

MANAGEMENT AND CONFIDENTIAL EMPLOYEE SALARY SCHEDULE AS OF JANUARY 24, 2023

Effective Date: Base Table Updated for New Positions / Updates - As of December 27, 2022):

Position	Monthly Pay - 2.5% Ranges								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Fire Chief	\$ 8,635	\$ 8,851	\$ 9,072	\$ 9,299	\$ 9,531	\$ 9,769	\$ 10,013	\$ 10,263	\$ 10,520
Community & Development Services Director (updated)	\$ 8,549	\$ 8,763	\$ 8,982	\$ 9,207	\$ 9,437	\$ 9,673	\$ 9,915	\$ 10,163	\$ 10,417
Accounting Manager (new)	\$ 7,182	\$ 7,362	\$ 7,546	\$ 7,735	\$ 7,928	\$ 8,126	\$ 8,329	\$ 8,537	\$ 8,750
Administrative Services Director	\$ 6,735	\$ 6,903	\$ 7,076	\$ 7,253	\$ 7,434	\$ 7,620	\$ 7,810	\$ 8,005	\$ 8,205
Building Official	\$ 5,337	\$ 5,470	\$ 5,607	\$ 5,747	\$ 5,891	\$ 6,038	\$ 6,189	\$ 6,344	\$ 6,503
Superintendent of Public Works (new)	\$ 5,130	\$ 5,258	\$ 5,389	\$ 5,524	\$ 5,662	\$ 5,804	\$ 5,949	\$ 6,098	\$ 6,250
Library Director	\$ 4,959	\$ 5,083	\$ 5,210	\$ 5,340	\$ 5,473	\$ 5,610	\$ 5,750	\$ 5,894	\$ 6,041
City Clerk / Assistant to City Manager (new)	\$ 4,925	\$ 5,048	\$ 5,174	\$ 5,303	\$ 5,436	\$ 5,572	\$ 5,711	\$ 5,854	\$ 6,000
Recreation Coordinator	\$ 3,921	\$ 4,019	\$ 4,119	\$ 4,222	\$ 4,328	\$ 4,436	\$ 4,547	\$ 4,661	\$ 4,778
Finance Analyst (updated)	\$ 3,921	\$ 4,019	\$ 4,119	\$ 4,222	\$ 4,328	\$ 4,436	\$ 4,547	\$ 4,661	\$ 4,778
Code Enforcement Officer	\$ 3,403	\$ 3,488	\$ 3,575	\$ 3,664	\$ 3,756	\$ 3,850	\$ 3,946	\$ 4,045	\$ 4,146

Position	Hourly Pay - 2.5% Ranges								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Fire Chief	\$ 49.82	\$ 51.06	\$ 52.34	\$ 53.65	\$ 54.99	\$ 56.36	\$ 57.77	\$ 59.21	\$ 60.69
Community & Development Services Director (updated)	\$ 49.32	\$ 50.56	\$ 51.82	\$ 53.12	\$ 54.45	\$ 55.81	\$ 57.20	\$ 58.63	\$ 60.10
Accounting Manager (new)	\$ 41.44	\$ 42.47	\$ 43.54	\$ 44.63	\$ 45.74	\$ 46.88	\$ 48.05	\$ 49.25	\$ 50.48
Administrative Services Director	\$ 38.86	\$ 39.83	\$ 40.82	\$ 41.85	\$ 42.89	\$ 43.96	\$ 45.06	\$ 46.18	\$ 47.34
Building Official	\$ 30.79	\$ 31.56	\$ 32.35	\$ 33.16	\$ 33.99	\$ 34.84	\$ 35.71	\$ 36.60	\$ 37.52
Superintendent of Public Works (new)	\$ 29.60	\$ 30.34	\$ 31.09	\$ 31.87	\$ 32.67	\$ 33.49	\$ 34.32	\$ 35.18	\$ 36.06
Library Director	\$ 28.61	\$ 29.33	\$ 30.06	\$ 30.81	\$ 31.58	\$ 32.37	\$ 33.17	\$ 34.00	\$ 34.85
City Clerk / Assistant to City Manager (new)	\$ 28.41	\$ 29.12	\$ 29.85	\$ 30.59	\$ 31.36	\$ 32.15	\$ 32.95	\$ 33.77	\$ 34.62
Administrative Analyst	\$ 22.62	\$ 23.19	\$ 23.76	\$ 24.36	\$ 24.97	\$ 25.59	\$ 26.23	\$ 26.89	\$ 27.57
Recreation Coordinator	\$ 22.62	\$ 23.19	\$ 23.76	\$ 24.36	\$ 24.97	\$ 25.59	\$ 26.23	\$ 26.89	\$ 27.57
Finance Analyst (updated)	\$ 22.62	\$ 23.19	\$ 23.76	\$ 24.36	\$ 24.97	\$ 25.59	\$ 26.23	\$ 26.89	\$ 27.57
Code Enforcement Officer	\$ 19.63	\$ 20.12	\$ 20.63	\$ 21.14	\$ 21.67	\$ 22.21	\$ 22.77	\$ 23.34	\$ 23.92

