$ 22.2577
			bi-weekly	1,465	1,538	1,615	1,696	1,781
			monthly	3,174	3,333	3,499	3,674	3,858
			annual	38,088	39,993	41,992	44,091	46,296
27	RECREATION LEADER	UNREP	hourly	$ 18.7693	$ 19.7078	$ 20.6935	$ 21.7282	$ 22.8144
	FLEET ATTENDANT	UNREP	bi-weekly	1,502	1,577	1,655	1,738	1,825
			monthly	3,253	3,416	3,587	3,766	3,955
			annual	39,040	40,992	43,043	45,195	47,454
28			hourly	$ 19.2385	$ 20.2004	$ 21.2105	$ 22.2710	$ 23.3848
			bi-weekly	1,539	1,616	1,697	1,782	1,871
			monthly	3,335	3,501	3,676	3,860	4,053
			annual	40,016	42,017	44,118	46,324	48,640
29			hourly	$ 19.7196	$ 20.7056	$ 21.7408	$ 22.8278	$ 23.9693
			bi-weekly	1,578	1,656	1,739	1,826	1,918
			monthly	3,418	3,589	3,768	3,957	4,155
			annual	41,017	43,068	45,221	47,482	49,856
30			hourly	$ 20.2125	$ 21.2231	$ 22.2842	$ 23.3984	$ 24.5684
			bi-weekly	1,617	1,698	1,783	1,872	1,965
			monthly	3,504	3,679	3,863	4,056	4,259
			annual	42,042	44,144	46,351	48,669	51,102
31			hourly	$ 20.7179	$ 21.7536	$ 22.8414	$ 23.9833	$ 25.1826
			bi-weekly	1,657	1,740	1,827	1,919	2,015
			monthly	3,591	3,771	3,959	4,157	4,365
			annual	43,093	45,248	47,510	49,885	52,380
32	OFFICE ASSISTANT I	SEIU	hourly	$ 21.2358	$ 22.2974	$ 23.4125	$ 24.5827	$ 25.8121
	SENIOR RECREATION LEADER	SEIU	bi-weekly	1,699	1,784	1,873	1,967	2,065
			monthly	3,681	3,865	4,058	4,261	4,474
			annual	44,170	46,379	48,698	51,132	53,689
33			hourly	$ 21.7666	$ 22.8549	$ 23.9976	$ 25.1977	$ 26.4575
			bi-weekly	1,741	1,828	1,920	2,016	2,117
			monthly	3,773	3,962	4,160	4,368	4,586
			annual	45,274	47,538	49,915	52,411	55,032
34			hourly	$ 22.3108	$ 23.4265	$ 24.5979	$ 25.8279	$ 27.1189
			bi-weekly	1,785	1,874	1,968	2,066	2,170
			monthly	3,867	4,061	4,264	4,477	4,701
			annual	46,406	48,727	51,164	53,722	56,407
35	OFFICE ASSISTANT II	SEIU	hourly	$ 22.8688	$ 24.0119	$ 25.2125	$ 26.4730	$ 27.7968
			bi-weekly	1,830	1,921	2,017	2,118	2,224
			monthly	3,964	4,162	4,370	4,589	4,818
			annual	47,567	49,945	52,442	55,064	57,817

*FOR REFERENCE USE ONLY

CITY OF LATHROP
GRADE-STEP TABLE
Eff. 3/11/2024

Adopted by Resolution No. 24-5483

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
36			hourly	$ 23.4405	$ 24.6122	$ 25.8431	$ 27.1350	$ 28.4918
			bi-weekly	1,875	1,969	2,067	2,171	2,279
			monthly	4,063	4,266	4,479	4,703	4,939
			annual	48,756	51,193	53,754	56,441	59,263
37			hourly	$ 24.0262	$ 25.2274	$ 26.4889	$ 27.8136	$ 29.2039
	SPECIAL ASSISTANT	SEIU	bi-weekly	1,922	2,018	2,119	2,225	2,336
	ANIMAL CENTER ASSISTANT	SEIU	monthly	4,165	4,373	4,591	4,821	5,062
			annual	49,974	52,473	55,097	57,852	60,744
38			hourly	$ 24.6272	$ 25.8584	$ 27.1511	$ 28.5086	$ 29.9342
			bi-weekly	1,970	2,069	2,172	2,281	2,395
			monthly	4,269	4,482	4,706	4,941	5,189
			annual	51,225	53,785	56,474	59,298	62,263
39			hourly	$ 25.2427	$ 26.5049	$ 27.8299	$ 29.2216	$ 30.6823
			bi-weekly	2,019	2,120	2,226	2,338	2,455
			monthly	4,375	4,594	4,824	5,065	5,318
			annual	52,505	55,130	57,886	60,781	63,819
40			hourly	$ 25.8740	$ 27.1677	$ 28.5260	$ 29.9521	$ 31.4496
			bi-weekly	2,070	2,173	2,282	2,396	2,516
			monthly	4,485	4,709	4,945	5,192	5,451
			annual	53,818	56,509	59,334	62,300	65,415
41	ADMINISTRATIVE ASSISTANT I	SEIU	hourly	$ 26.5206	$ 27.8466	$ 29.2390	$ 30.7009	$ 32.2358
	MAINTENANCE WORKER I	SEIU	bi-weekly	2,122	2,228	2,339	2,456	2,579
	WATER METER READER I	SEIU	monthly	4,597	4,827	5,068	5,321	5,588
			annual	55,163	57,921	60,817	63,858	67,050
42	CUSTOMER SERVICE REPRESENTATIVE I	SEIU	hourly	$ 27.1835	$ 28.5427	$ 29.9702	$ 31.4685	$ 33.0422
			bi-weekly	2,175	2,283	2,398	2,517	2,643
			monthly	4,712	4,947	5,195	5,455	5,727
			annual	56,542	59,369	62,338	65,455	68,728
43	POLICE OFFICER TRAINEE	NON-SWORN	hourly	$ 27.8628	$ 29.2564	$ 30.7191	$ 32.2551	$ 33.8677
	POLICE RECORDS ASSISTANT I	SEIU	bi-weekly	2,229	2,341	2,458	2,580	2,709
			monthly	4,830	5,071	5,325	5,591	5,870
			annual	57,955	60,853	63,896	67,091	70,445
44	INFORMATION TECHNOLOGY TECHNICIAN	SEIU	hourly	$ 28.5596	$ 29.9878	$ 31.4872	$ 33.0615	$ 34.7147
			bi-weekly	2,285	2,399	2,519	2,645	2,777
			monthly	4,950	5,198	5,458	5,731	6,017
			annual	59,404	62,375	65,493	68,768	72,206
45	ADMINISTRATIVE ASSISTANT II	SEIU	hourly	$ 29.2736	$ 30.7373	$ 32.2743	$ 33.8881	$ 35.5825
	MAINTENANCE WORKER II	SEIU	bi-weekly	2,342	2,459	2,582	2,711	2,847
	RECREATION COORDINATOR	SEIU	monthly	5,074	5,328	5,594	5,874	6,168
	WATER METER READER II	SEIU	annual	60,889	63,934	67,130	70,487	74,012
46	POLICE RECORDS ASSISTANT II	SEIU	hourly	$ 30.0058	$ 31.5059	$ 33.0810	$ 34.7354	$ 36.4719
			bi-weekly	2,400	2,520	2,646	2,779	2,918
			monthly	5,201	5,461	5,734	6,021	6,322
			annual	62,412	65,532	68,809	72,250	75,861
47	ADMINISTRATIVE ASSISTANT III	SEIU	hourly	$ 30.7555	$ 32.2937	$ 33.9081	$ 35.6034	$ 37.3836
	ADMINISTRATIVE TECHNICIAN I	SEIU	bi-weekly	2,460	2,583	2,713	2,848	2,991
	HUMAN RESOURCES TECHNICIAN	SEIU	monthly	5,331	5,598	5,877	6,171	6,480
	PERMIT TECHNICIAN I	SEIU	annual	63,971	67,171	70,529	74,055	77,758
48	MAINTENANCE WORKER III	SEIU	hourly	$ 31.5247	$ 33.1011	$ 34.7558	$ 36.4935	$ 38.3185
	SOLID WASTE&RESOURCE CONSERV. COORD	SEIU	bi-weekly	2,522	2,648	2,780	2,919	3,065
			monthly	5,464	5,738	6,024	6,326	6,642
			annual	65,571	68,850	72,292	75,906	79,703
49	CUSTOMER SERVICE REPRESENTATIVE II	SEIU	hourly	$ 32.3127	$ 33.9283	$ 35.6250	$ 37.4063	$ 39.2765
	PROPERTY AND EVIDENCE TECHNICIAN	SEIU	bi-weekly	2,585	2,714	2,850	2,993	3,142
			monthly	5,601	5,881	6,175	6,484	6,808
			annual	67,210	70,571	74,100	77,805	81,695
50	ENGINEERING TECHNICIAN I	SEIU	hourly	$ 33.1205	$ 34.7765	$ 36.5155	$ 38.3411	$ 40.2583
			bi-weekly	2,650	2,782	2,921	3,067	3,221
			monthly	5,741	6,028	6,329	6,646	6,978
			annual	68,891	72,335	75,952	79,749	83,737
51	ADMINISTRATIVE TECHNICIAN II	SEIU	hourly	$ 33.9487	$ 35.6464	$ 37.4285	$ 39.3000	$ 41.2648
	PERMIT TECHNICIAN II	SEIU	bi-weekly	2,716	2,852	2,994	3,144	3,301
	SENIOR ADMINISTRATIVE ASSISTANT	LMCEA	monthly	5,884	6,179	6,488	6,812	7,153
	SENIOR CUSTOMER SERVICE REP	SEIU	annual	70,613	74,144	77,851	81,744	85,831

*FOR REFERENCE USE ONLY

CITY OF LATHROP
GRADE-STEP TABLE
Eff. 3/11/2024

Adopted by Resolution No. 24-5483

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
52	ACCOUNTANT I	SEIU	hourly	$ 34.7972	$ 36.5369	$ 38.3639	$ 40.2820	$ 42.2962
	BUILDING INSPECTOR I	SEIU	bi-weekly	2,784	2,923	3,069	3,223	3,384
	COMMUNITY SERVICE OFFICER I	SEIU	monthly	6,032	6,333	6,650	6,982	7,331
	HR ANALYST I	LMCEA	annual	72,378	75,997	79,797	83,787	87,976
	UTILITY OPERATOR I	SEIU						
53	CONSTRUCTION INSPECTOR I	SEIU	hourly	$ 35.6673	$ 37.4503	$ 39.3228	$ 41.2891	$ 43.3538
	POLICE RECORDS SUPERVISOR	LMCEA	bi-weekly	2,853	2,996	3,146	3,303	3,468
	LEGAL SECRETARY	LMCEA	monthly	6,182	6,491	6,816	7,157	7,515
			annual	74,188	77,897	81,791	85,881	90,176
54	ENGINEERING TECHNICIAN II	SEIU	hourly	$ 36.5588	$ 38.3868	$ 40.3060	$ 42.3214	$ 44.4376
	EXECUTIVE ASSISTANT	LMCEA	bi-weekly	2,925	3,071	3,224	3,386	3,555
			monthly	6,337	6,654	6,986	7,336	7,703
			annual	76,042	79,845	83,836	88,028	92,430
55	BUILDING INSPECTOR II	SEIU	hourly	$ 37.4729	$ 39.3465	$ 41.3138	$ 43.3793	$ 45.5484
	COMMUNITY SERVICE OFFICER II	SEIU	bi-weekly	2,998	3,148	3,305	3,470	3,644
	PERMIT TECHNICIAN III	SEIU	monthly	6,495	6,820	7,161	7,519	7,895
	SENIOR ACCOUNTING TECHNICIAN	SEIU	annual	77,944	81,841	85,933	90,229	94,741
56	ACCOUNTANT II	SEIU	hourly	$ 38.4098	$ 40.3301	$ 42.3467	$ 44.4642	$ 46.6871
	DEPUTY CITY CLERK	LMCEA	bi-weekly	3,073	3,226	3,388	3,557	3,735
	HR ANALYST II	LMCEA	monthly	6,658	6,991	7,340	7,707	8,092
	MANAGEMENT ANALYST I (CONFIDENTIAL)	LMCEA	annual	79,892	83,887	88,081	92,486	97,109
	UTILITY OPERATOR II	SEIU						
	CRIME & INTELLIGENCE ANALYST	SEIU						
57	CONSTRUCTION INSPECTOR II	SEIU	hourly	$ 39.3698	$ 41.3383	$ 43.4054	$ 45.5754	$ 47.8544
	CUSTOMER SERVICE SUPERVISOR	LMCEA	bi-weekly	3,150	3,307	3,472	3,646	3,828
	LEGAL ASSISTANT	LMCEA	monthly	6,824	7,165	7,524	7,900	8,295
	PARKS & RECREATION SUPERVISOR	LMCEA	annual	81,889	85,984	90,283	94,797	99,537
58	ASSISTANT PLANNER	SEIU	hourly	$ 40.3541	$ 42.3718	$ 44.4905	$ 46.7147	$ 49.0508
	JUNIOR ENGINEER	SEIU	bi-weekly	3,228	3,390	3,559	3,737	3,924
	SENIOR ENGINEERING TECHNICIAN	SEIU	monthly	6,995	7,344	7,712	8,097	8,502
	ELECTRICIAN / INSTRUMENT TECH	SEIU	annual	83,936	88,133	92,540	97,167	102,026
59	BUILDING INSPECTOR III	SEIU	hourly	$ 41.3630	$ 43.4312	$ 45.6026	$ 47.8825	$ 50.2770
	CHIEF UTILITY OPERATOR	SEIU	bi-weekly	3,309	3,474	3,648	3,831	4,022
	COMMUNITY SERVICE OFFICER III	SEIU	monthly	7,170	7,528	7,904	8,300	8,715
	LANDSCAPE & IRRIGATION SPECIALIST	LMCEA	annual	86,035	90,337	94,853	99,596	104,576
	MAINTENANCE SERVICES SUPERVISOR	LMCEA						
60	EXECUTIVE ASSIST TO THE CITY MANAGER	LMCEA	hourly	$ 42.3973	$ 44.5171	$ 46.7429	$ 49.0801	$ 51.5339
	INFORMATION TECHNOLOGY ENGINEER I	LMCEA	bi-weekly	3,392	3,561	3,739	3,926	4,123
	MANAGEMENT ANALYST II (CONFIDENTIAL)	LMCEA	monthly	7,349	7,716	8,102	8,507	8,933
			annual	88,186	92,596	97,225	102,087	107,191
61	CONSTRUCTION INSPECTOR III	SEIU	hourly	$ 43.4569	$ 45.6300	$ 47.9112	$ 50.3068	$ 52.8222
	POLICE SERVICES MANAGER	LMCEA	bi-weekly	3,477	3,650	3,833	4,025	4,226
	UTILITY MAINTENANCE SUPERVISOR	LMCEA	monthly	7,533	7,909	8,305	8,720	9,156
	UTILITY OPERATOR III	SEIU	annual	90,390	94,910	99,655	104,638	109,870
62	WW TREATMENT PLANT SUPERVISOR	LMCEA	hourly	$ 44.5434	$ 46.7707	$ 49.1090	$ 51.5647	$ 54.1427
			bi-weekly	3,563	3,742	3,929	4,125	4,331
			monthly	7,721	8,107	8,512	8,938	9,385
			annual	92,650	97,283	102,147	107,254	112,617
63	ASSOCIATE PLANNER	SEIU	hourly	$ 45.6571	$ 47.9399	$ 50.3370	$ 52.8535	$ 55.4962
	SENIOR BUILDING INSPECTOR	SEIU	bi-weekly	3,653	3,835	4,027	4,228	4,440
			monthly	7,914	8,310	8,725	9,161	9,619
			annual	94,967	99,715	104,701	109,935	115,432
64	ASSISTANT ENGINEER	SEIU	hourly	$ 46.7983	$ 49.1381	$ 51.5952	$ 54.1752	$ 56.8837
	COMPLIANCE ENGINEER	SEIU	bi-weekly	3,744	3,931	4,128	4,334	4,551
	PROPERTY AND EVIDENCE MANAGER	LMCEA	monthly	8,112	8,517	8,943	9,390	9,860
	ANIMAL CENTER MANAGER	LMCEA	annual	97,341	102,207	107,318	112,684	118,318
	STREETS AND OPERATIONS MANAGER	LMCEA						
65	BUDGET MANAGER	LMCEA	hourly	$ 47.9684	$ 50.3670	$ 52.8851	$ 55.5294	$ 58.3061
	POLICE OFFICER	SWORN	bi-weekly	3,837	4,029	4,231	4,442	4,664
	SENIOR ACCOUNTANT	LMCEA	monthly	8,315	8,730	9,167	9,625	10,106
			annual	99,774	104,763	110,001	115,501	121,277

*FOR REFERENCE USE ONLY

CITY OF LATHROP
GRADE-STEP TABLE
Eff. 3/11/2024

Adopted by Resolution No. 24-5483

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
66			hourly	$ 49.1676	$ 51.6259	$ 54.2073	$ 56.9175	$ 59.7638
			bi-weekly	3,933	4,130	4,337	4,553	4,781
			monthly	8,522	8,948	9,396	9,866	10,359
			annual	102,269	107,382	112,751	118,388	124,309
67	COMMUNITY SERVICES SUPERVISOR	LMCEA	hourly	$ 50.3967	$ 52.9168	$ 55.5624	$ 58.3410	$ 61.2575
	HUMAN RESOURCES MANAGER	EXEMPT	bi-weekly	4,032	4,233	4,445	4,667	4,901
	INFORMATION TECHNOLOGY ENGINEER II	LMCEA	monthly	8,735	9,172	9,631	10,112	10,618
	SENIOR MANAGEMENT ANALYST	LMCEA	annual	104,825	110,067	115,570	121,349	127,416
	SPECIAL DISTRICTS MANAGER	LMCEA						
	PARKS AND RECREATION MANAGER	LMCEA						
68	PERMIT AND PLAN CHECK SUPERVISOR	LMCEA	hourly	$ 51.6565	$ 54.2396	$ 56.9514	$ 59.7991	$ 62.7892
	POLICE CORPORAL	SWORN	bi-weekly	4,133	4,339	4,556	4,784	5,023
			monthly	8,954	9,402	9,872	10,365	10,883
			annual	107,445	112,818	118,459	124,382	130,602
69	SENIOR PLANNER	LMCEA	hourly	$ 52.9481	$ 55.5955	$ 58.3755	$ 61.2941	$ 64.3587
	UTILITY PLANT SUPERVISOR	LMCEA	bi-weekly	4,236	4,448	4,670	4,904	5,149
			monthly	9,178	9,637	10,118	10,624	11,156
			annual	110,132	115,639	121,421	127,492	133,866
70	ASSOCIATE ENGINEER	SEIU	hourly	$ 54.2720	$ 56.9857	$ 59.8346	$ 62.8265	$ 65.9677
			bi-weekly	4,342	4,559	4,787	5,026	5,277
			monthly	9,407	9,878	10,371	10,890	11,434
			annual	112,886	118,530	124,456	130,679	137,213
71	INFORMATION TECH ENGINEER III	LMCEA	hourly	$ 55.6289	$ 58.4100	$ 61.3306	$ 64.3969	$ 67.6168
	PARKS AND REC SUPERINTENDENT	LMCEA	bi-weekly	4,450	4,673	4,906	5,152	5,409
			monthly	9,642	10,124	10,631	11,162	11,720
			annual	115,708	121,493	127,568	133,946	140,643
72	POLICE SERGEANT	SWORN	hourly	$ 57.0195	$ 59.8704	$ 62.8640	$ 66.0070	$ 69.3074
			bi-weekly	4,562	4,790	5,029	5,281	5,545
			monthly	9,883	10,378	10,896	11,441	12,013
			annual	118,600	124,530	130,757	137,295	144,159
73	ASSISTANT CHIEF BUILDING OFFICIAL	LMCEA	hourly	$ 58.4447	$ 61.3670	$ 64.4356	$ 67.6572	$ 71.0400
			bi-weekly	4,676	4,909	5,155	5,413	5,683
			monthly	10,130	10,637	11,169	11,727	12,314
			annual	121,565	127,643	134,026	140,727	147,763
74	CITY CLERK	EXEMPT	hourly	$ 59.9062	$ 62.9013	$ 66.0461	$ 69.3486	$ 72.8159
	FINANCE MANAGER	LMCEA	bi-weekly	4,792	5,032	5,284	5,548	5,825
	PRINCIPAL PLANNER	LMCEA	monthly	10,384	10,903	11,448	12,020	12,621
	SENIOR CIVIL ENGINEER	LMCEA	annual	124,605	130,835	137,376	144,245	151,457
75			hourly	$ 61.4039	$ 64.4739	$ 67.6973	$ 71.0824	$ 74.6363
			bi-weekly	4,912	5,158	5,416	5,687	5,971
			monthly	10,643	11,175	11,734	12,321	12,937
			annual	127,720	134,106	140,810	147,851	155,243
76	ACCOUNTING MANAGER	LMCEA	hourly	$ 62.9387	$ 66.0858	$ 69.3898	$ 72.8594	$ 76.5023
	CONSTRUCTION SUPERINTENDENT	LMCEA	bi-weekly	5,035	5,287	5,551	5,829	6,120
	DEPUTY DIRECTOR OF PARKS, REC & MAINT	LMCEA	monthly	10,909	11,455	12,028	12,629	13,260
	PROJECT MANAGER	LMCEA	annual	130,913	137,458	144,331	151,548	159,125
	UTILITY OPERATIONS SUPERINTENDENT	LMCEA						
77	ASSISTANT CITY ATTORNEY	EXEMPT	hourly	$ 64.5119	$ 67.7378	$ 71.1246	$ 74.6807	$ 78.4149
			bi-weekly	5,161	5,419	5,690	5,974	6,273
			monthly	11,182	11,741	12,328	12,945	13,592
			annual	134,185	140,895	147,939	155,336	163,103
78	DEPUTY FINANCE DIRECTOR	LMCEA	hourly	$ 66.1252	$ 69.4311	$ 72.9028	$ 76.5478	$ 80.3755
			bi-weekly	5,290	5,554	5,832	6,124	6,430
			monthly	11,462	12,035	12,636	13,268	13,932
			annual	137,540	144,417	151,638	159,219	167,181
79	ECONOMIC DEV ADMINISTRATOR	LMCEA	hourly	$ 67.7782	$ 71.1668	$ 74.7257	$ 78.4617	$ 82.3847
	LAND DEVELOPMENT MANAGER	LMCEA	bi-weekly	5,422	5,693	5,978	6,277	6,591
			monthly	11,748	12,336	12,952	13,600	14,280
			annual	140,979	148,027	155,429	163,200	171,360

*FOR REFERENCE USE ONLY

CITY OF LATHROP
GRADE-STEP TABLE
Eff. 3/11/2024

Adopted by Resolution No. 24-5483

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
2024 Compensation May Be Subject to CalPERS Compensation Limits Beginning at Grade 82/Step 5								
80	ASSISTANT COM DEV DIRECTOR	LMCEA	hourly	$ 69.4724	$ 72.9462	$ 76.5935	$ 80.4231	$ 84.4443
	CHIEF PLANNING OFFICIAL	LMCEA	bi-weekly	5,558	5,836	6,127	6,434	6,756
	PRINCIPAL ENGINEER	LMCEA	monthly	12,042	12,644	13,276	13,940	14,637
			annual	144,503	151,728	159,315	167,280	175,644
81	CHIEF BUILDING OFFICIAL	EXEMPT	hourly	$ 71.2096	$ 74.7701	$ 78.5089	$ 82.4341	$ 86.5557
	CHIEF INFORMATION OFFICER	EXEMPT	bi-weekly	5,697	5,982	6,281	6,595	6,924
	POLICE LIEUTENANT	SWORN	monthly	12,343	12,960	13,608	14,289	15,003
			annual	148,116	155,522	163,299	171,463	180,036
82	ASSISTANT PUBLIC WORKS DIRECTOR	LMCEA	hourly	$ 72.9896	$ 76.6395	$ 80.4711	$ 84.4945	$ 88.7197
			bi-weekly	5,839	6,131	6,438	6,760	7,098
			monthly	12,652	13,284	13,948	14,646	15,378
			annual	151,818	159,410	167,380	175,749	184,537
83	SENIOR CONSTRUCTION MANAGER	LMCEA	hourly	$ 74.8145	$ 78.5550	$ 82.4829	$ 86.6066	$ 90.9372
			bi-weekly	5,985	6,284	6,599	6,929	7,275
			monthly	12,968	13,616	14,297	15,012	15,762
			annual	155,614	163,394	171,564	180,142	189,149
84	POLICE CAPTAIN	SWORN	hourly	$ 76.6846	$ 80.5191	$ 84.5448	$ 88.7719	$ 93.2110
			bi-weekly	6,135	6,442	6,764	7,102	7,457
			monthly	13,292	13,957	14,654	15,387	16,157
			annual	159,504	167,480	175,853	184,646	193,879
85	DIRECTOR OF GOV'T SERV/CITY CLERK	EXEMPT	hourly	$ 78.6017	$ 82.5320	$ 86.6586	$ 90.9915	$ 95.5410
	DIRECTOR OF HUMAN RESOURCES	EXEMPT	bi-weekly	6,288	6,603	6,933	7,279	7,643
	DIRECTOR OF INFORMATION SYSTEMS	EXEMPT	monthly	13,624	14,306	15,021	15,772	16,560
	DIRECTOR OF PARKS, REC & MAINT SERV	EXEMPT	annual	163,492	171,667	180,250	189,262	198,725
86	CITY ENGINEER	EXEMPT	hourly	$ 80.5667	$ 84.5953	$ 88.8249	$ 93.2662	$ 97.9295
			bi-weekly	6,445	6,768	7,106	7,461	7,834
			monthly	13,965	14,663	15,396	16,166	16,974
			annual	167,579	175,958	184,756	193,994	203,693
87	DIRECTOR OF FINANCE	EXEMPT	hourly	$ 82.5811	$ 86.7102	$ 91.0458	$ 95.5978	$ 100.3779
			bi-weekly	6,606	6,937	7,284	7,648	8,030
			monthly	14,314	15,030	15,781	16,570	17,399
			annual	171,769	180,357	189,375	198,844	208,786
88	DIRECTOR OF COMMUNITY DEVELOPMENT	EXEMPT	hourly	$ 84.6456	$ 88.8778	$ 93.3216	$ 97.9878	$ 102.8872
	DIRECTOR OF PUBLIC WORKS	EXEMPT	bi-weekly	6,772	7,110	7,466	7,839	8,231
			monthly	14,672	15,405	16,176	16,985	17,834
			annual	176,063	184,866	194,109	203,815	214,005
89			hourly	$ 86.7618	$ 91.0998	$ 95.6550	$ 100.4378	$ 105.4594
			bi-weekly	6,941	7,288	7,652	8,035	8,437
			monthly	15,039	15,791	16,580	17,409	18,280
			annual	180,465	189,488	198,962	208,911	219,356
90	DEPUTY CITY MANAGER	EXEMPT	hourly	$ 88.9310	$ 93.3772	$ 98.0462	$ 102.9486	$ 108.0960
			bi-weekly	7,114	7,470	7,844	8,236	8,648
			monthly	15,415	16,185	16,995	17,844	18,737
			annual	184,977	194,225	203,936	214,133	224,840
91	ASSISTANT CITY MANAGER	EXEMPT	hourly	$ 91.1541	$ 95.7115	$ 100.4975	$ 105.5226	$ 110.7986
			bi-weekly	7,292	7,657	8,040	8,442	8,864
			monthly	15,800	16,590	17,420	18,291	19,205
			annual	189,601	199,080	209,035	219,487	230,461
92			hourly	$ 93.4394	$ 98.1119	$ 103.0116	$ 108.1600	$ 113.5680
			bi-weekly	7,475	7,849	8,241	8,653	9,085
			monthly	16,196	17,006	17,855	18,748	19,685
			annual	194,354	204,073	214,264	224,973	236,221
93			hourly	$ 95.7757	$ 100.5564	$ 105.5858	$ 110.8640	$ 116.4126
			bi-weekly	7,662	8,045	8,447	8,869	9,313
			monthly	16,601	17,430	18,302	19,216	20,178
			annual	199,213	209,157	219,618	230,597	242,138
94			hourly	$ 98.1660	$ 103.0765	$ 108.2249	$ 113.6437	$ 119.3221
			bi-weekly	7,853	8,246	8,658	9,091	9,546
			monthly	17,015	17,867	18,759	19,698	20,682
			annual	204,185	214,399	225,108	236,379	248,190
95			hourly	$ 100.6104	$ 105.6399	$ 110.9289	$ 116.4667	$ 122.2965
			bi-weekly	8,049	8,451	8,874	9,317	9,784
			monthly	17,439	18,311	19,228	20,188	21,198
			annual	209,270	219,731	230,732	242,251	254,377

*FOR REFERENCE USE ONLY

CITY OF LATHROP
GRADE-STEP TABLE
Eff. 3/11/2024

Adopted by Resolution No. 24-5483

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
96			hourly	$ 103.1306	$ 108.2898	$ 113.6978	$ 119.3870	$ 125.3574
			bi-weekly	8,250	8,663	9,096	9,551	10,029
			monthly	17,876	18,770	19,708	20,694	21,729
			annual	214,512	225,243	236,491	248,325	260,743

CONTRACT								
	POLICE CHIEF	EXEMPT	annual	$ 248,190				
	CITY ATTORNEY	EXEMPT	annual	$ 258,153				
	CITY MANAGER	EXEMPT	annual	$ 277,023				

Changes

Add:
- Fleet Attendant Grade 27
- Property and Evidence Manager Grade 64
- Parks and Recreation Manager Grade 67
- Police Corporal Grade 68
- Police Captain Grade 84

Remove:
- Recreation Specialist Grade 37
- Parks and Facilities Manager Grade 64
- Parks and Rec Administrator Grade 64
- Recreation Manager Grade 64
- Parks Project Manager Grade 76
- Police Commander Grade 84

Change:
- Crime & Intelligence Analyst Grade 51 to Grade 56

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

IN THE CITY COUNCIL OF THE CITY OF LIVERMORE, CALIFORNIA

A RESOLUTION AMENDING THE CITY OF LIVERMORE SALARY PLAN DATED MAY 2024 TO REFLECT AN MOU ADJUSTMENT, IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5, AND ASSIGNING NEW CLASS CODE NUMBERS TO ALL JOB CLASSIFICATIONS

The proposed City of Livermore Salary Plan, attached hereto as Exhibit A, is intended to make the following amendments:

- Incorporate wage related adjustments for the Livermore Police Officers Association effective May 6, 2024, as approved in the Memorandum of Understanding (MOU);
- Assign new Class Code numbers to all Job Classifications

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Livermore that, in accordance with California Code of Regulations, Title 2, Section 570.5, it hereby approves the amended Salary Plan dated May 2024, attached hereto as Exhibit A, to modify the Livermore Police Officer Association Salary Schedule, effective May 6, 2024, and to assign new Class Code numbers to all Job Classifications.

