

**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 OCTOBER 19, 2022**

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	75A	7,978.00	15,956.00	191,472.00	8,377.00	16,754.00	201,048.00	8,796.00	17,592.00	211,104.00	9,236.00	18,472.00	221,664.00	9,698.00	19,396.00	232,752.00
City Attorney	Contract	-	-	-	-	-	-	-	-	-	-	-	-	9,697.01	19,394.02	232,728.24
City Manager	Contract	-	-	-	-	-	-	-	-	-	-	-	-	9,166.67	18,333.33	220,000.00
Director of Development Services	69A	6,877.50	13,755.00	165,060.00	7,221.50	14,443.00	173,316.00	7,582.50	15,165.00	181,980.00	7,961.50	15,923.00	191,076.00	8,359.50	16,719.00	200,628.00
Director of Engineering	69A	6,877.50	13,755.00	165,060.00	7,221.50	14,443.00	173,316.00	7,582.50	15,165.00	181,980.00	7,961.50	15,923.00	191,076.00	8,359.50	16,719.00	200,628.00
Director of Human Resources	65A	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
Director of IT & Innovation	65A	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
Director of Legislative Services	65A	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
Director of Public Works	69A	6,877.50	13,755.00	165,060.00	7,221.50	14,443.00	173,316.00	7,582.50	15,165.00	181,980.00	7,961.50	15,923.00	191,076.00	8,359.50	16,719.00	200,628.00
Finance Director	65A	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
Fire Chief - Sworn	75A	7,665.00	15,330.00	183,960.00	8,048.50	16,097.00	193,164.00	8,451.00	16,902.00	202,824.00	8,873.50	17,747.00	212,964.00	9,317.00	18,634.00	223,608.00
Police Chief - Sworn	78A	8,253.50	16,507.00	198,084.00	8,666.00	17,332.00	207,984.00	9,099.50	18,199.00	218,388.00	9,554.50	19,109.00	229,308.00	10,032.00	20,064.00	240,768.00

CITY OF MANTECA
 CONFIDENTIAL EMPLOYEE UNIT (CEU)
 SALARY BY POSITION
 UPDATED JULY 1, 2022

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 Attorney	65A	6,211.00	12,422.00	149,064.00	6,521.50	13,043.00	156,516.00	6,847.50	13,695.00	164,340.00	7,190.00	14,380.00	172,560.00	7,549.50	15,099.00	181,188.00
Deputy City Attorney	57A	5,108.50	10,217.00	122,604.00	5,364.00	10,728.00	128,736.00	5,632.00	11,264.00	135,168.00	5,913.50	11,827.00	141,924.00	6,209.00	12,418.00	149,016.00
Deputy Director of Finance	57A	5,108.50	10,217.00	122,604.00	5,364.00	10,728.00	128,736.00	5,632.00	11,264.00	135,168.00	5,913.50	11,827.00	141,924.00	6,209.00	12,418.00	149,016.00
Human Resources Manager	55A	4,865.50	9,731.00	116,772.00	5,109.00	10,218.00	122,616.00	5,364.50	10,729.00	128,748.00	5,632.50	11,265.00	135,180.00	5,914.00	11,828.00	141,936.00

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Legal Assistant	TSS-38	32.4569	67,510	34.0797	70,886	35.7837	74,430	37.5729	78,152	39.4516	82,059

