

FY 2019/20 Salary Schedule (updated)

Position	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
EXECUTIVE MANAGEMENT										
01-102 HUMAN RESOURCES MANAGER	46.25	96,200.00	48.56	101,004.80	50.99	106,059.20	53.54	111,363.20	56.22	116,937.60
01-103 PARKS AND RECREATION DIRECTOR	53.13	110,510.40	55.79	116,043.20	58.58	121,846.40	61.50	127,920.00	64.58	134,326.40
01-106 COMMUNITY DEVELOPMENT DIRECTOR	57.47	119,537.60	60.35	125,528.00	63.37	131,809.60	66.53	138,382.40	69.86	145,308.80
01-107 FINANCE DIRECTOR	53.06	110,364.80	55.71	115,876.80	58.50	121,680.00	61.42	127,753.60	64.49	134,139.20
01-108 PW DIRECTOR/CITY ENGINEER*	62.89	130,811.20	66.04	137,363.20	69.35	144,248.00	72.82	151,465.60	76.47	159,057.60
01-109 POLICE CHIEF	64.53	134,222.40	67.75	140,920.00	71.14	147,971.20	74.70	155,376.00	78.43	163,134.40
01-110 ASSISTANT CITY MANAGER	63.25	131,560.00	66.41	138,132.80	69.71	144,996.80	73.22	152,297.60	76.88	159,910.40
01-111 IT MANAGER	41.35	86,008.00	43.42	90,313.60	45.59	94,827.20	47.87	99,569.60	50.26	104,540.80
MID-MANAGEMENT										
01-202 ASST FINANCE DIRECTOR	41.98	87,318.40	44.08	91,686.40	46.28	96,262.40	48.60	101,088.00	51.03	106,142.40
01-205 POLICE COMMANDER	49.29	102,523.20	51.75	107,640.00	54.34	113,027.20	57.06	118,684.80	59.91	124,612.80
01-207 ASSISTANT PUBLIC WORKS DIRECTOR	51.26	106,620.80	53.82	111,945.60	56.52	117,561.60	59.34	123,427.20	62.31	129,604.80
01-208 CHIEF BUILDING OFFICIAL	39.50	82,160.00	41.47	86,257.60	43.54	90,563.20	45.72	95,097.60	48.00	99,840.00
01-209 ASSISTANT POLICE CHIEF	58.53	121,742.40	61.46	127,836.80	64.54	134,243.20	67.77	140,961.60	71.16	148,012.80
01-213 PLANNING COMMISSIONER	25.00	-	-	-	-	-	-	-	-	-
01-214 PLANNING MANAGER	44.06	91,644.80	46.27	96,241.60	48.58	101,046.40	51.01	106,100.80	53.56	111,404.80
01-215 WATER OPERATIONS SUPERINTENDENT	47.85	99,528.00	50.25	104,520.00	52.77	109,761.60	55.41	115,252.80	58.19	121,035.20
SUPERVISORY & PROFESSIONAL										
01-258 ASSISTANT PLANNER	28.97	60,257.60	30.42	63,273.60	31.94	66,435.20	33.54	69,763.20	35.21	73,236.80
01-258 ASSISTANT PLANNER/GIS ANALYST	28.97	60,257.60	30.42	63,273.60	31.94	66,435.20	33.54	69,763.20	35.21	73,236.80
01-259 SENIOR ENGINEERING TECHNICIAN	29.70	61,776.00	31.19	64,875.20	32.75	68,120.00	34.39	71,531.20	36.10	75,088.00
01-263 ASSOCIATE PLANNER	32.82	68,265.60	34.46	71,676.80	36.18	75,254.40	37.99	79,019.20	39.89	82,971.20
01-265 MANAGEMENT ANALYST	34.49	71,739.20	36.22	75,337.60	38.03	79,102.40	39.93	83,054.40	41.93	87,214.40
01-268 ACCOUNTANT	30.32	63,065.60	31.83	66,206.40	33.41	69,492.80	35.09	72,987.20	36.85	76,648.00
