

## REPORT TO CITY COUNCIL

**Approved by:**

*Wendy Silva*  
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Wendy Silva, Director of Human Resources

*Arnoldo Rodriguez*  
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Arnoldo Rodriguez, City Manager

**Council Meeting of:** April 1, 2020

**Agenda Number:** B-9

**SUBJECT:**

Consideration of a Resolution Amending the City's Classification Plan and Setting the Assigned Salary Range for the Following Position:

- 1) Consideration of Adopting a Resolution Amending the City of Madera Classification Plan by Adding a Lead Electrician to the Classification Plan and Setting the Assigned Salary Range for the Classification
- 2) Consideration of a Minute Order Increasing the Staffing Allocation in the Electrical and Facilities Division of the Public Works Department by the Addition of one Lead Electrician Position

**RECOMMENDATION:**

It is recommended the City Council (Council) adopt the resolution adding the Lead Electrician classification to the City's classification plan and setting the assigned salary range for the classification. It is further recommended that Council authorize increasing the staffing of the Electrical and Facilities Division of the Public Works Department by the addition of one Lead Electrician.

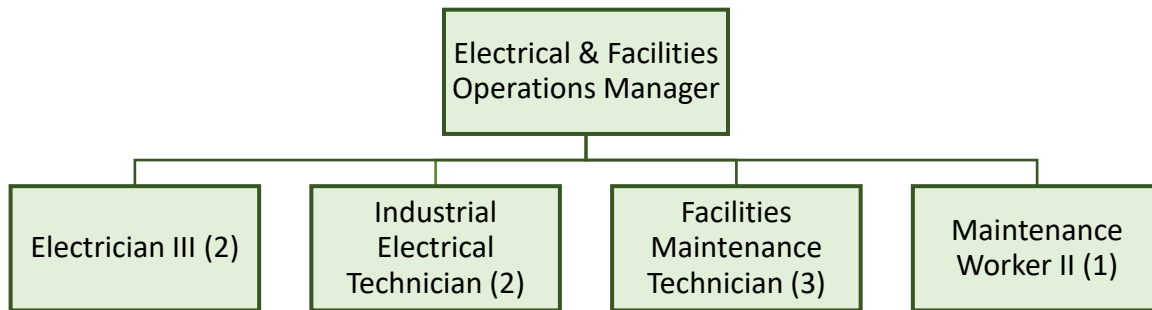
**SUMMARY:**

The Electrical and Facilities Division of the Public Works Department is currently structured with one manager and eight direct reports supporting the City's facility and electrical system needs. The proposed action would add a Lead Electrician classification to assist in supporting the electrical systems maintenance functions.

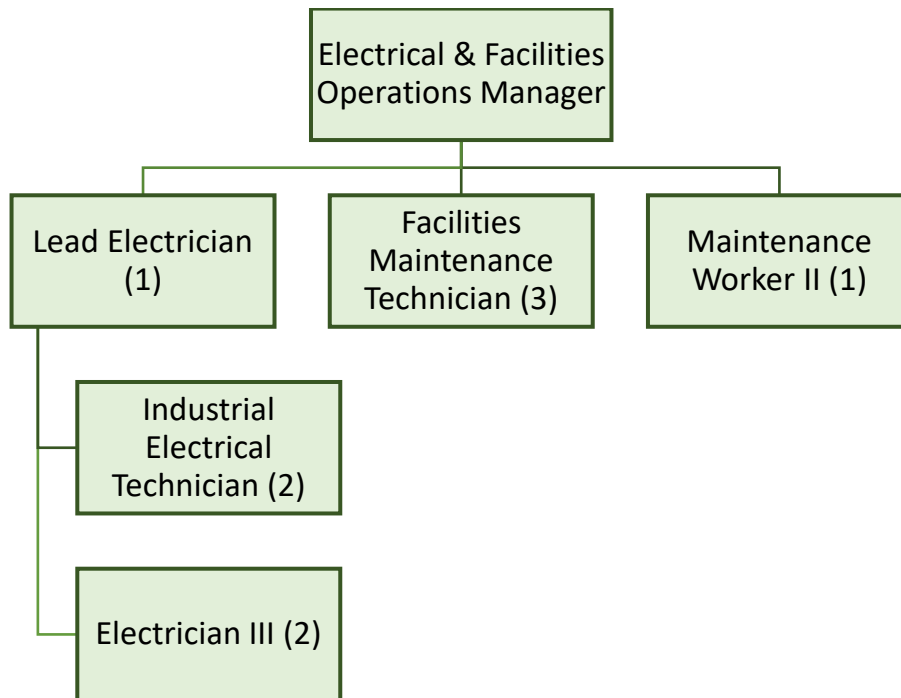
**DISCUSSION:**

The Public Works Department consists of four (4) operations divisions: Water and Sewer, Wastewater, Electrical and Facilities, and Streets and Storm Drainage. Each division is headed by an Operations Manager and has either a Supervisor level or Lead level employee, or both, assigned to the division except for the Electrical and Facilities Operations Division. The Electrical and Facilities Division is actively involved in the design, construction, alteration, and maintenance of City facilities and electrical systems, including complex electronic controllers, street lights, and traffic signal lights. Currently, all staff within the division report directly to the Operations Manager.

