

March 6, 2026

TOTAL COMPENSATION STUDY FINAL REPORT

City of Manteca, California



Gallagher

Insurance | Risk Management | Consulting

March 6, 2026

Ms. Stephanie Van Steyn
Director of Human Resources
City of Manteca
1001 W. Center Street
Manteca, CA 95337

Dear Ms. Van Steyn:

Gallagher is pleased to present the Total Compensation Study Final Report to the City of Manteca. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Mike Harary

Project Manager

Gallagher

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Executive Summary

Background

In December 2025 and January 2026, Gallagher conducted a comprehensive Total Compensation Study for the City of Manteca (“the City”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City’s **base salaries, overall, in comparison to the market median are 12.05% below the market.**
- The City’s **total compensation, overall, in comparison to the market median is 9.67% below the market.**
- The City’s **benefits package** puts the City in a more competitive position (+2.38%) compared to base salary only.
- Gallagher considers a classification falling within 5.0% of the median to be competitive.

Study Process

Benchmark Classifications

The study included 222 classifications, and of those 117 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications which are compared to the market and used as a means of anchoring the City’s overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

Table 1. Benchmark Classification

Classification Title
1. Accountant II
2. Accounting Manager
3. Accounting Technician
4. Administrative Assistant II

Classification Title
5. Administrative Specialist
6. Animal Services Officer
7. Animal Services Supervisor
8. Assistant City Manager
9. Associate Civil Engineer
10. Associate Planner
11. Battalion Chief
12. Budget Manager
13. Building Inspector II
14. City Attorney
15. City Manager
16. CMMS Specialist
17. Code Enforcement Officer
18. Code Enforcement Supervisor
19. Collection System Technician III
20. Community Service Officer II
21. Construction Inspector II
22. Crime Analyst
23. Cross Connection Control Specialist II
24. Custodian II
25. Customer Service Representative
26. Deputy City Clerk
27. Development Services Technician II
28. Director of Development Services
29. Director of Engineering
30. Director of Finance
31. Director of Human Resources
32. Director of IT & Innovation
33. Director of Legislative Services/City Clerk
34. Director of Utilities
35. Economic Development Analyst
36. Electrical/Instrumentation Technician II
37. Engineering Technician II
38. Environmental Compliance Specialist
39. Equipment Mechanic II
40. Executive Assistant
41. Facilities Manager
42. Facilities Technician II
43. Fire Captain
44. Fire Chief

Classification Title
45. Fire Inspector II
46. Firefighter
47. Firefighter Engineer
48. Fleet Coordinator
49. Fleet Maintenance Manager
50. GIS Specialist II
51. GIS Technician II
52. Golf Course Maintenance Superintendent
53. Golf Course Maintenance Worker III
54. Housing and Homeless Services Manager
55. Human Resources Analyst II
56. Human Resources Technician
57. IT Analyst
58. IT Applications Analyst
59. IT Applications Manager
60. IT Systems Analyst
61. IT Technician
62. Laboratory Analyst III
63. Laboratory Supervisor
64. Landscape Maintenance Superintendent
65. Management Analyst
66. Mechanical Technician II
67. Paralegal
68. Parks and Golf Maintenance Manager
69. Parks Maintenance Superintendent
70. Parks Maintenance Worker III
71. Parks Planning & Development Manager
72. Parks/Golf Maintenance Technician II
73. Payroll Supervisor
74. Payroll Technician II
75. Permit Center Supervisor
76. Plan Check Engineer (Proposed)
77. Plans Examiner
78. Police Captain
79. Police Chief
80. Police Lieutenant
81. Police Officer
82. Police Records Clerk II
83. Police Records Supervisor
84. Police Sergeant

Classification Title
85. Property & Evidence Officer
86. Public Safety Dispatch Supervisor
87. Public Safety Dispatcher II
88. Recreation Coordinator
89. Recreation Manager
90. Recreation Specialist II
91. Recreation Supervisor
92. Revenue and Billing Supervisor
93. Risk Analyst
94. Solid Waste Compliance Specialist
95. Solid Waste Equipment Operator III
96. Solid Waste Supervisor
97. Street Maintenance Equipment Operator III
98. Street Maintenance Manager
99. Street Maintenance Supervisor (Proposed)
100. Traffic Sign & Marking Specialist
101. Transit Manager
102. Urban Forestry Technician II
103. Vehicle Equipment Technician II
104. Wastewater Collection System Superintendent
105. Wastewater Maintenance Superintendent
106. Wastewater Operations Manager
107. Wastewater Operations Superintendent
108. Wastewater Plant Operator III
109. Water Distribution Superintendent
110. Water Distribution Technician III
111. Water Meter Services Supervisor
112. Water Quality Analyst
113. Water Resources Coordinator
114. Water Resources Regulatory Manager
115. Water Treatment Operator
116. Water Treatment Superintendent
117. Well Mechanic/Operator II

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Gallagher first started with agencies that the City used in the 2018 total compensation study. Other agencies were then considered to add to the potential list of comparator agencies based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services as the City be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
- 4. Labor market and geographic location** – Many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator agencies. All factors mentioned should be considered in selecting the group of comparator agencies. Upon the Consultant's analysis and recommendations, along with consideration from other City stakeholders, the City agreed to a list of ten (10) comparator agencies.

Table 2. Comparator Agencies

Agency
1. City of Brentwood
2. City of Davis
3. City of Elk Grove
4. City of Folsom
5. City of Lathrop
6. City of Livermore
7. City of Lodi
8. City of Modesto
9. City of Roseville
10. City of Tracy

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Market Compensation Findings] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency's PEPRA plan. Where applicable, any required employee cost-sharing toward their employer's CalPERS pension contributions are reported as a deduction to total compensation.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$953.25 per month was reported in 2026.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision
- Other

All of the benefit elements above are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other monetary benefits collected, which were not included in the total compensation calculation, were policies regarding paid time off, vacation cash out, and incentive pay for education, certification, assignment, and longevity. This information was provided to the City as qualitative data.

Data Collection

Data was collected during the months of December 2025 and January 2026, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

Gallagher believes the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City's classification descriptions as the foundation for comparison.

When Gallagher researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyzes class descriptions before a comparable match is determined.

Gallagher's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, Gallagher requires that a classification's "likeness" be at least 70% or more similar to the matched classification.

When an appropriate match is not identified for one classification, Gallagher often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the City's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there is one (1) information page with survey results:

- Top Monthly Base Salary and Total Compensation Data
 - The top of each sheet provides base salary survey results sorted from high to low by top monthly salary
 - The bottom of each sheet provides total compensation survey results sorted from high to low by total compensation

The average (mean) and median (midpoint) of the comparator agencies are reported for both the top monthly salary and total compensation data on each spreadsheet. The % above or below the City pays compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

To calculate the mean and median, Gallagher requires a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so no single classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 100 of the 117 benchmark classifications, including two (2) proposed classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

Market Compensation Findings

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [deferred compensation, Social Security, and insurance]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Associate Civil Engineer	10	13.11%	7.99%
Water Treatment Operator	7	12.26%	17.22%
Director of Legislative Services/City Clerk	10	9.11%	3.96%
Police Officer	10	6.96%	6.49%
Police Sergeant	10	6.53%	6.16%
Management Analyst	10	6.01%	0.02%
Economic Development Analyst	4	6.01%	0.02%
Water Distribution Technician III	8	5.72%	9.01%
Accountant II	9	5.61%	6.54%
Community Service Officer II	9	4.63%	-2.29%
Payroll Technician II	6	3.96%	4.37%
Well Mechanic/Operator II	4	3.86%	7.09%
Construction Inspector II	9	3.63%	4.91%
Property & Evidence Officer	8	3.05%	-1.78%
Associate Planner	10	2.52%	-1.94%
Police Records Clerk II	10	2.18%	-2.76%
Fire Chief	5	1.73%	8.63%
Facilities Manager	4	0.22%	-2.58%
Fleet Maintenance Manager	4	0.06%	-0.28%
Plans Examiner	6	-0.70%	3.85%
Police Records Supervisor	10	-0.90%	-2.99%
Director of Finance	8	-1.53%	-3.95%
Animal Services Supervisor	5	-1.84%	-15.09%
Recreation Supervisor	7	-1.98%	-3.82%
Police Lieutenant	10	-2.92%	-5.78%
Fire Captain	5	-3.91%	-0.74%

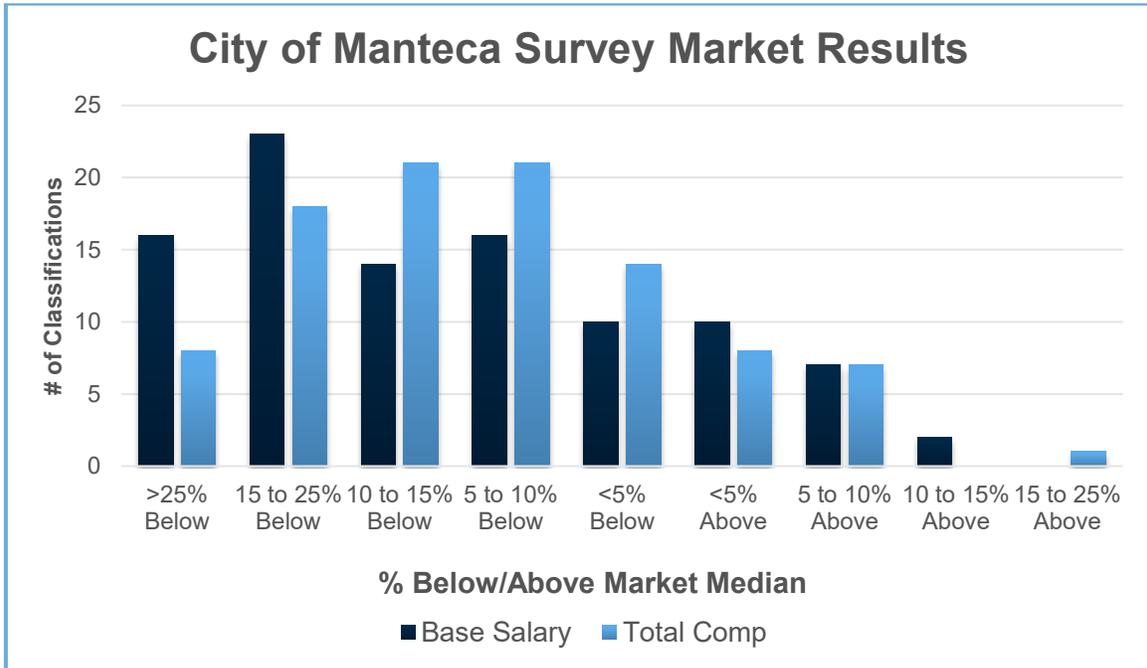
Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Public Safety Dispatch Supervisor	7	-4.08%	-8.87%
Accounting Manager	8	-4.51%	-9.45%
Development Services Technician II	9	-4.84%	-0.73%
Paralegal	7	-5.03%	-6.03%
Recreation Manager	7	-5.76%	-13.00%
Parks Maintenance Worker III	9	-5.79%	3.00%
IT Applications Analyst	8	-6.12%	-5.95%
IT Systems Analyst	6	-6.12%	-5.95%
Deputy City Clerk	5	-6.92%	4.65%
Engineering Technician II	10	-7.05%	-1.88%
IT Applications Manager	7	-7.41%	-7.83%
Director of Human Resources	8	-7.57%	-5.07%
Police Chief	10	-7.60%	-7.65%
Laboratory Supervisor	6	-8.26%	-15.46%
Housing and Homeless Services Manager	5	-8.57%	-16.47%
IT Technician	10	-8.73%	-6.33%
Firefighter	4	-9.01%	-3.03%
Code Enforcement Officer	9	-9.06%	-13.21%
Firefighter Engineer	5	-9.68%	-6.80%
Electrical/Instrumentation Technician II	7	-10.01%	-6.23%
Police Captain	9	-10.63%	-12.88%
Executive Assistant	10	-10.77%	-5.14%
Assistant City Manager	10	-10.81%	-9.83%
Director of Development Services	10	-10.99%	-11.88%
Public Safety Dispatcher II	7	-11.02%	-13.39%
Solid Waste Compliance Specialist	5	-12.45%	-4.45%
Street Maintenance Equipment Operator III	9	-12.76%	-7.75%
Code Enforcement Supervisor	5	-13.16%	-11.12%
Wastewater Plant Operator III	7	-13.26%	-8.73%
Solid Waste Equipment Operator III	4	-13.42%	-5.07%
Street Maintenance Manager	6	-13.88%	-14.89%
City Attorney	9	-13.89%	-11.90%
Crime Analyst	7	-14.37%	-22.24%
Customer Service Representative	10	-15.02%	-10.39%
Administrative Assistant II	10	-15.20%	-10.02%
Parks Planning & Development Manager	5	-15.26%	-16.01%
Water Meter Services Supervisor	5	-15.68%	-22.37%

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
City Manager	10	-15.75%	-12.46%
Battalion Chief	5	-15.95%	-12.87%
Building Inspector II	9	-16.53%	-9.60%
Laboratory Analyst III	5	-17.60%	-10.42%
Animal Services Officer	8	-18.06%	-19.04%
Director of IT & Innovation	6	-18.50%	-12.80%
GIS Specialist II	5	-18.51%	-7.11%
Mechanical Technician II	8	-18.58%	-7.17%
Recreation Specialist II	8	-19.09%	-19.09%
Accounting Technician	7	-19.18%	-9.84%
Facilities Technician II	7	-19.56%	-10.81%
IT Analyst	6	-20.01%	-16.20%
Human Resources Technician	10	-20.13%	-14.01%
Parks/Golf Maintenance Technician II	7	-22.45%	-12.39%
Urban Forestry Technician II	5	-22.45%	-11.39%
GIS Technician II	4	-24.20%	-22.53%
Administrative Specialist	8	-24.31%	-13.87%
Wastewater Operations Superintendent	5	-24.41%	-25.69%
Vehicle Equipment Technician II	8	-24.86%	-13.25%
Budget Manager	7	-25.33%	-29.02%
Recreation Coordinator	7	-25.53%	-16.65%
Director of Utilities	7	-27.60%	-41.09%
Wastewater Operations Manager	5	-27.90%	-22.97%
Parks and Golf Maintenance Manager	4	-27.91%	-26.00%
Human Resources Analyst II	10	-28.19%	-22.84%
Equipment Mechanic II	5	-29.04%	-20.24%
Wastewater Collection System Superintendent	5	-29.25%	-26.84%
Water Distribution Superintendent	6	-30.85%	-27.16%
Parks Maintenance Superintendent	7	-33.49%	-24.22%
Landscape Maintenance Superintendent	8	-34.40%	-34.69%
Environmental Compliance Specialist	6	-35.84%	-23.58%
Collection System Technician III	7	-38.08%	-17.45%
Fleet Coordinator	5	-38.37%	-14.41%
Cross Connection Control Specialist II	4	-41.69%	-21.71%
Water Resources Coordinator	6	-45.76%	-30.32%
Street Maintenance Supervisor	10	Proposed Classification	
Plan Check Engineer	6	Proposed Classification	

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Custodian II		Insufficient Data	
Director of Engineering		Insufficient Data	
Fire Inspector II		Insufficient Data	
Revenue and Billing Supervisor		Insufficient Data	
Solid Waste Supervisor		Insufficient Data	
Traffic Sign & Marking Specialist		Insufficient Data	
Transit Manager		Insufficient Data	
Wastewater Maintenance Superintendent		Insufficient Data	
Water Quality Analyst		Insufficient Data	
CMMS Specialist		Insufficient Data	
Payroll Supervisor		Insufficient Data	
Permit Center Supervisor		Insufficient Data	
Water Resources Regulatory Manager		Insufficient Data	
Water Treatment Superintendent		Insufficient Data	
Golf Course Maintenance Worker III		Insufficient Data	
Risk Analyst		Insufficient Data	
Golf Course Maintenance Superintendent		Insufficient Data	

Base Salary & Total Compensation Market Results

Table 4. Market Results Graph



Base salary market results show that 79 classifications are paid below the market median and 19 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-25%	>25%	Total
Below the Market Median	10	16	14	23	16	79
Above the Market Median	10	7	2	0	0	19

Total compensation market results show that 82 classifications are paid below the market median and 16 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-25%	>25%	Total
Below the Market Median	14	21	21	18	8	82
Above the Market Median	8	7	0	1	0	16

Generally, a classification falling within 5.0% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between base salaries and total compensation indicate the City's benefits package puts the City at a more competitive advantage from a total compensation vs. base salary standpoint. Further analysis indicates, on average, classifications are 12.05% below the market median for base salaries, while that figure changes to 9.67% below the market median for total compensation, which is a 2.38% difference (i.e., the City "gains" a 2.38% competitive advantage when taking benefits into consideration).

Benefits

1. Retirement

The City participates in CalPERS and does not contribute to Social Security; only one (1) comparator participates in both CalPERS and Social Security, and another comparator covers only certain bargaining units in Social Security.

The City contributes varying amounts to the deferred compensation plans of all employees. Among the comparators, five (5) agencies also contribute to the deferred compensation plans of all employees, while four (4) agencies contribute to plans for only some units or classifications, and one (1) agency does not provide any contribution to employee deferred compensation.

