



REPORT TO CITY COUNCIL

Approved by:

Wendy Silva
Wendy Silva, Director of Human Resources

Arnoldo Rodriguez
Arnoldo Rodriguez, City Manager

Council Meeting of: December 1, 2021

Agenda Number: B-4

SUBJECT:

Adoption of updated salary schedule

RECOMMENDATION:

Adopt a resolution approving the revised City of Madera Full Time Salary Schedule

SUMMARY:

The City is required by the California Code of Regulations to publicly adopt its pay schedule. Multiple changes to the adopted schedule were approved by the City Council at its meeting on November 17, 2021. The requested action is to adopt the revised City of Madera Full Time Salary Schedule, inclusive of the approved changes.

DISCUSSION:

California Code of Regulations, title 2, §570.5 requires the City to publicly adopt its pay schedule. At its meeting on November 17, 2021, the City Council approved the following changes that affect the pay schedule:

1. Revised salary range assignments for professional civil engineers;
2. Modified pay formerly classified as Longevity Pay to Scheduled Compensation for employees represented by the Mid Management Employee Group and Law Enforcement Mid Management Group; and
3. Authorized a two percent (2%) cost of living adjustment for department head positions.

Staff has prepared a consolidated City of Madera Full Time Salary Schedule reflecting all of the above changes, provided as Exhibit A to the proposed resolution. The changes were approved to be effective the start of the pay period in which they occurred, or November 6, 2021.

FINANCIAL IMPACT:

The proposed changes have already been approved and implemented. The proposed action is to document the changes in a publicly adopted document.

CONSISTENCY WITH THE VISION MADERA 2025 PLAN:

Assignment to pay ranges for City employees is 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 advise staff to further evaluate salary range assignments.

ATTACHMENTS:

1. Resolution adopting the City of Madera Full Time Salary Schedule
 - a. Attachment A: City of Madera Full Time Salary Schedule Effective 11/06/2021

Resolution No. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA ADOPTING
THE CITY OF MADERA FULL TIME SALARY SCHEDULE**

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

1. Effective November 6, 2021, the City of Madera Full Time Salary Schedule provided as Attachment A is approved.
2. This resolution is effective immediately upon adoption.

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City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
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 Manager	EXE	587	\$6,137.22	\$6,444.23	\$6,766.42	\$7,104.77	\$7,459.76	\$7,832.87
Accountant (Junior)	GBU	282	\$1,394.81	\$1,464.61	\$1,537.96	\$1,614.89	\$1,695.38	\$1,780.45
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 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 Planner	GBU	352	\$1,977.60	\$2,076.43	\$2,180.35	\$2,289.37	\$2,403.99	\$2,524.21
Building Permit Technician	GBU	288	\$1,437.10	\$1,508.93	\$1,584.32	\$1,663.79	\$1,746.83	\$1,834.45
Combination Building Inspector	GBU	348	\$1,938.37	\$2,035.67	\$2,137.05	\$2,244.03	\$2,356.61	\$2,474.29
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
Deputy City Clerk	GBU	311	\$1,611.83	\$1,692.32	\$1,776.88	\$1,866.03	\$1,959.26	\$2,057.07
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 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
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
Grants Specialist	GBU	299	\$1,518.10	\$1,594.00	\$1,673.98	\$1,757.53	\$1,845.66	\$1,937.86
Industrial Electrical Technician	GBU	381	\$2,285.29	\$2,399.91	\$2,527.27	\$2,645.46	\$2,777.91	\$2,916.98
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

City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
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
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
Parks Leadworker	GBU	308	\$1,587.89	\$1,667.36	\$1,750.90	\$1,838.53	\$1,930.22	\$2,026.50
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
Plans Examiner	GBU	360	\$2,058.09	\$2,160.99	\$2,268.99	\$2,382.59	\$2,501.80	\$2,626.61
Public Works Equipment Operator	GBU	285	\$1,415.70	\$1,486.51	\$1,560.89	\$1,638.83	\$1,720.85	\$1,806.94
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
Purchasing Assistant	GBU	280	\$1,381.06	\$1,449.83	\$1,522.68	\$1,598.58	\$1,678.56	\$1,762.62
Recreation/Community Programs Coordinator	GBU	313	\$1,628.13	\$1,709.64	\$1,794.71	\$1,884.88	\$1,979.13	\$2,077.96
Secretary	GBU	253	\$1,206.83	\$1,267.46	\$1,330.63	\$1,397.36	\$1,467.15	\$1,540.51
Senior Nutrition Program Monitor	GBU	233	\$1,092.21	\$1,147.23	\$1,204.29	\$1,264.40	\$1,328.08	\$1,394.30
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
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 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 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