The Division is currently staffed as follows:



The City Manager is proposing to modify the division to add a Lead Electrician. The requested action is to increase the approved staffing allocation within the Division by one full time employee. If approved, the Division's organizational chart would be as follows:



Within the Public Works Department, the salary range for all Lead Worker positions within each Operational Division is set 10% above the next position in the Division. The City is proposing that this same spread be maintained in the Facilities Division. Table 1 on the next page shows the existing internal salary relationships within the Operational Divisions between the Lead Worker positions and the next position within that Classification Series. It should be noted, there are some specialist positions within the Divisions that do not maintain this 10% spread. The City submitted the proposed salary range to the representatives of the General Bargaining Unit. They did not have concerns with the specific proposed salary range, however expressed concerns that the specialist positions within Divisions cause compaction with Lead Worker positions.

Table 1. Public Works Department Internal Salary Relationships

Job Title	B/U	Range	Bi-Weekly Pay Rate						Position Spread
			A	B	C	D	E	F	
Electrician III	GBU	381	\$2,240.48	\$2,352.86	\$2,477.72	\$2,593.59	\$2,723.44	\$2,859.79	
Industrial Electrical Technician	GBU	381	\$2,240.48	\$2,352.86	\$2,477.72	\$2,593.59	\$2,723.44	\$2,859.79	
Proposed: Lead Electrician	GBU	401	\$2,475.72	\$2,599.58	\$2,729.43	\$2,865.78	\$3,009.12	\$3,159.45	10%
Public Works Maintenance Worker IV	GBU	285	\$1,387.94	\$1,457.36	\$1,530.28	\$1,606.70	\$1,687.11	\$1,771.51	
Public Works Maintenance Lead Worker	GBU	305	\$1,533.78	\$1,610.19	\$1,691.10	\$1,775.51	\$1,864.41	\$1,957.30	10%
WWTP Operator III	GBU	364	\$2,058.69	\$2,161.57	\$2,269.45	\$2,382.82	\$2,502.19	\$2,627.05	
WWTP Lead Operator	GBU	383	\$2,262.96	\$2,376.33	\$2,495.20	\$2,619.56	\$2,750.91	\$2,888.26	10%
Public Works Maintenance Worker IV	GBU	285	\$1,387.94	\$1,457.36	\$1,530.28	\$1,606.70	\$1,687.11	\$1,771.51	
Public Works Maintenance Lead Worker	GBU	305	\$1,533.78	\$1,610.19	\$1,691.10	\$1,775.51	\$1,864.41	\$1,957.30	10%
Water System Worker III	GBU	315	\$1,612.19	\$1,692.60	\$1,777.50	\$1,866.40	\$1,959.80	\$2,057.69	
Water System Lead Worker	GBU	335	\$1,781.50	\$1,870.40	\$1,963.79	\$2,062.18	\$2,165.07	\$2,273.45	10%

**FINANCIAL IMPACT:**

For the current fiscal year, actual cost will depend on the timing of filling the position, however it is expected that the additional position can be absorbed within the existing adopted budget for the City. Going forward, on an annual basis, at top step the fully burdened salary and benefits for Lead Electrician will be \$113,310.

**CONSISTENCY WITH THE VISION MADERA 2025 PLAN:**

Job descriptions for City employees are not addressed in the vision or action plan; the requested action is also not in conflict with any of the actions or goals contained in that plan.

**ALTERNATIVES:**

Council could direct staff to revisit the proposed reorganization of the Facilities Division.

**ATTACHMENTS:**

1. Job description for Lead Electrician
2. Resolution amending the City of Madera Classification Plan and setting the assigned salary range for the classification
  - a. Exhibit 1: Full City of Madera Salary Schedule

## CITY OF MADERA

### LEAD ELECTRICIAN

*Class specifications are only intended to present a descriptive summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not include all** duties performed by individuals within a classification. In addition, specifications are intended to outline the **minimum** qualifications necessary for entry into the class and do not necessarily convey the qualifications of incumbents within the position.*

#### **DEFINITION:**

Under direction, leads, oversees, reviews and performs complex work activities and duties assigned to the Electrician crews; and technical work in testing, installation, calibrating, maintenance and repair of all pneumatic, electronic and electrical distribution and control circuits and automated systems commonly used in a modern waste water treatment plant, storm/sewer collection system, water distribution system and traffic/streetlights controls; demonstrates a full understanding of all applicable policies, procedures and work methods associated with assigned duties; performs other related duties as required.