Table 5. Employer Retirement Plan Contributions

Agency	Defined Benefit Plan	Social Security FICA	Deferred Compensation Employer Contribution
City of Manteca	CalPERS	No	All units eligible, \$20.00 monthly and/or 2.0%-6.0%
City of Brentwood	CalPERS	No	Some units eligible, \$110.00 monthly and/or 2.0%–4.0%
City of Davis	CalPERS	No	None
City of Elk Grove	CalPERS	No	All units eligible, 5.0%–16.0%

Agency	Defined Benefit Plan	Social Security FICA	Deferred Compensation Employer Contribution
City of Folsom	CalPERS	Yes	Some units eligible, \$100-350 monthly and/or 2.5%-6.5%
City of Lathrop	CalPERS	No	Police Chief only \$416.67 monthly
City of Livermore	CalPERS	No	All units eligible, \$87.00-\$1,958.00 monthly
City of Lodi	CalPERS	No	All units eligible, 3.0%
City of Modesto	CalPERS	No	All units eligible excluding Fire, 1.0%-5.0%
City of Roseville	CalPERS	No	All units eligible, \$100.00 monthly or 3.0%-5.0%
City of Tracy	CalPERS	Varies by unit	All units eligible, 2.5%-5.0%

2. Health Insurance

Market data indicates the average monthly employer contribution toward health insurance premiums is \$2,532.54, excluding the City. The City's current monthly contribution of \$2,826.72 is \$294.18 more than, or 11.6% above, the market average. Table 6 below summarizes comparator agency health insurance contributions as well as the City's contribution.

Table 6. Average Monthly Employer Health Insurance Contributions

City Bargaining Units	Labor Market Average Monthly Health Insurance Contribution	Manteca Monthly Health Insurance Contribution
Executive Management - Unrepresented	\$2,627.00	\$2,826.72
Manteca Mid Manager Association	\$2,582.43	\$2,826.72
Confidential Employees Unit	\$2,568.13	\$2,826.72
Manteca Technical and Support Services Association	\$2,571.89	\$2,826.72
Operating Engineers Local 3 - General Services Unit	\$2,425.00	\$2,826.72
Manteca Public Safety Management Association	\$2,569.22	\$2,826.72
Manteca Firefighters Local 1874	\$2,442.60	\$2,826.72
Manteca Police Officers Association	\$2,486.90	\$2,826.72
Manteca Police Employees Association - Non-Sworn	\$2,519.70	\$2,826.72
Overall Average	\$2,532.54	\$2,826.72

Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5.0% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. The most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10.0% to 15.0%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10.0% to 15.0% above the journey-level.
 - A full supervisory class is normally placed at least 10.0% to 25.0% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, Gallagher utilized market data to develop the salary recommendations for 100 of the benchmarked classifications and used internal equity principles to make the salary recommendations for 17 benchmarks with insufficient labor market data, as well as 105 classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

Recommendations

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly-qualified workforce.

Proposed Salary Structure

Currently, the City has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has five (5) steps with 5.0% between each step. Gallagher recommends the City maintain a similar salary structure. Appendix III contains the current salary range structure.

Gallagher's salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four (4) ranges should represent a 10.0% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10.0%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on base salary market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's base salary and the base salary market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

Gallagher also modified the current internal salary alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation.

A majority of public agencies have personnel and/or MOU rules that require an employee's salary to be increased a minimum of 5.0% upon promotion, reclassification, and/or salary range adjustment. In this case, Gallagher recommends calculating the employee's current pay rate, multiply that rate by 5.0%, and look at the proposed salary range and step with a salary rate that comes closest to at least 5.0% above their current rate, then placing the employee's salary in the appropriate step of the new range.

If employees' current salaries are significantly below market where their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom pay step of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes farthest from the market median should receive the greatest equity increase (separate from any cost of living increase) in the first year. If a class falls within 5.0% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5.0% below the market median, a higher percentage change may be initially warranted to reduce the disparity.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.

When classifications are over market, Gallagher typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

Using the Market Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with the City of Manteca on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,

Mike Harary

Project Manager

Arthur J. Gallagher & Co.

www.ajg.com/classification-and-compensation-consulting-for-the-public-sector/

Appendix I

Results Summary

**City of Manteca
Total Compensation Report
Result Summary
January 2026**

Classification	Top Monthly Salary Data					Total Compensation Data					# of Matches
	Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below	
Accountant II	\$ 9,460	\$ 9,343	1.23%	\$ 8,929	5.61%	\$ 12,475	\$ 12,301	1.40%	\$ 11,659	6.54%	9
Accounting Manager	\$ 13,905	\$ 14,224	-2.29%	\$ 14,532	-4.51%	\$ 16,210	\$ 17,360	-7.10%	\$ 17,742	-9.45%	8
Accounting Technician	\$ 5,739	\$ 6,820	-18.83%	\$ 6,840	-19.18%	\$ 8,681	\$ 9,657	-11.25%	\$ 9,535	-9.84%	7
Administrative Assistant II	\$ 5,739	\$ 6,471	-12.75%	\$ 6,612	-15.20%	\$ 8,681	\$ 9,178	-5.73%	\$ 9,551	-10.02%	10
Administrative Specialist	\$ 6,173	\$ 7,648	-23.90%	\$ 7,674	-24.31%	\$ 9,123	\$ 10,418	-14.20%	\$ 10,389	-13.87%	8
Animal Services Officer	\$ 5,847	\$ 7,090	-21.26%	\$ 6,903	-18.06%	\$ 8,264	\$ 9,619	-16.40%	\$ 9,838	-19.04%	8
Animal Services Supervisor	\$ 8,042	\$ 7,995	0.59%	\$ 8,190	-1.84%	\$ 10,306	\$ 10,977	-6.52%	\$ 11,861	-15.09%	5
Assistant City Manager	\$ 20,785	\$ 22,967	-10.50%	\$ 23,033	-10.81%	\$ 24,235	\$ 26,400	-8.93%	\$ 26,618	-9.83%	10
Associate Civil Engineer	\$ 13,641	\$ 12,078	11.46%	\$ 11,852	13.11%	\$ 15,956	\$ 14,977	6.13%	\$ 14,681	7.99%	10
Associate Planner	\$ 9,703	\$ 9,961	-2.65%	\$ 9,459	2.52%	\$ 12,166	\$ 12,797	-5.18%	\$ 12,402	-1.94%	10
Battalion Chief	\$ 13,363	\$ 15,467	-15.75%	\$ 15,494	-15.95%	\$ 16,223	\$ 18,180	-12.07%	\$ 18,310	-12.87%	5
Budget Manager	\$ 11,497	\$ 14,020	-21.95%	\$ 14,409	-25.33%	\$ 13,892	\$ 17,047	-22.71%	\$ 17,924	-29.02%	7
Building Inspector II	\$ 7,328	\$ 9,136	-24.67%	\$ 8,539	-16.53%	\$ 10,301	\$ 11,675	-13.34%	\$ 11,291	-9.60%	9
City Attorney	\$ 22,250	\$ 24,555	-10.36%	\$ 25,340	-13.89%	\$ 25,744	\$ 28,069	-9.03%	\$ 28,807	-11.90%	9
City Manager	\$ 23,201	\$ 27,115	-16.87%	\$ 26,856	-15.75%	\$ 26,724	\$ 30,572	-14.40%	\$ 30,052	-12.46%	10
CMMS Specialist	\$ 7,887	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 11,108	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Code Enforcement Officer	\$ 7,284	\$ 8,453	-16.04%	\$ 7,944	-9.06%	\$ 9,601	\$ 11,062	-15.21%	\$ 10,870	-13.21%	9
Code Enforcement Supervisor	\$ 9,452	\$ 10,870	-15.00%	\$ 10,696	-13.16%	\$ 12,303	\$ 13,602	-10.56%	\$ 13,671	-11.12%	5
Collection System Technician III	\$ 6,179	\$ 8,272	-33.87%	\$ 8,532	-38.08%	\$ 9,315	\$ 10,856	-16.54%	\$ 10,940	-17.45%	7
Community Service Officer II	\$ 7,284	\$ 7,249	0.49%	\$ 6,947	4.63%	\$ 9,601	\$ 9,887	-2.98%	\$ 9,822	-2.29%	9
Construction Inspector II	\$ 8,681	\$ 8,762	-0.93%	\$ 8,366	3.63%	\$ 11,681	\$ 11,439	2.08%	\$ 11,107	4.91%	9
Crime Analyst	\$ 7,653	\$ 9,080	-18.64%	\$ 8,753	-14.37%	\$ 9,944	\$ 11,859	-19.25%	\$ 12,156	-22.24%	7
Cross Connection Control Specialist II	\$ 6,179	\$ 8,651	-40.01%	\$ 8,755	-41.69%	\$ 9,315	\$ 11,427	-22.67%	\$ 11,337	-21.71%	4
Custodian II	\$ 5,336	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 8,429	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Customer Service Representative	\$ 5,208	\$ 6,231	-19.66%	\$ 5,990	-15.02%	\$ 8,139	\$ 8,906	-9.42%	\$ 8,984	-10.39%	10
Deputy City Clerk	\$ 6,173	\$ 6,495	-5.21%	\$ 6,600	-6.92%	\$ 9,123	\$ 8,953	1.87%	\$ 8,699	4.65%	5
Development Services Technician II	\$ 6,805	\$ 7,504	-10.27%	\$ 7,135	-4.84%	\$ 9,768	\$ 10,150	-3.92%	\$ 9,839	-0.73%	9
Director of Development Services	\$ 17,917	\$ 19,919	-11.17%	\$ 19,885	-10.99%	\$ 21,281	\$ 23,271	-9.35%	\$ 23,809	-11.88%	10
Director of Engineering	\$ 19,785	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 23,205	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Director of Finance	\$ 19,785	\$ 19,825	-0.20%	\$ 20,088	-1.53%	\$ 23,205	\$ 23,396	-0.82%	\$ 24,122	-3.95%	8
Director of Human Resources	\$ 17,917	\$ 19,254	-7.46%	\$ 19,273	-7.57%	\$ 21,281	\$ 22,797	-7.13%	\$ 22,361	-5.07%	8
Director of IT & Innovation	\$ 16,264	\$ 19,257	-18.40%	\$ 19,273	-18.50%	\$ 19,579	\$ 22,397	-14.40%	\$ 22,086	-12.80%	6
Director of Legislative Services/City Clerk	\$ 16,264	\$ 15,066	7.37%	\$ 14,782	9.11%	\$ 19,579	\$ 18,347	6.29%	\$ 18,804	3.96%	10
Director of Utilities	\$ 13,964	\$ 19,011	-36.15%	\$ 17,818	-27.60%	\$ 16,267	\$ 24,988	-53.61%	\$ 22,950	-41.09%	7

**City of Manteca
Total Compensation Report
Result Summary
January 2026**

Classification	Top Monthly Salary Data					Total Compensation Data					# of Matches
	Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below	
Economic Development Analyst	\$ 10,693	\$ 10,132	5.25%	\$ 10,051	6.01%	\$ 13,119	\$ 13,435	-2.41%	\$ 13,116	0.02%	4
Electrical/Instrumentation Technician II	\$ 8,690	\$ 9,623	-10.73%	\$ 9,560	-10.01%	\$ 11,952	\$ 12,191	-2.00%	\$ 12,697	-6.23%	7
Engineering Technician II	\$ 7,696	\$ 8,658	-12.50%	\$ 8,239	-7.05%	\$ 10,677	\$ 11,231	-5.19%	\$ 10,877	-1.88%	10
Environmental Compliance Specialist	\$ 7,875	\$ 10,162	-29.04%	\$ 10,697	-35.84%	\$ 10,859	\$ 13,006	-19.77%	\$ 13,419	-23.58%	6
Equipment Mechanic II	\$ 6,326	\$ 8,033	-26.99%	\$ 8,162	-29.04%	\$ 9,469	\$ 10,715	-13.17%	\$ 11,386	-20.24%	5
Executive Assistant	\$ 7,143	\$ 8,013	-12.19%	\$ 7,912	-10.77%	\$ 10,112	\$ 10,728	-6.09%	\$ 10,632	-5.14%	10
Facilities Manager	\$ 11,219	\$ 11,292	-0.65%	\$ 11,194	0.22%	\$ 13,625	\$ 14,226	-4.41%	\$ 13,976	-2.58%	4
Facilities Technician II	\$ 6,179	\$ 7,738	-25.23%	\$ 7,388	-19.56%	\$ 9,315	\$ 10,469	-12.39%	\$ 10,322	-10.81%	7
Fire Captain	\$ 11,354	\$ 11,891	-4.73%	\$ 11,798	-3.91%	\$ 14,201	\$ 14,477	-1.95%	\$ 14,306	-0.74%	5
Fire Chief	\$ 21,501	\$ 21,357	0.67%	\$ 21,129	1.73%	\$ 24,972	\$ 24,365	2.43%	\$ 22,817	8.63%	5
Fire Inspector II	\$ 7,328	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 10,301	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Firefighter	\$ 8,631	\$ 9,651	-11.81%	\$ 9,408	-9.01%	\$ 11,478	\$ 12,181	-6.12%	\$ 11,825	-3.03%	4
Firefighter Engineer	\$ 9,629	\$ 10,502	-9.07%	\$ 10,560	-9.68%	\$ 12,476	\$ 13,079	-4.84%	\$ 13,324	-6.80%	5
Fleet Coordinator	\$ 5,603	\$ 7,297	-30.23%	\$ 7,753	-38.37%	\$ 8,710	\$ 9,709	-11.47%	\$ 9,965	-14.41%	5
Fleet Maintenance Manager	\$ 11,219	\$ 11,533	-2.80%	\$ 11,213	0.06%	\$ 13,625	\$ 14,030	-2.97%	\$ 13,663	-0.28%	4
GIS Specialist II	\$ 8,073	\$ 9,562	-18.44%	\$ 9,568	-18.51%	\$ 11,061	\$ 12,457	-12.62%	\$ 11,848	-7.11%	5
GIS Technician II	\$ 6,805	\$ 8,617	-26.64%	\$ 8,452	-24.20%	\$ 9,768	\$ 11,856	-21.37%	\$ 11,968	-22.53%	4
Golf Course Maintenance Superintendent	\$ 8,798	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 11,295	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	0
Golf Course Maintenance Worker III	\$ 6,179	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 9,315	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	1
Housing and Homeless Services Manager	\$ 12,377	\$ 13,593	-9.82%	\$ 13,438	-8.57%	\$ 14,740	\$ 16,892	-14.60%	\$ 17,168	-16.47%	5
Human Resources Analyst II	\$ 7,875	\$ 10,340	-31.30%	\$ 10,095	-28.19%	\$ 10,859	\$ 13,190	-21.46%	\$ 13,339	-22.84%	10
Human Resources Technician	\$ 6,330	\$ 7,816	-23.48%	\$ 7,604	-20.13%	\$ 9,283	\$ 10,555	-13.70%	\$ 10,584	-14.01%	10
IT Analyst	\$ 7,875	\$ 9,760	-23.94%	\$ 9,451	-20.01%	\$ 10,859	\$ 12,453	-14.68%	\$ 12,619	-16.20%	6
IT Applications Analyst	\$ 8,906	\$ 9,920	-11.39%	\$ 9,451	-6.12%	\$ 11,910	\$ 12,580	-5.63%	\$ 12,619	-5.95%	8
IT Applications Manager	\$ 12,991	\$ 13,471	-3.70%	\$ 13,953	-7.41%	\$ 15,330	\$ 16,572	-8.10%	\$ 16,530	-7.83%	7
IT Systems Analyst	\$ 8,906	\$ 10,260	-15.21%	\$ 9,451	-6.12%	\$ 11,910	\$ 12,982	-9.00%	\$ 12,619	-5.95%	6
IT Technician	\$ 7,143	\$ 7,960	-11.45%	\$ 7,767	-8.73%	\$ 10,112	\$ 10,688	-5.70%	\$ 10,752	-6.33%	10
Laboratory Analyst III	\$ 7,504	\$ 8,770	-16.86%	\$ 8,825	-17.60%	\$ 10,481	\$ 11,538	-10.08%	\$ 11,573	-10.42%	5
Laboratory Supervisor	\$ 10,423	\$ 11,847	-13.67%	\$ 11,284	-8.26%	\$ 12,859	\$ 14,862	-15.58%	\$ 14,846	-15.46%	6
Landscape Maintenance Superintendent	\$ 8,798	\$ 11,922	-35.51%	\$ 11,824	-34.40%	\$ 11,295	\$ 15,011	-32.91%	\$ 15,213	-34.69%	8
Management Analyst	\$ 10,693	\$ 10,330	3.39%	\$ 10,051	6.01%	\$ 13,119	\$ 13,224	-0.80%	\$ 13,116	0.02%	10
Mechanical Technician II	\$ 7,155	\$ 8,782	-22.73%	\$ 8,485	-18.58%	\$ 10,340	\$ 11,351	-9.78%	\$ 11,081	-7.17%	8
Paralegal	\$ 8,154	\$ 8,685	-6.51%	\$ 8,564	-5.03%	\$ 10,675	\$ 11,563	-8.32%	\$ 11,319	-6.03%	7
Parks and Golf Maintenance Manager	\$ 11,219	\$ 14,834	-32.21%	\$ 14,351	-27.91%	\$ 13,625	\$ 17,549	-28.79%	\$ 17,168	-26.00%	4

