



## REPORT TO CITY COUNCIL

**Approved by:**

Wendy Silva  
Wendy Silva, Director of Human Resources

Arnoldo Rodriguez  
Arnoldo Rodriguez, City Manager

**Council Meeting of:** October 20, 2021

**Agenda Number:** B-4

**SUBJECT:**

Amendments to the City of Madera Classification Plan and modification of assigned salary ranges for certain positions

**RECOMMENDATION:**

Adopt a resolution amending the City of Madera Classification Plan by adding a Public Works Equipment Operator, deleting the Public Works Maintenance Worker III and Public Works Maintenance Worker IV classifications, and modifying assigned salary ranges for various positions in the Classification Plan

**SUMMARY:**

During the meet and confer process with the General Bargaining Unit (GBU) to negotiate a successor Memorandum of Understanding (MOU), the parties agreed to meet within ninety (90) days of adoption of the new MOU to discuss concerns raised by the GBU regarding compensation compaction in the streets and water divisions of the Public Work Department. The parties have met and conferred in good faith, and are recommending the following modifications to the City's Classification Plan:

- Public Works Maintenance Worker III (sweeper operator) and Public Works Maintenance Worker IV (equipment operator) will be combined into a single classification of Public Works Equipment Operator, set at the existing salary range for Public Works Maintenance Worker IV.
- In the Water Division, the Water System Lead Worker and Water System Worker III salary ranges will be adjusted to address compaction concerns between positions.
- Also in the Water Division, the Water Quality classification series pay ranges will be set equal to the Water System Worker series to address current disparities.

- In the Streets Division, the Public Works Maintenance Lead Worker and Maintenance Technician salary ranges will be adjusted to address compaction concerns between positions.

#### **DISCUSSION:**

As part of negotiations for a successor MOU with the GBU earlier this year, the GBU representatives requested, and the City agreed, to discuss the pay range assignments for positions in the Streets and Water Divisions of Public Works. Specifically, the MOU as adopted states:

The City acknowledges the bargaining unit's concerns regarding salary compaction in the Streets and Water Divisions of Public Works. The City and bargaining unit representatives agree to meet within ninety (90) days of adoption of this MOU to develop a recommendation for potential salary adjustments. Any proposed adjustments will be subject to approval by the City Council through formal action at a City Council meeting.

The parties met and conferred in good faith and have proposed the following modifications as summarized below and illustrated in Table 1 and Figure 1.

- Public Works Maintenance Worker III (sweeper operator) and Public Works Maintenance Worker IV (equipment operator) will be combined into a single classification of Public Works Equipment Operator, set at the existing salary range for Public Works Maintenance Worker IV. The proposed job description for Public Works Equipment Operator is provided as Attachment 1 to this report.
- In the Water Division, the Water System Lead Worker and Water System Worker III salary ranges will be adjusted to address compaction concerns between positions. Water System Lead Worker will be assigned to Schedule M Range 354 and Water System Worker III will be assigned to Schedule M Range 330.
- Also in the Water Division, the Water Quality classification series pay ranges will be set equal to the Water System Worker series to address current disparities. Water Quality Specialist II will be assigned to Schedule M Range 330, Water Quality Specialist II will be assigned to Schedule M Range 311, and Water Quality Specialist-in-Training will be assigned to Schedule M Range 272.
- In the Streets Division, the Public Works Maintenance Lead Worker and Maintenance Technician salary ranges will be adjusted to address compaction concerns between positions. Public Works Maintenance Lead Worker will be assigned to Schedule M Range 310 and Maintenance Technician will be assigned to Schedule M Range 290.
- All proposed pay range adjustments will be effective retroactive to the effective date of the MOU salary cost of living adjustment, specifically the pay period that began July 17, 2021.

