



Master Hourly Rates

CLASSIFICATION	FY 2022-2023 Rate	FY 2023-2024 Rate	FY 2024-2025 Rate
CITY MANAGER			
City Manager	\$295.66	\$295.66	\$295.66
Executive Assistant	\$164.01	\$166.27	\$168.01
Management Analyst	\$150.61	\$152.47	\$153.90
Receptionist Clerk	\$143.67	\$145.32	\$146.59
Senior Management Analyst	\$160.11	\$162.25	\$163.90
PT - Summer Internship Program	\$94.30	\$94.30	\$94.30
CITY CLERK			
City Clerk	\$178.11	\$178.11	\$178.11
Sr. Deputy City Clerk	\$106.29	\$106.29	\$106.29
Deputy City Clerk	\$92.56	\$92.56	\$92.56
Management Analyst	\$106.26	\$108.11	\$109.54
PT Admin Clerk I/II	\$61.83	\$61.83	\$61.83
CITY ATTORNEY			
City Attorney (Contract)	\$187.47	\$187.47	\$187.47
Legal Secretary	\$98.75	\$98.75	\$98.75



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FINANCE			
Finance - Admin (12-011)			
Director of Finance	\$202.49	\$202.49	\$202.49
Executive Secretary	\$136.23	\$138.05	\$139.46
Senior Financial Analyst	\$168.92	\$168.92	\$168.92
Management Analyst	\$142.28	\$144.28	\$145.83
Finance - Accounting (12-021)			
Controller	\$176.05	\$176.05	\$176.05
Senior Accountant	\$144.95	\$147.51	\$149.49
Accountant	\$124.43	\$126.37	\$127.87
PT - Admin Clerk I/II	\$77.95	\$77.95	\$77.95
Finance - Revenue Services (12-031)			
Revenue Services Manager	\$177.42	\$180.72	\$183.26
Revenue Services Specialist	\$139.22	\$141.37	\$143.03
Account Services Rep I	\$120.56	\$122.15	\$123.38
Finance - Business Licensing (12-032)			
Account Services Rep I	\$106.40	\$107.83	\$108.94
Finance - Parking Citation (12-033)			
Account Services Rep I	\$105.78	\$107.53	\$108.88
Finance - Utility Billing (12-034)			
Account Services Rep I	\$126.90	\$128.74	\$130.16
Finance - Purchasing (12-041)			
General Services Manager	\$146.56	\$146.56	\$146.56
General Services Coordinator	\$112.20	\$114.28	\$115.89
Purchasing Clerk	\$100.53	\$102.27	\$103.61
PT - Warehouse Assistant	\$52.98	\$52.98	\$52.98



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HUMAN RESOURCES			
Human Resources (100-13-011)			
Director of Human Resources	\$217.55	\$217.55	\$217.55
Executive Assistant	\$113.60	\$113.60	\$113.60
Human Resources Analyst	\$122.32	\$122.32	\$122.32
Human Resources Assistant	\$96.43	\$96.43	\$96.43
Human Resources Manager	\$164.89	\$164.89	\$164.89
Human Resources Technician	\$103.17	\$103.17	\$103.17
Insurance Fund (601-13-021)			
Executive Assistant	\$86.45	\$86.45	\$86.45
Human Resources Technician	\$88.55	\$88.55	\$88.55
Director of Human Resources	\$190.39	\$190.39	\$190.39
Risk Manager	\$151.48	\$151.48	\$151.48