**City of Manteca
Total Compensation Report
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January 2026**

Classification	Top Monthly Salary Data					Total Compensation Data					# of Matches
	Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below	
Parks Maintenance Superintendent	\$ 8,798	\$ 11,615	-32.02%	\$ 11,744	-33.49%	\$ 11,295	\$ 14,549	-28.81%	\$ 14,030	-24.22%	7
Parks Maintenance Worker III	\$ 6,179	\$ 6,684	-8.17%	\$ 6,537	-5.79%	\$ 9,315	\$ 9,261	0.57%	\$ 9,036	3.00%	9
Parks Planning & Development Manager	\$ 11,219	\$ 13,004	-15.90%	\$ 12,931	-15.26%	\$ 13,625	\$ 16,401	-20.37%	\$ 15,807	-16.01%	5
Parks/Golf Maintenance Technician II	\$ 6,179	\$ 7,629	-23.46%	\$ 7,566	-22.45%	\$ 9,315	\$ 10,380	-11.44%	\$ 10,468	-12.39%	7
Payroll Supervisor	\$ 12,675	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 15,027	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Payroll Technician II	\$ 7,328	\$ 7,334	-0.09%	\$ 7,038	3.96%	\$ 10,301	\$ 10,015	2.78%	\$ 9,851	4.37%	6
Permit Center Supervisor	\$ 9,921	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 12,376	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Plan Check Engineer (Proposed)	proposed	\$ 12,366	proposed	\$ 12,627	proposed	proposed	\$ 15,619	proposed	\$ 15,438	proposed	6
Plans Examiner	\$ 8,906	\$ 9,179	-3.07%	\$ 8,968	-0.70%	\$ 11,910	\$ 11,838	0.61%	\$ 11,452	3.85%	6
Police Captain	\$ 17,566	\$ 19,702	-12.16%	\$ 19,433	-10.63%	\$ 20,437	\$ 22,821	-11.67%	\$ 23,069	-12.88%	9
Police Chief	\$ 22,584	\$ 23,884	-5.76%	\$ 24,299	-7.60%	\$ 26,088	\$ 27,609	-5.83%	\$ 28,084	-7.65%	10
Police Lieutenant	\$ 15,945	\$ 16,677	-4.59%	\$ 16,411	-2.92%	\$ 18,812	\$ 19,575	-4.06%	\$ 19,898	-5.78%	10
Police Officer	\$ 11,049	\$ 10,643	3.67%	\$ 10,279	6.96%	\$ 13,986	\$ 13,345	4.58%	\$ 13,078	6.49%	10
Police Records Clerk II	\$ 6,292	\$ 6,300	-0.14%	\$ 6,154	2.18%	\$ 8,678	\$ 8,996	-3.66%	\$ 8,918	-2.76%	10
Police Records Supervisor	\$ 8,042	\$ 8,201	-1.97%	\$ 8,114	-0.90%	\$ 10,306	\$ 10,951	-6.26%	\$ 10,614	-2.99%	10
Police Sergeant	\$ 13,430	\$ 13,003	3.18%	\$ 12,553	6.53%	\$ 16,391	\$ 15,746	3.94%	\$ 15,382	6.16%	10
Property & Evidence Officer	\$ 7,284	\$ 7,068	2.97%	\$ 7,062	3.05%	\$ 9,601	\$ 9,636	-0.37%	\$ 9,772	-1.78%	8
Public Safety Dispatch Supervisor	\$ 10,293	\$ 10,484	-1.85%	\$ 10,712	-4.08%	\$ 12,399	\$ 13,518	-9.02%	\$ 13,499	-8.87%	7
Public Safety Dispatcher II	\$ 8,041	\$ 8,672	-7.85%	\$ 8,927	-11.02%	\$ 10,305	\$ 11,456	-11.17%	\$ 11,685	-13.39%	7
Recreation Coordinator	\$ 6,027	\$ 7,253	-20.33%	\$ 7,566	-25.53%	\$ 8,974	\$ 10,003	-11.47%	\$ 10,468	-16.65%	7
Recreation Manager	\$ 11,497	\$ 12,372	-7.62%	\$ 12,159	-5.76%	\$ 13,892	\$ 15,471	-11.36%	\$ 15,699	-13.00%	7
Recreation Specialist II	\$ 3,455	\$ 4,247	-22.90%	\$ 4,115	-19.09%	\$ 3,455	\$ 4,520	-30.81%	\$ 4,115	-19.09%	8
Recreation Supervisor	\$ 8,798	\$ 9,657	-9.77%	\$ 8,972	-1.98%	\$ 11,295	\$ 12,628	-11.81%	\$ 11,726	-3.82%	7
Revenue and Billing Supervisor	\$ 10,423	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 12,859	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Risk Analyst	\$ 7,875	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 10,859	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	1
Solid Waste Compliance Specialist	\$ 7,515	\$ 8,632	-14.87%	\$ 8,450	-12.45%	\$ 10,717	\$ 11,117	-3.73%	\$ 11,193	-4.45%	5
Solid Waste Equipment Operator III	\$ 6,179	\$ 7,371	-19.29%	\$ 7,008	-13.42%	\$ 9,315	\$ 9,995	-7.31%	\$ 9,787	-5.07%	4
Solid Waste Supervisor	\$ 9,921	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 12,376	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Street Maintenance Equipment Operator III	\$ 6,179	\$ 7,004	-13.36%	\$ 6,968	-12.76%	\$ 9,315	\$ 9,708	-4.23%	\$ 10,037	-7.75%	9
Street Maintenance Manager	\$ 11,219	\$ 12,561	-11.96%	\$ 12,777	-13.88%	\$ 13,625	\$ 15,281	-12.15%	\$ 15,655	-14.89%	6
Street Maintenance Supervisor (Proposed)	proposed	\$ 9,853	proposed	\$ 10,022	proposed	proposed	\$ 12,789	proposed	\$ 12,850	proposed	10
Traffic Sign & Marking Specialist	\$ 6,179	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 9,315	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Transit Manager	\$ 11,219	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 13,625	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Urban Forestry Technician II	\$ 6,179	\$ 7,238	-17.15%	\$ 7,566	-22.45%	\$ 9,315	\$ 9,890	-6.17%	\$ 10,376	-11.39%	5

**City of Manteca
Total Compensation Report
Result Summary
January 2026**

Classification	Top Monthly Salary Data					Total Compensation Data					# of Matches		
	Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below			
Vehicle Equipment Technician II	\$ 6,326	\$ 7,895	-24.81%	\$ 7,898	-24.86%	\$ 9,469	\$ 10,551	-11.43%	\$ 10,724	-13.25%	8		
Wastewater Collection System Superintendent	\$ 9,921	\$ 12,430	-25.29%	\$ 12,822	-29.25%	\$ 12,376	\$ 15,245	-23.18%	\$ 15,697	-26.84%	5		
Wastewater Maintenance Superintendent	\$ 10,423	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 12,859	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3		
Wastewater Operations Manager	\$ 11,786	\$ 14,930	-26.68%	\$ 15,074	-27.90%	\$ 14,170	\$ 17,653	-24.58%	\$ 17,425	-22.97%	5		
Wastewater Operations Superintendent	\$ 10,423	\$ 13,184	-26.49%	\$ 12,967	-24.41%	\$ 12,859	\$ 16,122	-25.38%	\$ 16,163	-25.69%	5		
Wastewater Plant Operator III	\$ 8,690	\$ 9,864	-13.51%	\$ 9,843	-13.26%	\$ 11,952	\$ 12,412	-3.85%	\$ 12,995	-8.73%	7		
Water Distribution Superintendent	\$ 9,703	\$ 12,305	-26.82%	\$ 12,697	-30.85%	\$ 12,166	\$ 15,105	-24.16%	\$ 15,471	-27.16%	6		
Water Distribution Technician III	\$ 8,690	\$ 8,278	4.75%	\$ 8,193	5.72%	\$ 11,952	\$ 10,945	8.43%	\$ 10,875	9.01%	8		
Water Meter Services Supervisor	\$ 9,237	\$ 10,877	-17.75%	\$ 10,685	-15.68%	\$ 11,717	\$ 14,149	-20.76%	\$ 14,338	-22.37%	5		
Water Quality Analyst	\$ 7,155	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 10,340	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3		
Water Resources Coordinator	\$ 6,330	\$ 9,226	-45.74%	\$ 9,226	-45.76%	\$ 9,283	\$ 11,935	-28.56%	\$ 12,098	-30.32%	6		
Water Resources Regulatory Manager	\$ 11,786	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 14,170	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2		
Water Treatment Operator	\$ 9,814	\$ 8,674	11.61%	\$ 8,611	12.26%	\$ 13,131	\$ 11,325	13.75%	\$ 10,870	17.22%	7		
Water Treatment Superintendent	\$ 10,423	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 12,859	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2		
Well Mechanic/Operator II	\$ 8,476	\$ 8,127	4.11%	\$ 8,149	3.86%	\$ 11,726	\$ 10,823	7.70%	\$ 10,895	7.09%	4		
AVERAGE:			-13.21%	AVERAGE:		-12.05%	AVERAGE:			-9.89%	AVERAGE:		-9.67%

Appendix II

Market Compensation Findings

City of Manteca
Market Compensation Data
January 2026

Accountant II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Accountant II	\$ 10,699	7/1/2025	7/1/2026	3.00%
City of Folsom	Financial Analyst	\$ 10,181	7/1/2025	Unknown	Unknown
City of Tracy	Accountant	\$ 10,137	7/1/2025	6/28/2026	4.00%
City of Manteca	Accountant II	\$ 9,460	7/1/2025	Unknown	Unknown
City of Modesto	Financial Analyst III	\$ 9,400	7/1/2025	6/30/2026	3.00%
City of Elk Grove	Accountant II	\$ 8,929	7/13/2025	Unknown	Unknown
City of Roseville	Accountant II	\$ 8,902	1/1/2026	1/1/2027	3.00%
City of Lathrop	Accountant II	\$ 8,753	7/1/2025	Unknown	Unknown
City of Davis	Accountant II¹	\$ 8,703	7/7/2025	7/1/2026	4.00%
City of Lodi	Accountant	\$ 8,381	1/6/2025	Unknown	Unknown
City of Livermore	N/C				

Base Salary Median	\$8,929
Base Salary Average	\$9,343
Percentage Above or Below Median	5.61%
Percentage Above or Below Average	1.23%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Accountant	\$ 10,137			\$ 629	\$ 507						\$ 80	\$ 14,945
City of Brentwood	Accountant II	\$ 10,699		\$ 110		\$ 214	\$ 2,583	\$ 156	\$ 23	\$ 3,593			\$ 13,785
City of Folsom	Financial Analyst	\$ 10,181			\$ 631	\$ 509	\$ 2,198	\$ 117	\$ 18				\$ 13,654
City of Manteca	Accountant II	\$ 9,460				\$ 188	\$ 2,700	\$ 110	\$ 17				\$ 12,475
City of Elk Grove	Accountant II	\$ 8,929				\$ 357	\$ 2,735	\$ 168	\$ 36				\$ 12,225
City of Roseville	Accountant II	\$ 8,902				\$ 267	\$ 1,143			\$ 1,347			\$ 11,659
City of Modesto	Financial Analyst III	\$ 9,400				\$ 141	\$ 2,110						\$ 11,651
City of Davis	Accountant II¹	\$ 8,703						\$ 210		\$ 2,392			\$ 11,305
City of Lathrop	Accountant II	\$ 8,753					\$ 2,187						\$ 10,940
City of Lodi	Accountant	\$ 8,381	\$ -251			\$ 251	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,543
City of Livermore	N/C												

Total Compensation Median	\$11,659
Total Compensation Average	\$12,301
Percentage Above or Below Median	6.54%
Percentage Above or Below Average	1.40%
Total # of Matches:	9

Footnote(s):

1. Increase based on CPI

City of Manteca
Market Compensation Data
January 2026



Accounting Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Accounting Manager	\$ 15,439	1/1/2026	1/1/2027	3.00%
City of Brentwood	Accounting Manager	\$ 15,118	7/1/2025	7/1/2026	3.00%
City of Lodi	Accounting Manager	\$ 14,793	1/6/2025	Unknown	Unknown
City of Tracy	Accounting Manager	\$ 14,655	7/1/2025	6/28/2026	4.00%
City of Elk Grove	Accounting Manager	\$ 14,409	7/13/2025	Unknown	Unknown
City of Manteca	Accounting Manager	\$ 13,905	7/1/2025	Unknown	Unknown
City of Folsom	Accounting & Financial Analysis Manager	\$ 13,692	7/1/2025	Unknown	Unknown
City of Lathrop	Accounting Manager	\$ 13,651	7/1/2025	Unknown	Unknown
City of Modesto	Accounting Manager	\$ 12,033	7/1/2025	6/30/2026	3.00%
City of Livermore	N/C				
City of Davis	N/C				

Base Salary Median	\$14,532
Base Salary Average	\$14,224
Percentage Above or Below Median	-4.51%
Percentage Above or Below Average	-2.29%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Accounting Manager	\$ 14,655	\$ -440		\$ 909	\$ 733				\$ 3,593			\$ 19,449
City of Brentwood	Accounting Manager	\$ 15,118		\$ 110		\$ 454	\$ 2,583	\$ 156	\$ 23				\$ 18,443
City of Roseville	Accounting Manager	\$ 15,439				\$ 463	\$ 1,143			\$ 1,347			\$ 18,392
City of Elk Grove	Accounting Manager	\$ 14,409				\$ 576	\$ 2,735	\$ 168	\$ 36				\$ 17,924
City of Folsom	Accounting & Financial Analysis Manager	\$ 13,692			\$ 849	\$ 685	\$ 2,198	\$ 117	\$ 18				\$ 17,559
City of Lodi	Accounting Manager	\$ 14,793	\$ -444			\$ 444	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 16,955
City of Manteca	Accounting Manager	\$ 13,905	\$ -600			\$ 278	\$ 2,700	\$ 110	\$ 17				\$ 16,210
City of Lathrop	Accounting Manager	\$ 13,651					\$ 2,187						\$ 15,838
City of Modesto	Accounting Manager	\$ 12,033				\$ 180	\$ 2,110						\$ 14,323
City of Davis	N/C												
City of Livermore	N/C												

Total Compensation Median	\$17,741
Total Compensation Average	\$17,360
Percentage Above or Below Median	-9.45%
Percentage Above or Below Average	-7.10%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026

Accounting Technician

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Tracy	Accounting Technician	\$ 7,929	7/1/2025	6/28/2026	4.00%
City of Folsom	Accounting Technician II	\$ 7,033	7/1/2025	7/1/2026	3.00%
City of Modesto	Accounting Technician II	\$ 6,854	7/1/2025	6/30/2026	3.00%
City of Roseville	Finance Technician II	\$ 6,840	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Accounting Technician II	\$ 6,618	7/13/2025	Unknown	Unknown
City of Davis	Finance Technician ¹	\$ 6,362	7/7/2025	7/1/2026	4.00%
City of Lodi	Finance Technician	\$ 6,106	1/6/2025	Unknown	Unknown
City of Manteca	Accounting Technician	\$ 5,735	7/1/2025	Unknown	Unknown
City of Livermore	N/C				
City of Lathrop	N/C				
City of Brentwood	N/C				

Base Salary Median	\$6,840
Base Salary Average	\$6,820
Percentage Above or Below Median	-19.18%
Percentage Above or Below Average	-18.83%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Accounting Technician	\$ 7,929			\$ 492	\$ 396				\$ 3,593			\$ 12,410
City of Folsom	Accounting Technician II	\$ 7,033			\$ 436	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 9,902
City of Elk Grove	Accounting Technician II	\$ 6,618				\$ 265	\$ 2,735	\$ 168	\$ 36				\$ 9,822
City of Roseville	Finance Technician II	\$ 6,840				\$ 205	\$ 1,143			\$ 1,347			\$ 9,535
City of Modesto	Accounting Technician II	\$ 6,854			\$ 69	\$ 2,110							\$ 9,032
City of Davis	Finance Technician ¹	\$ 6,362								\$ 2,392			\$ 8,753
City of Manteca	Accounting Technician	\$ 5,735				\$ 115	\$ 2,700	\$ 110	\$ 17				\$ 8,681
City of Lodi	Finance Technician	\$ 6,106	\$ -305			\$ 183	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,146
City of Brentwood	N/C						\$ 2,583	\$ 156	\$ 23				\$ 2,762
City of Lathrop	N/C												
City of Livermore	N/C												

Total Compensation Median	\$9,535
Total Compensation Average	\$9,657
Percentage Above or Below Median	-9.84%
Percentage Above or Below Average	-11.25%
Total # of Matches:	7

Footnote(s):

1. Increase based on CPI

City of Manteca
Market Compensation Data
January 2026



Administrative Assistant II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Folsom	Administrative Assistant	\$ 7,383	7/1/2025	7/1/2026	3.00%
City of Roseville	Administrative Assistant	\$ 7,270	1/1/2026	1/1/2027	3.00%
City of Brentwood	Administrative Assistant II	\$ 7,207	7/1/2025	7/1/2026	3.00%
City of Livermore	Administrative Clerk II	\$ 7,136	10/6/2025	10/5/2026	3.00%
City of Lathrop	Administrative Assistant II	\$ 6,671	7/1/2025	Unknown	Unknown
City of Elk Grove	Administrative Assistant II	\$ 6,553	7/13/2025	Unknown	Unknown
City of Tracy	Administrative Assistant	\$ 6,419	7/1/2025	6/28/2026	4.00%
City of Lodi	Administrative Assistant	\$ 6,078	1/6/2025	Unknown	Unknown
City of Manteca	Administrative Assistant II	\$ 5,739	7/1/2025	Unknown	Unknown
City of Davis	Office Assistant III ¹	\$ 5,262	7/7/2025	7/1/2026	4.00%
City of Modesto	Administrative Office Assistant II	\$ 4,732	7/1/2025	6/30/2026	3.00%

Base Salary Median	\$6,612
Base Salary Average	\$6,471
Percentage Above or Below Median	-15.20%
Percentage Above or Below Average	-12.75%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Administrative Assistant	\$ 6,419			\$ 398	\$ 321				\$ 3,593			\$ 10,731
City of Folsom	Administrative Assistant	\$ 7,383			\$ 458	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,273
City of Roseville	Administrative Assistant	\$ 7,270				\$ 218	\$ 1,143			\$ 1,347			\$ 9,978
City of Brentwood	Administrative Assistant II	\$ 7,207					\$ 2,583	\$ 156	\$ 23				\$ 9,969
City of Elk Grove	Administrative Assistant II	\$ 6,553				\$ 262	\$ 2,735	\$ 168	\$ 36				\$ 9,754
City of Livermore	Administrative Clerk II	\$ 7,136				\$ 163				\$ 2,050			\$ 9,348
City of Lathrop	Administrative Assistant II	\$ 6,671					\$ 2,187						\$ 8,858
City of Manteca	Administrative Assistant II	\$ 5,739				\$ 115	\$ 2,700	\$ 110	\$ 17				\$ 8,681
City of Lodi	Administrative Assistant	\$ 6,078	\$ -304			\$ 182	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,119
City of Davis	Office Assistant III ¹	\$ 5,262						\$ 210		\$ 2,392			\$ 7,863
City of Modesto	Administrative Office Assistant II	\$ 4,732				\$ 47	\$ 2,110						\$ 6,889