On motion of Council Member Kiick, seconded by Council Member Branning, the foregoing resolution was passed and adopted on May 13, 2024, by the following vote:

AYES: Council Member Barrientos, Branning, Kiick, and Vice Mayor Carling
NOES: None
ABSENT: Mayor Marchand
ABSTAIN: None

ATTEST:

DocuSigned by:
Deborah L. Elam
C27B9B262791420...
Deborah L. Elam
Acting City Clerk
5/16/2024 | 5:40 PM PDT

APPROVED AS TO FORM:

DocuSigned by:
Jason Alcala
B8A061794DA0458...
Jason R. Alcala
City Attorney

Exhibit A – Salary Plan dated May 2024

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

LIVERMORE
CALIFORNIA

Salary Plan

May 2024

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
4001	ACCOUNT CLERK	66,819.84	70,054.84	73,441.56	76,997.62	80,731.49
		5,568.32	5,837.90	6,120.13	6,416.47	6,727.62
		1,285.00	1,347.21	1,412.34	1,480.72	1,552.53
		32.12492	33.68021	35.30844	37.01809	38.81322
4000	ACCOUNT CLERK, JUNIOR	60,576.07	63,488.86	66,547.28	69,758.63	73,130.53
		5,048.01	5,290.74	5,545.61	5,813.22	6,094.21
		1,164.92	1,220.94	1,279.76	1,341.51	1,406.36
		29.12311	30.52349	31.99388	33.53780	35.15891
4002	ACCOUNT CLERK, SENIOR	72,677.86	76,195.73	79,889.49	83,767.95	87,840.33
		6,056.49	6,349.64	6,657.46	6,980.66	7,320.03
		1,397.65	1,465.30	1,536.34	1,610.92	1,689.24
		34.94128	36.63256	38.40841	40.27305	42.23093
4020	ACCOUNTANT, JUNIOR	86,792.41	91,054.48	95,529.67	100,228.61	105,162.51
		7,232.70	7,587.87	7,960.81	8,352.38	8,763.54
		1,669.08	1,751.05	1,837.11	1,927.47	2,022.36
		41.72712	43.77619	45.92773	48.18683	50.55890
4010	ACCOUNTING TECHNICIAN	77,171.53	80,914.10	84,843.78	88,969.95	93,302.44
		6,430.96	6,742.84	7,070.32	7,414.16	7,775.20
		1,484.07	1,556.04	1,631.61	1,710.96	1,794.28
		37.10170	38.90101	40.79028	42.77401	44.85694
4030	ADMINISTRATIVE ASSISTANT	80,842.05	84,768.14	88,890.52	93,219.04	97,763.97
		6,736.84	7,064.01	7,407.54	7,768.25	8,147.00
		1,554.65	1,630.16	1,709.43	1,792.67	1,880.08
		38.86637	40.75391	42.73583	44.81685	47.00191
4052	ADMINISTRATIVE CLERK I	60,576.11	63,488.90	66,547.33	69,758.67	73,130.58
		5,048.01	5,290.74	5,545.61	5,813.22	6,094.22
		1,164.93	1,220.94	1,279.76	1,341.51	1,406.36
		29.12313	30.52351	31.99391	33.53782	35.15893
4051	ADMINISTRATIVE CLERK II	64,925.25	68,055.49	71,342.24	74,793.35	78,416.99
		5,410.44	5,671.29	5,945.19	6,232.78	6,534.75
		1,248.56	1,308.76	1,371.97	1,438.33	1,508.02
		31.21406	32.71899	34.29915	35.95834	37.70048
4040	ADMINISTRATIVE TECHNICIAN	80,842.05	84,768.14	88,890.52	93,219.04	97,763.97
		6,736.84	7,064.01	7,407.54	7,768.25	8,147.00
		1,554.65	1,630.16	1,709.43	1,792.67	1,880.08
		38.86637	40.75391	42.73583	44.81685	47.00191
5000	AIRPORT SERVICE ATTENDANT	70,739.04	74,159.99	77,751.97	81,523.55	85,483.71
		5,894.92	6,180.00	6,479.33	6,793.63	7,123.64
		1,360.37	1,426.15	1,495.23	1,567.76	1,643.92
		34.00915	35.65384	37.38075	39.19401	41.09794
5001	AIRPORT SERVICE ATTENDANT SENIOR	75,875.80	79,553.58	83,415.24	87,469.99	91,727.48
		6,322.98	6,629.47	6,951.27	7,289.17	7,643.96
		1,459.15	1,529.88	1,604.14	1,682.12	1,763.99
		36.47875	38.24691	40.10348	42.05288	44.09975

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
4060	ANIMAL CONTROL OFFICER	80,206.76	84,101.09	88,190.12	92,483.60	96,991.75
		6,683.90	7,008.42	7,349.18	7,706.97	8,082.65
		1,542.44	1,617.33	1,695.96	1,778.53	1,865.23
		38.56094	40.43322	42.39910	44.46327	46.63065
5010	ASSET MANAGEMENT SPECIALIST	108,017.74	113,302.62	118,851.73	124,678.30	130,796.19
		9,001.48	9,441.89	9,904.31	10,389.86	10,899.68
		2,077.26	2,178.90	2,285.61	2,397.66	2,515.31
		51.93161	54.47241	57.14025	59.94149	62.88278
4130	BUILDING INSPECTOR I	94,998.40	99,632.31	104,497.90	109,606.78	114,971.10
		7,916.53	8,302.69	8,708.16	9,133.90	9,580.93
		1,826.89	1,916.01	2,009.58	2,107.82	2,210.98
		45.67231	47.90015	50.23938	52.69557	55.27457
4131	BUILDING INSPECTOR II	102,077.46	107,065.32	112,302.57	117,801.68	123,575.74
		8,506.46	8,922.11	9,358.55	9,816.81	10,297.98
		1,963.03	2,058.95	2,159.66	2,265.42	2,376.46
		49.07570	51.47371	53.99162	56.63542	59.41141
4132	BUILDING INSPECTOR III	105,063.34	110,200.49	115,594.49	121,258.19	127,205.08
		8,755.28	9,183.37	9,632.87	10,104.85	10,600.42
		2,020.45	2,119.24	2,222.97	2,331.89	2,446.25
		50.51122	52.98100	55.57427	58.29721	61.15629
4133	BUILDING INSPECTOR, SENIOR	110,200.49	115,594.49	121,258.19	127,205.08	133,449.32
		9,183.37	9,632.87	10,104.85	10,600.42	11,120.78
		2,119.24	2,222.97	2,331.89	2,446.25	2,566.33
		52.98100	55.57427	58.29721	61.15629	64.15833
4093	CIVIL ENGINEER, ASSISTANT	113,280.25	118,828.25	124,653.63	130,770.30	137,192.81
		9,440.02	9,902.35	10,387.80	10,897.53	11,432.73
		2,178.47	2,285.16	2,397.19	2,514.81	2,638.32
		54.46166	57.12897	59.92963	62.87034	65.95808
4100	CIVIL ENGINEER, ASSOCIATE	122,668.21	128,685.61	135,003.88	141,638.06	148,603.95
		10,222.35	10,723.80	11,250.32	11,803.17	12,383.66
		2,359.00	2,474.72	2,596.23	2,723.81	2,857.77
		58.97510	61.86808	64.90571	68.09522	71.44421
4091	CIVIL ENGINEER, JUNIOR	99,649.46	104,515.91	109,625.69	114,990.96	120,624.49
		8,304.12	8,709.66	9,135.47	9,582.58	10,052.04
		1,916.34	2,009.92	2,108.19	2,211.36	2,319.70
		47.90839	50.24803	52.70466	55.28412	57.99254
4140	COMMUNITY SERVICE SPECIALIST	70,824.73	74,249.94	77,846.44	81,622.74	85,587.87
		5,902.06	6,187.50	6,487.20	6,801.90	7,132.32
		1,362.01	1,427.88	1,497.05	1,569.67	1,645.92
		34.05035	35.69709	37.42617	39.24170	41.14801
4141	COMMUNITY SERVICE SPECIALIST II	73,934.02	77,630.72	81,512.26	85,587.87	89,867.26
		6,161.17	6,469.23	6,792.69	7,132.32	7,488.94
		1,421.81	1,492.90	1,567.54	1,645.92	1,728.22
		35.54520	37.32246	39.18859	41.14801	43.20541

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
4150	CRIME & INTELLIGENCE ANALYST	92,146.03	96,637.32	101,353.16	106,304.81	111,504.03
		7,678.84	8,053.11	8,446.10	8,858.73	9,292.00
		1,772.04	1,858.41	1,949.10	2,044.32	2,144.31
		44.30098	46.46025	48.72748	51.10808	53.60771
4160	CRIME PREVENTION SPECIALIST	76,419.34	80,124.29	84,014.48	88,099.19	92,388.13
		6,368.28	6,677.02	7,001.21	7,341.60	7,699.01
		1,469.60	1,540.85	1,615.66	1,694.22	1,776.69
		36.74007	38.52129	40.39158	42.35538	44.41737
4170	CRISIS INTERVENTION SPECIALIST	97,854.20	102,708.03	107,804.57	113,155.93	118,774.86
		8,154.52	8,559.00	8,983.71	9,429.66	9,897.91
		1,881.81	1,975.15	2,073.16	2,176.08	2,284.13
		47.04529	49.37886	51.82912	54.40189	57.10330
4050	DIVISION CLERK	68,410.33	71,714.84	75,184.57	78,827.77	82,653.16
		5,700.86	5,976.24	6,265.38	6,568.98	6,887.76
		1,315.58	1,379.13	1,445.86	1,515.92	1,589.48
		32.88958	34.47829	36.14643	37.89797	39.73710
4180	ECONOMIC DEVELOPMENT SPECIALIST	88,694.16	93,012.86	97,547.50	102,308.85	107,308.26
		7,391.18	7,751.07	8,128.96	8,525.74	8,942.36
		1,705.66	1,788.71	1,875.91	1,967.48	2,063.62
		42.64142	44.71772	46.89784	49.18695	51.59051
5090	ELECTRICIAN	95,136.49	99,815.77	104,729.03	109,887.93	115,304.79
		7,928.04	8,317.98	8,727.42	9,157.33	9,608.73
		1,829.55	1,919.53	2,014.02	2,113.23	2,217.40
		45.73870	47.98835	50.35050	52.83074	55.43500
4092	ENGINEER, ASSISTANT	108,017.73	113,302.61	118,851.72	124,678.29	130,796.18
		9,001.48	9,441.88	9,904.31	10,389.86	10,899.68
		2,077.26	2,178.90	2,285.61	2,397.66	2,515.31
		51.93160	54.47241	57.14025	59.94149	62.88278
4090	ENGINEER, JUNIOR	95,014.74	99,649.48	104,515.92	109,625.70	114,990.97
		7,917.90	8,304.12	8,709.66	9,135.48	9,582.58
		1,827.21	1,916.34	2,009.92	2,108.19	2,211.36
		45.68016	47.90840	50.24804	52.70466	55.28412
4080	ENGINEERING SPECIALIST	108,017.73	113,302.61	118,851.72	124,678.29	130,796.18
		9,001.48	9,441.88	9,904.31	10,389.86	10,899.68
		2,077.26	2,178.90	2,285.61	2,397.66	2,515.31
		51.93160	54.47241	57.14025	59.94149	62.88278
4070	ENGINEERING TECHNICIAN, ASSIST	92,947.14	97,478.47	102,236.38	107,232.19	112,477.78
		7,745.60	8,123.21	8,519.70	8,936.02	9,373.15
		1,787.45	1,874.59	1,966.08	2,062.16	2,163.03
		44.68613	46.86465	49.15211	51.55394	54.07586
4071	ENGINEERING TECHNICIAN, ASSOC	99,649.46	104,515.91	109,625.69	114,990.96	120,624.49
		8,304.12	8,709.66	9,135.47	9,582.58	10,052.04
		1,916.34	2,009.92	2,108.19	2,211.36	2,319.70
		47.90839	50.24803	52.70466	55.28412	57.99254

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
4072	ENGINEERING	103,509.58	108,569.05	113,881.48	119,459.54	125,316.50
	TECHNICIAN, SENIOR	8,625.80	9,047.42	9,490.12	9,954.96	10,443.04
		1,990.57	2,087.87	2,190.03	2,297.30	2,409.93
		49.76422	52.19666	54.75071	57.43247	60.24832
5030	FACILITIES MAINTENANCE	60,247.85	63,144.22	66,185.42	69,378.67	72,731.59
	TRAINEE	5,020.65	5,262.02	5,515.45	5,781.56	6,060.97
		1,158.61	1,214.31	1,272.80	1,334.21	1,398.68
		28.96531	30.35780	31.81991	33.35513	34.96711
5031	FACILITIES MAINTENANCE	67,430.13	70,685.61	74,103.86	77,693.04	81,461.68
	WORKER I	5,619.18	5,890.47	6,175.32	6,474.42	6,788.47
		1,296.73	1,359.34	1,425.07	1,494.10	1,566.57
		32.41833	33.98347	35.62686	37.35242	39.16427
5032	FACILITIES MAINTENANCE	72,289.11	75,787.55	79,460.91	83,317.95	87,367.82
	WORKER II	6,024.09	6,315.63	6,621.74	6,943.16	7,280.65
		1,390.18	1,457.45	1,528.09	1,602.27	1,680.15
		34.75438	36.43632	38.20236	40.05671	42.00376
5033	FACILITIES MAINTENANCE	75,875.80	79,553.58	83,415.24	87,469.99	91,727.48
	WORKER, SENIOR	6,322.98	6,629.47	6,951.27	7,289.17	7,643.96
		1,459.15	1,529.88	1,604.14	1,682.12	1,763.99
		36.47875	38.24691	40.10348	42.05288	44.09975
5034	FACILITIES MAINTENANCE	85,349.29	89,500.73	93,859.75	98,436.73	103,242.55
	WORKER, SUPERVISING	7,112.44	7,458.39	7,821.65	8,203.06	8,603.55
		1,641.33	1,721.17	1,805.00	1,893.01	1,985.43
		41.03331	43.02920	45.12488	47.32535	49.63584
4190	FAMILY THERAPIST	93,505.05	98,064.29	102,851.49	107,878.04	113,155.93
		7,792.09	8,172.02	8,570.96	8,989.84	9,429.66
		1,798.17	1,885.85	1,977.91	2,074.58	2,176.08
		44.95435	47.14629	49.44783	51.86444	54.40189
5040	FLEET SERVICES WORKER	60,247.89	63,144.27	66,185.47	69,378.72	72,731.64
		5,020.66	5,262.02	5,515.46	5,781.56	6,060.97
		1,158.61	1,214.31	1,272.80	1,334.21	1,398.69
		28.96533	30.35782	31.81994	33.35515	34.96713
4200	GIS SPECIALIST	108,017.73	113,302.59	118,851.71	124,678.28	130,796.17
		9,001.48	9,441.88	9,904.31	10,389.86	10,899.68
		2,077.26	2,178.90	2,285.61	2,397.66	2,515.31
		51.93160	54.47240	57.14025	59.94148	62.88277
5050	GROUNDSKEEPER	60,247.85	63,144.22	66,185.41	69,378.66	72,731.58
	TRAINEE	5,020.65	5,262.02	5,515.45	5,781.56	6,060.97
		1,158.61	1,214.31	1,272.80	1,334.21	1,398.68
		28.96531	30.35780	31.81991	33.35513	34.96711
5051	GROUNDSKEEPER I	67,430.13	70,685.61	74,103.86	77,693.04	81,461.68
		5,619.18	5,890.47	6,175.32	6,474.42	6,788.47
		1,296.73	1,359.34	1,425.07	1,494.10	1,566.57
		32.41833	33.98347	35.62686	37.35242	39.16427

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
5052	GROUNDSKEEPER II	72,289.11	75,787.56	79,460.91	83,317.95	87,367.82
		6,024.09	6,315.63	6,621.74	6,943.16	7,280.65
		1,390.18	1,457.45	1,528.09	1,602.27	1,680.15
		34.75438	36.43633	38.20236	40.05671	42.00376
5053	GROUNDSKEEPER III	75,875.80	79,553.58	83,415.24	87,469.99	91,727.48
		6,322.98	6,629.47	6,951.27	7,289.17	7,643.96
		1,459.15	1,529.88	1,604.14	1,682.12	1,763.99
		36.47875	38.24691	40.10348	42.05288	44.09975
5055	GROUNDSKEEPER, SUPERVISING	85,349.29	89,500.73	93,859.75	98,436.73	103,242.55
		7,112.44	7,458.39	7,821.65	8,203.06	8,603.55
		1,641.33	1,721.17	1,805.00	1,893.01	1,985.43
		41.03331	43.02920	45.12488	47.32535	49.63584
4210	INFORMATION TECHNOLOGY TECHNICIAN	80,654.75	84,609.95	88,762.91	93,123.52	97,702.15
		6,721.23	7,050.83	7,396.91	7,760.29	8,141.85
		1,551.05	1,627.11	1,706.98	1,790.84	1,878.89
		38.77632	40.67786	42.67448	44.77092	46.97219
4211	INFORMATION TECHNOLOGY TECHNICIAN, SENIOR	88,499.94	92,847.39	97,412.22	102,205.29	107,238.01
		7,375.00	7,737.28	8,117.69	8,517.11	8,936.50
		1,701.92	1,785.53	1,873.31	1,965.49	2,062.27
		42.54805	44.63817	46.83280	49.13716	51.55674
5054	LANDSCAPE MAINTENANCE SPECIALIST	81,112.97	85,052.59	89,189.20	93,532.64	98,093.25
		6,759.41	7,087.72	7,432.43	7,794.39	8,174.44
		1,559.86	1,635.63	1,715.18	1,798.70	1,886.41
		38.99662	40.89067	42.87942	44.96762	47.16022
4230	LIBRARIAN I	73,089.45	76,627.91	80,343.28	84,244.43	88,340.63
		6,090.79	6,385.66	6,695.27	7,020.37	7,361.72
		1,405.57	1,473.61	1,545.06	1,620.09	1,698.86
		35.13916	36.84034	38.62658	40.50213	42.47146
4231	LIBRARIAN II	80,998.52	84,932.43	89,063.03	93,400.16	97,954.15
		6,749.88	7,077.70	7,421.92	7,783.35	8,162.85
		1,557.66	1,633.32	1,712.75	1,796.16	1,883.73
		38.94160	40.83290	42.81876	44.90392	47.09334
4221	LIBRARY ASSISTANT	68,828.76	72,154.18	75,645.87	79,312.15	83,161.75
		5,735.73	6,012.85	6,303.82	6,609.35	6,930.15
		1,323.63	1,387.58	1,454.73	1,525.23	1,599.26
		33.09075	34.68951	36.36821	38.13084	39.98161
4222	LIBRARY ASSISTANT, SUPERVISING	77,171.53	80,914.10	84,843.78	88,969.95	93,302.44
		6,430.96	6,742.84	7,070.32	7,414.16	7,775.20
		1,484.07	1,556.04	1,631.61	1,710.96	1,794.28
		37.10170	38.90101	40.79028	42.77401	44.85694
4220	LIBRARY CLERK	60,576.11	63,488.90	66,547.33	69,758.67	73,130.58
		5,048.01	5,290.74	5,545.61	5,813.22	6,094.22
		1,164.93	1,220.94	1,279.76	1,341.51	1,406.36
		29.12313	30.52351	31.99391	33.53782	35.15893

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
5060	MAINTENANCE TRAINEE	60,247.85	63,144.22	66,185.41	69,378.66	72,731.58
		5,020.65	5,262.02	5,515.45	5,781.56	6,060.97
		1,158.61	1,214.31	1,272.80	1,334.21	1,398.68
		28.96531	30.35780	31.81991	33.35513	34.96711
5061	MAINTENANCE WORKER I	67,430.13	70,685.61	74,103.86	77,693.04	81,461.68
		5,619.18	5,890.47	6,175.32	6,474.42	6,788.47
		1,296.73	1,359.34	1,425.07	1,494.10	1,566.57
		32.41833	33.98347	35.62686	37.35242	39.16427
5062	MAINTENANCE WORKER II	72,289.11	75,787.55	79,460.91	83,317.95	87,367.82
		6,024.09	6,315.63	6,621.74	6,943.16	7,280.65
		1,390.18	1,457.45	1,528.09	1,602.27	1,680.15
		34.75438	36.43632	38.20236	40.05671	42.00376
5063	MAINTENANCE WORKER III	75,875.80	79,553.58	83,415.24	87,469.99	91,727.48
		6,322.98	6,629.47	6,951.27	7,289.17	7,643.96
		1,459.15	1,529.88	1,604.14	1,682.12	1,763.99
		36.47875	38.24691	40.10348	42.05288	44.09975
5070	MECHANIC	83,676.63	87,744.45	92,015.64	96,500.41	101,209.42
		6,973.05	7,312.04	7,667.97	8,041.70	8,434.12
		1,609.17	1,687.39	1,769.53	1,855.78	1,946.34
		40.22915	42.18483	44.23829	46.39443	48.65838
5071	MECHANIC SENIOR	90,843.18	95,269.32	99,916.76	104,796.59	109,920.41
		7,570.27	7,939.11	8,326.40	8,733.05	9,160.03
		1,746.98	1,832.10	1,921.48	2,015.32	2,113.85
		43.67461	45.80256	48.03690	50.38298	52.84635
4240	NEIGHBORHOOD PRESERVATION OFFICER	99,649.46	104,515.91	109,625.69	114,990.96	120,624.49
		8,304.12	8,709.66	9,135.47	9,582.58	10,052.04
		1,916.34	2,009.92	2,108.19	2,211.36	2,319.70
		47.90839	50.24803	52.70466	55.28412	57.99254
5020	PARTS AND INVENTORY CONTROL WORKER	70,559.98	73,971.95	77,554.53	81,316.24	85,266.04
		5,880.00	6,164.33	6,462.88	6,776.35	7,105.50
		1,356.92	1,422.54	1,491.43	1,563.77	1,639.73
		33.92307	35.56344	37.28583	39.09435	40.99329
4250	PERMIT TECHNICIAN	71,853.77	75,330.44	78,980.95	82,813.98	86,838.67
		5,987.81	6,277.54	6,581.75	6,901.17	7,236.56
		1,381.80	1,448.66	1,518.86	1,592.58	1,669.97
		34.54508	36.21656	37.97161	39.81441	41.74936
4251	PERMIT TECHNICIAN II	76,721.09	80,441.12	84,347.17	88,448.50	92,754.90
		6,393.42	6,703.43	7,028.93	7,370.71	7,729.58
		1,475.41	1,546.94	1,622.06	1,700.93	1,783.75
		36.88514	38.67362	40.55152	42.52332	44.59370
4260	PLAN CHECK ENGINEER	122,565.32	128,577.57	134,890.42	141,518.94	148,478.88
		10,213.78	10,714.80	11,240.87	11,793.25	12,373.24
		2,357.03	2,472.65	2,594.05	2,721.52	2,855.36
		58.92563	61.81614	64.85116	68.03795	71.38408

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
4120	PLANNER, ASSISTANT	99,348.37	104,199.78	109,293.75	114,642.43	120,258.52
		8,279.03	8,683.32	9,107.81	9,553.54	10,021.54
		1,910.55	2,003.84	2,101.80	2,204.66	2,312.66
		47.76364	50.09605	52.54507	55.11655	57.81660
4121	PLANNER, ASSOCIATE	114,642.43	120,258.52	126,155.43	132,347.19	138,848.53
		9,553.54	10,021.54	10,512.95	11,028.93	11,570.71
		2,204.66	2,312.66	2,426.07	2,545.14	2,670.16
		55.11655	57.81660	60.65165	63.62846	66.75410
4122	PLANNER, SENIOR	120,258.55	126,155.45	132,347.21	138,848.55	145,674.96
		10,021.55	10,512.95	11,028.93	11,570.71	12,139.58
		2,312.66	2,426.07	2,545.14	2,670.16	2,801.44
		57.81661	60.65166	63.62847	66.75411	70.03604
4270	POLICE CLERK	66,569.99	69,782.46	73,155.58	76,697.35	80,416.19
		5,547.50	5,815.21	6,096.30	6,391.45	6,701.35
		1,280.19	1,341.97	1,406.84	1,474.95	1,546.47
		32.00480	33.54926	35.17095	36.87373	38.66163
4271	POLICE CLERK, SENIOR	69,782.54	73,155.65	76,697.42	80,416.26	84,321.07
		5,815.21	6,096.30	6,391.45	6,701.36	7,026.76
		1,341.97	1,406.84	1,474.95	1,546.47	1,621.56
		33.54930	35.17099	36.87376	38.66166	40.53898
4272	POLICE CLERK, SUPERVISING	82,386.88	86,390.21	90,593.70	95,007.38	99,641.73
		6,865.57	7,199.18	7,549.48	7,917.28	8,303.48
		1,584.36	1,661.35	1,742.19	1,827.07	1,916.19
		39.60908	41.53375	43.55466	45.67663	47.90468
4280	POLICE IDENTIFICATION TECHNICIAN	83,941.57	88,022.62	92,307.74	96,807.11	101,531.46
		6,995.13	7,335.22	7,692.31	8,067.26	8,460.96
		1,614.26	1,692.74	1,775.15	1,861.68	1,952.53
		40.35652	42.31857	44.37872	46.54188	48.81320
4290	PROPERTY AND EVIDENCE SPECIALIST	70,824.73	74,249.94	77,846.44	81,622.74	85,587.87
		5,902.06	6,187.50	6,487.20	6,801.90	7,132.32
		1,362.01	1,427.88	1,497.05	1,569.67	1,645.92
		34.05035	35.69709	37.42617	39.24170	41.14801
4291	PROPERTY AND EVIDENCE SPECIALIST, SUPERVISING	80,054.86	83,941.59	88,022.64	92,307.76	96,807.13
		6,671.24	6,995.13	7,335.22	7,692.31	8,067.26
		1,539.52	1,614.26	1,692.74	1,775.15	1,861.68
		38.48791	40.35653	42.31858	44.37873	46.54189
4300	PUBLIC SAFETY DISPATCHER	82,386.88	86,390.21	90,593.70	95,007.38	99,641.73
		6,865.57	7,199.18	7,549.48	7,917.28	8,303.48
		1,584.36	1,661.35	1,742.19	1,827.07	1,916.19
		39.60908	41.53375	43.55466	45.67663	47.90468
4301	PUBLIC SAFETY DISPATCHER, SENIOR	86,390.17	90,593.66	95,007.33	99,641.69	104,507.76
		7,199.18	7,549.47	7,917.28	8,303.47	8,708.98
		1,661.35	1,742.19	1,827.06	1,916.19	2,009.76
		41.53374	43.55464	45.67660	47.90466	50.24412

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
4302	PUBLIC SAFETY	95,060.69	99,697.72	104,566.58	109,678.90	115,046.82
	DISPATCHER, SUPERVISING	7,921.72	8,308.14	8,713.88	9,139.91	9,587.24
		1,828.09	1,917.26	2,010.90	2,109.21	2,212.44
		45.70225	47.93160	50.27239	52.73024	55.31097
4310	PURCHASING SPECIALIST,	86,517.46	90,843.33	95,385.50	100,154.77	105,162.51
	SUPERVISING	7,209.79	7,570.28	7,948.79	8,346.23	8,763.54
		1,663.80	1,746.99	1,834.34	1,926.05	2,022.36
		41.59493	43.67468	45.85841	48.15133	50.55890
4320	RECYCLING SPECIALIST	88,694.15	93,012.84	97,547.48	102,308.83	107,308.24
		7,391.18	7,751.07	8,128.96	8,525.74	8,942.35
		1,705.66	1,788.71	1,875.91	1,967.48	2,063.62
		42.64142	44.71771	46.89783	49.18694	51.59050
5081	TRAFFIC SIGNAL	73,126.04	76,666.33	80,383.63	84,286.80	88,385.12
	TECHNICIAN TRAINEE	6,093.84	6,388.86	6,698.64	7,023.90	7,365.43
		1,406.27	1,474.35	1,545.84	1,620.90	1,699.71
		35.15675	36.85881	38.64598	40.52250	42.49285
5080	TRAFFIC SIGNAL	78,082.45	81,870.55	85,848.08	90,024.46	94,409.68
	TECHNICIAN	6,506.87	6,822.55	7,154.01	7,502.04	7,867.47
		1,501.59	1,574.43	1,650.92	1,731.24	1,815.57
		37.53964	39.36084	41.27312	43.28099	45.38927
5082	TRAFFIC SIGNAL	85,349.29	89,500.73	93,859.75	98,436.73	103,242.55
	TECHNICIAN, SENIOR	7,112.44	7,458.39	7,821.65	8,203.06	8,603.55
		1,641.33	1,721.17	1,805.00	1,893.01	1,985.43
		41.03331	43.02920	45.12488	47.32535	49.63584
4110	TRANSPORTATION	122,668.21	128,685.61	135,003.88	141,638.06	148,603.95
	ENGINEER, ASSOCIATE	10,222.35	10,723.80	11,250.32	11,803.17	12,383.66
		2,359.00	2,474.72	2,596.23	2,723.81	2,857.77
		58.97510	61.86808	64.90571	68.09522	71.44421
5150	WASTEWATER COLLECTIONS	60,247.85	63,144.22	66,185.41	69,378.66	72,731.58
	SYSTEMS TRAINEE	5,020.65	5,262.02	5,515.45	5,781.56	6,060.97
		1,158.61	1,214.31	1,272.80	1,334.21	1,398.68
		28.96531	30.35780	31.81991	33.35513	34.96711
5151	WASTEWATER COLLECTIONS	69,594.68	72,996.87	76,569.18	80,320.10	84,258.56
	SYSTEMS WORKER I	5,799.56	6,083.07	6,380.77	6,693.34	7,021.55
		1,338.36	1,403.79	1,472.48	1,544.62	1,620.36
		33.45898	35.09465	36.81211	38.61543	40.50892
5152	WASTEWATER COLLECTIONS	76,388.79	80,130.69	84,059.69	88,185.13	92,516.85
	SYSTEMS WORKER II	6,365.73	6,677.56	7,004.97	7,348.76	7,709.74
		1,469.02	1,540.97	1,616.53	1,695.87	1,779.17
		36.72538	38.52437	40.41331	42.39670	44.47925
5153	WASTEWATER COLLECTIONS	83,900.11	88,017.58	92,340.92	96,880.43	101,646.90
	SYSTEMS WORKER III	6,991.68	7,334.80	7,695.08	8,073.37	8,470.58
		1,613.46	1,692.65	1,775.79	1,863.09	1,954.75
		40.33659	42.31614	44.39467	46.57713	48.86870

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
5160	WATER DISTRIBUTION OPERATOR TRAINEE	64,302.75	67,401.88	70,655.96	74,072.74	77,660.37
		5,358.56	5,616.82	5,888.00	6,172.73	6,471.70
		1,236.59	1,296.19	1,358.77	1,424.48	1,493.47
		30.91478	32.40475	33.96921	35.61189	37.33672
5161	WATER DISTRIBUTION OPERATOR I	71,988.60	75,472.00	79,129.58	82,970.05	87,002.53
		5,999.05	6,289.33	6,594.13	6,914.17	7,250.21
		1,384.40	1,451.38	1,521.72	1,595.58	1,673.13
		34.60990	36.28462	38.04307	39.88945	41.82814
5162	WATER DISTRIBUTION OPERATOR II	82,438.82	86,444.75	90,650.97	95,067.50	99,704.85
		6,869.90	7,203.73	7,554.25	7,922.29	8,308.74
		1,585.36	1,662.40	1,743.29	1,828.22	1,917.40
		39.63405	41.55998	43.58220	45.70553	47.93502
5163	WATER DISTRIBUTION OPERATOR III	88,848.28	93,174.67	97,717.40	102,487.26	107,495.59
		7,404.02	7,764.56	8,143.12	8,540.61	8,957.97
		1,708.62	1,791.82	1,879.18	1,970.91	2,067.22
		42.71552	44.79551	46.97952	49.27272	51.68057
5164	WATER DISTRIBUTION SENIOR OPERATOR	93,174.69	97,717.42	102,487.28	107,495.61	112,754.39
		7,764.56	8,143.12	8,540.61	8,957.97	9,396.20
		1,791.82	1,879.18	1,970.91	2,067.22	2,168.35
		44.79552	46.97953	49.27273	51.68058	54.20884
5165	WATER DISTRIBUTION SUPERVISING OPERATOR	102,260.14	107,257.14	112,503.97	118,013.15	123,797.80
		8,521.68	8,938.10	9,375.33	9,834.43	10,316.48
		1,966.54	2,062.64	2,163.54	2,269.48	2,380.73
		49.16353	51.56593	54.08845	56.73709	59.51817
5170	WATER RESOURCES COORDINATOR	96,076.78	100,803.07	105,765.69	110,976.43	116,447.72
		8,006.40	8,400.26	8,813.81	9,248.04	9,703.98
		1,847.63	1,938.52	2,033.96	2,134.16	2,239.38
		46.19076	48.46301	50.84889	53.35405	55.98448
5171	WATER RESOURCES COORDINATOR - ELECTRICAL & INSTRUMENTATION	99,815.77	104,729.03	109,887.93	115,304.79	120,992.50
		8,317.98	8,727.42	9,157.33	9,608.73	10,082.71
		1,919.53	2,014.02	2,113.23	2,217.40	2,326.78
		47.98835	50.35050	52.83074	55.43500	58.16947
5100	WR INSTRUMENT CONTROL TECHNICIAN	90,803.82	95,266.47	99,952.26	104,872.33	110,038.40
		7,566.99	7,938.87	8,329.36	8,739.36	9,169.87
		1,746.23	1,832.05	1,922.16	2,016.78	2,116.12
		43.65568	45.80119	48.05397	50.41939	52.90308
5110	WR LABORATORY TECHNICIAN	86,768.80	91,029.71	95,503.66	100,201.29	105,133.82
		7,230.73	7,585.81	7,958.64	8,350.11	8,761.15
		1,668.63	1,750.57	1,836.61	1,926.95	2,021.80
		41.71577	43.76428	45.91522	48.17370	50.54511
5120	WR MECHANIC I	81,088.31	85,103.86	89,320.19	93,747.33	98,395.83
		6,757.36	7,091.99	7,443.35	7,812.28	8,199.65
		1,559.39	1,636.61	1,717.70	1,802.83	1,892.23
		38.98476	40.91532	42.94240	45.07083	47.30569

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
ASSOCIATION OF LIVERMORE EMPLOYEES
EFFECTIVE 10/09/2023

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
5121	WR MECHANIC II	91,455.39	95,989.29	100,749.89	105,748.52	110,997.08
		7,621.28	7,999.11	8,395.82	8,812.38	9,249.76
		1,758.76	1,845.95	1,937.50	2,033.63	2,134.56
		43.96894	46.14870	48.43745	50.84063	53.36398
5131	WR OPERATOR - GRADE I	81,895.01	85,873.73	90,051.41	94,437.95	99,043.82
		6,824.58	7,156.14	7,504.28	7,869.83	8,253.65
		1,574.90	1,651.42	1,731.76	1,816.11	1,904.69
		39.37260	41.28545	43.29395	45.40286	47.61722
5132	WR OPERATOR - GRADE II	85,863.06	90,040.19	94,426.19	99,031.47	103,867.03
		7,155.26	7,503.35	7,868.85	8,252.62	8,655.59
		1,651.21	1,731.54	1,815.89	1,904.45	1,997.44
		41.28032	43.28855	45.39721	47.61128	49.93607
5133	WR OPERATOR - GRADE III	92,663.41	97,180.57	101,923.58	106,903.74	112,132.90
		7,721.95	8,098.38	8,493.63	8,908.65	9,344.41
		1,781.99	1,868.86	1,960.07	2,055.84	2,156.40
		44.54972	46.72143	49.00172	51.39603	53.91005
5130	WR OPERATOR - TRAINEE	69,215.90	72,560.68	76,072.70	79,760.32	83,632.32
		5,767.99	6,046.72	6,339.39	6,646.69	6,969.36
		1,331.08	1,395.40	1,462.94	1,533.85	1,608.31
		33.27688	34.88494	36.57341	38.34631	40.20785
5134	WR SENIOR OPERATOR	97,194.51	101,938.23	106,919.11	112,149.05	117,640.49
		8,099.54	8,494.85	8,909.93	9,345.75	9,803.37
		1,869.13	1,960.35	2,056.14	2,156.71	2,262.32
		46.72813	49.00876	51.40342	53.91781	56.55793
5141	WR SOURCE CONTROL INSPECTOR	91,164.82	95,645.53	100,350.26	105,290.23	110,477.21
		7,597.07	7,970.46	8,362.52	8,774.19	9,206.43
		1,753.17	1,839.34	1,929.81	2,024.81	2,124.56
		43.82924	45.98343	48.24532	50.62030	53.11404
5140	WR SOURCE CONTROL TECHNICIAN	85,835.21	90,010.96	94,395.49	98,999.24	103,833.18
		7,152.93	7,500.91	7,866.29	8,249.94	8,652.77
		1,650.68	1,730.98	1,815.30	1,903.83	1,996.79
		41.26693	43.27450	45.38245	47.59579	49.91980
5135	WR SUPERVISING OPERATOR	106,674.96	111,892.68	117,371.29	123,123.84	129,164.01
		8,889.58	9,324.39	9,780.94	10,260.32	10,763.67
		2,051.44	2,151.78	2,257.14	2,367.77	2,483.92
		51.28604	53.79456	56.42850	59.19415	62.09808
4330	YOUTH SERVICES CASE COORDINATOR	85,414.84	89,569.56	93,932.04	98,512.62	103,322.24
		7,117.90	7,464.13	7,827.67	8,209.39	8,610.19
		1,642.59	1,722.49	1,806.39	1,894.47	1,986.97
		41.06483	43.06229	45.15963	47.36184	49.67415

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
POLICE OFFICER'S ASSOCIATION
EFFECTIVE 05/06/2024

CLASS CODE	CLASSIFICATION	SALARY RANGE @ ANNUAL, MONTHLY, WEEKLY, HRLY RATES STEP A	STEP B	STEP C	STEP D	STEP E
3110	POLICE OFFICER	115,358.76	121,126.70	127,183.04	133,542.19	140,219.30
		9,613.23	10,093.89	10,598.59	11,128.52	11,684.94
		2218.44	2329.36	2445.83	2568.12	2696.53
		55.46094	58.23399	61.14569	64.20298	67.41313
3100	POLICE SERGEANT	143,541.70	150,718.78	158,254.72	166,167.46	174,475.83
		11,961.81	12,559.90	13,187.89	13,847.29	14,539.65
		2760.42	2898.44	3043.36	3195.53	3355.30
		69.01043	72.46095	76.08400	79.88820	83.88261
3120	POLICE TRAINEE (Non-Sworn)	40.40550	-	-	-	-

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
MANAGEMENT SALARY SCHEDULE
$7,730 - $17,650/month
Effective July 3, 2023

