

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF MADERA
AND
THE MID MANAGEMENT EMPLOYEE GROUP**

Authorized Representatives of the City of Madera and the Mid Management Employee Group have conferred and do hereby agree to the changes to the noted Memorandums of Understanding (MOUs) between the Parties as set forth in this Side Letter Agreement.

Section 1. Article 5 titled “Salaries and Benefits” of the MOU effective July 1, 2015 to June 30, 2018, is amended by adding the following paragraph after the four paragraphs under Article 5:

Effective January 1, 2018, the “Y” step pay as described in the preceding paragraph will no longer apply. Effective January 1, 2018, For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Mid Management Employees labeled as Exhibit A to this Side Letter Agreement will apply.

Section 2. Article 6 titled “Salaries and Benefits” of the MOU effective September 5, 2018 to June 30, 2019, is amended by replacing the second paragraph under Article 6 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%.

As no change to base salary was provided in this MOU, the Salary Schedule for Mid Management Employees labeled as Exhibit A to this Side Letter Agreement is still the applicable salary schedule.

Section 3. Article 6 titled “Salaries and Benefits” of the MOU effective December 4, 2019 to June 30, 2020, is amended by replacing the first paragraph under Article 6 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Mid Management Employees labeled as Exhibit B to this Side Letter Agreement will apply.

Section 4. Article 6 titled “Salaries and Benefits” of the MOU effective July 1, 2021 to June 30, 2025 is replaced entirely by the following language:

Article 6 – Salaries and Benefits

The salary schedule attached as Exhibit C to this Side Letter Agreement reflects the salary plan for positions represented by this unit that will be effective upon implementation of the 2% base wage increase on each effective date noted below. For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After an employee has been at F-step of their salary range for one year (on their anniversary date), the employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%.

Effective the first paycheck on or after July 1, 2021, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the first paycheck on or after July 1, 2022, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the first paycheck on or after July 1, 2023, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the first paycheck on or after July 1, 2024, employees represented by this unit and employed with the City will receive a 2% base wage increase.

In addition to the percent-based wage increases noted above, employees represented by this unit and employed with the City at the time of paycheck issuance will receive lump

sum \$1,500 payments to be paid on the first regular paycheck of July 2021, July 2022, July 2023, and July 2024, subject to applicable taxes and deductions. The parties agree that this one-time payment does not meet the definition of compensation earnable nor does it qualify as any applicable special compensation for CalPERS reporting purposes. The City will issue this payment as a separate check from normal wages.

Section 5. Exhibits A through C to this Side Letter Agreement represent the revised salary schedules for Mid Management Employees to effectuate the changes contemplated herein.

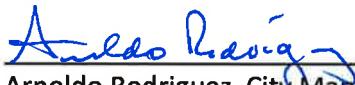
This Side Letter Agreement is effective upon adoption and shall remain in full force and effect until a successor Memorandum of Understanding between the City of Madera and the Mid Management Employee Group addressing the subject matter of this Side Letter is fully executed by both parties.



Jamie Hickman, Mid Management

11/16/2021

Date



Arnoldo Rodriguez, City Manager

11.19.21

Date



John Dalrymple (Nov 14, 2021 10:24 PST)