Total Compensation Median	\$9,551
Total Compensation Average	\$9,178
Percentage Above or Below Median	-10.02%
Percentage Above or Below Average	-5.73%
Total # of Matches:	10

Footnote(s):

1. Increase based on CPI

Administrative Specialist

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Administrative Technician	\$ 8,879	10/6/2025	10/5/2026	3.00%
City of Brentwood	Administrative Technician	\$ 8,358	7/1/2025	7/1/2026	3.00%
City of Tracy	Administrative Technician	\$ 7,929	7/1/2025	6/28/2026	4.00%
City of Lathrop	Administrative Technician II	\$ 7,736	7/1/2025	Unknown	Unknown
City of Elk Grove	Senior Administrative Assistant	\$ 7,611	7/13/2025	Unknown	Unknown
City of Roseville	Administrative Technician	\$ 7,092	1/1/2026	1/1/2027	3.00%
City of Modesto	Administrative Services Technician II	\$ 7,025	7/1/2025	6/30/2026	3.00%
City of Davis	Administrative Specialist ¹	\$ 6,555	7/7/2025	7/1/2026	4.00%
City of Manteca	Administrative Specialist	\$ 6,173	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Folsom	N/C				

Base Salary Median	\$7,674
Base Salary Average	\$7,648
Percentage Above or Below Median	-24.31%
Percentage Above or Below Average	-23.90%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Administrative Technician	\$ 7,929			\$ 492	\$ 396				\$ 3,593			\$ 12,410
City of Brentwood	Administrative Technician	\$ 8,358					\$ 2,583	\$ 156	\$ 23				\$ 11,120
City of Livermore	Administrative Technician	\$ 8,879				\$ 163				\$ 2,050			\$ 11,091
City of Elk Grove	Senior Administrative Assistant	\$ 7,611				\$ 304	\$ 2,735	\$ 168	\$ 36				\$ 10,854
City of Lathrop	Administrative Technician II	\$ 7,736					\$ 2,187						\$ 9,923
City of Roseville	Administrative Technician	\$ 7,092				\$ 213	\$ 1,143			\$ 1,347			\$ 9,795
City of Modesto	Administrative Services Technician II	\$ 7,025				\$ 70	\$ 2,110						\$ 9,205
City of Manteca	Administrative Specialist	\$ 6,173				\$ 123	\$ 2,700	\$ 110	\$ 17				\$ 9,123
City of Davis	Administrative Specialist ¹	\$ 6,555								\$ 2,392			\$ 8,947
City of Folsom	N/C												
City of Lodi	N/C												

Total Compensation Median	\$10,369
Total Compensation Average	\$10,418
Percentage Above or Below Median	-13.87%
Percentage Above or Below Average	-14.20%
Total # of Matches:	8

Footnote(s):
1. Increase based on CPI

City of Manteca
Market Compensation Data
January 2026



Animal Services Officer

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Animal Control Officer	\$ 8,809	10/6/2025	10/5/2026	3.00%
City of Lathrop	Community Service Officer II	\$ 8,539	7/1/2025	Unknown	Unknown
City of Roseville	Animal Control Officer	\$ 7,642	1/1/2026	1/1/2027	3.00%
City of Folsom	Animal Control Officer	\$ 7,068	1/1/2026	Unknown	Unknown
City of Tracy	Animal Services Officer II	\$ 6,738	7/1/2025	6/28/2026	4.00%
City of Elk Grove	Animal Services Officer ¹	\$ 6,400	7/13/2025	7/1/2026	Unknown
City of Modesto	Police Animal Control Officer II	\$ 6,365	7/1/2025	6/30/2026	3.00%
City of Manteca	Animal Services Officer	\$ 5,847	7/1/2025	Unknown	Unknown
City of Lodi	Animal Services Officer	\$ 5,157	1/6/2025	Unknown	Unknown
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$6,903
Base Salary Average	\$7,090
Percentage Above or Below Median	-18.06%
Percentage Above or Below Average	-21.26%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Animal Control Officer	\$ 8,809				\$ 163				\$ 2,050			\$ 11,022
City of Lathrop	Community Service Officer II	\$ 8,539					\$ 2,187						\$ 10,726
City of Roseville	Animal Control Officer	\$ 7,642				\$ 229	\$ 1,143			\$ 1,347			\$ 10,361
City of Folsom	Animal Control Officer	\$ 7,068			\$ 438		\$ 2,198	\$ 117	\$ 18				\$ 9,839
City of Tracy	Animal Services Officer II	\$ 6,738			\$ 418	\$ 168				\$ 2,513			\$ 9,837
City of Elk Grove	Animal Services Officer ¹	\$ 6,400	\$ -192			\$ 256	\$ 2,735	\$ 168	\$ 36				\$ 9,403
City of Modesto	Police Animal Control Officer II	\$ 6,365				\$ 64	\$ 2,110				\$ 12		\$ 8,550
City of Manteca	Animal Services Officer	\$ 5,847	\$ -643			\$ 234	\$ 2,700	\$ 110	\$ 17				\$ 8,264
City of Lodi	Animal Services Officer	\$ 5,157	\$ -258			\$ 155	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,216
City of Brentwood	N/C												
City of Davis	N/C												

Total Compensation Median	\$9,838
Total Compensation Average	\$9,619
Percentage Above or Below Median	-19.04%
Percentage Above or Below Average	-16.40%
Total # of Matches:	8

Footnote(s):

1. Based on CPI 2-4%

City of Manteca
Market Compensation Data
January 2026



Animal Services Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Animal Control Supervisor	\$ 9,170	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Animal Services Supervisor	\$ 8,579	7/13/2025	Unknown	Unknown
City of Tracy	Animal Services Supervisor	\$ 8,190	7/1/2025	6/28/2026	4.00%
City of Modesto	Animal Control Supervisor	\$ 8,105	7/1/2025	6/30/2026	3.00%
City of Manteca	Animal Services Supervisor	\$ 8,042	7/1/2025	Unknown	Unknown
City of Lodi	Animal Services Supervisor	\$ 5,930	1/6/2025	Unknown	Unknown
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$8,190
Base Salary Average	\$7,995
Percentage Above or Below Median	-1.84%
Percentage Above or Below Average	0.59%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Animal Services Supervisor	\$ 8,190			\$ 508	\$ 410				\$ 3,593		\$ 80	\$ 12,780
City of Roseville	Animal Control Supervisor	\$ 9,170				\$ 275	\$ 1,143			\$ 1,347			\$ 11,935
City of Elk Grove	Animal Services Supervisor	\$ 8,579				\$ 343	\$ 2,735	\$ 168	\$ 36				\$ 11,861
City of Modesto	Animal Control Supervisor	\$ 8,105				\$ 122	\$ 2,110						\$ 10,337
City of Manteca	Animal Services Supervisor	\$ 8,042	\$ -885			\$ 322	\$ 2,700	\$ 110	\$ 17				\$ 10,306
City of Lodi	Animal Services Supervisor	\$ 5,930	\$ -297			\$ 178	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,974
City of Brentwood	N/C												
City of Davis	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												

Total Compensation Median	\$11,861
Total Compensation Average	\$10,977
Percentage Above or Below Median	-15.09%
Percentage Above or Below Average	-6.52%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026

Assistant City Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	City Manager, Assistant	\$ 25,797	11/17/2025	Unknown	Unknown
City of Elk Grove	Assistant City Manager	\$ 24,431	7/13/2025	Unknown	Unknown
City of Tracy	Assistant City Manager	\$ 23,978	7/1/2025	6/28/2026	4.00%
City of Roseville	Assistant City Manager	\$ 23,623	1/1/2026	1/1/2027	3.00%
City of Lodi	Assistant City Manager	\$ 23,062	10/1/2025	Unknown	Unknown
City of Brentwood	Assistant City Manager	\$ 23,003	7/1/2025	7/1/2026	3.00%
City of Modesto	Deputy City Manager	\$ 22,022	7/1/2025	6/30/2026	3.00%
City of Folsom	Assistant City Manager	\$ 21,716	7/1/2025	Unknown	Unknown
City of Davis	Assistant City Manager ¹	\$ 21,269	7/7/2025	7/1/2026	4.00%
City of Manteca	Assistant City Manager	\$ 20,785	7/1/2025	Unknown	Unknown
City of Lathrop	Assistant City Manager	\$ 20,772	9/8/2025	Unknown	Unknown

Base Salary Median	\$23,033
Base Salary Average	\$22,967
Percentage Above or Below Median	-10.81%
Percentage Above or Below Average	-10.50%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Assistant City Manager	\$ 23,978			\$ 953	\$ 1,199				\$ 3,593		\$ 80	\$ 29,802
City of Elk Grove	Assistant City Manager	\$ 24,431				\$ 977	\$ 2,735	\$ 168	\$ 36				\$ 28,347
City of Brentwood	Assistant City Manager	\$ 23,003		\$ 920		\$ 110	\$ 2,583	\$ 156	\$ 23			\$ 1,460	\$ 28,255
City of Livermore	City Manager, Assistant	\$ 25,797				\$ 401				\$ 1,950			\$ 28,147
City of Roseville	Assistant City Manager	\$ 23,623				\$ 709	\$ 1,143			\$ 1,347			\$ 26,821
City of Folsom	Assistant City Manager	\$ 21,716			\$ 953	\$ 1,412	\$ 2,198	\$ 117	\$ 18				\$ 26,414
City of Lodi	Assistant City Manager	\$ 23,062				\$ 692	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 25,916
City of Manteca	Assistant City Manager	\$ 20,785	\$ -1,663	\$ 1,039		\$ 1,247	\$ 2,700	\$ 110	\$ 17				\$ 24,235
City of Davis	Assistant City Manager ¹	\$ 21,269						\$ 210		\$ 2,392			\$ 23,870
City of Modesto	Deputy City Manager	\$ 22,022	\$ -1,431	\$ 440		\$ 330	\$ 2,110						\$ 23,471
City of Lathrop	Assistant City Manager	\$ 20,772					\$ 2,187						\$ 22,959

Total Compensation Median	\$26,618
Total Compensation Average	\$26,400
Percentage Above or Below Median	-9.83%
Percentage Above or Below Average	-8.93%
Total # of Matches:	10

Footnote(s):

1. Non sworn employees receive same increases as the Individual Management Employee Group; Increase based on CPI

City of Manteca
Market Compensation Data
January 2026



Associate Civil Engineer

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Associate Civil Engineer	\$ 14,389	7/1/2025	7/1/2026	3.00%
City of Manteca	Associate Civil Engineer	\$ 13,641	7/1/2025	Unknown	Unknown
City of Livermore	Assistant Civil Engineer	\$ 12,596	10/6/2025	10/5/2026	3.00%
City of Lathrop	Associate Engineer	\$ 12,367	7/1/2025	Unknown	Unknown
City of Tracy	Associate Civil Engineer	\$ 11,905	7/1/2025	6/28/2026	4.00%
City of Lodi	Associate Civil Engineer	\$ 11,900	1/6/2025	Unknown	Unknown
City of Elk Grove	Associate Civil Engineer	\$ 11,805	7/13/2025	Unknown	Unknown
City of Roseville	Associate Engineer (PE)	\$ 11,667	1/1/2026	1/1/2027	3.00%
City of Folsom	Associate Civil Engineer	\$ 11,512	1/1/2026	Unknown	Unknown
City of Modesto	Associate Civil/Traffic Engineer	\$ 11,452	7/1/2025	6/30/2026	3.00%
City of Davis	Associate Civil Engineer ¹	\$ 11,182	7/7/2025	7/1/2026	4.00%

Base Salary Median	\$11,852
Base Salary Average	\$12,077
Percentage Above or Below Median	13.11%
Percentage Above or Below Average	11.46%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Associate Civil Engineer	\$ 14,389		\$ 110		\$ 288	\$ 2,583	\$ 156	\$ 23				\$ 17,549
City of Tracy	Associate Civil Engineer	\$ 11,905			\$ 738	\$ 595				\$ 3,593		\$ 80	\$ 16,911
City of Manteca	Associate Civil Engineer	\$ 13,641	\$ -784			\$ 273	\$ 2,700	\$ 110	\$ 17				\$ 15,958
City of Elk Grove	Associate Civil Engineer	\$ 11,805				\$ 472	\$ 2,735	\$ 168	\$ 36				\$ 15,216
City of Folsom	Associate Civil Engineer	\$ 11,512			\$ 714	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 14,859
City of Livermore	Assistant Civil Engineer	\$ 12,596				\$ 163				\$ 2,050			\$ 14,809
City of Lathrop	Associate Engineer	\$ 12,367					\$ 2,187						\$ 14,554
City of Roseville	Associate Engineer (PE)	\$ 11,667				\$ 350	\$ 1,143			\$ 1,347			\$ 14,507
City of Lodi	Associate Civil Engineer	\$ 11,900	\$ -357			\$ 357	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 14,062
City of Modesto	Associate Civil/Traffic Engineer	\$ 11,452				\$ 172	\$ 2,110						\$ 13,734
City of Davis	Associate Civil Engineer ¹	\$ 11,182								\$ 2,392			\$ 13,574

Total Compensation Median	\$14,681
Total Compensation Average	\$14,977
Percentage Above or Below Median	7.99%
Percentage Above or Below Average	6.13%
Total # of Matches:	10

Footnote(s):
1. Increase based on CPI

City of Manteca
Market Compensation Data
January 2026

Associate Planner

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Planner, Associate	\$ 12,581	10/6/2025	10/5/2026	3.00%
City of Brentwood	Associate Planner	\$ 12,408	7/1/2025	7/1/2026	3.00%
City of Lathrop	Associate Planner	\$ 10,404	7/1/2025	Unknown	Unknown
City of Manteca	Associate Planner	\$ 9,703	7/1/2025	Unknown	Unknown
City of Tracy	Associate Planner	\$ 9,595	7/1/2025	6/28/2026	4.00%
City of Elk Grove	Associate Planner	\$ 9,479	7/13/2025	Unknown	Unknown
City of Roseville	Associate Planner	\$ 9,439	1/1/2026	1/1/2027	3.00%
City of Davis	Associate Planner ¹	\$ 9,270	7/7/2025	7/1/2026	4.00%
City of Modesto	Associate Planner	\$ 9,171	7/1/2025	6/30/2026	3.00%
City of Folsom	Associate Planner	\$ 8,975	7/1/2025	7/1/2026	3.00%
City of Lodi	Associate Planner	\$ 8,287	1/6/2025	Unknown	Unknown

Base Salary Median	\$9,459
Base Salary Average	\$9,961
Percentage Above or Below Median	2.52%
Percentage Above or Below Average	-2.65%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Associate Planner	\$ 12,408		\$ 110		\$ 248	\$ 2,583	\$ 156	\$ 23				\$ 15,528
City of Livermore	Planner, Associate	\$ 12,581				\$ 163				\$ 2,050			\$ 14,793
City of Tracy	Associate Planner	\$ 9,595			\$ 595	\$ 480				\$ 3,593		\$ 80	\$ 14,343
City of Elk Grove	Associate Planner	\$ 9,479				\$ 379	\$ 2,735	\$ 168	\$ 36				\$ 12,797
City of Lathrop	Associate Planner	\$ 10,404					\$ 2,187						\$ 12,591
City of Roseville	Associate Planner	\$ 9,439				\$ 283	\$ 1,143			\$ 1,347			\$ 12,212
City of Manteca	Associate Planner	\$ 9,703	\$ -558			\$ 194	\$ 2,700	\$ 110	\$ 17				\$ 12,166
City of Folsom	Associate Planner	\$ 8,975			\$ 556	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,964
City of Davis	Associate Planner ¹	\$ 9,270						\$ 210		\$ 2,392			\$ 11,871
City of Modesto	Associate Planner	\$ 9,171				\$ 138	\$ 2,110						\$ 11,419
City of Lodi	Associate Planner	\$ 8,287	\$ -249			\$ 249	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,449

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$12,402
Total Compensation Average	\$12,797
Percentage Above or Below Median	-1.94%
Percentage Above or Below Average	-5.18%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026



Battalion Chief

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Folsom	Fire Battalion Chief	\$ 16,672	1/1/2026	Unknown	Unknown
City of Roseville	Fire Battalion Chief	\$ 16,120	1/1/2026	1/1/2027	3.00%
City of Modesto	Fire Battalion Chief	\$ 15,494	7/1/2025	6/30/2026	5.00%
City of Davis	Fire Battalion Chief ¹	\$ 15,061	7/7/2025	7/1/2026	4.00%
City of Lodi	Fire Battalion Chief	\$ 13,987	7/1/2024	Unknown	Unknown
City of Manteca	Battalion Chief	\$ 13,363	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$15,494
Base Salary Average	\$15,467
Percentage Above or Below Median	-15.95%
Percentage Above or Below Average	-15.75%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Fire Battalion Chief	\$ 16,672			\$ 953	\$ 250	\$ 2,198	\$ 117	\$ 18				\$ 20,209
City of Roseville	Fire Battalion Chief	\$ 16,120				\$ 484	\$ 1,143			\$ 1,347			\$ 19,094
City of Davis	Fire Battalion Chief ¹	\$ 15,061						\$ 210		\$ 3,039			\$ 18,310
City of Modesto	Fire Battalion Chief	\$ 15,494	\$ -1,007	\$ 310		\$ 232	\$ 2,110						\$ 17,139
City of Manteca	Battalion Chief	\$ 13,363	\$ -768	\$ 802			\$ 2,700	\$ 110	\$ 17				\$ 16,223
City of Lodi	Fire Battalion Chief	\$ 13,987	\$ -420			\$ 420	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 16,149
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):
1. 56 hrs; Increase based on CPI