Class Code	Classification	Monthly Salary Range		
		$14,095.31	-	$17,619.14
2010	Assistant Administrative Services Director			
2015	Assistant City Attorney			
2030	Assistant Community Development Director			
2045	Assistant Public Works Director			
2060	City Engineer			
		$13,112.20	-	$16,390.25
2025	Assistant City Engineer			
2050	Building Official			
2090	Finance Manager			
2125	Maintenance and Golf Operations Manager			
2145	Planning Manager			
2220	Water Resources Division Manager			
		$12,465.09	-	$15,581.36
2005	Airport Manager			
2095	Housing & Human Services Manager			
		$12,335.20	-	$15,419.00
2200	Senior Transportation Engineer			
		$11,836.61	-	$14,795.76
2140	Permit Center Manager			
		$11,812.81	-	$14,766.01
2190	Senior Civil Engineer			
		$11,671.70	-	$14,589.63
2070	IT Operations Manager			
2115	Information Technology Manager			
		$11,331.75	-	$14,164.69
2055	City Clerk			
2100	Housing Programs Manager			
2105	Human Services Programs Manager			
2165	Police Support Services Manager			
2170	Principal Planner			
2240	Youth and Family Services Manager - Clinical			
		$10,698.76	-	$13,373.45
2035	Assistant Finance Manager			
2040	Assistant Library Director			
2085	Economic Development Manager			
2120	Inspection & Neighborhood Preservation Manager			
2225	Water Resources Operations Manager			
2230	Water Resources Technical Programs Manager			
2245	Youth and Family Services Manager - Programs			

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
MANAGEMENT SALARY SCHEDULE
$7,730 - $17,650/month
Effective July 3, 2023

Class Code	Classification	Monthly Salary Range		
		$10,170.15	-	$12,712.69
2000	Accounting Supervisor			
2110	Information Technology Coordinator			
2195	Management Analyst, Senior			
2175	Public Works Manager			
2210	Systems Administrator			
2215	Water Distribution Operations Manager			
		$10,062.21	-	$12,577.76
2065	Construction Inspection Manager			
		$10,016.28	-	$12,520.35
2075	Deputy City Attorney			
2150	Police Business Services Manager			
2155	Police Facility & Equipment Manager			
		$9,505.31	-	$11,881.64
2020	Assistant City Clerk			
2135	Management Analyst II			
2160	Police Media & Community Relations Analyst			
2180	Public Works Supervisor			
		$7,730.03	-	$9,662.54
2080	Deputy City Clerk			
2130	Management Analyst I			
2205	Supervising Librarian			
2235	Water Resources Communications Representative			

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
MANAGEMENT CONFIDENTIAL SALARY SCHEDULE
$7,730 - $19,000/month
Effective July 3, 2023

Class Code	Classification	Monthly Salary Range		
2440	Assistant City Attorney, Senior (Confidential)	$15,196.70	-	$18,995.88
2400	Assistant to the City Manager (Confidential)	$12,465.09	-	$15,581.36
2420	Human Resources Manager (Confidential)	$13,112.20	-	$16,390.25
2450	Human Resources Analyst, Senior (Conf)	$10,170.15	-	$12,712.69
2411	Human Resources Analyst II (Confidential)	$9,505.31	-	$11,881.64
2410	Human Resources Analyst I (Confidential)	$7,730.03	-	$9,662.54
2460	Management Analyst, Senior (Confidential)	$10,170.15	-	$12,712.69
2431	Management Analyst II (Confidential)	$9,505.31	-	$11,881.64
2430	Management Analyst I (Confidential)	$7,730.03	-	$9,662.54
2465	Risk Manager (Confidential)	$11,480.26	-	$14,350.33

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
CONFIDENTIAL SALARY SCHEDULE
$5,120 - $10,670/month
Effective July 3, 2023

Class Code	Classifications	Monthly Salary Range		
2600	Administrative Receptionist	$5,120.02	-	$6,400.02
2610	Administrative Specialist I	$5,926.26	-	$7,407.83
2611	Administrative Specialist II	$6,665.14	-	$8,331.43
2620	Executive Assistant	$8,532.40	-	$10,665.50
2630	Human Resources Clerk I	$5,926.26	-	$7,407.83
2631	Human Resources Clerk II	$6,519.55	-	$8,149.44
2640	Human Resources Technician	$7,153.66	-	$8,942.08
2650	Law Office Supervisor	$8,532.40	-	$10,665.50
2660	Legal Assistant	$7,085.67	-	$8,857.09

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
POLICE MANAGEMENT SALARY SCHEDULE
$14,500 - $22,480/month
Effective January 1, 2024

Class Code	Classification	Salary Range		
3000	Police Captain	$17,983.66	-	$22,479.58
3010	Police Lieutenant	$14,501.26	-	$18,126.57

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
EXECUTIVE MANAGEMENT SALARY SCHEDULE
$14,095 - $25,416/month
Effective November 20, 2023

Class Code	Classification	Monthly Salary Range		
1215	Administrative Services Director	$16,435.43	-	$20,544.29
1200	Assistant City Manager	$17,729.26	-	$22,161.58
1220	Community Development Director	$16,435.43	-	$20,544.29
1205	Deputy City Manager	$14,095.31	-	$17,619.14
1210	Deputy City Manager/City Clerk	$14,095.31	-	$17,619.14
1225	Innovation & Economic Development Dir	$16,435.43	-	$20,544.29
1230	Library Services Director	$16,435.43	-	$20,544.29
1235	Police Chief	$20,332.79	-	$25,415.99
1240	Public Works Director	$16,435.43	-	$20,544.29

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
APPOINTED MANAGEMENT

Class Code	Classification	Annual Salary	Effective
1000	City Manager	$344,796	11/20/2023
1100	City Attorney	$307,580	11/20/2023

DocuSign Envelope ID: 2FBDEA76-5428-437E-92CC-8F0BCF18F78E

EXHIBIT A

CITY OF LIVERMORE
UNCLASSIFIED AND HOURLY SALARY SCHEDULE

Class Code	Classification	Hourly Salary Range	Effective Date
8200	Department Assistant	$16.00 - $26.00	01/01/24
8205	Field/Maintenance Aide	$16.00 - $26.00	01/01/24
8210	Law Clerk	$16.00 - $26.00	01/01/24
8230	Temporary Librarian	$22.00 - $32.00	01/01/24
8235	Temporary Library Assistant	$20.00 - $30.00	01/01/24
8240	Temporary Library Clerk	$18.00 - $28.00	01/01/24
8215	Library Aide	$16.00 - $20.00	01/01/24
8220	Police Cadet	$16.00 - $26.00	01/01/24
8225	Special Projects Coordinator	$20.00 - $100.00	12/20/21

RESOLUTION NO. 2024-11

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE CITY OF LODI PAY SCHEDULE EFFECTIVE FEBRUARY 7, 2024, PURSUANT TO PUBLIC EMPLOYEES' RETIREMENT LAW, GOVERNMENT CODE SECTIONS 20636 AND 20636.1 AND CALIFORNIA CODE OF REGULATIONS SECTION 570.5

==========

WHEREAS, the City of Lodi contracts with California Public Employees' Retirement System (CalPERS) to provide retirement benefits for its employees who are members; and

WHEREAS, all employers must comply with compensation earnable provisions and corresponding regulations of the Public Employees' Retirement Law (PERL) and California Code of Regulations, Section 570.5; and

WHEREAS, the regulations require employers to review their pay schedules and to verify that all members' pay amounts are accurately reported and approved by the governing body in accordance with requirements of applicable public meeting laws; and

WHEREAS, the Human Resources Manager verifies that the attached pay schedule, dated February 7, 2024, conforms with the requirements under the PERL and the California Code of Regulations.

NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby approve the City of Lodi pay schedule dated February 7, 2024, attached hereto and made a part of this Resolution.

Dated: February 7, 2024

==========

I hereby certify that Resolution No. 2024-11 was passed and adopted by the City Council of the City of Lodi in a regular meeting held February 7, 2024, by the following vote:

AYES: COUNCIL MEMBERS – Bregman, Hothi, Nakanishi, Yepez, and Mayor Craig

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None

Olivia Nashed

OLIVIA NASHED
City Clerk

City of Lodi

Salary Schedule dated January 8, 2024

				Annual Rate of Pay				
BU	**Job**	**Position**	**Eff Date**	**Step 0**	**Step 1**	**Step 2**	**Step 3**	**Step 4**
B	1200	ACCOUNTANT	01/08/2024	$ 79,561.39	$ 83,538.72	$ 87,716.35	$ 92,102.43	$ 96,707.10
CMM	1540	ACCOUNTING MANAGER	01/08/2024	$ 140,421.39	$ 147,442.44	$ 154,814.63	$ 162,555.34	$ 170,683.14
B	1385	ADMINISTRATIVE ANALYST	01/08/2024	$ 67,035.54	$ 70,387.31	$ 73,906.69	$ 77,602.01	$ 81,482.12
CMM	1571	ADMINISTRATIVE ANALYST-C	01/08/2024	$ 72,398.38	$ 76,018.30	$ 79,819.22	$ 83,810.17	$ 88,000.69
G	2702	ADMINISTRATIVE ASSISTANT	01/08/2024	$ 57,700.56	$ 60,585.67	$ 63,614.97	$ 66,795.70	$ 70,135.44
CGS	1970	ADMINISTRATIVE ASSISTANT-C	01/08/2024	$ 61,162.58	$ 64,220.81	$ 67,431.87	$ 70,803.44	$ 74,343.57
G	2700	ADMINISTRATIVE CLERK	01/08/2024	$ 43,378.27	$ 45,547.23	$ 47,824.63	$ 50,215.80	$ 52,726.59
CGS	1900	ADMINISTRATIVE CLERK-C	01/08/2024	$ 45,995.31	$ 48,295.09	$ 50,709.84	$ 53,245.35	$ 55,907.61
B	1397	ANIMAL SERVICES MANAGER	01/08/2024	$ 93,900.54	$ 98,595.72	$ 103,525.53	$ 108,701.72	$ 114,136.80
G	2021	ANIMAL SERVICES SUPERVISOR	01/08/2024	$ 56,294.48	$ 59,109.32	$ 62,064.74	$ 65,167.90	$ 68,426.35
I	6566	APPRENTICE SUBSTATION TECHNICIAN	01/08/2024	$ 108,781.66	$ 114,220.60	$ 119,931.76	$ 125,928.40	$ 132,224.82
G	2603	AQUATICS COORDINATOR	01/08/2024	$ 57,140.15	$ 59,997.23	$ 62,997.10	$ 66,146.92	$ 69,454.19
G	2020	ASSISTANT ANIMAL SERVICES OFF	01/08/2024	$ 48,953.04	$ 51,400.63	$ 53,970.77	$ 56,669.31	$ 59,502.75
CMM	1525	ASSISTANT CITY ATTORNEY	01/08/2024	$ 166,619.00	$ 174,949.91	$ 183,697.40	$ 192,882.26	$ 202,526.37
CMM	1500	ASSISTANT CITY CLERK	01/08/2024	$ 71,594.89	$ 75,174.63	$ 78,933.36	$ 82,880.03	$ 87,024.01
A	1110	ASSISTANT CITY MANAGER	01/08/2024	$ 244,513.67				
B	1230	ASSISTANT ENGINEER	01/08/2024	$ 102,690.26	$ 107,824.79	$ 113,216.01	$ 118,876.83	$ 124,820.48
B	1300	ASSISTANT ENG/PLANS EXAMINER	01/08/2024	$ 94,645.38	$ 99,377.71	$ 104,346.59	$ 109,563.89	$ 115,041.94
B	1235	ASSISTANT PLANNER	01/08/2024	$ 71,517.38	$ 75,093.23	$ 78,847.85	$ 82,790.18	$ 86,929.69
B	1236	ASSISTANT TRANSP PLANNER	01/08/2024	$ 71,517.38	$ 75,093.23	$ 78,847.85	$ 82,790.18	$ 86,929.69
B	1240	ASSOCATER CIVIL ENGINEER	01/08/2024	$ 112,959.18	$ 118,607.09	$ 124,537.39	$ 130,764.39	$ 137,302.52
B	1245	ASSOCIATE PLANNER	01/08/2024	$ 78,669.09	$ 82,602.65	$ 86,732.69	$ 91,069.36	$ 95,622.75
CMM	1575	BUDGET ANALYST	01/08/2024	$ 85,541.80	$ 89,818.86	$ 94,308.88	$ 99,026.15	$ 103,976.60
CMM	1511	BUDGET MANAGER	01/08/2024	$ 140,421.39	$ 147,442.44	$ 154,814.63	$ 162,555.34	$ 170,683.14
G	2072	BUILDING INSPECTOR I	01/08/2024	$ 66,625.34	$ 69,792.70	$ 73,282.35	$ 76,946.57	$ 80,793.81
G	2073	BUILDING INSPECTOR II	01/08/2024	$ 73,116.23	$ 76,771.98	$ 80,610.62	$ 84,641.24	$ 88,873.26
M	4701	BUILDING SERVICE SUPERVISOR	01/08/2024	$ 68,981.16	$ 72,430.09	$ 76,051.55	$ 79,854.26	$ 83,847.10
G	2075	CDD PROGRAM SPECIALIST	01/08/2024	$ 72,108.84	$ 75,714.28	$ 79,499.99	$ 83,475.00	$ 87,648.75
B	1310	CHIEF BUILDING OFFICIAL	01/08/2024	$ 131,303.73	$ 137,867.74	$ 144,761.55	$ 151,998.58	$ 159,599.64
CA	1002	CITY ATTORNEY	01/08/2024	$ 246,681.81				
CA	1003	CITY CLERK	01/08/2024	$ 147,841.56				
B	1250	CITY ENGINEER/DEPUTY PW DIRECTOR	01/08/2024	$ 150,326.10	$ 157,842.29	$ 165,734.10	$ 174,021.24	$ 182,613.63
CA	1001	CITY MANAGER	01/08/2024	$ 269,633.27				
B	1306	CITY PLANNER	01/08/2024	$ 126,302.76	$ 132,616.77	$ 139,248.02	$ 146,209.41	$ 153,520.97
A	1170	COMMUNITY DEVELOPMENT DIRECTOR	01/08/2024	$ 193,865.13				
G	2032	COMMUNITY IMPROVEMENT OFFICER I	01/08/2024	$ 63,304.13	$ 66,469.34	$ 69,792.81	$ 73,282.46	$ 76,946.56
G	2022	COMMUNITY IMPROVEMENT OFFICER II	01/08/2024	$ 69,634.51	$ 73,116.23	$ 76,771.98	$ 80,610.62	$ 84,641.24
S	6400	COMMUNITY SERVICE OFFICER	07/10/2023	$ 58,877.29	$ 61,821.18	$ 64,912.37	$ 68,157.94	$ 71,565.73
B	1255	COMPLIANCE MANAGER	01/08/2024	$ 102,690.13	$ 107,824.63	$ 113,215.85	$ 118,876.64	$ 124,820.48
B	1260	CONSTRUCTION PROJECT MANAGER	01/08/2024	$ 99,294.63	$ 104,259.46	$ 109,472.34	$ 114,945.92	$ 120,693.25
I	6550	CONSTRUCTION/MAINTENANCE SUPRV	01/08/2024					$ 189,986.42
G	2011	CUSTOMER SERVICE REP I	01/08/2024	$ 43,547.63	$ 45,725.00	$ 48,011.21	$ 50,411.66	$ 52,932.26
G	2012	CUSTOMER SERVICE REP II	01/08/2024	$ 47,902.20	$ 50,297.24	$ 52,812.08	$ 55,452.69	$ 58,225.46
B	1210	CUSTOMER SERVICE SUPERVISOR	01/08/2024	$ 73,935.54	$ 77,632.39	$ 81,514.02	$ 85,589.86	$ 89,869.15
CMM	1519	DEPUTY CITY ATTORNEY I	01/08/2024	$ 120,734.25	$ 126,770.96	$ 133,109.51	$ 139,764.99	$ 146,753.24
CMM	1520	DEPUTY CITY ATTORNEY II	01/08/2024	$ 144,886.09	$ 152,130.35	$ 159,736.87	$ 167,723.70	$ 176,109.89
CGS	1920	DEPUTY CITY CLERK	01/08/2024	$ 62,653.87	$ 65,786.56	$ 69,075.90	$ 72,529.70	$ 76,156.17
A	1100	DEPUTY CITY MANAGER	01/08/2024	$ 222,285.16				
B	1375	DEPUTY DIRECTOR PRCS	01/08/2024	$ 112,734.27	$ 118,370.97	$ 124,289.51	$ 130,504.00	$ 137,029.19
FM	6120	DEPUTY FIRE CHIEF	07/10/2023	$ 159,333.15	$ 167,299.69	$ 175,664.67	$ 184,447.97	$ 193,670.37
PM	6430	DISPATCH SUPERVISOR	07/10/2023	$ 89,429.09	$ 93,900.69	$ 98,595.74	$ 103,525.45	$ 108,701.71
S	6410	DISPATCHER/JAILER	07/10/2023	$ 67,001.37	$ 70,351.37	$ 73,869.03	$ 77,562.42	$ 81,440.52
A	1120	ECONOMC DEVELOPMENT DIRECTOR	01/08/2024	$ 173,250.00				
I	6535	ELECTRIC DISTRIBUTION OP SUPERV	01/08/2024				$ 159,060.46	$ 167,027.64

BU	Job	Position	Eff Date	Step 0	Step 1	Step 2	Step 3	Step 4
I	6531	ELECTRIC DISTRIBUTION OPERATOR I	01/08/2024	$ 118,963.26	$ 124,911.02	$ 131,578.20	$ 137,714.98	$ 144,600.30
I	6532	ELECTRIC DISTRIBUTION OPERATOR II	01/08/2024				$ 144,600.30	$ 151,830.38
I	6505	ELECTRIC FOREPERSON	01/08/2024					$ 172,710.46
I	6500	ELECTRIC GROUNDWORKER	01/08/2024	$ 78,358.80	$ 82,275.70	$ 86,385.00	$ 90,715.04	$ 95,238.52
I	6501	ELECTRIC LINE APPRENTICE I	01/08/2024	$ 97,259.76	$ 102,122.54	$ 107,228.68	$ 112,590.14	$ 118,219.40
I	6502	ELECTRIC LINE APPRENTICE II	01/08/2024	$ 130,042.12	$ 136,544.20			
I	6504	ELECTRIC LINEPERSON	01/08/2024				$ 143,020.28	$ 150,202.00
I	6507	ELECTRIC MATERIALS TECHNICIAN	01/08/2024	$ 88,729.16	$ 93,164.50	$ 97,825.52	$ 102,715.86	$ 107,848.52
I	6520	ELECTRIC TROUBLESHOOTER	01/08/2024					$ 153,712.52
A	1103	ELECTRIC UTILITY DIRECTOR	01/08/2024	$ 242,074.17				
B	1328	ELECTRIC UTILITY RESOURCE ANALYST	01/08/2024	$ 125,511.03	$ 131,786.55	$ 138,375.91	$ 145,294.68	$ 152,559.42
B	1330	ELECTRIC UTILITY SUPERINTENDENT	01/08/2024	$ 172,969.87	$ 181,618.36	$ 190,699.30	$ 200,234.25	$ 210,245.95
B	1343	ELECTRICAL ENGINEER	01/08/2024	$ 127,517.95	$ 133,893.94	$ 140,588.49	$ 147,617.99	$ 154,998.90
I	6554	ELECTRICAL ENGINEERING TECHNICIAN	01/08/2024	$ 91,873.60	$ 96,452.20	$ 101,278.84	$ 106,353.78	$ 111,649.20
I	6506	ELECTRICIAN	01/08/2024				$ 113,510.11	$ 119,210.06
G	2200	ENGINEERING TECHNICIAN I	01/08/2024	$ 67,101.07	$ 70,456.03	$ 73,978.80	$ 77,677.81	$ 81,561.72
G	2201	ENGINEERING TECHNICIAN II	01/08/2024	$ 73,811.16	$ 77,501.55	$ 81,376.68	$ 85,445.48	$ 89,717.75
M	4160	ENVIRONMENTAL COMPLIANCE INSP	01/08/2024	$ 70,791.12	$ 74,330.68	$ 78,047.19	$ 81,949.56	$ 86,047.00
M	4000	EQUIPMENT SERVICE WORKER	01/08/2024	$ 51,869.74	$ 54,463.21	$ 57,186.32	$ 60,045.64	$ 63,047.99
G	2605	EVENTS COORDINATOR	01/08/2024	$ 68,311.44	$ 71,726.90	$ 75,313.19	$ 79,079.00	$ 83,033.03
CGS	1955	EXECUTIVE ADMINISTRATIVE ASSIST	01/08/2024	$ 79,984.82	$ 83,984.05	$ 88,183.25	$ 92,592.41	$ 97,222.04
M	4055	FACILITIES MAINTENANCE WORKER	01/08/2024	$ 57,009.28	$ 59,859.70	$ 62,852.74	$ 65,995.38	$ 69,295.12
B	1393	FACILITIES SUPERINTENDENT	01/08/2024	$ 94,774.40	$ 99,513.13	$ 104,488.78	$ 109,713.22	$ 115,198.87
M	4050	FACILITIES SUPERVISOR	01/08/2024	$ 72,121.55	$ 75,727.65	$ 79,513.98	$ 83,489.73	$ 87,664.13
G	2050	FIELD SERVICES REPRESENTATIVE	01/08/2024	$ 59,219.67	$ 62,180.69	$ 65,289.75	$ 68,554.28	$ 71,981.90
G	2051	FIELD SERVICES SUPERVISOR	01/08/2024	$ 68,169.15	$ 71,577.65	$ 75,156.54	$ 78,914.21	$ 82,859.95
G	2014	FINANCE TECHNICIAN	01/08/2024	$ 57,961.66	$ 60,859.80	$ 63,902.77	$ 67,098.02	$ 70,452.80
FM	6100	FIRE BATTALION CHIEF - 80	07/10/2023	$ 132,777.72	$ 139,416.54	$ 146,387.36	$ 153,706.70	$ 161,392.07
FM	6101	FIRE BATTALION CHIEF -112	07/10/2023	$ 132,777.72	$ 139,416.54	$ 146,387.36	$ 153,706.70	$ 161,392.07
F	6040	FIRE CAPTAIN - 112	01/08/2024	$ 112,857.70	$ 118,500.48	$ 124,425.46	$ 130,646.50	$ 137,179.12
F	6041	FIRE CAPTAIN - 80	01/08/2024	$ 112,857.70	$ 118,500.48	$ 124,425.46	$ 130,646.50	$ 137,179.12
F	6042	FIRE CAPTAIN - ACTING	01/08/2024	$ 109,570.58	$ 115,049.04	$ 120,801.33	$ 126,841.41	$ 133,183.50
A	1102	FIRE CHIEF	01/08/2024	$ 216,806.02				
F	6021	FIRE ENGINEER - 112	01/08/2024	$ 97,490.75	$ 102,365.22	$ 107,483.53	$ 112,857.70	$ 118,500.48
F	6020	FIRE ENGINEER - 80	01/08/2024	$ 97,490.75	$ 102,365.22	$ 107,483.53	$ 112,857.70	$ 118,500.48
F	6003	FIREFFIGHTER II - 80	01/08/2024	$ 84,215.49	$ 88,426.20	$ 92,847.34	$ 97,489.84	$ 102,364.14
F	6000	FIREFIGHTER I - 112	01/08/2024	$ 76,386.43				
F	6001	FIREFIGHTER I - 80	01/08/2024	$ 76,386.43				
F	6002	FIREFIGHTER II - 112	01/08/2024	$ 84,215.49	$ 88,426.20	$ 92,847.34	$ 97,489.84	$ 102,364.14
M	4036	FLEET SERVICES COORDINATOR	01/08/2024	$ 56,816.89	$ 59,657.67	$ 62,640.52	$ 65,772.71	$ 69,061.35
B	1395	FLEET SUPERINTENDENT	01/08/2024	$ 87,989.22	$ 92,388.66	$ 97,008.17	$ 101,858.59	$ 106,951.39
M	4020	HEAVY EQUIPMENT MECHANIC	01/08/2024	$ 62,250.20	$ 65,362.75	$ 68,630.79	$ 72,062.33	$ 75,665.53
CMM	1550	HUMAN RESOURCES MANAGER	01/08/2024	$ 140,421.39	$ 147,442.44	$ 154,814.63	$ 162,555.34	$ 170,683.14
CGS	1930	HUMAN RESOURCES TECHNICIAN	01/08/2024	$ 61,439.35	$ 64,511.38	$ 67,736.94	$ 71,123.90	$ 74,679.96
G	2400	INFORMATION SYSTEMS SPECIALIST	01/08/2024	$ 65,831.39	$ 69,123.12	$ 72,583.71	$ 76,208.03	$ 80,018.44
B	1226	INFORMATION TECHNOLOGY MANAGER	01/08/2024	$ 136,395.48	$ 143,215.23	$ 150,376.07	$ 157,894.86	$ 165,789.59
G	2203	JUNIOR ENGINEER	01/08/2024	$ 87,687.53	$ 92,071.95	$ 96,675.43	$ 101,509.23	$ 106,584.69
G	2208	JUNIOR PLANNER	01/08/2024	$ 66,259.81	$ 69,572.69	$ 73,051.34	$ 76,703.90	$ 80,539.13
G	2071	JUNIOR PLANS EXAM/ENGINEER	01/08/2024	$ 73,116.23	$ 76,771.98	$ 80,610.62	$ 84,641.24	$ 88,873.26
G	2210	JUNIOR TRANSPORTATION PLANNER	01/08/2024	$ 66,259.81	$ 69,572.69	$ 73,051.34	$ 76,703.90	$ 80,539.13
B	1347	KEY ACCOUNT/CUST PROG SPECIALIST	01/08/2024	$ 117,913.83	$ 123,809.52	$ 130,000.00	$ 136,500.00	$ 143,325.00
M	4075	LABORATORY SUPERVISOR	01/08/2024	$ 85,488.97	$ 89,763.43	$ 94,251.57	$ 98,964.14	$ 103,912.36
M	4070	LABORATORY TECHNICIAN I	01/08/2024	$ 56,386.45	$ 59,205.88	$ 62,166.23	$ 65,274.54	$ 68,538.13
M	4071	LABORATORY TECHNICIAN II	01/08/2024	$ 62,020.29	$ 65,121.28	$ 68,377.38	$ 71,796.30	$ 75,386.01
S	6420	LEAD DISPATCHER/JAILER	07/10/2023	$ 71,054.39	$ 74,607.06	$ 78,337.38	$ 82,254.27	$ 86,366.88
I	6508	LEAD ELECTRICIAN	01/08/2024					$ 131,131.59
M	4010	LEAD EQUIPMENT MECHANIC	01/08/2024	$ 68,475.17	$ 71,899.00	$ 75,493.87	$ 79,268.57	$ 83,232.04

BU	Job	Position	Eff Date	Step 0	Step 1	Step 2	Step 3	Step 4
B	1350	LIBRARIAN I	01/08/2024	$ 68,111.65	$ 71,517.19	$ 75,093.06	$ 78,847.68	$ 82,790.18
B	1351	LIBRARIAN II	01/08/2024	$ 74,922.90	$ 78,669.09	$ 82,602.45	$ 86,732.69	$ 91,069.18
G	2500	LIBRARY ASSISTANT	01/08/2024	$ 45,547.36	$ 47,824.63	$ 50,215.96	$ 52,726.75	$ 55,362.95
A	1105	LIBRARY DIRECTOR	01/08/2024	$ 168,567.48				
G	2510	LIBRARY TECHNICIAN	01/08/2024	$ 57,617.19	$ 60,498.02	$ 63,522.95	$ 66,699.11	$ 70,034.02
B	1357	LITRACY/PROGRAM MANAGER	01/08/2024	$ 71,881.89	$ 75,475.98	$ 79,249.82	$ 83,212.29	$ 87,372.88
M	4080	MAINTENANCE WORKER I	01/08/2024	$ 49,372.39	$ 51,842.26	$ 54,433.51	$ 57,154.94	$ 60,015.29
M	4081	MAINTENANCE WORKER II	01/08/2024	$ 54,300.55	$ 57,015.67	$ 59,866.45	$ 62,859.77	$ 66,002.72
B	1380	MANAGEMENT ANALYST	01/08/2024	$ 79,205.36	$ 83,165.61	$ 87,323.03	$ 91,690.87	$ 96,274.63
CMM	1570	MANAGEMENT ANALYST-C	01/08/2024	$ 85,541.80	$ 89,818.86	$ 94,308.88	$ 99,026.15	$ 103,976.60
B	1320	MANAGER ENGINEER & OPERATIONS	01/08/2024	$ 172,969.87	$ 181,618.36	$ 190,699.30	$ 200,234.25	$ 210,245.95
I	6540	METERING TECHNICAN	01/08/2024					$ 129,475.32
B	1315	NEIGHBORHOOD SERVICES MANAGER	01/08/2024	$ 114,208.47	$ 119,917.36	$ 125,914.10	$ 132,209.67	$ 138,820.30
B	1220	NETWORK ADMINISTRATOR	01/08/2024	$ 107,714.25	$ 113,099.78	$ 118,755.41	$ 124,693.18	$ 130,927.90
G	2401	NETWORK TECHNICIAN	01/08/2024	$ 78,947.67	$ 82,895.13	$ 87,039.81	$ 91,391.85	$ 95,961.56
M	4710	PARK MAINTENANCE WORKER I	01/08/2024	$ 47,024.33	$ 49,375.63	$ 51,844.32	$ 54,436.57	$ 57,158.35
M	4711	PARK MAINTENANCE WORKER II	01/08/2024	$ 51,721.96	$ 54,307.90	$ 57,023.34	$ 59,874.47	$ 62,868.29
M	4712	PARK MAINTENANCE WORKER III	01/08/2024	$ 56,895.73	$ 59,771.41	$ 62,727.50	$ 65,863.95	$ 69,157.12
M	4740	PARK SUPERVISOR	01/08/2024	$ 72,121.55	$ 75,727.65	$ 79,513.98	$ 83,489.73	$ 87,664.13
G	2600	PARKS PROJECT COORDINATOR	01/08/2024	$ 81,192.15	$ 85,251.80	$ 89,514.30	$ 93,990.05	$ 98,689.53
B	1360	PARKS&PROPERTY SUPERINTENDENT	01/08/2024	$ 98,029.88	$ 102,931.35	$ 108,077.91	$ 113,481.82	$ 119,155.89
A	1104	PARKS,REC&CULTURAL SVC DIRECTOR	01/08/2024	$ 182,929.93				
G	2016	PAYROLL TECHNICIAN	01/08/2024	$ 57,961.66	$ 60,859.80	$ 63,902.77	$ 67,098.02	$ 70,452.80
G	2070	PERMIT TECHNICIAN	01/08/2024	$ 54,800.19	$ 57,540.85	$ 60,417.86	$ 63,438.86	$ 66,610.79
M	4130	PLANT & EQUIPMENT MAINT TECH	01/08/2024	$ 64,354.36	$ 67,570.85	$ 70,947.61	$ 74,493.81	$ 78,218.71
P	6200	POLCE OFFICER TRAINEE	07/10/2023	$ 76,816.95	$ 80,657.74	$ 84,690.70	$ 88,925.25	$ 93,371.49
PM	6300	POLICE CAPTAIN	07/10/2023	$ 166,099.40	$ 174,404.18	$ 183,124.46	$ 192,280.58	$ 201,894.65
A	1101	POLICE CHIEF	01/08/2024	$ 256,436.47				
P	6220	POLICE CORPORAL	07/10/2023	$ 99,948.68	$ 104,946.20	$ 110,193.56	$ 115,703.20	$ 121,488.31
PM	6310	POLICE LIEUTENANT	07/10/2023	$ 138,416.21	$ 145,336.86	$ 152,603.69	$ 160,233.92	$ 168,245.54
P	6210	POLICE OFFICER	07/10/2023	$ 94,291.25	$ 99,005.82	$ 103,956.15	$ 109,154.02	$ 114,611.67
G	2024	POLICE RECORDS CLERK I	01/08/2024	$ 43,055.85	$ 45,208.55	$ 47,469.06	$ 49,842.45	$ 52,334.69
G	2023	POLICE RECORDS CLERK II	01/08/2024	$ 47,361.59	$ 49,729.56	$ 52,216.04	$ 54,826.88	$ 57,568.21
G	2026	POLICE RECORDS CLERK SUPERVISOR	01/08/2024	$ 54,457.46	$ 57,180.38	$ 60,039.33	$ 63,041.21	$ 66,193.40
PM	6320	POLICE SERGEANT	07/10/2023	$ 115,346.85	$ 121,113.95	$ 127,169.67	$ 133,528.20	$ 140,204.72
G	2602	PROGRAM COORDINATOR	01/08/2024	$ 50,687.98	$ 53,222.24	$ 55,883.31	$ 58,677.52	$ 61,611.49
G	2405	PROGRAM/ANALYST	01/08/2024	$ 76,263.56	$ 79,967.16	$ 83,965.52	$ 88,163.78	$ 92,571.97
S	6440	PROPERTY & EVIDENCE TECHNICIAN	07/10/2023	$ 58,877.29	$ 61,821.18	$ 64,912.37	$ 68,157.94	$ 71,565.73
CMM	1580	PUBLIC INFORMATION OFFICER-C	01/08/2024	$ 81,543.23	$ 85,620.41	$ 89,901.41	$ 94,396.48	$ 99,116.30
A	1106	PUBLIC WORKS DIRECTOR	01/08/2024	$ 217,144.31				
G	2204	PUBLIC WORKS INSPECTOR I	01/08/2024	$ 66,469.35	$ 69,792.70	$ 73,282.35	$ 76,946.57	$ 80,793.81
G	2205	PUBLIC WORKS INSPECTOR II	01/08/2024	$ 73,116.23	$ 76,771.98	$ 80,610.62	$ 84,641.24	$ 88,873.26
B	1390	PW MANAGEMENT ANALYST	01/08/2024	$ 91,086.09	$ 95,640.49	$ 100,422.49	$ 105,443.65	$ 110,715.83
B	1325	RATES & RESOURCES MANAGER	01/08/2024	$ 172,969.87	$ 181,618.36	$ 190,699.30	$ 200,234.25	$ 210,245.95
B	1365	RECREATION MANAGER	01/08/2024	$ 73,828.16	$ 77,520.08	$ 81,396.91	$ 85,466.60	$ 89,739.42
B	1206	REVENUE MANAGER	01/08/2024	$ 117,530.24	$ 123,406.74	$ 129,577.10	$ 136,055.94	$ 142,858.74
CGS	1935	RISK MANAGEMENT TECHNICIAN	01/08/2024	$ 61,439.35	$ 64,511.38	$ 67,736.94	$ 71,123.90	$ 74,679.96
CMM	1560	RISK MANAGER	01/08/2024	$ 140,421.39	$ 147,442.44	$ 154,814.63	$ 162,555.34	$ 170,683.14
G	2701	SENIOR ADMINISTRATIVE CLERK	01/08/2024	$ 47,716.14	$ 50,101.88	$ 52,607.09	$ 55,237.40	$ 57,999.33
CGS	1960	SENIOR ADMINISTRATIVE CLERK-C	01/08/2024	$ 50,579.11	$ 53,107.99	$ 55,763.52	$ 58,551.64	$ 61,479.30
B	1270	SENIOR CIVIL ENGINEER	01/08/2024	$ 127,450.73	$ 133,827.18	$ 140,518.30	$ 147,546.71	$ 154,916.32
G	2010	SENIOR CUSTOMER SERVICE REP	01/08/2024	$ 50,297.31	$ 52,812.09	$ 55,452.68	$ 58,225.34	$ 61,136.73
I	6555	SENIOR ELECTRICAL ENGINEER TECH	01/08/2024					$ 132,645.50
G	2202	SENIOR ENGINEERING TECHNICIAN	01/08/2024	$ 81,192.15	$ 85,251.80	$ 89,514.30	$ 93,990.05	$ 98,689.53
B	1345	SENIOR EU BUSINESS ANALYST	01/08/2024	$ 105,028.97	$ 110,280.73	$ 115,794.79	$ 121,584.54	$ 127,663.75
M	4060	SENIOR FACILITIES MAINTENANCE WRK	01/08/2024	$ 62,710.10	$ 65,845.52	$ 69,137.83	$ 72,594.76	$ 76,224.59
G	2505	SENIOR LIBRARY ASSISTANT	01/08/2024	$ 50,101.88	$ 52,607.09	$ 55,237.40	$ 57,999.33	$ 60,899.17

