

City of Madera Full Time Salary Schedule
Effective 9/6/2025

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
City Clerk	EXE	419	\$3,019.12	\$3,170.57	\$3,328.71	\$3,495.20	\$3,670.05	\$3,853.80
City Manager	EXE	587	\$6,640.58	\$6,972.76	\$7,321.38	\$7,687.47	\$8,071.58	\$8,475.29
Accountant (Junior)	GBU	282	\$1,617.91	\$1,698.86	\$1,783.96	\$1,873.18	\$1,966.55	\$2,065.23
Accounting Technician I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Accounting Technician II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Accounting Technician III	GBU	300	\$1,769.77	\$1,858.41	\$1,951.18	\$2,048.68	\$2,151.50	\$2,259.05
Administrative Assistant	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Animal Control Officer	GBU	290	\$1,684.09	\$1,768.00	\$1,856.64	\$1,949.41	\$2,046.91	\$2,149.14
Assistant Planner	GBU	352	\$2,293.91	\$2,408.55	\$2,529.09	\$2,655.55	\$2,788.50	\$2,927.96
Building Permit Technician	GBU	288	\$1,666.96	\$1,750.27	\$1,837.73	\$1,929.91	\$2,026.23	\$2,127.86
Code Enforcement Officer I	GBU	310	\$1,860.18	\$1,953.55	\$2,051.05	\$2,153.87	\$2,261.41	\$2,374.27
Code Enforcement Officer II	GBU	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Code Enforcement Officer III	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Combination Building Inspector	GBU	348	\$2,248.41	\$2,361.27	\$2,478.87	\$2,602.96	\$2,733.55	\$2,870.05
Computer Technician I	GBU	344	\$2,204.09	\$2,314.59	\$2,430.41	\$2,551.55	\$2,679.18	\$2,813.32
Computer Technician II	GBU	375	\$2,572.82	\$2,701.64	\$2,836.37	\$2,978.18	\$3,127.09	\$3,283.68
Construction Inspector I	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Construction Inspector II	GBU	342	\$2,182.23	\$2,291.55	\$2,406.18	\$2,526.14	\$2,652.59	\$2,785.55
Deputy City Clerk	GBU	311	\$1,869.64	\$1,963.00	\$2,061.09	\$2,164.50	\$2,272.64	\$2,386.09
Electrician II	GBU	361	\$2,399.09	\$2,519.05	\$2,645.50	\$2,777.27	\$2,916.14	\$3,062.09
Electrician III	GBU	381	\$2,650.82	\$2,783.78	\$2,931.50	\$3,068.59	\$3,222.23	\$3,383.55
Engineering Technician I	GBU	302	\$1,787.50	\$1,877.32	\$1,970.68	\$2,069.37	\$2,172.77	\$2,281.50
Engineering Technician II	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Engineering Technician III	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Facilities Maintenance Technician	GBU	289	\$1,675.23	\$1,759.14	\$1,847.18	\$1,939.36	\$2,036.27	\$2,138.50
Grants Specialist	GBU	299	\$1,760.91	\$1,848.96	\$1,941.73	\$2,038.64	\$2,140.87	\$2,247.82
Industrial Electrical Technician	GBU	381	\$2,650.82	\$2,783.78	\$2,931.50	\$3,068.59	\$3,222.23	\$3,383.55
Lead Electrician	GBU	401	\$2,929.14	\$3,075.68	\$3,229.32	\$3,390.64	\$3,560.23	\$3,738.09
Maintenance Technician	GBU	308	\$1,841.87	\$1,934.05	\$2,030.96	\$2,132.59	\$2,238.96	\$2,350.64
Mechanic I	GBU	286	\$1,650.41	\$1,733.14	\$1,820.00	\$1,911.00	\$2,006.14	\$2,106.59
Mechanic II	GBU	301	\$1,778.64	\$1,867.86	\$1,961.23	\$2,059.32	\$2,162.14	\$2,270.27

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Mechanic III	GBU	321	\$1,965.36	\$2,063.46	\$2,166.86	\$2,275.00	\$2,389.05	\$2,508.41
Neighborhood Outreach Assistant	GBU	276	\$1,570.05	\$1,648.64	\$1,731.36	\$1,817.64	\$1,908.64	\$2,004.36
Neighborhood Outreach Coordinator	GBU	306	\$1,823.55	\$1,915.14	\$2,010.86	\$2,111.32	\$2,216.50	\$2,327.59