**Table 1.** Proposed changes to pay range assignments in Water and Streets Divisions of Public Works

Current/ Proposed	Job Title	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Current	Water System Lead Worker	335	\$1,817.13	\$1,907.81	\$2,003.07	\$2,103.43	\$2,208.37	\$2,318.92
Proposed		354	\$1,997.47	\$2,097.31	\$2,202.26	\$2,312.29	\$2,427.93	\$2,549.18
Current	Water System Worker III	315	\$1,644.43	\$1,726.45	\$1,813.05	\$1,903.73	\$1,998.99	\$2,098.84
Proposed		330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Current	Water Quality Specialist II	305	\$1,564.45	\$1,642.40	\$1,724.92	\$1,811.02	\$1,901.69	\$1,996.45
Proposed		330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Current	Water Quality Specialist I	283	\$1,401.95	\$1,471.74	\$1,545.60	\$1,623.04	\$1,704.04	\$1,789.11
Proposed		311	\$1,611.83	\$1,692.32	\$1,776.88	\$1,866.03	\$1,959.26	\$2,057.07
Current	Water Quality Specialist-in-Training	262	\$1,262.36	\$1,325.53	\$1,391.76	\$1,461.55	\$1,534.40	\$1,611.32
Proposed		272	\$1,327.06	\$1,393.29	\$1,463.08	\$1,535.93	\$1,612.85	\$1,693.85
Current	Public Works Maintenance Lead Worker	305	\$1,564.45	\$1,642.40	\$1,724.92	\$1,811.02	\$1,901.69	\$1,996.45
Proposed		310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88
Current	Maintenance Technician	283	\$1,401.95	\$1,471.74	\$1,545.60	\$1,623.04	\$1,704.04	\$1,789.11
Proposed		290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79

**Figure 1. Proposed Water and Streets Division Pay Range Changes**

Water & Sewer Operations Manager		
Current Range 423 - \$93,510		
Water System Supervisor		Sewer Supervisor
Current Range 365 - \$70,026		Current Range 346 - \$63,695
Water System Lead	Water Quality Specialist II	PW MW IV (equipment operator)
Current Range 335 - \$60,291	Current Range 305 - \$51,907	Current Range 285 - \$46,980
<b>Proposed Range 354 - \$65,947</b>	<b>Proposed Range 330 - \$58,808</b>	<b>No Proposed Change</b>
Water System Technician	Water Quality Specialist I	PW MW II
Current Range 344 - \$63,060	Current Range 283 - \$46,516	Current Range 274 - \$44,477
<b>No Proposed Change</b>	<b>Proposed Range 311 - \$53,483</b>	<b>No Proposed Change</b>
Water System Worker III (equipment operator)	Water Quality Specialist-in-Training	PW MW I
Current Range 315 - \$54,569	Current Range 262 - \$41,894	Current Range 254 - \$40,251
<b>Proposed Range 330 - \$58,808</b>	<b>Proposed Range 272 - \$44,040</b>	<b>No Proposed Change</b>
Water System Worker II		
Current Range 311 - \$53,483		
<b>No Proposed Change</b>		
Water System Worker I		
Current Range 272 - \$44,040		
<b>No Proposed Change</b>		

Streets & Storm Drainage Operations Manager
Current Range 385 - \$77,364
Streets & Storm Drainage Supervisor
Current Range 340 - \$61,815
PW Maintenance Leadworker
Current Range 305 - \$51,907
<b>Proposed Range 310 - \$52,319</b>
Maintenance Tech (fabricator)
Current Range 283 - \$46,516
<b>Proposed Range 290 - \$48,173</b>
PW MW IV (equipment operator)
Current Range 285 - \$46,980
<b>No Proposed Change</b>
PW MW III (sweeper operator)
Current Range 281 - \$46,053
<b>Change to Equipment Operator</b>
PW MW II
Current Range 274 - \$44,477
<b>No Proposed Change</b>
PW MW I
Current Range 254 - \$40,251
<b>No Proposed Change</b>

*Dollar values shown are annual top step base pay for each position*

**FINANCIAL IMPACT:**

For the current fiscal year, actual cost will depend on the timing of filling vacant positions. On an annual basis, the changes to the assigned pay ranges as indicated are calculated to be \$34,290.87 based on current employees within the classifications. This calculation includes the increased cost to employer-paid benefits that will be affected by the change to base salary, for example retirement contributions and payroll taxes. Table 2 shows these costs broken down by funding source.

<b>Table 2. Total Annual Cost of Revised Proposal by Fund</b>	
<i>Fund</i>	<i>Annual Increase</i>
Airport Operations	2,185.11
Drainage	1,707.46
General	2,431.59
Street Cleaning	3,597.96
Water	24,368.75
<b>Total Annual Cost</b>	<b>\$34,290.87</b>

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

Job descriptions and assignment to pay ranges 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 engage in further negotiations with the bargaining unit and provide revised pay range assignments.