#### **DISTINGUISHING CHARACTERISTICS:**

The **Lead Electrician** is the lead class responsible for a wide variety of electrical maintenance and installation tasks. This classification is distinguished from the next higher series of Public Works Electrical and Facilities Operations Manager in that the latter is responsible for supervision of the work unit.

#### **SUPERVISION RECEIVED/EXERCISED:**

Receives general supervision from a Public Works Electrical and Facilities Operations Manager. Exercises direct supervision over electrician crews.

#### **ESSENTIAL FUNCTIONS:** *(include but are not limited to the following)*

- Leads, oversees, reviews and performs the of work of staff responsible for installation, maintenance, repair and alteration of electrical and electronic systems in City facilities.
- Installs and replaces electrical components, underground conduits, lighting fixtures, ball park lights, airport lighting systems, wiring and other equipment including traffic signals and street lights; prepares project cost estimates of materials.
- Installs, maintains, repairs and calibrates digital/analog process control equipment.
- Designs instrumentation and electrical systems and then takes the lead with the implementation of such systems with the assistance of lower classification of personnel.

- Installs, maintains, and repairs computer system software and hardware, including Programmable Logic Controllers (PLCs), Standalone Control And Data Acquisition (SCADA) Computers and radio based telemetry systems, which are utilized for controlling flow, temperature, motion and chemical feed.
- Repairs, maintains and calibrates process control instrumentation such as but not limited to level, pressure and flow equipment.
- Maintains a variety of electronic control instruments used to operate electrical mechanical equipment, record data, indicate equipment status and activate supervisory control.
- Maintains and repairs automatic control valves and associated control devices.
- Operates a variety of electronic testing equipment.
- Maintains service records; participates in development of specifications for requisition for parts and electrical equipment.
- Uses computers and applicable software for logging work completed, record keeping, and equipment data retrieval.
- Ensures all safety regulations are followed.
- Establishes positive working relationships with representatives of community organizations, state/local agencies, City management and staff, and the public.
- Demonstrates proficiency in the installation, maintenance and troubleshooting of heavy industrial equipment and electrical systems, including motor starters, variable frequency drives, motor control centers and distribution panels. Demonstrates the ability to work with a variety of voltages up to 480 Volts AC.
- Demonstrates proficiency in the installation and troubleshooting of process control and electrical circuits. Demonstrates the ability to read and interpret ladder diagrams and Piping and Instrumentation Diagrams.
- Demonstrates the ability to communicate and troubleshoot with various brands of Programmable Logic Controllers that utilize Ladder Logic, Function Block Diagram and Structured Text programming language using computer based software.

### **WORKING CONDITIONS:**

Position requires sitting, standing, walking on level and slippery surfaces, reaching, twisting, turning, kneeling, bending, stooping, squatting, crouching, grasping and making repetitive hand movement in the performance of daily duties. The position also requires both near and far vision when inspecting work and operating assigned equipment, must see well enough to read, write and make observations. The need to lift, carry and push tools, equipment and supplies weighing 25 pounds or more is also required. Additionally, the incumbent in this outdoor position works in all weather conditions including wet, hot and cold. The position entails working in situations that may expose the employee to fumes or airborne particles, electrical shock or mechanical hazards. The nature of the work also requires the incumbent to climb ladders, use

power and noise producing tools and equipment, drive motorized vehicles, work in heavy vehicle traffic conditions and often work with constant interruptions.

**QUALIFICATIONS:** *(The following are minimal qualifications necessary for entry into the classification)*

**Education and/or Experience:**

Any combination of education and experience that has provided the knowledge, skills and abilities necessary for a **Lead Electrician**. A typical way of obtaining the required qualifications is to possess the equivalent of three years of advanced journey level experience involving skilled maintenance/installation of industrial, instrumentation/electrical and electronic control systems which include one year of full-time experience providing lead or full first-line supervisory direction., a high school diploma or equivalent supplemented by some directly related college level course work.

**License/Certificate:**

Possession of, or ability to obtain, a valid class C California driver's license. Possession of a valid General Electrician certification by the State of California, Department of Industrial Relations, Division of Apprenticeship Standards.

**KNOWLEDGE/ABILITIES/SKILLS:** *(The following are a representative sample of the KAS's necessary to perform essential duties of the position)*

**Knowledge of:**

Standard and specialized practices, methods, tools, equipment and materials used in the installation, repair and maintenance of supervisory, and automated control systems used in water/wastewater/storm and traffic signal systems. Principles and practices of electronics/electric/pneumatic and instrumentation installation as it applies to automated control systems. Principles of radio based telemetry systems. Occupational hazards and standard safety precautions of the trade, including the National Electric Code and NFPA70E safety requirements.