**CITY OF MANTECA
MID-MANAGEMENT (MMA)
SALARY BY POSITION
UPDATED DECEMBER 20, 2022**

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 Clerk	45A	3,808.50	7,617.00	91,404.00	3,999.00	7,998.00	95,976.00	4,199.00	8,398.00	100,776.00	4,409.00	8,818.00	105,816.00	4,629.50	9,259.00	111,108.00
Assistant Engineer	MM-41A	3,458.00	6,916.00	82,992.00	3,631.00	7,262.00	87,144.00	3,812.50	7,625.00	91,500.00	4,003.00	8,006.00	96,072.00	4,203.00	8,406.00	100,872.00
Associate Planner	MM-44A	3,724.50	7,449.00	89,388.00	3,910.50	7,821.00	93,852.00	4,106.00	8,212.00	98,544.00	4,311.50	8,623.00	103,476.00	4,527.00	9,054.00	108,648.00
Deputy City Clerk/Records Manager	MM-41A	3,458.00	6,916.00	82,992.00	3,631.00	7,262.00	87,144.00	3,812.50	7,625.00	91,500.00	4,003.00	8,006.00	96,072.00	4,203.00	8,406.00	100,872.00
Deputy City Manager	65A	6,211.00	12,422.00	149,064.00	6,521.50	13,043.00	156,516.00	6,847.50	13,695.00	164,340.00	7,190.00	14,380.00	172,560.00	7,549.50	15,099.00	181,188.00
Deputy Director of Development Services - Building	57A	5,108.50	10,217.00	122,604.00	5,364.00	10,728.00	128,736.00	5,632.00	11,264.00	135,168.00	5,913.50	11,827.00	141,924.00	6,209.00	12,418.00	149,016.00
Deputy Director of Development Services - Planning	57A	5,108.50	10,217.00	122,604.00	5,364.00	10,728.00	128,736.00	5,632.00	11,264.00	135,168.00	5,913.50	11,827.00	141,924.00	6,209.00	12,418.00	149,016.00
Deputy Director of Engineering	64A	6,063.50	12,127.00	145,524.00	6,366.50	12,733.00	152,796.00	6,685.00	13,370.00	160,440.00	7,019.50	14,039.00	168,468.00	7,370.50	14,741.00	176,892.00
Deputy Director of Maintenance & Operations	59A	5,360.00	10,720.00	128,640.00	5,628.00	11,256.00	135,072.00	5,909.50	11,819.00	141,828.00	6,205.00	12,410.00	148,920.00	6,515.50	13,031.00	156,372.00
Deputy Director of PW - Solid Waste	59A	5,360.00	10,720.00	128,640.00	5,628.00	11,256.00	135,072.00	5,909.50	11,819.00	141,828.00	6,205.00	12,410.00	148,920.00	6,515.50	13,031.00	156,372.00
Deputy Director of PW - Water Resources	59A	5,360.00	10,720.00	128,640.00	5,628.00	11,256.00	135,072.00	5,909.50	11,819.00	141,828.00	6,205.00	12,410.00	148,920.00	6,515.50	13,031.00	156,372.00
Economic Development Manager	MM-58A	5,236.50	10,473.00	125,676.00	5,498.50	10,997.00	131,964.00	5,773.50	11,547.00	138,564.00	6,062.00	12,124.00	145,488.00	6,365.00	12,730.00	152,760.00
Executive Assistant to City Manager	MM-48A	4,104.00	8,208.00	98,496.00	4,309.00	8,618.00	103,416.00	4,524.50	9,049.00	108,588.00	4,750.50	9,501.00	114,012.00	4,988.00	9,976.00	119,712.00
Facilities Maintenance Manager	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Fleet Maintenance Manager	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Golf Course Maintenance Supervisor	MM-40A	3,377.00	6,754.00	81,048.00	3,546.00	7,092.00	85,104.00	3,723.50	7,447.00	89,364.00	3,909.50	7,819.00	93,828.00	4,105.00	8,210.00	98,520.00
Homeless & Housing Services Manager	MM-54A	4,751.00	9,502.00	114,024.00	4,988.50	9,977.00	119,724.00	5,238.00	10,476.00	125,712.00	5,500.00	11,000.00	132,000.00	5,775.00	11,550.00	138,600.00
Information Technology Applications Manager	56A	4,986.50	9,973.00	119,676.00	5,236.00	10,472.00	125,664.00	5,498.00	10,996.00	131,952.00	5,773.00	11,546.00	138,552.00	6,061.50	12,123.00	145,476.00
Information Technology Operations Manager	56A	4,986.50	9,973.00	119,676.00	5,236.00	10,472.00	125,664.00	5,498.00	10,996.00	131,952.00	5,773.00	11,546.00	138,552.00	6,061.50	12,123.00	145,476.00
Laboratory Supervisor	MM-47A	4,001.00	8,002.00	96,024.00	4,201.00	8,402.00	100,824.00	4,411.00	8,822.00	105,864.00	4,631.50	9,263.00	111,156.00	4,863.00	9,726.00	116,712.00
Landscape Maintenance Supervisor	MM-40A	3,377.00	6,754.00	81,048.00	3,546.00	7,092.00	85,104.00	3,723.50	7,447.00	89,364.00	3,909.50	7,819.00	93,828.00	4,105.00	8,210.00	98,520.00
Management Analyst	MM-48A	4,104.00	8,208.00	98,496.00	4,309.00	8,618.00	103,416.00	4,524.50	9,049.00	108,588.00	4,750.50	9,501.00	114,012.00	4,988.00	9,976.00	119,712.00
Parks Planning/Project Superintendent	MM-47A	4,001.00	8,002.00	96,024.00	4,201.00	8,402.00	100,824.00	4,411.00	8,822.00	105,864.00	4,631.50	9,263.00	111,156.00	4,863.00	9,726.00	116,712.00
Parks/Golf Maintenance Manager	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Parks/Golf Maintenance Supervisor	MM-40A	3,377.00	6,754.00	81,048.00	3,546.00	7,092.00	85,104.00	3,723.50	7,447.00	89,364.00	3,909.50	7,819.00	93,828.00	4,105.00	8,210.00	98,520.00
Permit Center Manager	MM-45A	3,808.50	7,617.00	91,404.00	3,999.00	7,998.00	95,976.00	4,199.00	8,398.00	100,776.00	4,409.00	8,818.00	105,816.00	4,629.50	9,259.00	111,108.00
Planning Manager	MM-54A	4,751.00	9,502.00	114,024.00	4,988.50	9,977.00	119,724.00	5,238.00	10,476.00	125,712.00	5,500.00	11,000.00	132,000.00	5,775.00	11,550.00	138,600.00
Public Works Manager - Transit	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Real Property Manager	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Recreation Services Manager	MM-51A	4,413.00	8,826.00	105,912.00	4,633.50	9,267.00	111,204.00	4,865.00	9,730.00	116,760.00	5,108.50	10,217.00	122,604.00	5,364.00	10,728.00	128,736.00
Recreation Supervisor	MM-40A	3,377.00	6,754.00	81,048.00	3,546.00	7,092.00	85,104.00	3,723.50	7,447.00	89,364.00	3,909.50	7,819.00	93,828.00	4,105.00	8,210.00	98,520.00
Revenue Manager	47A	4,001.00	8,002.00	96,024.00	4,201.00	8,402.00	100,824.00	4,411.00	8,822.00	105,864.00	4,631.50	9,263.00	111,156.00	4,863.00	9,726.00	116,712.00
SCADA Engineer	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Senior Accountant	MM-41A	3,458.00	6,916.00	82,992.00	3,631.00	7,262.00	87,144.00	3,812.50	7,625.00	91,500.00	4,003.00	8,006.00	96,072.00	4,203.00	8,406.00	100,872.00
Senior Budget Analyst	45A	3,808.50	7,617.00	91,404.00	3,999.00	7,998.00	95,976.00	4,199.00	8,398.00	100,776.00	4,409.00	8,818.00	105,816.00	4,629.50	9,259.00	111,108.00
Senior Engineer	MM-56A	4,986.50	9,973.00	119,676.00	5,236.00	10,472.00	125,664.00	5,498.00	10,996.00	131,952.00	5,773.00	11,546.00	138,552.00	6,061.50	12,123.00	145,476.00
Senior Management Analyst	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Senior Plan Check Engineer	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Senior Planner	MM-48A	4,104.00	8,208.00	98,496.00	4,309.00	8,618.00	103,416.00	4,524.50	9,049.00	108,588.00	4,750.50	9,501.00	114,012.00	4,988.00	9,976.00	119,712.00
Solid Waste Manager	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Streets Manager	MM-50A	4,307.00	8,614.00	103,368.00	4,522.50	9,045.00	108,540.00	4,748.50	9,497.00	113,964.00	4,986.00	9,972.00	119,664.00	5,235.50	10,471.00	125,652.00
Wastewater Collection System Supervisor	MM-45A	3,808.50	7,617.00	91,404.00	3,999.00	7,998.00	95,976.00	4,199.00	8,398.00	100,776.00	4,409.00	8,818.00	105,816.00	4,629.50	9,259.00	111,108.00
Wastewater Maintenance Supervisor	MM-47A	4,001.00	8,002.00	96,024.00	4,201.00	8,402.00	100,824.00	4,411.00	8,822.00	105,864.00	4,631.50	9,263.00	111,156.00	4,863.00	9,726.00	116,712.00
Wastewater Operations Manager	MM-52A	4,524.00	9,048.00	108,576.00	4,750.00	9,500.00	114,000.00	4,987.50	9,975.00	119,700.00	5,237.00	10,474.00	125,688.00	5,499.00	10,998.00	131,976.00
Wastewater Operations Supervisor	MM-47A	4,001.00	8,002.00	96,024.00	4,201.00	8,402.00	100,824.00	4,411.00	8,822.00	105,864.00	4,631.50	9,263.00	111,156.00	4,863.00	9,726.00	116,712.00
Water Distribution Supervisor	MM-44A	3,724.50	7,449.00	89,388.00	3,910.50	7,821.00	93,852.00	4,106.00	8,212.00	98,544.00	4,311.50	8,623.00	103,476.00	4,527.00	9,054.00	108,648.00
Water Meter Services Supervisor	MM-42A	3,545.00	7,090.00	85,080.00	3,722.50	7,445.00	89,340.00	3,908.50	7,817.00	93,804.00	4,104.00	8,208.00	98,496.00	4,309.00	8,618.00	103,416.00
Water Resources Regulations Manager	MM-52A	4,524.00	9,048.00	108,576.00	4,750.00	9,500.00	114,000.00	4,987.50	9,975.00	119,700.00	5,237.00	10,474.00	125,688.00	5,499.00	10,998.00	131,976.00
Water Treatment Operations Supervisor	MM-47A	4,001.00	8,002.00	96,024.00	4,201.00	8,402.00	100,824.00	4,411.00	8,822.00	105,864.00	4,631.50	9,263.00	111,156.00	4,863.00	9,726.00	116,712.00