BU	Job	Position	Eff Date	Step 0	Step 1	Step 2	Step 3	Step 4
G	2017	SENIOR PAYROLL TECHNICIAN	01/08/2024	$ 63,757.82	$ 66,945.78	$ 70,293.06	$ 73,807.83	$ 77,498.11
G	2069	SENIOR PERMIT TECHNICIAN	01/08/2024	$ 63,020.22	$ 66,171.98	$ 69,480.54	$ 72,954.69	$ 76,602.29
B	1305	SENIOR PLANNER	01/08/2024	$ 95,813.61	$ 100,604.82	$ 105,634.13	$ 110,916.82	$ 116,462.39
G	2025	SENIOR POLICE ADMINISTRATIVE CLRK	01/08/2024	$ 50,509.84	$ 53,035.51	$ 55,687.11	$ 58,471.35	$ 61,395.03
B	1335	SENIOR POWER ENGINEER	01/08/2024	$ 140,271.12	$ 147,284.70	$ 154,648.83	$ 162,381.28	$ 170,500.41
B	1215	SENIOR PROGRAM/ANALYST	01/08/2024	$ 97,906.67	$ 102,801.84	$ 107,942.60	$ 113,341.05	$ 119,008.10
M	4140	SENIOR STOREKEEPER	01/08/2024	$ 58,467.44	$ 61,390.75	$ 64,460.33	$ 67,683.34	$ 71,067.57
B	1275	SENIOR TRAFFIC ENGINEER	01/08/2024	$ 127,450.73	$ 133,827.18	$ 140,518.30	$ 147,546.71	$ 154,916.32
B	1276	SENIOR TRANSPORTATION PLANNER	01/08/2024	$ 95,813.61	$ 100,604.58	$ 105,634.80	$ 110,916.55	$ 116,462.39
M	4110	STREET MAINTENANCE SUPERVISOR	01/08/2024	$ 75,718.62	$ 79,504.59	$ 83,479.84	$ 87,653.72	$ 92,036.49
M	4082	STREET MAINTENANCE WORKER I	01/08/2024	$ 49,372.39	$ 51,842.26	$ 54,433.51	$ 57,154.94	$ 60,015.29
M	4083	STREET MAINTENANCE WORKER II	01/08/2024	$ 54,300.55	$ 57,015.67	$ 59,866.45	$ 62,859.77	$ 66,002.72
M	4100	STREET MAINTENANCE WORKER III	01/08/2024	$ 59,737.28	$ 62,724.08	$ 65,860.22	$ 69,153.35	$ 72,610.98
B	1284	STREET SUPERINTENDENT	01/08/2024	$ 101,283.00	$ 106,347.15	$ 111,664.51	$ 117,247.76	$ 123,110.16
I	6565	SUBSTATION TECHNICIAN	01/08/2024				$ 153,066.68	$ 160,725.76
I	6560	SUBSTATION/METER SUPERVISOR	01/08/2024					$ 182,901.16
B	1205	SUPERVISING ACCOUNTANT	01/08/2024	$ 93,646.78	$ 98,329.02	$ 103,245.60	$ 108,407.89	$ 113,828.22
M	4120	TRAFFIC SIGN WORKER	01/08/2024	$ 51,721.96	$ 54,307.90	$ 57,023.34	$ 59,874.47	$ 62,868.29
G	2190	TRANSPORTATION COORDINATOR	01/08/2024	$ 59,609.64	$ 62,746.99	$ 66,049.46	$ 69,525.75	$ 73,185.00
B	1295	TRANSPORTATION MANAGER	01/08/2024	$ 117,466.13	$ 123,342.99	$ 129,508.93	$ 135,987.77	$ 142,780.01
I	6521	TRPOUBLESHOOTING SUPERVISOR	01/08/2024					$ 172,710.46
B	1267	UTILITIES MANAGER	01/08/2024	$ 143,695.28	$ 150,880.17	$ 158,424.20	$ 166,345.23	$ 174,662.62
G	2015	UTILITY BILLING SPECIALIST	01/08/2024	$ 52,692.44	$ 55,327.08	$ 58,093.42	$ 60,998.10	$ 64,047.99
I	6530	UTILITY EQUIPMENT SPECIALIST	01/08/2024	$ 86,183.24	$ 90,505.74	$ 95,042.22	$ 99,781.24	$ 104,781.56
B	1280	UTILITY SUPERINTENDENT	01/08/2024	$ 130,637.15	$ 137,169.01	$ 144,027.53	$ 151,228.90	$ 158,790.36
I	6570	UTILITY WAREHOUSE SUPERVISOR	01/08/2024	$ 97,602.44	$ 102,481.08	$ 107,608.28	$ 112,987.42	$ 118,633.84
M	4085	W/WW MAINTENANCE WORKER I	01/08/2024	$ 49,372.39	$ 51,842.26	$ 54,433.51	$ 57,154.94	$ 60,015.29
M	4086	W/WW MAINTENANCE WORKER II	01/08/2024	$ 54,300.55	$ 57,015.67	$ 59,866.45	$ 62,859.77	$ 66,002.72
M	4212	W/WW MAINTENANCE WORKER III	01/08/2024	$ 59,737.28	$ 62,723.92	$ 65,860.40	$ 69,153.35	$ 72,610.98
M	4180	W/WW SUPERVISOR	01/08/2024	$ 81,416.62	$ 85,489.98	$ 89,760.79	$ 94,251.57	$ 98,965.09
B	1285	WW PLANT SUPERINTENDENT	01/08/2024	$ 123,092.95	$ 129,247.74	$ 135,709.74	$ 142,495.24	$ 149,619.98
G	2180	WATER CONSERVATION SPECIALIST	01/08/2024	$ 43,378.27	$ 45,547.23	$ 47,824.63	$ 50,215.80	$ 52,726.59
M	4200	WATER PLANT OPERATOR II	01/08/2024	$ 74,309.17	$ 78,024.72	$ 81,925.91	$ 86,022.17	$ 90,323.23
M	4201	WATER PLANT OPERATOR III	01/08/2024	$ 81,740.28	$ 85,827.15	$ 90,118.43	$ 94,624.47	$ 99,355.62
B	1290	WATER PLANT SUPERINTENDENT	01/08/2024	$ 123,092.95	$ 129,247.74	$ 135,709.74	$ 142,495.24	$ 149,619.98
G	2206	WATER SERVICE TECHNICIAN I	01/08/2024	$ 78,827.34	$ 82,768.72	$ 86,907.15	$ 91,252.43	$ 95,815.03
G	2207	WATER SERVICE TECHNICIAN II	01/08/2024	$ 86,709.95	$ 91,045.41	$ 95,597.71	$ 100,377.66	$ 105,396.59
G	2209	WATERSHED PROGRAM COORD	01/08/2024	$ 50,687.98	$ 53,222.24	$ 55,883.31	$ 58,677.52	$ 61,611.49
M	4220	WELDER-MECHANIC	01/08/2024	$ 62,248.64	$ 65,363.45	$ 68,631.98	$ 72,063.35	$ 75,666.21
M	4150	WW OPERATIONS SUPERVISOR	01/08/2024	$ 95,747.65	$ 100,534.94	$ 105,561.75	$ 110,839.74	$ 116,381.84
M	4170	WW PLANT OPERATOR I	01/08/2024	$ 67,551.99	$ 70,929.65	$ 74,476.05	$ 78,199.87	$ 82,109.91
M	4172	WW PLANT OPERATOR II	01/08/2024	$ 74,309.17	$ 78,024.72	$ 81,925.91	$ 86,022.17	$ 90,323.23
M	4173	WW PLANT OPERATOR III	01/08/2024	$ 81,740.28	$ 85,827.15	$ 90,118.43	$ 94,624.47	$ 99,355.62
G	2028	YOUTH OUTREACH WORKER	01/08/2024	$ 55,363.80	$ 58,703.20	$ 62,218.38	$ 65,938.53	$ 70,566.88

				Pay Period Rate of Pay				
BU	Job	Position	Eff Date	Step 0	Step 1	Step 2	Step 3	Step 4
PT	7500	PT-COUNCILMEMBER	01/01/2014	396.960				

				Hourly Rate of Pay				
BU	Job	Position	Eff Date	Step 0	Step 1	Step 2	Step 3	Step 4
PT	7000	PT-ACCOUNTANT	01/09/2023	39.600				
PT	7040	PT-ADMIN SUPPORT WORKER	01/01/2022			16.000	16.800	17.640
PT	7045	PT-ADMINISTRATIVE CLERK	01/09/2023	19.860	20.860	21.900	22.990	24.140
PT	7750	PT-ADMINISTRATIVE TRAINING OFF-RET	01/23/2023	54.259				
PT	7170	PT-AQUATIC FITNESS INTRUCTOR	01/01/2023		16.800	17.640	18.522	19.448
PT	7160	PT-AQUATICS COORD	01/09/2023	26.160	27.470	28.840	30.290	31.800

BU	Job	Position	Eff Date	Step 0	Step 1	Step 2	Step 3	Step 4
PT	7550	PT-ASSISTANT ANIMAL SVC OFFICER	01/09/2023	22.410	23.540	24.710	25.950	27.240
PT	7310	PT-BOAT OPERATOR	01/01/2022	18.000	18.900	19.845	20.837	21.879
PT	7180	PT-CASHIER	01/01/2024			16.000	16.800	17.640
PT	7725	PT-CITY CLERK-RET	01/09/2023	67.690				
PT	7620	PT-CODE ENFORCEMENT OFFICER	01/01/2014	21.610	22.690	23.820	25.010	26.260
PT	7640	PT-CONSULTANT	09/26/2019	25.000	100.000			
PT	7590	PT-COURT LIAISON	01/01/2022	21.060	22.113	23.219	24.380	25.599
PT	7595	PT-CSO	03/11/2019	22.831	23.973	25.171	26.430	27.751
PT	7010	PT-CUSTOMER SERVICE REP	01/09/2023	19.940	20.940	21.980	23.080	24.240
PT	7720	PT-DEPUTY CITY CLERK-RET	10/31/2019	23.380	24.550	25.780	27.060	28.420
PT	7490	PT-DEPUTY WATER CONSERVATION	01/01/2024			16.000	16.800	17.640
PT	7060	PT-DOCENT COORDINATOR	01/01/2022	16.000	16.000	16.800	17.640	18.522
PT	7121	PT-ELECTRIC DISTRIBUTION OP2	07/21/2021	61.214	64.275			
PT	7100	PT-ELECTRICAL ESTIMATOR	01/01/2014	62.350				
PT	7090	PT-ELECTRICAL TECHNICIAN	01/01/2014	57.420				
PT	7250	PT-EVENT ATTENDANT	01/01/2022	16.000	16.800	17.640	18.522	19.448
PT	7455	PT-FACILITY MAINTENANCE WORKER	01/09/2023	26.100	27.410	28.780	30.220	31.730
PT	7460	PT-FACILITY SUPERVISOR	01/01/2024		16.000	16.800	17.640	18.522
PT	7115	PT-FIELD SERVICES REPRESENTATIVE	01/09/2023	27.120	28.470	29.890	31.390	32.960
PT	7020	PT-FINANCE TECHNICIAN	01/09/2023	26.540	27.870	29.260	30.720	32.260
PT	7740	PT-FLEET SUPTERINTENDENT-RET	01/09/2023	40.288	42.303	44.418	46.639	48.971
PT	7320	PT-GATE ATTENDANT	01/01/2024				16.000	16.800
PT	7450	PT-HEAVY EQUIPMENT MECHANIC	01/09/2023	28.500	29.930	31.420	33.000	34.650
PT	7230	PT-HOUSE MANAGER	01/01/2024	16.000	16.800	17.640	18.522	19.448
PT	7303	PT-INSTR.SWIM	01/01/2022	17.640	18.522	19.448		
PT	7070	PT-INTERN	01/01/2024	16.000	18.000	21.000	25.000	30.000
PT	7301	PT-KENNEL AIDE	01/01/2022	16.800	17.640	18.522	19.448	20.421
PT	7302	PT-KENNEL TECHNICIAN	01/01/2022	17.354	18.222	19.133	20.089	21.093
PT	7290	PT-LABORER A	01/01/2024		19.000	19.950		
PT	7300	PT-LABORER B	01/01/2024	20.000	21.000	22.050	23.150	24.310
PT	7710	PT-LEGAL SECRETARY-RET	10/31/2019	25.780	27.070	28.430	29.850	31.340
PT	7430	PT-LIBRARIAN II	01/09/2023	34.310	36.020	37.820	39.710	41.700
PT	7410	PT-LIBRARY AIDE	01/01/2024		16.000	16.800	17.640	18.522
PT	7445	PT-LIBRARY ASSISTANT	01/09/2023	20.860	21.900	22.990	24.140	25.350
PT	7420	PT-LIBRARY ASSOCIATE	01/01/2022	18.651	19.584	20.563	21.591	22.671
PT	7200	PT-LIFEGUARD	01/01/2022		16.800	17.640	18.520	19.448
PT	7220	PT-LYC COORDINATOR	01/01/2014	16.000	16.790	17.620	18.510	19.448
PT	7480	PT-MANAGEMENT ANALYST	01/09/2023	36.270	38.080	39.980	41.980	44.080
PT	7650	PT-MARKETING COORDINATOR	02/12/2018	22.550	23.740	24.990	26.310	27.690
PT	7110	PT-METER READER	07/01/2023	20.107	21.113	22.168	23.277	24.441
PT	7330	PT-PARK ATTENDANT	01/01/2024				16.000	16.800
PT	7585	PT-PARKING ENFORCEMENT OFF	01/10/2022	21.309	22.374	23.493	24.667	25.901
PT	7565	PT-PARTNERS SUPERVISOR	03/08/2018	23.000	24.150	25.360	26.630	27.960
PT	7005	PT-PIO RET ANN	03/17/2020	65.000				
PT	7510	PT-PLANNING COMMISSION	01/01/2014	20.000				
PT	7600	PT-PO/CRIME ANALYST	07/10/2023	45.330				
PT	7570	PT-POLICE CHAPLAIN	01/01/2014	20.000				
PT	7560	PT-POLICE OFFICER	07/10/2023	45.330				
PT	7561	PT-POLICE OFFICER - RET	07/10/2023	45.330				
PT	7630	PT-PROFESSIONAL STANDARD OFF	01/01/2014	50.000	55.000			
PT	7260	PT-PROGRAM COORDINATOR	01/09/2023	23.210	24.370	25.590	26.870	28.210
PT	7520	PT-PROGRAM/ANALYST	04/01/2018	28.000	29.400	30.870	32.410	34.030
PT	7575	PT-PROPERTY&EVIDENCE TECHNICIAN	01/09/2023	26.960	28.310	29.720	31.210	32.770
PT	7400	PT-REC.SCORKEEPER	01/01/2024				16.000	16.800
PT	7360	PT-RECREATION LEADER	07/01/2023	16.750	17.590			
PT	7370	PT-RECREATION SPECIALIST	07/01/2023	20.950	22.000			
PT	7240	PT-RENTAL CONSULTANT	01/01/2022	16.000	16.800	17.640	18.522	19.448

BU	Job	Position	Eff Date	Step 0	Step 1	Step 2	Step 3	Step 4
PT	7270	PT-SCENE TECHNICIAN	01/01/2022	16.000	16.800	17.640	18.522	19.448
PT	7391	PT-SPORTS OFFICIAL-ADULT	06/01/2018	25.000				
PT	7390	PT-SPORTS OFFICIAL-YOUTH	01/01/2024	16.000	17.000	19.000	21.000	25.000
PT	7030	PT-SR ADMIN CLERK	01/09/2023	21.850	22.940	24.090	25.290	26.560
PT	7470	PT-SR CIVIL ENGINEER	01/09/2023	58.360	61.280	64.340	67.560	70.930
PT	7210	PT-SR LIFEGUARD	01/01/2022		18.520	19.440	20.420	21.510
PT	7540	PT-SR PROGRAM/ANALYST	01/09/2023	44.830	47.070	49.420	51.900	54.490
PT	7280	PT-STAGE TECHNICIAN	01/01/2014	21.200	22.260	23.370	24.540	25.770
PT	7605	PT-SUPPORT SERVICE OFFICER	06/07/2017	32.738				
PT	7530	PT-TECH SUPPORT SPECIALIST	03/06/2017	23.040	24.190	25.400	26.670	28.000
PT	7745	PT-TRANSPORTATION MANAGER-RET	01/09/2023	53.785	56.476	59.299	62.266	65.376
PT	7130	PT-UTILITY EQUIPMENT SPECIALIST	01/01/2014	28.060	29.470	30.950	32.490	34.120
PT	7120	PT-UTILITY SERVICE OP2	01/01/2014	60.890				
PT	7730	PT-WW PLANT OPERATOR II-RET	01/09/2023	34.020	35.730	37.510	39.390	41.360
PT	7660	PT-YOUTH OUTREACH WORKER	01/09/2023	25.350	26.880	28.490	30.190	32.310



2024

SALARY SCHEDULE

(Revised May 20, 2024)

THIS DOCUMENT REPRESENTS THOSE SALARIES FOR
CITY OF STOCKTON CLASSIFICATIONS IN THE

Unrepresented Management/Confidential and Law Department Employees' Compensation Plan, Fire Management Association, Stockton Fire Fighters' Local 456, Stockton Police Management Association, Stockton Police Officers' Association, Management B&C Association, Stockton City Employees' Association, and Operating Engineers' Local No. 3 (Operations and Maintenance, Supervisory Unit/Municipal Utilities Department, and Trades and Maintenance)

AS ESTABLISHED BY PREVIOUS ACTION OF THE
STOCKTON CITY COUNCIL

CITY OF STOCKTON SALARY SCHEDULE

I. The Salary Step Plan

The Memorandum of Understanding for each employee bargaining unit and the Unrepresented Management/Confidential Employees' Compensation Plan contain sections dealing with the Salary Step Plan for each job classification. Please refer to the appropriate section that deals with salary practices.

II. Bargaining Units/Group Codes

01--MA	-	Unrepresented - Department Heads
02--MV	-	Unrepresented - Middle Management
03--MW	-	Unrepresented - Confidential
04--MB	-	B&C - Mid-Management Level
05--MC	-	B&C - Supervisory Level
06--MF	-	Fire Management
07--MP	-	Police Management
10--A	-	SCEA - Professional and Technical Services
15--C	-	SCEA - Administrative, Clerical and Services
16--R	-	SCEA - Fire Telecommunicators
20--F	-	Fire
25--P	-	Police
30--B	-	OE3 - Trades and Maintenance
31--BO	-	OE3 - Operations and Maintenance
32--BP	-	OE3 - Parking Attendant Services
40--EP	-	Unrepresented - Executive Personnel (City Attorney)
41--PP	-	Unrepresented - Professional Personnel (City Attorney)
42--SP	-	Unrepresented - Support Personnel (City Attorney)
70--MS	-	OE3 – Water Supervisory Unit - Municipal Utilities Department

The bargaining unit designation is indicated as the first two (2) digits of the position number and the grade.

III. Salary Provisions

The City Manager is authorized to make adjustments in classifications, including salary and benefit adjustments, to ensure comparability with similar classifications to maintain equity in the City's salary schedules as recommended by the Human Resources Department classification studies

and reviews, and to incorporate changes into the Salary Schedule, as appropriate (City Council Resolution No. 2019-06-18-1502 dated June 18, 2019).

IV. Special Salary Provisions

The City Manager is authorized to fix the compensation of consultants rendering professional services, non-civil service grant funded positions, and part-time hourly employees rendering temporary service, when the City Manager deems necessary and in the best interest of the City of Stockton, provided that the compensation allowed does not, in the aggregate, exceed the total sum for professional and consultant fees in the annual budget of the City of Stockton, or funds granted to the City or by other political jurisdictions for projects upon which said professional or consultant is employed. Persons employed under these special provisions shall receive no fringe benefits except those mandated employer costs or as required by contract or grant specifications.

HTE GRADE	MUNIS GRADE	POSITION NUMBER	JOB CLASSIFICATION	RATE PER HOUR/EVENT
61B	61B	61003	Accountant Intern	$16.00 up to $25.00
50M	50M	50983	Adult/Youth Sports Official	$16.10 - $16.73 - $17.24 - $19.30 - $20.07
61B	61J	61001	Administrative Intern	$16.00 up to $25.00
N/A	50N	N/A	Aquatics Assistant	$16.10 - $16.76 - $17.37 - $18.00 - $18.54
N/A	50W	N/A	Aquatics Instructor	$19.45 - $20.16 - $20.89 - $21.64 - $22.43
N/A	50X	N/A	Assistant Pool Manager	$20.10 - $21.16 - $22.27 - $23.45 - $24.68
61B	61K	61004	Economic Development Intern	$16.00 up to $25.00
61B	61M	61002	Engineering Intern	$16.00 up to $25.00
61B	61N	61005	Evidence Technician Intern	$16.00 up to $25.00
61B	61P	61006	Legislative Intern	$16.00 up to $25.00
61E	61E	50750	Library Book Preparer	$16.00
61E	61F	50701	Library Shelver	$16.00
61H	61H	50702	Library Support Staff	$20.04 - $20.99
N/A	50O	N/A	Lifeguard	$17.45 - $17.99 - $18.55 - $19.12 - $19.71
50T	50T	50801	Park Laborer	$16.00 - $16.60 - $17.23 - $17.89
55F	55F	55963	Parking Attendant	$16.00 - $16.60 - $16.73
61B	61Q	61007	Planning Intern	$16.00 up to $25.00
61C	61C	61008	Police Aide I	$16.00 - $16.60 - $17.23 - $17.89
61A	61A	61000	Police Aide II	$16.95 - $17.58 - $18.23 - $18.92 - $19.65 - $20.41
N/A	50Y	N/A	Pool Manager	$21.84 - $22.99 - $24.20 - $25.47 - $26.81
80B	80B	80101	Program Specialist	$16.00 up to $150.00
50M	50P	50984	Recreation Leader I	$16.10
50M	50Q	50985	Recreation Leader II	$16.10 - $16.73
50M	50R	50986	Recreation Leader III	$16.73 - $17.24
50M	50U	50987	Recreation Leader IV	$17.24 - $17.93
50S	50S	50989	Recreation Leader V	$18.56 - $19.30 - $20.07
55C	55C	55962	Safety Department Aide I	$16.00 up to $150.00
55D	55D	55945	Safety Department Aide II	$16.60 up to $150.00
N/A	50V	N/A	Senior Lifeguard	$18.70 - $19.64 - $20.45 - $21.07 - $21.72

61D	61D	60700	Student Intern/ Student Worker	$16.00 up to $25.00
N/A	03Y	N/A	Student Worker Supervisor	$27.00 - $28.35 - $29.77 - $31.26 - $32.82 - $34.46
61G	61G	61009	Transportation Officer	$35.45

V. Compensation Practices Other Than Base Salary

The Memorandum of Understanding for each bargaining unit and the Unrepresented Management/Confidential Employees' Compensation Plan contain sections dealing with specific pay provisions of classifications in that representation unit. Please refer to the appropriate section that deals with salary practices and compensation allowance other than base salary. Indexed headings include:

- Acting Pay
- Administrative Fire Captain Pay
- Bilingual Pay
- Call Back Pay
- Canine Handler Pay
- Court Appearance Pay/Off Duty Status
- Deputy Fire Marshal Pay
- Emergency Medical Services Dispatcher Accreditation Pay
- Emergency Medical Technician (EMT) Pay
- Explosive Ordnance Detail (EOD) Pay
- Field Training Officer (FTO) Pay
- Fire/Engineer Operator Pay
- Fire Intermediate/Advance Certificate Pay
- Fire Paramedic Certificate Pay
- HAZ/MAT Assignment Pay
- Holiday Pay
- Longevity Pay Compensation
- Motorcycle Officer Pay
- On-Call Duty Pay
- Overtime Provisions and Practices
- P.O.S.T. Supervisory/Management Certificate Pay (Police Management)
- P.O.S.T. Intermediate/Advance Certificate Pay (Police Unit)
- Professional Growth Pay
- Salary Provisions for Promotion/Demotion/Transfer/Reinstatement
- Special Assignment Pay
- Special Drivers' License Pay
- Standby Pay
- SWAT Pay
- Uniform Allowance
- Vacation Sell-Back

VI. Other Provisions

"Y" Rate - When an employee's job classification is changed to a lower paid job classification as the result of a classification study or other action, the employee may be placed on a "Y" rate. A "Y" rate means that the monthly base compensation for the employee shall remain in effect until such time as further changes in the salary range of the new classification exceeds the "Y" rate.

VII. The Salary Schedule

Each position in a class is designated a **Position Number**. The position number is a combination of the Bargaining Unit Code and the Job Code.

For example:

Bargaining Unit Code	Job Code	=	**Position Number**	Job Title
15	715	=	15715	Office Specialist

Each position in a class is designated a **Grade**. The first two (2) numbers in a grade relates to the Bargaining Unit to which the position is assigned.

For example:

Grade

01 = Unrepresented - Department Heads
10 = SCEA - Professional and Technical Services
15 = SCEA - Administrative, Clerical and Services

Refer to Section II. Bargaining Unit/Group Codes for additional unit designations.

The letter, part of the grade for the Professional and Technical Services Unit (10A, 10B, 10C), indicates the salary level.

In those represented units where there are more than twenty-six (26) classes, the grades have been expanded as follows: 10A - 10Z and 1AA -1AW, etc. The grade is compatible with information in the Payroll/Personnel Module of HTE system. Each grade contains five, six or nine salary steps.

VIII. The Salary Schedule Matrix - Monthly

Effective July 1, 2011, the salary matrix was eliminated for all bargaining groups.

IX. The Salary Schedule by Job Classification (to the nearest one-tenth of a percent)

Effective July 1, 2023, the Salary Schedule by Job Classification reflects a base salary increase of four percent (4%) COLA and Market Adjustment (Year 2) for affected classifications in the represented Firefighters' Local 456 Management Unit, to the nearest one-tenth of a percent, in accordance with City Resolution 2022-07-12-1206 adopted on July 12, 2022, and amended by Resolution 2022-07-26-1222 on July 26,2022.

Effective July 1, 2023, the Salary Schedule by Job Classification reflects a base salary increase of four (4%) COLA and Market Adjustment (Year 2) for affected classifications in the represented

Fire Management Unit, to the nearest one-tenth of a percent, in accordance with City Resolution 2022-07-12-1206 adopted on July 12, 2022, and amended by Resolution 2022-07-26-1222 on July 26,2022.

Effective July 1, 2023, the Salary Schedule by Job Classification reflects a base salary increase of four percent (4%) COLA and Market Adjustment (Year 2) for affected classifications in the represented Stockton Police Management Unit, to the nearest one-tenth of a percent, in accordance with City Resolution 2022-07-12-1206 adopted on July 12, 2022, and amended by Resolution 2022-07-26-1222 on July 26, 2022.

Effective July 1, 2023, the Salary Schedule by Job Classification reflects a base salary increase of four percent (4%) COLA and Market Adjustment (Year 2) for affected classifications in the represented Stockton Police Officers Association, to the nearest one-tenth of a percent, in accordance with City Council Resolution 2022-09-27-1207 adopted on September 27, 2022.

Effective July 1, 2023, the Salary Schedule by Job Classification reflects a base salary increase of a four percent (4%) COLA (Year 1) for affected classifications in the represented Mid-Management/Supervisory Level (B&C), to the nearest one-tenth of a percent, in accordance with City Council Resolution 2023-08-22-1210 adopted on August 22, 2023.

Effective July 1, 2023, the Salary Schedule by Job Classification reflects a base salary increase of a four percent (4%) COLA (Year 1) for affected classifications in the represented Stockton City Employees' Association (SCEA) and Unrepresented Management/Confidential and Law Employees' Compensation Plan, to the nearest one-tenth of a percent, in accordance with City Council Resolution 2023-08-22-1210 adopted on August 22, 2023.

Effective July 5, 2023, the Salary Schedule by Job Classification reflects a base salary and title change for the affected classification of Deputy Public Works Director/Solid Waste & Building in the B&C - Mid-Management Unit. The classification has been retitled to Construction Services Superintendent in accordance with the City Manager approved memo dated June 29, 2023.

Effective July 20, 2023, the Salary Schedule by Job Classification reflects a title change for the part-time affected classifications of Senior Cadet I/II. These classifications have been retitled to Police Aide I/II as approved by the Director of Human Resources on July 20, 2023.

Effective September 17, 2023, the Salary Schedule by Job Classification reflects a title change for the affected classification of Supervising Police Records Assistant in the B&C - Supervisory Unit. This classification has been retitled to Police Records Supervisor as approved by the Director of Human Resources on September 9, 2023.

Effective September 16, 2023, the Salary Schedule by Job Classification reflects a base salary increase of a four percent (4%) COLA (Year 1) for affected classifications in the represented Water Supervisory Unit, to the nearest one-tenth of a percent, in accordance with City Council Resolution 2023-09-12-1203. adopted on September 12, 2023.

Effective September 14, 2023, the Salary Schedule by Job Classification reflects a title change for the affected classification of Risk Manager/ Safety Officer in the Unrepresented Middle

Management Unit. The classification has been retitled to Risk Manager as approved by the Director of Human Resources on September 14, 2023.

Effective October 1, 2023, the Salary Schedule by Job Classification reflects a base salary and title change for the affected classification of Golf Manager in the Unrepresented Middle Management Unit. The classification has been retitled to Environmental and Sustainability Officer in accordance with the City Manager approved memo dated December 21, 2023.

Effective November 29, 2023, the Salary Schedule by Job Classification reflects a salary change for the affected classification of Diversity, Equity, and Inclusion Officer in the Unrepresented Middle Management Unit in accordance with the City Manager approved memo on November 29, 2023.

Effective January 1, 2024, the Salary Schedule by Job Classification reflects a base salary change for the affected classification of Chief Plant Operator - Water in the Unrepresented Middle Management Unit. The salary was updated in accordance with the City Manager approved memo dated November 10, 2023.

Effective January 1, 2024, the Salary Schedule by Job Classification reflects a base salary change for the affected classification of Chief Plant Operator – Wastewater in the Unrepresented Middle Management Unit. The salary was updated in accordance with the City Manager approved memo dated November 10, 2023.

Effective January 1, 2024, the Salary Schedule by Job Classification reflects a base salary change for the affected classification of Chief Water Systems Operator in the Unrepresented Middle Management Unit. The salary was updated in accordance with the City Manager approved memo dated November 10, 2023.

Effective February 8, 2024, the Salary Schedule by Job Classification reflects six new part-time, unrepresented, and unclassified positions in the Community Services department. Positions include Pool Manager, Assistant Pool Manager, Lifeguard, Senior Lifeguard, Aquatics Instructor, and Aquatics Assistant, in accordance with City Council Resolution 2024-02-06-1503 adopted on February 6, 2024.

Effective March 1, 2024, the Salary Schedule by Job Classification reflects a base salary and title change for the affected classification of Telecommunications Coordinator in the SCEA - Professional and Technical Services in accordance with the City Manager approved memo on February 1, 2024. The title now reflects Public Safety Information Systems Analyst.

Effective March 1, 2024, the Salary Schedule by Job Classification reflects a base salary change for the affected classification of Revenue Officer in the B&C - Mid-Management in accordance with the City Manager approved memo on February 1, 2024.

Effective March 1, 2024, the Salary Schedule by Job Classification reflects a base salary and title change for the affected classification of Accounting Manager in the Unrepresented - Middle Management in accordance with the City Manager approved memo on February 1, 2024.

Effective April 1, 2024, the Salary Schedule by Job Classification reflects a base salary increase of two percent (2%) COLA for affected classifications in the represented Stockton Police Officers Association Unit, and two percent (2%) Market Adjustment for Police Sergeants in the represented Stockton Police Officers Association Unit, as approved by Council in December 2023.

Effective May 1, 2024, the Salary Schedule by Job Classification reflects a base salary increase of four percent (8%) COLA for affected classifications in the represented OE3 - Trades and Maintenance and OE3 - Operations and Maintenance Units, to the nearest one-tenth of a percent, in accordance with City Resolution 2024-04-16-1210 adopted on April 16, 2024.

Effective May 14, 2024, the Salary Schedule by Job Classification reflects a new classification, Fire Department Administrative Manager, in the Unrepresented - Middle Management Unit, as approved by Council Resolution 2024-05-14-1210.

Effective May 15, 2024, the Salary Schedule by Job Classification reflects a base salary and title change for the affected classification of Director of Administrative Services in the Unrepresented – Department Heads Unit, in accordance with the City Manager approved memo dated May 15, 2024. The title now reflects Procurement Officer.