**Ability to:**

Plan, coordinate, assign, and direct the work of subordinate staff. Develop and implement a comprehensive, preventive maintenance program for Municipal Services instrumentation and electronics equipment. Operate electronic/electrical testing equipment. Diagnose electrical and electronic failures and take an effective course of action to correct the problem. Respond to emergency conditions and use good judgment to make appropriate repairs. Understand and carry out oral and written instructions. Troubleshoot and diagnose control circuits in an industrial setting; interpret ladder diagrams and

install control and power circuits from diagrams.

**Skill to:**

Safely and effectively operate a variety of power and hand tools used in electrical installation and repair.



RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA AMENDING THE CITY OF MADERA CLASSIFICATION PLAN BY ADDING LEAD ELECTRICIAN TO THE CLASSIFICATION PLAN AND SETTING THE ASSIGNED SALARY RANGE FOR THE CLASSIFICATION**

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF MADERA** hereby resolves, finds, and orders as follows:

**SECTION 1.** The Employee Classification Plan adopted by Resolution No. 00-13 is hereby amended effective April 1, 2020 by the addition of the Lead Electrician classification. The job description for this classification is on file with the Office of the City Clerk and referred to for more particulars.

**SECTION 2.** Effective April 1, 2020, the Lead electrician classification is hereby assigned to City of Madera Salary Schedule M as follows. A complete City of Madera Salary Schedule is attached as Exhibit 1.

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Lead Electrician	401	\$2,475.72	\$2,599.58	\$2,729.43	\$2,865.78	\$3,009.12	\$3,159.45

