

CITY OF MANTECA
GENERAL SERVICES
SALARY MATRIX BY POSITION
EFFECTIVE OCTOBER 21, 2025

Attachment 3

		SALARY RANGE														
		A			B			C			D			E		
Position	Range	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual
Custodian I	20	\$ 22,988.1	\$ 1,992.30	\$ 47,815.25	\$ 24,137.4	\$ 2,091.91	\$ 50,205.79	\$ 25,344.4	\$ 2,196.51	\$ 52,716.35	\$ 26,611.6	\$ 2,306.34	\$ 55,352.13	\$ 27,942.1	\$ 2,421.65	\$ 58,119.57
Custodian II	24	\$ 25,326.3	\$ 2,194.95	\$ 52,678.70	\$ 26,592.5	\$ 2,304.68	\$ 55,312.40	\$ 27,922.2	\$ 2,419.92	\$ 58,078.18	\$ 29,318.3	\$ 2,540.92	\$ 60,982.06	\$ 30,784.2	\$ 2,667.96	\$ 64,031.14
Equipment Mechanic I	27	\$ 27,229.0	\$ 2,359.85	\$ 56,636.32	\$ 28,590.4	\$ 2,477.83	\$ 59,468.03	\$ 30,019.9	\$ 2,601.72	\$ 62,441.39	\$ 31,520.9	\$ 2,731.81	\$ 65,563.47	\$ 33,097.0	\$ 2,868.41	\$ 68,841.76
Equipment Mechanic II	31	\$ 30,023.8	\$ 2,602.06	\$ 62,449.50	\$ 31,524.9	\$ 2,732.16	\$ 65,571.79	\$ 33,101.1	\$ 2,868.76	\$ 68,850.29	\$ 34,766.2	\$ 3,012.20	\$ 72,292.90	\$ 36,494.0	\$ 3,162.81	\$ 75,907.52
Facilities Maintenance Coordinator	38	\$ 35,666.8	\$ 3,091.12	\$ 74,186.94	\$ 37,450.2	\$ 3,245.68	\$ 77,896.42	\$ 39,322.7	\$ 3,407.97	\$ 81,791.22	\$ 41,288.8	\$ 3,578.36	\$ 85,880.70	\$ 43,353.2	\$ 3,757.28	\$ 90,174.66
Facilities Maintenance Engineer	25	\$ 25,950.1	\$ 2,249.01	\$ 53,976.21	\$ 27,247.6	\$ 2,361.46	\$ 56,675.01	\$ 28,610.0	\$ 2,479.53	\$ 59,508.80	\$ 30,040.6	\$ 2,603.52	\$ 62,484.45	\$ 31,542.6	\$ 2,733.69	\$ 65,608.61
Facilities Maintenance Engineer II	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Facilities Maintenance Engineer III	32	\$ 30,772.5	\$ 2,666.95	\$ 64,006.80	\$ 32,311.1	\$ 2,800.30	\$ 67,207.09	\$ 33,926.8	\$ 2,940.32	\$ 70,567.74	\$ 35,623.0	\$ 3,087.33	\$ 74,095.84	\$ 37,404.2	\$ 3,241.70	\$ 77,800.74
Golf Equipment Mechanic	27	\$ 27,229.0	\$ 2,359.85	\$ 56,636.32	\$ 28,590.4	\$ 2,477.83	\$ 59,468.03	\$ 30,019.9	\$ 2,601.72	\$ 62,441.39	\$ 31,520.9	\$ 2,731.81	\$ 65,563.47	\$ 33,097.0	\$ 2,868.41	\$ 68,841.76
Instrument Technician/Electrician	44	\$ 41,247.7	\$ 3,574.80	\$ 85,795.22	\$ 43,310.2	\$ 3,753.55	\$ 90,085.22	\$ 45,475.6	\$ 3,941.22	\$ 94,589.25	\$ 47,749.4	\$ 4,138.28	\$ 99,318.75	\$ 50,136.8	\$ 4,345.19	\$ 104,284.54
Lead Custodian	27	\$ 27,229.0	\$ 2,359.85	\$ 56,636.32	\$ 28,590.4	\$ 2,477.83	\$ 59,468.03	\$ 30,019.9	\$ 2,601.72	\$ 62,441.39	\$ 31,520.9	\$ 2,731.81	\$ 65,563.47	\$ 33,097.0	\$ 2,868.41	\$ 68,841.76
Lead Parks/Landscape Maintenance Worker	33	\$ 31,527.3	\$ 2,732.37	\$ 65,576.78	\$ 33,103.6	\$ 2,868.98	\$ 68,855.49	\$ 34,758.8	\$ 3,012.43	\$ 72,298.30	\$ 36,496.7	\$ 3,163.05	\$ 75,913.14	\$ 38,321.6	\$ 3,321.21	\$ 79,708.93
Lead Solid Waste Collection Worker	33	\$ 31,527.3	\$ 2,732.37	\$ 65,576.78	\$ 33,103.6	\$ 2,868.98	\$ 68,855.49	\$ 34,758.8	\$ 3,012.43	\$ 72,298.30	\$ 36,496.7	\$ 3,163.05	\$ 75,913.14	\$ 38,321.6	\$ 3,321.21	\$ 79,708.93