Total Compensation Median	\$18,310
Total Compensation Average	\$18,180
Percentage Above or Below Median	-12.87%
Percentage Above or Below Average	-12.07%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026



Budget Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Budget Manager	\$ 15,439	1/1/2026	1/1/2027	3.00%
City of Lodi	Budget Manager	\$ 14,793	1/6/2025	Unknown	Unknown
City of Folsom	Financial Services Manager	\$ 14,745	7/1/2025	Unknown	Unknown
City of Elk Grove	Budget Manager	\$ 14,409	7/13/2025	Unknown	Unknown
City of Modesto	Budget Manager	\$ 14,286	7/1/2025	6/30/2026	3.00%
City of Tracy	Budget Officer	\$ 13,537	7/1/2025	6/28/2026	4.00%
City of Manteca	Budget Manager	\$ 11,497	7/1/2025	Unknown	Unknown
City of Lathrop	Budget Manager ¹	\$ 10,931	7/1/2025	Unknown	Unknown
City of Livermore	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$14,409
Base Salary Average	\$14,020
Percentage Above or Below Median	-25.33%
Percentage Above or Below Average	-21.95%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Financial Services Manager	\$ 14,745			\$ 914	\$ 737	\$ 2,198	\$ 117	\$ 18				\$ 18,730
City of Roseville	Budget Manager	\$ 15,439				\$ 463	\$ 1,143			\$ 1,347			\$ 18,392
City of Tracy	Budget Officer	\$ 13,537	\$ -406		\$ 839	\$ 677				\$ 3,593			\$ 18,240
City of Elk Grove	Budget Manager	\$ 14,409				\$ 576	\$ 2,735	\$ 168	\$ 36				\$ 17,924
City of Lodi	Budget Manager	\$ 14,793	\$ -444			\$ 444	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 16,955
City of Modesto	Budget Manager	\$ 14,286	\$ -929	\$ 286		\$ 214	\$ 2,110						\$ 15,968
City of Manteca	Budget Manager	\$ 11,497	\$ -661			\$ 230	\$ 2,700	\$ 110	\$ 17				\$ 13,892
City of Lathrop	Budget Manager ¹	\$ 10,931					\$ 2,187						\$ 13,118
City of Brentwood	N/C												
City of Davis	N/C												
City of Livermore	N/C												

Footnote(s):
1. Not budgeted

Total Compensation Median	\$17,924
Total Compensation Average	\$17,047
Percentage Above or Below Median	-29.02%
Percentage Above or Below Average	-22.71%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

Building Inspector II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Building Inspector II	\$ 11,205	10/6/2025	10/5/2026	3.00%
City of Brentwood	Building Inspector II	\$ 10,699	7/1/2025	7/1/2026	3.00%
City of Tracy	Building Inspector II	\$ 10,083	7/1/2025	6/28/2026	4.00%
City of Roseville	Building Inspector II	\$ 8,987	1/1/2026	1/1/2027	3.00%
City of Lathrop	Building Inspector II	\$ 8,539	7/1/2025	Unknown	Unknown
City of Davis	Building Inspector II*	\$ 8,522	7/7/2025	7/1/2026	4.00%
City of Folsom	Building Inspector II	\$ 8,341	7/1/2025	7/1/2026	3.00%
City of Modesto	Building Inspector II	\$ 8,147	7/1/2025	6/30/2026	3.00%
City of Lodi	Building Inspector II	\$ 7,702	1/6/2025	Unknown	Unknown
City of Manteca	Building Inspector II	\$ 7,328	7/1/2025	Unknown	Unknown
City of Elk Grove	N/C				

Base Salary Median	\$8,539
Base Salary Average	\$9,136
Percentage Above or Below Median	-16.53%
Percentage Above or Below Average	-24.67%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Building Inspector II	\$ 10,083			\$ 625	\$ 252				\$ 2,513			\$ 13,473
City of Brentwood	Building Inspector II	\$ 10,699					\$ 2,583	\$ 156	\$ 23				\$ 13,461
City of Livermore	Building Inspector II	\$ 11,205				\$ 163				\$ 2,050			\$ 13,417
City of Roseville	Building Inspector II	\$ 8,987				\$ 270	\$ 1,143			\$ 1,347			\$ 11,747
City of Folsom	Building Inspector II	\$ 8,341			\$ 517	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,291
City of Davis	Building Inspector II*	\$ 8,522								\$ 2,392			\$ 10,914
City of Lathrop	Building Inspector II	\$ 8,539					\$ 2,187						\$ 10,726
City of Modesto	Building Inspector II	\$ 8,147				\$ 81	\$ 2,110						\$ 10,338
City of Manteca	Building Inspector II	\$ 7,328				\$ 147	\$ 2,700	\$ 110	\$ 17				\$ 10,301
City of Lodi	Building Inspector II	\$ 7,702	\$ -385			\$ 231	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 9,710
City of Elk Grove	N/C												

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$11,291
Total Compensation Average	\$11,675
Percentage Above or Below Median	-9.60%
Percentage Above or Below Average	-13.34%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026

City Attorney

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Elk Grove	City Attorney	\$ 26,641	6/30/2025	Unknown	Unknown
City of Livermore	City Attorney	\$ 26,272	9/29/2025	Unknown	Unknown
City of Roseville	City Attorney	\$ 26,088	1/11/2025	Unknown	Unknown
City of Folsom	City Attorney	\$ 25,578	7/1/2025	Unknown	Unknown
City of Tracy	City Attorney	\$ 25,340	7/14/2025	6/28/2026	4.00%
City of Lathrop	City Attorney	\$ 23,966	9/8/2025	Unknown	Unknown
City of Lodi	City Attorney	\$ 23,143	10/1/2025	Unknown	Unknown
City of Modesto	City Attorney	\$ 23,137	7/1/2025	6/30/2026	3.00%
City of Manteca	City Attorney	\$ 22,250	7/1/2025	Unknown	Unknown
City of Brentwood	City Attorney	\$ 20,833	6/11/2024	Unknown	Unknown
City of Davis	N/C				

Base Salary Median	\$25,340
Base Salary Average	\$24,555
Percentage Above or Below Median	-13.89%
Percentage Above or Below Average	-10.36%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Elk Grove	City Attorney	\$ 26,641		\$ 799		\$ 1,598	\$ 2,735	\$ 168	\$ 36				\$ 31,977
City of Tracy	City Attorney	\$ 25,340			\$ 953	\$ 1,267				\$ 3,593		\$ 247	\$ 31,400
City of Folsom	City Attorney	\$ 25,578			\$ 953	\$ 1,663	\$ 2,198	\$ 117	\$ 18				\$ 30,526
City of Roseville	City Attorney	\$ 26,088				\$ 783	\$ 1,143			\$ 1,347			\$ 29,361
City of Livermore	City Attorney	\$ 26,272				\$ 585				\$ 1,950			\$ 28,807
City of Lathrop	City Attorney	\$ 23,966					\$ 2,187						\$ 26,153
City of Manteca	City Attorney	\$ 22,250	\$ -1,780	\$ 1,113		\$ 1,335	\$ 2,700	\$ 110	\$ 17				\$ 25,744
City of Modesto	City Attorney	\$ 23,137	\$ -1,504	\$ 1,157		\$ 347	\$ 2,110						\$ 25,247
City of Lodi	City Attorney	\$ 23,143	\$ -1,389			\$ 694	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 24,611
City of Brentwood	City Attorney	\$ 20,833		\$ 110		\$ 833	\$ 2,583	\$ 156	\$ 23				\$ 24,539
City of Davis	N/C												

Total Compensation Median	\$28,807
Total Compensation Average	\$28,069
Percentage Above or Below Median	-11.90%
Percentage Above or Below Average	-9.03%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026



City Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	City Manager	\$ 32,741	11/17/2025	Unknown	Unknown
City of Roseville	City Manager	\$ 30,230	1/11/2025	Unknown	Unknown
City of Tracy	City Manager	\$ 28,201	7/1/2025	6/28/2026	4.00%
City of Folsom	City Manager	\$ 27,673	7/1/2025	Unknown	Unknown
City of Elk Grove	City Manager	\$ 26,880	12/29/2024	Unknown	Unknown
City of Modesto	City Manager	\$ 26,832	7/1/2025	6/30/2026	3.00%
City of Lathrop	City Manager	\$ 25,718	9/8/2025	Unknown	Unknown
City of Brentwood	City Manager	\$ 24,567	4/27/2025	Unknown	Unknown
City of Lodi	City Manager	\$ 24,267	10/1/2025	Unknown	Unknown
City of Davis	City Manager¹	\$ 24,038	9/15/2024	Unknown	Unknown
City of Manteca	City Manager	\$ 23,201	7/1/2025	Unknown	Unknown

Base Salary Median	\$26,856
Base Salary Average	\$27,115
Percentage Above or Below Median	-15.75%
Percentage Above or Below Average	-16.87%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	City Manager	\$ 32,741				\$ 1,958				\$ 1,950			\$ 36,649
City of Tracy	City Manager	\$ 28,201			\$ 953	\$ 1,410				\$ 3,593		\$ 247	\$ 34,403
City of Roseville	City Manager	\$ 30,230				\$ 1,512	\$ 1,143			\$ 1,347			\$ 34,232
City of Folsom	City Manager	\$ 27,673			\$ 953	\$ 1,799	\$ 2,198	\$ 117	\$ 18				\$ 32,758
City of Elk Grove	City Manager	\$ 26,880				\$ 1,344	\$ 2,735	\$ 168	\$ 36				\$ 31,163
City of Modesto	City Manager	\$ 26,832	\$ -1,744	\$ 1,342		\$ 402	\$ 2,110						\$ 28,942
City of Lathrop	City Manager	\$ 25,718					\$ 2,187						\$ 27,905
City of Brentwood	City Manager	\$ 24,567					\$ 2,583	\$ 156	\$ 23				\$ 27,329
City of Manteca	City Manager	\$ 23,201	\$ -1,856	\$ 1,160		\$ 1,392	\$ 2,700	\$ 110	\$ 17				\$ 26,724
City of Davis	City Manager¹	\$ 24,038						\$ 210		\$ 2,392			\$ 26,639
City of Lodi	City Manager	\$ 24,267	\$ -1,456			\$ 728	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 25,701

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$30,052
Total Compensation Average	\$30,572
Percentage Above or Below Median	-12.46%
Percentage Above or Below Average	-14.40%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026



CMMS Specialist

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Asset Management Specialist	\$ 11,855	10/6/2025	10/5/2026	3.00%
City of Manteca	CMMS Specialist	\$ 7,887	7/1/2025	Unknown	Unknown
City of Folsom	Utilities Technician	\$ 7,206	7/1/2025	7/1/2026	3.00%
City of Tracy	N/C				
City of Roseville	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Asset Management Specialist	\$ 11,855				\$ 163				\$ 2,050			\$ 14,068
City of Manteca	CMMS Specialist	\$ 7,887				\$ 394	\$ 2,700	\$ 110	\$ 17				\$ 11,108
City of Folsom	Utilities Technician	\$ 7,206			\$ 447	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,086
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

City of Manteca
Market Compensation Data
January 2026



Code Enforcement Officer

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Neighborhood Preservation Officer	\$ 10,939	10/6/2025	10/5/2026	3.00%
City of Brentwood	Code Enforcement Officer II	\$ 10,699	7/1/2025	7/1/2026	3.00%
City of Lathrop	Community Service Officer II	\$ 8,539	7/1/2025	Unknown	Unknown
City of Tracy	Code Enforcement Officer	\$ 8,155	7/1/2025	6/28/2026	-4.00%
City of Folsom	Code Enforcement Officer II	\$ 7,944	7/1/2025	7/1/2026	3.00%
City of Elk Grove	Code Enforcement Officer	\$ 7,843	7/13/2025	Unknown	Unknown
City of Roseville	Code Enforcement Inspector II	\$ 7,768	1/1/2026	1/1/2027	3.00%
City of Lodi	Community Improvement Officer II	\$ 7,336	1/6/2025	Unknown	Unknown
City of Manteca	Code Enforcement Officer	\$ 7,284	7/1/2025	Unknown	Unknown
City of Modesto	Code Enforcement Officer II Neighborhood Preservation	\$ 6,854	7/1/2025	6/30/2026	3.00%
City of Davis	N/C				

Base Salary Median	\$7,944
Base Salary Average	\$8,453
Percentage Above or Below Median	-9.06%
Percentage Above or Below Average	-16.04%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Code Enforcement Officer II	\$ 10,699					\$ 2,583	\$ 156	\$ 23				\$ 13,461
City of Livermore	Neighborhood Preservation Officer	\$ 10,939			\$ 163					\$ 2,050			\$ 13,151
City of Tracy	Code Enforcement Officer	\$ 8,155			\$ 506	\$ 204				\$ 2,513			\$ 11,377
City of Elk Grove	Code Enforcement Officer	\$ 7,843				\$ 314	\$ 2,735	\$ 168	\$ 36				\$ 11,096
City of Folsom	Code Enforcement Officer II	\$ 7,944			\$ 493	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,870
City of Lathrop	Community Service Officer II	\$ 8,539					\$ 2,187						\$ 10,726
City of Roseville	Code Enforcement Inspector II	\$ 7,768				\$ 233	\$ 1,143			\$ 1,347			\$ 10,491
City of Manteca	Code Enforcement Officer	\$ 7,284	\$ -801			\$ 291	\$ 2,700	\$ 110	\$ 17				\$ 9,601
City of Lodi	Community Improvement Officer II	\$ 7,336	\$ -367			\$ 220	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 9,351
City of Modesto	Code Enforcement Officer II Neighborhood Preservation	\$ 6,854				\$ 69	\$ 2,110						\$ 9,032
City of Davis	N/C												

Total Compensation Median	\$10,870
Total Compensation Average	\$11,062
Percentage Above or Below Median	-13.21%
Percentage Above or Below Average	-15.21%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026

Code Enforcement Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Code Enforcement Supervisor	\$ 13,036	7/1/2025	7/1/2026	3.00%
City of Lathrop	Community Services Supervisor	\$ 11,484	7/1/2025	Unknown	Unknown
City of Folsom	Code Enforcement Supervisor	\$ 10,696	1/1/2026	Unknown	Unknown
City of Roseville	Code Enforcement Supervisor	\$ 10,617	1/1/2026	1/1/2027	3.00%
City of Manteca	Code Enforcement Supervisor	\$ 9,452	7/1/2025	Unknown	Unknown
City of Modesto	Neighborhood Preservation Supervisor	\$ 8,516	7/1/2025	6/30/2026	3.00%
City of Tracy	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$10,696
Base Salary Average	\$10,870
Percentage Above or Below Median	-13.16%
Percentage Above or Below Average	-15.00%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Code Enforcement Supervisor	\$ 13,036		\$ 110		\$ 261	\$ 2,583	\$ 156	\$ 23				\$ 16,169
City of Folsom	Code Enforcement Supervisor	\$ 10,696			\$ 663	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 13,993
City of Lathrop	Community Services Supervisor	\$ 11,484					\$ 2,187						\$ 13,671
City of Roseville	Code Enforcement Supervisor	\$ 10,617				\$ 319	\$ 1,143			\$ 1,347			\$ 13,425
City of Manteca	Code Enforcement Supervisor	\$ 9,452	\$ -544	\$ 567			\$ 2,700	\$ 110	\$ 17				\$ 12,303
City of Modesto	Neighborhood Preservation Supervisor	\$ 8,516				\$ 128	\$ 2,110						\$ 10,754
City of Davis	N/C												
City of Elk Grove	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Total Compensation Median	\$13,671
Total Compensation Average	\$13,602
Percentage Above or Below Median	-11.12%
Percentage Above or Below Average	-10.56%
Total # of Matches:	5

Collection System Technician III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Folsom	Wastewater Collection Technician III	\$ 8,758	7/1/2025	7/1/2026	3.00%
City of Lathrop	Utility Operator II	\$ 8,753	7/1/2025	Unknown	Unknown
City of Brentwood	Wastewater Collection System Worker II	\$ 8,567	7/1/2025	7/1/2026	3.00%
City of Livermore	Wastewater Collections Systems Worker II	\$ 8,532	10/6/2025	10/5/2026	3.00%
City of Roseville	[Wastewater Utility Maintenance Worker II /Preventative Maintenance Technician III]	\$ 8,458	5/1/2025	Unknown	Unknown
City of Tracy	[Utilities Worker II /Senior Utilities Worker]	\$ 7,633	7/1/2025	6/28/2026	4.00%
City of Modesto	Utilities Services Worker III	\$ 7,202	7/1/2025	6/30/2026	3.00%
City of Manteca	Collection System Technician III	\$ 6,178	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$8,532
Base Salary Average	\$8,272
Percentage Above or Below Median	-38.08%
Percentage Above or Below Average	-33.87%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Wastewater Collection Technician III	\$ 8,758			\$ 543	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,734
City of Brentwood	Wastewater Collection System Worker II	\$ 8,567					\$ 2,583	\$ 156	\$ 23				\$ 11,329
City of Roseville	[Wastewater Utility Maintenance Worker II /Preventative Maintenance Technician III]	\$ 8,458				\$ 100	\$ 1,143			\$ 1,347			\$ 11,048
City of Lathrop	Utility Operator II	\$ 8,753					\$ 2,187						\$ 10,940
City of Tracy	[Utilities Worker II /Senior Utilities Worker]	\$ 7,633			\$ 473		\$ 191			\$ 2,513			\$ 10,810
City of Livermore	Wastewater Collections Systems Worker II	\$ 8,532					\$ 163			\$ 2,050			\$ 10,745
City of Modesto	Utilities Services Worker III	\$ 7,202				\$ 72	\$ 2,110						\$ 9,384
City of Manteca	Collection System Technician III	\$ 6,178				\$ 308	\$ 2,700	\$ 110	\$ 17				\$ 9,318
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lodi	N/C												

Footnote(s):

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$10,940
Total Compensation Average	\$10,856
Percentage Above or Below Median	-17.45%
Percentage Above or Below Average	-16.54%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