**CITY OF MANTECA
PUBLIC SAFETY MID-MANAGEMENT (PSMMA)
SALARY MATRIX BY POSITION
EFFECTIVE SEPTEMBER 1, 2022**

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	3,628.50	7,257.00	87,084.00	3,810.00	7,620.00	91,440.00	4,000.50	8,001.00	96,012.00	4,200.50	8,401.00	100,812.00	4,410.50	8,821.00	105,852.00
Assistant Fire Chief (Sworn)	68A	6,428.50	12,857.00	154,284.00	6,750.00	13,500.00	162,000.00	7,087.50	14,175.00	170,100.00	7,442.00	14,884.00	178,608.00	7,814.00	15,628.00	187,536.00
Fire Battalion Chief (Sworn)	57B-1	5,129.50	10,259.00	123,108.00	5,386.00	10,772.00	129,264.00	5,655.50	11,311.00	135,732.00	5,938.50	11,877.00	142,524.00	6,235.50	12,471.00	149,652.00
Fire Marshall (Non Sworn)	54A	4,751.00	9,502.00	114,024.00	4,988.50	9,977.00	119,724.00	5,238.00	10,476.00	125,712.00	5,500.00	11,000.00	132,000.00	5,775.00	11,550.00	138,600.00
Police Captain (Sworn)	69A	6,578.00	13,156.00	157,872.00	6,907.00	13,814.00	165,768.00	7,252.50	14,505.00	174,060.00	7,615.00	15,230.00	182,760.00	7,996.00	15,992.00	191,904.00
Police Lieutenant (Sworn)	64A	5,827.50	11,655.00	139,860.00	6,119.00	12,238.00	146,856.00	6,425.00	12,850.00	154,200.00	6,746.50	13,493.00	161,916.00	7,084.00	14,168.00	170,016.00