**ATTACHMENTS:**

1. Resolution amending the City of Madera Classification Plan and setting the assigned salary range for the noted classifications
  - a. Attachment A: Public Works Equipment Operator job description
  - b. Attachment B: City of Madera Salary Schedule for all full-time positions

Resolution No. \_\_\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA AMENDING  
THE CITY OF MADERA CLASSIFICATION PLAN AND SETTING THE ASSIGNED  
SALARY RANGE FOR CERTAIN CLASSIFICATIONS**

**WHEREAS**, the City of Madera (the “City”) has an established Classification Plan adopted by Resolution No. 00-13 which has been amended from time to time (hereafter “Classification Plan, as amended”); and

**WHEREAS**, the City desires to modify the Classification Plan, as amended, to add Public Works Equipment Operator and delete Public Works Maintenance Worker III and Public Works Maintenance Worker IV to better reflect the current needs of the organization; and

**WHEREAS**, the City and representatives of the General Bargaining Unit (GBU) have met and conferred in good faith to negotiate salary range adjustments for the classifications of Water System Lead Worker, Water System Worker III, Water Quality Specialist II, Water Quality Specialist I, Water Quality Specialist-in-Training, Public Works Maintenance Lead Worker, and Maintenance Technician; and

**WHEREAS**, the City and representatives of the GBU have come to agreement on appropriate range assignments for the listed positions on City of Madera Salary Schedule M, effective July 17, 2021.

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

SECTION 1. The foregoing recitals are true and correct and are incorporated by reference.

SECTION 2. Effective July 17, 2021, the City of Madera Employee Classification Plan, as amended, is amended as follows:

- a. By the addition of the Public Works Equipment Operator classification. The job description for this classification is attached to this resolution as Attachment A.
- b. The Public Works Maintenance Worker III and Public Works Maintenance Worker IV classifications are deleted.
- c. The following range assignments as shown in Table 1 are made for the listed positions to City of Madera Salary Schedule M. A complete City of Madera Salary Schedule showing all range assignments for positions in the Classification Plan, as amended, is provided as Attachment B.

**Table 1.** Summary of new range assignments as shown in Exhibit 1

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Water System Lead Worker	354	\$1,997.47	\$2,097.31	\$2,202.26	\$2,312.29	\$2,427.93	\$2,549.18
Water System Worker III	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Water Quality Specialist II	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Water Quality Specialist I	311	\$1,611.83	\$1,692.32	\$1,776.88	\$1,866.03	\$1,959.26	\$2,057.07
Water Quality Specialist-in-Training	272	\$1,327.06	\$1,393.29	\$1,463.08	\$1,535.93	\$1,612.85	\$1,693.85
Public Works Maintenance Lead Worker	310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88
Maintenance Technician	290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79

SECTION 3. This resolution is effective immediately upon adoption.

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**CITY OF MADERA**  
**PUBLIC WORKS EQUIPMENT OPERATOR**

*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 general supervision, performs the full array of duties assigned to classes in the Public Works Maintenance Worker series and operates complex heavy motorized street sweeping equipment as well as heavy construction equipment used in street, water, flood control channels, and sewer maintenance work in the Public Works department; demonstrates a full understanding of all applicable policies, procedures and work methods associated with assigned duties; occasionally assists in the training of lower level Public Works maintenance positions; performs other related duties as required.

**DISTINGUISHING CHARACTERISTICS:**

The **Public Works Equipment Operator** is the advanced journey level class responsible for a wide variety of heavy equipment operation, maintenance, and construction tasks. This classification is distinguished from the next lower classification of Public Works Maintenance Worker II by the operation of heavy equipment and multiple power tools in construction operations.

**SUPERVISION RECEIVED/EXERCISED:**

Receives general supervision from a Public Works Operations Manager or Supervisor; receives general direction from Public Works Maintenance Lead Workers. May exercise functional and technical supervision over assigned staff.