Community Service Officer II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Lathrop	Community Service Officer II	\$ 8,539	7/1/2025	Unknown	Unknown
City of Livermore	Community Service Specialist II	\$ 8,167	10/6/2025	10/5/2026	3.00%
City of Brentwood	Community Services Officer II	\$ 8,154	7/1/2025	7/1/2026	3.00%
City of Manteca	Community Service Officer II	\$ 7,284	7/1/2025	Unknown	Unknown
City of Tracy	Community Service Officer	\$ 7,121	7/1/2025	6/28/2026	4.00%
City of Roseville	Community Services Officer II	\$ 6,947	1/1/2026	1/1/2027	3.00%
City of Folsom	Police Community Service Officer	\$ 6,905	1/1/2026	Unknown	Unknown
City of Elk Grove	Community Service Officer	\$ 6,618	7/13/2025	Unknown	Unknown
City of Davis	Public Safety Specialist ¹	\$ 6,425	7/7/2025	Unknown	Unknown
City of Modesto	Police Community Service Officer II	\$ 6,365	7/1/2025	6/30/2026	3.00%
City of Lodi	N/C				

Base Salary Median	\$6,947
Base Salary Average	\$7,249
Percentage Above or Below Median	4.63%
Percentage Above or Below Average	0.49%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Community Services Officer II	\$ 8,154					\$ 2,583	\$ 156	\$ 23				\$ 10,917
City of Lathrop	Community Service Officer II	\$ 8,539					\$ 2,187						\$ 10,726
City of Livermore	Community Service Specialist II	\$ 8,167				\$ 163				\$ 2,050			\$ 10,380
City of Tracy	Community Service Officer	\$ 7,121			\$ 442	\$ 178				\$ 2,513			\$ 10,253
City of Elk Grove	Community Service Officer	\$ 6,618				\$ 265	\$ 2,735	\$ 168	\$ 36				\$ 9,822
City of Folsom	Police Community Service Officer	\$ 6,905			\$ 428		\$ 2,198	\$ 117	\$ 18				\$ 9,666
City of Roseville	Community Services Officer II	\$ 6,947				\$ 208	\$ 1,143			\$ 1,347			\$ 9,646
City of Manteca	Community Service Officer II	\$ 7,284	-\$ 801			\$ 291	\$ 2,700	\$ 110	\$ 17				\$ 9,601
City of Davis	Public Safety Specialist ¹	\$ 6,425						\$ 210		\$ 2,392			\$ 9,027
City of Modesto	Police Community Service Officer II	\$ 6,365				\$ 64	\$ 2,110				\$ 12		\$ 8,550
City of Lodi	N/C												

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$9,822
Total Compensation Average	\$9,887
Percentage Above or Below Median	-2.29%
Percentage Above or Below Average	-2.98%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026

Construction Inspector II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Construction Inspector II	\$ 10,699	7/1/2025	7/1/2026	3.00%
City of Tracy	Construction Inspector II	\$ 10,090	7/1/2025	6/28/2026	4.00%
City of Lathrop	Construction Inspector II	\$ 8,972	7/1/2025	Unknown	Unknown
City of Manteca	Construction Inspector II	\$ 8,681	7/1/2025	Unknown	Unknown
City of Elk Grove	Public Works Inspector II	\$ 8,665	7/13/2025	Unknown	Unknown
City of Roseville	Construction Inspector II	\$ 8,366	1/1/2026	1/1/2027	3.00%
City of Davis	Public Works Inspector II ¹	\$ 8,270	7/7/2025	7/1/2026	4.00%
City of Modesto	Construction Inspector	\$ 8,147	7/1/2025	6/30/2026	3.00%
City of Folsom	Construction Inspector II	\$ 7,944	7/1/2025	7/1/2026	3.00%
City of Lodi	Public Works Inspector II	\$ 7,702	1/6/2025	Unknown	Unknown
City of Livermore	N/C				

Base Salary Median	\$8,366
Base Salary Average	\$8,762
Percentage Above or Below Median	3.63%
Percentage Above or Below Average	-0.93%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Construction Inspector II	\$ 10,090			\$ 626	\$ 252				\$ 2,513			\$ 13,481
City of Brentwood	Construction Inspector II	\$ 10,699					\$ 2,583	\$ 156	\$ 23				\$ 13,461
City of Elk Grove	Public Works Inspector II	\$ 8,665				\$ 347	\$ 2,735	\$ 168	\$ 36				\$ 11,950
City of Manteca	Construction Inspector II	\$ 8,681				\$ 174	\$ 2,700	\$ 110	\$ 17				\$ 11,681
City of Lathrop	Construction Inspector II	\$ 8,972					\$ 2,187						\$ 11,159
City of Roseville	Construction Inspector II	\$ 8,366				\$ 251	\$ 1,143			\$ 1,347			\$ 11,107
City of Davis	Public Works Inspector II ¹	\$ 8,270						\$ 210		\$ 2,392			\$ 10,871
City of Folsom	Construction Inspector II	\$ 7,944			\$ 493	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,870
City of Modesto	Construction Inspector	\$ 8,147				\$ 81	\$ 2,110						\$ 10,338
City of Lodi	Public Works Inspector II	\$ 7,702	\$ -385			\$ 231	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 9,710
City of Livermore	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$11,107
Total Compensation Average	\$11,439
Percentage Above or Below Median	4.91%
Percentage Above or Below Average	2.08%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026



Crime Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Crime & Intelligence Analyst	\$ 10,846	10/6/2025	10/5/2026	3.00%
City of Roseville	Crime Analyst	\$ 9,735	1/1/2026	1/1/2027	3.00%
City of Folsom	Crime Analyst	\$ 9,249	1/1/2026	Unknown	Unknown
City of Lathrop	Crime & Intelligence Analyst	\$ 8,753	7/1/2025	Unknown	Unknown
City of Tracy	Crime Analyst	\$ 8,651	7/1/2025	6/28/2026	4.00%
City of Davis	Crime Analyst ¹	\$ 8,375	7/7/2025	Unknown	Unknown
City of Modesto	Police and Crime Intelligence Analyst II	\$ 7,949	7/1/2025	6/30/2026	3.00%
City of Manteca	Crime Analyst	\$ 7,653	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$8,753
Base Salary Average	\$9,080
Percentage Above or Below Median	-14.37%
Percentage Above or Below Average	-18.64%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Crime Analyst	\$ 8,651			\$ 536	\$ 433				\$ 3,593			\$ 13,213
City of Livermore	Crime & Intelligence Analyst	\$ 10,846				\$ 163				\$ 2,050			\$ 13,058
City of Roseville	Crime Analyst	\$ 9,735				\$ 292	\$ 1,143			\$ 1,347			\$ 12,518
City of Folsom	Crime Analyst	\$ 9,249			\$ 573		\$ 2,198	\$ 117	\$ 18				\$ 12,156
City of Davis	Crime Analyst ¹	\$ 8,375						\$ 210		\$ 2,392			\$ 10,976
City of Lathrop	Crime & Intelligence Analyst	\$ 8,753					\$ 2,187						\$ 10,940
City of Modesto	Police and Crime Intelligence Analyst II	\$ 7,949				\$ 79	\$ 2,110				\$ 12		\$ 10,151
City of Manteca	Crime Analyst	\$ 7,653	\$ -842			\$ 308	\$ 2,700	\$ 110	\$ 17				\$ 9,941
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$12,156
Total Compensation Average	\$11,859
Percentage Above or Below Median	-22.24%
Percentage Above or Below Average	-19.25%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

Cross Connection Control Specialist II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Cross Connection Control Specialist	\$ 9,457	7/1/2025	7/1/2026	3.00%
City of Folsom	Water Quality Technician	\$ 8,758	7/1/2025	7/1/2026	3.00%
City of Lathrop	Cross Connection Control Specialist	\$ 8,753	7/1/2025	Unknown	Unknown
City of Tracy	Environmental Compliance Technician	\$ 7,637	7/1/2025	6/28/2026	4.00%
City of Manteca	Cross Connection Control Specialist II	\$ 6,176	7/1/2025	Unknown	Unknown
City of Roseville	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$8,755
Base Salary Average	\$8,651
Percentage Above or Below Median	-41.69%
Percentage Above or Below Average	-40.01%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Cross Connection Control Specialist	\$ 9,457					\$ 2,583	\$ 156	\$ 23				\$ 12,219
City of Folsom	Water Quality Technician	\$ 8,758			\$ 543	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,734
City of Lathrop	Cross Connection Control Specialist	\$ 8,753					\$ 2,187						\$ 10,940
City of Tracy	Environmental Compliance Technician	\$ 7,637			\$ 474	\$ 191				\$ 2,513			\$ 10,815
City of Manteca	Cross Connection Control Specialist II	\$ 6,176				\$ 303	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Davis	N/C												
City of Elk Grove	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Roseville	N/C												

Total Compensation Median	\$11,337
Total Compensation Average	\$11,427
Percentage Above or Below Median	-21.71%
Percentage Above or Below Average	-22.68%
Total # of Matches:	4

City of Manteca
Market Compensation Data
January 2026

Custodian II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Manteca	Custodian II	\$ 5,336	7/1/2025	Unknown	Unknown
City of Roseville	Custodian	\$ 5,143	1/1/2026	1/1/2027	3.00%
City of Davis	Custodian II*	\$ 4,836	7/7/2025	7/1/2026	4.00%
City of Modesto	Custodian II	\$ 4,396	7/1/2025	6/30/2026	3.00%
City of Tracy	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Manteca	Custodian II	\$ 5,336				\$ 267	\$ 2,700	\$ 110	\$ 17				\$ 8,428
City of Davis	Custodian II*	\$ 4,836						\$ 210		\$ 3,039			\$ 8,085
City of Roseville	Custodian	\$ 5,143				\$ 154	\$ 1,143			\$ 1,347			\$ 7,788
City of Modesto	Custodian II	\$ 4,396				\$ 44	\$ 2,110						\$ 6,550
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

City of Manteca
Market Compensation Data
January 2026

Customer Service Representative

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Accounting Assistant II	\$ 7,387	7/1/2025	7/1/2026	3.00%
City of Lathrop	Customer Service Representative II	\$ 7,363	7/1/2025	Unknown	Unknown
City of Livermore	Account Clerk	\$ 7,344	10/6/2025	10/5/2026	3.00%
City of Tracy	Account Clerk	\$ 6,448	7/1/2025	6/28/2026	4.00%
City of Folsom	Revenue Technician II	\$ 6,225	7/1/2025	7/1/2026	3.00%
City of Elk Grove	Customer Service Representative	\$ 5,755	7/13/2025	Unknown	Unknown
City of Roseville	Utility Customer Service Representative II	\$ 5,741	1/1/2026	1/1/2027	3.00%
City of Davis	Finance Assistant II'	\$ 5,651	7/7/2025	7/1/2026	4.00%
City of Modesto	Account Clerk II	\$ 5,354	7/1/2025	6/30/2026	3.00%
City of Manteca	Customer Service Representative	\$ 5,208	7/1/2025	Unknown	Unknown
City of Lodi	Customer Service Representative II	\$ 5,046	1/6/2025	Unknown	Unknown

Base Salary Median	\$5,990
Base Salary Average	\$6,231
Percentage Above or Below Median	-15.02%
Percentage Above or Below Average	-19.66%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Account Clerk	\$ 6,448			\$ 400	\$ 322				\$ 3,593			\$ 10,762
City of Brentwood	Accounting Assistant II	\$ 7,387					\$ 2,583	\$ 156	\$ 23				\$ 10,150
City of Livermore	Account Clerk	\$ 7,344				\$ 163				\$ 2,050			\$ 9,557
City of Lathrop	Customer Service Representative II	\$ 7,363					\$ 2,187						\$ 9,550
City of Folsom	Revenue Technician II	\$ 6,225			\$ 386	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 9,044
City of Elk Grove	Customer Service Representative	\$ 5,755				\$ 230	\$ 2,735	\$ 168	\$ 36				\$ 8,924
City of Roseville	Utility Customer Service Representative II	\$ 5,741				\$ 172	\$ 1,143			\$ 1,347			\$ 8,403
City of Manteca	Customer Service Representative	\$ 5,208				\$ 104	\$ 2,700	\$ 110	\$ 17				\$ 8,139
City of Davis	Finance Assistant II'	\$ 5,651								\$ 2,392			\$ 8,042
City of Modesto	Account Clerk II	\$ 5,354				\$ 54	\$ 2,110						\$ 7,518
City of Lodi	Customer Service Representative II	\$ 5,046	\$ -252			\$ 151	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,107

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$8,984
Total Compensation Average	\$8,906
Percentage Above or Below Median	-10.39%
Percentage Above or Below Average	-9.42%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026



Deputy City Clerk

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Davis	Deputy City Clerk II*	\$ 6,883	7/7/2025	7/1/2026	4.00%
City of Folsom	Assistant City Clerk	\$ 6,862	7/1/2025	7/1/2026	3.00%
City of Lodi	Deputy City Clerk	\$ 6,600	1/6/2025	Unknown	Unknown
City of Modesto	Deputy City Clerk	\$ 6,491	7/1/2025	6/30/2026	3.00%
City of Manteca	Deputy City Clerk	\$ 6,173	7/1/2025	Unknown	Unknown
City of Roseville	Deputy City Clerk II	\$ 5,638	1/1/2026	1/1/2027	3.00%
City of Tracy	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$6,600
Base Salary Average	\$6,495
Percentage Above or Below Median	-6.92%
Percentage Above or Below Average	-5.21%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Assistant City Clerk	\$ 6,862			\$ 425	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 9,720
City of Davis	Deputy City Clerk II*	\$ 6,883						\$ 210		\$ 2,392			\$ 9,485
City of Manteca	Deputy City Clerk	\$ 6,173				\$ 123	\$ 2,700	\$ 110	\$ 17				\$ 9,123
City of Modesto	Deputy City Clerk	\$ 6,491				\$ 97	\$ 2,110						\$ 8,699
City of Lodi	Deputy City Clerk	\$ 6,600	\$ -396			\$ 198	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,564
City of Roseville	Deputy City Clerk II	\$ 5,638				\$ 169	\$ 1,143			\$ 1,347			\$ 8,297
City of Elk Grove	N/C						\$ 2,735	\$ 168	\$ 36				\$ 2,939
City of Brentwood	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$8,699
Total Compensation Average	\$8,953
Percentage Above or Below Median	4.65%
Percentage Above or Below Average	1.87%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026

Development Services Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Community Development Technician II	\$ 9,693	7/1/2025	7/1/2026	3.00%
City of Livermore	Permit Technician II	\$ 8,520	10/6/2025	10/5/2026	3.00%
City of Tracy	Building Permit Technician II	\$ 8,072	7/1/2025	6/28/2026	4.00%
City of Lathrop	Permit Technician II	\$ 7,736	7/1/2025	Unknown	Unknown
City of Roseville	Development Technician II	\$ 7,135	1/1/2026	1/1/2027	3.00%
City of Davis	Development Services Technician II*	\$ 7,043	7/7/2025	7/1/2026	4.00%
City of Modesto	Development Services Technician II	\$ 7,025	7/1/2025	6/30/2026	3.00%
City of Manteca	Development Services Technician II	\$ 6,805	7/1/2025	Unknown	Unknown
City of Folsom	Building Plans Technician II	\$ 6,536	7/1/2025	7/1/2026	3.00%
City of Lodi	Permit Technician	\$ 5,773	1/6/2025	Unknown	Unknown
City of Elk Grove	N/C				

Base Salary Median	\$7,135
Base Salary Average	\$7,504
Percentage Above or Below Median	-4.84%
Percentage Above or Below Average	-10.27%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Building Permit Technician II	\$ 8,072			\$ 500	\$ 404				\$ 3,593			\$ 12,569
City of Brentwood	Community Development Technician II	\$ 9,693					\$ 2,583	\$ 156	\$ 23				\$ 12,455
City of Livermore	Permit Technician II	\$ 8,520				\$ 163				\$ 2,050			\$ 10,733
City of Lathrop	Permit Technician II	\$ 7,736					\$ 2,187						\$ 9,923
City of Roseville	Development Technician II	\$ 7,135				\$ 214	\$ 1,143			\$ 1,347			\$ 9,839
City of Manteca	Development Services Technician II	\$ 6,805				\$ 133	\$ 2,700	\$ 110	\$ 17				\$ 9,765
City of Davis	Development Services Technician II*	\$ 7,043								\$ 2,392			\$ 9,435
City of Folsom	Building Plans Technician II	\$ 6,536			\$ 405	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 9,374
City of Modesto	Development Services Technician II	\$ 7,025				\$ 70	\$ 2,110						\$ 9,205
City of Lodi	Permit Technician	\$ 5,773	\$ -289			\$ 173	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,819
City of Elk Grove	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$9,839
Total Compensation Average	\$10,150
Percentage Above or Below Median	-0.73%
Percentage Above or Below Average	-3.92%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026

Director of Development Services

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Community Development Director	\$ 23,451	11/17/2025	Unknown	Unknown
City of Brentwood	Director of Community Development	\$ 21,895	7/1/2025	7/1/2026	3.00%
City of Roseville	Development Services Director	\$ 20,948	1/1/2026	1/1/2027	3.00%
City of Tracy	Director of Community and Economic Development	\$ 20,325	7/1/2025	6/28/2026	4.00%
City of Modesto	Director of Community and Economic Development	\$ 19,951	7/1/2025	6/30/2026	3.00%
City of Elk Grove	Community Development Director	\$ 19,820	7/13/2025	Unknown	Unknown
City of Folsom	Community Development Director	\$ 19,748	7/1/2025	Unknown	Unknown
City of Lathrop	Director of Community Development	\$ 19,289	7/1/2025	Unknown	Unknown
City of Manteca	Director of Development Services	\$ 17,917	7/1/2025	Unknown	Unknown
City of Davis	Community Development Director ¹	\$ 16,962	7/7/2025	7/1/2026	4.00%
City of Lodi	Community Development Director	\$ 16,802	1/6/2025	Unknown	Unknown