John Dalrymple, CEA Representative

Nov 14, 2021

Date

Exhibit A

Mid Management Employee Group

Bi-Weekly Salary Schedule Effective January 1, 2018

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Accountant I	\$222	\$1,636.89	\$1,718.66	\$1,804.35	\$1,894.44	\$1,989.43	\$2,088.83
Accountant II	362	\$1,998.25	\$2,098.13	\$2,202.92	\$2,313.09	\$2,428.64	\$2,550.08
Administrative Analyst	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64
Assistant Engineer	377	\$2,153.46	\$2,261.19	\$2,373.80	\$2,492.79	\$2,617.16	\$2,748.38
Associate Civil Engineer	397	\$2,379.19	\$2,498.17	\$2,623.03	\$2,754.26	\$2,891.85	\$3,036.30
Associate Planner	368	\$2,058.96	\$2,161.79	\$2,270.00	\$2,383.11	\$2,502.58	\$2,627.44
Business Manager	427	\$2,763.07	\$2,901.15	\$3,046.58	\$3,198.86	\$3,358.48	\$3,564.43
Communications Specialist	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64
Deputy City Engineer	463	\$3,306.58	\$3,472.08	\$3,645.42	\$3,828.05	\$4,019.02	\$4,220.26
Electrical and Facilities Operations Manager	421	\$2,681.79	\$2,815.96	\$2,956.48	\$3,104.36	\$3,259.57	\$3,422.63
Engineering Project Manager	419	\$2,654.86	\$2,788.05	\$2,927.10	\$3,073.51	\$3,227.26	\$3,388.84
Executive Secretary	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03
Executive Secretary to City Administrator	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03
Financial Services Manager	446	\$3,037.76	\$3,189.56	\$3,349.18	\$3,516.64	\$3,692.42	\$3,877.02
Fleet Operations Manager	404	\$2,463.90	\$2,586.80	\$2,716.07	\$2,852.19	\$2,994.68	\$3,144.51
Grant Analyst	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64
Human Resources Technician	290	\$1,395.49	\$1,465.02	\$1,538.47	\$1,615.34	\$1,696.13	\$1,780.84
Human Resources Technician II	310	\$1,541.41	\$1,618.77	\$1,699.56	\$1,784.76	\$1,873.88	\$1,967.40
Neighborhood Preservation Supervisor	380	\$2,185.78	\$2,294.97	\$2,409.55	\$2,530.49	\$2,656.82	\$2,789.51
Network Administrator	389	\$2,286.16	\$2,400.25	\$2,520.21	\$2,646.54	\$2,778.74	\$2,917.80
Paralegal Office Administrator	372	\$2,100.09	\$2,205.37	\$2,315.54	\$2,431.09	\$2,553.02	\$2,680.32
Park Planning Manager	426	\$2,749.36	\$2,886.95	\$3,031.40	\$3,182.70	\$3,341.84	\$3,508.80
Parks Supervisor	335	\$1,746.57	\$1,833.72	\$1,925.29	\$2,021.75	\$2,122.62	\$2,228.87
Procurement Services Manager	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64
Program Manager-Grants	366	\$2,038.40	\$2,140.24	\$2,247.48	\$2,359.60	\$2,477.61	\$2,601.49
Recreation/Community Programs Manager	390	\$2,297.42	\$2,412.49	\$2,532.94	\$2,659.76	\$2,792.45	\$2,932.49
Recreation/Community Programs Supervisor	353	\$1,910.60	\$2,006.08	\$2,105.97	\$2,211.24	\$2,321.90	\$2,437.95
Redevelopment Agency Secretary	342	\$1,808.26	\$1,898.85	\$1,993.84	\$2,093.24	\$2,198.02	\$2,308.19
Redevelopment Manager	427	\$2,763.07	\$2,901.15	\$3,046.58	\$3,198.86	\$3,358.48	\$3,526.43
Safety Officer	358	\$1,958.58	\$2,056.51	\$2,159.34	\$2,267.55	\$2,380.66	\$2,499.64
Senior Civil Engineer	427	\$2,763.07	\$2,901.15	\$3,046.58	\$3,198.86	\$3,358.48	\$3,526.43
Senior Planner	429	\$2,790.98	\$2,930.53	\$3,076.94	\$3,230.69	\$3,392.27	\$3,561.69
Solid Waste Manager	353	\$1,910.60	\$2,006.08	\$2,105.97	\$2,211.24	\$2,321.90	\$2,437.95
Streets & Storm Drainage Ops. Manager	385	\$2,241.11	\$2,352.75	\$2,470.75	\$2,594.15	\$2,723.90	\$2,860.02
Streets & Storm Drainage Supervisor	340	\$1,790.64	\$1,879.75	\$1,973.76	\$2,072.67	\$2,176.48	\$2,285.18
Tyler Munis Implementation Project Manager	408	\$2,513.35	\$2,639.19	\$2,770.91	\$2,909.48	\$3,054.90	\$3,207.67
Utility Billing Supervisor	334	\$1,737.75	\$1,824.42	\$1,915.99	\$2,011.47	\$2,112.33	\$2,217.61
Waste Water Treatment Plant Manager	420	\$2,668.57	\$2,801.76	\$2,941.79	\$3,089.18	\$3,243.42	\$3,405.49
Wastewater Collection System Supervisor	346	\$1,844.99	\$1,937.04	\$2,033.99	\$2,135.84	\$2,242.58	\$2,354.71
Water & Sewer Operations Manager	423	\$2,708.72	\$2,843.86	\$2,986.35	\$3,135.69	\$3,292.38	\$3,456.90
Water Meter & Conservation Supervisor	340	\$1,790.64	\$1,879.75	\$1,973.76	\$2,072.67	\$2,176.48	\$2,285.18
Water System Supervisor	365	\$2,028.11	\$2,129.47	\$2,236.21	\$2,347.85	\$2,465.37	\$2,588.76

Exhibit B

Mid Management Employee Group
Bi-Weekly Salary Schedule Effective November 23, 2019