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

- Performs maintenance, repair, construction, and installation work in streets, water, sewers and buildings.
- Operates heavy construction equipment including front end loaders, excavators, cranes, rollers, graders, backhoes, dump trucks, street sweepers, sewer jet rodders, and bulldozers used in grading, back-filling, spreading and earthmoving; operates jack hammers and other tools and equipment; inspects tools and equipment for safety and mechanical defects; logs daily reports; schedules preventive maintenance appointments; services tools and equipment.
- Performs maintenance, repair, construction and installation work on streets, water lines and sewers; excavates streets, parking lots and other areas for patching and resurfacing; compacts base with surfacing materials using rollers, graders and backfills; breaks and removes surfaces; digs, hauls, loads and unloads materials; assists in the installation and maintenance of City signs, road markings, stripings, and delineators.



- Repairs, curbs, gutters and drainage facilities; installs, repairs and maintains water service, sewer mains and lines; repairs drains and sewer facilities; installs and repairs water service connections, meters and boxes; locates and repairs leaks in water lines; responds to emergency calls.
- Makes subgrades for streets, gutters and backfields; spreads asphalt, gravel and other material; paves streets; patches streets and pot holes; utilizes heavy equipment to repair and build sanitary sewer systems, to clean and open clogged sewers and to build manholes.
- Sweeps streets, gutters, medians, parking lots, courtyards, and public works yard; transports trash to dumps; clears debris from rights-of-way; cleans storm drains and inlets; identifies and reports hazardous tree conditions.
- Demonstrates a full understanding of applicable policies, procedures and work methods associated with assigned duties; responds to questions and concerns from the general public; provides information as is appropriate and resolves public service complaints.
- Establishes positive working relationships with representatives of community organizations, state/local agencies, City management and staff, and the public.

**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. 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 incumbent may use cleaning and lubricating chemicals, which may expose the employee to fumes, dust and air contaminants. The nature of the work also requires the incumbent to climb ladders, use power and noise producing tools and equipment, drive motorized vehicles and heavy equipment, 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 **Public Works Equipment Operator**. A typical way of obtaining the required qualifications is to possess the equivalent of two years of experience consistent with the job duties of a Public Works Maintenance Worker II with at least one year of training in heavy equipment operation, and a high school diploma or equivalent.

**License/Certificate:**

Possession of a valid Class B California driver's license; ability to obtain a valid Class A California driver's license depending on assignment and department needs.

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

**Knowledge of:**

Principles, methods and techniques of heavy and light equipment operation; practices, techniques and materials used in maintenance, construction, mechanics and repair of streets, sewer and water treatment facilities; preparation and cutting of stencils; operation of specialized painting equipment; safety requirements for operation of trucks and other equipment; basic principles of mathematics; occupational hazards and standard safety procedures; traffic laws as they pertain to the operation of heavy equipment; service requirements of a motorized street sweeper; Madera City street system..

**Ability to:**

Perform unskilled, semi-skilled and skilled maintenance, repair and installation of asphalt, signs, concrete and hydrants; perform specialized work assignments related to painting, stencil preparation and conduit installation; operate and maintain specialized painting equipment; operate a street sweeper skillfully and safely; maintain and perform minor repairs on equipment; perform manual labor; operate a variety of heavy equipment and road building machines; maintain and perform minor repairs on heavy equipment; perform maintenance, repair and installation of asphalt, signs, concrete and storm drains; operate a variety of tools and equipment used in maintenance and construction; operate hand and power tools competently and safely; drive and operate truck and construction equipment; observe safety principles and work in a safe manner; follow written and oral directions; maintain work records; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships.

**Skill to:**

Safely and effectively operate a variety of maintenance equipment, tools, and materials.