UNITED PUBLIC EMPLOYEES OF CALIFORNIA (UPEC - Fire) - SALARY SCHEDULE AS OF JANUARY 24, 2023

Effective Date: Sept. 2022 - Base Table Updated for 9 Steps

Position	Monthly Pay - 2.5% Ranges								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Firefighter / Engineer	\$ 3,800	\$ 3,895	\$ 3,992	\$ 4,092	\$ 4,194	\$ 4,299	\$ 4,406	\$ 4,516	\$ 4,629
Fire Captain (New Position)	\$ 4,241	\$ 4,347	\$ 4,456	\$ 4,567	\$ 4,681	\$ 4,798	\$ 4,918	\$ 5,041	\$ 5,167

Position	Hourly Pay - 2.5% Ranges								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Firefighter / Engineer	\$ 15.66	\$ 16.05	\$ 16.45	\$ 16.86	\$ 17.28	\$ 17.72	\$ 18.16	\$ 18.61	\$ 19.08
Fire Captain (New Position)	\$ 17.48	\$ 17.91	\$ 18.36	\$ 18.82	\$ 19.29	\$ 19.77	\$ 20.27	\$ 20.77	\$ 21.29

Effective Date: Base Table - Effective July 1, 2023 (2%)

Position	Monthly Pay - 2.5% Ranges								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Firefighter / Engineer	\$ 3,875	\$ 3,972	\$ 4,071	\$ 4,173	\$ 4,277	\$ 4,384	\$ 4,494	\$ 4,606	\$ 4,722

Position	Hourly Pay - 2.5% Ranges								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Firefighter / Engineer	\$ 15.97	\$ 16.37	\$ 16.78	\$ 17.20	\$ 17.62	\$ 18.07	\$ 18.52	\$ 18.98	\$ 19.46

WILLOWS EMPLOYEE ASSOCIATION (WEA) - SALARY SCHEDULE AS OF JANUARY 24, 2023

Effective Date: Base Table - Effective July 1, 2022 (+2% COLA)

Position	Monthly Pay - 5% Ranges				
	STEP A	STEP B	STEP C	STEP D	STEP E
Parks / Public Works Superintendent	\$ 4,472	\$ 4,696	\$ 4,931	\$ 5,178	\$ 5,437
Parks / Public Works Mechanic	\$ 3,310	\$ 3,475	\$ 3,649	\$ 3,831	\$ 4,023
Parks / Public Works Maintenance Worker	\$ 3,310	\$ 3,475	\$ 3,649	\$ 3,831	\$ 4,023
Library Technician	\$ 2,751	\$ 2,889	\$ 3,033	\$ 3,185	\$ 3,344
Community Development Technician	\$ 4,010	\$ 4,210	\$ 4,420	\$ 4,641	\$ 4,874

Position	Hourly Pay - 5% Ranges				
	STEP A	STEP B	STEP C	STEP D	STEP E
Parks / Public Works Superintendent	\$ 25.80	\$ 27.09	\$ 28.45	\$ 29.87	\$ 31.37
Parks / Public Works Mechanic	\$ 19.10	\$ 20.05	\$ 21.05	\$ 22.10	\$ 23.21
Parks / Public Works Maintenance Worker	\$ 19.10	\$ 20.05	\$ 21.05	\$ 22.10	\$ 23.21
Library Technician	\$ 15.87	\$ 16.67	\$ 17.50	\$ 18.38	\$ 19.29
Community Development Technician	\$ 23.14	\$ 24.29	\$ 25.50	\$ 26.78	\$ 28.12

Effective Date: Base Table - Effective July 1, 2023 (+2% COLA)

Position	Monthly Pay - 5% Ranges				
	STEP A	STEP B	STEP C	STEP D	STEP E
Parks / Public Works Superintendent	\$ 4,562	\$ 4,790	\$ 5,030	\$ 5,282	\$ 5,546
Parks / Public Works Mechanic	\$ 3,376	\$ 3,545	\$ 3,722	\$ 3,908	\$ 4,103
Parks / Public Works Maintenance Worker	\$ 3,376	\$ 3,545	\$ 3,722	\$ 3,908	\$ 4,103
Library Technician	\$ 2,807	\$ 2,947	\$ 3,094	\$ 3,249	\$ 3,411
Community Development Technician	\$ 4,090	\$ 4,294	\$ 4,509	\$ 4,734	\$ 4,971

Position	Hourly Pay - 5% Ranges				
	STEP A	STEP B	STEP C	STEP D	STEP E
Parks / Public Works Superintendent	\$ 26.32	\$ 27.64	\$ 29.02	\$ 30.47	\$ 31.99
Parks / Public Works Mechanic	\$ 19.48	\$ 20.45	\$ 21.47	\$ 22.55	\$ 23.67
Parks / Public Works Maintenance Worker	\$ 19.48	\$ 20.45	\$ 21.47	\$ 22.55	\$ 23.67
Library Technician	\$ 16.19	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68
Community Development Technician	\$ 23.60	\$ 24.77	\$ 26.01	\$ 27.31	\$ 28.68