

**SALARY SCHEDULE BY MONTHLY/BI-WEEKLY/ANNUAL/HOURLY RATES PER STEP  
SCHEDULE A-27 EFFECTIVE JUNE 18, 2026**

	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Account Clerk I	MU	115	3112.03	3267.63	3431.01	3602.56	3782.69	3971.83
			1436.32	1508.14	1583.54	1662.72	1745.86	1833.15
			37344.36	39211.58	41172.16	43230.77	45392.31	47661.92
			17.9540	18.8517	19.7943	20.7840	21.8232	22.9144
Account Clerk II	MU	135	3486.26	3660.57	3843.60	4035.78	4237.57	4449.45
			1609.04	1689.49	1773.97	1862.67	1955.80	2053.59
			41835.10	43926.85	46123.19	48429.35	50850.82	53393.36
			20.1130	21.1187	22.1746	23.2833	24.4475	25.6699
Accountant I	MU	255	4571.14	4799.70	5039.68	5291.67	5556.25	5834.06
			2109.76	2215.24	2326.01	2442.31	2564.42	2692.64
			54853.68	57596.37	60476.18	63499.99	66674.99	70008.74
			26.3720	27.6906	29.0751	30.5288	32.0553	33.6580
Accountant II	MU	270	5101.62	5356.70	5624.54	5905.76	6201.05	6511.11
			2354.59	2472.32	2595.94	2725.74	2862.02	3005.13
			61219.46	64280.43	67494.46	70869.18	74412.64	78133.27
			29.4324	30.9041	32.4493	34.0717	35.7753	37.5641
Accounting Technician	MU	235	4057.15	4260.01	4473.01	4696.66	4931.49	5178.07
			1872.53	1966.16	2064.47	2167.69	2276.07	2389.88
			48685.82	51120.12	53676.12	56359.93	59177.92	62136.82
			23.4066	24.5770	25.8058	27.0961	28.4509	29.8735
Accounting Technician II	MU	238	4471.98	4695.57	4930.35	5176.87	5435.71	5707.50
			2063.99	2167.19	2275.55	2389.33	2508.79	2634.23
			53663.71	56346.90	59164.24	62122.45	65228.57	68490.00
			25.7999	27.0899	28.4443	29.8666	31.3599	32.9279
Administrative Assistant I	MU	140a	3089.03	3243.48	3405.65	3575.94	3754.73	3942.47
			1425.71	1496.99	1571.84	1650.43	1732.95	1819.60
			37068.35	38921.77	40867.86	42911.25	45056.81	47309.65
			17.8213	18.7124	19.6480	20.6304	21.6619	22.7450
Administrative Assistant II	MU	155a	3529.36	3705.83	3891.12	4085.68	4289.96	4504.46
			1628.94	1710.38	1795.90	1885.70	1979.98	2078.98
			42352.36	44469.98	46693.48	49028.15	51479.56	54053.53