## City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Accountant (Junior)	GBU	282	\$1,394.81	\$1,464.61	\$1,537.96	\$1,614.89	\$1,695.38	\$1,780.45
Accountant I	MM	322	\$1,703.02	\$1,788.09	\$1,877.24	\$1,970.98	\$2,069.81	\$2,173.22
Accountant II	MM	362	\$2,078.97	\$2,182.90	\$2,291.92	\$2,406.54	\$2,526.76	\$2,653.10
Accounting Technician I	GBU	240	\$1,131.44	\$1,187.99	\$1,247.08	\$1,309.74	\$1,374.95	\$1,443.72
Accounting Technician II	GBU	260	\$1,250.14	\$1,312.29	\$1,378.00	\$1,446.78	\$1,519.11	\$1,595.02
Accounting Technician III	GBU	280	\$1,381.06	\$1,449.83	\$1,522.68	\$1,598.58	\$1,678.56	\$1,762.62
Administrative Analyst I	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Administrative Analyst II	MM	386	\$2,343.37	\$2,460.54	\$2,583.31	\$2,712.70	\$2,848.21	\$2,990.34
Administrative Assistant	GBU	299	\$1,518.10	\$1,594.00	\$1,673.98	\$1,757.53	\$1,845.66	\$1,937.86
Administrative Secretary	GBU	275	\$1,346.93	\$1,414.17	\$1,484.98	\$1,559.36	\$1,637.30	\$1,719.32
Airport Maintenance Worker I	GBU	254	\$1,212.95	\$1,273.57	\$1,337.25	\$1,404.49	\$1,474.28	\$1,548.15
Airport Maintenance Worker II	GBU	274	\$1,340.30	\$1,407.55	\$1,477.85	\$1,551.72	\$1,629.15	\$1,710.66
Airport Maintenance Worker III	GBU	281	\$1,387.68	\$1,457.47	\$1,530.32	\$1,606.74	\$1,687.23	\$1,771.28
Animal Control Officer	GBU	290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79
Assistant Engineer	MM	377	\$2,240.46	\$2,352.54	\$2,469.71	\$2,593.50	\$2,722.89	\$2,859.42
Assistant Planner	GBU	352	\$1,977.60	\$2,076.43	\$2,180.35	\$2,289.37	\$2,403.99	\$2,524.21
Associate Civil Engineer	MM	397	\$2,475.31	\$2,599.10	\$2,729.01	\$2,865.53	\$3,008.68	\$3,158.96
Associate Planner	MM	368	\$2,142.14	\$2,249.12	\$2,361.71	\$2,479.39	\$2,603.69	\$2,733.59
Building Permit Technician	GBU	288	\$1,437.10	\$1,508.93	\$1,584.32	\$1,663.79	\$1,746.83	\$1,834.45
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	\$1,938.37	\$2,035.67	\$2,137.05	\$2,244.03	\$2,356.61	\$2,474.29
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	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Computer Technician	GBU	344	\$1,900.17	\$1,995.43	\$2,095.28	\$2,199.71	\$2,309.75	\$2,425.39
Construction Inspector I	GBU	322	\$1,703.02	\$1,788.09	\$1,877.24	\$1,970.98	\$2,069.81	\$2,173.22
Construction Inspector II	GBU	342	\$1,881.32	\$1,975.56	\$2,074.39	\$2,177.80	\$2,286.82	\$2,401.44
Crime Analysis Technician	MPOA	306	\$1,572.09	\$1,651.06	\$1,733.58	\$1,820.19	\$1,910.86	\$2,006.64
Deputy City Clerk	GBU	311	\$1,611.83	\$1,692.32	\$1,776.88	\$1,866.03	\$1,959.26	\$2,057.07
Deputy City Engineer	MM	463	\$3,440.17	\$3,612.35	\$3,792.69	\$3,982.71	\$4,181.38	\$4,390.76
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