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CLASSIFICATION	FY 2022-2023 Rate	FY 2023-2024 Rate	FY 2024-2025 Rate
POLICE DEPARTMENT			
Police - Administration (15-011)			
CHIEF OF POLICE	\$237.60	\$237.60	\$237.60
EXECUTIVE SECRETARY	\$85.27	\$87.12	\$88.54
INFORMATION SYSTEMS SPECIALIST	\$110.47	\$113.07	\$115.08
POLICE CAPTAIN	\$176.36	\$180.94	\$184.48
POLICE LIEUTENANT	\$167.71	\$172.03	\$175.36
POLICE SERGEANT	\$149.85	\$153.63	\$156.55
SENIOR MANAGEMENT ANALYST	\$110.69	\$113.29	\$115.31
PT - Police Intern / Admin Clerk	\$21.22	\$21.22	\$21.22
PT - Background Investigator	\$41.72	\$41.72	\$41.72
Police - Patrol (15-021)			
POLICE CAPTAIN	\$235.38	\$239.76	\$243.14
POLICE LIEUTENANT	\$225.96	\$230.05	\$233.22
POLICE OFFICER	\$170.50	\$172.93	\$174.81
POLICE SERGEANT	\$206.81	\$210.33	\$213.05
Police - Investigations (15-031)			
ADMINISTRATIVE CLERK I/II	\$114.03	\$115.33	\$116.33
POLICE OFFICER	\$154.89	\$157.41	\$159.36
POLICE SERGEANT	\$194.43	\$198.14	\$201.00
SECRETARY	\$125.78	\$127.43	\$128.71
Police - Technical Support Services (15-041)			
ADMINISTRATIVE CLERK I/II	\$114.72	\$116.17	\$117.29
POLICE RECORDS MANAGER	\$152.10	\$154.67	\$156.65
POLICE RECORDS TECH/MATRON	\$122.74	\$124.43	\$125.74
POLICE SERVICES OFFICER	\$133.11	\$135.11	\$136.65
PT - Records Tech / Clerk / Intern	\$88.96	\$88.96	\$88.96
Police - Community Affairs(15-051)			
ADMINISTRATIVE CLERK I/II	\$120.28	\$121.87	\$123.10
POLICE OFFICER	\$155.08	\$157.71	\$159.75
POLICE SERGEANT	\$193.32	\$197.10	\$200.02
Police - Traffic Safety(15-061)			
POLICE LIEUTENANT	\$229.74	\$234.13	\$237.52
POLICE OFFICER	\$169.86	\$172.45	\$174.46
POLICE SERGEANT	\$214.05	\$217.97	\$221.00
PT - Police Intern	\$74.02	\$74.02	\$74.02
Police - Jail Operations (15-071)			
POLICE SERVICES OFFICER	\$104.35	\$105.86	\$107.02
Police - Parking Enforcement (15-081)			
ADMINISTRATIVE CLERK I/II	\$97.68	\$99.06	\$100.13
COMMUNITY SERVICES OFFICER	\$111.82	\$113.63	\$115.03
PARK SERV ENFORCE OFFICER	\$122.68	\$124.81	\$126.46
POLICE SERGEANT	\$177.58	\$181.36	\$184.28
PT - Seasonal Community Service Officers	\$74.37	\$74.37	\$74.37
PT - PACS Desk / Admin Support (Clerk / Intern)	\$69.98	\$69.98	\$69.98
Police - Animal Control (15-091)			
COMMUNITY SERVICES OFFICER	\$121.75	\$123.45	\$124.76



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FIRE DEPARTMENT			
Fire - Administration (16-011)			
EXECUTIVE SECRETARY	\$107.43	\$109.37	\$110.87
FIRE CHIEF	\$260.54	\$260.54	\$260.54
INFORMATION SYSTEMS SPECIALIST	\$132.04	\$134.72	\$136.79
PT - Background Investigator	\$76.84	\$76.84	\$76.84
PT - Senior Management Analyst	\$87.77	\$87.77	\$87.77
Fire - Prevention (16-021)			
FIRE MARSHAL/CAPTAIN	\$279.94	\$279.94	\$279.94
FIREFIGHTER/PARAMEDIC	\$232.35	\$232.35	\$232.35
PT - Inspector	\$111.86	\$111.86	\$111.86
Fire - Operations (16-031)			
FIRE BATTALION CHIEF	\$222.11	\$222.11	\$222.11
FIRE CAPTAIN/PARAMEDIC	\$206.78	\$206.78	\$206.78
FIRE ENGINEER/PARAMEDIC	\$193.04	\$193.04	\$193.04
FIREFIGHTER/PARAMEDIC	\$177.76	\$177.76	\$177.76
Fire - Emergency Medical Services (16-041)			
FIRE BATTALION CHIEF	\$242.28	\$242.28	\$242.28
FIREFIGHTER/PARAMEDIC	\$188.87	\$188.87	\$188.87
Fire - Support Services (16-051)			
FIRE BATTALION CHIEF	\$199.44	\$199.44	\$199.44
Fire - Emergency Preparedness (16-052)			
PT - Emergency Services Coordinator	\$76.97	\$76.97	\$76.97