Lead Street Maintenance Worker	33	\$ 31,527.3	\$ 2,732.37	\$ 65,576.78	\$ 33,103.6	\$ 2,868.98	\$ 68,855.49	\$ 34,758.8	\$ 3,012.43	\$ 72,298.30	\$ 36,496.7	\$ 3,163.05	\$ 75,913.14	\$ 38,321.6	\$ 3,321.21	\$ 79,708.93
Lead Vehicle & Equipment Tech	34	\$ 32,320.6	\$ 2,801.12	\$ 67,226.85	\$ 33,936.5	\$ 2,941.16	\$ 70,587.92	\$ 35,633.4	\$ 3,088.23	\$ 74,117.47	\$ 37,415.2	\$ 3,242.65	\$ 77,823.62	\$ 39,285.8	\$ 3,404.77	\$ 81,714.46
Lead Wastewater Collections Worker	36	\$ 33,962.4	\$ 2,943.41	\$ 70,641.79	\$ 35,660.6	\$ 3,090.59	\$ 74,174.05	\$ 37,443.6	\$ 3,245.11	\$ 77,882.69	\$ 39,315.7	\$ 3,407.36	\$ 81,776.66	\$ 41,281.6	\$ 3,577.74	\$ 85,865.73
Lead Wastewater Plant Maintenance Tech	49	\$ 46,579.2	\$ 4,036.86	\$ 96,884.74	\$ 48,908.2	\$ 4,238.71	\$ 101,729.06	\$ 51,353.5	\$ 4,450.64	\$ 106,815.28	\$ 53,921.2	\$ 4,673.17	\$ 112,156.10	\$ 56,617.2	\$ 4,906.82	\$ 117,763.78
Lead Wastewater Plant Operator	47	\$ 44,341.3	\$ 3,842.91	\$ 92,229.90	\$ 46,558.5	\$ 4,035.07	\$ 96,841.68	\$ 48,866.3	\$ 4,236.81	\$ 101,683.50	\$ 51,330.6	\$ 4,448.65	\$ 106,767.65	\$ 53,897.1	\$ 4,671.08	\$ 112,105.97
Lead Water Distribution Operator	47	\$ 44,341.3	\$ 3,842.91	\$ 92,229.90	\$ 46,558.5	\$ 4,035.07	\$ 96,841.68	\$ 48,866.3	\$ 4,236.81	\$ 101,683.50	\$ 51,330.6	\$ 4,448.65	\$ 106,767.65	\$ 53,897.1	\$ 4,671.08	\$ 112,105.97
Maintenance Planner/Schedulee	40	\$ 37,434.1	\$ 3,244.29	\$ 77,862.93	\$ 39,305.9	\$ 3,406.51	\$ 81,756.27	\$ 41,271.2	\$ 3,576.84	\$ 85,844.10	\$ 43,334.8	\$ 3,755.68	\$ 90,136.38	\$ 45,501.4	\$ 3,943.45	\$ 94,642.91
Meter Reader I	18	\$ 21,866.4	\$ 1,896.82	\$ 45,523.71	\$ 22,980.7	\$ 1,991.66	\$ 47,799.86	\$ 24,129.8	\$ 2,091.25	\$ 50,189.98	\$ 25,366.2	\$ 2,195.80	\$ 52,699.30	\$ 26,603.0	\$ 2,305.59	\$ 55,334.24
Meter Reader II	22	\$ 24,152.4	\$ 2,093.21	\$ 50,236.99	\$ 25,360.0	\$ 2,197.87	\$ 52,748.80	\$ 26,628.0	\$ 2,307.76	\$ 55,386.24	\$ 27,959.5	\$ 2,423.16	\$ 58,155.76	\$ 29,357.4	\$ 2,544.31	\$ 61,063.39
Parks/Golf Maintenance Technician	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Parks/Golf Maintenance Worker I	22	\$ 24,152.4	\$ 2,093.21	\$ 50,236.99	\$ 25,360.0	\$ 2,197.87	\$ 52,748.80	\$ 26,628.0	\$ 2,307.76	\$ 55,386.24	\$ 27,959.5	\$ 2,423.16	\$ 58,155.76	\$ 29,357.4	\$ 2,544.31	\$ 61,063.39
Parks/Golf Maintenance Worker II	26	\$ 26,594.3	\$ 2,304.84	\$ 55,316.14	\$ 27,924.0	\$ 2,420.08	\$ 58,081.92	\$ 29,320.2	\$ 2,541.08	\$ 60,986.02	\$ 30,786.2	\$ 2,668.14	\$ 64,035.30	\$ 32,325.5	\$ 2,801.54	\$ 67,237.04
Parks/Golf Maintenance Worker III	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Parts Inventory Specialist	26	\$ 26,594.3	\$ 2,304.84	\$ 55,316.14	\$ 27,924.0	\$ 2,420.08	\$ 58,081.92	\$ 29,320.2	\$ 2,541.08	\$ 60,986.02	\$ 30,786.2	\$ 2,668.14	\$ 64,035.30	\$ 32,325.5	\$ 2,801.54	\$ 67,237.04
Senior Facilities Maintenance Engineer	36	\$ 33,962.4	\$ 2,943.41	\$ 70,641.79	\$ 35,660.6	\$ 3,090.59	\$ 74,174.05	\$ 37,443.6	\$ 3,245.11	\$ 77,882.69	\$ 39,315.7	\$ 3,407.36	\$ 81,776.66	\$ 41,281.6	\$ 3,577.74	\$ 85,865.73
