

**CITY OF MANTECA
 APPOINTED/ELECTED OFFICIALS
 SALARY MATRIX BY POSITION**

EFFECTIVE JULY 1, 2020

| Position | Range | SALARY RANGE | | | | | | |
|-----------------------|-------|--------------|---------|--------|--------|--------|--------|--------|
| | | Per Meeting | Monthly | B | C | D | E | F |
| | | | | 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
 AT-WILL
 SALARY MATRIX BY POSITION
 OCTOBER 17, 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 |
| 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 |

**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
GENERAL SERVICES
SALARY MATRIX BY POSITION
UPDATED December 1, 2023

| 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 Specialist | 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 |
| 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 December 1, 2023

| 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**

| 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**

| 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 |