Job Title	Range	Bi-Weekly Pay Rate				
		A	B	C	D	E
Accountant I	322	\$1,669.62	\$1,753.03	\$1,840.43	\$1,932.33	\$2,029.22
Accountant II	362	\$2,038.21	\$2,140.10	\$2,246.98	\$2,359.35	\$2,477.22
Administrative Analyst I	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27
Administrative Analyst II	386	\$2,297.42	\$2,412.29	\$2,532.66	\$2,659.51	\$2,792.36
Assistant Engineer	377	\$2,196.53	\$2,306.41	\$2,421.28	\$2,542.64	\$2,669.50
Associate Civil Engineer	397	\$2,426.77	\$2,548.14	\$2,675.50	\$2,809.34	\$2,949.69
Associate Planner	368	\$2,100.14	\$2,205.02	\$2,315.40	\$2,430.77	\$2,552.63
Communications Specialist	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27
Deputy City Engineer	463	\$3,372.71	\$3,541.52	\$3,718.32	\$3,904.61	\$4,099.40
Electrical and Facilities Operations Manager	421	\$2,735.43	\$2,872.27	\$3,015.61	\$3,166.44	\$3,324.77
Engineering Project Manager	419	\$2,707.96	\$2,843.81	\$2,985.65	\$3,134.98	\$3,291.80
Executive Secretary	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63
Executive Secretary to City Administrator	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63
Financial Services Manager	446	\$3,098.52	\$3,253.35	\$3,416.16	\$3,586.97	\$3,766.27
Fleet Operations Manager	404	\$2,513.18	\$2,638.54	\$2,770.39	\$2,909.23	\$3,054.57
Grant Analyst	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27
Human Resources Technician	290	\$1,423.40	\$1,494.32	\$1,569.24	\$1,647.65	\$1,730.06
Human Resources Technician II	310	\$1,572.23	\$1,651.15	\$1,733.55	\$1,820.46	\$1,911.35
Legal Assistant	330	\$1,737.55	\$1,824.45	\$1,915.35	\$2,011.24	\$2,111.63
Neighborhood Preservation Supervisor	380	\$2,229.50	\$2,340.87	\$2,457.74	\$2,581.10	\$2,709.96
Network Administrator	389	\$2,331.88	\$2,448.25	\$2,570.61	\$2,699.47	\$2,834.32
Paralegal Office Administrator	372	\$2,142.09	\$2,249.47	\$2,361.85	\$2,479.71	\$2,604.08
Park Planning Manager	426	\$2,804.35	\$2,944.69	\$3,092.03	\$3,246.35	\$3,408.67
Parks Supervisor	335	\$1,781.50	\$1,870.40	\$1,963.79	\$2,062.18	\$2,165.07
Procurement Services Manager	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27
Program Manager-Grants	366	\$2,079.16	\$2,183.05	\$2,292.43	\$2,406.80	\$2,527.16
Recreation/Community Programs Manager	390	\$2,343.37	\$2,460.74	\$2,583.60	\$2,712.95	\$2,848.30
Recreation/Community Programs Supervisor	353	\$1,948.81	\$2,046.20	\$2,148.09	\$2,255.47	\$2,368.34
Redevelopment Agency Secretary	342	\$1,844.43	\$1,936.82	\$2,033.72	\$2,135.10	\$2,241.98
Redevelopment Manager	427	\$2,818.33	\$2,959.18	\$3,107.51	\$3,262.84	\$3,425.65
Safety Officer	358	\$1,997.76	\$2,097.64	\$2,202.53	\$2,312.90	\$2,428.27
Senior Civil Engineer	427	\$2,818.33	\$2,959.18	\$3,107.51	\$3,262.84	\$3,425.65
Senior Planner	429	\$2,846.80	\$2,989.14	\$3,138.48	\$3,295.30	\$3,460.11
Solid Waste Manager	353	\$1,948.81	\$2,046.20	\$2,148.09	\$2,255.47	\$2,368.34
Streets & Storm Drainage Ops. Manager	385	\$2,285.93	\$2,399.80	\$2,520.17	\$2,646.03	\$2,778.38
Streets & Storm Drainage Supervisor	340	\$1,826.45	\$1,917.35	\$2,013.24	\$2,114.13	\$2,220.01
Tyler Munis Implementation Project Manager	408	\$2,563.62	\$2,691.98	\$2,826.33	\$2,967.67	\$3,116.00
Utility Billing Supervisor	334	\$1,772.51	\$1,860.91	\$1,954.31	\$2,051.70	\$2,154.58
Waste Water Treatment Plant Manager	459	\$3,306.29	\$3,471.60	\$3,644.91	\$3,827.20	\$4,018.49
Wastewater Collection System Supervisor	346	\$1,881.89	\$1,975.78	\$2,074.67	\$2,178.55	\$2,287.43
Water & Sewer Operations Manager	423	\$2,762.90	\$2,900.74	\$3,046.08	\$3,198.41	\$3,358.23
Water Meter & Conservation Supervisor	340	\$1,826.45	\$1,917.35	\$2,013.24	\$2,114.13	\$2,220.01
Water System Supervisor	365	\$2,068.68	\$2,172.06	\$2,280.94	\$2,394.81	\$2,640.53