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COMMUNITY DEVELOPMENT			
CD - Administration (17-011)			
ADMINISTRATIVE CLERK I/II	\$60.27	\$61.65	\$62.72
DIRECTOR OF COMMUNITY DEVELOPMENT	\$194.14	\$194.14	\$194.14
EXECUTIVE SECRETARY	\$79.37	\$81.33	\$82.83
SENIOR MANAGEMENT ANALYST	\$112.86	\$115.81	\$118.10
CD - Current Planning (17-021)			
ADMINISTRATIVE CLERK I/II	\$97.78	\$98.98	\$99.91
ASSISTANT PLANNER	\$133.70	\$135.98	\$137.74
ASSOCIATE PLANNER	\$149.12	\$151.86	\$153.98
PLANNING MANAGER	\$181.26	\$184.96	\$187.83
SENIOR PLANNER	\$151.34	\$154.15	\$156.32
PT - Intern	\$78.48	\$78.48	\$78.48
CD - Plan Check (17-031)			
BUILDING OFFICIAL	\$208.57	\$212.81	\$216.07
BUILDING SUPERVISOR	\$142.84	\$142.84	\$142.84
PLAN CHECK ENGINEER	\$168.62	\$171.66	\$174.00
SECRETARY	\$124.71	\$126.42	\$127.75
SENIOR PERMITS TECHNICIAN	\$136.90	\$138.99	\$140.59
UNDERFILL FOR B028-01 (SR PLAN CHECK ENG)	\$167.09	\$170.08	\$172.38
CD - Inspection (17-032)			
BUILDING INSPECTOR	\$123.91	\$125.88	\$127.40
BUILDING OFFICIAL	\$199.27	\$203.50	\$206.77
BUILDING SUPERVISOR	\$133.54	\$133.54	\$133.54
PERMITS TECHNICIAN	\$130.67	\$132.84	\$134.52
PRINCIPAL BUILDING INSPECTOR	\$161.82	\$164.92	\$167.32
SECRETARY	\$115.40	\$117.12	\$118.44
SR BLDG INSP/SAFETY	\$143.85	\$146.42	\$148.40
CD - Code Enforcement (17-041)			
ADMINISTRATIVE CLERK I/II	\$86.67	\$87.93	\$88.91
CODE ENFORCEMENT OFFICER	\$121.27	\$123.57	\$125.34
CD - Traffic Engineering (17-051)			
ENGINEERING TECHNICIAN I/II	\$105.97	\$107.84	\$109.28
TRAFFIC ENGINEER	\$165.12	\$168.76	\$171.57
CD - Environmental Programs (17-413)			
ENVIRONMENTAL PROGRAMS MANAGER	\$144.28	\$147.01	\$149.12
PT - Environmental Sustainability Intern	\$61.85	\$61.85	\$61.85