**SECTION 3.** This resolution is effective immediately upon adoption.

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City of Madera Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Accountant (Junior)	GBU	282	\$1,367.46	\$1,435.89	\$1,507.81	\$1,583.22	\$1,662.13	\$1,745.54
Accountant I	MM	322	\$1,669.62	\$1,753.03	\$1,840.43	\$1,932.33	\$2,029.22	\$2,130.61
Accountant II	MM	362	\$2,038.21	\$2,140.10	\$2,246.98	\$2,359.35	\$2,477.22	\$2,601.08
Accounting Technician I	GBU	240	\$1,109.25	\$1,164.69	\$1,222.63	\$1,284.06	\$1,347.99	\$1,415.41
Accounting Technician II	GBU	260	\$1,225.62	\$1,286.56	\$1,350.98	\$1,418.41	\$1,489.33	\$1,563.74
Accounting Technician III	GBU	280	\$1,353.98	\$1,421.40	\$1,492.82	\$1,567.24	\$1,645.65	\$1,728.06
Administrative Analyst I	MM	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64
Administrative Analyst II	MM	386	\$2,297.42	\$2,412.29	\$2,532.66	\$2,659.51	\$2,792.36	\$2,931.71
Administrative Assistant	GBU	299	\$1,488.33	\$1,562.74	\$1,641.16	\$1,723.06	\$1,809.47	\$1,899.87
Administrative Secretary	GBU	275	\$1,320.52	\$1,386.44	\$1,455.86	\$1,528.78	\$1,605.20	\$1,685.61
Airport Maintenance Worker I	GBU	254	\$1,189.16	\$1,248.60	\$1,311.03	\$1,376.95	\$1,445.38	\$1,517.80
Airport Maintenance Worker II	GBU	274	\$1,314.02	\$1,379.95	\$1,448.87	\$1,521.29	\$1,597.21	\$1,677.12
Airport Maintenance Worker III	GBU	281	\$1,360.47	\$1,428.90	\$1,500.31	\$1,575.23	\$1,654.14	\$1,736.55
Animal Control Officer	GBU	290	\$1,423.40	\$1,494.32	\$1,569.24	\$1,647.65	\$1,730.06	\$1,816.46
Assistant Engineer	MM	377	\$2,196.53	\$2,306.41	\$2,421.28	\$2,542.64	\$2,669.50	\$2,803.35
Assistant Planner	GBU	352	\$1,938.82	\$2,035.71	\$2,137.60	\$2,244.48	\$2,356.85	\$2,474.72
Associate Civil Engineer	MM	397	\$2,426.77	\$2,548.14	\$2,675.50	\$2,809.34	\$2,949.69	\$3,097.02
Associate Planner	MM	368	\$2,100.14	\$2,205.02	\$2,315.40	\$2,430.77	\$2,552.63	\$2,679.99
Building Permit Technician	GBU	288	\$1,408.92	\$1,479.34	\$1,553.26	\$1,631.17	\$1,712.58	\$1,798.48
Chief Building Official	M	464	\$3,323.23	\$3,489.22	\$3,663.53	\$3,847.15	\$4,039.09	\$4,241.31
City Attorney	EXE	568	\$5,582.46	\$5,861.55	\$6,154.36	\$6,462.35	\$6,785.52	\$7,124.84
City Clerk	EXE	419	\$2,654.86	\$2,788.05	\$2,927.10	\$3,073.51	\$3,227.26	\$3,388.84
City Engineer	M	508	\$4,138.49	\$4,345.61	\$4,563.01	\$4,791.19	\$5,030.62	\$5,281.81
City Manager	EXE	587	\$6,137.22	\$6,444.23	\$6,766.42	\$7,104.77	\$7,459.76	\$7,832.87
Combination Building Inspector	GBU	348	\$1,900.37	\$1,995.76	\$2,095.15	\$2,200.03	\$2,310.41	\$2,425.78
Communications Manager	M	456	\$3,192.98	\$3,352.61	\$3,520.56	\$3,696.34	\$3,881.43	\$4,075.32
Communications Specialist	MM	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64
Computer Technician	GBU	344	\$1,862.91	\$1,956.30	\$2,054.19	\$2,156.58	\$2,264.46	\$2,377.83
Construction Inspector I	GBU	322	\$1,669.62	\$1,753.03	\$1,840.43	\$1,932.33	\$2,029.22	\$2,130.61
Construction Inspector II	GBU	342	\$1,844.43	\$1,936.82	\$2,033.72	\$2,135.10	\$2,241.98	\$2,354.36
Crime Analysis Technician	MPOA	306	\$1,511.05	\$1,586.94	\$1,666.27	\$1,749.51	\$1,836.66	\$1,928.72
Deputy City Clerk	GBU	311	\$1,580.23	\$1,659.14	\$1,742.04	\$1,829.45	\$1,920.84	\$2,016.73
Deputy City Engineer	MM	463	\$3,372.71	\$3,541.52	\$3,718.32	\$3,904.61	\$4,099.40	\$4,304.67
Director of Community Development	M	568	\$5,582.46	\$5,861.55	\$6,154.36	\$6,462.35	\$6,785.52	\$7,124.84
Director of Financial Services	M	525	\$4,504.74	\$4,729.98	\$4,966.48	\$5,214.73	\$5,475.71	\$5,749.43
Director of Human Resources	M	513	\$4,243.27	\$4,455.29	\$4,678.08	\$4,912.13	\$5,157.44	\$5,415.49
Director of Parks & Community Services	M	509	\$4,159.54	\$4,367.15	\$4,585.54	\$4,814.69	\$5,055.60	\$5,308.25
Electrical and Facilities Operations Manager	MM	421	\$2,735.43	\$2,872.27	\$3,015.61	\$3,166.44	\$3,324.77	\$3,491.08
Electrician II	GBU	361	\$2,027.72	\$2,129.11	\$2,235.99	\$2,347.36	\$2,464.73	\$2,588.09
Electrician III	GBU	381	\$2,240.48	\$2,352.86	\$2,477.72	\$2,593.59	\$2,723.44	\$2,859.79
Engineering Project Manager	MM	419	\$2,707.96	\$2,843.81	\$2,985.65	\$3,134.98	\$3,291.80	\$3,456.62