**CITY OF MANTECA
GENERAL SERVICES
SALARY MATRIX BY POSITION
UPDATED JULY 1, 2022**

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	21.4519	1,859	44,620	22.5245	1,952	46,851	23.6507	2,050	49,193	24.8333	2,152	51,653	26.0749	2,260	54,236
Custodian II	24	23.6338	2,048	49,158	24.8155	2,151	51,616	26.0563	2,258	54,197	27.3591	2,371	56,907	28.7270	2,490	59,752
Equipment Mechanic I	27	25.4093	2,202	52,851	26.6798	2,312	55,494	28.0138	2,428	58,269	29.4144	2,549	61,182	30.8852	2,677	64,241
Equipment Mechanic II	31	28.0174	2,428	58,276	29.4183	2,550	61,190	30.8892	2,677	64,250	32.4336	2,811	67,462	34.0553	2,951	70,835
Facilities Maintenance Coordinator	38	33.2833	2,885	69,229	34.9475	3,029	72,691	36.6948	3,180	76,325	38.5296	3,339	80,142	40.4561	3,506	84,149
Facilities Maintenance Engineer	25	24.2160	2,099	50,369	25.4268	2,204	52,888	26.6981	2,314	55,532	28.0330	2,430	58,309	29.4347	2,551	61,224
Facilities Maintenance Engineer II	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Facilities Maintenance Engineer III	32	28.7161	2,489	59,729	30.1519	2,613	62,716	31.6595	2,744	65,852	33.2425	2,881	69,144	34.9046	3,025	72,602
Golf Equipment Mechanic	27	25.4093	2,202	52,851	26.6798	2,312	55,494	28.0138	2,428	58,269	29.4144	2,549	61,182	30.8852	2,677	64,241
Instrument Technician/Electrician	44	38.4913	3,336	80,062	40.4159	3,503	84,065	42.4367	3,678	88,268	44.5585	3,862	92,682	46.7864	4,055	97,316
Lead Custodian	27	25.4093	2,202	52,851	26.6798	2,312	55,494	28.0138	2,428	58,269	29.4144	2,549	61,182	30.8852	2,677	64,241
Lead Solid Waste Collection Worker	33	29.4204	2,550	61,194	30.8914	2,677	64,254	32.4360	2,811	67,467	34.0578	2,952	70,840	35.7607	3,099	74,382
Lead Street Maintenance Worker	33	29.4204	2,550	61,194	30.8914	2,677	64,254	32.4360	2,811	67,467	34.0578	2,952	70,840	35.7607	3,099	74,382
Lead Vehicle & Equipment Tech	34	30.1607	2,614	62,734	31.6687	2,745	65,871	33.2522	2,882	69,165	34.9148	3,026	72,623	36.6605	3,177	76,254
Lead Wastewater Collections Worker	36	31.6928	2,747	65,921	33.2774	2,884	69,217	34.9413	3,028	72,678	36.6884	3,180	76,312	38.5228	3,339	80,127
Lead Wastewater Plant Maintenance Tech	49	43.4665	3,767	90,410	45.6398	3,955	94,931	47.9218	4,153	99,677	50.3179	4,361	104,661	52.8338	4,579	109,894
Maintenance Planner/Schedulee	40	34.9325	3,027	72,660	36.6791	3,179	76,293	38.5131	3,338	80,107	40.4387	3,505	84,113	42.4607	3,680	88,318
Meter Reader I	18	20.4238	1,770	42,482	21.4450	1,859	44,606	22.5172	1,951	46,836	23.6431	2,049	49,178	24.8253	2,152	51,637
Meter Reader II	22	22.5383	1,953	46,880	23.6652	2,051	49,224	24.8485	2,154	51,685	26.0909	2,261	54,269	27.3954	2,374	56,983
Parks/Golf Maintenance Technician	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Parks/Golf Maintenance Worker I	22	22.5383	1,953	46,880	23.6652	2,051	49,224	24.8485	2,154	51,685	26.0909	2,261	54,269	27.3954	2,374	56,983
Parks/Golf Maintenance Worker II	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744
Parks/Golf Maintenance Worker III	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Parts Inventory Specialist	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744
Senior Facilities Maintenance Engineer	36	31.6928	2,747	65,921	33.2774	2,884	69,217	34.9413	3,028	72,678	36.6884	3,180	76,312	38.5228	3,339	80,127
Senior Instrument Technician	46	40.4310	3,504	84,096	42.4526	3,679	88,301	44.5752	3,863	92,716	46.8039	4,056	97,352	49.1441	4,259	102,220
Solid Waste Equipment Operator I	22	22.5383	1,953	46,880	23.6652	2,051	49,224	24.8485	2,154	51,685	26.0909	2,261	54,269	27.3954	2,374	56,983
Solid Waste Equipment Operator II	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744
Solid Waste Equipment Operator III	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Solid Waste Specialist	36	31.6928	2,747	65,921	33.2774	2,884	69,217	34.9413	3,028	72,678	36.6884	3,180	76,312	38.5228	3,339	80,127
Solid Waste Utility Worker	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Street Maintenance Coordinator	36	31.6928	2,747	65,921	33.2774	2,884	69,217	34.9413	3,028	72,678	36.6884	3,180	76,312	38.5228	3,339	80,127
Street Maintenance/Equip Op I	22	22.5383	1,953	46,880	23.6652	2,051	49,224	24.8485	2,154	51,685	26.0909	2,261	54,269	27.3954	2,374	56,983
Street Maintenance/Equipment Op II	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744
Street Maintenance/Equipment Op III	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Traffic Sign & Markings Specialist	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Urban Forestry Technician	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Utilities Mechanic	32	28.7161	2,489	59,729	30.1519	2,613	62,716	31.6595	2,744	65,852	33.2425	2,881	69,144	34.9046	3,025	72,602
Vehicle & Equipment Technician I	27	25.4093	2,202	52,851	26.6798	2,312	55,494	28.0138	2,428	58,269	29.4144	2,549	61,182	30.8852	2,677	64,241
Vehicle & Equipment Technician II	31	28.0174	2,428	58,276	29.4183	2,550	61,190	30.8892	2,677	64,250	32.4336	2,811	67,462	34.0553	2,951	70,835
Wastewater Maintenance Worker I	22	22.5383	1,953	46,880	23.6652	2,051	49,224	24.8485	2,154	51,685	26.0909	2,261	54,269	27.3954	2,374	56,983
Wastewater Maintenance Worker II	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744
Wastewater Maintenance Worker III	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Wastewater Plant Maintenance Worker I	22	22.5383	1,953	46,880	23.6652	2,051	49,224	24.8485	2,154	51,685	26.0909	2,261	54,269	27.3954	2,374	56,983
Wastewater Plant Maintenance Worker II	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744