Office Assistant I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Office Assistant II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Parks Leadworker	GBU	323	\$1,984.87	\$2,084.14	\$2,188.73	\$2,298.05	\$2,412.68	\$2,533.23
Parks Worker I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Parks Worker II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Parks Worker III	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Payroll Specialist	GBU	316	\$1,916.91	\$2,012.64	\$2,113.68	\$2,218.86	\$2,329.96	\$2,446.36
Plans Examiner	GBU	360	\$2,387.27	\$2,506.64	\$2,631.91	\$2,763.68	\$2,901.96	\$3,046.73
Public Works Equipment Operator	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Public Works Maintenance Lead Worker	GBU	323	\$1,984.87	\$2,084.14	\$2,188.73	\$2,298.05	\$2,412.68	\$2,533.23
Public Works Maintenance Worker I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Public Works Maintenance Worker II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Purchasing Assistant	GBU	280	\$1,601.96	\$1,681.73	\$1,766.23	\$1,854.27	\$1,947.05	\$2,044.55
Recreation/Community Programs Coordinator	GBU	313	\$1,888.55	\$1,983.09	\$2,081.77	\$2,186.36	\$2,295.68	\$2,410.32
Solid Waste/Recycling Assistant	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Solid Waste/Recycling Coordinator	GBU	313	\$1,888.55	\$1,983.09	\$2,081.77	\$2,186.36	\$2,295.68	\$2,410.32
Water Conservation Customer Service Representative	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Water Conservation Specialist	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Water Quality Specialist I	GBU	320	\$1,955.32	\$2,053.41	\$2,156.23	\$2,263.77	\$2,377.23	\$2,496.00
Water Quality Specialist II	GBU	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
Water Quality Specialist In Training	GBU	293	\$1,708.91	\$1,794.59	\$1,884.41	\$1,978.36	\$2,077.64	\$2,181.64
Water System Lead Worker	GBU	365	\$2,447.55	\$2,569.87	\$2,698.68	\$2,833.41	\$2,975.23	\$3,124.14
Water System Technician	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Water System Worker I	GBU	293	\$1,708.91	\$1,794.59	\$1,884.41	\$1,978.36	\$2,077.64	\$2,181.64
Water System Worker II	GBU	320	\$1,955.32	\$2,053.41	\$2,156.23	\$2,263.77	\$2,377.23	\$2,496.00
Water System Worker III	GBU	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,215.32	\$2,325.82	\$2,442.23	\$2,564.55	\$2,692.77	\$2,827.50
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,447.55	\$2,569.87	\$2,698.68	\$2,833.41	\$2,975.23	\$3,124.14

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WWTP Lead Operator	GBU	383	\$2,677.41	\$2,811.55	\$2,952.18	\$3,099.32	\$3,254.73	\$3,417.23
WWTP Mechanic	GBU	375	\$2,572.82	\$2,701.64	\$2,836.37	\$2,978.18	\$3,127.09	\$3,283.68
WWTP Operator I	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
WWTP Operator II	GBU	344	\$2,204.09	\$2,314.59	\$2,430.41	\$2,551.55	\$2,679.18	\$2,813.32
WWTP Operator III	GBU	364	\$2,435.73	\$2,557.46	\$2,685.09	\$2,819.23	\$2,960.46	\$3,108.18
WWTP Operator In Training	GBU	301	\$1,778.64	\$1,867.86	\$1,961.23	\$2,059.32	\$2,162.14	\$2,270.27