Mid Management Employee Group**Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Effective 6/29/2021							
Accountant I	322	\$1,703.02	\$1,788.09	\$1,877.24	\$1,970.98	\$2,069.81	\$2,173.22
Accountant II	362	\$2,078.97	\$2,182.90	\$2,291.92	\$2,406.54	\$2,526.76	\$2,653.10
Administrative Analyst I	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Administrative Analyst II	386	\$2,343.37	\$2,460.54	\$2,583.31	\$2,712.70	\$2,848.21	\$2,990.34
Assistant Engineer	377	\$2,240.46	\$2,352.54	\$2,469.71	\$2,593.50	\$2,722.89	\$2,859.42
Associate Civil Engineer	397	\$2,475.31	\$2,599.10	\$2,729.01	\$2,865.53	\$3,008.68	\$3,158.96
Associate Planner	368	\$2,142.14	\$2,249.12	\$2,361.71	\$2,479.39	\$2,603.69	\$2,733.59
Communications Specialist	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Deputy City Engineer	463	\$3,440.17	\$3,612.35	\$3,792.69	\$3,982.71	\$4,181.38	\$4,390.76
Electrical and Facilities Operations Manager	421	\$2,790.14	\$2,929.72	\$3,075.93	\$3,229.77	\$3,391.26	\$3,560.90
Engineering Project Manager	419	\$2,762.12	\$2,900.68	\$3,045.36	\$3,197.68	\$3,357.64	\$3,525.75
Executive Secretary	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Executive Secretary to City Administrator	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86
Financial Services Manager	446	\$3,160.49	\$3,318.41	\$3,484.49	\$3,658.71	\$3,841.60	\$4,033.65
Fleet Operations Manager	404	\$2,563.44	\$2,691.31	\$2,825.80	\$2,967.42	\$3,115.66	\$3,271.55
Grant Analyst	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Human Resources Technician	290	\$1,451.87	\$1,524.21	\$1,600.62	\$1,680.60	\$1,764.66	\$1,852.79
Human Resources Technician II	310	\$1,603.68	\$1,684.17	\$1,768.22	\$1,856.86	\$1,949.58	\$2,046.88
Neighborhood Preservation Supervisor	380	\$2,274.09	\$2,387.69	\$2,506.89	\$2,632.72	\$2,764.16	\$2,902.21
Network Administrator	389	\$2,378.52	\$2,497.22	\$2,622.03	\$2,753.46	\$2,891.00	\$3,035.68
Park Planning Manager	426	\$2,860.44	\$3,003.59	\$3,153.87	\$3,311.28	\$3,476.84	\$3,650.56
Parks Supervisor	335	\$1,817.13	\$1,907.81	\$2,003.07	\$2,103.43	\$2,208.37	\$2,318.92
Procurement Services Manager	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Program Manager-Grants	366	\$2,120.75	\$2,226.71	\$2,338.27	\$2,454.93	\$2,577.71	\$2,706.59
Recreation/Community Programs Manager	390	\$2,390.24	\$2,509.95	\$2,635.27	\$2,767.21	\$2,905.27	\$3,050.96
Recreation/Community Programs Supervisor	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44
Redevelopment Agency Secretary	342	\$1,881.32	\$1,975.56	\$2,074.39	\$2,177.80	\$2,286.82	\$2,401.44
Redevelopment Manager	427	\$2,874.70	\$3,018.36	\$3,169.66	\$3,328.09	\$3,494.17	\$3,668.90
Safety Officer	358	\$2,037.71	\$2,139.60	\$2,246.58	\$2,359.16	\$2,476.84	\$2,600.63
Senior Civil Engineer	427	\$2,874.70	\$3,018.36	\$3,169.66	\$3,328.09	\$3,494.17	\$3,668.90
Senior Planner	429	\$2,903.74	\$3,048.93	\$3,201.24	\$3,361.21	\$3,529.32	\$3,705.58
Solid Waste Manager	353	\$1,987.79	\$2,087.13	\$2,191.05	\$2,300.58	\$2,415.71	\$2,536.44
Streets & Storm Drainage Ops. Manager	385	\$2,331.65	\$2,447.80	\$2,570.57	\$2,698.95	\$2,833.95	\$2,975.57
Streets & Storm Drainage Supervisor	340	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50
Tyler Munis Implementation Project Manager	408	\$2,614.89	\$2,745.82	\$2,882.85	\$3,027.02	\$3,178.32	\$3,337.26
Utility Billing Supervisor	334	\$1,807.96	\$1,898.13	\$1,993.39	\$2,092.73	\$2,197.67	\$2,307.20
Waste Water Treatment Plant Manager	459	\$3,372.41	\$3,541.03	\$3,717.80	\$3,903.75	\$4,098.86	\$4,411.76
Wastewater Collection System Supervisor	346	\$1,919.52	\$2,015.30	\$2,116.16	\$2,222.12	\$2,333.18	\$2,449.84

Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025

Job Title	Range	Bi-Weekly Pay Rate					
		A	B	C	D	E	F
Water & Sewer Operations Manager	\$2,818.16	\$2,958.76	\$3,107.00	\$3,262.38	\$3,425.39	\$3,596.56	\$3,686.47
Water Meter & Conservation Supervisor	\$1,862.98	\$1,955.69	\$2,053.50	\$2,156.41	\$2,264.41	\$2,377.50	\$2,436.94
Water System Supervisor	\$2,110.05	\$2,215.50	\$2,326.56	\$2,442.71	\$2,564.97	\$2,693.34	\$2,760.67
Effective 6/18/2022							
Accountant I	\$22	\$1,737.08	\$1,823.85	\$1,914.79	\$2,010.40	\$2,111.20	\$2,216.68
Accountant II	362	\$2,120.55	\$2,226.56	\$2,337.75	\$2,454.67	\$2,577.30	\$2,706.16
Administrative Analyst I	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64
Administrative Analyst II	386	\$2,390.24	\$2,509.75	\$2,634.98	\$2,766.96	\$2,905.18	\$3,050.15
Assistant Engineer	377	\$2,285.27	\$2,399.59	\$2,519.10	\$2,645.37	\$2,777.35	\$2,916.61
Associate Civil Engineer	397	\$2,524.82	\$2,651.08	\$2,783.59	\$2,922.84	\$3,068.85	\$3,222.14
Associate Planner	368	\$2,184.99	\$2,294.11	\$2,408.94	\$2,528.97	\$2,655.76	\$2,788.26
Communications Specialist	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64
Deputy City Engineer	463	\$3,508.97	\$3,684.60	\$3,868.54	\$4,062.36	\$4,265.01	\$4,478.57
Electrical and Facilities Operations Manager	421	\$2,845.94	\$2,988.31	\$3,137.44	\$3,294.37	\$3,459.09	\$3,632.12
Engineering Project Manager	419	\$2,817.36	\$2,958.70	\$3,106.27	\$3,261.63	\$3,424.79	\$3,596.27
Executive Secretary	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10
Executive Secretary to City Administrator	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10
Financial Services Manager	446	\$3,223.70	\$3,384.78	\$3,554.18	\$3,731.89	\$3,918.43	\$4,114.32
Fleet Operations Manager	404	\$2,614.71	\$2,745.13	\$2,882.31	\$3,026.77	\$3,177.97	\$3,336.98
Grant Analyst	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64
Human Resources Technician	290	\$1,480.91	\$1,554.69	\$1,632.63	\$1,714.21	\$1,799.95	\$1,889.85
Human Resources Technician II	310	\$1,635.75	\$1,717.85	\$1,803.59	\$1,894.00	\$1,988.57	\$2,087.82
Neighborhood Preservation Supervisor	380	\$2,319.57	\$2,435.44	\$2,557.03	\$2,685.38	\$2,819.44	\$2,960.25
Network Administrator	389	\$2,426.09	\$2,547.16	\$2,674.47	\$2,808.53	\$2,948.82	\$3,096.39
Park Planning Manager	426	\$2,917.65	\$3,063.66	\$3,216.95	\$3,377.51	\$3,546.38	\$3,723.57
Parks Supervisor	335	\$1,853.47	\$1,945.96	\$2,043.13	\$2,145.50	\$2,252.54	\$2,365.29
Procurement Services Manager	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64
Program Manager-Grants	366	\$2,163.16	\$2,271.24	\$2,385.04	\$2,504.03	\$2,629.26	\$2,760.72
Recreation/Community Programs Manager	390	\$2,438.04	\$2,560.15	\$2,687.98	\$2,822.56	\$2,963.37	\$3,111.98
Recreation/Community Programs Supervisor	353	\$2,027.54	\$2,128.87	\$2,234.87	\$2,346.59	\$2,464.02	\$2,587.17
Redevelopment Agency Secretary	342	\$1,918.94	\$2,015.07	\$2,115.88	\$2,221.36	\$2,332.56	\$2,449.47
Redevelopment Manager	427	\$2,932.20	\$3,078.73	\$3,233.05	\$3,394.65	\$3,564.05	\$3,742.28
Safety Officer	358	\$2,078.47	\$2,182.39	\$2,291.51	\$2,406.34	\$2,526.37	\$2,652.64
Senior Civil Engineer	427	\$2,932.20	\$3,078.73	\$3,233.05	\$3,394.65	\$3,564.05	\$3,742.28
Senior Planner	429	\$2,961.81	\$3,109.90	\$3,265.27	\$3,428.43	\$3,599.90	\$3,779.69
Solid Waste Manager	353	\$2,027.54	\$2,128.87	\$2,234.87	\$2,346.59	\$2,464.02	\$2,587.17
Streets & Storm Drainage Ops. Manager	385	\$2,378.28	\$2,496.76	\$2,621.98	\$2,752.93	\$2,890.63	\$3,035.08
Streets & Storm Drainage Supervisor	340	\$1,900.24	\$1,994.81	\$2,094.57	\$2,199.54	\$2,309.70	\$2,425.05
Tyler Munis Implementation Project Manager	408	\$2,667.19	\$2,800.73	\$2,940.51	\$3,087.56	\$3,241.89	\$3,404.01