			20.3617	21.3798	22.4488	23.5712	24.7498	25.9873
Assistant City Clerk/Records Coordinator	MM	101	5047.35	5299.71	5564.70	5842.94	6135.08	6441.84
			2329.55	2446.02	2568.32	2696.74	2831.58	2973.16
			60568.17	63596.58	66776.41	70115.23	73620.99	77302.04
			29.1193	30.5753	32.1040	33.7092	35.3947	37.16444
Assistant Planner	MU	257	4670.24	4903.76	5148.94	5406.39	5676.71	5960.55
			2155.50	2263.27	2376.44	2495.26	2620.02	2751.02
			56042.92	58845.07	61787.32	64876.69	68120.52	71526.55
			26.9437	28.2909	29.7054	31.1907	32.7503	34.3878
Associate Planner	MU	275	5032.24	5283.85	5548.05	5825.45	6116.72	6422.56
			2322.57	2438.70	2560.64	2688.67	2823.10	2964.26
			60386.90	63406.24	66576.55	69905.38	73400.65	77070.68
			29.0322	30.4838	32.0080	33.6084	35.2888	37.0532
Building Maintenance Worker I	MU	130	3055.20	3207.96	3368.35	3536.77	3713.61	3899.29
			1410.09	1480.59	1554.62	1632.36	1713.97	1799.67
			36662.35	38495.47	40420.24	42441.25	44563.32	46791.48
			17.6261	18.5074	19.4328	20.4044	21.4247	22.4959
Building Maintenance Worker II	MU	150a	3263.53	3426.71	3598.04	3777.94	3966.84	4165.18
			1506.24	1581.56	1660.64	1743.67	1830.85	1922.39
			39162.37	41120.49	43176.51	45335.34	47602.11	49982.21
			18.8281	19.7695	20.7579	21.7958	22.8856	24.0299
Building Permit Technician I	MU	185	3669.57	3853.05	4045.70	4247.99	4460.39	4683.41
			1693.65	1778.33	1867.25	1960.61	2058.64	2161.57
			44034.87	46236.61	48548.44	50975.86	53524.66	56200.89
			21.1706	22.2291	23.3406	24.5076	25.7330	27.0197
Building Permit Technician II	MU	187	4045.71	4247.99	4460.39	4683.41	4917.58	5163.46
			1867.25	1960.61	2058.64	2161.57	2269.65	2383.14
			48548.49	50975.92	53524.71	56200.95	59100.99	61961.54
			23.3406	24.5077	25.7330	27.0197	28.3707	29.7892
Chief Building Official/Fire Code Official	MM	308a	8404.14	8824.34	9265.56	9728.84	10215.28	10726.05
			3878.83	4072.77	4276.41	4490.23	4714.75	4950.48
			100849.64	105892.13	111186.73	116746.07	122583.37	128712.54
			48.4854	50.9097	53.4552	56.1279	58.9343	61.8810