## City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
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	\$2,790.14	\$2,929.72	\$3,075.93	\$3,229.77	\$3,391.26	\$3,560.90
Electrician II	GBU	361	\$2,068.28	\$2,171.69	\$2,280.71	\$2,394.31	\$2,514.03	\$2,639.86
Electrician III	GBU	381	\$2,285.29	\$2,399.91	\$2,527.27	\$2,645.46	\$2,777.91	\$2,916.98
Engineering Project Manager	MM	419	\$2,762.12	\$2,900.68	\$3,045.36	\$3,197.68	\$3,357.64	\$3,525.75
Engineering Technician I	GBU	302	\$1,541.02	\$1,618.45	\$1,698.94	\$1,784.02	\$1,873.17	\$1,966.90
Engineering Technician II	GBU	322	\$1,703.02	\$1,788.09	\$1,877.24	\$1,970.98	\$2,069.81	\$2,173.22
Engineering Technician III	GBU	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74
Executive Secretary	MM	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Executive Secretary to City Administrator	MM	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Executive Secretary to the Chief of Police	LEMM	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Facilities Maintenance Technician	GBU	289	\$1,444.23	\$1,516.57	\$1,592.47	\$1,671.94	\$1,755.49	\$1,843.62
Facility Aide	GBU	201	\$931.23	\$977.59	\$1,026.50	\$1,077.95	\$1,131.95	\$1,188.50
Financial Services Manager	MM	446	\$3,160.49	\$3,318.41	\$3,484.49	\$3,658.71	\$3,841.60	\$4,033.65
Fleet Operations Manager	MM	404	\$2,563.44	\$2,691.31	\$2,825.80	\$2,967.42	\$3,115.66	\$3,271.55
Grant Administrator	MM	446	\$3,160.49	\$3,318.41	\$3,484.49	\$3,658.71	\$3,841.60	\$4,033.65
Grant Analyst	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Grants Specialist	GBU	299	\$1,518.10	\$1,594.00	\$1,673.98	\$1,757.53	\$1,845.66	\$1,937.86
Human Resources Technician	MM	290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79
Human Resources Technician II	MM	310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88
Industrial Electrical Technician	GBU	381	\$2,285.29	\$2,399.91	\$2,527.27	\$2,645.46	\$2,777.91	\$2,916.98
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	\$2,525.23	\$2,651.57	\$2,784.02	\$2,923.10	\$3,069.30	\$3,222.64
Maintenance Technician	GBU	290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79
Mechanic I	GBU	286	\$1,422.83	\$1,494.15	\$1,569.04	\$1,647.49	\$1,729.51	\$1,816.11
Mechanic II	GBU	301	\$1,533.38	\$1,610.30	\$1,690.79	\$1,775.36	\$1,864.00	\$1,957.22
Mechanic III	GBU	321	\$1,694.36	\$1,778.92	\$1,868.07	\$1,961.30	\$2,059.62	\$2,162.52
Neighborhood Outreach Assistant	GBU	276	\$1,353.55	\$1,421.30	\$1,492.62	\$1,567.00	\$1,645.45	\$1,727.98
Neighborhood Outreach Coordinator	GBU	306	\$1,572.09	\$1,651.06	\$1,733.58	\$1,820.19	\$1,910.86	\$2,006.64
Neighborhood Preservation Specialist I	GBU	310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88
Neighborhood Preservation Specialist II	GBU	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Neighborhood Preservation Specialist III	GBU	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74
Neighborhood Preservation Supervisor	MM	380	\$2,274.09	\$2,387.69	\$2,506.89	\$2,632.72	\$2,764.16	\$2,902.21
Network Administrator	MM	389	\$2,378.52	\$2,497.22	\$2,622.03	\$2,753.46	\$2,891.00	\$3,035.68
Office Assistant I	GBU	213	\$988.80	\$1,038.21	\$1,090.18	\$1,144.68	\$1,201.74	\$1,261.85
Office Assistant II	GBU	233	\$1,092.21	\$1,147.23	\$1,204.29	\$1,264.40	\$1,328.08	\$1,394.30