**CITY OF MANTECA
GENERAL SERVICES
SALARY MATRIX BY POSITION
UPDATED JULY 1, 2022**

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	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Wastewater Plant Operator I	36	31.6928	2,747	65,921	33.2774	2,884	69,217	34.9413	3,028	72,678	36.6884	3,180	76,312	38.5228	3,339	80,127
Wastewater Plant Operator II	40	34.9325	3,027	72,660	36.6791	3,179	76,293	38.5131	3,338	80,107	40.4387	3,505	84,113	42.4607	3,680	88,318
Wastewater Plant Operator III	44	38.4913	3,336	80,062	40.4159	3,503	84,065	42.4367	3,678	88,268	44.5585	3,862	92,682	46.7864	4,055	97,316
Water Distribution Operator I	36	31.6928	2,747	65,921	33.2774	2,884	69,217	34.9413	3,028	72,678	36.6884	3,180	76,312	38.5228	3,339	80,127
Water Distribution Operator II	40	34.9325	3,027	72,660	36.6791	3,179	76,293	38.5131	3,338	80,107	40.4387	3,505	84,113	42.4607	3,680	88,318
Water Distribution Operator III	44	38.4913	3,336	80,062	40.4159	3,503	84,065	42.4367	3,678	88,268	44.5585	3,862	92,682	46.7864	4,055	97,316
Water Regulatory Compliance Specialist I	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744
Water Regulatory Compliance Specialist II	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Water Regulatory Coordinator	36	31.6928	2,747	65,921	33.2774	2,884	69,217	34.9413	3,028	72,678	36.6884	3,180	76,312	38.5228	3,339	80,127
Water Systems Maintenance Worker I	22	22.5383	1,953	46,880	23.6652	2,051	49,224	24.8485	2,154	51,685	26.0909	2,261	54,269	27.3954	2,374	56,983
Water Systems Maintenance Worker II	26	24.8171	2,151	51,620	26.0580	2,258	54,201	27.3609	2,371	56,911	28.7289	2,490	59,756	30.1653	2,614	62,744
Water Systems Maintenance Worker III	30	27.3679	2,372	56,925	28.7363	2,490	59,771	30.1731	2,615	62,760	31.6818	2,746	65,898	33.2659	2,883	69,193
Water Treatment Operator	44	38.4913	3,336	80,062	40.4159	3,503	84,065	42.4367	3,678	88,268	44.5585	3,862	92,682	46.7864	4,055	97,316
Well Mechanic/Operator I	34	30.1607	2,614	62,734	31.6687	2,745	65,871	33.2522	2,882	69,165	34.9148	3,026	72,623	36.6605	3,177	76,254
Well Mechanic/Operator II	38	33.2833	2,885	69,229	34.9475	3,029	72,691	36.6948	3,180	76,325	38.5296	3,339	80,142	40.4561	3,506	84,149

