

CITY OF MANTECA
GENERAL SERVICES
SALARY MATRIX BY POSITION
UPDATED JULY 16, 2024

ATTACHMENT 4

Position	Range	SALARY RANGE														
		A			B			C			D			E		
		Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual
Custodian I	20	\$ 22.3185	\$ 1,934	\$ 46,422	\$ 23.4344	\$ 2,031	\$ 48,744	\$ 24.6061	\$ 2,133	\$ 51,181	\$ 25.8364	\$ 2,239	\$ 53,740	\$ 27.1282	\$ 2,351	\$ 56,427
Custodian II	24	\$ 24.5886	\$ 2,131	\$ 51,144	\$ 25.8180	\$ 2,238	\$ 53,701	\$ 27.1089	\$ 2,349	\$ 56,387	\$ 28.4643	\$ 2,467	\$ 59,206	\$ 29.8875	\$ 2,590	\$ 62,166
Equipment Mechanic I	27	\$ 26.4359	\$ 2,291	\$ 54,987	\$ 27.7577	\$ 2,406	\$ 57,736	\$ 29.1456	\$ 2,526	\$ 60,623	\$ 30.6029	\$ 2,652	\$ 63,654	\$ 32.1330	\$ 2,785	\$ 66,837
Equipment Mechanic II	31	\$ 29.1493	\$ 2,526	\$ 60,631	\$ 30.6068	\$ 2,653	\$ 63,662	\$ 32.1371	\$ 2,785	\$ 66,845	\$ 33.7440	\$ 2,924	\$ 70,188	\$ 35.4312	\$ 3,071	\$ 73,697
Facilities Maintenance Coordinator	38	\$ 34.6280	\$ 3,001	\$ 72,026	\$ 36.3594	\$ 3,151	\$ 75,628	\$ 38.1774	\$ 3,309	\$ 79,409	\$ 40.0863	\$ 3,474	\$ 83,380	\$ 42.0906	\$ 3,648	\$ 87,548
Facilities Maintenance Engineer	25	\$ 25.1943	\$ 2,184	\$ 52,404	\$ 26.4540	\$ 2,293	\$ 55,024	\$ 27.7767	\$ 2,407	\$ 57,776	\$ 29.1655	\$ 2,528	\$ 60,664	\$ 30.6238	\$ 2,654	\$ 63,698
Facilities Maintenance Engineer II	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Facilities Maintenance Engineer III	32	\$ 29.8762	\$ 2,589	\$ 62,142	\$ 31.3700	\$ 2,719	\$ 65,250	\$ 32.9385	\$ 2,855	\$ 68,512	\$ 34.5854	\$ 2,997	\$ 71,938	\$ 36.3147	\$ 3,147	\$ 75,535
Golf Equipment Mechanic	27	\$ 26.4359	\$ 2,291	\$ 54,987	\$ 27.7577	\$ 2,406	\$ 57,736	\$ 29.1456	\$ 2,526	\$ 60,623	\$ 30.6029	\$ 2,652	\$ 63,654	\$ 32.1330	\$ 2,785	\$ 66,837
Instrument Technician/Electrician	44	\$ 40.0463	\$ 3,471	\$ 83,296	\$ 42.0486	\$ 3,644	\$ 87,461	\$ 44.1510	\$ 3,826	\$ 91,834	\$ 46.3586	\$ 4,018	\$ 96,426	\$ 48.6765	\$ 4,219	\$ 101,247
Lead Custodian	27	\$ 26.4359	\$ 2,291	\$ 54,987	\$ 27.7577	\$ 2,406	\$ 57,736	\$ 29.1456	\$ 2,526	\$ 60,623	\$ 30.6029	\$ 2,652	\$ 63,654	\$ 32.1330	\$ 2,785	\$ 66,837
Lead Parks/Landscape Maintenance Worker (NEW)	33	\$ 30.6090	\$ 2,653	\$ 63,667	\$ 32.1395	\$ 2,785	\$ 66,850	\$ 33.7465	\$ 2,925	\$ 70,193	\$ 35.4338	\$ 3,071	\$ 73,702	\$ 37.2055	\$ 3,224	\$ 77,387