## City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Park Planning Manager	MM	426	\$2,860.44	\$3,003.59	\$3,153.87	\$3,311.28	\$3,476.84	\$3,650.56
Parks Leadworker	GBU	308	\$1,587.89	\$1,667.36	\$1,750.90	\$1,838.53	\$1,930.22	\$2,026.50
Parks Supervisor	MM	335	\$1,817.13	\$1,907.81	\$2,003.07	\$2,103.43	\$2,208.37	\$2,318.92
Parks Worker I	GBU	248	\$1,177.29	\$1,236.38	\$1,298.02	\$1,362.72	\$1,430.98	\$1,502.30
Parks Worker II	GBU	268	\$1,300.57	\$1,365.78	\$1,434.04	\$1,505.87	\$1,581.26	\$1,660.23
Parks Worker III	GBU	288	\$1,437.10	\$1,508.93	\$1,584.32	\$1,663.79	\$1,746.83	\$1,834.45
Payroll Specialist	GBU	316	\$1,652.58	\$1,735.11	\$1,822.22	\$1,912.90	\$2,008.67	\$2,109.03
Planning Manager	M	476	\$3,527.90	\$3,704.66	\$3,889.75	\$4,084.14	\$4,288.32	\$4,502.79
Plans Examiner	GBU	360	\$2,058.09	\$2,160.99	\$2,268.99	\$2,382.59	\$2,501.80	\$2,626.61
Police Auxiliary Services Supervisor	LEMM	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74
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	\$4,220.61	\$4,432.02	\$4,653.62	\$4,885.92	\$5,130.45	\$5,386.69
Police Corporal	MPOA	383	\$2,308.22	\$2,423.86	\$2,545.10	\$2,671.95	\$2,805.93	\$2,946.02
Police Lieutenant	LEMM	487	\$3,877.76	\$4,071.35	\$4,275.12	\$4,489.08	\$4,713.23	\$4,949.09
Police Office Supervisor	LEMM	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74
Police Officer I	MPOA	363	\$2,089.16	\$2,193.60	\$2,303.12	\$2,418.25	\$2,539.50	\$2,666.35
Police Officer II	MPOA	373	\$2,196.14	\$2,305.67	\$2,421.31	\$2,542.04	\$2,669.40	\$2,802.87
Police Officer Trainee	MPOA	333	\$1,798.79	\$1,888.96	\$1,983.20	\$2,082.54	\$2,186.46	\$2,295.99
Police Sergeant	MPOA	426	\$2,860.44	\$3,003.59	\$3,153.87	\$3,311.28	\$3,476.84	\$3,650.56
Procurement Services Manager	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Program Manager-Grants	MM	366	\$2,120.75	\$2,226.71	\$2,338.27	\$2,454.93	\$2,577.71	\$2,706.59
Property & Evidence Officer	MPOA	296	\$1,495.68	\$1,570.57	\$1,649.02	\$1,731.55	\$1,818.15	\$1,908.83
Public Safety Dispatcher	MPOA	294	\$1,480.91	\$1,554.77	\$1,632.72	\$1,714.22	\$1,799.81	\$1,889.98
Public Works Maintenance Lead Worker	GBU	310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88
Public Works Maintenance Worker I	GBU	254	\$1,212.95	\$1,273.57	\$1,337.25	\$1,404.49	\$1,474.28	\$1,548.15
Public Works Maintenance Worker II	GBU	274	\$1,340.30	\$1,407.55	\$1,477.85	\$1,551.72	\$1,629.15	\$1,710.66
Public Works Maintenance Worker III	GBU	281	\$1,387.68	\$1,457.47	\$1,530.32	\$1,606.74	\$1,687.23	\$1,771.28
Public Works Maintenance Worker IV	GBU	285	\$1,415.70	\$1,486.51	\$1,560.89	\$1,638.83	\$1,720.85	\$1,806.94
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	\$1,381.06	\$1,449.83	\$1,522.68	\$1,598.58	\$1,678.56	\$1,762.62
Records Clerk	MPOA	270	\$1,313.81	\$1,379.53	\$1,448.30	\$1,521.15	\$1,597.06	\$1,677.04
Recreation/Community Programs Coordinator	GBU	313	\$1,628.13	\$1,709.64	\$1,794.71	\$1,884.88	\$1,979.13	\$2,077.96
Recreation/Community Programs Manager	MM	390	\$2,390.24	\$2,509.95	\$2,635.27	\$2,767.21	\$2,905.27	\$3,050.96
Recreation/Community Programs Supervisor	MM	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44
Redevelopment Agency Secretary	MM	342	\$1,881.32	\$1,975.56	\$2,074.39	\$2,177.80	\$2,286.82	\$2,401.44
Redevelopment Manager	MM	427	\$2,874.70	\$3,018.36	\$3,169.66	\$3,328.09	\$3,494.17	\$3,668.90