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
10642	Accountant I	A	No	No	1BN	1BN	5,372.04	5,646.24	5,935.68	6,240.34	6,560.26	6,895.44	-	-	-
10500	Accountant II	A	No	No	1BM	1BM	6,259.46	6,580.28	6,918.24	7,271.82	7,645.40	8,036.08	-	-	-
02167	Accounting Manager	MV	Yes	Yes	C02	C02	10,368.67	10,914.39	11,488.83	12,093.50	12,730.00	13,400.00	-	-	-
10806	Administrative Aide I	A	No	No	1AJ	1AJ1	4,598.72	4,834.50	5,081.54	5,342.30	5,615.52	5,903.70	-	-	-
03805	Administrative Aide I (Confidential)	MW	Yes	No	D03	D03	4,598.72	4,834.50	5,081.54	5,342.30	5,615.52	5,903.70	-	-	-
10390	Administrative Aide II	A	No	No	10M	10M1	5,347.28	5,621.76	5,909.96	6,211.86	6,531.28	6,865.64	-	-	-
03391	Administrative Aide II (Confidential)	MW	Yes	No	E03	E03	5,347.28	5,621.76	5,909.96	6,211.86	6,531.28	6,865.64	-	-	-
10800	Administrative Analyst I	A	No	No	1CD	1CD	5,186.44	5,452.40	5,730.96	6,025.06	6,333.18	6,658.24	-	-	-
03803	Administrative Analyst I (Confidential)	MW	No	No	F03	F03	5,186.44	5,452.40	5,730.96	6,025.06	6,333.18	6,658.24	-	-	-
03810	Administrative Analyst I (Grant-funded)	MW	No	No	F03	F031	5,186.44	5,452.40	5,730.96	6,025.06	6,333.18	6,658.24	-	-	-
10395	Administrative Analyst II	A	No	Yes	1CC	1CC	6,030.68	6,340.24	6,665.28	7,005.80	7,366.00	7,743.10	-	-	-
03393	Administrative Analyst II (Confidential)	MW	No	Yes	G03	G03	6,030.68	6,340.24	6,665.28	7,005.80	7,366.00	7,743.10	-	-	-
03398	Administrative Analyst II (Grant-funded)	MW	No	Yes	G03	G031	6,030.68	6,340.24	6,665.28	7,005.80	7,366.00	7,743.10	-	-	-
03711	Agenda Coordinator	MW	No	No	03L	03L	4,297.88	4,518.18	4,749.44	4,992.88	5,248.50	5,517.48	-	-	-
15928	Animal Services Assistant I	C	No	No	152	152	3,296.06	3,464.42	3,641.98	3,828.76	4,024.72	4,231.22	-	-	-
15854	Animal Services Assistant II	C	No	No	153	153	3,631.48	3,818.22	4,012.90	4,219.40	4,435.12	4,662.64	-	-	-
15821	Animal Services Officer	C	No	No	154	154	4,040.98	4,247.22	4,464.60	4,694.52	4,934.20	5,187.80	-	-	-
05293	Animal Services Supervisor	MC	No	No	05W	05W	5,741.32	6,036.02	6,345.16	6,670.12	7,012.20	7,371.36	-	-	-
05343	Arborist	MC	No	Yes	5BZ	5BZ	5,823.94	6,123.04	6,436.26	6,766.14	7,114.02	7,477.30	-	-	-
05126	Architect	MC	No	Yes	05M	05M	6,163.22	6,478.88	6,810.74	7,160.06	7,526.88	7,912.36	-	-	-
10263	Assessment District Program Coordinator	A	No	Yes	1DA	1DA	6,169.44	6,485.10	6,818.22	7,167.56	7,534.36	7,919.86	-	-	-
10216	Assistant Architect	A	No	Yes	10E	10E	-	-	6,485.10	6,818.22	7,167.56	7,534.36	-	-	-
02130	Assistant Chief Financial Officer	MV	Yes	Yes	2AA	2AA1	12,056.44	12,659.02	13,291.72	13,956.02	14,653.52	15,385.90	-	-	-
40065	Assistant City Attorney	EP	Yes	Yes	40B	40B	13,123.00	13,778.86	14,467.52	15,190.58	15,949.80	16,746.96	-	-	-
02152	Assistant City Auditor	MV	Yes	Yes	02I	02I	7,978.64	8,387.62	8,817.28	9,268.86	9,743.58	10,242.62	-	-	-
02366	Assistant City Clerk	MV	Yes	Yes	02M	02M	6,691.30	7,034.46	7,394.26	7,773.14	8,172.44	8,590.88	-	-	-
05225	Assistant City Traffic Engineer	MC	No	Yes	05A	05A1	9,145.58	9,614.20	10,106.50	10,625.02	11,168.46	11,740.78	-	-	-
10214	Assistant Civil Engineer	A	No	Yes	1BA	1BA1	-	-	8,103.54	8,519.26	8,955.98	9,414.98	-	-	-
02126	Assistant Director of Community Development	MV	Yes	Yes	024	024	11,571.56	12,164.52	12,787.84	13,433.96	14,129.36	14,850.06	-	-	-
02124	Assistant Director of Economic Development	MV	Yes	Yes	02Y	02Y1	10,817.96	11,358.68	11,926.36	12,522.42	13,148.28	13,805.40	-	-	-
02131	Assistant Director of Human Resources	MV	Yes	Yes	02Y	02Y2	10,817.96	11,358.68	11,926.36	12,522.42	13,148.28	13,805.40	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
02125	Assistant Director of MUD	MV	Yes	Yes	2AA	2AA2	12,056.44	12,659.02	13,291.72	13,956.02	14,653.52	15,385.90	-	-	-
10215	Assistant Engineer	A	No	Yes	1BQ	1BQ1	-	-	7,387.22	7,765.76	8,163.10	8,581.92	-	-	-
10245	Assistant Engineer/Traffic	A	No	Yes	1BQ	1BQ2	-	-	7,387.22	7,765.76	8,163.10	8,581.92	-	-	-
10129	Assistant Landscape Architect	A	No	Yes	1BF	1BF	5,046.60	5,304.86	5,576.86	5,862.54	6,163.22	6,478.88	-	-	-
10355	Assistant Planner	A	No	Yes	1BP	1BP	5,246.06	5,514.82	5,797.30	6,094.80	6,407.28	6,736.00	-	-	-
01114	Assistant to the City Manager	MA	Yes	Yes	01N	01N	9,324.84	9,801.98	10,304.70	10,832.96	11,387.96	11,971.02	-	-	-
10244	Assistant Traffic Engineer	A	No	Yes	1BA	1BA2	-	-	8,103.54	8,519.26	8,955.98	9,414.98	-	-	-
05125	Associate Civil Engineer	MC	No	Yes	05G	05G1	8,161.24	8,579.60	9,018.94	9,480.58	9,967.14	10,477.30	-	-	-
05234	Associate Engineer	MC	No	Yes	05L	05L1	7,354.68	7,732.38	8,128.44	8,544.18	8,982.22	9,442.54	-	-	-
05236	Associate Engineer/Mechanical	MC	No	Yes	05L	05L2	7,354.68	7,732.38	8,128.44	8,544.18	8,982.22	9,442.54	-	-	-
05237	Associate Engineer/Traffic	MC	No	Yes	05L	05L3	7,354.68	7,732.38	8,128.44	8,544.18	8,982.22	9,442.54	-	-	-
05127	Associate Mechanical Engineer	MC	No	Yes	05G	05G2	8,161.24	8,579.60	9,018.94	9,480.58	9,967.14	10,477.30	-	-	-
10348	Associate Planner	A	No	Yes	10D	10D1	6,362.84	6,689.70	7,031.56	7,392.12	7,771.40	8,169.38	-	-	-
05232	Associate Traffic Engineer	MC	No	Yes	05G	05G3	8,161.24	8,579.60	9,018.94	9,480.58	9,967.14	10,477.30	-	-	-
03893	Audit Assistant I	MW	Yes	No	03P	03P	3,360.64	3,533.48	3,713.64	3,904.72	4,104.34	4,314.92	-	-	-
03721	Audit Assistant II	MW	Yes	No	03M	03M1	4,183.46	4,397.68	4,622.86	4,860.22	5,108.52	5,370.22	-	-	-
03495	Auditor (Confidential)	MW	No	Yes	03V	03V1	4,967.34	5,221.72	5,489.50	5,770.68	6,066.44	6,378.04	-	-	-
30510	Auto Painter Repair Worker	B	No	No	3BG	3BG	5,370.88	5,646.92	5,937.12	6,242.34	6,563.16	-	-	-	-
03707	Benefits Analyst	MW	No	Yes	1BC	1BC	5,216.84	5,484.64	5,765.80	6,060.36	6,371.96	6,698.16	-	-	-
15790	Bookmobile Driver/Circulation Assistant	C	No	No	11B	11B	3,909.38	4,110.42	4,320.00	4,542.28	4,774.50	5,019.46	-	-	-
03337	Budget Analyst I (Confidential)	MW	Yes	No	S03	S03	5,529.20	5,805.68	6,095.94	6,400.74	6,720.78	7,056.82	-	-	-
03205	Budget Analyst II (Confidential)	MW	Yes	Yes	H03	H03	6,768.40	7,106.82	7,462.14	7,835.28	8,227.04	8,638.40	-	-	-
02142	Budget Officer	MV	Yes	Yes	2AA	2AA3	12,056.44	12,659.02	13,291.72	13,956.02	14,653.52	15,385.90	-	-	-
10430	Building Permit Technician	A	No	No	1BH	1BH	4,772.14	5,016.66	5,273.66	5,543.16	5,827.64	6,125.80	-	-	-
31107	Chemist	BO	No	Yes	31Y	31Y	5,574.26	5,853.84	6,146.32	6,453.06	6,775.32	-	-	-	-
01009	Chief Financial Officer	MA	Yes	Yes	01S	01S	14,129.06	14,886.08	15,658.54	16,485.18	17,354.42	18,270.04	-	-	-
01025	Chief of Police	MA	Yes	Yes	01B	01B	17,113.76	17,972.54	18,910.32	19,863.58	20,894.10	21,962.44	-	-	-
02158	Chief Plant Operator - Wastewater	MV	Yes	Yes	A02	A021	10,335.24	10,865.66	11,423.10	12,007.64	12,622.52	13,270.68	-	-	-
02159	Chief Plant Operator - Water	MV	Yes	Yes	A02	A022	10,335.24	10,865.66	11,423.10	12,007.64	12,622.52	13,270.68	-	-	-
02163	Chief Water Systems Operator	MV	Yes	Yes	A02	A023	10,335.24	10,865.66	11,423.10	12,007.64	12,622.52	13,270.68	-	-	-
15944	Circulation Assistant I	C	No	No	C15	C15	3,548.28	3,729.54	3,920.68	4,121.76	4,332.74	4,555.04	-	-	-
15934	Circulation Assistant II	C	No	No	B15	B15	3,909.38	4,110.42	4,320.00	4,542.28	4,774.50	5,019.46	-	-	-
40015	City Attorney	EP	Yes	Yes	40A	40A	23,400.00	-	-	-	-	-	-	-	-
01080	City Auditor	MA	Yes	Yes	01W	01W	9,792.28	10,293.72	10,822.00	11,375.80	11,958.84	12,566.24	-	-	-
01175	City Clerk	MA	Yes	Yes	01X	01X	13,281.64						-	-	-
50050	City Council Member	EL	No	Yes	50B	50B	2,447.04	-	-	-	-	-	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
00005	City Manager	CM	Yes	Yes	00A	00A	26,074.84	-	-	-	-	-	-	-	-
04158	City Traffic Engineer	MB	Yes	Yes	4AE	4AE	10,108.14	10,625.96	11,169.90	11,742.56	12,343.88	12,967.70	-	-	-
10249	Code Analyst	A	No	Yes	10K	10K	5,407.16	5,684.14	5,974.82	6,281.74	6,603.62	6,941.72	-	-	-
10681	Code Enforcement Assistant	A	No	No	1AR	1AR	3,780.28	3,973.66	4,178.28	4,391.60	4,617.42	4,853.24	-	-	-
05220	Code Enforcement Field Manager	MC	No	Yes	5BW	5BW	8,094.78	8,509.26	8,945.88	9,404.72	9,885.66	10,392.26	-	-	-
10346	Code Enforcement Officer I	A	No	No	1AE	1AE	4,607.96	4,843.86	5,092.34	5,353.46	5,627.18	5,916.06	-	-	-
10313	Code Enforcement Officer II	A	No	No	1CN	1CN	5,102.46	5,363.56	5,638.54	5,927.40	6,231.42	6,550.54	-	-	-
05214	Code Enforcement Supervisor	MC	No	No	5BY	5BY	6,136.36	6,451.48	6,781.52	7,129.10	7,495.64	7,878.38	-	-	-
31115	Collection Systems Operator (Entry Level)	BO	No	No	31N	31N	4,803.92	5,043.14	5,296.20	-	-	-	-	-	-
31115	Collection Systems Operator (Journey Level)	BO	No	No	31N	31N1	-	-	-	5,560.34	5,838.26	6,130.04	-	-	-
70006	Collection Systems Supervisor	MS	No	No	70D	70D	6,154.68	6,468.96	6,801.30	7,148.96	7,516.06	7,901.26	-	-	-
10318	Combination Inspector I	A	No	No	1AA	1AA	5,038.46	5,295.60	5,567.88	5,852.78	6,152.78	6,467.92	-	-	-
10240	Combination Inspector II	A	No	No	10P	10P	5,567.88	5,852.78	6,152.78	6,467.92	6,799.46	7,147.36	-	-	-
04124	Community & Cultural Services Superintendent	MB	Yes	Yes	04H	04H1	8,148.82	8,566.98	9,006.50	9,467.38	9,952.14	10,463.24	-	-	-
10695	Community Development Technician	A	No	No	1AH	1AH	4,776.74	5,021.16	5,278.16	5,549.14	5,832.66	6,131.56	-	-	-
03257	Community Engagement Coordinator	MW	Yes	Yes	P03	P03	7,040.50	7,400.56	7,779.74	8,179.36	8,598.08	9,038.62	-	-	-
02024	Community Relations Officer	MV	Yes	Yes	02B	02B	10,817.98	11,358.68	11,926.36	12,522.42	13,148.28	13,805.38	-	-	-
15963	Community Service Officer I	C	No	No	15M	15M	3,938.38	4,140.12	4,352.26	4,575.98	4,810.12	5,057.14	-	-	-
15920	Community Service Officer II	C	No	No	15V	15V	4,231.96	4,449.24	4,676.88	4,917.44	5,169.68	5,433.52	-	-	-
05209	Computer Operations & Maintenance Supervisor	MC	No	Yes	05Q	05Q1	5,921.18	6,224.34	6,543.74	6,879.34	7,231.18	7,601.72	-	-	-
15807	Computer Operator I	C	No	No	15N	15N1	3,444.66	3,621.82	3,806.48	4,002.36	4,206.98	4,422.80	-	-	-
15785	Computer Operator II	C	No	No	15H	15H	3,989.88	4,194.48	4,409.08	4,634.88	4,873.18	5,122.72	-	-	-
04142	Construction Services Superintendent	MB	Yes	Yes	04B	04B	10,816.68	11,371.82	11,953.96	12,566.82	13,210.38	13,877.96	-	-	-
03442	Contract Compliance Specialist	MW	Yes	No	03F	03F	5,227.82	5,495.58	5,776.76	6,072.54	6,384.12	6,711.56	-	-	-
05472	Craft Maintenance Supervisor	MC	No	Yes	05V	05V	5,521.94	5,803.90	6,102.10	6,414.00	6,743.38	7,088.92	-	-	-
30772	Craft Maintenance Worker I	B	No	No	3AA	3AA	4,022.90	4,229.68	4,447.10	4,675.66	4,916.00	-	-	-	-
30515	Craft Maintenance Worker II	B	No	No	30J	30J1	4,932.80	5,186.36	5,452.90	5,733.20	6,027.92	-	-	-	-
10253	Crime Analyst	A	No	No	10O	10O	5,765.90	6,060.94	6,371.32	6,698.38	7,042.12	7,402.58	-	-	-
15860	Customer Service Assistant	C	No	No	15X	15X	3,553.20	3,735.36	3,926.24	4,128.36	4,339.20	4,561.28	-	-	-
15900	Data Entry Operator I	C	No	No	15T	15T1	3,046.68	3,202.62	3,366.08	3,539.50	3,720.40	3,911.28	-	-	-
15852	Data Entry Operator II	C	No	No	15P	15P1	3,363.56	3,535.74	3,716.66	3,907.54	4,107.16	4,318.00	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
15827	Data Entry Specialist	C	No	No	15U	15U	3,926.24	4,128.36	4,339.20	4,561.28	4,795.82	5,041.62	-	-	-
03730	Deferred Compensation Specialist	MW	No	Yes	03S	03S	4,486.54	4,716.58	4,957.60	5,211.98	5,478.54	5,759.72	-	-	-
02151	Department Finance Officer	MV	Yes	Yes	023	0231	9,832.64	10,324.08	10,840.04	11,381.84	11,950.68	12,547.96	-	-	-
04141	Deputy Building Official	MB	Yes	Yes	042	042	9,076.24	9,541.76	10,030.28	10,544.52	11,084.46	11,652.80	-	-	-
02093	Deputy Chief of Police I	MV	Yes	Yes	02U	02U	14,561.92	15,328.34	16,135.10	16,984.30	17,878.22	18,819.18	-	-	-
02092	Deputy Chief of Police II	MV	Yes	Yes	02X	02X	15,478.74	16,293.40	17,150.96	18,053.64	19,003.82	20,004.02	-	-	-
	Deputy City Attorney (16 step						6,759.02	7,104.70	7,468.64	7,852.06	8,253.74	8,677.32	9,121.56	9,589.00	10,080.74
41066	salary range)	PP	Yes	Yes	41A	41A	10,596.82	11,139.66	11,710.54	12,310.60	12,932.56	13,602.06	14,295.84		
03498	Deputy City Auditor I	MW	Yes	No	03T	03T	5,087.84	5,349.54	5,623.38	5,911.86	6,213.74	6,532.62	-	-	-
03421	Deputy City Auditor II	MW	Yes	Yes	03W	03W	6,213.74	6,532.62	6,867.34	7,219.12	7,589.16	7,978.64	-	-	-
03940	Deputy City Clerk I	MW	Yes	No	03Q	03Q	3,689.10	3,877.52	4,076.28	4,285.30	4,504.66	4,735.78	-	-	-
03888	Deputy City Clerk II	MW	Yes	No	T03	T03	4,064.48	4,273.50	4,491.40	4,722.52	4,963.94	5,218.60	-	-	-
01022	Deputy City Manager I	MA	Yes	Yes	01Y	01Y	10,901.40	11,446.26	12,018.30	12,618.98	13,249.64	13,911.86	-	-	-
01021	Deputy City Manager II	MA	Yes	Yes	01P	01P	16,631.24	17,445.86	18,300.04	19,196.52	20,137.84	21,124.08	-	-	-
04150	Deputy Community Development Director/Building & Life Safety	MB	Yes	Yes	4AC	4AC	10,802.90	11,356.36	11,938.02	12,550.44	13,188.44	13,866.20	-	-	-
04148	Deputy Community Development Director/Engineering & Transportation Planning	MB	Yes	Yes	4AD	4AD	10,519.88	11,058.84	11,625.28	12,221.64	12,842.96	13,502.94	-	-	-
04153	Deputy Community Development Director/Planning & Engineering	MB	Yes	Yes	04D	04D	10,741.46	11,291.76	11,870.12	12,479.04	13,113.44	13,787.30	-	-	-
04108	Deputy Director of Community Services - City Librarian	MB	Yes	Yes	04O	04O1	9,557.98	10,047.04	10,562.30	11,103.78	11,672.68	12,270.30	-	-	-
04109	Deputy Director of Community Services - Recreation	MB	Yes	Yes	04O	04O2	9,557.98	10,047.04	10,562.30	11,103.78	11,672.68	12,270.30	-	-	-
02133	Deputy Director of Human Resources	MV	Yes	Yes	021	021	9,537.92	10,014.62	10,515.12	11,040.68	11,592.48	12,171.86	-	-	-
02095	Deputy Fire Chief I	MV	Yes	Yes	02Z	02Z	12,280.52	12,901.08	13,568.86	14,252.84	14,994.04	15,756.36	-	-	-
02094	Deputy Fire Chief II	MV	Yes	Yes	020	020	13,547.30	14,260.32	15,010.86	15,800.90	16,632.52	17,507.92	-	-	-
04178	Deputy Housing Director	MB	Yes	Yes	04O	04O3	9,557.98	10,047.04	10,562.30	11,103.78	11,672.68	12,270.30	-	-	-
04147	Deputy MUD Director/Engineering & Department Services (PE)	MB	Yes	Yes	04U	04U1	11,418.16	12,003.32	12,618.38	13,255.92	13,942.08	14,653.22	-	-	-
04169	Deputy MUD Director/Maintenance & Collection Systems	MB	Yes	Yes	04A	04A1	11,039.66	11,604.88	12,200.42	12,823.68	13,474.68	14,168.62	-	-	-
04165	Deputy MUD Director/Maintenance & Collection Systems (PE)	MB	Yes	Yes	4AA	4AA1	11,418.16	12,003.32	12,618.38	13,255.92	13,942.08	14,653.22	-	-	-
04139	Deputy MUD Director/Wastewater	MB	Yes	Yes	04U	04U2	11,039.66	11,604.88	12,200.42	12,823.68	13,474.68	14,168.62	-	-	-
04122	Deputy MUD Director/Wastewater (PE)	MB	Yes	Yes	4AB	4AB1	11,418.16	12,003.32	12,618.38	13,255.92	13,942.08	14,653.22	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
04140	Deputy MUD Director/Water	MB	Yes	Yes	04A	04A2	11,039.66	11,604.88	12,200.42	12,823.68	13,474.68	14,168.62	-	-	-
04123	Deputy MUD Director/Water & Sewer (PE)	MB	Yes	Yes	4AB	4AB2	11,418.16	12,003.32	12,618.38	13,255.92	13,942.08	14,653.22	-	-	-
04112	Deputy MUD Director/Water (PE)	MB	Yes	Yes	4AA	4AA2	11,418.16	12,003.32	12,618.38	13,255.92	13,942.08	14,653.22	-	-	-
04152	Deputy Public Works Director	MB	Yes	Yes	04A	04A3	11,039.66	11,604.88	12,200.42	12,823.68	13,474.68	14,168.62	-	-	-
04111	Deputy Public Works Director (PE)	MB	Yes	Yes	4AA	4AA3	11,418.16	12,003.32	12,618.38	13,255.92	13,942.08	14,653.22	-	-	-
04039	Deputy Public Works Director/City Engineer	MB	Yes	Yes	4AA	4AA4	11,418.16	12,003.32	12,618.38	13,255.92	13,942.08	14,653.22	-	-	-
04179	Deputy Redevelopment Director	MB	Yes	Yes	04O	04O4	9,557.98	10,047.04	10,562.30	11,103.78	11,672.68	12,270.30	-	-	-
01046	Director of Community Development	MA	Yes	Yes	01T	01T1	13,620.50	14,300.56	15,014.78	15,765.66	16,554.44	17,381.14	-	-	-
01056	Director of Community Services	MA	Yes	Yes	01T	01T2	13,620.50	14,300.56	15,014.78	15,765.66	16,554.44	17,381.14	-	-	-
01172	Director of Economic Development	MA	Yes	Yes	01T	01T3	13,620.50	14,300.56	15,014.78	15,765.66	16,554.44	17,381.14	-	-	-
01043	Director of Human Resources	MA	Yes	Yes	01T	01T4	13,620.50	14,300.56	15,014.78	15,765.66	16,554.44	17,381.14	-	-	-
01071	Director of Information Technology	MA	Yes	Yes	01T	01T5	13,620.50	14,300.56	15,014.78	15,765.66	16,554.44	17,381.14	-	-	-
01050	Director of Library Services	MA	Yes	Yes	01C	01C2	11,411.12	11,995.36	12,602.76	13,253.92	13,923.38	14,646.38	-	-	-
01048	Director of Municipal Utilities	MA	Yes	Yes	01U	01U1	14,316.14	15,031.66	15,782.92	16,571.74	17,399.98	18,269.62	-	-	-
01012	Director of Performance and Data Analytics	MA	Yes	Yes	A05	04O5	10,817.98	11,358.68	11,926.36	12,522.42	13,148.28	13,805.38	-	-	-
01010	Director of Public Works	MA	Yes	Yes	01U	01U2	14,316.14	15,031.66	15,782.92	16,571.74	17,399.98	18,269.62	-	-	-
30775	Dispatcher	B	No	No	30Z	30Z	4,100.16	4,310.96	4,532.52	4,765.52	5,010.44	-	-	-	-
03138	Diversity, Equity, and Inclusion Officer	MW	Yes	Yes	03H	03H	9,557.98	10,047.04	10,562.30	11,103.78	11,672.68	12,270.30	-	-	-
10196	Economic Development Analyst	A	No	Yes	1BV	1BV	6,328.22	6,652.06	6,992.70	7,351.62	7,728.94	8,124.54	-	-	-
31109	Electrical Technician (Entry Level)	BO	No	No	31H	31H	6,056.96	6,368.26	-	-	-	-	-	-	-
31109	Electrical Technician (Journey Level)	BO	No	No	31H	31H1	-	-	6,695.56	7,039.76	-	-	-	-	-
30612	Electrician I	B	No	No	3BM	3BM	4,593.22	4,829.32	5,077.56	5,338.54	5,612.94	-	-	-	-
30445	Electrician II	B	No	No	3BN	3BN	6,319.84	6,644.70	6,986.20	7,345.34	7,722.86	-	-	-	-
04200	Emergency Manager	MB	No	Yes	041	041	8,196.38	8,616.98	9,059.06	9,522.64	10,010.20	10,524.28	-	-	-
20717	EMS Transport Technician (Tier A)	F	No	No	20F	20F	4,274.38	4,493.10	4,723.06	4,965.52	5,219.22	5,486.68	5,767.90	-	-
20717	EMS Transport Technician (Tier B)	F	No	No	20G	20G	3,503.24	3,681.96	3,870.66	4,069.40	4,278.12	4,496.82	4,728.06	-	-
10628	Engineering Aide	A	No	No	1AU	1AU	3,780.52	3,973.94	4,178.48	4,392.76	4,618.16	4,854.72	-	-	-
04163	Engineering Services Manager	MB	Yes	Yes	04T	04T	10,817.72	11,371.82	11,953.96	12,566.82	13,210.38	13,877.96	-	-	-
10639	Engineering Technician I	A	No	No	1AG	1AG	4,944.36	5,198.16	5,463.76	5,743.76	6,038.14	6,348.24	-	-	-
10526	Engineering Technician II	A	No	No	1AC	1AC	5,203.40	5,468.98	5,750.30	6,044.68	6,354.76	6,679.24	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
02182	Environmental and Sustainability Officer	MV	Yes	Yes	02O	02O	9,557.98	10,047.04	10,562.30	11,103.78	11,672.68	12,270.30	-	-	-
31111	Environmental Control Officer (Entry Level)	BO	No	No	31J	31J1	5,894.40	6,189.34	-	-	-	-	-	-	-
31111	Environmental Control Officer (Journey Level)	BO	No	No	31J	31J2	-	-	6,498.96	6,823.26	-	-	-	-	-
30777	Equipment Service Worker	B	No	No	30Y	30Y1	4,187.14	4,402.40	4,628.68	4,866.56	5,116.70	-	-	-	-
10627	Evidence Technician I	A	No	No	1AS	1AS	4,368.42	4,592.64	4,827.10	5,074.64	5,335.28	5,607.56	-	-	-
10605	Evidence Technician II	A	No	No	1BE	1BE	4,827.10	5,074.64	5,335.28	5,607.56	5,895.90	6,197.32	-	-	-
05708	Executive Assistant	MC	No	No	5BE	5BE	5,091.52	5,352.28	5,626.76	5,914.96	6,218.10	6,537.52	-	-	-
03712	Executive Assistant (Confidential)	MW	Yes	No	033	0331	5,478.54	5,759.72	6,055.48	6,364.66	6,690.86	7,034.12	-	-	-
42710	Executive Assistant (Legal)	SP	Yes	No	42C	42C	4,967.34	5,221.72	5,489.50	5,770.68	6,066.44	6,378.04	-	-	-
42709	Executive Assistant to the City Attorney	SP	Yes	No	42B	42B	5,478.54	5,759.72	6,055.48	6,364.66	6,690.86	7,034.12	-	-	-
03705	Executive Assistant to the City Manager	MW	Yes	No	030	030	6,041.32	6,351.88	6,676.50	7,019.00	7,378.14	7,756.42	-	-	-
03076	Executive Assistant to the Mayor	MW	Yes	Yes	033	332	5,478.54	5,759.72	6,055.48	6,364.66	6,690.86	7,034.12			
05495	Facilities Maintenance Supervisor	MC	No	No	5AC	5AC	5,011.68	5,267.44	5,538.16	5,821.38	6,119.54	6,433.96	-	-	-
30965	Facilities Maintenance Worker I	B	No	No	3BO	3BO	3,344.40	3,516.30	3,697.04	3,887.06	4,086.88	4,296.90	4,517.82	-	-
30884	Facilities Maintenance Worker II	B	No	No	3BP	3BP	4,007.96	4,213.96	4,430.58	4,658.26	4,897.74	-	-	-	-
30769	Facilities Maintenance Worker III	B	No	No	3BQ	3BQ	4,419.30	4,646.46	4,885.24	5,136.34	5,400.32	-	-	-	-
04162	Facilities Manager	MB	Yes	Yes	04Z	04Z1	8,035.70	8,448.22	8,880.40	9,336.40	9,814.86	10,317.20	-	-	-
30964	Facility Aide	B	No	No	3AK	3AK	3,011.52	3,166.30	3,329.06	3,500.16	3,680.08	3,869.24	4,068.16	-	-
15889	Finance Assistant I	C	No	No	156	156	3,617.12	3,802.74	3,997.16	4,202.96	4,417.58	4,643.58	-	-	-
15838	Finance Assistant II	C	No	No	157	157	3,855.76	4,053.96	4,261.02	4,479.44	4,709.24	4,950.34	-	-	-
02132	Finance Officer	MV	Yes	Yes	02L	02L	10,182.78	10,705.14	11,253.00	11,830.58	12,436.48	13,073.52	-	-	-
06186	Fire Battalion Chief	MF	No	No	06E	06E	10,551.68	11,093.86	11,662.54	12,262.20	12,891.28	13,554.26	-	-	-
06186	Fire Battalion Chief - Admin	MF	No	No	06F	06F	9,944.48	10,455.54	10,991.58	11,556.78	12,149.76	12,774.66	-	-	-
06186	Fire Battalion Chief (22 years)	MF	No	No	06G	06G	10,723.68	11,274.72	11,852.64	12,462.08	13,101.40	13,775.20	-	-	-
06186	Fire Battalion Chief (22 years) - Admin	MF	No	No	06H	06H	10,106.58	10,625.96	11,170.74	11,745.16	12,347.82	12,982.90	-	-	-
20335	Fire Captain	F	No	No	20I	20I	8,275.78	8,701.30	9,147.74	9,617.86	10,111.74	10,632.12	-	-	-
20335	Fire Captain - Admin	F	No	No	20J	20J	7,799.32	8,200.40	8,621.20	9,064.36	9,529.88	10,020.40	-	-	-
20335	Fire Captain (22 years)	F	No	No	20K	20K	8,999.90	9,462.68	9,948.14	10,459.44	10,996.52	11,562.44	-	-	-
20335	Fire Captain (22 years) - Admin	F	No	No	20L	20L	8,481.76	8,917.94	9,375.58	9,857.48	10,363.74	10,897.18	-	-	-
01030	Fire Chief	MA	Yes	Yes	01R	01R	15,440.22	16,252.86	17,108.28	18,008.70	18,956.54	19,954.26	-	-	-
NA	Fire Department Administrative Manager	MV	Yes	Yes	NA	02A	8,849.38	9,291.84	9,756.44	10,244.26	10,756.48	11,293.16			