Executive Secretary to the Chief of Police	LEMM	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Police Auxiliary Services Supervisor	LEMM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Police Commander	LEMM	504	\$4,895.68	\$5,140.91	\$5,397.96	\$5,667.41	\$5,951.05	\$6,248.28
Police Lieutenant	LEMM	487	\$4,498.00	\$4,722.55	\$4,958.91	\$5,207.09	\$5,467.09	\$5,740.69
Police Office Supervisor	LEMM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Chief Building Official	M	464	\$3,931.87	\$4,128.26	\$4,334.49	\$4,551.74	\$4,778.84	\$5,018.10
City Engineer	M	525	\$5,329.77	\$5,596.26	\$5,876.07	\$6,169.79	\$6,478.57	\$6,802.41
Communications Manager	M	456	\$3,777.77	\$3,966.62	\$4,165.33	\$4,373.31	\$4,592.29	\$4,821.71
Director of Community Development	M	535	\$5,602.63	\$5,882.45	\$6,176.74	\$6,485.52	\$6,809.94	\$7,150.58
Director of Financial Services	M	525	\$5,329.77	\$5,596.26	\$5,876.07	\$6,169.79	\$6,478.57	\$6,802.41
Director of Human Resources	M	513	\$5,020.41	\$5,271.26	\$5,534.85	\$5,811.77	\$6,102.01	\$6,407.31
Director of Information Technology	M	500	\$4,705.26	\$4,940.47	\$5,187.26	\$5,446.79	\$5,719.08	\$6,005.26
Director of Parks & Community Services	M	509	\$4,921.35	\$5,166.98	\$5,425.36	\$5,696.48	\$5,981.51	\$6,280.44
Planning Manager	M	500	\$4,705.26	\$4,940.47	\$5,187.26	\$5,446.79	\$5,719.08	\$6,005.26
Police Chief	M	554	\$6,159.36	\$6,467.56	\$6,790.82	\$7,130.31	\$7,486.59	\$7,860.83
Public Works Operations Director	M	508	\$4,896.44	\$5,141.49	\$5,398.71	\$5,668.68	\$5,951.96	\$6,249.16
Accountant I	MM	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Accountant II	MM	362	\$2,411.50	\$2,532.05	\$2,658.50	\$2,791.46	\$2,930.91	\$3,077.46
Administrative Analyst I	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Administrative Analyst II	MM	386	\$2,718.18	\$2,854.09	\$2,996.50	\$3,146.59	\$3,303.77	\$3,468.64
Assistant Engineer	MM	392	\$2,800.32	\$2,940.37	\$3,087.50	\$3,241.73	\$3,404.23	\$3,574.41
Associate Civil Engineer	MM	445	\$3,647.68	\$3,830.28	\$4,021.73	\$4,222.64	\$4,434.18	\$4,655.78
Associate Planner	MM	368	\$2,484.77	\$2,608.86	\$2,739.46	\$2,875.96	\$3,020.14	\$3,170.82
Code Enforcement Supervisor	MM	380	\$2,637.82	\$2,769.59	\$2,907.87	\$3,053.82	\$3,206.28	\$3,366.41
Communications Specialist	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59

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Construction Inspection Supervisor	MM	400	\$2,914.37	\$3,060.32	\$3,213.37	\$3,374.09	\$3,542.50	\$3,719.77
Deputy City Engineer	MM	495	\$4,681.19	\$4,915.18	\$5,161.00	\$5,418.64	\$5,689.87	\$5,974.09
Electrical and Facilities Operations Manager	MM	421	\$3,236.41	\$3,398.32	\$3,567.91	\$3,746.37	\$3,933.68	\$4,130.46
Engineering Project Manager	MM	419	\$3,203.91	\$3,364.64	\$3,532.46	\$3,709.14	\$3,894.68	\$4,089.68
Executive Secretary	MM	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Executive Secretary to City Administrator	MM	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Financial Services Manager	MM	446	\$3,666.00	\$3,849.18	\$4,041.82	\$4,243.91	\$4,456.05	\$4,678.82
Fleet Operations Manager	MM	404	\$2,973.46	\$3,121.78	\$3,277.77	\$3,442.05	\$3,614.00	\$3,794.82
Grant Administrator	MM	446	\$3,666.00	\$3,849.18	\$4,041.82	\$4,243.91	\$4,456.05	\$4,678.82
Grant Analyst	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Human Resources Technician	MM	290	\$1,684.09	\$1,768.00	\$1,856.64	\$1,949.41	\$2,046.91	\$2,149.14