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CLASSIFICATION	FY 2022-2023 Rate	FY 2023-2024 Rate	FY 2024-2025 Rate
PUBLIC WORKS			
PW - Administration (18-011)			
DIRECTOR OF PUBLIC WORKS	\$210.82	\$210.82	\$210.82
EXECUTIVE SECRETARY	\$106.41	\$108.64	\$110.36
MAINTENANCE MANAGER	\$143.75	\$147.11	\$149.70
SENIOR MANAGEMENT ANALYST	\$122.26	\$124.97	\$127.06
UTILITIES MANAGER	\$148.95	\$152.46	\$155.17
WASTEWATER ELECTRICAL SUPERVISOR	\$129.72	\$132.65	\$134.92
PW - Civil Engineering (18-021)			
CITY ENGINEER	\$199.32	\$204.02	\$207.66
ENGINEERING TECHNICIAN I/II	\$129.60	\$132.21	\$134.22
PRINCIPAL CIVIL ENGINEER	\$165.21	\$168.89	\$171.73
PUBLIC WORKS INSPECTOR	\$114.60	\$116.77	\$118.43
SECRETARY	\$98.01	\$99.67	\$100.95
SENIOR CIVIL ENGINEER	\$142.31	\$145.30	\$147.61
SENIOR MANAGEMENT ANALYST	\$136.28	\$139.09	\$141.26
UNDERFILL FOR B021-01 (SR CIVI	\$134.68	\$137.45	\$139.58
UNDERFILL FOR B021-04	\$141.86	\$144.84	\$147.14
PT - Management Analyst	\$75.54	\$75.54	\$75.54
PW - Street Repair (18-032)			
ELECTRICIAN	\$125.44	\$125.44	\$125.44
MAINTENANCE WORKER I/II	\$124.53	\$126.34	\$127.73
MAINTENANCE WORKER III	\$133.69	\$135.76	\$137.37
MAINTENANCE WORKER IV	\$152.81	\$155.46	\$157.51
SECRETARY	\$122.88	\$124.63	\$125.99
URBAN FORESTER	\$149.31	\$151.86	\$153.83
PW - Traffic Control(18-034)			
MAINTENANCE WORKER I/II	\$124.15	\$126.02	\$127.47
PW - Parks Maintenance (18-042)			
MAINTENANCE WORKER I/II	\$119.97	\$121.97	\$123.51
SECRETARY	\$111.98	\$113.74	\$115.09
PW - Water Pumping (501-18-231)			
ELECTRICIAN	\$203.19	\$203.19	\$203.19
SENIOR WATER PLANT OPERATOR	\$203.77	\$205.89	\$207.53
WATER DISTRIBUTION SUPERVISOR	\$213.50	\$215.92	\$217.79
WATER PLANT OPERATOR	\$207.46	\$209.70	\$211.42
PW - Water Maintenance (501-18-251)			
MAINTENANCE WORKER I/II	\$138.51	\$140.32	\$141.72
MAINTENANCE WORKER III	\$151.08	\$153.27	\$154.96
SECRETARY	\$145.62	\$147.65	\$149.22
WATER DISTRIBUTION SUPERVISOR	\$158.64	\$161.06	\$162.93
WATER METER READER	\$132.50	\$134.14	\$135.40
PT - Management Analyst	\$100.47	\$100.47	\$100.47
PW - Storm Drain Maintenance (502-18-311)			
SECRETARY	\$223.34	\$225.37	\$226.93
SEWER MAINTENANCE WORKER	\$213.48	\$215.21	\$216.54