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SCHEDULE A-27 EFFECTIVE JUNE 18, 2026**

	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
City Manager	EM	340	13947.18	14644.54	15376.77	16145.61	16952.89	17800.53
			6437.16	6759.02	7096.97	7451.82	7824.41	8215.63
			167366.21	175734.52	184521.25	193747.31	203434.67	213606.41
			80.4645	84.4878	88.7121	93.1477	97.8051	102.6954
Civil Engineering Assistant	MU	277	5135.46	5392.23	5661.84	5944.93	6242.18	6554.29
			2370.21	2488.72	2613.16	2743.81	2881.01	3025.06
			61625.46	64706.74	67942.07	71339.18	74906.13	78651.44
			29.6276	31.1090	32.6645	34.2977	36.0126	37.8132
Civil Engineering Associate	MU	292	5647.50	5929.87	6226.36	6537.68	6864.57	7207.79
			2606.54	2736.86	2873.71	3017.39	3168.26	3326.67
			67769.94	71158.44	74716.36	78452.18	82374.79	86493.53
			32.5817	34.2108	35.9213	37.7174	39.6033	41.5834
Code Enforcement Manager	MM	299	6118.62	6424.55	6745.78	7083.07	7437.22	7809.09
			2823.98	2965.18	3113.44	3269.11	3432.57	3604.19
			73423.48	77094.65	80949.38	84996.85	89246.69	93709.03
			35.2997	37.0647	38.9180	40.8639	42.9071	45.0524
Code Enforcement Officer	MU	175	3930.70	4127.24	4333.60	4550.28	4777.79	5016.68
			1814.17	1904.88	2000.12	2100.13	2205.14	2315.39
			47168.43	49526.85	52003.20	54603.36	57333.52	60200.20
			22.6771	23.8110	25.0015	26.2516	27.5642	28.9424
Community Development Director	DD	337	10981.84	11530.93	12107.48	12712.85	13348.50	14015.92
			5068.54	5321.97	5588.07	5867.47	6160.84	6468.89
			131782.08	138371.19	145289.75	152554.23	160181.94	168191.04
			63.3568	66.5246	69.8508	73.3434	77.0106	80.8611
Community Services Officer	PU	160	3843.59	4035.77	4237.56	4449.44	4671.91	4905.51
			1773.97	1862.67	1955.80	2053.59	2156.27	2264.08
			46123.14	48429.29	50850.76	53393.29	56062.96	58866.11
			22.1746	23.2833	24.4475	25.6699	26.9533	28.3010
Executive Assistant	MU	183	4032.25	4233.87	4445.56	4667.84	4901.23	5146.29
			1861.04	1954.09	2051.80	2154.39	2262.11	2375.21
			48387.05	50806.40	53346.72	56014.05	58814.76	61755.49
			23.2630	24.4262	25.6475	26.9298	28.2763	29.6901
Finance Director	DD	335	9987.13	10486.48	11010.81	11561.35	12139.41	12746.38
			4609.44	4839.91	5081.91	5336.01	5602.81	5882.95
			119845.51	125837.79	132129.68	138736.16	145672.97	152956.62
			57.6180	60.4989	63.5239	66.7001	70.0351	73.5368
Finance Operations Manager	MM	307	6411.55	6732.12	7068.73	7422.17	7793.27	8182.94
			2959.18	3107.13	3262.49	3425.62	3596.90	3776.74
			76938.56	80785.49	84824.76	89066.00	93519.30	98195.26
			36.9897	38.8392	40.7811	42.8202	44.9612	47.20926
Human Resources Analyst	CL	286	5399.00	5668.95	5952.40	6250.02	6562.52	6890.65
			2491.85	2616.44	2747.26	2884.62	3028.86	3180.30
			64788.03	68027.44	71428.81	75000.25	78750.26	82687.77
			31.1481	32.7055	34.3408	36.0578	37.8607	39.7537
Human Resources Director	DD	335b	9470.55	9944.07	10441.28	10963.34	11511.51	12087.08
			4371.02	4589.57	4819.05	5060.00	5313.00	5578.65
			113646.56	119328.89	125295.34	131560.10	138138.11	145045.01
			54.6378	57.3697	60.2381	63.2500	66.4126	69.7332
Human Resources Technician I	CL	236	4304.25	4519.46	4745.43	4982.70	5231.84	5493.43
			1986.58	2085.90	2190.20	2299.71	2414.69	2535.43
			51650.96	54233.51	56945.19	59792.45	62782.07	65921.17
			24.8322	26.0738	27.3775	28.7464	30.1837	31.6929
Human Resources Technician II	CL	237	4569.28	4797.75	5037.64	5289.52	5553.99	5831.69
			2108.90	2214.35	2325.06	2441.32	2563.38	2691.55
			54831.41	57572.98	60451.62	63474.21	66647.92	69980.31
			26.3613	27.6793	29.0633	30.5164	32.0423	33.6444
Mechanic I	MU	180a	3589.73	3769.21	3957.67	4155.56	4363.34	4581.50
			1656.80	1739.64	1826.62	1917.95	2013.85	2114.54
			43076.72	45230.56	47492.09	49866.69	52360.02	54978.03
			20.7100	21.7455	22.8327	23.9744	25.1731	26.4317
Mechanic II	MU	205a	4029.37	4230.84	4442.38	4664.50	4897.72	5142.61
			1859.71	1952.69	2050.33	2152.84	2260.49	2373.51
			48352.41	50770.03	53308.53	55973.95	58772.65	61711.28
			23.2463	24.4087	25.6291	26.9106	28.2561	29.6689