City of Madera Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Engineering Technician I	GBU	302	\$1,510.80	\$1,586.72	\$1,665.63	\$1,749.04	\$1,836.44	\$1,928.33
Engineering Technician II	GBU	322	\$1,669.62	\$1,753.03	\$1,840.43	\$1,932.33	\$2,029.22	\$2,130.61
Engineering Technician III	GBU	350	\$1,919.84	\$2,015.74	\$2,116.62	\$2,222.00	\$2,333.38	\$2,449.75
Executive Secretary	MM	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63	\$2,217.51
Executive Secretary to City Administrator	MM	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63	\$2,217.51
Executive Secretary to the Chief of Police	LEMM	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03
Facilities Maintenance Technician	GBU	289	\$1,415.91	\$1,486.83	\$1,561.25	\$1,639.16	\$1,721.07	\$1,807.47
Facility Aide	GBU	201	\$912.97	\$958.42	\$1,006.37	\$1,056.81	\$1,109.75	\$1,165.19
Financial Services Manager	MM	446	\$3,098.52	\$3,253.35	\$3,416.16	\$3,586.97	\$3,766.27	\$3,954.56
Fleet Operations Manager	MM	404	\$2,513.18	\$2,638.54	\$2,770.39	\$2,909.23	\$3,054.57	\$3,207.40
Grant Administrator	M	476	\$3,527.90	\$3,704.66	\$3,889.75	\$4,084.14	\$4,288.32	\$4,502.79
Grant Analyst	MM	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64
Grants Specialist	GBU	299	\$1,488.33	\$1,562.74	\$1,641.16	\$1,723.06	\$1,809.47	\$1,899.87
Human Resources Technician	MM	290	\$1,423.40	\$1,494.32	\$1,569.24	\$1,647.65	\$1,730.06	\$1,816.46
Human Resources Technician II	MM	310	\$1,572.23	\$1,651.15	\$1,733.55	\$1,820.46	\$1,911.35	\$2,006.75
Industrial Electrical Technician	GBU	381	\$2,240.48	\$2,352.86	\$2,477.72	\$2,593.59	\$2,723.44	\$2,859.79
Information Services Manager	M	474	\$3,493.14	\$3,667.94	\$3,851.07	\$4,043.50	\$4,245.72	\$4,458.23
Lead Electrician	GBU	401	\$2,475.72	\$2,599.58	\$2,729.43	\$2,865.78	\$3,009.12	\$3,159.45
Legal Assistant	MM	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63	\$2,217.51
Maintenance Technician	GBU	283	\$1,374.46	\$1,442.88	\$1,515.30	\$1,591.21	\$1,670.62	\$1,754.03
Mechanic I	GBU	286	\$1,394.93	\$1,464.85	\$1,538.27	\$1,615.19	\$1,695.60	\$1,780.50
Mechanic II	GBU	301	\$1,503.31	\$1,578.73	\$1,657.64	\$1,740.55	\$1,827.45	\$1,918.84
Mechanic III	GBU	321	\$1,661.13	\$1,744.04	\$1,831.44	\$1,922.84	\$2,019.23	\$2,120.12
Neighborhood Outreach Assistant	GBU	276	\$1,327.01	\$1,393.43	\$1,463.36	\$1,536.27	\$1,613.19	\$1,694.10
Neighborhood Outreach Coordinator	GBU	306	\$1,541.27	\$1,618.68	\$1,699.59	\$1,784.50	\$1,873.40	\$1,967.29
Neighborhood Preservation Specialist I	GBU	310	\$1,572.23	\$1,651.15	\$1,733.55	\$1,820.46	\$1,911.35	\$2,006.75
Neighborhood Preservation Specialist II	GBU	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63	\$2,217.51
Neighborhood Preservation Specialist III	GBU	350	\$1,919.84	\$2,015.74	\$2,116.62	\$2,222.00	\$2,333.38	\$2,449.75
Neighborhood Preservation Supervisor	MM	380	\$2,229.50	\$2,340.87	\$2,457.74	\$2,581.10	\$2,709.96	\$2,845.30
Network Administrator	MM	389	\$2,331.88	\$2,448.25	\$2,570.61	\$2,699.47	\$2,834.32	\$2,976.16
Office Assistant I	GBU	213	\$969.41	\$1,017.86	\$1,068.80	\$1,122.24	\$1,178.18	\$1,237.11
Office Assistant II	GBU	233	\$1,070.80	\$1,124.74	\$1,180.67	\$1,239.61	\$1,302.04	\$1,366.96
Paralegal Office Administrator	MM	372	\$2,142.09	\$2,249.47	\$2,361.85	\$2,479.71	\$2,604.08	\$2,733.93
Park Planning Manager	MM	426	\$2,804.35	\$2,944.69	\$3,092.03	\$3,246.35	\$3,408.67	\$3,578.98
Parks Leadworker	GBU	308	\$1,556.75	\$1,634.66	\$1,716.57	\$1,802.48	\$1,892.37	\$1,986.77
Parks Supervisor	MM	335	\$1,781.50	\$1,870.40	\$1,963.79	\$2,062.18	\$2,165.07	\$2,273.45
Parks Worker I	GBU	248	\$1,154.20	\$1,212.14	\$1,272.57	\$1,336.00	\$1,402.92	\$1,472.85
Parks Worker II	GBU	268	\$1,275.07	\$1,339.00	\$1,405.92	\$1,476.34	\$1,550.26	\$1,627.67
Parks Worker III	GBU	288	\$1,408.92	\$1,479.34	\$1,553.26	\$1,631.17	\$1,712.58	\$1,798.48
Payroll Specialist	GBU	316	\$1,620.18	\$1,701.09	\$1,786.49	\$1,875.39	\$1,969.29	\$2,067.68
Planning Manager	M	476	\$3,527.90	\$3,704.66	\$3,889.75	\$4,084.14	\$4,288.32	\$4,502.79