01-272 WATER SUPERVISOR	32.75	68,120.00	34.39	71,531.20	36.10	75,088.00	37.91	78,852.80	39.81	82,804.80
01-273 PURCHASING AGENT	34.49	71,739.20	36.22	75,337.60	38.03	79,102.40	39.93	83,054.40	41.93	87,214.40
01-274 SR. RECORDS SUPERVISOR	21.76	45,260.80	22.85	47,528.00	23.99	49,899.20	25.19	52,395.20	26.45	55,016.00
01-275 ADMINISTRATIVE ANALYST I	21.76	45,260.80	22.85	47,523.84	23.99	49,900.04	25.19	52,395.04	26.45	55,014.79
01-276 RECREATION SUPERVISOR	28.47	59,217.60	29.90	62,192.00	31.40	65,312.00	32.97	68,577.60	34.62	72,009.60
01-277 PARKS & FACILITIES SUPERVISOR	28.47	59,217.60	29.90	62,192.00	31.40	65,312.00	32.97	68,577.60	34.62	72,009.60
01-278 FLEET SUPERVISOR	28.47	59,217.60	29.90	62,192.00	31.40	65,312.00	32.97	68,577.60	34.62	72,009.60
01-279 STREETS SUPERVISOR	28.47	59,217.60	29.90	62,192.00	31.40	65,312.00	32.97	68,577.60	34.62	72,009.60
01-280 ADMINISTRATIVE ANALYST II	27.22	56,617.60	28.59	59,467.20	30.02	62,441.60	31.53	65,582.40	33.11	68,868.80
SEIU										
01-301 CUSTODIAN	15.48	32,198.40	16.25	33,800.00	17.07	35,505.60	17.92	37,273.60	18.82	39,145.60
01-302 CUST SERVICES REP	17.70	36,816.00	18.58	38,646.40	19.51	40,580.80	20.49	42,619.20	21.51	44,740.80
01-304 WATER DIST OPERATOR I	21.83	45,406.40	22.93	47,694.40	24.07	50,065.60	25.28	52,582.40	26.54	55,203.20
01-305 GRAFFITI ABATEMENT OFC	17.36	36,108.80	18.23	37,918.40	19.14	39,811.20	20.09	41,787.20	21.10	43,888.00
01-307 ACCOUNTING TECHNICIAN	18.78	39,062.40	19.72	41,017.60	20.71	43,076.80	21.74	45,219.20	22.83	47,486.40
01-309 ADMINISTRATIVE ASSISTANT	18.25	37,960.00	19.16	39,852.80	20.12	41,849.60	21.13	43,950.40	22.18	46,134.40
01-311 ANIMAL SERVICES COORDINATOR	19.08	39,686.40	20.04	41,683.20	21.04	43,763.20	22.09	45,947.20	23.19	48,235.20
01-313 SENIOR ADMINISTRATIVE ASSISTANT	19.17	39,873.60	20.13	41,870.40	21.13	43,950.40	22.19	46,155.20	23.30	48,464.00
01-314 WATER DIST OPERATOR II	22.93	47,694.40	24.07	50,065.60	25.28	52,582.40	26.54	55,203.20	27.87	57,969.60
01-315 MECHANIC I	19.37	40,289.60	20.34	42,307.20	21.36	44,428.80	22.42	46,633.60	23.54	48,963.20
01-318 WATER TREATMENT/PROD OPERATOR I	24.07	50,065.60	25.28	52,582.40	26.54	55,203.20	27.87	57,969.60	29.26	60,860.80
01-320 WATER TREATMENT/PROD OPERATOR II	25.28	52,582.40	26.54	55,203.20	27.87	57,969.60	29.26	60,860.80	30.72	63,897.60
01-321 WATER DIST OPERATOR III	24.07	50,065.60	25.28	52,582.40	26.54	55,203.20	27.87	57,969.60	29.26	60,860.80
01-322 LEAD WATER DIST OPERATOR	26.54	55,203.20	27.87	57,969.60	29.26	60,860.80	30.72	63,897.60	32.26	67,100.80
01-323 BUILDING INSPECTOR I	22.72	47,257.60	23.86	49,628.80	25.05	52,104.00	26.30	54,704.00	27.61	57,428.80