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
20545	Fire Fighter	F	No	No	20Q	20Q	5,442.58	5,722.48	6,016.94	6,325.90	6,652.02	6,994.00	7,353.16	7,730.76	8,128.22
20545	Fire Fighter - Admin	F	No	No	20R	20R	5,128.84	5,392.68	5,670.22	5,961.44	6,268.86	6,591.20	6,929.74	7,285.66	7,660.28
20545	Fire Fighter (22 years)	F	No	No	20S	20S	6,223.20	6,543.42	6,879.42	7,234.08	7,605.98	7,996.56	8,407.20	8,839.42	-
20545	Fire Fighter (22 years) - Admin	F	No	No	20T	20T	5,864.54	6,166.36	6,482.30	6,817.38	7,167.94	7,536.08	7,923.16	8,330.54	-
20434	Fire Fighter Engineer	F	No	No	20M	20M	7,247.62	7,619.52	8,012.20	8,422.94	8,855.90	9,311.04	-	-	-
20434	Fire Fighter Engineer - Admin	F	No	No	20N	20N	6,830.16	7,180.72	7,550.88	7,938.04	8,346.12	8,774.86	-	-	-
20434	Fire Fighter Engineer (22 years)	F	No	No	20O	20O	7,881.80	8,286.20	8,713.32	9,159.96	9,630.76	10,125.74	-	-	-
20434	Fire Fighter Engineer (22 years) - Admin	F	No	No	20P	20P	7,427.80	7,809.04	8,211.58	8,632.62	9,076.40	9,542.66	-	-	-
20543	Fire Fighter Trainee	F	No	No	20U	20U	5,442.56	-	-	-	-	-	-	-	-
10321	Fire Prevention Inspector I	A	No	No	1CF	1CF	5,141.74	5,404.96	5,682.22	5,973.60	6,279.04	6,601.36	-	-	-
10315	Fire Prevention Inspector II	A	No	No	1CG	1CG	5,693.50	5,984.88	6,291.68	6,614.04	6,953.24	7,309.34	-	-	-
05522	Fire Telecommunications Supervisor (40 hour work week)	MC	No	No	5AV	5AV	5,861.24	6,161.92	6,476.54	6,808.96	7,157.82	7,524.48	-	-	-
05518	Fire Telecommunications Supervisor (56 hour work week)	MC	No	No	5AG	5AG	5,860.86	6,161.52	6,476.16	6,808.48	7,157.36	7,524.02	-	-	-
05505	Fire Telecommunications/ CAD Coordinator	MC	No	No	5AA	5AA	7,908.32	8,313.56	8,739.70	9,188.58	9,658.40	10,154.44	-	-	-
15642	Fire Telecommunicator Call Taker	C	No	No	5AZ	5AZ	3,237.66	3,399.48	3,569.36	3,747.74	3,935.06	4,131.74	-	-	-
16876	Fire Telecommunicator I (40 hour work week)	R	No	No	16D	16D	4,743.16	4,986.22	5,242.04	5,510.66	5,792.08	6,088.86	-	-	-
16864	Fire Telecommunicator I (56 hour work week)	R	No	No	16B	16B	4,742.98	4,986.04	5,241.84	5,510.44	5,791.86	6,088.60	-	-	-
16837	Fire Telecommunicator II (40 hour work week)	R	No	No	16C	16C	4,986.22	5,242.04	5,510.66	5,792.08	6,088.86	6,400.98	-	-	-
16832	Fire Telecommunicator II (56 hour work week)	R	No	No	16A	16A	4,986.04	5,241.84	5,510.44	5,791.86	6,088.60	6,400.72	-	-	-
03726	Firearms Examiner	MW	Yes	No	N03	N03	6,487.60	6,811.36	7,152.18	7,508.82	7,884.90	8,278.08	-	-	-
30791	Fleet Equipment Parts Assistant	B	No	No	3BH	3BH	4,311.88	4,533.52	4,766.54	5,011.58	5,269.18	-	-	-	-
04161	Fleet Manager	MB	Yes	Yes	04Z	04Z2	8,035.70	8,448.22	8,880.40	9,336.40	9,814.86	10,317.20	-	-	-
05212	Fleet Operations Coordinator	MC	No	No	05R	05R	6,843.26	7,193.86	7,561.98	7,950.32	8,357.56	8,785.00	-	-	-
05210	Geographic Information Systems Administrator	MC	No	Yes	05Q	05Q2	5,921.18	6,224.34	6,543.74	6,879.34	7,231.18	7,601.72	-	-	-
10301	Geographic Information Systems Analyst I	A	No	No	1CU	1CU	5,218.18	5,484.94	5,766.96	6,062.68	6,372.16	6,699.92	-	-	-
10447	Geographic Information Systems Analyst II	A	No	No	10V	10V	6,436.18	6,766.98	7,113.04	7,477.38	7,861.56	8,264.02	-	-	-
04156	Geographic Information Systems Manager	MB	Yes	Yes	04M	04M1	6,947.96	7,304.80	7,679.08	8,072.08	8,486.28	8,920.46	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
10637	Geographic Information Systems Specialist I	A	No	No	1AO	1AO	5,037.04	5,294.58	5,566.80	5,852.26	6,150.98	6,467.36	-	-	-
10530	Geographic Information Systems Specialist II	A	No	No	1AF	1AF	5,450.54	5,730.14	6,024.44	6,331.98	6,657.20	6,998.60	-	-	-
05197	Geographic Information Systems Supervisor	MC	No	Yes	5BP	5BP	7,858.58	8,261.74	8,684.62	9,130.02	9,596.60	10,088.56	-	-	-
10550	Golf Professional	A	No	Yes	10Y	10Y	4,733.44	4,976.74	5,231.24	5,499.48	5,781.44	6,077.14	-	-	-
30744	Graffiti Abatement Technician	B	No	No	3AY	3AY	4,655.82	4,895.10	5,146.74	5,411.24	5,689.42	5,980.80	6,289.30	-	-
10195	Grants Analyst	A	No	Yes	1BP	1BP1	5,246.06	5,514.82	5,797.30	6,094.80	6,407.28	6,736.00	-	-	-
30446	Heating, Ventilation & Air Conditioning Mechanic	B	No	No	30D	30D	5,916.96	6,221.12	6,540.88	6,877.10	7,230.58	-	-	-	-
01086	Housing Director	MA	Yes	Yes	01C	01C3	11,411.12	11,995.36	12,602.76	13,253.92	13,923.38	14,646.38	-	-	-
10363	Housing Financial Advisor	A	No	No	1CK	1CK	4,949.94	5,204.34	5,470.50	5,751.00	6,045.88	6,355.06	-	-	-
05291	Housing Program Supervisor	MC	No	Yes	05F	05F	6,715.92	7,060.26	7,422.06	7,802.58	8,201.82	8,622.28	-	-	-
03331	Human Resources Analyst I	MW	Yes	No	03N	03N1	4,983.16	5,237.56	5,506.54	5,788.94	6,084.70	6,397.52	-	-	-
03183	Human Resources Analyst II	MW	Yes	Yes	Q03	Q031	6,367.10	6,694.52	7,037.78	7,398.04	7,777.82	8,175.84	-	-	-
03691	Human Resources Assistant I	MW	No	No	035	035	3,126.94	3,287.62	3,455.58	3,633.32	3,819.52	4,015.50	-	-	-
03826	Human Resources Assistant II	MW	No	No	036	036	3,445.86	3,622.34	3,807.36	4,003.32	4,207.82	4,424.46	-	-	-
03277	Human Resources Program Assistant	MW	Yes	No	03J	03J	5,012.36	5,269.20	5,539.40	5,823.02	6,121.22	6,435.24	-	-	-
03723	Human Resources Specialist	MW	No	No	037	0371	4,293.00	4,513.32	4,744.62	4,988.04	5,243.62	5,511.42	-	-	-
03396	Human Resources Technician	MW	No	No	038	038	4,513.32	4,744.62	4,988.04	5,243.62	5,511.42	5,793.82	-	-	-
31124	Hydrant Worker	BO	No	No	31U	31U	3,836.26	4,033.42	4,240.76	4,458.74	4,687.90	-	-	-	-
30870	Industrial Electrical Apprentice	B	No	No	3AX	3AX	4,464.16	4,693.62	4,934.92	5,188.50	-	-	-	-	-
10445	Information Technology Interdepartmental Coordinator	A	No	No	1BR	1BR	5,127.70	5,390.96	5,666.64	5,957.38	6,261.78	6,583.66	-	-	-
02127	Information Technology Officer	MV	Yes	Yes	02Y	02Y3	10,817.96	11,358.68	11,926.36	12,522.42	13,148.28	13,805.40	-	-	-
05198	Information Technology Supervisor	MC	No	Yes	5BQ	5BQ	8,099.72	8,515.24	8,951.10	9,410.22	9,891.10	10,398.14	-	-	-
30447	Instrument Repair Technician	B	No	No	30C	30C1	5,535.12	5,819.62	6,118.72	6,433.28	6,763.90	-	-	-	-
03497	Internal Auditor I	MW	Yes	Yes	03V	03V2	4,967.34	5,221.72	5,489.50	5,770.68	6,066.44	6,378.04	-	-	-
03420	Internal Auditor II	MW	Yes	Yes	039	039	5,489.50	5,770.68	6,066.44	6,378.04	6,704.26	7,048.72	-	-	-
30885	Janitor	B	No	No	3AI	3AI	3,609.04	3,794.52	3,989.58	4,194.62	4,410.24	-	-	-	-
10360	Junior Engineer	A	No	Yes	1BL	1BL1	-	-	6,388.14	6,716.02	7,059.62	7,421.56	-	-	-
10361	Junior Engineer/Traffic	A	No	Yes	1BL	1BL2	-	-	6,388.14	6,716.02	7,059.62	7,421.56	-	-	-
70002	Laboratory Supervisor	MS	No	Yes	70H	70H	7,205.72	7,566.02	7,944.58	8,341.36	8,757.64	9,195.82	-	-	-
31114	Laboratory Technician	BO	No	No	31M	31M	4,685.82	4,919.32	5,165.68	5,423.58	5,695.58	-	-	-	-
30763	Landfill Scale Operator	B	No	No	3AD	3AD1	3,944.00	4,146.70	4,359.86	4,583.98	4,819.58	-	-	-	-
42603	Legal Secretary	SP	Yes	No	42H	42H	4,627.72	4,865.10	5,113.40	5,376.32	5,651.40	5,941.08	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
02183	Liability Claims Investigator I	MV	Yes	Yes	02O	02O1	7,006.12	7,365.18	7,742.50	8,139.32	8,556.80	8,995.02	-	-	-
02157	Liability Claims Investigator II	MV	Yes	Yes	02J	02J1	7,898.30	8,303.64	8,729.66	9,176.36	9,646.18	10,141.60	-	-	-
10640	Librarian I	A	No	No	1AJ	1AJ2	4,598.72	4,834.50	5,081.54	5,342.30	5,615.52	5,903.70	-	-	-
10520	Librarian II	A	No	No	1CP	1CP	5,615.52	5,903.70	6,206.88	6,523.78	6,858.12	7,209.98	-	-	-
10655	Librarian Trainee	A	No	No	1AK	1AK	4,190.76	4,405.34	4,631.14	4,868.20	5,117.70	5,379.72	-	-	-
15925	Library Aide I	C	No	No	15T	15T2	3,046.68	3,202.62	3,366.08	3,539.50	3,720.40	3,911.28	-	-	-
15894	Library Aide II	C	No	No	15P	15P2	3,363.56	3,535.74	3,716.66	3,907.54	4,107.16	4,318.00	-	-	-
15850	Library Assistant I	C	No	No	15K	15K1	3,618.08	3,802.74	3,997.36	4,203.22	4,417.80	4,644.88	-	-	-
15836	Library Assistant II	C	No	No	15F	15F	4,190.76	4,405.34	4,631.14	4,868.20	5,117.70	5,379.72	-	-	-
05497	Library Building Maintenance Supervisor	MC	No	No	5AF	5AF1	4,772.14	5,016.66	5,273.66	5,543.16	5,827.64	6,125.80	-	-	-
15855	Library Driver/Clerk	C	No	No	15Q	15Q	3,283.74	3,452.16	3,628.06	3,813.96	4,009.82	4,215.70	-	-	-
05260	Library Manager	MC	No	Yes	5BB	5BB	7,110.16	7,474.48	7,857.48	8,260.46	8,683.40	9,127.56	-	-	-
15912	Mail Courier	C	No	No	15S	15S1	3,126.52	3,286.22	3,454.64	3,631.80	3,817.70	4,013.58	-	-	-
30752	Maintenance Repair Technician I	B	No	No	3BJ	3BJ	4,158.16	4,371.92	4,596.60	4,832.90	5,081.28	5,342.52	5,617.08	-	-
30742	Maintenance Repair Technician II	B	No	No	3BI	3BI	4,655.82	4,895.10	5,146.74	5,411.24	5,689.42	5,980.80	6,289.30	-	-
30816	Maintenance Worker I	B	No	No	3AG	3AG	3,314.28	3,484.66	3,663.74	3,852.10	4,050.08	4,258.28	4,477.12	-	-
30764	Maintenance Worker II	B	No	No	3AD	3AD2	3,944.00	4,146.70	4,359.86	4,583.98	4,819.58	-	-	-	-
03177	Management Assistant (Confidential)	MW	Yes	No	03C	03C	6,289.20	6,611.74	6,950.12	7,306.76	7,680.46	8,074.82	-	-	-
04157	Management Information Systems Manager	MB	Yes	Yes	04M	04M2	6,947.96	7,304.80	7,679.08	8,072.08	8,486.28	8,920.46	-	-	-
02144	Managing Director of Events and Parking	MV	Yes	Yes	D02	D02	11,411.12	11,995.36	12,602.76	13,253.92	13,923.38	14,646.38	-	-	-
30810	Materials Specialist	B	No	No	3AO	3AO	4,130.28	4,342.54	4,565.78	4,800.46	5,047.22	-	-	-	-
05680	Materials Supervisor	MC	No	Yes	5CG	05S	6,532.04	6,875.82	7,237.70	7,618.66	8,019.62	8,441.72	-	-	-
50010	Mayor	EL	No	Yes	50A	50A	7,540.30	-	-	-	-	-	-	-	-
03175	Mayor's Senior Policy Advisor	MW	Yes	Yes	M03	M031	7,572.54	7,960.92	8,368.34	8,797.76	9,247.66	9,722.52	-	-	-
30794	Mechanic I	B	No	No	3AV	3AV	4,808.90	5,056.08	5,315.96	5,589.22	5,876.50	-	-	-	-
30573	Mechanic II (Heavy)	B	No	No	30N	30N1	5,324.82	5,598.52	5,886.30	6,188.86	6,506.94	-	-	-	-
30572	Mechanic II (Light)	B	No	No	30N	30N2	5,324.82	5,598.52	5,886.30	6,188.86	6,506.94	-	-	-	-
30558	Mechanic III (Heavy)	B	No	No	3AU	3AU1	5,872.50	6,174.32	6,491.66	6,825.34	7,176.14	-	-	-	-
30557	Mechanic III (Light)	B	No	No	3AU	3AU2	5,872.50	6,174.32	6,491.66	6,825.34	7,176.14	-	-	-	-
30872	Mechanical Maintenance Apprentice	B	No	No	30V	30V	4,251.58	4,470.12	4,699.88	4,941.48	-	-	-	-	-
30762	Mechanical Maintenance Worker I	B	No	No	30R	30R	4,464.16	4,693.62	4,934.92	5,188.50	5,454.86	-	-	-	-
30651	Mechanical Maintenance Worker II	B	No	No	30J	30J2	4,932.80	5,186.36	5,452.90	5,733.20	6,027.92	-	-	-	-
30670	Medium Equipment Operator	B	No	No	30S	30S	4,375.58	4,600.52	4,836.96	5,085.62	5,347.00	-	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
31108	Microbiologist	BO	No	Yes	31G	31G	5,989.72	6,290.10	6,604.40	6,934.00	7,280.28	-	-	-	-
05459	Micro-Computer Section Supervisor	MC	No	Yes	05U	05U	5,958.44	6,263.26	6,583.96	6,921.80	7,276.80	7,648.96	-	-	-
10299	Network Support Analyst I	A	No	No	1CJ	1CJ	5,193.52	5,459.04	5,739.74	6,034.06	6,342.08	6,668.28	-	-	-
10448	Network Support Analyst II	A	No	No	1CI	1CI	6,405.78	6,735.04	7,079.44	7,442.06	7,824.40	8,224.96	-	-	-
05199	Network Support Services Supervisor	MC	No	Yes	5BT	5BT	7,357.30	7,734.72	8,130.64	8,547.66	8,984.48	9,445.06	-	-	-
70010	Occupational Health & Safety Compliance Specialist	MS	No	Yes	70E	70E	5,632.36	5,920.48	6,224.12	6,543.42	6,878.34	7,230.28	-	-	-
15694	Office Assistant I	C	No	No	15S	15S2	3,126.52	3,286.22	3,454.64	3,631.80	3,817.70	4,013.58	-	-	-
03692	Office Assistant I (Confidential)	MW	No	No	I03	I03	3,126.52	3,286.22	3,454.64	3,631.80	3,817.70	4,013.58	-	-	-
03695	Office Assistant I (Grant-funded)	MW	No	No	I03	I031	3,126.52	3,286.22	3,454.64	3,631.80	3,817.70	4,013.58	-	-	-
42591	Office Assistant I (Legal)	SP	No	No	42F	42F	3,126.52	3,286.22	3,454.64	3,631.80	3,817.70	4,013.58	-	-	-
15834	Office Assistant II	C	No	No	15N	15N2	3,444.66	3,621.82	3,806.48	4,002.36	4,206.98	4,422.80	-	-	-
03833	Office Assistant II (Confidential)	MW	No	No	J03	J03	3,444.66	3,621.82	3,806.48	4,002.36	4,206.98	4,422.80	-	-	-
03836	Office Assistant II (Grant-funded)	MW	No	No	J03	J031	3,444.66	3,621.82	3,806.48	4,002.36	4,206.98	4,422.80	-	-	-
42829	Office Assistant II (Legal)	SP	No	No	42E	42E	3,444.66	3,621.82	3,806.48	4,002.36	4,206.98	4,422.80	-	-	-
01011	Office of Violence Prevention Director	MA	Yes	Yes	A04	A04	13,620.50	14,300.56	15,014.78	15,765.66	16,554.44	17,381.14	-	-	-
15715	Office Specialist	C	No	No	15E	15E1	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
03716	Office Specialist (Confidential)	MW	No	No	K03	K031	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
03719	Office Specialist (Grant-funded)	MW	No	No	K03	K034	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
42712	Office Specialist (Legal)	SP	No	No	42G	42G	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
15776	Office Technician	C	No	No	150	150	4,525.12	4,757.16	5,001.70	5,257.44	5,526.94	5,810.16	-	-	-
03620	Outreach Supervisor	MW	Yes	Yes	03G	03G1	5,216.84	5,484.64	5,765.80	6,060.36	6,371.96	6,698.16	-	-	-
03735	Outreach Worker	MW	Yes	No	03Z	03Z	3,959.52	4,162.78	4,375.78	4,599.74	4,835.88	5,082.98	-	-	-
42602	Paralegal	SP	Yes	No	42I	42I	5,765.76	6,053.94	6,356.50	6,674.20	7,007.76	7,357.98	-	-	-
30990	Park Aide	B	No	No	3AB	3AB	2,431.66	2,553.22	2,680.80	2,814.76	2,955.48	-	-	-	-
05287	Park Facility Planner	MC	No	Yes	5BK	5BK	8,095.78	8,511.22	8,947.90	9,405.78	9,887.34	10,395.12	-	-	-
05718	Parking District Supervisor	MC	No	No	5CD	5CD	5,268.62	5,538.94	5,821.76	6,120.84	6,433.72	6,764.10	-	-	-
15746	Parking Enforcement Officer	C	No	No	15O	15O	3,503.02	3,682.82	3,871.56	4,069.32	4,278.64	4,498.22	-	-	-
30750	Parks Equipment Operator	B	No	No	30X	30X	4,212.94	4,429.48	4,657.16	4,896.56	5,148.24	-	-	-	-
04129	Parks Manager	MB	Yes	Yes	04H	04H2	8,148.82	8,566.98	9,006.50	9,467.38	9,952.14	10,463.24	-	-	-
05274	Parks Supervisor	MC	No	No	5AH	5AH	5,268.00	5,538.00	5,821.66	6,119.06	6,432.90	6,763.16	-	-	-
05361	Payroll Supervisor	MC	No	Yes	5CG	5CG	6,532.04	6,875.82	7,237.70	7,618.66	8,019.62	8,441.72	-	-	-
05226	Plan Check Engineer	MC	No	Yes	5AB	5AB	8,029.04	8,440.46	8,873.36	9,327.66	9,804.76	10,307.32	-	-	-
10329	Plan Checker I	A	No	No	10H	10H	6,053.44	6,362.84	6,689.70	7,031.56	7,392.12	7,771.40	-	-	-
10317	Plan Checker II	A	No	No	10D	10D2	6,362.84	6,689.70	7,031.56	7,392.12	7,771.40	8,169.40	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
04145	Planning Manager	MB	Yes	Yes	04C	04C	9,047.94	9,512.28	9,999.30	10,511.68	11,050.76	11,616.48	-	-	-
10610	Planning Technician I	A	No	No	1CL	1CL	4,463.66	4,692.66	4,933.06	5,184.82	5,450.84	5,731.08	-	-	-
10696	Planning Technician II	A	No	No	1CX	1CX	4,864.76	5,113.72	5,375.42	5,651.40	5,940.16	6,244.58	-	-	-
31106	Plant Maintenance Machinist	BO	No	No	31F	31F	6,004.20	6,304.28	6,619.54	6,950.04	7,298.52	-	-	-	-
31110	Plant Maintenance Mechanic (Entry Level)	BO	No	No	31I	31I1	6,149.50	6,457.34	-	-	-	-	-	-	-
31110	Plant Maintenance Mechanic (Journey Level)	BO	No	No	31I	31I2	-	-	6,780.08	7,119.16	-	-	-	-	-
70007	Plant Maintenance Supervisor	MS	No	No	70J	70J	6,754.96	7,099.88	7,464.62	7,846.20	8,249.12	8,671.88	-	-	-
31119	Plant Maintenance Worker	BO	No	No	31Q	31Q	4,415.18	4,637.06	4,868.40	5,110.90	5,367.62	-	-	-	-
70008	Plant Operations Supervisor	MS	No	No	3BT	3BT	7,708.58	8,114.08	8,540.36	8,990.40	9,464.20	9,961.78	-	-	-
31113	Plant Operator (Entry Level)	BO	No	No	31L	31L	5,329.02	5,594.62	5,874.56	-	-	-	-	-	-
31113	Plant Operator (Journey Level)	BO	No	No	31L	31L1	-	-	-	6,168.86	6,476.06	6,800.52	-	-	-
30874	Plant Operator Apprentice	B	No	No	3AH	3AH	4,340.86	4,564.00	4,798.58	5,045.22	5,304.54	-	-	-	-
31118	Plant Operator-in-Training	BO	No	No	31P	31P	5,096.52	5,358.48	5,633.92	5,923.48	6,227.96	-	-	-	-
07110	Police Captain	MP	No	Yes	07B	07B	12,943.80	13,606.54	14,303.64	15,036.72	15,807.46	16,615.84	-	-	-
10842	Police Court Coordinator	A	No	No	1CB	1CB	5,058.90	5,318.10	5,591.00	5,877.50	6,177.64	6,494.20	-	-	-
07190	Police Lieutenant	MP	No	Yes	07C	07C	11,219.06	11,795.04	12,398.88	13,033.80	13,701.44	14,403.44	-	-	-
25540	Police Officer	P	No	No	25D	25D	7,053.08	7,415.52	7,797.44	8,197.00	8,619.64	9,061.68	-	-	-
25741	Police Officer Recruit	P	No	No	25C	25C1	5,980.74	-	-	-	-	-	-	-	-
25740	Police Officer Trainee	P	No	No	25C	25C2	5,980.74	-	-	-	-	-	-	-	-
05207	Police Planning Analyst	MC	No	No	05I	05I	6,446.44	6,777.04	7,123.88	7,489.44	7,872.46	8,276.68	-	-	-
15910	Police Records Assistant I	C	No	No	15R	15R	3,675.70	3,863.26	4,062.30	4,269.90	4,489.00	4,718.12	-	-	-
15851	Police Records Assistant II	C	No	No	155	155	3,953.46	4,156.80	4,368.72	4,593.52	4,828.36	5,076.08	-	-	-
15698	Police Records Assistant III	C	No	No	15W	15W	4,261.34	4,478.96	4,709.50	4,950.08	5,204.94	5,471.28	-	-	-
05771	Police Records Supervisor	MC	No	No	5CH	5CH	5,158.78	5,422.96	5,701.06	5,993.06	6,300.24	6,623.84	-	-	-
25325	Police Sergeant	P	No	No	25A	25A	8,502.02	8,940.10	9,398.02	9,881.20	10,389.56	10,923.22	-	-	-
02141	Police Services Administrator	MV	Yes	Yes	026	0233	12,943.80	13,606.54	14,303.64	15,036.72	15,807.46	16,615.84	-	-	-
04154	Police Services Manager	MB	No	Yes	04W	04W	8,535.04	8,973.04	9,433.38	9,916.08	10,423.82	10,959.16	-	-	-
05541	Police Telecommunications Supervisor	MC	No	No	5AW	5AW	6,257.18	6,578.16	6,914.02	7,268.90	7,641.32	8,032.74	-	-	-
15875	Police Telecommunicator Call Taker	C	No	No	E15	E15	4,324.98	4,546.30	4,778.98	5,024.32	5,281.04	5,551.64	-	-	-
15863	Police Telecommunicator I	C	No	No	158	158	4,806.42	5,052.72	5,311.96	5,584.16	5,869.32	6,170.06			
15831	Police Telecommunicator II	C	No	No	159	159	5,052.72	5,311.96	5,584.16	5,869.32	6,170.06	6,486.34			
04185	Principal Civil Engineer	MB	Yes	Yes	04V	04V	10,149.10	10,669.52	11,216.46	11,791.26	12,395.32	13,031.20	-	-	-
02138	Principal Economic Development Analyst	MV	Yes	Yes	02F	02F1	7,006.12	7,365.18	7,742.50	8,139.32	8,556.80	8,995.02	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
04199	Procurement Manager	MB	Yes	Yes	4AH	4AH	9,142.22	9,599.12	10,078.86	10,582.62	11,111.52	11,666.86	-	-	-
01103	Procurement Officer	MA	Yes	Yes	01C	01C1	12,038.04	12,645.64	13,278.32	13,948.60	14,650.00	15,385.90	-	-	-
10661	Procurement Specialist I	A	No	No	1AN	1AN	4,568.10	4,802.22	5,048.06	5,306.78	5,578.46	5,864.38	-	-	-
10491	Procurement Specialist II	A	No	No	1CM	1CM	5,042.86	5,301.58	5,573.28	5,857.88	6,158.06	6,473.70	-	-	-
05349	Program Manager I	MC	No	Yes	5AQ	5AQ	7,040.50	7,400.56	7,779.74	8,179.36	8,598.08	9,038.62	-	-	-
05173	Program Manager II	MC	No	Yes	5AP	5AP	7,850.66	8,253.02	8,675.82	9,120.46	9,588.28	10,079.28	-	-	-
03180	Program Manager II (Confidential)	MW	Yes	Yes	L03	L03	7,850.66	8,253.02	8,675.82	9,120.46	9,588.28	10,079.28	-	-	-
02160	Program Manager III	MV	Yes	Yes	02J	02J2	7,898.30	8,303.64	8,729.66	9,176.36	9,646.18	10,141.60	-	-	-
10266	Project Manager I	A	No	No	1BD	1BD	5,712.08	6,005.72	6,313.42	6,636.40	6,977.32	7,334.80	-	-	-
10264	Project Manager II	A	No	Yes	1BK	1BK	6,005.72	6,313.42	6,636.40	6,977.32	7,334.80	7,710.16	-	-	-
10262	Project Manager III	A	No	Yes	1BJ	1BJ	6,313.42	6,636.40	6,977.32	7,334.80	7,710.16	8,104.66	-	-	-
15757	Property Clerk	C	No	No	151	151	4,054.88	4,263.44	4,480.78	4,711.34	4,952.20	5,206.28	-	-	-
05535	Property Room Supervisor	MC	No	No	5CC	5CC	5,810.72	6,108.32	6,421.58	6,750.46	7,096.48	7,460.96	-	-	-
03394	Public Information Officer I	MW	Yes	No	03G	03G2	5,216.84	5,484.64	5,765.80	6,060.36	6,371.96	6,698.16	-	-	-
03174	Public Information Officer II	MW	Yes	Yes	M03	M032	7,572.54	7,960.92	8,368.34	8,797.76	9,247.66	9,722.52	-	-	-
10399	Public Safety Information Systems Analyst	A	No	No	11A	11A	7,613.48	8,004.50	8,413.76	8,845.86	9,299.28	9,775.48	-	-	-
10771	Public Works Field Specialist	A	No	No	1CS	1CS	5,376.32	5,651.40	5,941.08	6,245.38	6,565.50	6,901.44	-	-	-
30562	Public Works Heavy Equipment Operator	B	No	No	3BA	3BA1	5,646.22	5,936.44	6,241.58	6,562.40	6,899.70	-	-	-	-
10350	Public Works Inspector	A	No	No	1CE	1CE	5,971.76	6,277.34	6,599.10	6,937.10	7,292.68	7,665.82	-	-	-
30863	Public Works Maintenance Worker I	B	No	No	3AJ	3AJ	3,495.40	3,675.06	3,863.96	4,062.56	4,271.38	4,490.92	4,721.78	-	-
30836	Public Works Maintenance Worker II	B	No	No	3AF	3AF	4,256.58	4,475.32	4,705.38	4,947.24	5,201.50	-	-	-	-
30506	Public Works Safety/Training Officer	B	No	No	3BA	3BA2	5,646.22	5,936.44	6,241.58	6,562.40	6,899.70	-	-	-	-
05460	Public Works Supervisor	MC	No	No	5AL	5AL	6,980.70	7,338.92	7,714.60	8,110.38	8,526.32	8,962.34	-	-	-
05450	Public Works Supervisor/Electrical	MC	No	No	5BM	5BM	7,031.56	7,392.12	7,771.40	8,169.40	8,588.58	9,027.74	-	-	-
05130	Quality Improvement Coordinator	MC	No	Yes	5CE	5CE	7,898.30	8,303.64	8,729.66	9,176.36	9,646.18	10,141.60	-	-	-
10641	Real Property Agent I	A	No	No	1AI	1AI	5,252.38	5,521.22	5,804.22	6,101.36	6,414.06	6,742.34	-	-	-
10454	Real Property Agent II	A	No	No	10U	10U	6,107.02	6,419.76	6,749.42	7,094.68	7,458.32	7,841.78	-	-	-
03780	Records Research Specialist	MW	Yes	No	03M	03M2	4,183.46	4,397.68	4,622.86	4,860.22	5,108.52	5,370.22	-	-	-
15719	Records Specialist	C	No	No	15E	15E2	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
15950	Recreation Assistant I	C	No	No	15P	15P3	3,363.56	3,535.74	3,716.66	3,907.54	4,107.16	4,318.00	-	-	-
15909	Recreation Assistant II	C	No	No	15K	15K2	3,618.08	3,802.74	3,997.36	4,203.22	4,417.80	4,644.88	-	-	-
04130	Recreation Manager	MB	Yes	Yes	04H	04H3	8,148.82	8,566.98	9,006.50	9,467.38	9,952.14	10,463.24	-	-	-
10565	Recreation Program Coordinator	A	No	No	1BT	1BT	4,886.90	5,137.68	5,400.92	5,677.90	5,968.58	6,274.24	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
05345	Recreation Supervisor	MC	No	No	5CA	5CA	5,822.26	6,121.26	6,434.40	6,764.18	7,111.94	7,475.12	-	-	-
10480	Recycling Specialist	A	No	No	1AW	1AW	5,137.68	5,400.92	5,677.90	5,968.58	6,274.24	6,596.14	-	-	-
70000	Regulatory Compliance Officer	MS	No	Yes	70A	70A	7,026.80	7,387.10	7,765.64	8,163.66	8,582.38	9,021.78	-	-	-
05826	Reprographics/Mailroom Supervisor	MC	No	No	5AE	5AE	5,065.30	5,324.82	5,598.04	5,885.02	6,186.92	6,503.82	-	-	-
15916	Reprographics/Mailroom Technician I	C	No	No	15S	15S3	3,126.52	3,286.22	3,454.64	3,631.80	3,817.70	4,013.58	-	-	-
15895	Reprographics/Mailroom Technician II	C	No	No	15K	15K3	3,618.08	3,802.74	3,997.36	4,203.22	4,417.80	4,644.88	-	-	-
15892	Revenue Assistant I	C	No	No	15Z	15Z	3,574.42	3,757.82	3,949.94	4,153.32	4,365.42	4,588.72	-	-	-
15843	Revenue Assistant II	C	No	No	15G	15G	3,810.20	4,006.10	4,210.70	4,426.54	4,653.62	4,891.90	-	-	-
15644	Revenue Collector	C	No	No	15D	15D1	4,400.34	4,626.16	4,863.20	5,112.72	5,374.72	5,649.18	-	-	-
04198	Revenue Officer	MB	Yes	Yes	4AI	4AI	9,731.90	10,244.12	10,783.28	11,350.82	11,948.22	12,577.08	-	-	-
05741	Revenue Supervisor	MC	No	No	5BJ	5BJ	5,252.46	5,521.94	5,803.90	6,102.10	6,414.00	6,743.38	-	-	-
03729	Risk Analyst I	MW	Yes	No	03N	03N2	4,983.16	5,237.56	5,506.54	5,788.94	6,084.70	6,397.52	-	-	-
03395	Risk Analyst II	MW	Yes	Yes	Q03	Q032	6,367.10	6,694.52	7,037.78	7,398.04	7,777.82	8,175.84	-	-	-
02164	Risk Manager/Safety Officer	MV	Yes	Yes	02T	02T	8,679.94	9,113.76	9,569.26	10,047.52	10,549.70	11,076.94	-	-	-
05270	Risk/Loss Control Officer	MC	No	No	5BX	5BX	6,348.28	6,673.88	7,016.10	7,376.20	7,754.26	8,151.62	-	-	-
03724	Risk/Loss Control Specialist	MW	Yes	No	037	0372	4,293.00	4,513.32	4,744.62	4,988.04	5,243.62	5,511.42	-	-	-
15713	Secretary	C	No	No	15E	15E3	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
03814	Secretary (Confidential)	MW	No	No	K03	K032	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
03818	Secretary (Grant-funded)	MW	No	No	K03	K035	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
10475	Senior Accountant	A	No	No	1BO	1BO	7,056.84	7,417.14	7,797.80	8,197.36	8,617.26	9,058.94	-	-	-
05169	Senior Administrative Analyst	MC	No	Yes	5BU	5BU	7,572.54	7,960.92	8,368.34	8,797.76	9,247.66	9,722.52	-	-	-
03173	Senior Administrative Analyst (Confidential)	MW	No	Yes	M03	M033	7,572.54	7,960.92	8,368.34	8,797.76	9,247.66	9,722.52	-	-	-
03182	Senior Administrative Analyst (Grant-funded)	MW	No	Yes	M03	M034	7,572.54	7,960.92	8,368.34	8,797.76	9,247.66	9,722.52	-	-	-
15775	Senior Animal Services Officer	C	No	No	15C	15C	4,742.88	4,984.90	5,241.36	5,509.68	5,791.16	6,088.40	-	-	-
02140	Senior Budget Analyst (Confidential)	MV	Yes	Yes	029	029	8,284.84	8,699.08	9,134.02	9,590.74	10,070.26	10,573.80	-	-	-
05116	Senior Civil Engineer	MC	No	Yes	05A	05A2	9,145.58	9,614.20	10,106.50	10,625.02	11,168.46	11,740.78	-	-	-
10290	Senior Code Enforcement Officer	A	No	No	1CO	1CO	5,363.56	5,638.54	5,927.40	6,231.42	6,550.54	6,886.08	-	-	-
31103	Senior Collection Systems Operator	BO	No	No	31X	31X	-	-	-	-	-	-	6,437.04	6,757.82	-
70005	Senior Collection Systems Supervisor	MS	No	Yes	70C	70C	7,145.38	7,510.62	7,896.30	8,300.98	8,726.10	9,173.14	-	-	-
10202	Senior Combination Inspector	A	No	No	10J	10J1	5,798.90	6,095.84	6,407.76	6,735.88	7,081.46	7,444.50	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
10676	Senior Community Development Technician	A	No	No	1CV	1CV	5,526.76	5,810.32	6,107.80	6,420.66	6,748.88	7,095.24	-	-	-
05886	Senior Community Service Officer	MC	No	No	5BH	5BH	4,898.04	5,148.96	5,412.80	5,689.60	5,980.62	6,287.14	-	-	-
03281	Senior Deputy City Auditor	MW	Yes	Yes	03X	03X	6,867.34	7,219.12	7,589.16	7,978.64	8,387.62	8,817.28	-	-	-
03728	Senior Deputy City Clerk	MW	Yes	No	031	031	5,541.02	5,825.12	6,123.94	6,437.52	6,767.28	7,113.22	-	-	-
05348	Senior Economic Development Analyst	MC	No	Yes	5AO	5AO	7,799.72	8,198.74	8,620.18	9,061.06	9,525.84	10,013.04	-	-	-
03347	Senior Economic Development Analyst (Confidential)	MW	Yes	Yes	03B	03B	7,799.72	8,198.74	8,620.18	9,061.06	9,525.84	10,013.04	-	-	-
10203	Senior Electrical Inspector	A	No	No	10J	10J2	5,798.90	6,095.84	6,407.76	6,735.88	7,081.46	7,444.50	-	-	-
31105	Senior Electrical Technician	BO	No	No	3BL	3BL	-	-	-	-	7,816.78	8,218.56	-	-	-
30300	Senior Electrician	B	No	No	3BV	3BV	6,948.72	7,305.90	7,681.38	8,076.20	8,491.30	-	-	-	-
10351	Senior Engineering Technician	A	No	No	10R	10R	5,767.30	6,063.00	6,373.08	6,700.18	7,042.96	7,404.08	-	-	-
31102	Senior Environmental Control Officer	BO	No	No	31C	31C	-	-	-	-	7,163.68	7,521.70	-	-	-
10759	Senior Evidence Technician	A	No	No	1AB	1AB	5,389.18	5,664.36	5,955.62	6,259.94	6,580.28	6,918.10	-	-	-
05473	Senior Facilities Maintenance Supervisor	MC	No	No	5AY	5AY	6,478.88	6,810.74	7,160.06	7,526.88	7,912.36	8,317.84	-	-	-
30595	Senior Facilities Maintenance Worker	B	No	No	3BU	3BU	5,032.76	5,291.42	5,563.40	5,849.36	6,150.00	-	-	-	-
15813	Senior Finance Assistant	C	No	No	A15	A15	4,452.94	4,681.44	4,921.34	5,173.84	5,438.96	5,716.72	-	-	-
10458	Senior Geographic Information Systems Analyst	A	No	No	10C	10C	7,628.30	8,020.10	8,430.14	8,863.12	9,317.38	9,794.54	-	-	-
10353	Senior Geographic Information Systems Specialist	A	No	No	1BX	1BX	6,047.98	6,358.50	6,683.70	7,026.56	7,385.62	7,765.26	-	-	-
05471	Senior Golf Course Supervisor	MC	No	Yes	05O	05O1	6,276.54	6,597.38	6,936.14	7,291.62	7,665.06	8,057.72	-	-	-
10411	Senior Housing Financial Advisor	A	No	No	10L	10L	5,642.72	5,932.36	6,236.36	6,554.68	6,891.28	7,244.84	-	-	-
10294	Senior Housing Rehabilitation Counselor	A	No	No	10G	10G	5,576.86	5,862.54	6,163.22	6,478.88	6,810.74	7,160.06	-	-	-
03186	Senior Human Resources Analyst	MW	Yes	Yes	R03	R031	7,641.46	8,031.00	8,443.62	8,875.72	9,330.94	9,809.28	-	-	-
31125	Senior Hydrant Worker	BO	No	No	31V	31V	4,704.68	4,946.48	5,200.72	5,468.04	5,749.10	-	-	-	-
30299	Senior Instrument Repair Technician	B	No	No	30A	30A	6,085.90	6,398.72	6,727.60	7,073.40	7,436.96	-	-	-	-
30770	Senior Janitor	B	No	No	3AC	3AC	3,979.42	4,184.00	4,398.98	4,625.10	4,862.82	-	-	-	-
15880	Senior Library Aide	C	No	No	15J	15J	3,798.98	3,993.62	4,198.22	4,414.06	4,639.90	4,878.18	-	-	-
15760	Senior Library Assistant	C	No	No	15A	15A	4,733.44	4,976.74	5,231.24	5,499.48	5,781.44	6,077.14	-	-	-
30647	Senior Maintenance Repair Technician	B	No	No	3BA	3BA3	5,646.22	5,936.44	6,241.58	6,562.40	6,899.70	-	-	-	-
02154	Senior Management Assistant (Confidential)	MV	Yes	Yes	02F	02F2	7,006.12	7,365.18	7,742.50	8,139.32	8,556.80	8,995.02	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
30516	Senior Mechanic	B	No	No	30B	30B	6,180.62	6,498.26	6,832.30	7,183.46	7,552.72	-	-	-	-
30564	Senior Mechanical Maintenance Worker	B	No	No	3BF	3BF	5,457.80	5,738.36	6,033.28	6,343.44	6,669.50	-	-	-	-
10455	Senior Network Support Analyst	A	No	No	1CW	1CW	7,592.28	7,982.18	8,390.34	8,821.24	9,273.36	9,748.26	-	-	-
15714	Senior Office Assistant	C	No	No	15E	15E4	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
03718	Senior Office Assistant (Confidential)	MW	No	No	K03	K033	4,288.06	4,507.66	4,738.44	4,981.76	5,236.24	5,504.48	-	-	-
05470	Senior Parks Supervisor	MC	No	Yes	05O	05O2	6,276.54	6,597.38	6,936.14	7,291.62	7,665.06	8,057.72	-	-	-
30725	Senior Parks Worker I	B	No	No	30U	30U	4,267.70	4,487.08	4,717.72	4,960.16	5,215.14	-	-	-	-
30705	Senior Parks Worker II	B	No	No	30Q	30Q	4,491.56	4,722.38	4,965.14	5,220.34	5,488.70	-	-	-	-
10310	Senior Plan Checker	A	No	No	10A	10A	6,804.50	7,152.60	7,519.36	7,904.90	8,309.12	8,735.80	-	-	-
05191	Senior Planner	MC	No	Yes	05X	05X	7,611.60	8,001.78	8,411.40	8,843.00	9,296.72	9,772.44	-	-	-
10677	Senior Planning Technician	A	No	No	1AD	1AD	5,224.46	5,492.50	5,773.74	6,069.46	6,379.76	6,707.16	-	-	-
31100	Senior Plant Maintenance Mechanic	BO	No	No	31A	31A	-	-	-	-	7,617.44	7,999.36	-	-	-
70003	Senior Plant Maintenance Supervisor	MS	No	Yes	3BR	3BR	7,789.74	8,187.92	8,608.36	9,049.54	9,513.00	10,000.34	-	-	-
70004	Senior Plant Operations Supervisor	MS	No	Yes	3BS	3BS	8,116.00	8,530.86	8,968.92	9,428.56	9,911.44	10,419.24	-	-	-
31101	Senior Plant Operator	BO	No	No	31W	31W	6,448.62	6,770.16	7,129.28	7,506.56	7,904.56	-	-	-	-
10204	Senior Plumbing/Mechanical Inspector	A	No	No	10J	10J3	5,798.90	6,095.84	6,407.76	6,735.88	7,081.46	7,444.50	-	-	-
15717	Senior Police Records Assistant	C	No	No	D15	D15	4,814.92	5,061.48	5,320.64	5,593.82	5,879.58	6,180.78	-	-	-
05155	Senior Procurement Specialist	MC	No	Yes	5CB	5CB	5,726.94	6,019.38	6,328.62	6,652.10	6,993.72	7,352.14	-	-	-
05221	Senior Public Works Supervisor	MC	No	No	5BD	5BD	7,145.10	7,511.90	7,896.14	8,301.62	8,727.06	9,173.72	-	-	-
05216	Senior Public Works Supervisor/Electrical	MC	No	No	5BL	5BL	7,740.20	8,136.94	8,553.66	8,992.80	9,453.18	9,937.24	-	-	-
10413	Senior Real Property Agent	A	No	Yes	10I	10I	6,954.60	7,311.16	7,686.14	8,079.50	8,494.10	8,928.48	-	-	-
15866	Senior Recreation Assistant	C	No	No	15D	15D2	4,400.34	4,626.16	4,863.20	5,112.72	5,374.72	5,649.18	-	-	-
15645	Senior Revenue Assistant	C	No	No	15D	15D3	4,400.34	4,626.16	4,863.20	5,112.72	5,374.72	5,649.18	-	-	-
03168	Senior Risk Analyst	MW	Yes	Yes	R03	R032	7,641.46	8,031.00	8,443.62	8,875.72	9,330.94	9,809.28	-	-	-
10456	Senior Systems Analyst	A	No	No	1BY	1BY	7,613.48	8,004.50	8,413.76	8,845.86	9,299.28	9,775.48	-	-	-
05202	Senior Telecommunications Supervisor	MC	No	No	05P	05P	6,668.14	7,009.38	7,368.40	7,746.50	8,143.58	8,559.72	-	-	-
30302	Senior Traffic Signal Electrician	B	No	No	3BD	3BD	6,464.82	6,797.12	7,146.50	7,513.80	7,900.00	-	-	-	-
05235	Senior Transportation Planner	MC	No	No	05D	05D	7,289.82	7,662.86	8,055.86	8,468.80	8,902.98	9,359.62	-	-	-
30581	Senior Tree Surgeon	B	No	No	30M	30M	4,987.52	5,243.90	5,513.42	5,796.84	6,094.80	-	-	-	-
31104	Senior Water Systems Operator	BO	No	No	31D	31D	-	-	-	-	-	-	7,166.96	7,524.16	-
30792	Service Writer	B	No	No	30Y	30Y2	4,187.14	4,402.40	4,628.68	4,866.56	5,116.70	-	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
30544	Solid Waste Inspector	B	No	No	30L	30L	5,254.92	5,525.00	5,808.98	6,107.56	6,421.52	-	-	-	-
04160	Solid Waste Manager	MB	Yes	Yes	04Y	04Y	8,103.40	8,519.26	8,956.36	9,414.66	9,896.68	10,404.94	-	-	-
02181	Sports Commission Director	MV	Yes	Yes	02O	02O2	7,006.12	7,365.18	7,742.50	8,139.32	8,556.80	8,995.02	-	-	-
03725	Staff Development Specialist	MW	Yes	No	037	0373	4,293.00	4,513.32	4,744.62	4,988.04	5,243.62	5,511.42	-	-	-
30590	Stage Maintenance Worker	B	No	No	30O	30O	4,531.84	4,764.78	5,009.66	5,267.16	5,537.86	-	-	-	-
10394	Storm Water Outreach Coordinator	A	No	No	10M	10M2	5,347.28	5,621.76	5,909.96	6,211.86	6,531.28	6,865.64	-	-	-
05455	Supervising Accountant	MC	No	Yes	5AN	5AN1	7,287.44	7,660.96	8,054.06	8,466.74	8,900.36	9,356.14	-	-	-
05485	Supervising Combination Inspector	MC	No	No	5AX	5AX	6,717.52	7,062.92	7,424.48	7,804.96	8,204.30	8,625.22	-	-	-
05215	Supervising Crime Analyst	MC	No	No	5CI	5CI	7,158.70	7,535.48	7,932.10	8,349.58	8,789.04	9,251.60	-	-	-
03476	Supervising Deputy City Clerk/Operations	MW	Yes	Yes	032	0321	6,234.36	6,553.80	6,889.46	7,242.76	7,613.72	8,003.84	-	-	-
03477	Supervising Deputy City Clerk/Records	MW	Yes	Yes	032	322	6,234.36	6,553.80	6,889.46	7,242.76	7,613.72	8,003.84	-	-	-
05727	Supervising Evidence Technician	MC	No	No	05Z	05Z	6,152.16	6,468.34	6,799.12	7,147.40	7,514.62	7,899.30	-	-	-
05115	Supervising Fire Prevention Inspector	MC	No	No	1CQ	1CQ	6,163.22	6,478.88	6,810.74	7,160.06	7,526.88	7,912.36	-	-	-
02169	Supervising Human Resources Analyst	MV	Yes	Yes	028	028	8,403.44	8,834.32	9,287.12	9,763.04	10,262.10	10,789.12	-	-	-
05425	Supervising Librarian	MC	No	Yes	5BC	5BC	6,101.26	6,413.64	6,742.74	7,088.56	7,451.08	7,832.90	-	-	-
05400	Supervising Mechanic	MC	No	No	05Y	05Y	6,030.58	6,340.16	6,665.52	7,006.72	7,366.32	7,743.10	-	-	-
05720	Supervising Office Assistant	MC	No	No	5AF	5AF2	4,772.14	5,016.66	5,273.66	5,543.16	5,827.64	6,125.80	-	-	-
03192	Supervising Office Assistant (Confidential)	MW	No	No	03R	03R	4,772.14	5,016.66	5,273.66	5,543.16	5,827.64	6,125.80	-	-	-
05722	Supervising Parking Attendant	MC	No	No	5BI	5BI	4,301.26	4,521.50	4,753.02	4,997.06	5,252.34	5,521.06	-	-	-
05721	Supervising Parking Enforcement Officer	MC	No	No	5CF	5CF	3,937.74	4,134.54	4,341.18	4,558.14	4,785.96	5,025.14	-	-	-
05117	Supervising Plan Checker/Structural Engineer	MC	No	Yes	05H	05H	8,457.46	8,891.24	9,346.46	9,825.64	10,328.78	10,858.38	-	-	-
05454	Supervising Procurement Specialist	MC	No	Yes	5AN	5AN2	7,287.44	7,660.96	8,054.06	8,466.74	8,900.36	9,356.14	-	-	-
05218	Supervising Public Works Inspector	MC	No	No	5BV	5BV	6,764.52	7,112.34	7,476.44	7,859.58	8,261.74	8,685.60	-	-	-
05370	Supervising Real Property Agent	MC	No	Yes	05B	05B	8,439.46	8,872.54	9,327.78	9,805.08	10,307.10	10,836.42	-	-	-
10342	Survey Party Chief	A	No	No	1AV	1AV	4,936.82	5,190.08	5,455.82	5,735.30	6,028.48	6,337.90	-	-	-
05217	Surveying Supervisor	MC	No	No	5AT	5AT	5,868.78	6,169.44	6,485.10	6,818.22	7,167.56	7,534.36	-	-	-
10300	Systems Analyst I	A	No	No	1BZ	1BZ	5,208.02	5,474.26	5,755.72	6,050.90	6,359.76	6,686.88	-	-	-
10449	Systems Analyst II	A	No	No	1CA	1CA	6,423.66	6,753.84	7,099.20	7,462.84	7,846.26	8,247.92	-	-	-
70001	Technical Services Supervisor	MS	No	No	70B	70B	6,566.48	6,902.78	7,256.16	7,627.80	8,018.94	8,429.56	-	-	-

APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

HTE POSITION NUMBER	JOB CLASSIFICATION	UNIT	AT-WILL	FLSA OVERTIME EXEMPT	HTE GRADE	MUNIS GRADE	BASE MONTHLY SALARY BY STEP								
							1	2	3	4	5	6	7	8	9
10459	Technology Project Coordinator	A	No	No	1CH	1CH	6,601.98	6,941.06	7,295.96	7,670.64	8,063.80	8,476.76	-	-	-
10302	Technology Support Specialist I	A	No	No	1CR	1CR	4,270.60	4,488.90	4,719.74	4,961.78	5,215.02	5,483.28	-	-	-
10446	Technology Support Specialist II	A	No	No	1BS	1BS1	5,107.74	5,368.50	5,644.22	5,933.66	6,236.84	6,557.46	-	-	-
10303	Technology Training Coordinator	A	No	No	1BS	1BS2	5,107.74	5,368.50	5,644.22	5,933.66	6,236.84	6,557.46	-	-	-
10634	Traffic Engineering Aide	A	No	No	1AQ	1AQ	3,915.02	4,115.90	4,326.72	4,547.54	4,780.86	5,026.64	-	-	-
30443	Traffic Signal Electrician	B	No	No	3BE	3BE	5,879.74	6,181.98	6,499.72	6,833.84	7,185.08	-	-	-	-
30905	Traffic Signal Electrician Trainee	B	No	No	3AZ	3AZ	4,417.08	4,644.14	4,882.80	5,133.80	5,397.66	5,675.16	5,966.84	-	-
30440	Traffic Signal Systems Operator	B	No	No	30C	30C2	5,535.12	5,819.62	6,118.72	6,433.28	6,763.90	-	-	-	-
05461	Tree Maintenance Supervisor	MC	No	Yes	05T	05T	5,660.46	5,951.14	6,255.54	6,576.20	6,914.28	7,267.36	-	-	-
30699	Tree Surgeon	B	No	No	30W	30W	4,512.88	4,744.84	4,988.70	5,245.12	5,514.72	-	-	-	-
30766	Tree Worker	B	No	No	3AP	3AP	3,609.56	3,795.14	3,990.18	4,195.28	4,410.94	4,637.60	4,876.04	-	-
70011	Utilities Safety & Training Specialist	MS	No	No	70I	70I	4,328.32	4,549.82	4,782.32	5,028.20	5,285.02	5,556.46	-	-	-
05196	Utility Technology Manager	MC	No	Yes	5BQ	5BQ1	8,099.72	8,515.24	8,951.10	9,410.22	9,891.10	10,398.14	-	-	-
10443	Utility Technology Specialist	A	No	No	1CT	1CT	6,810.76	7,151.16	7,508.56	7,883.84	8,277.86	8,691.58	-	-	-
15680	Vehicle Abatement Specialist	C	No	No	15L	15L	3,532.02	3,712.90	3,902.54	4,103.40	4,313.02	4,535.10	-	-	-
05686	Warehouse Supervisor	MC	No	No	5AI	5AI	4,436.52	4,663.58	4,901.90	5,153.92	5,417.14	5,695.36	-	-	-
31117	Water Field Technician	BO	No	No	31O	31O	4,289.16	4,503.76	4,728.54	4,964.90	5,212.84	5,473.84	-	-	-
31116	Water Systems Operator (Entry Level)	BO	No	No	31Z	31Z	5,262.58	5,524.66	5,801.88	-	-	-	-	-	-
31116	Water Systems Operator (Journey Level)	BO	No	No	31Z	31Z1	-	-	-	6,091.20	6,395.70	6,715.34	-	-	-
70012	Water Systems Superintendent	MS	No	Yes	70F	70F	8,198.18	8,607.90	9,038.12	9,489.84	9,964.12	10,462.10	-	-	-
70013	Water Systems Supervisor	MS	No	No	70G	70G	7,055.12	7,426.24	7,816.38	8,228.28	8,661.90	9,117.30	-	-	-
31123	Water/Sewer Equipment Operator	BO	No	No	31K	31K	5,296.30	5,560.14	5,839.26	6,130.86	6,436.38	-	-	-	-
30555	Welder/Fabricator	B	No	No	30H	30H	5,114.76	5,377.72	5,654.08	5,944.72	6,250.30	-	-	-	-
30513	Welder/Fabricator Specialist	B	No	No	3AW	3AW	5,936.14	6,241.22	6,562.04	6,899.34	7,253.94	-	-	-	-

Salary Listing by Position Title
Effective Date: 04/15/2024
Annual pay rate unless "(PT)" then part-time hourly range

BU Code	Job Class	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Hours/ Year
3100	1900	ACCOUNTANT I	$ 72,636.01	$ -	$ -	$ -	$ 88,290.48	1950
3800	2520	ACCOUNTANT I (PT)	$ 37.25	$ -	$ -	$ -	$ 45.28	PT
3100	1905	ACCOUNTANT II	$ 80,744.35	$ -	$ -	$ -	$ 98,154.67	1950
3000	1910	ACCOUNTING MANAGER	$ 128,458.70	$ -	$ -	$ -	$ 156,142.29	1950
5100	1110	ADMIN TECHNICIAN I	$ 57,913.47	$ 60,809.37	$ 63,849.95	$ 67,041.97	$ 70,394.32	1950
5800	1210	ADMIN TECHNICIAN I (PT)	$ 29.70	$ 31.18	$ 32.74	$ 34.38	$ 36.10	PT
5100	1115	ADMIN TECHNICIAN II	$ 63,714.68	$ 66,900.03	$ 70,245.79	$ 73,757.32	$ 77,445.44	1950
8100	4500	AQUATIC SPECIALIST I (PT)	$ 17.10	$ 17.96	$ -	$ -	$ -	PT
8100	4505	AQUATIC SPECIALIST II (PT)	$ 19.70	$ 20.70	$ -	$ -	$ -	PT
8100	4510	AQUATIC SPECIALIST III (PT)	$ 23.83	$ 25.02	$ -	$ -	$ -	PT
3100	6000	ASSIST UTIL SCADA/SYSTEMS ENG	$ 106,740.72	$ -	$ -	$ -	$ 129,721.05	1950
2000	1600	ASSISTANT CITY ATTORNEY	$ 173,773.01	$ -	$ -	$ -	$ 211,206.71	1950
1000	1400	ASSISTANT CITY MANAGER	$ 212,826.26	$ -	$ -	$ -	$ 258,672.84	1950
3000	3000	ASSISTANT DIR OF COMMUNITY DEV	$ 150,899.13	$ -	$ -	$ -	$ 183,424.28	1950
2000	1985	ASSISTANT DIR OF FINANCE	$ 143,301.84	$ -	$ -	$ -	$ 174,111.74	1950
3000	3545	ASSISTANT DIR OF HOUS & COM SE	$ 143,301.84	$ -	$ -	$ -	$ 174,111.74	1950
3000	5280	ASSISTANT DIR OF PW MAINT DIV	$ 170,732.89	$ -	$ -	$ -	$ 207,505.67	1950
3000	5000	ASSISTANT DIR OF PW/CITY ENG	$ 170,732.89	$ -	$ -	$ -	$ 207,505.67	1950
3000	6005	ASSISTANT DIR OF UTILITIES	$ 170,732.89	$ -	$ -	$ -	$ 207,505.67	1950
3100	5005	ASSISTANT ENGINEER	$ 106,740.72	$ -	$ -	$ -	$ 129,721.05	1950
6100	7000	ASSISTANT FIRE MARSHAL	$ 128,502.75	$ -	$ -	$ -	$ 156,206.89	2920
5100	3005	ASSISTANT PLANNER	$ 74,929.27	$ 78,676.02	$ 82,610.43	$ 86,739.83	$ 91,077.60	1950
3100	6010	ASSISTANT UTILITIES ENGINEER	$ 106,740.72	$ -	$ -	$ -	$ 129,721.05	1950
3100	6015	ASSOC UTIL SCADA/SYSTEMS ENG	$ 117,415.63	$ -	$ -	$ -	$ 142,695.69	1950
3100	5010	ASSOCIATE CIVIL/TRAFF ENGINEER	$ 117,415.63	$ -	$ -	$ -	$ 142,695.69	1950
5100	3085	ASSOCIATE PARK PLANNER	$ 82,431.13	$ 86,552.53	$ 90,879.92	$ 95,423.10	$ 100,194.31	1950
5100	3010	ASSOCIATE PLANNER	$ 82,431.13	$ 86,552.53	$ 90,879.92	$ 95,423.10	$ 100,194.31	1950
3100	6020	ASSOCIATE UTILITIES CIVIL ENG	$ 117,415.63	$ -	$ -	$ -	$ 142,695.69	1950
8100	4515	BOXING INSTRUCTOR (PT)	$ 22.08	$ 23.18	$ 24.34	$ 25.56	$ 26.84	PT
2000	1410	BUDGET ANALYST	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
2000	1415	BUDGET MANAGER	$ 128,458.70	$ -	$ -	$ -	$ 156,142.29	1950
5100	3015	BUILDING INSP/PLANS EXAMINER	$ 86,647.64	$ 90,980.46	$ 95,528.88	$ 100,305.57	$ 105,321.51	1950
5100	3020	BUILDING INSPECTOR	$ 81,607.98	$ 85,688.52	$ 89,972.74	$ 94,470.89	$ 99,194.28	1950
5800	3300	BUILDING INSPECTOR (PT)	$ 41.85	$ 43.94	$ 46.14	$ 48.45	$ 50.87	PT
3100	3025	BUILDING SERVICES COORDINATOR	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
5100	1920	BUYER I	$ 59,764.59	$ 62,754.15	$ 65,891.11	$ 69,185.46	$ 72,645.37	1950
5100	1925	BUYER II	$ 66,019.23	$ 69,320.12	$ 72,786.05	$ 76,425.85	$ 80,246.72	1950
3000	3030	CHIEF BUILDING OFFICIAL	$ 130,055.26	$ -	$ -	$ -	$ 158,099.54	1950
1000	8000	CHIEF OF POLICE	$ 219,982.81	$ -	$ -	$ -	$ 267,389.03	2080
3100	6025	CHIEF PLANT OPERATOR - WATER	$ 117,501.76	$ -	$ -	$ -	$ 142,820.74	2080
3100	6030	CHIEF PLANT OPERATOR - WASTEWATER	$ 128,766.75	$ -	$ -	$ -	$ 156,513.11	2080
3100	5015	CHIEF OPERATOR - WATER DISTRIBUTION	$ 112,256.64	$ -	$ -	$ -	$ 136,445.51	2080
1000	1605	CITY ATTORNEY	$ 245,733.78	$ -	$ -	$ -	$ 298,673.64	1950
1000	1420	CITY MANAGER	$ 251,151.87	$ -	$ -	$ -	$ 305,258.72	1950
8000	1030	CITY TREASURER	$ 840.00	$ -	$ -	$ -	$ -	1950
3000	8005	CLINICAL SERVICES ADMIN	$ 129,211.24	$ -	$ -	$ -	$ 157,057.06	1950
5100	7005	CODE COMPLIANCE TECH I	$ 60,758.10	$ 63,796.10	$ 66,985.36	$ 70,334.85	$ 73,852.21	1950
5800	7500	CODE COMPLIANCE TECH I (PT)	$ 31.16	$ 32.72	$ 34.35	$ 36.07	$ 37.87	PT
5100	7010	CODE COMPLIANCE TECH II	$ 66,834.06	$ 70,175.72	$ 73,685.04	$ 77,369.62	$ 81,237.60	1950
3000	8010	COMMUNICATIONS MANAGER	$ 122,750.67	$ -	$ -	$ -	$ 149,204.29	2080
3100	8015	COMMUNICATIONS SUPV	$ 107,403.26	$ -	$ -	$ -	$ 130,549.41	2080
5100	8020	COMMUNITY POLICING OUTRCH SPEC	$ 73,436.83	$ 77,108.57	$ 80,964.08	$ 85,012.32	$ 89,262.88	2080
5100	8025	COMMUNITY SERVICE OFFICER I	$ 57,939.76	$ 60,836.78	$ 63,878.62	$ 67,072.54	$ 70,426.40	2080
5100	8030	COMMUNITY SERVICE OFFICER II	$ 63,858.17	$ 67,051.01	$ 70,403.53	$ 73,923.76	$ 77,619.58	2080
5100	3040	COMPLIANCE SPECIALIST/INSPECTR	$ 82,484.01	$ 86,608.72	$ 90,939.01	$ 95,485.94	$ 100,260.76	1950
5100	5315	CONSTRUCTION COORDINATOR	$ 106,740.72	$ 112,077.76	$ 117,681.64	$ 123,565.73	$ 129,721.05	1950
5100	5025	CONTRACT COMPL SPECIALIST I	$ 64,772.48	$ 68,011.10	$ 71,411.84	$ 74,981.54	$ 78,731.01	1950
5100	5030	CONTRACT COMPL SPECIALIST II	$ 71,249.58	$ 74,812.46	$ 78,552.48	$ 82,480.19	$ 86,604.08	1950
8000	1020	COUNCIL MEMBER	$ 9,948.00	$ -	$ -	$ -	$ -	1950

Salary Listing by Position Title
Effective Date: 04/15/2024
Annual pay rate unless "(PT)" then part-time hourly range

BU Code	Job Class	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Hours/ Year
3000	8045	CRIME ANALYST	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
5100	8035	CRIME ANALYST ASSISTANT	$ 51,223.48	$ 53,784.42	$ 56,473.20	$ 59,296.92	$ 62,262.01	1950
5800	8500	CRIME ANALYST ASSISTANT (PT)	$ 26.27	$ 27.58	$ 28.96	$ 30.41	$ 31.93	PT
5100	8040	CRIME ANALYST TECHNICIAN	$ 63,318.94	$ 66,484.50	$ 69,809.47	$ 73,299.21	$ 76,964.42	1950
4100	6035	CROSS CONNECTION INSPECTOR	$ 68,813.11	$ 72,253.13	$ 75,866.80	$ 79,658.92	$ 83,642.58	2080
4100	6040	CROSS CONNECTION SPECIALIST	$ 75,778.11	$ 79,566.72	$ 83,545.13	$ 87,722.30	$ 92,109.05	2080
8100	1280	CUSTOMER SERVICE REP I (PT)	$ 17.00	$ 17.85	$ 18.74	$ 19.68	$ -	PT
8100	1285	CUSTOMER SERVICE REP II (PT)	$ 20.66	$ 21.69	$ 22.78	$ 23.92	$ -	PT
2000	1610	DEPUTY CITY ATTORNEY I	$ 101,303.24	$ -	$ -	$ -	$ 123,134.62	1950
2000	1615	DEPUTY CITY ATTORNEY II	$ 133,631.26	$ -	$ -	$ -	$ 162,429.96	1950
2100	1430	DEPUTY CITY CLERK (C)	$ 75,389.52	$ -	$ -	$ -	$ 91,636.58	1950
1000	1421	DEPUTY CITY MANAGER	$ 172,033.75	$ -	$ -	$ -	$ 209,086.84	1950
3000	5295	DEPUTY DIR OF PW/TRAFF ENG	$ 158,443.91	$ -	$ -	$ -	$ 192,594.91	1950
3000	5195	DEPUTY DIRECTOR OF PW	$ 158,443.91	$ -	$ -	$ -	$ 192,594.91	1950
1000	3045	DIRECTOR OF COMMUNITY DEV	$ 183,851.18	$ -	$ -	$ -	$ 223,456.25	1950
1000	1435	DIRECTOR OF ECON DEV SERVICES	$ 160,498.92	$ -	$ -	$ -	$ 195,130.16	1950
1000	1940	DIRECTOR OF FINANCE	$ 172,033.75	$ -	$ -	$ -	$ 209,086.84	1950
1000	3500	DIRECTOR OF HOUSING & COMMUNITY SERV	$ 172,033.75	$ -	$ -	$ -	$ 209,086.84	1950
1000	1725	DIRECTOR OF HUMAN RESOURCES	$ 172,033.75	$ -	$ -	$ -	$ 209,086.84	1950
1000	4000	DIRECTOR OF PARKS & RECREATION	$ 172,033.75	$ -	$ -	$ -	$ 209,086.84	1950
1000	5040	DIRECTOR OF PUBLIC WORKS	$ 195,830.81	$ -	$ -	$ -	$ 238,004.58	1950
1000	6045	DIRECTOR OF UTILITIES	$ 195,830.81	$ -	$ -	$ -	$ 238,004.58	1950
3000	1440	ECONOMIC DEVELOPMENT MANAGER	$ 130,059.01	$ -	$ -	$ -	$ 158,095.39	1950
2000	1710	EMPLOYEE RELATIONS MANAGER	$ 131,316.94	$ -	$ -	$ -	$ 159,611.17	1950
2000	1750	EMPLOYEE SERVICES MANAGER	$ 119,578.83	$ -	$ -	$ -	$ 145,348.91	1950
5100	5045	ENGINEERING AIDE	$ 54,627.29	$ 57,358.89	$ 60,226.65	$ 63,237.95	$ 66,400.33	1950
5100	5050	ENGINEERING DESIGNER	$ 85,167.10	$ 89,425.60	$ 93,896.67	$ 98,590.99	$ 103,520.37	1950
3000	5225	ENGINEERING MANAGER	$ 140,956.44	$ -	$ -	$ -	$ 171,341.26	1950
5100	6235	ENGINEERING PROJECT COORDINATOR	$ 106,740.72	$ -	$ -	$ -	$129,721.05	1950
5100	5055	ENGINEERING SPECIALIST I	$ 89,424.31	$ 93,896.06	$ 98,590.70	$ 103,520.23	$ 108,696.79	1950
5100	5060	ENGINEERING SPECIALIST II	$ 98,366.85	$ 103,286.06	$ 108,449.72	$ 113,872.35	$ 119,566.56	1950
5100	5065	ENGINEERING TECHNICIAN I	$ 60,051.75	$ 63,054.21	$ 66,207.03	$ 69,517.79	$ 72,993.73	1950
5800	5500	ENGINEERING TECHNICIAN I (PT)	$ 30.80	$ 32.34	$ 33.95	$ 35.65	$ 37.43	PT
5100	5070	ENGINEERING TECHNICIAN II	$ 66,043.99	$ 69,346.19	$ 72,813.69	$ 76,453.46	$ 80,276.53	1950
5800	5505	ENGINEERING TECHNICIAN II (PT)	$ 33.87	$ 35.56	$ 37.34	$ 39.21	$ 41.17	PT
5100	5075	ENGINEERING TECHNICIAN III	$ 72,647.29	$ 76,279.82	$ 80,093.92	$ 84,098.29	$ 88,303.47	1950
5800	5510	ENGINEERING TECHNICIAN III(PT)	$ 37.26	$ 39.12	$ 41.07	$ 43.13	$ 45.28	PT
4100	6050	ENVIRO COMPLIANCE INSP I	$ 76,510.53	$ 80,336.36	$ 84,353.32	$ 88,570.32	$ 92,999.62	2080
4100	6055	ENVIRO COMPLIANCE INSP II	$ 84,266.00	$ 88,479.64	$ 92,903.03	$ 97,547.96	$ 102,426.08	2080
3000	1445	ENVIRONMENT PROJECT MANAGER	$ 110,081.22	$ -	$ -	$ -	$ 133,800.97	1950
4100	5080	EQUIPMENT MECHANIC I	$ 61,184.22	$ 64,242.66	$ 67,455.50	$ 70,827.48	$ 74,368.72	2080
4800	5515	EQUIPMENT MECHANIC I (PT)	$ 29.42	$ 30.89	$ 32.43	$ 34.05	$ 35.75	PT
4100	5085	EQUIPMENT MECHANIC II	$ 76,469.24	$ 80,292.59	$ 84,306.71	$ 88,522.89	$ 92,948.55	2080
5100	8050	EVIDENCE TECHNICIAN I	$ 63,858.17	$ 67,051.14	$ 70,403.66	$ 73,923.90	$ 77,619.58	1950
5100	8055	EVIDENCE TECHNICIAN II	$ 70,243.85	$ 73,756.19	$ 77,443.99	$ 81,316.08	$ 85,382.10	1950
5800	8505	EVIDENCE TECHNICIAN II (PT)	$ 36.02	$ 37.82	$ 39.71	$ 41.70	$ 43.79	PT
3100	1100	EXECUTIVE ASSISTANT	$ 68,528.26	$ -	$ -	$ -	$ 83,329.89	1950
2000	1700	EXECUTIVE ASSISTANT (C)	$ 68,528.26	$ -	$ -	$ -	$ 83,329.89	1950
3800	1200	EXECUTIVE ASSISTANT (PT)	$ 35.14	$ -	$ -	$ -	$ 42.73	PT
5100	4005	FACILITIES MAINT COORD	$ 58,840.22	$ 61,781.90	$ 64,871.77	$ 68,115.81	$ 71,521.44	1950
5800	4520	FACILITIES MAINT COORD (PT)	$ 30.17	$ 31.68	$ 33.27	$ 34.93	$ 36.68	PT
5100	8060	FAMILY SUPPORT WORKER I	$ 63,858.17	$ 67,051.08	$ 70,403.62	$ 73,923.81	$ 77,619.58	1950
5800	8510	FAMILY SUPPORT WORKER I (PT)	$ 32.75	$ 34.39	$ 36.10	$ 37.91	$ 39.80	PT
5100	8061	FAMILY SUPPORT WORKER II	$ 70,243.85	$ 73,756.05	$ 77,443.86	$ 81,316.05	$ 85,382.10	1950
5800	8511	FAMILY SUPPORT WORKER II (PT)	$ 36.02	$ 37.82	$ 39.71	$ 41.70	$ 43.79	PT
5100	1930	FINANCE ASSISTANT I	$ 51,223.48	$ 53,784.42	$ 56,472.66	$ 59,296.39	$ 62,261.22	1950
5800	2500	FINANCE ASSISTANT I (PT)	$ 26.27	$ 27.58	$ 28.96	$ 30.41	$ 31.93	PT
5100	1935	FINANCE ASSISTANT II	$ 57,285.52	$ 60,150.03	$ 63,157.65	$ 66,315.06	$ 69,631.05	1950
5800	2505	FINANCE ASSISTANT II (PT)	$ 29.38	$ 30.85	$ 32.39	$ 34.01	$ 35.71	PT

Salary Listing by Position Title
Effective Date: 04/15/2024
Annual pay rate unless "(PT)" then part-time hourly range

