

CITY OF HOLLISTER  
SALARY SCHEDULES BY BARGAINING UNIT  
FISCAL YEAR '23-24

LAST UPDATE: 7/1/2023

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<u>SEIU</u>							
E11		ACCOUNTING ASSISTANT	1,991.60	2,091.18	2,195.73	2,305.52	2,420.80
		ASSISTANT EQUIPMENT MECHANIC	1,991.60	2,091.18	2,195.73	2,305.52	2,420.80
		SUPPORT SERVICES ASSISTANT I	1,991.60	2,091.18	2,195.73	2,305.52	2,420.80
E14		ANIMAL CONTROL OFFICER ASSISTANT	2,050.75	2,153.29	2,260.95	2,374.00	2,492.70
E19		ACCOUNTING TECHNICIAN I	2,149.35	2,256.81	2,369.65	2,488.14	2,612.54
E20		JR. WATER MAINTENANCE OPERATOR	2,169.07	2,277.52	2,391.40	2,510.97	2,636.51
E21		MAINTENANCE WORKER I	2,190.76	2,300.30	2,415.31	2,536.08	2,662.88
		FACILITIES ASSISTANT - VETERAN'S BUILDING	2,190.76	2,300.30	2,415.31	2,536.08	2,662.88
E23		ANIMAL CONTROL OFFICER	2,234.14	2,345.85	2,463.14	2,586.30	2,715.61
E25		SUPPORT SERVICES ASSISTANT II	2,277.52	2,391.40	2,510.97	2,636.51	2,768.34
E28		RECREATION COORDINATOR	2,342.59	2,459.72	2,582.71	2,711.84	2,847.44
E29		ACCOUNTING TECHNICIAN II	2,364.28	2,482.50	2,606.62	2,736.95	2,873.80
E31		SENIOR SUPPORT SERVICES ASSISTANT	2,409.83	2,530.32	2,656.84	2,789.68	2,929.16
E32		MAINTENANCE WORKER II	2,433.69	2,555.37	2,683.14	2,817.30	2,958.16
E35		TREE TRIMMER	2,505.27	2,630.53	2,762.06	2,900.16	3,045.17
		DEVELOPMENT SERVICES TECHNICIAN	2,505.27	2,630.53	2,762.06	2,900.16	3,045.17
E36		WASTE WATER TREATMENT PLANT OPERATOR	2,529.13	2,655.58	2,788.36	2,927.78	3,074.17
E37		AIRPORT MAINTENANCE & OPERATIONS SPECIALIST	2,552.99	2,680.64	2,814.67	2,955.40	3,103.17
		EQUIPMENT MECHANIC	2,552.99	2,680.64	2,814.67	2,955.40	3,103.17
		FACILITY COORDINATOR - VETERAN'S BUILDING	2,552.99	2,680.64	2,814.67	2,955.40	3,103.17
		STREET SWEEPER OPERATOR	2,552.99	2,680.64	2,814.67	2,955.40	3,103.17
E39		SENIOR ACCOUNTING TECHNICIAN	2,600.71	2,730.74	2,867.28	3,010.64	3,161.17
		WATER MAINTENANCE OPERATOR I	2,600.71	2,730.74	2,867.28	3,010.64	3,161.17
E40		WASTE WATER TREATMENT PLANT OPERATOR II	2,624.56	2,755.79	2,893.58	3,038.26	3,190.17
E41		ADMINISTRATIVE ASSISTANT	2,650.81	2,783.35	2,922.52	3,068.64	3,222.07
E42		SENIOR MAINTENANCE WORKER	2,677.32	2,811.18	2,951.74	3,099.33	3,254.30
E44		ENGINEERING TECHNICIAN	2,729.55	2,866.02	3,009.32	3,159.79	3,317.78
E46		CODE ENFORCEMENT OFFICER	2,782.03	2,921.14	3,067.19	3,220.55	3,381.58
E48		WATER MAINTENANCE OPERATOR II	2,837.95	2,979.85	3,128.84	3,285.28	3,449.55
E55		ASSISTANT PLANNER	3,031.37	3,182.94	3,342.09	3,509.19	3,684.65
		HOUSING PROGRAMS COORDINATOR	3,031.37	3,182.94	3,342.09	3,509.19	3,684.65
		SENIOR WATER MAINTENANCE OPERATOR	3,031.37	3,182.94	3,342.09	3,509.19	3,684.65
E59		UTILITY TECHNICIAN	3,146.86	3,304.20	3,469.41	3,642.88	3,825.02
		PUBLIC WORKS INSPECTOR	3,146.86	3,304.20	3,469.41	3,642.88	3,825.02
E60		JUNIOR ENGINEER	3,175.72	3,334.51	3,501.24	3,676.30	3,860.11
E61		BUILDING INSPECTOR	3,207.48	3,367.86	3,536.25	3,713.06	3,898.71
E66		SENIOR BUILDING INSPECTOR	3,366.27	3,534.58	3,711.31	3,896.88	4,091.72
E69		ASSOCIATE PLANNER	3,461.54	3,634.62	3,816.35	4,007.16	4,207.52
E74		ASSISTANT ENGINEER	3,633.03	3,814.68	4,005.41	4,205.68	4,415.97
E79		ASSISTANT CIVIL ENGINEER	3,807.69	3,998.08	4,197.98	4,407.88	4,628.27
		UTILITY ENGINEER	3,807.69	3,998.08	4,197.98	4,407.88	4,628.27
E84		UTILITY ENGINEER - CIVIL	3,996.33	4,196.15	4,405.96	4,626.25	4,857.57