01-324 MECHANIC II	24.25	50,440.00	25.46	52,956.80	26.73	55,598.40	28.07	58,385.60	29.47	61,297.60
01-325 WATER DIST OPERATOR IV	25.28	52,582.40	26.54	55,203.20	27.87	57,969.60	29.26	60,860.80	30.72	63,897.60
01-326 BUILDING INSPECTOR II	27.60	57,408.00	28.98	60,278.40	30.43	63,294.40	31.95	66,456.00	33.54	69,763.20
01-328 ENGINEERING TECH/INSPECTOR	22.38	46,550.40	23.50	48,880.00	24.68	51,334.40	25.91	53,892.80	27.21	56,596.80
01-329 SENIOR ACCOUNTING TECHNICIAN	20.26	42,140.80	21.27	44,241.60	22.34	46,467.20	23.46	48,796.80	24.63	51,230.40
01-330 EQUIPMENT MAINT LEADWORKER	26.15	54,392.00	27.46	57,116.80	28.83	59,966.40	30.27	62,961.60	31.79	66,123.20
01-331 FACILITIES MAINT LEADWORKER	21.51	44,740.80	22.58	46,966.40	23.71	49,316.80	24.90	51,792.00	26.14	54,371.20
01-332 FACILITIES MAINT WORKER I	17.36	36,108.80	18.23	37,918.40	19.14	39,811.20	20.09	41,787.20	21.10	43,888.00
01-333 FACILITIES MAINT WORKER II	19.94	41,475.20	20.93	43,534.40	21.98	45,718.40	23.08	48,006.40	24.23	50,398.40
01-334 MAINTENANCE WORKER I	17.36	36,108.80	18.23	37,918.40	19.14	39,811.20	20.09	41,787.20	21.10	43,888.00
01-335 MAINTENANCE WORKER II	19.94	41,475.20	20.93	43,534.40	21.98	45,718.40	23.08	48,006.40	24.23	50,398.40
01-336 LEAD WATER TREATMENT/PROD OPER	26.53	55,182.40	27.86	57,948.80	29.25	60,840.00	30.71	63,876.80	32.25	67,080.00
01-339 STREET MAINT LEADWORKER	21.51	44,740.80	22.58	46,966.40	23.71	49,316.80	24.90	51,792.00	26.14	54,371.20
01-340 WASTEWATER LEADWORKER	21.19	44,075.20	22.25	46,280.00	23.36	48,588.80	24.53	51,022.40	25.76	53,580.80
01-341 WASTEWATER COLL WRK I	17.36	36,108.80	18.23	37,918.40	19.14	39,811.20	20.09	41,787.20	21.10	43,888.00
01-342 WASTEWATER COLL WRK I	19.94	41,475.20	20.93	43,534.40	21.98	45,718.40	23.08	48,006.40	24.23	50,398.40
01-343 COMMUNITY DEVELOPMENT TECHNICIAN	22.38	46,550.40	23.50	48,880.00	24.68	51,334.40	25.91	53,892.80	27.21	56,596.80
01-344 RECREATION PROGRAM COORDINATOR	18.42	38,313.60	19.34	40,227.20	20.31	42,244.80	21.32	44,345.60	22.39	46,571.20
01-345 PERMIT TECHNICIAN	25.45	52,936.00	26.73	55,598.40	28.07	58,385.60	29.48	61,318.40	30.96	64,396.80
01-346 ENGINEERING TECH I	22.10	45,968.00	23.21	48,276.80	24.38	50,710.40	25.60	53,248.00	26.88	55,910.40
01-347 ENGINEERING TECH II	25.58	53,206.40	26.86	55,868.80	28.21	58,676.80	29.63	61,630.40	31.12	64,729.60

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Position	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
POLICE (SPPOA)										
01-401 PUBLIC SAFETY DISPATCH CLERK	21.89	45,531.20	22.99	47,819.20	24.14	50,211.20	25.34	52,707.20	26.61	55,348.80