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	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Parks Maintenance Worker I	MU	165b	3429.67	3601.15	3781.21	3970.27	4168.78	4377.22
			1582.92	1662.07	1745.17	1832.43	1924.05	2020.26
			41156.02	43213.82	45374.51	47643.24	50025.40	52526.67
			19.7865	20.7759	21.8147	22.9054	24.0507	25.2532
Parks Maintenance Worker II	MU	190	3760.41	3948.43	4145.86	4353.15	4570.81	4799.35
			1735.58	1822.35	1913.47	2009.15	2109.60	2215.08
			45124.96	47381.21	49750.27	52237.79	54849.67	57592.16
			21.6947	22.7794	23.9184	25.1143	26.3700	27.6885
Planning Technician	MU	225c	3838.85	4030.79	4232.33	4443.95	4666.15	4899.46
			1771.78	1860.37	1953.38	2051.05	2153.61	2261.29
			46066.22	48369.53	50788.01	53327.41	55993.78	58793.47
			22.1472	23.2546	24.4173	25.6382	26.9201	28.2661
Police Chief	DD	338	12813.78	13454.47	14127.19	14833.55	15575.23	16353.99
			5914.05	6209.76	6520.24	6846.26	7188.57	7548.00
			153765.37	161453.64	169526.32	178002.63	186902.76	196247.90
			73.9257	77.6219	81.5030	85.5782	89.8571	94.3500
Police Clerk I	PU	140b	3150.49	3308.02	3473.42	3647.09	3829.45	4020.92
			1454.07	1526.78	1603.12	1683.27	1767.44	1855.81
			37805.93	39696.23	41681.04	43765.09	45953.35	48251.01
			18.1759	19.0847	20.0390	21.0409	22.0930	23.1976
Police Clerk II	PU	155b	3464.09	3637.30	3819.16	4010.12	4210.63	4421.16
			1598.81	1678.75	1762.69	1850.83	1943.37	2040.53
			41569.12	43647.58	45829.96	48121.45	50527.53	53053.90
			19.9852	20.9844	22.0336	23.1353	24.2921	25.5067
Police Corporal	PU	244	6832.91	7174.55	7533.28	7909.95	8305.44	8720.72
			3153.65	3311.33	3476.90	3650.74	3833.28	4024.95
			81994.90	86094.65	90399.38	94919.35	99665.32	104648.58
			39.4206	41.3917	43.4612	45.6343	47.9160	50.3118
Police Officer	PU	230	6026.06	6327.36	6643.73	6975.92	7324.71	7690.95
			2781.26	2920.32	3066.34	3219.65	3380.64	3549.67
			72312.70	75928.33	79724.75	83710.98	87896.53	92291.36
			34.7657	36.5040	38.3292	40.2457	42.2579	44.3708
Police Officer Recruit	PU	116	4363.88	4582.07	4811.17	5051.73	5304.32	5569.53
			2014.10	2114.80	2220.54	2331.57	2448.15	2570.55
			52366.51	54984.84	57734.08	60620.79	63651.83	66834.42
			25.1762	26.4350	27.7568	29.1446	30.6018	32.1319
Police Lieutenant	MM	315	9481.20	9955.26	10453.02	10975.67	11524.45	12100.68
			4375.94	4594.73	4824.47	5065.69	5318.98	5584.93
			113774.35	119463.07	125436.22	131708.03	138293.43	145208.10
			54.6992	57.4342	60.3059	63.3212	66.4872	69.8116
Police Sergeant	PU	295	7927.30	8323.66	8739.85	9176.84	9635.68	10117.46
			3658.75	3841.69	4033.77	4235.46	4447.24	4669.60
			95127.57	99883.94	104878.14	110122.05	115628.15	121409.56
			45.7344	48.0211	50.4222	52.9433	55.5905	58.3700
Project Accountant/Successor Agency Assistant	MU	240b	4458.26	4681.17	4915.23	5160.99	5419.04	5689.99
			2057.66	2160.54	2268.57	2382.00	2501.09	2626.15
			53499.08	56174.04	58982.74	61931.87	65028.47	68279.89
			25.7207	27.0067	28.3571	29.7749	31.2637	32.8269
Public Safety Communications Supervisor	PU	228	5179.26	5438.23	5710.14	5995.65	6295.43	6610.20
			2390.43	2509.95	2635.45	2767.22	2905.58	3050.86
			62151.17	65258.73	68521.67	71947.75	75545.14	79322.39
			29.8804	31.3744	32.9431	34.5903	36.3198	38.1358
Public Safety Dispatcher	PU	170	4215.56	4426.34	4647.65	4880.04	5124.04	5380.24
			1945.64	2042.92	2145.07	2252.32	2364.94	2483.19
			50586.70	53116.03	55771.83	58560.42	61488.45	64562.87
			24.3205	25.5366	26.8134	28.1540	29.5618	31.0398
Public Safety Records Supervisor	PU	227	5179.26	5438.23	5710.14	5995.65	6295.43	6610.20
			2390.43	2509.95	2635.45	2767.22	2905.58	3050.86
			62151.17	65258.73	68521.67	71947.75	75545.14	79322.39
			29.8804	31.3744	32.9431	34.5903	36.3198	38.1358
Public Works Director	DD	325	10970.97	11519.52	12095.49	12700.27	13335.28	14002.04
			5063.52	5316.70	5582.53	5861.66	6154.74	6462.48
			131651.60	138234.18	145145.89	152403.19	160023.35	168024.51
			63.2940	66.4587	69.7817	73.2708	76.9343	80.7810