Human Resources Technician II	MM	310	\$1,860.18	\$1,953.55	\$2,051.05	\$2,153.87	\$2,261.41	\$2,374.27
Network Administrator	MM	389	\$2,758.96	\$2,896.64	\$3,041.41	\$3,193.87	\$3,353.41	\$3,521.23
Park Project Manager	MM	426	\$3,317.96	\$3,484.00	\$3,658.32	\$3,840.91	\$4,032.96	\$4,234.46
Parks Manager	MM	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Parks Supervisor	MM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Procurement Services Manager	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Program Manager-Grants	MM	366	\$2,459.96	\$2,582.87	\$2,712.27	\$2,847.59	\$2,990.00	\$3,139.50
Recreation/Community Programs Manager	MM	390	\$2,772.55	\$2,911.41	\$3,056.77	\$3,209.82	\$3,369.96	\$3,538.96
Recreation/Community Programs Supervisor	MM	353	\$2,305.73	\$2,420.96	\$2,541.50	\$2,668.55	\$2,802.09	\$2,942.14
Redevelopment Agency Secretary	MM	342	\$2,182.23	\$2,291.55	\$2,406.18	\$2,526.14	\$2,652.59	\$2,785.55
Redevelopment Manager	MM	427	\$3,334.50	\$3,501.14	\$3,676.64	\$3,860.41	\$4,053.05	\$4,255.73
Safety Officer	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Senior Civil Engineer	MM	475	\$4,236.82	\$4,448.37	\$4,670.55	\$4,904.55	\$5,149.78	\$5,406.82
Senior Planner	MM	429	\$3,368.18	\$3,536.59	\$3,713.28	\$3,898.82	\$4,093.82	\$4,298.28
Solid Waste Manager	MM	353	\$2,305.73	\$2,420.96	\$2,541.50	\$2,668.55	\$2,802.09	\$2,942.14
Streets & Storm Drainage Ops. Manager	MM	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Streets & Storm Drainage Supervisor	MM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Tyler Munis Implementation Project Manager	MM	408	\$3,033.14	\$3,185.00	\$3,343.96	\$3,511.18	\$3,686.68	\$3,871.05
Utility Billing Supervisor	MM	334	\$2,097.14	\$2,201.73	\$2,312.23	\$2,427.46	\$2,549.18	\$2,676.23
Waste Water Treatment Plant Manager	MM	459	\$3,911.82	\$4,107.41	\$4,312.46	\$4,528.14	\$4,754.46	\$4,992.59

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Wastewater Collection System Supervisor	MM	346	\$2,226.55	\$2,337.64	\$2,454.64	\$2,577.55	\$2,706.36	\$2,841.68
Water & Sewer Operations Manager	MM	423	\$3,268.91	\$3,432.00	\$3,603.96	\$3,784.18	\$3,973.28	\$4,171.82
Water Meter & Conservation Supervisor	MM	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
Water System Supervisor	MM	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Crime Analysis Technician	MPOA	306	\$1,823.55	\$1,915.14	\$2,010.86	\$2,111.32	\$2,216.50	\$2,327.59
Police Corporal	MPOA	383	\$2,677.41	\$2,811.55	\$2,952.18	\$3,099.32	\$3,254.73	\$3,417.23
Police Officer I	MPOA	363	\$2,423.32	\$2,544.46	\$2,671.50	\$2,805.05	\$2,945.68	\$3,092.82
Police Officer II	MPOA	373	\$2,547.41	\$2,674.46	\$2,808.59	\$2,948.64	\$3,096.37	\$3,251.18
Police Officer Trainee	MPOA	333	\$2,086.50	\$2,191.09	\$2,300.41	\$2,415.64	\$2,536.18	\$2,663.23
Police Sergeant	MPOA	426	\$3,317.96	\$3,484.00	\$3,658.32	\$3,840.91	\$4,032.96	\$4,234.46
Property & Evidence Officer	MPOA	296	\$1,734.91	\$1,821.77	\$1,912.77	\$2,008.50	\$2,108.96	\$2,214.14
Public Safety Dispatcher	MPOA	294	\$1,717.77	\$1,803.46	\$1,893.86	\$1,988.41	\$2,087.68	\$2,192.27
Records Clerk	MPOA	270	\$1,523.96	\$1,600.18	\$1,679.95	\$1,764.46	\$1,852.50	\$1,945.27