01-402 PUBLIC SAFETY DISPATCH SUPERVISOR	28.31	58,884.80	29.72	61,817.60	31.21	64,916.80	32.77	68,161.60	34.41	71,572.80
01-403 POLICE OFFICER	32.07	66,705.60	33.67	70,033.60	35.36	73,548.80	37.12	77,209.60	38.98	81,078.40
01-404 POLICE DETECTIVE	35.23	73,278.40	36.99	76,939.20	38.84	80,787.20	40.78	84,822.40	42.82	89,065.60
01-405 POLICE SENIOR/DETECTIVE	35.23	73,278.40	36.99	76,939.20	38.84	80,787.20	40.78	84,822.40	42.82	89,065.60
01-406 POLICE SERGEANT	39.89	82,971.20	41.88	87,110.40	43.97	91,457.60	46.17	96,033.60	48.48	100,838.40
01-407 POLICE RECRUIT	26.42	54,953.60	-	-	-	-	-	-	-	-
CSO										
01-501 COMMUNITY SERVICES OFFICER	17.42	36,233.60	18.29	38,043.20	19.20	39,936.00	20.16	41,932.80	21.17	44,033.60
01-502 EVIDENCE & PROPERTY TECHNICIAN	15.95	33,176.00	16.75	34,840.00	17.59	36,587.20	18.47	38,417.60	19.39	40,331.20
01-503 RECORDS TECHNICIAN	15.95	33,176.00	16.75	34,840.00	17.59	36,587.20	18.47	38,417.60	19.39	40,331.20
UNREPRESENTED/CONFIDENTIAL										
01-701 ADMIN SEC/DEPUTY CLERK	23.51	48,900.80	24.69	51,355.20	25.92	53,913.60	27.22	56,617.60	28.58	59,446.40
01-702 HUMAN RESOURCES SPECIALIST	28.71	59,716.80	30.14	62,691.20	31.65	65,832.00	33.23	69,118.40	34.89	72,571.20
01-703 IT SUPPORT ANALYST	31.28	65,062.40	32.85	68,328.00	34.49	71,739.20	36.21	75,316.80	38.02	79,081.60
01-704 PAYROLL SPECIALIST	21.89	45,531.20	22.98	47,798.40	24.13	50,190.40	25.34	52,707.20	26.61	55,348.80
01-705 EXECUTIVE ASSISTANT TO THE CM	20.74	43,139.20	21.78	45,302.40	22.87	47,569.60	24.01	49,940.80	25.21	52,436.80
PART TIME/SEASONAL/TEMPORARY										
01-801 RECREATION LEADER**	13.00		13.65		14.34		15.06		15.82	
01-802 REC COORDINATOR	13.38		14.05		14.76		15.49		16.27	
01-803 COMMUNITY SERVICES OFFICER P/T	14.29		15.00		15.75		16.54		17.37	
01-804 NUTRITION COORDINATOR	14.49		15.22		15.98		16.78		17.62	
01-806 FACILITY ATTENDANT	15.63		16.41		17.23		18.09		18.99	
01-808 SENIOR COORDINATOR	18.42		19.34		20.31		21.32		22.39	
01-809 SECRETARY II	19.73		20.72		21.76		22.84		23.98	
01-810 POLICE RESERVE	25.54		-		-		-		-	
01-812 CITY INTERN**	13.00		13.65		14.34		15.06		15.82	
01-816 PARK MONITOR	17.36		18.23		19.14		20.10		21.10	
01-818 POLICE CADET**	13.00		13.65		14.34		15.06		15.82	
01-819 PW FIELD TECHNICIAN	14.17		14.88		15.63		16.41		17.23	
01-820 CRIMINAL INVESTIGATIVE ANALYST	33.55		35.23		36.99		38.84		40.78	
OTHER										
N/A CITY MANAGER		199,020.00								
N/A COUNCILMEMBER		3,600.00								
N/A CITY CLERK		3,600.00								
N/A CITY TREASURER		3,600.00								
N/A PLANNING COMMISSIONERS		300.00								

* (10% Engineers Cert is include in salary)

** Effective 1/1/2020 per California law