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	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Public Works Superintendent	MM	308b	7437.28	7809.14	8199.60	8609.58	9040.06	9492.06
			3432.59	3604.22	3784.43	3973.65	4172.33	4380.95
			89247.35	93709.72	98395.20	103314.96	108480.71	113904.74
			42.9074	45.0527	47.3054	49.6707	52.1542	54.7619
Recreation Coordinator	MU	186	3940.99	4138.04	4344.95	4562.19	4790.30	5029.82
			1818.92	1909.87	2005.36	2105.63	2210.91	2321.45
			47291.93	49656.53	52139.36	54746.32	57483.64	60357.82
			22.7365	23.8733	25.0670	26.3203	27.6364	29.0182
Recreation Leader	MU	118	2987.92	3137.31	3294.18	3458.89	3631.83	3813.42
			1379.04	1447.99	1520.39	1596.41	1676.23	1760.04
			35855.00	37647.75	39530.14	41506.64	43581.98	45761.07
			17.2380	18.0999	19.0049	19.9551	20.9529	22.0005
Recreation Supervisor	MM	301a	5409.59	5680.07	5964.07	6262.28	6575.39	6904.16
			2496.73	2621.57	2752.65	2890.28	3034.80	3186.54
			64915.08	68160.84	71568.88	75147.33	78904.69	82849.93
			31.2092	32.7696	34.4081	36.1285	37.9349	39.8317
Senior Planner	MM	303	6258.64	6571.57	6900.15	7245.16	7607.41	7987.78
			2888.60	3033.03	3184.68	3343.92	3511.11	3686.67
			75103.66	78858.84	82801.79	86941.88	91288.97	95853.42
			36.1075	37.9129	39.8086	41.7990	43.8889	46.0834
Sewer Division Supervisor	MM	260c	5819.77	6110.76	6416.30	6737.11	7073.97	7427.67
			2686.05	2820.35	2961.37	3109.44	3264.91	3428.16
			69837.28	73329.14	76995.60	80845.38	84887.65	89132.03
			33.5756	35.2544	37.0171	38.8680	40.8114	42.8519
Sewer Maintenance Worker I	MU	180b	3589.73	3769.21	3957.67	4155.56	4363.34	4581.50
			1656.80	1739.64	1826.62	1917.95	2013.85	2114.54
			43076.72	45230.56	47492.09	49866.69	52360.02	54978.03
			20.7100	21.7455	22.8327	23.9744	25.1731	26.4317
Sewer Maintenance Worker II	MU	205b	3950.37	4147.89	4355.28	4573.04	4801.70	5041.78
			1823.25	1914.41	2010.13	2110.64	2216.17	2326.98
			47404.42	49774.64	52263.37	54876.54	57620.37	60501.39
			22.7906	23.9301	25.1266	26.3830	27.7021	29.0872
Sewer Maintenance Worker III	MU	220a	4187.10	4396.46	4616.28	4847.09	5089.45	5343.92
			1932.51	2029.13	2130.59	2237.12	2348.98	2466.42
			50245.20	52757.46	55395.33	58165.10	61073.35	64127.02
			24.1563	25.3642	26.6324	27.9640	29.3622	30.8303
Streets and Parks Division Supervisor	MM	260d	5819.77	6110.76	6416.30	6737.11	7073.97	7427.67
			2686.05	2820.35	2961.37	3109.44	3264.91	3428.16
			69837.28	73329.14	76995.60	80845.38	84887.65	89132.03
			33.5756	35.2544	37.0171	38.8680	40.8114	42.8519
Streets Maintenance Worker I	MU	165e	3429.67	3601.15	3781.21	3970.27	4168.78	4377.22
			1582.92	1662.07	1745.17	1832.43	1924.05	2020.26
			41156.02	43213.82	45374.51	47643.24	50025.40	52526.67
			19.7865	20.7759	21.8147	22.9054	24.0507	25.2532
Streets Maintenance Worker II	MU	190c	3760.41	3948.43	4145.86	4353.15	4570.81	4799.35
			1735.58	1822.35	1913.47	2009.15	2109.60	2215.08
			45124.96	47381.21	49750.27	52237.79	54849.67	57592.16
			21.6947	22.7794	23.9184	25.1143	26.3700	27.6885
Systems Technician	MU	232	4750.29	4987.81	5237.20	5499.06	5774.01	6062.71
			2192.44	2302.07	2417.17	2538.03	2664.93	2798.17
			57003.52	59853.69	62846.38	65988.70	69288.13	72752.54
			27.4055	28.7758	30.2146	31.7253	33.3116	34.9772
Water Division Supervisor	MM	260e	5819.77	6110.76	6416.30	6737.11	7073.97	7427.67
			2686.05	2820.35	2961.37	3109.44	3264.91	3428.16
			69837.28	73329.14	76995.60	80845.38	84887.65	89132.03
			33.5756	35.2544	37.0171	38.8680	40.8114	42.8519
Water Systems Operator I	MU	180c	3589.73	3769.21	3957.67	4155.56	4363.34	4581.50
			1656.80	1739.64	1826.62	1917.95	2013.85	2114.54
			43076.72	45230.56	47492.09	49866.69	52360.02	54978.03
			20.7100	21.7455	22.8327	23.9744	25.1731	26.4317
Water Systems Operator II	MU	205c	3950.37	4147.89	4355.28	4573.04	4801.70	5041.78
			1823.25	1914.41	2010.13	2110.64	2216.17	2326.98
			47404.42	49774.64	52263.37	54876.54	57620.37	60501.39
			22.7906	23.9301	25.1266	26.3830	27.7021	29.0872