Lead Solid Waste Collection Worker	33	\$ 30.6090	\$ 2,653	\$ 63,667	\$ 32.1395	\$ 2,785	\$ 66,850	\$ 33.7465	\$ 2,925	\$ 70,193	\$ 35.4338	\$ 3,071	\$ 73,702	\$ 37.2055	\$ 3,224	\$ 77,387
Lead Street Maintenance Worker	33	\$ 30.6090	\$ 2,653	\$ 63,667	\$ 32.1395	\$ 2,785	\$ 66,850	\$ 33.7465	\$ 2,925	\$ 70,193	\$ 35.4338	\$ 3,071	\$ 73,702	\$ 37.2055	\$ 3,224	\$ 77,387
Lead Vehicle & Equipment Tech	34	\$ 31.3792	\$ 2,720	\$ 65,269	\$ 32.9482	\$ 2,856	\$ 68,532	\$ 34.5956	\$ 2,998	\$ 71,959	\$ 36.3254	\$ 3,148	\$ 75,557	\$ 38.1417	\$ 3,306	\$ 79,335
Lead Wastewater Collections Worker	36	\$ 32.9732	\$ 2,858	\$ 68,584	\$ 34.6219	\$ 3,001	\$ 72,014	\$ 36.3530	\$ 3,151	\$ 75,614	\$ 38.1707	\$ 3,308	\$ 79,395	\$ 40.0792	\$ 3,474	\$ 83,365
Lead Wastewater Plant Maintenance Tech	49	\$ 45.2225	\$ 3,919	\$ 94,063	\$ 47.4836	\$ 4,115	\$ 98,766	\$ 49.8578	\$ 4,321	\$ 103,704	\$ 52.3507	\$ 4,537	\$ 108,889	\$ 54.9682	\$ 4,764	\$ 114,334
Maintenance Planner/Schedulee	40	\$ 36.3438	\$ 3,150	\$ 75,595	\$ 38.1610	\$ 3,307	\$ 79,375	\$ 40.0691	\$ 3,473	\$ 83,344	\$ 42.0726	\$ 3,646	\$ 87,511	\$ 44.1762	\$ 3,829	\$ 91,886
Meter Reader I	18	\$ 21.2489	\$ 1,842	\$ 44,198	\$ 22.3113	\$ 1,934	\$ 46,408	\$ 23.4269	\$ 2,030	\$ 48,728	\$ 24.5982	\$ 2,132	\$ 51,164	\$ 25.8281	\$ 2,238	\$ 53,722
Meter Reader II	22	\$ 23.4489	\$ 2,032	\$ 48,774	\$ 24.6213	\$ 2,134	\$ 51,212	\$ 25.8524	\$ 2,241	\$ 53,773	\$ 27.1450	\$ 2,353	\$ 56,462	\$ 28.5023	\$ 2,470	\$ 59,285
Parks/Golf Maintenance Technician	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Parks/Golf Maintenance Worker I	22	\$ 23.4489	\$ 2,032	\$ 48,774	\$ 24.6213	\$ 2,134	\$ 51,212	\$ 25.8524	\$ 2,241	\$ 53,773	\$ 27.1450	\$ 2,353	\$ 56,462	\$ 28.5023	\$ 2,470	\$ 59,285
Parks/Golf Maintenance Worker II	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Parks/Golf Maintenance Worker III	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Parts Inventory Specialist	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Senior Facilities Maintenance Engineer	36	\$ 32.9732	\$ 2,858	\$ 68,584	\$ 34.6219	\$ 3,001	\$ 72,014	\$ 36.3530	\$ 3,151	\$ 75,614	\$ 38.1707	\$ 3,308	\$ 79,395	\$ 40.0792	\$ 3,474	\$ 83,365
Senior Instrument Technician	46	\$ 42.0644	\$ 3,646	\$ 87,494	\$ 44.1676	\$ 3,828	\$ 91,869	\$ 46.3760	\$ 4,019	\$ 96,462	\$ 48.6948	\$ 4,220	\$ 101,285	\$ 51.1295	\$ 4,431	\$ 106,349