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<u>EXECUTIVE MANAGEMENT</u>							
X19		AIRPORT MANAGER	3,507.45	3,682.82	3,866.96	4,060.31	4,263.33
X39		PROGRAM MANAGER	4,208.94	4,419.38	4,640.35	4,872.36	5,115.99
X44		HUMAN RESOURCES MANAGER	4,419.38	4,640.35	4,872.36	5,115.99	5,371.79
X47		BUILDING OFFICIAL	4,551.97	4,779.56	5,018.54	5,269.47	5,532.94
X53		AIRPORT DIRECTOR	4,992.73	5,242.37	5,504.49	5,779.72	6,068.70
		UTILITY MANAGER	4,992.73	5,242.37	5,504.49	5,779.72	6,068.70
X62		INFORMATION SYSTEMS MANAGER	5,219.71	5,480.70	5,754.73	6,042.62	6,344.58
XF62		DIVISION FIRE CHIEF/FIRE MARSHALL	5,219.71	5,480.70	5,754.73	6,042.62	6,344.58
XP75		POLICE CAPTAIN	5,474.33	5,748.05	6,035.44	6,337.38	6,654.07

**CONTRACT SALARIES**

PARKS & RECREATION DIRECTOR	-
CITY CLERK	5,461.53
DEVELOPMENT SERVICES DIRECTOR	6,230.76
CITY ENGINEER	6,653.85
CITY ATTORNEY	-
INFORMATION SYSTEMS & TECHNOLOGY DIRECTOR	7,742.08
PUBLIC WORKS DIRECTOR	6,653.85
ADMINISTRATIVE SERVICES DIRECTOR	6,653.85
FIRE CHIEF	6,812.18
ASSISTANT CITY MANAGER	7,480.77
POLICE CHIEF	8,177.88
CITY MANAGER	-

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<b>CONFIDENTIAL</b>							
	C07	SUPPORT SERVICES ASSISTANT II (CONFIDENTIAL)	2,277.52	2,391.40	2,510.97	2,636.51	2,768.34
	C13	SENIOR SUPPORT SERVICES ASSISTANT	2,409.83	2,530.32	2,656.84	2,789.68	2,929.16
	C24	EXECUTIVE ASSISTANT TO THE CITY MANAGER	2,685.33	2,819.60	2,960.58	3,108.61	3,264.04
	C26	HUMAN RESOURCES TECHNICIAN I	2,736.97	2,873.82	3,017.51	3,168.39	3,326.81
		LEGAL ADMINISTRATIVE ASSISTANT	2,736.97	2,873.82	3,017.51	3,168.39	3,326.81
	C34	PAYROLL MANAGER	2,953.86	3,101.56	3,256.63	3,419.46	3,590.44
	C38	HUMAN RESOURCES TECHNICIAN II	3,067.47	3,220.85	3,381.89	3,550.98	3,728.53
		INFORMATION SYSTEMS TECHNICIAN	3,067.47	3,220.85	3,381.89	3,550.98	3,728.53
	C45	HUMAN RESOURCES ANALYST	3,280.49	3,444.52	3,616.74	3,797.58	3,987.46
		ACCOUNTANT	3,280.49	3,444.52	3,616.74	3,797.58	3,987.46
		ADMINISTRATIVE ANALYST	3,280.49	3,444.52	3,616.74	3,797.58	3,987.46
	C67	INFORMATION SYSTEMS ANALYST	4,037.29	4,239.16	4,451.11	4,673.67	4,907.35
		DEPUTY CITY CLERK	4,037.29	4,239.16	4,451.11	4,673.67	4,907.35
	C72	ACCOUNTING MANAGER	4,240.78	4,452.81	4,675.46	4,909.23	5,154.69
		MANAGEMENT ANALYST	4,240.78	4,452.81	4,675.46	4,909.23	5,154.69