City of Madera Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Plans Examiner	GBU	360	\$2,017.73	\$2,118.62	\$2,224.50	\$2,335.88	\$2,452.75	\$2,575.11
Police Auxiliary Services Supervisor	LEMM	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71
Police Chief	M	554	\$5,205.92	\$5,466.41	\$5,739.63	\$6,026.56	\$6,327.70	\$6,644.01
Police Commander	LEMM	504	\$4,056.72	\$4,259.92	\$4,472.92	\$4,696.20	\$4,931.23	\$5,177.52
Police Corporal	MPOA	383	\$2,218.59	\$2,329.74	\$2,446.27	\$2,568.19	\$2,696.97	\$2,831.62
Police Lieutenant	LEMM	487	\$3,727.19	\$3,913.25	\$4,109.11	\$4,314.76	\$4,530.21	\$4,756.91
Police Office Supervisor	LEMM	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71
Police Officer I	MPOA	363	\$2,008.04	\$2,108.42	\$2,213.69	\$2,324.35	\$2,440.89	\$2,562.81
Police Officer II	MPOA	373	\$2,110.86	\$2,216.14	\$2,327.29	\$2,443.33	\$2,565.75	\$2,694.03
Police Officer Trainee	MPOA	333	\$1,728.94	\$1,815.61	\$1,906.19	\$2,001.67	\$2,101.56	\$2,206.84
Police Sergeant	MPOA	426	\$2,749.36	\$2,886.95	\$3,031.40	\$3,182.70	\$3,341.84	\$3,508.80
Procurement Services Manager	MM	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64
Program Manager-Grants	MM	366	\$2,079.16	\$2,183.05	\$2,292.43	\$2,406.80	\$2,527.16	\$2,653.52
Property & Evidence Officer	MPOA	296	\$1,437.60	\$1,509.58	\$1,584.98	\$1,664.31	\$1,747.55	\$1,834.70
Public Safety Dispatcher	MPOA	294	\$1,423.40	\$1,494.40	\$1,569.32	\$1,647.66	\$1,729.92	\$1,816.59
Public Works Maintenance Lead Worker	GBU	305	\$1,533.78	\$1,610.19	\$1,691.10	\$1,775.51	\$1,864.41	\$1,957.30
Public Works Maintenance Worker I	GBU	254	\$1,189.16	\$1,248.60	\$1,311.03	\$1,376.95	\$1,445.38	\$1,517.80
Public Works Maintenance Worker II	GBU	274	\$1,314.02	\$1,379.95	\$1,448.87	\$1,521.29	\$1,597.21	\$1,677.12
Public Works Maintenance Worker III	GBU	281	\$1,360.47	\$1,428.90	\$1,500.31	\$1,575.23	\$1,654.14	\$1,736.55
Public Works Maintenance Worker IV	GBU	285	\$1,387.94	\$1,457.36	\$1,530.28	\$1,606.70	\$1,687.11	\$1,771.51
Public Works Operations Director	M	508	\$4,138.49	\$4,345.61	\$4,563.01	\$4,791.19	\$5,030.62	\$5,281.81
Purchasing Assistant	GBU	280	\$1,353.98	\$1,421.40	\$1,492.82	\$1,567.24	\$1,645.65	\$1,728.06
RDA Executive Director	EXE							\$6,827.14
Records Clerk	MPOA	270	\$1,262.80	\$1,325.96	\$1,392.06	\$1,462.08	\$1,535.04	\$1,611.92
Recreation/Community Programs Coordinator	GBU	313	\$1,596.21	\$1,676.12	\$1,759.52	\$1,847.92	\$1,940.32	\$2,037.21
Recreation/Community Programs Manager	MM	390	\$2,343.37	\$2,460.74	\$2,583.60	\$2,712.95	\$2,848.30	\$2,991.14
Recreation/Community Programs Supervisor	MM	353	\$1,948.81	\$2,046.20	\$2,148.09	\$2,255.47	\$2,368.34	\$2,486.71
Redevelopment Agency Secretary	MM	342	\$1,844.43	\$1,936.82	\$2,033.72	\$2,135.10	\$2,241.98	\$2,354.36
Redevelopment Manager	MM	427	\$2,818.33	\$2,959.18	\$3,107.51	\$3,262.84	\$3,425.65	\$3,596.96
Safety Officer	MM	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27	\$2,549.64
Secretary	GBU	253	\$1,183.17	\$1,242.60	\$1,304.53	\$1,369.96	\$1,438.38	\$1,510.30
Senior Civil Engineer	MM	427	\$2,818.33	\$2,959.18	\$3,107.51	\$3,262.84	\$3,425.65	\$3,596.96
Senior Nutrition Program Monitor	GBU	233	\$1,070.80	\$1,124.74	\$1,180.67	\$1,239.61	\$1,302.04	\$1,366.96
Senior Planner	MM	429	\$2,846.80	\$2,989.14	\$3,138.48	\$3,295.30	\$3,460.11	\$3,632.92
Solid Waste Manager	MM	353	\$1,948.81	\$2,046.20	\$2,148.09	\$2,255.47	\$2,368.34	\$2,486.71
Solid Waste/Recycling Assistant	GBU	283	\$1,374.46	\$1,442.88	\$1,515.30	\$1,591.21	\$1,670.62	\$1,754.03
Solid Waste/Recycling Coordinator	GBU	313	\$1,596.21	\$1,676.12	\$1,759.52	\$1,847.92	\$1,940.32	\$2,037.21
Streets & Storm Drainage Ops. Manager	MM	385	\$2,285.93	\$2,399.80	\$2,520.17	\$2,646.03	\$2,778.38	\$2,917.22
Streets & Storm Drainage Supervisor	MM	340	\$1,826.45	\$1,917.35	\$2,013.24	\$2,114.13	\$2,220.01	\$2,330.88
Tyler Munis Implementation Project Manager	MM	408	\$2,563.62	\$2,691.98	\$2,826.33	\$2,967.67	\$3,116.00	\$3,271.83
Utility Billing Supervisor	MM	334	\$1,772.51	\$1,860.91	\$1,954.31	\$2,051.70	\$2,154.58	\$2,261.96