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CLASSIFICATION	FY 2022-2023 Rate	FY 2023-2024 Rate	FY 2024-2025 Rate
PW - Sewer Maintenance (503-18-321)			
ELECTRICIAN	\$265.27	\$265.27	\$265.27
MAINTENANCE WORKER III	\$268.02	\$270.21	\$271.90
SECRETARY	\$262.57	\$264.59	\$266.16
SEWER MAINTENANCE WORKER	\$253.99	\$255.76	\$257.12
PW - Refuse Management (510-18-411)			
MAINTENANCE WORKER I/II	\$199.14	\$201.14	\$202.68
SENIOR MANAGEMENT ANALYST	\$219.36	\$221.96	\$223.97
PW - Street Meters & City Lots (520-18-511)			
ELECTRICIAN	\$346.57	\$346.57	\$346.57
METER REPAIR WORKER	\$336.49	\$338.29	\$339.69
SECRETARY	\$343.86	\$345.89	\$347.45
PW - County Lot B - 26th Street (521-18-513)			
METER REPAIR WORKER	\$101.79	\$103.59	\$104.99
PW - County Lot C - El Porto (521-18-514)			
METER REPAIR WORKER	\$163.08	\$164.89	\$166.28
PW - State Lot A - Pier (522-18-512)			
METER REPAIR WORKER	\$225.84	\$227.64	\$229.04
PW - Fleet Maintenance (610-18-611)			
EQUIPMENT MAINTENANCE SUPERVISOR	\$109.42	\$111.57	\$113.23
EQUIPMENT MECHANIC I/II	\$105.88	\$107.92	\$109.50
SECRETARY	\$96.16	\$97.91	\$99.26
PW - Bldg & Ground Maintenance (615-18-041)			
BUILDING REPAIR CRAFTSPERSON	\$118.19	\$120.20	\$121.76
MAINTENANCE SUPERVISOR	\$129.12	\$131.46	\$133.27
SECRETARY	\$109.53	\$111.29	\$112.64



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CLASSIFICATION	FY 2022-2023 Rate	FY 2023-2024 Rate	FY 2024-2025 Rate
PARKS AND RECREATION			
Parks & Recreation - Administration (14-011)			
DIRECTOR OF PARKS & RECREATION	\$184.34	\$184.34	\$184.34
GRAPHIC ARTIST	\$82.53	\$82.53	\$82.53
MANAGEMENT ANALYST	\$109.94	\$112.14	\$113.84
SECRETARY	\$98.23	\$100.08	\$101.51
PT - Registration Desk Coverage	\$40.98	\$40.98	\$40.98
Parks & Recreation - Recreation Services(14-021)			
RECREATION SERVICES MANAGER	\$122.41	\$125.01	\$127.02
RECREATION SUPERVISOR	\$97.18	\$99.02	\$100.44
SENIOR RECREATION SERVICES MANAGER	\$142.65	\$145.85	\$148.33
PT - Recreation Leader I	\$52.55	\$52.55	\$52.55
PT - Sr. Recreation Leader	\$58.93	\$58.93	\$58.93
Parks & Recreation - Teen Drop in Center (14-024)			
RECREATION COORDINATOR	\$76.53	\$78.12	\$79.36
RECREATION SUPERVISOR	\$88.36	\$90.31	\$91.82
PT - Sr. Recreation Leader	\$36.75	\$36.75	\$36.75
PT - Recreation Leader II	\$32.50	\$32.50	\$32.50
Parks & Recreation - Special Activity Classes (14-025)			
RECREATION COORDINATOR	\$123.89	\$125.33	\$126.45
RECREATION SUPERVISOR	\$136.20	\$136.20	\$136.20
PT - Administrative Clerk I/II	\$94.25	\$94.25	\$94.25
Parks & Recreation - Special Events (14-026)			
RECREATION COORDINATOR	\$69.50	\$71.05	\$72.25
RECREATION SUPERVISOR	\$89.00	\$91.14	\$92.79
PT - Sr. Recreation Leader II	\$40.87	\$40.87	\$40.87
PT - Sr. Recreation Leader	\$36.61	\$36.61	\$36.61
PT - Recreation Leader II	\$32.36	\$32.36	\$32.36
PT - Administrative Clerk I/II	\$40.60	\$40.60	\$40.60
Parks & Recreation - Tennis Operations (14-027)			
RECREATION COORDINATOR	\$103.07	\$103.07	\$103.07
RECREATION SUPERVISOR	\$115.27	\$115.27	\$115.27
PT - Sr. Recreation Leader	\$49.05	\$49.05	\$49.05
PT - Recreation Leader II	\$44.80	\$44.80	\$44.80
PT - Recreation Leader I	\$42.67	\$42.67	\$42.67
PT - Administrative Clerk I/II	\$53.04	\$53.04	\$53.04
Parks & Recreation - Facility & Parks Reservation (14-028)			
FACILITIES RESERVATION CLERK	\$85.41	\$86.75	\$87.78
RECREATION COORDINATOR	\$91.23	\$92.74	\$93.90
RECREATION SUPERVISOR	\$117.71	\$120.02	\$121.79
PT - Pool Lifeguards	\$54.34	\$54.34	\$54.34
PT - Pool Manager	\$58.99	\$58.99	\$58.99