**CITY OF MANTECA
 FIRE UNIT
 SALARY MATRIX BY POSITION
 EFFECTIVE JULY 1, 2022**

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Fire Captain	Ca	35.9217	8,717.00	37.7178	9,153.00	39.6037	9,610.00	41.5839	10,091.00	43.6631	10,596.00
Firefighter / Engineer	Ba	30.4635	7,392.00	31.9867	7,762.00	33.5860	8,150.00	35.2653	8,558.00	37.0286	8,986.00
Firefighter	Aa	27.3072	6,627.00	28.6726	6,958.00	30.1062	7,306.00	31.6115	7,671.00	33.1921	8,055.00

CITY OF MANTECA
 POLICE - SWORN
 SALARY MATRIX BY POSITION
 EFFECTIVE JULY 1, 2022

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	42.2712	87,924	44.3848	92,320	46.6040	96,936	48.9342	101,783	51.3809	106,872	53.9500	112,216	56.6475	117,827	59.4798	123,718
Police Sergeant	46-A2	59.4836	123,726	62.4578	129,912	65.5807	136,408	68.8597	143,228	72.3027	150,390						

**CITY OF MANTECA
POLICE - NON-SWORN
SALARY MATRIX BY POSITION
EFFECTIVE JULY 1, 2022**

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Animal Services Officer	23A-4	25.8954	53,862	27.1902	56,556	28.5497	59,383	29.9772	62,352	31.4760	65,470
Booking Officer	32A-4	32.2643	67,110	33.8775	70,465	35.5714	73,988	37.3500	77,688	39.2175	81,572
Code Enforcement Officer	32A-4	32.2643	67,110	33.8775	70,465	35.5714	73,988	37.3500	77,688	39.2175	81,572
Community Service Officer I	28A-4	29.2332	60,805	30.6949	63,845	32.2296	67,038	33.8411	70,389	35.5331	73,909
Community Service Officer II	32A-4	32.2643	67,110	33.8775	70,465	35.5714	73,988	37.3500	77,688	39.2175	81,572
Crime Analyst	34A-4	33.8977	70,507	35.5926	74,033	37.3722	77,734	39.2408	81,621	41.2029	85,702
Lead Animal Control Officer	26A-3	28.4277	59,130	29.8491	62,086	31.3415	65,190	32.9086	68,450	34.5540	71,872
Lead Police Records Clerk	30A-4	30.7097	63,876	32.2452	67,070	33.8574	70,423	35.5503	73,945	37.3278	77,642
Police Officer Trainee	40A-4	39.3111	81,767	41.2767	85,855	43.3405	90,148	45.5075	94,656	47.7829	99,388
Police Records Clerk I	22A-4	25.2636	52,548	26.5268	55,176	27.8531	57,934	29.2458	60,831	30.7081	63,873
Police Records Clerk II	26A-4	27.8668	57,963	29.2601	60,861	30.7231	63,904	32.2593	67,099	33.8723	70,454
Property & Evidence Officer	32A-4	32.2643	67,110	33.8775	70,465	35.5714	73,988	37.3500	77,688	39.2175	81,572
Public Safety Dispatch Coordinator	43A-4	42.3338	88,054	44.4505	92,457	46.6730	97,080	49.0067	101,934	51.4570	107,031
Public Safety Dispatcher I	32A-4	32.2643	67,110	33.8775	70,465	35.5714	73,988	37.3500	77,688	39.2175	81,572
Public Safety Dispatcher II	36A-4	35.6137	74,076	37.3944	77,780	39.2641	81,669	41.2273	85,753	43.2887	90,040