## City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Safety Officer	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Secretary	GBU	253	\$1,206.83	\$1,267.46	\$1,330.63	\$1,397.36	\$1,467.15	\$1,540.51
Senior Civil Engineer	MM	427	\$2,874.70	\$3,018.36	\$3,169.66	\$3,328.09	\$3,494.17	\$3,668.90
Senior Nutrition Program Monitor	GBU	233	\$1,092.21	\$1,147.23	\$1,204.29	\$1,264.40	\$1,328.08	\$1,394.30
Senior Planner	MM	429	\$2,903.74	\$3,048.93	\$3,201.24	\$3,361.21	\$3,529.32	\$3,705.58
Solid Waste Manager	MM	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44
Solid Waste/Recycling Assistant	GBU	283	\$1,401.95	\$1,471.74	\$1,545.60	\$1,623.04	\$1,704.04	\$1,789.11
Solid Waste/Recycling Coordinator	GBU	313	\$1,628.13	\$1,709.64	\$1,794.71	\$1,884.88	\$1,979.13	\$2,077.96
Streets & Storm Drainage Ops. Manager	MM	385	\$2,331.65	\$2,447.80	\$2,570.57	\$2,698.95	\$2,833.95	\$2,975.57
Streets & Storm Drainage Supervisor	MM	340	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50
Tyler Munis Implementation Project Manager	MM	408	\$2,614.89	\$2,745.82	\$2,882.85	\$3,027.02	\$3,178.32	\$3,337.26
Utility Billing Supervisor	MM	334	\$1,807.96	\$1,898.13	\$1,993.39	\$2,092.73	\$2,197.67	\$2,307.20
Waste Water Treatment Plant Manager	MM	459	\$3,372.41	\$3,541.03	\$3,717.80	\$3,903.75	\$4,098.86	\$4,304.16
Wastewater Collection System Supervisor	MM	346	\$1,919.52	\$2,015.30	\$2,116.16	\$2,222.12	\$2,333.18	\$2,449.84
Water & Sewer Operations Manager	MM	423	\$2,818.16	\$2,958.76	\$3,107.00	\$3,262.38	\$3,425.39	\$3,596.56
Water Conservation Customer Service Representative	GBU	260	\$1,250.14	\$1,312.29	\$1,378.00	\$1,446.78	\$1,519.11	\$1,595.02
Water Conservation Specialist	GBU	283	\$1,401.95	\$1,471.74	\$1,545.60	\$1,623.04	\$1,704.04	\$1,789.11
Water Meter & Conservation Supervisor	MM	340	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50
Water Quality Specialist I	GBU	311	\$1,611.83	\$1,692.32	\$1,776.88	\$1,866.03	\$1,959.26	\$2,057.07
Water Quality Specialist II	GBU	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Water Quality Specialist In Training	GBU	272	\$1,327.06	\$1,393.29	\$1,463.08	\$1,535.93	\$1,612.85	\$1,693.85
Water System Lead Worker	GBU	354	\$1,997.47	\$2,097.31	\$2,202.26	\$2,312.29	\$2,427.93	\$2,549.18
Water System Supervisor	MM	365	\$2,110.05	\$2,215.50	\$2,326.56	\$2,442.71	\$2,564.97	\$2,693.34
Water System Technician	GBU	344	\$1,900.17	\$1,995.43	\$2,095.28	\$2,199.71	\$2,309.75	\$2,425.39
Water System Worker I	GBU	272	\$1,327.06	\$1,393.29	\$1,463.08	\$1,535.93	\$1,612.85	\$1,693.85
Water System Worker II	GBU	311	\$1,611.83	\$1,692.32	\$1,776.88	\$1,866.03	\$1,959.26	\$2,057.07
Water System Worker III	GBU	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$1,909.85	\$2,005.11	\$2,105.47	\$2,210.92	\$2,321.46	\$2,437.61
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,110.05	\$2,215.50	\$2,326.56	\$2,442.71	\$2,564.97	\$2,693.34
WWTP Lead Operator	GBU	383	\$2,308.22	\$2,423.86	\$2,545.10	\$2,671.95	\$2,805.93	\$2,946.02
WWTP Mechanic	GBU	375	\$2,218.05	\$2,329.10	\$2,445.25	\$2,567.52	\$2,695.89	\$2,830.89
WWTP Operator I	GBU	322	\$1,703.02	\$1,788.09	\$1,877.24	\$1,970.98	\$2,069.81	\$2,173.22
WWTP Operator II	GBU	344	\$1,900.17	\$1,995.43	\$2,095.28	\$2,199.71	\$2,309.75	\$2,425.39
WWTP Operator III	GBU	364	\$2,099.86	\$2,204.80	\$2,314.84	\$2,430.48	\$2,552.23	\$2,679.59
WWTP Operator In Training	GBU	301	\$1,533.38	\$1,610.30	\$1,690.79	\$1,775.36	\$1,864.00	\$1,957.22