**SALARY SCHEDULE BY MONTHLY/BI-WEEKLY/ANNUAL/HOURLY RATES PER STEP  
SCHEDULE A-27 EFFECTIVE JUNE 18, 2026**

	Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Water Systems Pump Operator	MU	229	4926.76	5173.10	5431.76	5703.34	5988.51	6287.94
			2273.89	2387.59	2506.96	2632.31	2763.93	2902.12
			59121.16	62077.22	65181.08	68440.13	71862.14	75455.24
			28.42	29.84	31.34	32.90	34.55	36.28

**Seasonal/Temporary Employees:**

**HOURLY RATES**

Finance Analyst - Special Projects	TL	063	65.00					
Reserve Police Officer	TL	053	22.00					
Reserve Firefighter	TL	051	16.90					
Reserve Firefighter (OES Spec Assig)	TL	099	<b>Minimum hourly rate as defined by CAL OES, at <a href="http://www.caloes.ca.gov">www.caloes.ca.gov</a>.</b>					

CLASS Key:

EM - Executive Management  
 DD - Department Director  
 MM - Mid Management  
 CL - Confidential/Unrepresented  
 PU - Police Unit  
 MU - Miscellaneous Unit  
 TL - Temporary/Limited Service

**Note: Any temporary or seasonal employee appointed to a classification on this schedule is not guaranteed the hourly rate listed. The City Manager, at his/her sole discretion, may appoint at a lower hourly rate so long as the hour rate is equal to the mandatory minimum wage rate.**

Adopted by City Council Resolution No. 3626-26  
 Dated June 8, 2026