**CITY OF MANTECA
TECHNICAL SERVICES
SALARY MATRIX BY POSITION
EFFECTIVE JULY 1, 2022**

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Accountant I	TSS-46-1	39.9028	82,998	41.8979	87,148	43.9928	91,505	46.1925	96,080	48.5021	100,884
Accountant II	TSS-48-1	41.8979	87,148	43.9928	91,505	46.1924	96,080	48.5021	100,884	50.9272	105,928
Accounting Technician	TSS-28	25.4212	52,876	26.6923	55,520	28.0269	58,296	29.4282	61,211	30.8996	64,271
Administrative Analyst	TSS-36	30.9223	64,318	32.4684	67,534	34.0918	70,911	35.7964	74,457	37.5862	78,179
Administrative Assistant I	TSS-20-1	21.1291	43,949	22.1856	46,146	23.2948	48,453	24.4596	50,876	25.6826	53,420
Administrative Assistant II	TSS-27	24.7938	51,571	26.0335	54,150	27.3352	56,857	28.7019	59,700	30.1370	62,685
Administrative Assistant III	TSS-31	27.3415	56,870	28.7086	59,714	30.1440	62,700	31.6512	65,835	33.2338	69,126
Assistant Planner	TSS-44	37.5622	78,129	39.4403	82,036	41.4123	86,138	43.4829	90,445	45.6571	94,967
Budget Analyst I	TSS-46-1	39.9028	82,998	41.8979	87,148	43.9928	91,505	46.1925	96,080	48.5021	100,884
Budget Analyst II	TSS-48-1	41.8979	87,148	43.9928	91,505	46.1924	96,080	48.5021	100,884	50.9272	105,928
Building Inspector I	TSS-34	29.4264	61,207	30.8977	64,267	32.4426	67,481	34.0647	70,855	35.7680	74,397
Building Inspector II	TSS-38	32.4569	67,510	34.0797	70,886	35.7837	74,430	37.5729	78,152	39.4516	82,059
Construction Inspector I	TSS-34	29.4264	61,207	30.8977	64,267	32.4426	67,481	34.0647	70,855	35.7680	74,397
Construction Inspector II	TSS-38	32.4569	67,510	34.0797	70,886	35.7837	74,430	37.5729	78,152	39.4516	82,059
Customer Service Representative	TSS-24	23.0665	47,978	24.2198	50,377	25.4308	52,896	26.7024	55,541	28.0375	58,318
Development Services Tech	TSS-35	30.1402	62,692	31.6472	65,826	33.2296	69,118	34.8910	72,573	36.6356	76,202
Economic Development Specialist	TSS-32	28.0370	58,317	29.4389	61,233	30.9108	64,294	32.4563	67,509	34.0791	70,885
Economic Development Specialist II	TSS-34	29.4264	61,207	30.8977	64,267	32.4426	67,481	34.0647	70,855	35.7680	74,397
Economic Development Specialist III	TSS-36	30.9223	64,318	32.4684	67,534	34.0918	70,911	35.7964	74,457	37.5862	78,179
Engineering Technician I	TSS-30	26.6949	55,525	28.0296	58,302	29.4311	61,217	30.9027	64,278	32.4478	67,491
Engineering Technician II	TSS-34	29.4264	61,207	30.8977	64,267	32.4426	67,481	34.0647	70,855	35.7680	74,397
Engineering Technician III	TSS-38	32.4569	67,510	34.0797	70,886	35.7837	74,430	37.5729	78,152	39.4516	82,059
Environmental Compliance Inspector	TSS-41	34.8793	72,549	36.6233	76,176	38.4544	79,985	40.3771	83,984	42.3960	88,184
Executive Admin-Public Safety	TSS-37	31.6364	65,804	33.2182	69,094	34.8791	72,549	36.6231	76,176	38.4542	79,985
Fire Inspector I	TSS-34	29.4264	61,207	30.8977	64,267	32.4426	67,481	34.0647	70,855	35.7680	74,397
Fire Inspector II	TSS-38	32.4569	67,510	34.0797	70,886	35.7837	74,430	37.5729	78,152	39.4516	82,059
GIS Analyst	TSS-41	34.8793	72,549	36.6233	76,176	38.4544	79,985	40.3771	83,984	42.3960	88,184
GIS Specialist I	TSS-38	32.4569	67,510	34.0797	70,886	35.7837	74,430	37.5729	78,152	39.4516	82,059
GIS Specialist II	TSS-42	35.7576	74,376	37.5455	78,095	39.4228	81,999	41.3939	86,099	43.4636	90,404
GIS Technician I	TSS-31	27.3415	56,870	28.7086	59,714	30.1440	62,700	31.6512	65,835	33.2338	69,126
GIS Technician II	TSS-35	30.1402	62,692	31.6472	65,826	33.2296	69,118	34.8910	72,573	36.6356	76,202
GIS Technician III	TSS-39	33.2387	69,136	34.9006	72,593	36.6457	76,223	38.4780	80,034	40.4018	84,036
Human Resources Analyst	TSS-41	34.8793	72,549	36.6233	76,176	38.4544	79,985	40.3771	83,984	42.3960	88,184
Human Resources Technician	TSS-32	28.0370	58,317	29.4389	61,233	30.9108	64,294	32.4563	67,509	34.0791	70,885
IT Analyst	TSS-41	34.8793	72,549	36.6233	76,176	38.4544	79,985	40.3771	83,984	42.3960	88,184
IT Applications Engineer	TSS-46	39.4444	82,044	41.4166	86,147	43.4875	90,454	45.6618	94,977	47.9449	99,725
IT Specialist	TSS-37	31.6364	65,804	33.2182	69,094	34.8791	72,549	36.6231	76,176	38.4542	79,985
IT Systems Engineer	TSS-46	39.4444	82,044	41.4166	86,147	43.4875	90,454	45.6618	94,977	47.9449	99,725