Solid Waste Equipment Operator I	22	\$ 23.4489	\$ 2,032	\$ 48,774	\$ 24.6213	\$ 2,134	\$ 51,212	\$ 25.8524	\$ 2,241	\$ 53,773	\$ 27.1450	\$ 2,353	\$ 56,462	\$ 28.5023	\$ 2,470	\$ 59,285
Solid Waste Equipment Operator II	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Solid Waste Equipment Operator III	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Solid Waste Compliance Specialist	38	\$ 34.6280	\$ 3,001	\$ 72,026	\$ 36.3594	\$ 3,151	\$ 75,628	\$ 38.1774	\$ 3,309	\$ 79,409	\$ 40.0863	\$ 3,474	\$ 83,380	\$ 42.0906	\$ 3,648	\$ 87,548
Solid Waste Utility Worker	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Street Maintenance Coordinator	36	\$ 32.9732	\$ 2,858	\$ 68,584	\$ 34.6219	\$ 3,001	\$ 72,014	\$ 36.3530	\$ 3,151	\$ 75,614	\$ 38.1707	\$ 3,308	\$ 79,395	\$ 40.0792	\$ 3,474	\$ 83,365
Street Maintenance/Equip Op I	22	\$ 23.4489	\$ 2,032	\$ 48,774	\$ 24.6213	\$ 2,134	\$ 51,212	\$ 25.8524	\$ 2,241	\$ 53,773	\$ 27.1450	\$ 2,353	\$ 56,462	\$ 28.5023	\$ 2,470	\$ 59,285
Street Maintenance/Equipment Op II	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Street Maintenance/Equipment Op III	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Traffic Sign & Markings Specialist	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Urban Forestry Technician	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Utilities Mechanic	36	\$ 32.9732	\$ 2,858	\$ 68,584	\$ 34.6219	\$ 3,001	\$ 72,014	\$ 36.3530	\$ 3,151	\$ 75,614	\$ 38.1707	\$ 3,308	\$ 79,395	\$ 40.0792	\$ 3,474	\$ 83,365
Vehicle & Equipment Technician I	27	\$ 26.4359	\$ 2,291	\$ 54,987	\$ 27.7577	\$ 2,406	\$ 57,736	\$ 29.1456	\$ 2,526	\$ 60,623	\$ 30.6029	\$ 2,652	\$ 63,654	\$ 32.1330	\$ 2,785	\$ 66,837
Vehicle & Equipment Technician II	31	\$ 29.1493	\$ 2,526	\$ 60,631	\$ 30.6068	\$ 2,653	\$ 63,662	\$ 32.1371	\$ 2,785	\$ 66,845	\$ 33.7440	\$ 2,924	\$ 70,188	\$ 35.4312	\$ 3,071	\$ 73,697
Wastewater Maintenance Worker I	22	\$ 23.4489	\$ 2,032	\$ 48,774	\$ 24.6213	\$ 2,134	\$ 51,212	\$ 25.8524	\$ 2,241	\$ 53,773	\$ 27.1450	\$ 2,353	\$ 56,462	\$ 28.5023	\$ 2,470	\$ 59,285
Wastewater Maintenance Worker II	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Wastewater Maintenance Worker III	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989