City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
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
Chief Building Official	M	464	\$3,389.69	\$3,559.00	\$3,736.80	\$3,924.09	\$4,119.87	\$4,326.14
City Engineer	M	512	\$4,306.66	\$4,521.92	\$4,747.67	\$4,985.40	\$5,234.62	\$5,496.33
Communications Manager	M	456	\$3,256.84	\$3,419.66	\$3,590.97	\$3,770.27	\$3,959.05	\$4,156.83
Director of Community Development	M	568	\$5,694.10	\$5,978.79	\$6,277.45	\$6,591.60	\$6,921.23	\$7,267.34
Director of Financial Services	M	525	\$4,594.84	\$4,824.58	\$5,065.81	\$5,319.03	\$5,585.23	\$5,864.41
Director of Human Resources	M	513	\$4,328.14	\$4,544.40	\$4,771.64	\$5,010.37	\$5,260.59	\$5,523.80
Director of Parks & Community Services	M	509	\$4,242.74	\$4,454.50	\$4,677.25	\$4,910.98	\$5,156.71	\$5,414.42
Information Services Manager	M	474	\$3,563.00	\$3,741.30	\$3,928.09	\$4,124.37	\$4,330.64	\$4,547.39
Planning Manager	M	476	\$3,598.46	\$3,778.76	\$3,967.54	\$4,165.82	\$4,374.09	\$4,592.84
Police Chief	M	554	\$5,310.04	\$5,575.74	\$5,854.42	\$6,147.10	\$6,454.25	\$6,776.89
Public Works Operations Director	M	508	\$4,221.26	\$4,432.52	\$4,654.27	\$4,887.01	\$5,131.24	\$5,387.45
Crime Analysis Technician	MPOA	306	\$1,572.09	\$1,651.06	\$1,733.58	\$1,820.19	\$1,910.86	\$2,006.64
Police Corporal	MPOA	383	\$2,308.22	\$2,423.86	\$2,545.10	\$2,671.95	\$2,805.93	\$2,946.02
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
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
Records Clerk	MPOA	270	\$1,313.81	\$1,379.53	\$1,448.30	\$1,521.15	\$1,597.06	\$1,677.04