City of Madera Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Waste Water Treatment Plant Manager	MM	459	\$3,306.29	\$3,471.60	\$3,644.91	\$3,827.20	\$4,018.49	\$4,219.76
Wastewater Collection System Supervisor	MM	346	\$1,881.89	\$1,975.78	\$2,074.67	\$2,178.55	\$2,287.43	\$2,401.80
Water & Sewer Operations Manager	MM	423	\$2,762.90	\$2,900.74	\$3,046.08	\$3,198.41	\$3,358.23	\$3,526.04
Water Conservation Customer Service Representative	GBU	260	\$1,225.62	\$1,286.56	\$1,350.98	\$1,418.41	\$1,489.33	\$1,563.74
Water Conservation Specialist	GBU	283	\$1,374.46	\$1,442.88	\$1,515.30	\$1,591.21	\$1,670.62	\$1,754.03
Water Meter & Conservation Supervisor	MM	340	\$1,826.45	\$1,917.35	\$2,013.24	\$2,114.13	\$2,220.01	\$2,330.88
Water Quality Specialist I	GBU	283	\$1,374.46	\$1,442.88	\$1,515.30	\$1,591.21	\$1,670.62	\$1,754.03
Water Quality Specialist II	GBU	305	\$1,533.78	\$1,610.19	\$1,691.10	\$1,775.51	\$1,864.41	\$1,957.30
Water Quality Specialist III	GBU	325	\$1,694.60	\$1,779.50	\$1,868.40	\$1,961.80	\$2,059.69	\$2,162.57
Water Quality Specialist In Training	GBU	262	\$1,237.61	\$1,299.54	\$1,364.47	\$1,432.89	\$1,504.31	\$1,579.73
Water System Lead Worker	GBU	335	\$1,781.50	\$1,870.40	\$1,963.79	\$2,062.18	\$2,165.07	\$2,273.45
Water System Supervisor	MM	365	\$2,068.68	\$2,172.06	\$2,280.94	\$2,394.81	\$2,514.68	\$2,640.53
Water System Technician	GBU	344	\$1,862.91	\$1,956.30	\$2,054.19	\$2,156.58	\$2,264.46	\$2,377.83
Water System Worker I	GBU	272	\$1,301.04	\$1,365.97	\$1,434.39	\$1,505.81	\$1,581.22	\$1,660.63
Water System Worker II	GBU	311	\$1,580.23	\$1,659.14	\$1,742.04	\$1,829.45	\$1,920.84	\$2,016.73
Water System Worker III	GBU	315	\$1,612.19	\$1,692.60	\$1,777.50	\$1,866.40	\$1,959.80	\$2,057.69
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$1,872.40	\$1,965.79	\$2,064.18	\$2,167.57	\$2,275.94	\$2,389.82
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,068.68	\$2,172.06	\$2,280.94	\$2,394.81	\$2,514.68	\$2,640.53
WWTP Lead Operator	GBU	383	\$2,262.96	\$2,376.33	\$2,495.20	\$2,619.56	\$2,750.91	\$2,888.26
WWTP Mechanic	GBU	375	\$2,174.56	\$2,283.44	\$2,397.31	\$2,517.17	\$2,643.03	\$2,775.38
WWTP Operator I	GBU	322	\$1,669.62	\$1,753.03	\$1,840.43	\$1,932.33	\$2,029.22	\$2,130.61
WWTP Operator II	GBU	344	\$1,862.91	\$1,956.30	\$2,054.19	\$2,156.58	\$2,264.46	\$2,377.83
WWTP Operator III	GBU	364	\$2,058.69	\$2,161.57	\$2,269.45	\$2,382.82	\$2,502.19	\$2,627.05
WWTP Operator In Training	GBU	301	\$1,503.31	\$1,578.73	\$1,657.64	\$1,740.55	\$1,827.45	\$1,918.84