Senior Instrument Technician	46	\$ 43,326.3	\$ 3,754.95	\$ 90,118.70	\$ 45,492.6	\$ 3,942.69	\$ 94,624.61	\$ 47,767.3	\$ 4,139.83	\$ 99,355.98	\$ 50,155.6	\$ 4,346.82	\$ 104,323.65	\$ 52,664.3	\$ 4,564.16	\$ 109,539.87
Solid Waste Equipment Operator I	22	\$ 24,152.4	\$ 2,093.21	\$ 50,236.99	\$ 25,360.0	\$ 2,197.87	\$ 52,748.80	\$ 26,628.0	\$ 2,307.76	\$ 55,386.24	\$ 27,959.5	\$ 2,423.16	\$ 58,155.76	\$ 29,357.4	\$ 2,544.31	\$ 61,063.39
Solid Waste Equipment Operator II	26	\$ 26,594.3	\$ 2,304.84	\$ 55,316.14	\$ 27,924.0	\$ 2,420.08	\$ 58,081.92	\$ 29,320.2	\$ 2,541.08	\$ 60,986.02	\$ 30,786.2	\$ 2,668.14	\$ 64,035.30	\$ 32,325.5	\$ 2,801.54	\$ 67,237.04
Solid Waste Equipment Operator III	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Solid Waste Compliance Specialist	38	\$ 35,666.8	\$ 3,091.12	\$ 74,186.94	\$ 37,450.2	\$ 3,245.68	\$ 77,896.42	\$ 39,322.7	\$ 3,407.97	\$ 81,791.22	\$ 41,288.8	\$ 3,578.36	\$ 85,880.70	\$ 43,353.2	\$ 3,757.28	\$ 90,174.66
Solid Waste Utility Worker	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Street Maintenance Coordinator	36	\$ 33,962.4	\$ 2,943.41	\$ 70,641.79	\$ 35,660.6	\$ 3,090.59	\$ 74,174.05	\$ 37,443.6	\$ 3,245.11	\$ 77,882.69	\$ 39,315.7	\$ 3,407.36	\$ 81,776.66	\$ 41,281.6	\$ 3,577.74	\$ 85,865.73
Street Maintenance/Equip Op I	22	\$ 24,152.4	\$ 2,093.21	\$ 50,236.99	\$ 25,360.0	\$ 2,197.87	\$ 52,748.80	\$ 26,628.0	\$ 2,307.76	\$ 55,386.24	\$ 27,959.5	\$ 2,423.16	\$ 58,155.76	\$ 29,357.4	\$ 2,544.31	\$ 61,063.39
Street Maintenance/Equipment Op II	26	\$ 26,594.3	\$ 2,304.84	\$ 55,316.14	\$ 27,924.0	\$ 2,420.08	\$ 58,081.92	\$ 29,320.2	\$ 2,541.08	\$ 60,986.02	\$ 30,786.2	\$ 2,668.14	\$ 64,035.30	\$ 32,325.5	\$ 2,801.54	\$ 67,237.04
Street Maintenance/Equipment Op III	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Traffic Sign & Markings Specialist	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Urban Forestry Maintenance Technician Trainee	26	\$ 26,594.3	\$ 2,304.84	\$ 55,316.14	\$ 27,924.0	\$ 2,420.08	\$ 58,081.92	\$ 29,320.2	\$ 2,541.08	\$ 60,986.02	\$ 30,786.2	\$ 2,668.14	\$ 64,035.30	\$ 32,325.5	\$ 2,801.54	\$ 67,237.04
Urban Forestry Maintenance Technician	30	\$ 29,327.8	\$ 2,541.74	\$ 61,001.82	\$ 30,794.2	\$ 2,668.83	\$ 64,051.94	\$ 32,339.9	\$ 2,802.27	\$ 67,254.51	\$ 33,950.6	\$ 2,942.39	\$ 70,617.25	\$ 35,648.1	\$ 3,089.50	\$ 74,148.05
Utilities Mechanic	36	\$ 33,962.4	\$ 2,943.41	\$ 70,641.79	\$ 35,660.6	\$ 3,090.59	\$ 74,174.05	\$ 37,443.6	\$ 3,245.11	\$ 77,882.69	\$ 39,315.7	\$ 3,407.36	\$ 81,776.66	\$ 41,281.6	\$ 3,577.74	\$ 85,865.73
Vehicle & Equipment Technician I	27	\$ 27,229.0	\$ 2,359.85	\$ 56,636.32	\$ 28,590.4	\$ 2,477.83	\$ 59,468.03	\$ 30,019.9	\$ 2,601.72	\$ 62,441.39	\$ 31,520.9	\$ 2,731.81	\$ 65,563.47	\$ 33,097.0	\$ 2,868.41	\$ 68,841.76
Vehicle & Equipment Technician II	31	\$ 30,023.8	\$ 2,602.06	\$ 62,449.50	\$											