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Parks & Recreation - Cultural Arts (14-031)			
CULTURAL ARTS MANAGER	\$144.04	\$147.12	\$149.51
RECREATION SUPERVISOR	\$112.07	\$114.20	\$115.84
PT - Recreation Leader I	\$49.12	\$49.12	\$49.12
PT - Sr. Recreation Leader II	\$59.76	\$59.76	\$59.76
PT - Seasonal Program Coordinator	\$61.99	\$61.99	\$61.99
Parks & Recreation - Art Classes (14-034)			
RECREATION COORDINATOR	\$117.27	\$118.80	\$119.99
RECREATION SUPERVISOR	\$127.25	\$129.09	\$130.51
PT - Recreation Leader I	\$74.71	\$74.71	\$74.71
PT - Administrative Clerk I/II	\$85.08	\$85.08	\$85.08
Parks & Recreation - Concerts in the Park (14-036)			
PT - Seasonal Program Coordinator	\$25.55	\$25.55	\$25.55
Parks & Recreation - Sports Leagues & Tournaments (14-041)			
RECREATION COORDINATOR	\$168.32	\$169.83	\$171.00
PT - Sunset League Referees	\$137.33	\$137.33	\$137.33
Parks & Recreation - Sports Classes (14-042)			
RECREATION COORDINATOR	\$90.65	\$92.10	\$93.21
RECREATION SUPERVISOR	\$111.55	\$113.62	\$115.22
PT - Seasonal Coordinators	\$65.11	\$65.11	\$65.11
PT - Seasonal Aides	\$52.11	\$52.11	\$52.11
PT - Administrative Clerk I/II	\$59.61	\$59.61	\$59.61
Parks & Recreation - Swimming Activities (14-043)			
RECREATION COORDINATOR	\$89.63	\$91.13	\$92.29
RECREATION SUPERVISOR	\$113.07	\$115.27	\$116.96
PT - Lifeguards/Instructors	\$46.82	\$46.82	\$46.82
PT - Assistant Pool Manager	\$47.72	\$47.72	\$47.72
PT - Pool Assistants	\$43.12	\$43.12	\$43.12
PT - Administrative Clerk I/II	\$53.49	\$53.49	\$53.49
Parks & Recreation - Sports & Aquatics Admin (14-044)			
SENIOR RECREATION SERVICES MANAGER	\$226.05	\$229.26	\$231.73
Parks & Recreation - Volunteers (14-051)			
RECREATION SERVICES MANAGER	\$167.26	\$170.25	\$172.57
PT - Administrative Clerk I/II	\$88.44	\$88.44	\$88.44
Parks & Recreation - Older Adult Activities (14-061)			
RECREATION COORDINATOR	\$179.63	\$181.08	\$182.19
RECREATION SUPERVISOR	\$192.71	\$194.54	\$195.96
PT - Recreation Leader II	\$139.30	\$139.30	\$139.30
PT - Administrative Clerk I/II	\$147.54	\$147.54	\$147.54
Parks & Recreation - Senior Activities (14-062)			
OLDER ADULTS PROGRAM SUPERVISOR	\$123.25	\$123.25	\$123.25
RECREATION COORDINATOR	\$111.09	\$112.75	\$114.04
PT - Sr. Recreation Leader II	\$65.89	\$65.89	\$65.89
PT - Recreation Leader I	\$57.38	\$57.38	\$57.38