Mid Management Employee Group**Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate							
		A	B	C	D	E	F	F + 2.5%	F + 5%
Utility Billing Supervisor	\$334	\$1,844.12	\$1,936.09	\$2,033.26	\$2,134.58	\$2,241.62	\$2,353.34	\$2,412.17	\$2,471.01
Waste Water Treatment Plant Manager	459	\$3,439.86	\$3,611.85	\$3,792.16	\$3,981.82	\$4,180.83	\$4,390.24	\$4,500.00	\$4,609.75
Wastewater Collection System Supervisor	346	\$1,957.91	\$2,055.60	\$2,158.49	\$2,266.57	\$2,379.84	\$2,498.84	\$2,561.31	\$2,623.78
Water & Sewer Operations Manager	423	\$2,874.52	\$3,017.93	\$3,169.14	\$3,327.62	\$3,493.90	\$3,668.49	\$3,760.20	\$3,851.91
Water Meter & Conservation Supervisor	340	\$1,900.24	\$1,994.81	\$2,094.57	\$2,199.54	\$2,309.70	\$2,425.05	\$2,485.68	\$2,546.30
Water System Supervisor	365	\$2,152.25	\$2,259.81	\$2,373.09	\$2,491.56	\$2,616.27	\$2,747.21	\$2,815.89	\$2,884.57
Effective 6/17/2023									
Accountant I	322	\$1,771.82	\$1,860.33	\$1,953.08	\$2,050.60	\$2,153.43	\$2,261.02	\$2,317.55	\$2,374.07
Accountant II	362	\$2,162.97	\$2,271.09	\$2,384.51	\$2,503.76	\$2,628.84	\$2,760.29	\$2,898.30	\$2,967.31
Administrative Analyst I	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,908.62
Administrative Analyst II	386	\$2,438.04	\$2,559.94	\$2,687.67	\$2,822.30	\$2,963.28	\$3,111.15	\$3,188.93	\$3,266.71
Assistant Engineer	377	\$2,330.98	\$2,447.58	\$2,569.48	\$2,698.27	\$2,832.90	\$2,974.94	\$3,049.31	\$3,123.69
Associate Civil Engineer	397	\$2,575.31	\$2,704.10	\$2,839.26	\$2,981.30	\$3,130.23	\$3,286.58	\$3,368.74	\$3,450.91
Associate Planner	368	\$2,228.69	\$2,339.99	\$2,457.12	\$2,579.55	\$2,708.87	\$2,844.03	\$2,915.13	\$2,986.23
Communications Specialist	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97
Deputy City Engineer	463	\$3,579.15	\$3,758.29	\$3,945.92	\$4,143.61	\$4,350.31	\$4,568.15	\$4,682.35	\$4,796.56
Electrical and Facilities Operations Manager	421	\$2,902.86	\$3,048.08	\$3,200.19	\$3,360.26	\$3,528.27	\$3,704.76	\$3,797.38	\$3,890.00
Engineering Project Manager	419	\$2,873.71	\$3,017.87	\$3,168.39	\$3,326.86	\$3,493.29	\$3,668.19	\$3,759.89	\$3,851.60
Executive Secretary	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90
Executive Secretary to City Administrator	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90
Financial Services Manager	446	\$3,288.17	\$3,452.48	\$3,625.26	\$3,806.52	\$3,996.80	\$4,196.61	\$4,301.53	\$4,406.44
Fleet Operations Manager	404	\$2,667.00	\$2,800.04	\$2,939.96	\$3,087.30	\$3,241.53	\$3,403.72	\$3,488.81	\$3,573.91
Grant Analyst	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97
Human Resources Technician	290	\$1,510.53	\$1,585.79	\$1,665.29	\$1,748.50	\$1,835.95	\$1,927.64	\$1,975.83	\$2,024.02
Human Resources Technician II	310	\$1,668.47	\$1,752.21	\$1,839.66	\$1,931.88	\$2,028.34	\$2,129.58	\$2,182.82	\$2,236.06
Neighborhood Preservation Supervisor	380	\$2,365.96	\$2,484.15	\$2,608.17	\$2,739.09	\$2,875.83	\$3,019.46	\$3,094.95	\$3,170.43
Network Administrator	389	\$2,474.61	\$2,598.10	\$2,727.96	\$2,864.70	\$3,007.80	\$3,158.32	\$3,237.28	\$3,316.24
Park Planning Manager	426	\$2,976.00	\$3,124.93	\$3,281.28	\$3,445.06	\$3,617.31	\$3,798.04	\$3,892.99	\$3,987.94
Parks Supervisor	335	\$1,890.54	\$1,984.88	\$2,083.99	\$2,188.41	\$2,297.59	\$2,412.60	\$2,472.92	\$2,533.23
Procurement Services Manager	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97
Program Manager-Grants	366	\$2,206.43	\$2,316.67	\$2,432.74	\$2,554.11	\$2,681.84	\$2,815.94	\$2,886.34	\$2,956.74
Recreation/Community Programs Manager	390	\$2,486.80	\$2,611.35	\$2,741.74	\$2,879.01	\$3,022.64	\$3,174.22	\$3,253.58	\$3,332.93
Recreation/Community Programs Supervisor	353	\$2,068.09	\$2,171.45	\$2,279.57	\$2,393.52	\$2,513.30	\$2,638.91	\$2,704.88	\$2,770.86
Redevelopment Agency Secretary	342	\$1,957.32	\$2,055.37	\$2,158.20	\$2,265.79	\$2,379.21	\$2,498.46	\$2,560.92	\$2,623.38
Redevelopment Manager	427	\$2,990.84	\$3,140.30	\$3,297.71	\$3,462.55	\$3,635.33	\$3,817.12	\$3,912.55	\$4,007.98
Safety Officer	358	\$2,120.03	\$2,226.04	\$2,337.34	\$2,454.47	\$2,576.90	\$2,705.69	\$2,773.33	\$2,840.97
Senior Civil Engineer	427	\$2,990.84	\$3,140.30	\$3,297.71	\$3,462.55	\$3,635.33	\$3,817.12	\$3,912.55	\$4,007.98
Senior Planner	429	\$3,021.05	\$3,172.10	\$3,330.58	\$3,497.00	\$3,671.90	\$3,855.28	\$3,951.66	\$4,048.04
Solid Waste Manager	353	\$2,068.09	\$2,171.45	\$2,279.57	\$2,393.52	\$2,513.30	\$2,638.91	\$2,704.88	\$2,770.86

Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025

Job Title	Range	Bi-Weekly Pay Rate						F + 7.5%	F + 10%
		A	B	C	D	E	F		
Streets & Storm Drainage Ops. Manager	\$2,425.85	\$2,546.69	\$2,674.42	\$2,807.99	\$2,948.44	\$3,095.78	\$3,173.17	\$3,250.57	\$3,327.96
Streets & Storm Drainage Supervisor	\$1,938.24	\$2,034.70	\$2,136.46	\$2,243.53	\$2,355.89	\$2,473.55	\$2,535.39	\$2,597.23	\$2,659.07
Tyler Munis Implementation Project Manager	\$2,720.53	\$2,856.75	\$2,999.32	\$3,149.31	\$3,306.72	\$3,472.09	\$3,558.89	\$3,645.69	\$3,732.50
Utility Billing Supervisor	\$1,881.00	\$1,974.81	\$2,073.92	\$2,177.28	\$2,286.46	\$2,400.41	\$2,460.42	\$2,520.43	\$2,580.44
Waste Water Treatment Plant Manager	\$3,508.66	\$3,684.09	\$3,868.00	\$4,061.46	\$4,264.45	\$4,478.04	\$4,589.99	\$4,701.94	\$4,813.89
Wastewater Collection System Supervisor	\$1,997.07	\$2,096.71	\$2,201.66	\$2,311.90	\$2,427.44	\$2,548.81	\$2,612.53	\$2,676.25	\$2,739.97
Water & Sewer Operations Manager	\$2,932.01	\$3,078.29	\$3,232.52	\$3,394.18	\$3,563.78	\$3,741.86	\$3,835.41	\$3,928.95	\$4,022.50
Water Meter & Conservation Supervisor	\$1,938.24	\$2,034.70	\$2,136.46	\$2,243.53	\$2,355.89	\$2,473.55	\$2,535.39	\$2,597.23	\$2,659.07
Water System Supervisor	\$2,195.30	\$2,305.01	\$2,420.55	\$2,541.39	\$2,668.59	\$2,802.16	\$2,877.21	\$2,942.27	\$3,012.32
Effective 6/15/2024									
Accountant I	\$222	\$1,807.26	\$1,897.54	\$1,992.14	\$2,091.62	\$2,196.49	\$2,306.24	\$2,363.90	\$2,421.55
Accountant II	362	\$2,206.23	\$2,316.51	\$2,432.20	\$2,553.84	\$2,681.42	\$2,815.49	\$2,885.88	\$2,956.26
Administrative Analyst I	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80
Administrative Analyst II	386	\$2,486.80	\$2,611.14	\$2,741.43	\$2,878.74	\$3,022.54	\$3,173.37	\$3,252.70	\$3,332.04
Assistant Engineer	377	\$2,377.60	\$2,496.53	\$2,620.87	\$2,752.24	\$2,889.55	\$3,034.44	\$3,110.30	\$3,186.16
Associate Civil Engineer	397	\$2,626.82	\$2,758.19	\$2,896.04	\$3,040.93	\$3,192.84	\$3,352.32	\$3,436.13	\$3,519.94
Associate Planner	368	\$2,273.26	\$2,386.79	\$2,506.26	\$2,631.14	\$2,763.05	\$2,900.91	\$2,973.43	\$3,045.96
Communications Specialist	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80
Deputy City Engineer	463	\$3,650.73	\$3,833.46	\$4,024.83	\$4,226.48	\$4,437.32	\$4,659.51	\$4,776.00	\$4,892.49
Electrical and Facilities Operations Manager	421	\$2,960.91	\$3,109.04	\$3,264.20	\$3,427.46	\$3,598.83	\$3,778.86	\$3,873.33	\$3,967.80
Engineering Project Manager	419	\$2,931.18	\$3,078.23	\$3,231.76	\$3,393.40	\$3,563.15	\$3,741.55	\$3,835.09	\$3,928.63
Executive Secretary	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32
Executive Secretary to City Administrator	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32
Financial Services Manager	446	\$3,353.94	\$3,521.53	\$3,697.76	\$3,882.65	\$4,076.73	\$4,280.54	\$4,387.55	\$4,494.57
Fleet Operations Manager	404	\$2,720.34	\$2,856.04	\$2,998.76	\$3,149.05	\$3,306.36	\$3,471.79	\$3,558.58	\$3,645.38
Grant Analyst	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80
Human Resources Technician	290	\$1,540.74	\$1,617.50	\$1,698.59	\$1,783.47	\$1,872.67	\$1,966.19	\$2,015.34	\$2,064.50
Human Resources Technician II	310	\$1,701.84	\$1,787.25	\$1,876.45	\$1,970.52	\$2,068.91	\$2,172.17	\$2,226.47	\$2,280.78
Neighborhood Preservation Supervisor	380	\$2,413.28	\$2,533.83	\$2,660.34	\$2,793.87	\$2,933.34	\$3,079.85	\$3,156.85	\$3,233.84
Network Administrator	389	\$2,524.10	\$2,650.06	\$2,782.51	\$2,921.99	\$3,067.96	\$3,221.49	\$3,302.03	\$3,382.56
Park Planning Manager	426	\$3,035.52	\$3,187.43	\$3,346.91	\$3,513.96	\$3,689.66	\$3,874.00	\$3,970.85	\$4,067.70
Parks Supervisor	335	\$1,928.35	\$2,024.58	\$2,125.67	\$2,232.17	\$2,343.54	\$2,460.85	\$2,522.37	\$2,583.89
Procurement Services Manager	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80
Program Manager-Grants	366	\$2,250.56	\$2,363.00	\$2,481.39	\$2,605.19	\$2,735.48	\$2,872.26	\$2,944.07	\$3,015.87
Recreation/Community Programs Manager	390	\$2,536.54	\$2,663.58	\$2,796.57	\$2,936.59	\$3,083.09	\$3,237.71	\$3,318.65	\$3,399.60
Recreation/Community Programs Supervisor	353	\$2,109.46	\$2,214.88	\$2,325.16	\$2,441.39	\$2,563.57	\$2,691.69	\$2,758.98	\$2,826.27
Redevelopment Agency Secretary	342	\$1,996.47	\$2,096.48	\$2,201.36	\$2,311.10	\$2,426.79	\$2,548.43	\$2,612.14	\$2,675.85
Redevelopment Manager	427	\$3,050.66	\$3,203.11	\$3,363.67	\$3,531.80	\$3,708.04	\$3,893.47	\$3,990.81	\$4,088.14
Safety Officer	358	\$2,162.44	\$2,270.56	\$2,384.09	\$2,503.56	\$2,628.44	\$2,759.81	\$2,828.81	\$2,897.80

Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025

Job Title	Range	Bi-Weekly Pay Rate								
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%
Senior Civil Engineer	\$3,050.66	\$3,203.11	\$3,363.67	\$3,531.80	\$3,708.04	\$3,893.47	\$3,990.81	\$4,088.14	\$4,185.48	\$4,282.82
Senior Planner	\$3,081.47	\$3,235.54	\$3,397.19	\$3,566.94	\$3,745.34	\$3,932.39	\$4,030.70	\$4,129.01	\$4,227.32	\$4,325.63
Solid Waste Manager	\$2,109.46	\$2,214.88	\$2,325.16	\$2,441.39	\$2,563.57	\$2,691.69	\$2,758.98	\$2,826.27	\$2,893.57	\$2,960.86
Streets & Storm Drainage Ops. Manager	\$2,474.37	\$2,597.63	\$2,727.91	\$2,864.15	\$3,007.41	\$3,157.70	\$3,236.64	\$3,315.59	\$3,394.53	\$3,473.47
Streets & Storm Drainage Supervisor	\$1,977.01	\$2,075.40	\$2,179.19	\$2,288.40	\$2,403.01	\$2,523.02	\$2,586.10	\$2,649.17	\$2,712.25	\$2,775.32
Tyler Munis Implementation Project Manager	\$2,774.95	\$2,913.88	\$3,059.31	\$3,212.30	\$3,372.86	\$3,541.53	\$3,630.07	\$3,718.61	\$3,807.14	\$3,895.68
Utility Billing Supervisor	\$1,918.62	\$2,014.31	\$2,115.40	\$2,220.82	\$2,332.19	\$2,448.42	\$2,509.63	\$2,570.84	\$2,632.05	\$2,693.26
Waste Water Treatment Plant Manager	459	\$3,578.83	\$3,757.77	\$3,945.36	\$4,142.69	\$4,349.74	\$4,567.60	\$4,681.79	\$4,795.98	\$4,910.17
Wastewater Collection System Supervisor	346	\$2,037.01	\$2,138.65	\$2,245.69	\$2,358.14	\$2,475.99	\$2,599.79	\$2,664.78	\$2,729.78	\$2,794.77
Water & Sewer Operations Manager	423	\$2,990.65	\$3,139.86	\$3,297.17	\$3,462.06	\$3,635.05	\$3,816.70	\$3,912.12	\$4,007.54	\$4,102.95
Water Meter & Conservation Supervisor	340	\$1,977.01	\$2,075.40	\$2,179.19	\$2,288.40	\$2,403.01	\$2,523.02	\$2,586.10	\$2,649.17	\$2,712.25
Water System Supervisor	365	\$2,239.20	\$2,351.11	\$2,468.96	\$2,592.22	\$2,721.97	\$2,858.20	\$2,929.66	\$3,001.11	\$3,072.57
										\$3,144.02