City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Accountant I	MM	322	\$1,703.02	\$1,788.09	\$1,877.24	\$1,970.98	\$2,069.81	\$2,173.22	\$2,227.55	\$2,281.88	\$2,336.21	\$2,390.54
Accountant II	MM	362	\$2,078.97	\$2,182.90	\$2,291.92	\$2,406.54	\$2,526.76	\$2,653.10	\$2,719.43	\$2,785.76	\$2,852.08	\$2,918.41
Administrative Analyst I	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Administrative Analyst II	MM	386	\$2,343.37	\$2,460.54	\$2,583.31	\$2,712.70	\$2,848.21	\$2,990.34	\$3,065.10	\$3,139.86	\$3,214.62	\$3,289.37
Assistant Engineer	MM	392	\$2,414.18	\$2,534.91	\$2,661.76	\$2,794.72	\$2,934.81	\$3,081.53	\$3,158.57	\$3,235.61	\$3,312.64	\$3,389.68
Associate Civil Engineer	MM	420	\$2,776.38	\$2,914.95	\$3,060.64	\$3,213.98	\$3,374.45	\$3,543.07	\$3,631.65	\$3,720.22	\$3,808.80	\$3,897.38
Associate Planner	MM	368	\$2,142.14	\$2,249.12	\$2,361.71	\$2,479.39	\$2,603.69	\$2,733.59	\$2,801.93	\$2,870.27	\$2,938.61	\$3,006.95
Communications Specialist	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Deputy City Engineer	MM	467	\$3,509.45	\$3,685.20	\$3,869.10	\$4,062.69	\$4,265.95	\$4,478.89	\$4,590.86	\$4,702.83	\$4,814.81	\$4,926.78
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	\$3,649.92	\$3,738.95	\$3,827.97	\$3,916.99
Engineering Project Manager	MM	419	\$2,762.12	\$2,900.68	\$3,045.36	\$3,197.68	\$3,357.64	\$3,525.75	\$3,613.89	\$3,702.04	\$3,790.18	\$3,878.33
Executive Secretary	MM	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86	\$2,318.41	\$2,374.95	\$2,431.50	\$2,488.05
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	\$2,318.41	\$2,374.95	\$2,431.50	\$2,488.05
Financial Services Manager	MM	446	\$3,160.49	\$3,318.41	\$3,484.49	\$3,658.71	\$3,841.60	\$4,033.65	\$4,134.49	\$4,235.33	\$4,336.17	\$4,437.02
Fleet Operations Manager	MM	404	\$2,563.44	\$2,691.31	\$2,825.80	\$2,967.42	\$3,115.66	\$3,271.55	\$3,353.34	\$3,435.13	\$3,516.92	\$3,598.71
Grant Analyst	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Human Resources Technician	MM	290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79	\$1,899.11	\$1,945.43	\$1,991.75	\$2,038.07
Human Resources Technician II	MM	310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88	\$2,098.05	\$2,149.22	\$2,200.40	\$2,251.57
Neighborhood Preservation Supervisor	MM	380	\$2,274.09	\$2,387.69	\$2,506.89	\$2,632.72	\$2,764.16	\$2,902.21	\$2,974.77	\$3,047.32	\$3,119.88	\$3,192.43
Network Administrator	MM	389	\$2,378.52	\$2,497.22	\$2,622.03	\$2,753.46	\$2,891.00	\$3,035.68	\$3,111.57	\$3,187.46	\$3,263.36	\$3,339.25
Park Planning Manager	MM	426	\$2,860.44	\$3,003.59	\$3,153.87	\$3,311.28	\$3,476.84	\$3,650.56	\$3,741.82	\$3,833.09	\$3,924.35	\$4,015.62
Parks Supervisor	MM	335	\$1,817.13	\$1,907.81	\$2,003.07	\$2,103.43	\$2,208.37	\$2,318.92	\$2,376.89	\$2,434.87	\$2,492.84	\$2,550.81
Procurement Services Manager	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Program Manager-Grants	MM	366	\$2,120.75	\$2,226.71	\$2,338.27	\$2,454.93	\$2,577.71	\$2,706.59	\$2,774.25	\$2,841.92	\$2,909.58	\$2,977.25
Recreation/Community Programs Manager	MM	390	\$2,390.24	\$2,509.95	\$2,635.27	\$2,767.21	\$2,905.27	\$3,050.96	\$3,127.23	\$3,203.51	\$3,279.78	\$3,356.06
Recreation/Community Programs Supervisor	MM	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44	\$2,599.85	\$2,663.26	\$2,726.67	\$2,790.08
Redevelopment Agency Secretary	MM	342	\$1,881.32	\$1,975.56	\$2,074.39	\$2,177.80	\$2,286.82	\$2,401.44	\$2,461.48	\$2,521.51	\$2,581.55	\$2,641.58
Redevelopment Manager	MM	427	\$2,874.70	\$3,018.36	\$3,169.66	\$3,328.09	\$3,494.17	\$3,668.90	\$3,760.62	\$3,852.35	\$3,944.07	\$4,035.79
Safety Officer	MM	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63	\$2,665.65	\$2,730.66	\$2,795.68	\$2,860.69
Senior Civil Engineer	MM	439	\$3,051.98	\$3,204.81	\$3,364.77	\$3,533.39	\$3,709.65	\$3,895.09	\$3,992.47	\$4,089.84	\$4,187.22	\$4,284.60
Senior Planner	MM	429	\$2,903.74	\$3,048.93	\$3,201.24	\$3,361.21	\$3,529.32	\$3,705.58	\$3,798.22	\$3,890.86	\$3,983.50	\$4,076.14
Solid Waste Manager	MM	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44	\$2,599.85	\$2,663.26	\$2,726.67	\$2,790.08
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	\$3,049.96	\$3,124.35	\$3,198.74	\$3,273.13
Streets & Storm Drainage Supervisor	MM	340	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50	\$2,436.94	\$2,496.38	\$2,555.81	\$2,615.25
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	\$3,420.69	\$3,504.12	\$3,587.55	\$3,670.99
Utility Billing Supervisor	MM	334	\$1,807.96	\$1,898.13	\$1,993.39	\$2,092.73	\$2,197.67	\$2,307.20	\$2,364.88	\$2,422.56	\$2,480.24	\$2,537.92
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	\$4,411.76	\$4,519.37	\$4,626.97	\$4,734.58
Wastewater Collection System Supervisor	MM	346	\$1,919.52	\$2,015.30	\$2,116.16	\$2,222.12	\$2,333.18	\$2,449.84	\$2,511.09	\$2,572.33	\$2,633.58	\$2,694.82
Water & Sewer Operations Manager	MM	423	\$2,818.16	\$2,958.76	\$3,107.00	\$3,262.38	\$3,425.39	\$3,596.56	\$3,686.47	\$3,776.39	\$3,866.30	\$3,956.22
Water Meter & Conservation Supervisor	MM	340	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50	\$2,436.94	\$2,496.38	\$2,555.81	\$2,615.25

City of Madera Full Time Salary Schedule

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Water System Supervisor	MM	365	\$2,110.05	\$2,215.50	\$2,326.56	\$2,442.71	\$2,564.97	\$2,693.34	\$2,760.67	\$2,828.01	\$2,895.34	\$2,962.67
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	\$2,318.41	\$2,374.95	\$2,431.50	\$2,488.05
Police Auxiliary Services Supervisor	LEMM	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74	\$2,561.21	\$2,623.68	\$2,686.15	\$2,748.61
Police Commander	LEMM	504	\$4,220.61	\$4,432.02	\$4,653.62	\$4,885.92	\$5,130.45	\$5,386.69				
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	\$2,561.21	\$2,623.68	\$2,686.15	\$2,748.61