**CITY OF MANTECA
 TECHNICAL SERVICES
 SALARY MATRIX BY POSITION
 EFFECTIVE JULY 1, 2022**

Position	Range	SALARY RANGE									
		A		B		C		D		E	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Laboratory Technician I	TSS-31	27.3415	56,870	28.7086	59,714	30.1440	62,700	31.6512	65,835	33.2338	69,126
Laboratory Technician II	TSS-35	30.1402	62,692	31.6472	65,826	33.2296	69,118	34.8910	72,573	36.6356	76,202
Laboratory Technician III	TSS-39	33.2387	69,136	34.9006	72,593	36.6457	76,223	38.4780	80,034	40.4018	84,036
Lead IT Systems Specialist	TSS-43	36.6358	76,202	38.4676	80,013	40.3910	84,013	42.4105	88,214	44.5310	92,625
Lead Laboratory Technician	TSS-43	36.6358	76,202	38.4676	80,013	40.3910	84,013	42.4105	88,214	44.5310	92,625
Payroll Technican	TSS-38	32.4569	67,510	34.0797	70,886	35.7837	74,430	37.5729	78,152	39.4516	82,059
Recreation Coordinator	TSS-30	26.6949	55,525	28.0296	58,302	29.4311	61,217	30.9027	64,278	32.4478	67,491
Risk Analyst	TSS-41	34.8793	72,549	36.6233	76,176	38.4544	79,985	40.3771	83,984	42.3960	88,184
Senior Building Inspector	TSS-42	35.7576	74,376	37.5455	78,095	39.4228	81,999	41.3939	86,099	43.4636	90,404
Senior Construction Inspector	TSS-42	35.7576	74,376	37.5455	78,095	39.4228	81,999	41.3939	86,099	43.4636	90,404
Senior Engineering Technician	TSS-42	35.7576	74,376	37.5455	78,095	39.4228	81,999	41.3939	86,099	43.4636	90,404
Senior Environmental Compliance Inspector	TSS-43	36.6358	76,202	38.4676	80,013	40.3910	84,013	42.4105	88,214	44.5310	92,625
Senior Landscape Technician	TSS-42	35.7576	74,376	37.5455	78,095	39.4228	81,999	41.3939	86,099	43.4636	90,404
Senior Payroll Technician	TSS-40	34.0876	70,902	35.7920	74,447	37.5816	78,170	39.4607	82,078	41.4337	86,182
Senior Plans Examiner	TSS-46	39.4444	82,044	41.4166	86,147	43.4875	90,454	45.6618	94,977	47.9449	99,725
Utilities Coordinator	TSS-34	29.4264	61,207	30.8977	64,267	32.4426	67,481	34.0647	70,855	35.7680	74,397
Water Resource Coordinator	TSS-32	28.0370	58,317	29.4389	61,233	30.9108	64,294	32.4563	67,509	34.0791	70,885

CITY OF MANTECA
PART-TIME EMPLOYEE HOURLY SALARY MATRIX
Effective 1/1/2023

Position	Range	A	B	C	D	E
AQUATICS						
Lifeguard I	1	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403
Lifeguard II	2	\$15.8875	\$16.6819	\$17.5160	\$18.3918	\$19.3114
Senior Lifeguard	3	\$16.2847	\$17.0989	\$17.9539	\$18.8516	\$19.7941
Assistant Pool Manager	4	\$16.6918	\$17.5264	\$18.4027	\$19.3229	\$20.2890
Pool Manager	5	\$17.1091	\$17.9646	\$18.8628	\$19.8059	\$20.7962
ATHLETIC PROGRAMS						
Scorekeeper/Timer	1	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403
Games Official I	3	\$16.2847	\$17.0989	\$17.9539	\$18.8516	\$19.7941
Games Official II	5	\$17.1091	\$17.9646	\$18.8628	\$19.8059	\$20.7962
CLERICAL						
Administrative Assistant	13	\$20.8458	\$21.8881	\$22.9825	\$24.1316	\$25.3382
Intern	1	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403
COORDINATORS						
Parks Project Coordinator	29	\$30.9457	\$32.4930	\$34.1176	\$35.8235	\$37.6147
General Program Coordinator	7	\$17.9752	\$18.8740	\$19.8177	\$20.8086	\$21.8490
FACILITY/RECREATION						
Recreation Leader I	1	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403
Recreation Leader II	2	\$15.8875	\$16.6819	\$17.5160	\$18.3918	\$19.3114
Recreation Specialist I	1	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403
Recreation Specialist II	2	\$15.8875	\$16.6819	\$17.5160	\$18.3918	\$19.3114
Recreation Specialist III	6	\$17.5368	\$18.4137	\$19.3344	\$20.3011	\$21.3161
Facility Supervisor I	2	\$15.8875	\$16.6819	\$17.5160	\$18.3918	\$19.3114
Facility Supervisor II	4	\$16.6918	\$17.5264	\$18.4027	\$19.3229	\$20.2890
MAINTENANCE						
Parks/Golf Maintenance Worker	5	\$17.1091	\$17.9646	\$18.8628	\$19.8059	\$20.7962
Street Maintenance	6	\$17.5368	\$18.4137	\$19.3344	\$20.3011	\$21.3161
FIRE						
Fire Reserve	1	\$15.5000	\$16.2750	\$17.0888	\$17.9432	\$18.8403
POLICE						
Code Enforcement Aide	2	\$15.8875	\$16.6819	\$17.5160	\$18.3918	\$19.3114
Police Facility Aide	2	\$15.8875	\$16.6819	\$17.5160	\$18.3918	\$19.3114
Kennel Assistant	2	\$15.8875	\$16.6819	\$17.5160	\$18.3918	\$19.3114
TRANSIT						
Facility Attendant	5	\$17.1091	\$17.9646	\$18.8628	\$19.8059	\$20.7962
SOLID WASTE						
PT Ordinance Enforcement Asst	5	\$17.1091	\$17.9646	\$18.8628	\$19.8059	\$20.7962