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		SALARY RANGE														
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Position	Range	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual
Water Systems Maintenance Worker III	30	\$ 29.3278	\$ 2,541.74	\$ 61,001.82	\$ 30.7942	\$ 2,668.83	\$ 64,051.94	\$ 32.3339	\$ 2,802.27	\$ 67,254.51	\$ 33.9506	\$ 2,942.39	\$ 70,617.25	\$ 35.6481	\$ 3,089.50	\$ 74,148.05
Water Treatment Operator	49	\$ 46.5792	\$ 4,036.86	\$ 96,884.74	\$ 48.9082	\$ 4,238.71	\$ 101,729.06	\$ 51.3535	\$ 4,450.64	\$ 106,815.28	\$ 53.9212	\$ 4,673.17	\$ 112,156.10	\$ 56.6172	\$ 4,906.82	\$ 117,763.78
Well Mechanic/Operator I	34	\$ 32.3206	\$ 2,801.12	\$ 67,226.85	\$ 33.9365	\$ 2,941.16	\$ 70,587.92	\$ 35.6334	\$ 3,088.23	\$ 74,117.47	\$ 37.4152	\$ 3,242.65	\$ 77,823.62	\$ 39.2858	\$ 3,404.77	\$ 81,714.46
Well Mechanic/Operator II	43	\$ 40.2292	\$ 3,486.53	\$ 83,676.74	\$ 42.2407	\$ 3,660.86	\$ 87,860.66	\$ 44.3527	\$ 3,843.90	\$ 92,253.62	\$ 46.5703	\$ 4,036.09	\$ 96,866.22	\$ 48.8989	\$ 4,237.90	\$ 101,709.71

Notes:

There may at times be de minimis rounding differences between excel and the Tyler New World System

Includes 3% COLA effective July 1, 2025 - approved by City Council pursuant to the OE3 MOU effective July 1, 2023-June 30, 2026

Updates effective July 1, 2025:

Lead Wastewater Plant Operator

Lead Water Distribution Operator

Updates effective October 21, 2025

Urban Forestry Maintenance Technician Trainee