

CITY OF MANTECA
FIRE UNIT
SALARY MATRIX BY POSITION
EFFECTIVE FEBRUARY 17, 2026

ATTACHMENT 3 - STAFF REPORT

ATTACHMENT 1 TO SIDE LETTER AGREEMENT

Position	Range	SALARY RANGE														
		A			B			C			D			E		
		Hourly	Semi-Monthly	Monthly	Hourly	Semi-Monthly	Monthly	Hourly	Semi-Monthly	Monthly	Hourly	Semi-Monthly	Monthly	Hourly	Semi-Monthly	Monthly
FIRE CAPTAIN - 56 hr. work week	Ca	\$ 38.4941	\$ 4,670.49	\$ 9,340.98	\$ 40.4187	\$ 4,904.00	\$ 9,808.00	\$ 42.4397	\$ 5,149.21	\$ 10,298.42	\$ 44.5617	\$ 5,406.67	\$ 10,813.34	\$ 46.7898	\$ 5,677.01	\$ 11,354.01
FIRE CAPTAIN - 40 hr. work week		\$ 53.8882	\$ 4,670.49	\$ 9,340.98	\$ 56.5824	\$ 4,904.00	\$ 9,808.00	\$ 59.4117	\$ 5,149.21	\$ 10,298.42	\$ 62.3823	\$ 5,406.67	\$ 10,813.34	\$ 65.5014	\$ 5,677.01	\$ 11,354.01
FIREFIGHTER/ENGINEER- 56 hr. work week	Ba	\$ 32.6451	\$ 3,960.83	\$ 7,921.66	\$ 34.2773	\$ 4,158.86	\$ 8,317.73	\$ 35.9913	\$ 4,366.82	\$ 8,733.65	\$ 37.7908	\$ 4,585.16	\$ 9,170.32	\$ 39.6803	\$ 4,814.41	\$ 9,628.82
FIREFIGHTER/ENGINEER- 40 hr. work week		\$ 45.7001	\$ 3,960.83	\$ 7,921.66	\$ 47.9851	\$ 4,158.86	\$ 8,317.73	\$ 50.3845	\$ 4,366.82	\$ 8,733.65	\$ 52.9036	\$ 4,585.16	\$ 9,170.32	\$ 55.5488	\$ 4,814.41	\$ 9,628.82
FIREFIGHTER- 56 hr. work week	Aa	\$ 29.2627	\$ 3,550.44	\$ 7,100.89	\$ 30.7258	\$ 3,727.96	\$ 7,455.92	\$ 32.2622	\$ 3,914.37	\$ 7,828.75	\$ 33.8753	\$ 4,110.09	\$ 8,220.18	\$ 35.5690	\$ 4,315.59	\$ 8,631.17
FIREFIGHTER- 40 hr. work week		\$ 40.9651	\$ 3,550.44	\$ 7,100.89	\$ 43.0133	\$ 3,727.96	\$ 7,455.92	\$ 45.1641	\$ 3,914.37	\$ 7,828.75	\$ 47.4223	\$ 4,110.09	\$ 8,220.18	\$ 49.7933	\$ 4,315.59	\$ 8,631.17

Notes:
There may at times be de minimis rounding differences between excel and the Tyler New World System
Includes 3% COLA effective September 1, 2025

Updates:
Effective February 17, 2026 - salary schedule updated to distinguish between 56-hour work week and 40-hour work week assignments
56-hour work week = 2,912 hours worked per year; or 121.33 hours per pay period
40-hour work week= 2,080 hours worked per year; or 86.67 hours per pay period