Base Salary Median	\$19,885
Base Salary Average	\$19,919
Percentage Above or Below Median	-10.99%
Percentage Above or Below Average	-11.17%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Director of Community Development	\$ 21,895		\$ 876		\$ 110	\$ 2,583	\$ 156	\$ 23			\$ 1,389	\$ 27,032
City of Tracy	Director of Community and Economic Development	\$ 20,325			\$ 953	\$ 1,016				\$ 3,593		\$ 80	\$ 25,967
City of Livermore	Community Development Director	\$ 23,451				\$ 401				\$ 1,950			\$ 25,802
City of Folsom	Community Development Director	\$ 19,748			\$ 953	\$ 1,284	\$ 2,198	\$ 117	\$ 18				\$ 24,318
City of Roseville	Development Services Director	\$ 20,948				\$ 628	\$ 1,143			\$ 1,347			\$ 24,066
City of Elk Grove	Community Development Director	\$ 19,820				\$ 793	\$ 2,735	\$ 168	\$ 36				\$ 23,552
City of Lathrop	Director of Community Development	\$ 19,289					\$ 2,187						\$ 21,476
City of Modesto	Director of Community and Economic Development	\$ 19,951	\$ -1,297	\$ 399		\$ 299	\$ 2,110						\$ 21,462
City of Manteca	Director of Development Services	\$ 17,917	\$ -1,433	\$ 896		\$ 1,075	\$ 2,700	\$ 110	\$ 17				\$ 21,281
City of Davis	Community Development Director ¹	\$ 16,962						\$ 210		\$ 2,392			\$ 19,564
City of Lodi	Community Development Director	\$ 16,802				\$ 504	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 19,468

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$23,809
Total Compensation Average	\$23,271
Percentage Above or Below Median	-11.88%
Percentage Above or Below Average	-9.35%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026

Director of Engineering

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Director of Engineering/City Engineer	\$ 21,895	7/1/2025	7/1/2026	3.00%
City of Modesto	Director of Engineering Services	\$ 21,485	7/1/2025	6/30/2026	3.00%
City of Manteca	Director of Engineering	\$ 19,785	7/1/2025	Unknown	Unknown
City of Lathrop	City Engineer	\$ 18,360	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Roseville	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Director of Engineering/City Engineer	\$ 21,895		\$ 876		\$ 110	\$ 2,583	\$ 156	\$ 23			\$ 1,389	\$ 27,032
City of Manteca	Director of Engineering	\$ 19,785	\$ -1,583	\$ 989		\$ 1,187	\$ 2,700	\$ 110	\$ 17				\$ 23,205
City of Modesto	Director of Engineering Services	\$ 21,485	\$ -1,397	\$ 430		\$ 322	\$ 2,110						\$ 22,950
City of Lathrop	City Engineer	\$ 18,360					\$ 2,187						\$ 20,547
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

City of Manteca
Market Compensation Data
January 2026



Director of Finance

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	City Treasurer/Director of Finance & Information Systems	\$ 21,895	7/1/2025	7/1/2026	3.00%
City of Roseville	Finance Director	\$ 20,948	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Finance Director	\$ 20,421	7/13/2025	Unknown	Unknown
City of Tracy	Director of Finance	\$ 20,325	7/1/2025	6/28/2026	4.00%
City of Folsom	Finance Director	\$ 19,852	7/1/2025	Unknown	Unknown
City of Manteca	Director of Finance	\$ 19,785	7/1/2025	Unknown	Unknown
City of Lathrop	Director of Finance	\$ 18,819	7/1/2025	Unknown	Unknown
City of Modesto	Director of Finance	\$ 18,528	7/1/2025	6/30/2026	3.00%
City of Davis	Finance Director ¹	\$ 17,811	7/7/2025	7/1/2026	4.00%
City of Lodi	N/C				
City of Livermore	N/C				

Base Salary Median	\$20,088
Base Salary Average	\$19,825
Percentage Above or Below Median	-1.53%
Percentage Above or Below Average	-0.20%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	City Treasurer/Director of Finance & Information Systems	\$ 21,895		\$ 876		\$ 110	\$ 2,583	\$ 156	\$ 23			\$ 1,389	\$ 27,032
City of Tracy	Director of Finance	\$ 20,325			\$ 953	\$ 1,016				\$ 3,593		\$ 80	\$ 25,967
City of Folsom	Finance Director	\$ 19,852			\$ 953	\$ 1,290	\$ 2,198	\$ 117	\$ 18				\$ 24,429
City of Elk Grove	Finance Director	\$ 20,421				\$ 817	\$ 2,735	\$ 168	\$ 36				\$ 24,177
City of Roseville	Finance Director	\$ 20,948				\$ 628	\$ 1,143			\$ 1,347			\$ 24,067
City of Manteca	Director of Finance	\$ 19,785	\$ -1,583	\$ 989		\$ 1,187	\$ 2,700	\$ 110	\$ 17				\$ 23,205
City of Lathrop	Director of Finance	\$ 18,819					\$ 2,187						\$ 21,006
City of Davis	Finance Director ¹	\$ 17,811						\$ 210		\$ 2,392			\$ 20,413
City of Modesto	Director of Finance	\$ 18,528	\$ -1,204	\$ 371		\$ 278	\$ 2,110						\$ 20,082
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$24,122
Total Compensation Average	\$23,396
Percentage Above or Below Median	-3.95%
Percentage Above or Below Average	-0.82%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026



Director of Human Resources

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Director of Human Resources/Risk Manager	\$ 21,895	7/1/2025	7/1/2026	3.00%
City of Roseville	Human Resources Director	\$ 20,947	1/1/2026	1/1/2027	3.00%
City of Tracy	Director of Human Resources	\$ 20,325	7/1/2025	6/28/2026	4.00%
City of Elk Grove	Human Resources Director	\$ 20,019	7/13/2025	Unknown	Unknown
City of Modesto	Director of Human Resources	\$ 18,528	7/1/2025	6/30/2026	3.00%
City of Manteca	Director of Human Resources	\$ 17,917	7/1/2025	Unknown	Unknown
City of Lathrop	Director of Human Resources	\$ 17,912	7/1/2025	Unknown	Unknown
City of Davis	Human Resources Director ¹	\$ 17,811	7/7/2025	7/1/2026	4.00%
City of Folsom	Human Resources Director	\$ 16,598	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Livermore	N/C				

Base Salary Median	\$19,273
Base Salary Average	\$19,254
Percentage Above or Below Median	-7.57%
Percentage Above or Below Average	-7.46%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Director of Human Resources/Risk Manager	\$ 21,895		\$ 876		\$ 110	\$ 2,583	\$ 156	\$ 23			\$ 1,389	\$ 27,032
City of Tracy	Director of Human Resources	\$ 20,325			\$ 953	\$ 1,016				\$ 3,593		\$ 80	\$ 25,967
City of Roseville	Human Resources Director	\$ 20,947				\$ 628	\$ 1,143			\$ 1,347			\$ 24,065
City of Elk Grove	Human Resources Director	\$ 20,019				\$ 801	\$ 2,735	\$ 168	\$ 36				\$ 23,759
City of Manteca	Director of Human Resources	\$ 17,917	\$ -1,433	\$ 896		\$ 1,075	\$ 2,700	\$ 110	\$ 17				\$ 24,231
City of Folsom	Human Resources Director	\$ 16,598			\$ 953	\$ 1,079	\$ 2,198	\$ 117	\$ 18				\$ 20,963
City of Davis	Human Resources Director ¹	\$ 17,811						\$ 210		\$ 2,392			\$ 20,413
City of Lathrop	Director of Human Resources	\$ 17,912					\$ 2,187						\$ 20,099
City of Modesto	Director of Human Resources	\$ 18,528	\$ -1,204	\$ 371		\$ 278	\$ 2,110						\$ 20,082
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$22,361
Total Compensation Average	\$22,797
Percentage Above or Below Median	-5.07%
Percentage Above or Below Average	-7.13%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026

Director of IT & Innovation

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Chief Information Officer	\$ 20,948	1/1/2026	1/1/2027	3.00%
City of Tracy	Chief Innovation Officer	\$ 20,325	7/1/2025	6/28/2026	4.00%
City of Elk Grove	Chief Information Officer	\$ 20,019	7/13/2025	Unknown	Unknown
City of Modesto	Chief Information Officer	\$ 18,528	7/1/2025	6/30/2026	3.00%
City of Lathrop	Director of Information Systems	\$ 17,912	7/1/2025	Unknown	Unknown
City of Davis	Information Technology Director ¹	\$ 17,811	7/7/2025	7/1/2026	4.00%
City of Manteca	Director of IT & Innovation	\$ 16,264	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Livermore	N/C				
City of Folsom	N/C				
City of Brentwood	N/C				

Base Salary Median	\$19,273
Base Salary Average	\$19,257
Percentage Above or Below Median	-18.50%
Percentage Above or Below Average	-18.40%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Chief Innovation Officer	\$ 20,325			\$ 953	\$ 1,016				\$ 3,593		\$ 80	\$ 25,967
City of Roseville	Chief Information Officer	\$ 20,948				\$ 628	\$ 1,143			\$ 1,347			\$ 24,066
City of Elk Grove	Chief Information Officer	\$ 20,019				\$ 801	\$ 2,735	\$ 168	\$ 36				\$ 23,759
City of Davis	Information Technology Director ¹	\$ 17,811						\$ 210		\$ 2,392			\$ 20,413
City of Lathrop	Director of Information Systems	\$ 17,912					\$ 2,187						\$ 20,099
City of Modesto	Chief Information Officer	\$ 18,528	\$ -1,204	\$ 371		\$ 278	\$ 2,110						\$ 20,082
City of Manteca	Director of IT & Innovation	\$ 16,264	\$ -1,301	\$ 813		\$ 976	\$ 2,700	\$ 110	\$ 17				\$ 19,579
City of Brentwood	N/C												
City of Folsom	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$22,086
Total Compensation Average	\$22,397
Percentage Above or Below Median	-12.80%
Percentage Above or Below Average	-14.40%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026



Director of Legislative Services/City Clerk

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Lathrop	Director of Government Services/City Clerk	\$ 17,912	7/1/2025	Unknown	Unknown
City of Roseville	City Clerk	\$ 17,312	1/1/2026	1/1/2027	3.00%
City of Manteca	Director of Legislative Services/City Clerk	\$ 16,264	7/1/2025	Unknown	Unknown
City of Folsom	City Clerk	\$ 15,794	7/1/2025	Unknown	Unknown
City of Brentwood	City Clerk	\$ 15,496	7/1/2025	7/1/2026	3.00%
City of Livermore	City Clerk	\$ 15,390	7/14/2025	7/13/2026	3.00%
City of Davis	City Clerk ¹	\$ 14,174	7/7/2025	7/1/2026	4.00%
City of Modesto	City Clerk	\$ 14,120	7/1/2025	6/30/2026	3.00%
City of Tracy	City Clerk	\$ 13,854	7/1/2025	6/28/2026	4.00%
City of Elk Grove	City Clerk	\$ 13,795	7/13/2025	Unknown	Unknown
City of Lodi	City Clerk	\$ 12,813	1/6/2025	Unknown	Unknown

Base Salary Median	\$14,782
Base Salary Average	\$15,066
Percentage Above or Below Median	9.11%
Percentage Above or Below Average	7.37%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	City Clerk	\$ 17,312				\$ 519	\$ 1,143			\$ 1,347			\$ 20,321
City of Folsom	City Clerk	\$ 15,794			\$ 953	\$ 1,027	\$ 2,198	\$ 117					\$ 20,107
City of Lathrop	Director of Government Services/City Clerk	\$ 17,912					\$ 2,187						\$ 20,099
City of Manteca	Director of Legislative Services/City Clerk	\$ 16,264	\$ -1,301	\$ 813		\$ 976	\$ 2,700	\$ 110	\$ 17				\$ 19,573
City of Tracy	City Clerk	\$ 13,854			\$ 859	\$ 693				\$ 3,593		\$ 80	\$ 19,078
City of Brentwood	City Clerk	\$ 15,496		\$ 110		\$ 465	\$ 2,583	\$ 156	\$ 23				\$ 18,833
City of Elk Grove	City Clerk	\$ 13,795				\$ 2,042	\$ 2,735	\$ 168	\$ 36				\$ 18,775
City of Livermore	City Clerk	\$ 15,390				\$ 401				\$ 1,950			\$ 17,741
City of Modesto	City Clerk	\$ 14,120		\$ 706		\$ 212	\$ 2,110						\$ 17,148
City of Davis	City Clerk ¹	\$ 14,174						\$ 210		\$ 2,392			\$ 16,776
City of Lodi	City Clerk	\$ 12,813	\$ -769			\$ 384	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 14,591

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$18,804
Total Compensation Average	\$18,347
Percentage Above or Below Median	3.96%
Percentage Above or Below Average	6.29%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026



Director of Utilities

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Environmental Utilities Director	\$ 23,336	1/1/2026	1/1/2027	3.00%
City of Modesto	Director of Utilities	\$ 21,485	7/1/2025	6/30/2026	3.00%
City of Folsom	Director of Environment & Water Resources	\$ 19,681	7/1/2024	Unknown	Unknown
City of Tracy	Assistant Director - Utilities	\$ 17,818	7/1/2025	6/28/2026	4.00%
City of Davis	Public Works Director U&O*	\$ 17,811	7/7/2025	7/1/2026	4.00%
City of Livermore	Water Resources Division Manager	\$ 17,808	7/14/2025	7/13/2026	3.00%
City of Lodi	Utilities Manager	\$ 15,137	1/6/2025	Unknown	Unknown
City of Manteca	Director of Utilities	\$ 13,964	7/1/2025	Unknown	Unknown
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$17,818
Base Salary Average	\$19,011
Percentage Above or Below Median	-27.60%
Percentage Above or Below Average	-36.15%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Davis	Public Works Director U&O*	\$ 17,811						\$ 210		\$ 23,971			\$ 41,992
City of Roseville	Environmental Utilities Director	\$ 23,336				\$ 700	\$ 1,143			\$ 1,347			\$ 26,526
City of Folsom	Director of Environment & Water Resources	\$ 19,681			\$ 953	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 23,267
City of Modesto	Director of Utilities	\$ 21,485	\$ -1,397	\$ 430		\$ 322	\$ 2,110						\$ 22,950
City of Tracy	Assistant Director - Utilities	\$ 17,818	\$ -535		\$ 953	\$ 891				\$ 3,593			\$ 22,720
City of Livermore	Water Resources Division Manager	\$ 17,808				\$ 401				\$ 1,950			\$ 20,159
City of Lodi	Utilities Manager	\$ 15,137	\$ -454			\$ 454	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 17,299
City of Manteca	Director of Utilities	\$ 13,964	\$ -803			\$ 273	\$ 2,700	\$ 110	\$ 17				\$ 16,267
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												

Footnote(s):
1. Next salary increase is 2-4% based on CPI.

Total Compensation Median	\$22,950
Total Compensation Average	\$24,988
Percentage Above or Below Median	-41.09%
Percentage Above or Below Average	-53.61%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026



Economic Development Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Manteca	Economic Development Analyst	\$ 10,693	7/1/2025	Unknown	Unknown
City of Tracy	Economic Development Analyst II	\$ 10,687	7/1/2025	6/28/2026	4.00%
City of Roseville	Economic Development Analyst II	\$ 10,137	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Economic Development Analyst II	\$ 9,964	7/13/2025	Unknown	Unknown
City of Livermore	Economic Development Specialist	\$ 9,739	10/6/2025	10/5/2026	3.00%
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$10,051
Base Salary Average	\$10,132
Percentage Above or Below Median	6.01%
Percentage Above or Below Average	5.25%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Economic Development Analyst II	\$ 10,687			\$ 663	\$ 534				\$ 3,593		\$ 80	\$ 15,556
City of Elk Grove	Economic Development Analyst II	\$ 9,964				\$ 399	\$ 2,735	\$ 168	\$ 36				\$ 13,301
City of Manteca	Economic Development Analyst	\$ 10,693	-\$ 615			\$ 214	\$ 2,788	\$ 110	\$ 17				\$ 13,118
City of Roseville	Economic Development Analyst II	\$ 10,137				\$ 304	\$ 1,143			\$ 1,347			\$ 12,931
City of Livermore	Economic Development Specialist	\$ 9,739				\$ 163				\$ 2,050			\$ 11,951
City of Brentwood	N/C												
City of Davis	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												

Total Compensation Median	\$13,116
Total Compensation Average	\$13,435
Percentage Above or Below Median	0.02%
Percentage Above or Below Average	-2.41%
Total # of Matches:	4

Electrical/Instrumentation Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Water Resources Instrument Control Technician	\$ 10,484	10/6/2025	10/5/2026	3.00%
City of Folsom	Electrical and Instrument Technician	\$ 10,389	7/1/2025	7/1/2026	3.00%
City of Roseville	Environmental Utilities Instrument and Control Technician II	\$ 10,383	5/1/2025	Unknown	Unknown
City of Davis	[Electrician /Utilities & SCADA Control Systems Technician]'	\$ 9,560	7/7/2025	7/1/2026	4.00%
City of Tracy	Instrumentation Technician	\$ 9,397	7/1/2025	6/28/2026	4.00%
City of Lathrop	Electrician/Instrument Technician	\$ 9,196	7/1/2025	Unknown	Unknown
City of Manteca	Electrical/Instrumentation Technician II	\$ 8,690	7/1/2025	Unknown	Unknown
City of Modesto	Electrical and Instrumentation Technician	\$ 7,949	7/1/2025	6/30/2026	3.00%
City of Lodi	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$9,560
Base Salary Average	\$9,623
Percentage Above or Below Median	-10.01%
Percentage Above or Below Average	-10.73%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Electrical and Instrument Technician	\$ 10,389			\$ 644	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 13,466
City of Roseville	Environmental Utilities Instrument and Control Technician II	\$ 10,383			\$ 100	\$ 100	\$ 1,143			\$ 1,347			\$ 12,973
City of Tracy	Instrumentation Technician	\$ 9,397			\$ 583	\$ 235				\$ 2,513			\$ 12,728
City of Livermore	Water Resources Instrument Control Technician	\$ 10,484				\$ 163				\$ 2,050			\$ 12,697
City of Davis	[Electrician /Utilities & SCADA Control Systems Technician]'	\$ 9,560								\$ 2,392			\$ 11,952
City of Manteca	Electrical/Instrumentation Technician II	\$ 8,690				\$ 435	\$ 2,700	\$ 110	\$ 17				\$ 11,952
City of Lathrop	Electrician/Instrument Technician	\$ 9,196					\$ 2,187						\$ 11,383
City of Modesto	Electrical and Instrumentation Technician	\$ 7,949				\$ 79	\$ 2,110						\$ 10,139
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lodi	N/C												