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Position	Range	SALARY RANGE														
		A			B			C			D			E		
		Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual	Hourly	Semi-Monthly	Annual
Wastewater Plant Maintenance Worker I	22	\$ 23.4489	\$ 2,032	\$ 48,774	\$ 24.6213	\$ 2,134	\$ 51,212	\$ 25.8524	\$ 2,241	\$ 53,773	\$ 27.1450	\$ 2,353	\$ 56,462	\$ 28.5023	\$ 2,470	\$ 59,285
Wastewater Plant Maintenance Worker II	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Wastewater Plant Maintenance Worker III	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Wastewater Plant Operator I	36	\$ 32.9732	\$ 2,858	\$ 68,584	\$ 34.6219	\$ 3,001	\$ 72,014	\$ 36.3530	\$ 3,151	\$ 75,614	\$ 38.1707	\$ 3,308	\$ 79,395	\$ 40.0792	\$ 3,474	\$ 83,365
Wastewater Plant Operator II	40	\$ 36.3438	\$ 3,150	\$ 75,595	\$ 38.1610	\$ 3,307	\$ 79,375	\$ 40.0691	\$ 3,473	\$ 83,344	\$ 42.0726	\$ 3,646	\$ 87,511	\$ 44.1762	\$ 3,829	\$ 91,886
Wastewater Plant Operator III	44	\$ 40.0463	\$ 3,471	\$ 83,296	\$ 42.0486	\$ 3,644	\$ 87,461	\$ 44.1510	\$ 3,826	\$ 91,834	\$ 46.3586	\$ 4,018	\$ 96,426	\$ 48.6765	\$ 4,219	\$ 101,247
Water Distribution Operator I	36	\$ 32.9732	\$ 2,858	\$ 68,584	\$ 34.6219	\$ 3,001	\$ 72,014	\$ 36.3530	\$ 3,151	\$ 75,614	\$ 38.1707	\$ 3,308	\$ 79,395	\$ 40.0792	\$ 3,474	\$ 83,365
Water Distribution Operator II	40	\$ 36.3438	\$ 3,150	\$ 75,595	\$ 38.1610	\$ 3,307	\$ 79,375	\$ 40.0691	\$ 3,473	\$ 83,344	\$ 42.0726	\$ 3,646	\$ 87,511	\$ 44.1762	\$ 3,829	\$ 91,886
Water Distribution Operator III	44	\$ 40.0463	\$ 3,471	\$ 83,296	\$ 42.0486	\$ 3,644	\$ 87,461	\$ 44.1510	\$ 3,826	\$ 91,834	\$ 46.3586	\$ 4,018	\$ 96,426	\$ 48.6765	\$ 4,219	\$ 101,247
Water Regulatory Compliance Specialist I	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Water Regulatory Compliance Specialist II	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Water Regulatory Coordinator	36	\$ 32.9732	\$ 2,858	\$ 68,584	\$ 34.6219	\$ 3,001	\$ 72,014	\$ 36.3530	\$ 3,151	\$ 75,614	\$ 38.1707	\$ 3,308	\$ 79,395	\$ 40.0792	\$ 3,474	\$ 83,365
Water Resources Coordinator	32	\$ 29.8762	\$ 2,589	\$ 62,142	\$ 31.3700	\$ 2,719	\$ 65,250	\$ 32.9385	\$ 2,855	\$ 68,512	\$ 34.5854	\$ 2,997	\$ 71,938	\$ 36.3147	\$ 3,147	\$ 75,535
Water Systems Maintenance Worker I	22	\$ 23.4489	\$ 2,032	\$ 48,774	\$ 24.6213	\$ 2,134	\$ 51,212	\$ 25.8524	\$ 2,241	\$ 53,773	\$ 27.1450	\$ 2,353	\$ 56,462	\$ 28.5023	\$ 2,470	\$ 59,285
Water Systems Maintenance Worker II	26	\$ 25.8197	\$ 2,238	\$ 53,705	\$ 27.1107	\$ 2,350	\$ 56,390	\$ 28.4662	\$ 2,467	\$ 59,210	\$ 29.8895	\$ 2,590	\$ 62,170	\$ 31.3840	\$ 2,720	\$ 65,279
Water Systems Maintenance Worker III	30	\$ 28.4736	\$ 2,468	\$ 59,225	\$ 29.8973	\$ 2,591	\$ 62,186	\$ 31.3922	\$ 2,721	\$ 65,296	\$ 32.9618	\$ 2,857	\$ 68,561	\$ 34.6099	\$ 3,000	\$ 71,989
Water Treatment Operator	49	\$ 45.2225	\$ 3,919	\$ 94,063	\$ 47.4836	\$ 4,115	\$ 98,766	\$ 49.8578	\$ 4,321	\$ 103,704	\$ 52.3507	\$ 4,537	\$ 108,889	\$ 54.9682	\$ 4,764	\$ 114,334
Well Mechanic/Operator I	34	\$ 31.3792	\$ 2,720	\$ 65,269	\$ 32.9482	\$ 2,856	\$ 68,532	\$ 34.5956	\$ 2,998	\$ 71,959	\$ 36.3254	\$ 3,148	\$ 75,557	\$ 38.1417	\$ 3,306	\$ 79,335
Well Mechanic/Operator II	43	\$ 39.0575	\$ 3,385	\$ 81,240	\$ 41.0104	\$ 3,554	\$ 85,302	\$ 43.0609	\$ 3,732	\$ 89,567	\$ 45.2139	\$ 3,919	\$ 94,045	\$ 47.4746	\$ 4,114	\$ 98,747

Notes:

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

Includes 2% COLA effective July 1, 2024 - approved by City Council pursuant to the OE3 MOU effective July 1, 2023-June 30, 2026

New Job Classification Added July 16, 2024:

Lead Parks/Landscape Maintenance Worker