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<b>HOLLISTER POLICE OFFICER'S ASSOC</b>							
	O58	POLICE OFFICER	3,869.56	4,063.04	4,266.19	4,479.50	4,703.48
	O73	POLICE SERGEANT	4,450.73	4,673.26	4,906.93	5,152.27	5,409.89
	O93	POLICE LIEUTENANT	5,381.37	5,650.44	5,932.96	6,229.61	6,541.09
<b>NON-SWORN</b>							
	Q36	POLICE OFFICER TRAINEE	2,485.94	2,610.24	2,740.75	2,877.78	3,021.67
	Q43	COMMUNITY SERVICES OFFICER	2,658.24	2,791.15	2,930.71	3,077.24	3,231.11
		POLICE SERVICES OFFICER	2,658.24	2,791.15	2,930.71	3,077.24	3,231.11
		MULTI SERVICES OFFICER	2,658.24	2,791.15	2,930.71	3,077.24	3,231.11
	Q49	POLICE SERVICES SUPERVISOR	2,815.77	2,956.56	3,104.38	3,259.60	3,422.58
	Q57	COMMUNITY SERVICES OFFICER II	3,041.03	3,193.08	3,352.74	3,520.37	3,696.39

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<b>MID-MANAGEMENT</b>							
	M30	PARKS MAINTENANCE SUPERVISOR	3,162.64	3,320.77	3,486.81	3,661.15	3,844.20
		STREETS MAINTENANCE SUPERVISOR	3,162.64	3,320.77	3,486.81	3,661.15	3,844.20
		RECREATION SUPERVISOR	3,162.64	3,320.77	3,486.81	3,661.15	3,844.20
	M39	ADMINISTRATIVE SUPERVISOR	3,447.27	3,619.64	3,800.62	3,990.65	4,190.18
		ANIMAL CONTROL SUPERVISOR	3,447.27	3,619.64	3,800.62	3,990.65	4,190.18
		CODE ENFORCEMENT SUPERVISOR	3,447.27	3,619.64	3,800.62	3,990.65	4,190.18
		FLEET MAINTENANCE SUPERVISOR	3,447.27	3,619.64	3,800.62	3,990.65	4,190.18
		PROJECTS COORDINATOR	3,447.27	3,619.64	3,800.62	3,990.65	4,190.18
	M44	ENVIRONMENTAL PROGRAMS MANAGER	3,618.06	3,798.96	3,988.91	4,188.36	4,397.77
		RECREATION MANAGER	3,618.06	3,798.96	3,988.91	4,188.36	4,397.77
		SR. WASTEWATER TREATMENT PLANT OPTR.	3,618.06	3,798.96	3,988.91	4,188.36	4,397.77
		SR. PUBLIC WORKS INSPECTOR	3,618.06	3,798.96	3,988.91	4,188.36	4,397.77
	M55	ASSOCIATE ENGINEER	4,018.14	4,219.05	4,430.00	4,651.50	4,884.07
		CAPITAL IMPROVEMENT PROJECT MANAGER	4,018.14	4,219.05	4,430.00	4,651.50	4,884.07
		PUBLIC WORKS SUPERINTENDENT	4,018.14	4,219.05	4,430.00	4,651.50	4,884.07
		SENIOR PLANNER	4,018.14	4,219.05	4,430.00	4,651.50	4,884.07
		UTILITY SUPERVISOR	4,018.14	4,219.05	4,430.00	4,651.50	4,884.07
	M61	PLANNING MANAGER	4,247.74	4,460.13	4,683.14	4,917.29	5,163.16
		SENIOR CIVIL ENGINEER	4,247.74	4,460.13	4,683.14	4,917.29	5,163.16
		ECONOMIC DEVELOPMENT MANAGER	4,247.74	4,460.13	4,683.14	4,917.29	5,163.16
		ASSOCIATE ENGINEER - TRAFFIC	4,247.74	4,460.13	4,683.14	4,917.29	5,163.16
		ASSOCIATE ENGINEER-UTILITIES	4,247.74	4,460.13	4,683.14	4,917.29	5,163.16
		CANNABIS AFFAIRS MANAGER	4,247.74	4,460.13	4,683.14	4,917.29	5,163.16

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<b>HOLLISTER FIREFIGHTERS</b>							
	F43	FIRE FIGHTER	3435.90	3607.69	3788.08	3977.48	4176.35
	F58	FIRE ENGINEER	3951.28	4148.85	4356.29	4574.10	4802.81
	F73	FIRE CAPTAIN	4543.97	4771.17	5009.73	5260.22	5523.23
	F88	BATTALION CHIEF	5225.57	5486.85	5761.19	6049.25	6351.71
		DEPUTY FIRE MARSHALL	5225.57	5486.85	5761.19	6049.25	6351.71