BU Code	Job Class	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Hours/ Year
3100	1945	FINANCE SUPERVISOR	$ 85,140.44	$ -	$ -	$ -	$ 103,487.90	1950
5100	1950	FINANCE TECHNICIAN	$ 66,543.48	$ 69,870.73	$ 73,364.20	$ 77,032.36	$ 80,900.30	1950
3000	1955	FINANCIAL ANALYST	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
6000	7015	FIRE BATTALION CHIEF	$ 156,549.17	$ -	$ -	$ -	$ 190,286.51	2920
6100	7020	FIRE CAPTAIN	$ 156,206.89	$ -	$ -	$ -	$ -	2920
1000	7025	FIRE CHIEF	$ 215,023.97	$ -	$ -	$ -	$ 261,363.64	2080
6000	7030	FIRE DEPUTY CHIEF	$ 180,644.84	$ -	$ -	$ -	$ 219,590.72	2080
6100	7035	FIRE ENGINEER	$ 107,245.71	$ 112,608.39	$ 118,237.58	$ 124,151.54	$ 130,358.94	2920
6100	7040	FIRE ENGINEER/PARAMEDIC	$ 120,651.64	$ 126,684.74	$ 133,017.90	$ 139,670.33	$ 146,653.56	2920
3000	7095	FIRE MARSHAL	$ 129,211.24	$ -	$ -	$ -	$ 157,057.06	1950
5800	7505	FIRE PLANS EXAMINER/INSP (PT)	$ 43.60	$ 45.78	$ 48.07	$ 50.48	$ 53.00	PT
5100	7045	FIRE PLANS EXAMINER/INSPECTOR	$ 85,025.28	$ 89,276.65	$ 93,740.40	$ 98,427.76	$ 103,348.49	1950
5100	7055	FIRE PREVENTION SPECIALIST	$ 79,209.20	$ 83,169.58	$ 87,328.19	$ 91,694.08	$ 96,279.22	1950
5800	7510	FIRE PREVENTION SPECIALIST(PT)	$ 40.62	$ 42.65	$ 44.78	$ 47.02	$ 49.37	PT
5100	7060	FIRE SAFETY COORDINATOR I	$ 55,426.84	$ 58,199.74	$ 61,108.39	$ 64,164.02	$ 67,371.44	1950
5800	7515	FIRE SAFETY COORDINATOR I (PT)	$ 28.42	$ 29.85	$ 31.34	$ 32.90	$ 34.55	PT
5100	7065	FIRE SAFETY COORDINATOR II	$ 59,791.48	$ 62,780.91	$ 65,920.53	$ 69,216.88	$ 72,677.33	1950
8100	7520	FIREFIGHTER APPRENTICE (PT)	$ 20.57	$ 21.60	$ 22.68	$ 23.81	$ 25.00	PT
6100	7070	FIREFIGHTER I	$ 90,791.24	$ -	$ -	$ -	$ -	2920
6100	7075	FIREFIGHTER II	$ 102,138.60	$ 107,245.71	$ 112,607.55	$ 118,238.99	$ 124,150.97	2920
6100	7080	FIREFIGHTER/PARAMEDIC I	$ 102,138.60	$ -	$ -	$ -	$ -	2920
6100	7085	FIREFIGHTER/PARAMEDIC II	$ 114,906.52	$ 120,651.64	$ 126,683.48	$ 133,019.15	$ 139,670.04	2920
3000	5090	FLEET AND FACILITIES MANAGER	$ 111,240.71	$ -	$ -	$ -	$ 135,204.94	2080
5100	5285	FLEET OPERATIONS SPECIALIST	$ 70,564.49	$ 74,093.12	$ 77,797.17	$ 81,687.11	$ 85,771.35	1950
3000	1460	GIS MANAGER	$ 107,403.26	$ -	$ -	$ -	$ 130,549.41	1950
5100	3530	HOUSING & COMMUNITY SERVICES SPEC I	$ 68,940.04	$ 72,387.51	$ 76,006.44	$ 79,806.86	$ 83,797.31	1950
5800	3710	HOUSING & COMMUNITY SERVICES SPEC I (PT)	$ 35.35	$ 37.12	$ 38.98	$ 40.93	$ 42.97	PT
5100	3535	HOUSING & COMMUNITY SERVICES SPEC II	$ 73,249.32	$ 76,911.05	$ 80,756.93	$ 84,794.19	$ 89,034.06	1950
5100	3505	HOUSING & COMMUNITY SERVICES TECH I	$ 55,080.06	$ 57,834.11	$ 60,725.24	$ 63,761.61	$ 66,950.44	1950
5800	3705	HOUSING & COMMUNITY SERVICES TECH I (PT)	$ 28.25	$ 29.66	$ 31.14	$ 32.70	$ 34.33	PT
5100	3510	HOUSING & COMMUNITY SERVICES TECH II	$ 60,605.40	$ 63,635.49	$ 66,817.89	$ 70,158.39	$ 73,666.58	1950
3000	3525	HOUSING SERVICES ADMINISTRATOR	$ 110,081.22	$ -	$ -	$ -	$ 133,800.97	1950
2000	1715	HR ANALYST I	$ 80,744.49	$ -	$ -	$ -	$ 98,154.94	1950
2800	1800	HR ANALYST I (PT)	$ 41.41	$ -	$ -	$ -	$ 50.34	PT
2000	1720	HR ANALYST II	$ 95,145.17	$ -	$ -	$ -	$ 115,649.76	1950
2800	1805	HR ANALYST II (PT)	$ 48.79	$ -	$ -	$ -	$ 59.31	PT
2100	1735	HR TECHNICIAN I	$ 59,889.24	$ -	$ -	$ -	$ 72,795.70	1950
2800	1810	HR TECHNICIAN I (PT)	$ 30.71	$ -	$ -	$ -	$ 37.33	PT
2100	1740	HR TECHNICIAN II	$ 66,543.48	$ -	$ -	$ -	$ 80,900.30	1950
3000	1515	INFORMATION SECURITY MANAGER	$ 107,403.26	$ -	$ -	$ -	$ 130,549.41	1950
3000	1480	IT DIVISION MANAGER	$ 150,899.13	$ -	$ -	$ -	$ 183,424.28	1950
3000	1530	IT OPERATIONS MANAGER	$ 122,750.67	$ -	$ -	$ -	$ 149,204.29	1950
5100	1520	IT SPECIALIST I	$ 67,790.66	$ 71,180.54	$ 74,739.38	$ 78,476.54	$ 82,400.21	1950
5800	1565	IT SPECIALIST I (PT)	$ 34.76	$ 36.50	$ 38.33	$ 40.24	$ 42.26	PT
5100	1525	IT SPECIALIST II	$ 74,569.73	$ 78,298.60	$ 82,213.32	$ 86,324.20	$ 90,640.23	1950
5800	1570	IT SPECIALIST II (PT)	$ 38.24	$ 40.15	$ 42.16	$ 44.27	$ 46.48	PT
3100	5095	JR ENGINEER	$ 98,515.05	$ -	$ -	$ -	$ 119,747.58	1950
3100	6060	JR UTILITIES ENGINEER	$ 98,515.05	$ -	$ -	$ -	$ 119,747.58	1950
4100	6065	LABORATORY AIDE	$ 48,123.27	$ 50,530.30	$ 53,056.43	$ 55,709.46	$ 58,494.65	2080
4100	6070	LABORATORY ANALYST I	$ 78,549.93	$ 82,477.20	$ 86,599.84	$ 90,930.42	$ 95,477.17	2080
4100	6075	LABORATORY ANALYST II	$ 86,439.58	$ 90,761.83	$ 95,299.76	$ 100,064.65	$ 105,068.40	2080
3100	6080	LABORATORY SUPV	$ 104,372.01	$ -	$ -	$ -	$ 126,862.85	2080
8100	5520	LABORER (PT)	$ 20.57	$ 21.60	$ 22.68	$ 23.81	$ 25.00	PT
5100	3050	LEAD BUILDING INSPECTOR	$ 86,647.64	$ 90,980.46	$ 95,528.88	$ 100,305.57	$ 105,321.51	1950
7500	8065	LEAD DETECTIVE (DIU)	$ 119,518.25	$ 125,494.11	$ 131,768.86	$ 138,357.33	$ 145,275.20	2080
4100	5235	LEAD EQUIPMENT MECHANIC	$ 84,120.06	$ 88,326.04	$ 92,742.34	$ 97,379.43	$ 102,248.40	2080
5100	8070	LEAD POLICE RECORDS SPECIALIST	$ 57,968.79	$ 60,867.27	$ 63,910.46	$ 67,106.24	$ 70,461.84	1950
2000	1630	LEGAL SERVICES ADMINISTRATOR	$ 90,976.45	$ -	$ -	$ -	$ 110,571.49	1950
8100	4525	LIFEGUARD I - SEASONAL (PT)	$ 17.10	$ 17.96	$ -	$ -	$ -	PT

Salary Listing by Position Title
Effective Date: 04/15/2024
Annual pay rate unless "(PT)" then part-time hourly range

BU Code	Job Class	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Hours/ Year
8100	4530	LIFEGUARD II - SEASONAL (PT)	$ 19.70	$ 20.70	$ -	$ -	$ -	PT
8100	4535	LIFEGUARD III - SEASONAL (PT)	$ 23.83	$ 25.02	$ -	$ -	$ -	PT
4100	5100	MAINTENANCE WKR I - FACILITIES	$ 61,759.33	$ 64,847.09	$ -	$ -	$ -	2080
4100	5105	MAINTENANCE WKR I - PRKS	$ 59,690.18	$ 62,674.39	$ -	$ -	$ -	2080
4800	5525	MAINTENANCE WKR I - PRKS (PT)	$ 28.70	$ 30.13	$ -	$ -	$ -	PT
4100	5110	MAINTENANCE WKR I - STRS	$ 61,759.33	$ 64,847.09	$ -	$ -	$ -	2080
4100	5115	MAINTENANCE WKR I- FLD UTIL	$ 61,759.33	$ 64,847.09	$ 68,089.40	$ 71,493.89	$ 75,068.65	2080
4100	5120	MAINTENANCE WKR II - PRKS	$ 64,217.36	$ 67,427.84	$ 70,800.66	$ 74,340.11	$ 78,057.18	2080
4800	5530	MAINTENANCE WKR II - PRKS(PT)	$ 30.87	$ 32.42	$ 34.04	$ 35.74	$ 37.53	PT
4100	5125	MAINTENANCE WKR II-FACILITIES	$ 69,768.15	$ 73,256.32	$ 76,919.33	$ 80,765.51	$ 84,803.47	2080
4100	5130	MAINTENANCE WKR II-FLD UTIL	$ 69,768.15	$ 73,256.32	$ 76,919.33	$ 80,765.51	$ 84,803.47	2080
4100	5135	MAINTENANCE WKR II-STRS	$ 69,768.15	$ 73,256.32	$ 76,919.33	$ 80,765.51	$ 84,803.47	2080
4100	5140	MAINTENANCE WKR LD-FACILITIE	$ 76,745.04	$ 80,582.33	$ 84,610.99	$ 88,842.01	$ 93,283.59	2080
4100	5145	MAINTENANCE WKR LD-FLD UTI	$ 76,745.04	$ 80,582.33	$ 84,610.99	$ 88,842.01	$ 93,283.59	2080
4100	5150	MAINTENANCE WKR LD-PRKS	$ 70,642.34	$ 74,173.88	$ 77,883.57	$ 81,776.46	$ 85,865.99	2080
4100	5155	MAINTENANCE WKR LD-STRS	$ 76,745.04	$ 80,582.33	$ 84,610.99	$ 88,842.01	$ 93,283.59	2080
4100	5160	MAINTENANCE WKR TRAIN-FACILI	$ 53,961.76	$ 56,659.82	$ -	$ -	$ -	2080
4100	5161	MAINTENANCE WKR TRAIN-STREETS	$ 53,961.76	$ 56,659.82	$ -	$ -	$ -	2080
3000	1125	MANAGEMENT ANALYST I	$ 80,744.35	$ -	$ -	$ -	$ 98,154.67	1950
2000	1126	MANAGEMENT ANALYST I (C)	$ 80,744.35	$ -	$ -	$ -	$ 98,154.67	1950
3800	1220	MANAGEMENT ANALYST I (PT)	$ 41.41	$ -	$ -	$ -	$ 50.34	PT
3000	1130	MANAGEMENT ANALYST II	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
2000	1131	MANAGEMENT ANALYST II (C)	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
3800	1225	MANAGEMENT ANALYST II (PT)	$ 48.79	$ -	$ -	$ -	$ 59.31	PT
8000	1000	MAYOR	$ 9,948.00	$ -	$ -	$ -	$ -	1950
8100	1555	MEDIA PRODUCTION ASSISTANT(PT)	$ 20.57	$ 21.60	$ 22.68	$ 23.81	$ 25.00	PT
5800	1560	MEDIA PRODUCTION COORDINATOR I (PT)	$ 30.66	$ 32.20	$ 33.81	$ 35.50	$ 37.27	PT
5100	1450	MEDIA PRODUCTION COORDINATOR I	$ 59,791.48	$ 62,780.91	$ 65,920.53	$ 69,216.88	$ 72,677.33	1950
5100	1451	MEDIA PRODUCTION COORINDATOR II	$ 65,770.99	$ 69,059.54	$ 72,512.52	$ 76,138.15	$ 79,945.06	1950
3100	8075	MENTAL HEALTH CLINICIAN	$ 97,261.30	$ -	$ -	$ -	$ 118,221.65	1950
3800	8535	MENTAL HEALTH CLINICIAN (PT)	$ 49.88	$ -	$ -	$ -	$ 60.63	PT
3000	8080	MENTAL HEALTH COORDINATOR	$ 107,160.39	$ -	$ -	$ -	$ 130,256.13	1950
2000	1431	MUNICIPAL CLERK SERVICES MGR	$ 111,240.71	$ -	$ -	$ -	$ 135,204.94	1950
3000	1495	NETWORK SERVICES ADMINISTRATOR	$ 96,697.33	$ -	$ -	$ -	$ 117,533.45	1950
5100	1170	OFFICE ASSISTANT I	$ 46,455.21	$ 48,777.83	$ 51,217.33	$ 53,777.59	$ 56,466.37	1950
5800	1270	OFFICE ASSISTANT I (PT)	$ 23.82	$ 25.01	$ 26.27	$ 27.58	$ 28.96	PT
5100	1175	OFFICE ASSISTANT II	$ 52,077.79	$ 54,681.25	$ 57,415.51	$ 60,286.31	$ 63,300.62	1950
5800	1275	OFFICE ASSISTANT II (PT)	$ 26.71	$ 28.04	$ 29.44	$ 30.92	$ 32.46	PT
2100	1625	PARALEGAL	$ 80,744.35	$ -	$ -	$ -	$ 98,154.67	1950
3000	5165	PARK MANAGER	$ 111,240.71	$ -	$ -	$ -	$ 135,204.94	2080
8100	4540	PARK RANGER (PT)	$ 24.50	$ -	$ -	$ -	$ 29.78	PT
8100	4580	PARKS & REC FIELD PREP (PT)	$ 20.57	$ 21.60	$ -	$ -	$ -	PT
5100	3055	PERMIT TECHNICIAN	$ 60,605.40	$ 63,635.49	$ 66,817.89	$ 70,158.39	$ 73,666.58	1950
3100	3090	PLAN CHECK ENGINEER	$ 117,415.63	$ -	$ -	$ -	$ 142,695.69	1950
3000	3080	PLANNING MANAGER	$ 136,558.03	$ -	$ -	$ -	$ 166,004.52	1950
5100	3060	PLANNING TECHNICIAN	$ 66,665.84	$ 69,999.24	$ 73,499.40	$ 77,174.24	$ 81,033.22	1950
8100	8540	POLICE APPRENTICE (PT)	$ 20.57	$ 21.60	$ 22.68	$ 23.81	$ 25.00	PT
7000	8085	POLICE CAPTAIN	$ 195,790.56	$ -	$ -	$ -	$ 215,859.03	2080
7000	8090	POLICE LIEUTENANT	$ 177,555.62	$ -	$ -	$ -	$ 186,463.72	2080
7500	8095	POLICE OFFICER	$ 107,737.55	$ 113,108.38	$ 118,744.82	$ 124,663.34	$ 130,878.54	2080
7500	8100	POLICE OFFICER ACAD GRAD	$ 94,177.79	$ -	$ -	$ -	$ -	2080
7600	8105	POLICE OFFICER TRAINEE	$ 67,794.27	$ 71,183.98	$ 74,743.18	$ -	$ -	2080
5800	8515	POLICE RECORD SPECIALIST I(PT)	$ 25.02	$ 26.27	$ 27.58	$ 28.96	$ 30.41	PT
5100	8110	POLICE RECORDS SPECIALIST I	$ 48,783.45	$ 51,222.14	$ 53,783.74	$ 56,472.39	$ 59,296.13	1950
5100	8115	POLICE RECORDS SPECIALIST II	$ 53,182.45	$ 55,841.71	$ 58,633.99	$ 61,565.37	$ 64,643.73	1950
3100	8120	POLICE RECORDS SUPV	$ 90,976.45	$ -	$ -	$ -	$ 110,571.49	1950
7100	8125	POLICE SERGEANT	$ 155,946.75	$ -	$ -	$ -	$ 163,735.37	2080
3000	8165	POLICE SERVICES MANAGER	$ 107,403.26	$ -	$ -	$ -	$ 130,549.41	1950
3100	8130	POLICE SPECIAL SERVICES SUPV	$ 84,717.43	$ -	$ -	$ -	$ 102,974.55	1950

Salary Listing by Position Title
Effective Date: 04/15/2024
Annual pay rate unless "(PT)" then part-time hourly range

BU Code	Job Class	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Hours/ Year
8100	4585	PRESCHOOL INSTRUCTOR I (PT)	$ 19.61	$ 20.57	$ 21.57	$ 22.62	$ -	PT
8100	4590	PRESCHOOL INSTRUCTOR II (PT)	$ 23.73	$ 24.89	$ 26.11	$ 27.39	$ 28.73	PT
5100	1135	PROGRAM COORD I	$ 52,077.79	$ 54,681.25	$ 57,415.51	$ 60,286.31	$ 63,300.62	1950
5800	1230	PROGRAM COORD I (PT)	$ 26.71	$ 28.04	$ 29.44	$ 30.92	$ 32.46	PT
5100	1140	PROGRAM COORD II	$ 55,426.84	$ 58,199.74	$ 61,108.39	$ 64,164.02	$ 67,371.44	1950
5800	1235	PROGRAM COORD II (PT)	$ 28.42	$ 29.85	$ 31.34	$ 32.90	$ 34.55	PT
3000	1466	PROGRAM MANAGER	$ 128,458.70	$ -	$ -	$ -	$ 156,142.29	1950
3100	8135	PROPERTY AND EVIDENCE SUPV	$ 90,976.45	$ -	$ -	$ -	$ 110,571.49	1950
2000	1425	PUBLIC RELATIONS MANAGER	$ 128,458.75	$ -	$ -	$ -	$ 156,142.34	1950
7800	8525	PUBLIC SAFETY DISPAT ACAD (PT)	$ 36.17	$ 37.98	$ 39.88	$ 41.87	$ 43.96	PT
7600	8140	PUBLIC SAFETY DISPATCHER	$ 82,837.51	$ 86,979.90	$ 91,329.51	$ 95,896.42	$ 100,691.28	2080
7800	8520	PUBLIC SAFETY DISPATCHER (PT)	$ 39.83	$ 41.82	$ 43.91	$ 46.10	$ 48.41	PT
7600	8145	PUBLIC SAFETY DISPATCHER ACAD	$ 75,229.55	$ 78,991.35	$ 82,940.83	$ 87,087.30	$ 91,441.73	2080
7600	8150	PUBLIC SAFETY DISPATCHER TRAIN	$ 67,553.59	$ 71,109.90	$ -	$ -	$ -	2080
5100	5175	PW CONSTRUCTION INSPECTOR I	$ 81,607.98	$ 85,688.52	$ 89,972.74	$ 94,470.89	$ 99,194.28	1950
5100	5180	PW CONSTRUCTION INSPECTOR II	$ 85,687.27	$ 89,972.17	$ 94,470.62	$ 99,194.13	$ 104,154.37	1950
3000	5190	PW MANAGER	$ 130,055.26	$ -	$ -	$ -	$ 158,099.54	1950
3000	5290	PW PROGRAM MANAGER	$ 128,458.70	$ -	$ -	$ -	$ 156,142.29	1950
3000	5185	PW SUPERINTENDENT	$ 130,055.26	$ -	$ -	$ -	$ 158,099.54	1950
3100	5200	PW SUPV EQUIPMENT MAINTENANCE	$ 97,025.85	$ -	$ -	$ -	$ 117,923.85	2080
3100	5205	PW SUPV FACILITIES MAINTENANCE	$ 97,025.85	$ -	$ -	$ -	$ 117,923.85	2080
3100	5210	PW SUPV FIELD UTILITIES	$ 101,864.12	$ -	$ -	$ -	$ 123,804.03	2080
3100	5300	PW SUPV FIRE EQUIPMENT MAINTENANCE	$ 101,864.12	$ -	$ -	$ -	$ 123,804.03	2080
3100	5215	PW SUPV PARKS	$ 97,025.85	$ -	$ -	$ -	$ 117,923.85	2080
3100	5220	PW SUPV STREET MAINTENANCE	$ 97,025.85	$ -	$ -	$ -	$ 117,923.85	2080
5100	4010	RECREATION COORD I	$ 59,791.48	$ 62,780.91	$ 65,920.53	$ 69,216.88	$ 72,677.33	1950
5800	4550	RECREATION COORD I (PT)	$ 30.66	$ 32.20	$ 33.81	$ 35.50	$ 37.27	PT
5100	4011	RECREATION COORD II	$ 65,771.00	$ 69,059.55	$ 72,512.52	$ 76,138.16	$ 79,945.06	1950
5800	4551	RECREATION COORD II (PT)	$ 33.73	$ 35.42	$ 37.19	$ 39.05	$ 41.00	PT
3000	4015	RECREATION MANAGER	$ 126,577.96	$ -	$ -	$ -	$ 153,864.36	1950
3800	4555	RECREATION MANAGER (PT)	$ 64.91	$ -	$ -	$ -	$ 78.90	PT
8100	4560	RECREATION SPECIALIST I (PT)	$ 16.50	$ 17.33	$ 18.20	$ -	$ -	PT
8100	4565	RECREATION SPECIALIST II (PT)	$ 19.11	$ 20.07	$ 21.07	$ 22.12	$ -	PT
8100	4570	RECREATION SPECIALIST III (PT)	$ 23.23	$ 24.39	$ 25.61	$ 26.89	$ 28.23	PT
3100	4020	RECREATION SUPV	$ 90,976.45	$ -	$ -	$ -	$ 110,571.49	1950
3800	4575	RECREATION SUPV (PT)	$ 46.65	$ -	$ -	$ -	$ 56.70	PT
8100	1250	SPECIAL PROJECT COORD (PT)	$ 25.00	$ -	$ -	$ -	$ 125.00	PT
3000	1965	SR ACCOUNTANT	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
3100	3065	SR BUILDING INSPECTOR	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
3100	3070	SR BUILDING PLANS EXAMINER	$ 95,145.05	$ -	$ -	$ -	$ 115,649.49	1950
5100	7090	SR CODE COMPLIANCE TECHNICIAN	$ 73,682.88	$ 77,367.02	$ 81,235.37	$ 85,297.12	$ 89,561.99	1950
5100	5230	SR ENGINEERING DESIGNER	$ 86,647.64	$ 90,980.46	$ 95,528.88	$ 100,305.57	$ 105,321.51	1950
3000	3540	SR HOUSING & COMMUNITY SERVICES SPECIALIST	$ 92,514.55	$ -	$ -	$ -	$ 112,422.15	1950
2000	1745	SR HUMAN RESOURCES ANALYST	$ 120,488.10	$ -	$ -	$ -	$ 146,453.71	1950
4100	6085	SR LABORATORY ANALYST	$ 95,092.80	$ 99,847.13	$ 104,839.45	$ 110,081.52	$ 115,585.74	2080
5100	1452	SR MEDIA PRODUCTION COORDINATOR	$ 72,348.10	$ 75,965.51	$ 79,763.79	$ 83,751.98	$ 87,939.58	1950
3100	4025	SR PARK PLANNER	$ 110,393.49	$ -	$ -	$ -	$ 134,201.64	1950
3000	3075	SR PLANNER	$ 110,393.49	$ -	$ -	$ -	$ 134,201.64	1950
3800	3305	SR PLANNER (PT)	$ 56.61	$ -	$ -	$ -	$ 68.82	PT
5100	8155	SR PROGRAM COORD	$ 59,791.48	$ 62,780.91	$ 65,920.53	$ 69,216.88	$ 72,677.33	1950
5800	5535	SR PROGRAM COORD (PT)	$ 30.66	$ 32.20	$ 33.81	$ 35.50	$ 37.27	PT
4100	5240	SR TRAFFIC SIGNAL TECHNICIAN	$ 88,027.16	$ 92,428.72	$ 97,050.83	$ 101,902.69	$ 106,997.62	2080
4100	6090	SR UTILITY PLANT CNTL SYST	$ 106,277.60	$ 111,591.37	$ 117,170.46	$ 123,029.19	$ 129,180.24	2080
4100	6095	SR UTILITY PLANT ELECTRICIAN	$ 106,277.60	$ 111,591.37	$ 117,170.46	$ 123,029.19	$ 129,180.24	2080
4100	6100	SR UTILITY PLANT MECHANIC	$ 94,951.21	$ 99,698.68	$ 104,683.50	$ 109,918.09	$ 115,414.06	2080
4100	6105	SR WASTEWATER PLANT OPERATOR	$ 103,147.58	$ 108,305.12	$ 113,720.18	$ 119,406.19	$ 125,376.30	2080
4100	6110	SR WATER PLANT OPERATOR	$ 100,384.72	$ 105,404.11	$ 110,674.12	$ 116,207.83	$ 122,018.03	2080
8100	5540	STOCK CLERK/COURIER (PT)	$ 22.21	$ 23.32	$ 24.49	$ 25.71	$ 27.00	PT
5100	5245	STORES SPECIALIST	$ 59,764.59	$ 62,754.15	$ 65,891.11	$ 69,185.46	$ 72,645.37	1950

Salary Listing by Position Title
Effective Date: 04/15/2024
Annual pay rate unless "(PT)" then part-time hourly range

BU Code	Job Class	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Hours/ Year
3000	5250	STREET/FIELD UTILITIES MANAGER	$ 111,240.71	$ -	$ -	$ -	$ 135,204.94	2080
8100	1260	STUDENT EMPLOYEE-HS (PT)	$ 16.50	$ -	$ -	$ -	$ -	PT
8100	1265	STUDENT INTERN-COLLEGE (PT)	$ 20.57	$ 21.60	$ 22.68	$ 23.81	$ 25.00	PT
8100	1266	STUDENT INTERN-COLLEGE (ENGINEERING) (PT)	$ 22.21	$ 23.32	$ 24.49	$ 25.71	$ 27.00	PT
5100	1505	SYSTEMS ADMINISTRATOR I	$ 75,979.83	$ 79,778.77	$ 83,767.93	$ 87,956.29	$ 92,354.15	1950
5100	1510	SYSTEMS ADMINISTRATOR II	$ 83,577.99	$ 87,756.80	$ 92,144.52	$ 96,751.57	$ 101,589.36	1950
3000	5255	TRAFFIC ENGINEER	$ 140,956.44	$ -	$ -	$ -	$ 171,341.26	1950
4100	5305	TRAFFIC SIGN TECHNICIAN I	$ 61,759.33	$ 64,847.09	$ 68,089.40	$ 71,493.89	$ 75,068.65	2080
4100	5310	TRAFFIC SIGN TECHNICIAN II	$ 69,768.15	$ 73,256.32	$ 76,919.33	$ 80,765.51	$ 84,803.47	2080
4100	5260	TRAFFIC SIGNAL TECH TRAINEE	$ 62,317.34	$ 65,433.17	$ -	$ -	$ -	2080
4100	5265	TRAFFIC SIGNAL TECHNICIAN I	$ 72,748.76	$ 76,386.32	$ 80,205.55	$ 84,215.73	$ 88,426.04	2080
4100	5270	TRAFFIC SIGNAL TECHNICIAN II	$ 80,024.73	$ 84,026.02	$ 88,227.01	$ 92,638.44	$ 97,270.56	2080
3000	6115	UTILITIES ADMIN MNGR	$ 111,240.71	$ -	$ -	$ -	$ 135,204.94	1950
8100	6500	UTILITIES ANALYST (PT)	$ 37.97	$ 39.87	$ 41.86	$ 43.96	$ 46.15	PT
5100	6120	UTILITIES ASSET COORDINATOR	$ 89,424.31	$ 93,896.06	$ 98,590.70	$ 103,520.23	$ 108,696.79	1950
3100	6230	UTILITIES ICE SUPV	$ 117,136.81	$ -	$ -	$ -	$ 142,364.44	2080
3100	6125	UTILITIES MAINTENANCE SUPV	$ 117,136.81	$ -	$ -	$ -	$ 142,364.44	2080
3000	6130	UTILITIES OPER & MAINT MANAGER	$ 140,956.44	$ -	$ -	$ -	$ 171,341.26	2080
4100	6135	UTILITY PLANT CNTL SYS TECH I	$ 87,871.36	$ 92,265.28	$ 96,878.35	$ 101,722.56	$ 106,808.04	2080
4100	6140	UTILITY PLANT CNTL SYS TECH II	$ 96,621.54	$ 101,452.40	$ 106,525.10	$ 111,851.42	$ 117,443.45	2080
4100	6145	UTILITY PLANT ELECTRICIAN I	$ 87,871.36	$ 92,265.28	$ 96,878.35	$ 101,722.56	$ 106,808.04	2080
4100	6150	UTILITY PLANT ELECTRICIAN II	$ 96,621.54	$ 101,452.40	$ 106,525.10	$ 111,851.42	$ 117,443.45	2080
4100	6155	UTILITY PLANT MECHANIC I	$ 78,430.19	$ 82,351.84	$ 86,469.33	$ 90,792.69	$ 95,331.81	2080
4100	6160	UTILITY PLANT MECHANIC II	$ 86,321.15	$ 90,637.08	$ 95,168.94	$ 99,927.42	$ 104,923.89	2080
4100	6165	UTILITY PLANT WORKER	$ 66,627.02	$ 69,958.38	$ 73,455.92	$ 77,128.89	$ 80,985.42	2080
4800	5545	UTILITY PLANT WORKER (PT)	$ 32.03	$ 33.63	$ 35.32	$ 37.08	$ 38.94	PT
8000	1010	VICE MAYOR	$ 9,948.00	$ -	$ -	$ -	$ -	1950
4800	6505	WASTEWATER PLANT OPER I (PT)	$ 37.32	$ 39.19	$ 41.15	$ 43.21	$ 45.37	PT
4800	6510	WASTEWATER PLANT OPER OIT (PT)	$ 31.65	$ 33.23	$ 34.89	$ 36.63	$ 38.47	PT
4100	6170	WASTEWATER PLANT OPERATOR I	$ 77,631.05	$ 81,514.09	$ 85,588.31	$ 89,868.02	$ 94,361.24	2080
4100	6175	WASTEWATER PLANT OPERATOR II	$ 85,261.66	$ 89,524.55	$ 94,000.57	$ 98,699.98	$ 103,635.04	2080
4100	6180	WASTEWATER PLANT OPERATOR III	$ 93,766.60	$ 98,455.24	$ 103,377.90	$ 108,546.96	$ 113,973.54	2080
4100	6185	WASTEWATER PLANT OPERATOR OIT	$ 65,824.75	$ 69,115.99	$ 72,571.78	$ 76,200.38	$ 80,010.40	2080
3100	6190	WASTEWATER PLANT SUPV	$ 117,097.01	$ -	$ -	$ -	$ 142,332.02	2080
4100	6195	WATER PLANT OPERATOR I	$ 66,375.51	$ 69,695.03	$ 73,179.08	$ 76,837.97	$ 80,680.22	2080
4100	6200	WATER PLANT OPERATOR II	$ 82,966.36	$ 87,113.93	$ 91,470.36	$ 96,043.76	$ 100,845.50	2080
4100	6205	WATER PLANT OPERATOR III	$ 91,255.01	$ 95,818.06	$ 100,608.87	$ 105,639.47	$ 110,920.70	2080
4100	6210	WATER QUALITY COORDINATOR	$ 92,689.98	$ 97,324.02	$ 102,190.06	$ 107,299.75	$ 112,664.77	2080
3000	6215	WATER QUALITY MANAGER	$ 130,055.26	$ -	$ -	$ -	$ 158,099.54	1950
3000	6220	WATER QUALITY PERM ADMIN	$ 100,450.94	$ -	$ -	$ -	$ 122,096.84	1950
3100	6225	WATER QUALITY SUPV	$ 104,372.01	$ -	$ -	$ -	$ 126,862.85	2080
4100	1970	WATER SERVICE COORDINATOR	$ 75,070.31	$ 78,823.34	$ 82,765.03	$ 86,902.77	$ 91,248.66	2080
4100	1975	WATER SERVICE REP I	$ 59,354.19	$ 62,321.93	$ 65,438.10	$ 68,709.99	$ 72,145.41	2080
4800	2510	WATER SERVICE REP I (PT)	$ 28.54	$ 29.96	$ 31.46	$ 33.03	$ 34.69	PT
4100	1980	WATER SERVICE REP II	$ 65,267.94	$ 68,531.26	$ 71,957.31	$ 75,555.53	$ 79,333.14	2080
4800	2515	WATER SERVICE REP II (PT)	$ 31.38	$ 32.95	$ 34.59	$ 36.32	$ 38.14	PT
5100	8160	YOUTH DEV PROG COORD I	$ 52,077.79	$ 54,681.25	$ 57,415.51	$ 60,286.31	$ 63,300.62	1950
5100	8161	YOUTH DEV PROG COORD II	$ 55,426.84	$ 58,199.74	$ 61,108.39	$ 64,164.02	$ 67,371.44	1950

Revised Dates: 12/01/2013, 03/01/2014, 07/01/2014, 8/01/2014, 01/01/2015, 04/01/2015, 07/01/2015, 09/01/2015, 10/01/2015, 01/01/2016, 07/01/2016, 08/01/2016, 01/01/2017, 04/01/2017, 05/01/2017, 11/01/2017, 01/01/2018, 06/01/2018, 07/01/2018, 08/01/2018, 01/01/2019, 02/01/2019, 05/01/2019, 07/01/2019, 08/01/2019, 10/01/2019, 10/16/2019, 11/01/2019, 12/01/2019, 01/01/2020, 02/01/2020, 05/01/2020, 07/01/2020, 11/01/2020, 01/01/2021, 03/01/2021, 05/01/2021, 11/01/2021, 01/01/2022, 02/01/2022, 05/01/2022, 06/01/2022, 07/01/2022, 08/22/2022, 09/01/2022, 10/01/2022, 11/01/2022, 12/01/2022, 01/01/2023, 01/22/2023, 05/15/2023, 08/01/2023, 08/17/2023, 11/01/2023, 11/16/2023, 12/15/2023, 01/01/2024, 02/01/2024, 02/12/2024, 02/20/2024, 02/27/2024, 04/01/2024, 04/15/2024