Footnote(s):
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches; Increase based on CPI

Total Compensation Median	\$12,697
Total Compensation Average	\$12,191
Percentage Above or Below Median	-6.23%
Percentage Above or Below Average	-2.00%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

Engineering Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Engineering Technician, Associate	\$ 10,939	10/6/2025	10/5/2026	3.00%
City of Brentwood	Engineering Technician	\$ 10,184	7/1/2025	7/1/2026	3.00%
City of Tracy	Engineering Technician II	\$ 8,882	7/1/2025	6/28/2026	4.00%
City of Davis	Engineering Technician II ¹	\$ 8,493	7/7/2025	7/1/2026	4.00%
City of Lathrop	Engineering Technician II	\$ 8,331	7/1/2025	Unknown	Unknown
City of Modesto	Engineering Assistant II	\$ 8,147	7/1/2025	6/30/2026	3.00%
City of Elk Grove	Engineering Technician II	\$ 8,027	7/13/2025	Unknown	Unknown
City of Folsom	Engineering Technician II	\$ 7,944	7/1/2025	7/1/2026	3.00%
City of Roseville	Engineering Technician II	\$ 7,860	1/1/2026	1/1/2027	3.00%
City of Lodi	Engineering Technician II	\$ 7,776	1/6/2025	Unknown	Unknown
City of Manteca	Engineering Technician II	\$ 7,696	7/1/2025	Unknown	Unknown

Base Salary Median	\$8,239
Base Salary Average	\$8,658
Percentage Above or Below Median	-7.05%
Percentage Above or Below Average	-12.50%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Engineering Technician, Associate	\$ 10,939				\$ 163				\$ 2,050			\$ 13,151
City of Brentwood	Engineering Technician	\$ 10,184					\$ 2,583	\$ 156	\$ 23				\$ 12,946
City of Tracy	Engineering Technician II	\$ 8,882			\$ 551					\$ 2,513			\$ 11,945
City of Elk Grove	Engineering Technician II	\$ 8,027				\$ 321	\$ 2,735	\$ 168	\$ 36				\$ 11,287
City of Davis	Engineering Technician II ¹	\$ 8,493								\$ 2,392			\$ 10,885
City of Folsom	Engineering Technician II	\$ 7,944			\$ 493	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,870
City of Manteca	Engineering Technician II	\$ 7,696				\$ 154	\$ 2,700	\$ 110	\$ 17				\$ 10,677
City of Roseville	Engineering Technician II	\$ 7,860				\$ 236	\$ 1,143			\$ 1,347			\$ 10,586
City of Lathrop	Engineering Technician II	\$ 8,331					\$ 2,187						\$ 10,518
City of Modesto	Engineering Assistant II	\$ 8,147				\$ 81	\$ 2,110						\$ 10,338
City of Lodi	Engineering Technician II	\$ 7,776	\$ -389			\$ 233	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 9,782

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$10,877
Total Compensation Average	\$11,231
Percentage Above or Below Median	-1.88%
Percentage Above or Below Average	-5.19%
Total # of Matches:	10

Environmental Compliance Specialist

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Environmental Compliance Inspector	\$ 11,522	7/1/2025	7/1/2026	3.00%
City of Livermore	Water Resources Source Control Inspector	\$ 11,137	10/6/2025	10/5/2026	3.00%
City of Davis	Environmental Compliance Specialist*	\$ 10,716	7/7/2025	7/1/2026	4.00%
City of Roseville	Industrial Waste Analyst	\$ 10,678	1/1/2026	1/1/2027	3.00%
City of Tracy	Environmental Compliance Technician /Environmental Compliance Analyst†	\$ 9,162	7/1/2025	6/28/2026	4.00%
City of Manteca	Environmental Compliance Specialist	\$ 7,875	7/1/2025	Unknown	Unknown
City of Modesto	Environmental Compliance Inspector II	\$ 7,755	7/1/2025	6/30/2026	3.00%
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$10,697
Base Salary Average	\$10,162
Percentage Above or Below Median	-35.84%
Percentage Above or Below Average	-29.04%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Environmental Compliance Inspector	\$ 11,522					\$ 2,583	\$ 156	\$ 23				\$ 14,284
City of Tracy	Environmental Compliance Technician /Environmental Compliance Analyst†	\$ 9,162			\$ 568	\$ 458				\$ 3,593		\$ 80	\$ 13,861
City of Roseville	Industrial Waste Analyst	\$ 10,678				\$ 320	\$ 1,143			\$ 1,347			\$ 13,489
City of Livermore	Water Resources Source Control Inspector	\$ 11,137				\$ 163				\$ 2,050			\$ 13,350
City of Davis	Environmental Compliance Specialist*	\$ 10,716								\$ 2,392			\$ 13,108
City of Manteca	Environmental Compliance Specialist	\$ 7,875				\$ 156	\$ 2,706	\$ 110	\$ 17				\$ 10,559
City of Modesto	Environmental Compliance Inspector II	\$ 7,755				\$ 78	\$ 2,110						\$ 9,942
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												

Footnote(s):
 1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.
 2. Increase based on CPI

Total Compensation Median	\$13,419
Total Compensation Average	\$13,006
Percentage Above or Below Median	-23.58%
Percentage Above or Below Average	-19.77%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026

Equipment Mechanic II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Mechanic	\$ 9,649	10/6/2025	10/5/2026	3.00%
City of Brentwood	Mechanic II	\$ 9,001	7/1/2025	7/1/2026	3.00%
City of Tracy	Equipment Mechanic II	\$ 8,162	7/1/2025	6/28/2026	4.00%
City of Davis	Equipment Mechanic II¹	\$ 6,795	7/7/2025	7/1/2026	Unknown
City of Lodi	Welder/Mechanic	\$ 6,558	1/6/2025	Unknown	Unknown
City of Manteca	Equipment Mechanic II	\$ 6,326	7/1/2025	Unknown	Unknown
City of Roseville	N/C				
City of Modesto	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$8,162
Base Salary Average	\$8,033
Percentage Above or Below Median	-29.04%
Percentage Above or Below Average	-26.99%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Mechanic	\$ 9,649				\$ 163				\$ 2,050			\$ 11,861
City of Brentwood	Mechanic II	\$ 9,001					\$ 2,583	\$ 156	\$ 23				\$ 11,763
City of Tracy	Equipment Mechanic II	\$ 8,162			\$ 506	\$ 204				\$ 2,513			\$ 11,386
City of Davis	Equipment Mechanic II¹	\$ 6,795						\$ 210		\$ 3,039			\$ 10,044
City of Manteca	Equipment Mechanic II	\$ 6,326				\$ 316	\$ 2,700	\$ 110	\$ 17				\$ 9,469
City of Lodi	Welder/Mechanic	\$ 6,558	\$ -393			\$ 197	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,523
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Modesto	N/C												
City of Roseville	N/C												

Footnote(s):
1. Next salary increase is 2-4% based on CPI.

Total Compensation Median	\$11,386
Total Compensation Average	\$10,715
Percentage Above or Below Median	-20.24%
Percentage Above or Below Average	-13.17%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026

Executive Assistant

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Executive Assistant	\$ 9,693	7/1/2025	7/1/2026	3.00%
City of Livermore	Administrative Specialist II	\$ 9,052	7/14/2025	Unknown	Unknown
City of Lodi	Executive Administrative Assistant	\$ 8,426	1/6/2025	Unknown	Unknown
City of Lathrop	Executive Assistant	\$ 8,331	7/1/2025	Unknown	Unknown
City of Roseville	Executive Assistant	\$ 8,015	1/1/2026	1/1/2027	3.00%
City of Tracy	Executive Assistant	\$ 7,809	7/1/2025	6/28/2026	4.00%
City of Elk Grove	Senior Administrative Assistant	\$ 7,611	7/13/2025	Unknown	Unknown
City of Folsom	Administrative Support Specialist	\$ 7,503	7/1/2025	Unknown	Unknown
City of Manteca	Executive Assistant	\$ 7,143	7/1/2025	Unknown	Unknown
City of Davis	Administrative Specialist Confidential ¹	\$ 6,883	7/7/2025	7/1/2026	4.00%
City of Modesto	Executive Assistant	\$ 6,812	7/1/2025	6/30/2026	3.00%

Base Salary Median	\$7,912
Base Salary Average	\$8,013
Percentage Above or Below Median	-10.77%
Percentage Above or Below Average	-12.19%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Executive Assistant	\$ 9,693					\$ 2,583	\$ 156	\$ 23				\$ 12,455
City of Tracy	Executive Assistant	\$ 7,809			\$ 484	\$ 390				\$ 3,593			\$ 12,276
City of Livermore	Administrative Specialist II	\$ 9,052				\$ 401				\$ 1,950			\$ 11,403
City of Elk Grove	Senior Administrative Assistant	\$ 7,611				\$ 304	\$ 2,735	\$ 168	\$ 36				\$ 10,854
City of Roseville	Executive Assistant	\$ 8,015				\$ 240	\$ 1,143			\$ 1,347			\$ 10,745
City of Lathrop	Executive Assistant	\$ 8,331					\$ 2,187						\$ 10,518
City of Folsom	Administrative Support Specialist	\$ 7,503			\$ 465	\$ 188	\$ 2,198	\$ 117	\$ 18				\$ 10,489
City of Lodi	Executive Administrative Assistant	\$ 8,426	\$ -506			\$ 253	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,335
City of Manteca	Executive Assistant	\$ 7,143				\$ 143	\$ 2,700	\$ 110	\$ 17				\$ 10,112
City of Davis	Administrative Specialist Confidential ¹	\$ 6,883						\$ 210		\$ 2,392			\$ 9,485
City of Modesto	Executive Assistant	\$ 6,812	\$ -443	\$ 136		\$ 102	\$ 2,110						\$ 8,718

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$10,632
Total Compensation Average	\$10,728
Percentage Above or Below Median	-5.14%
Percentage Above or Below Average	-6.09%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026



Facilities Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Public Works Manager	\$ 14,438	1/1/2026	1/1/2027	3.00%
City of Folsom	Facilities Maintenance Manager	\$ 12,404	1/1/2026	Unknown	Unknown
City of Manteca	Facilities Manager	\$ 11,219	7/1/2025	Unknown	Unknown
City of Lodi	Facilities Superintendent	\$ 9,984	1/6/2025	Unknown	Unknown
City of Davis	Facilities Superintendent*	\$ 8,344	7/7/2025	7/1/2026	4.00%
City of Tracy	N/C				
City of Modesto	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$11,194
Base Salary Average	\$11,292
Percentage Above or Below Median	0.22%
Percentage Above or Below Average	-0.65%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Public Works Manager	\$ 14,438				\$ 433	\$ 1,143			\$ 1,347			\$ 17,361
City of Folsom	Facilities Maintenance Manager	\$ 12,404			\$ 769	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,807
City of Manteca	Facilities Manager	\$ 11,219	\$ -645			\$ 224	\$ 2,700	\$ 110	\$ 17				\$ 13,625
City of Lodi	Facilities Superintendent	\$ 9,984	\$ -300			\$ 300	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 12,146
City of Davis	Facilities Superintendent*	\$ 8,344						\$ 210		\$ 3,039			\$ 11,593
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Modesto	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$13,976
Total Compensation Average	\$14,226
Percentage Above or Below Median	-2.58%
Percentage Above or Below Average	-4.41%
Total # of Matches:	4

City of Manteca
Market Compensation Data
January 2026

Facilities Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	[Electrician /Facilities Maintenance Worker III]*	\$ 9,461	7/1/2025	7/1/2026	3.00%
City of Modesto	Building Maintenance Specialist	\$ 8,147	7/1/2025	6/30/2026	3.00%
City of Livermore	Facilities Maintenance Worker II	\$ 8,109	10/6/2025	10/5/2026	3.00%
City of Tracy	Building Maintenance Worker II	\$ 7,388	7/1/2025	6/28/2026	4.00%
City of Folsom	Building Tradesworker II	\$ 7,206	7/1/2025	7/1/2026	3.00%
City of Roseville	Building Maintenance Worker II	\$ 7,172	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Facilities Technician II	\$ 6,685	7/13/2025	Unknown	Unknown
City of Manteca	Facilities Technician II	\$ 6,179	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Lathrop	N/C				
City of Davis	N/C				

Base Salary Median	\$7,388
Base Salary Average	\$7,738
Percentage Above or Below Median	-19.56%
Percentage Above or Below Average	-25.23%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	[Electrician /Facilities Maintenance Worker III]*	\$ 9,461					\$ 2,583	\$ 156	\$ 23				\$ 12,223
City of Tracy	Building Maintenance Worker II	\$ 7,388			\$ 458	\$ 185				\$ 2,513			\$ 10,543
City of Modesto	Building Maintenance Specialist	\$ 8,147				\$ 81	\$ 2,110						\$ 10,338
City of Livermore	Facilities Maintenance Worker II	\$ 8,109				\$ 163				\$ 2,050			\$ 10,322
City of Folsom	Building Tradesworker II	\$ 7,206			\$ 447	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,086
City of Elk Grove	Facilities Technician II	\$ 6,685				\$ 267	\$ 2,735	\$ 168	\$ 36				\$ 9,891
City of Roseville	Building Maintenance Worker II	\$ 7,172				\$ 215	\$ 1,143			\$ 1,347			\$ 9,877
City of Manteca	Facilities Technician II	\$ 6,179				\$ 308	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Davis	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												

Footnote(s):

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$10,322
Total Compensation Average	\$10,469
Percentage Above or Below Median	-10.81%
Percentage Above or Below Average	-12.39%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

Fire Captain

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Davis	Fire Captain¹	\$ 12,551	7/7/2025	7/1/2026	4.00%
City of Lodi	Fire Captain	\$ 11,889	1/6/2025	Unknown	Unknown
City of Modesto	Fire Captain	\$ 11,798	7/1/2025	6/30/2026	5.00%
City of Folsom	Fire Captain	\$ 11,671	7/1/2025	7/1/2026	2.50%
City of Roseville	Fire Captain	\$ 11,545	8/23/2025	1/1/2027	Unknown
City of Manteca	Fire Captain	\$ 11,354	9/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$11,798
Base Salary Average	\$11,891
Percentage Above or Below Median	-3.91%
Percentage Above or Below Average	-4.73%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Davis	Fire Captain¹	\$ 12,551						\$ 210		\$ 3,039			\$ 15,800
City of Folsom	Fire Captain	\$ 11,671			\$ 724		\$ 2,198	\$ 117	\$ 18				\$ 14,728
City of Roseville	Fire Captain	\$ 11,545				\$ 346	\$ 1,068			\$ 1,347			\$ 14,306
City of Manteca	Fire Captain	\$ 11,354				\$ 20	\$ 2,700	\$ 110	\$ 17				\$ 14,201
City of Lodi	Fire Captain	\$ 11,889	\$ -238			\$ 357	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 14,170
City of Modesto	Fire Captain	\$ 11,798	\$ -501							\$ 2,085			\$ 13,382
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):
1. 56 hr; Increase based on CPI

Total Compensation Median	\$14,306
Total Compensation Average	\$14,477
Percentage Above or Below Median	-0.74%
Percentage Above or Below Average	-1.95%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026



Fire Chief

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Folsom	Fire Chief	\$ 24,144	7/1/2025	Unknown	Unknown
City of Roseville	Fire Chief	\$ 22,609	1/1/2026	1/1/2027	3.00%
City of Manteca	Fire Chief	\$ 21,501	7/1/2025	Unknown	Unknown
City of Modesto	Fire Chief	\$ 21,129	7/1/2024	6/30/2026	5.00%
City of Davis	Fire Chief ¹	\$ 20,113	7/7/2025	7/1/2026	4.00%
City of Lodi	Fire Chief	\$ 18,790	1/6/2025	Unknown	Unknown
City of Tracy	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$21,129
Base Salary Average	\$21,357
Percentage Above or Below Median	1.73%
Percentage Above or Below Average	0.67%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Fire Chief	\$ 24,144			\$ 953	\$ 1,569	\$ 2,198	\$ 117	\$ 18				\$ 28,999
City of Roseville	Fire Chief	\$ 22,609				\$ 678	\$ 1,143			\$ 1,347			\$ 25,778
City of Manteca	Fire Chief	\$ 21,501	\$ -1,720	\$ 1,075		\$ 1,290	\$ 2,700	\$ 110	\$ 17				\$ 24,973
City of Modesto	Fire Chief	\$ 21,129	\$ -1,373	\$ 634		\$ 317	\$ 2,110						\$ 22,817
City of Davis	Fire Chief ¹	\$ 20,113						\$ 210		\$ 2,392			\$ 22,715
City of Lodi	Fire Chief	\$ 18,790				\$ 564	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 21,516
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):

1. sworn; Increase based on CPI

Total Compensation Median	\$22,817
Total Compensation Average	\$24,365
Percentage Above or Below Median	8.63%
Percentage Above or Below Average	2.43%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026



Fire Inspector II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Fire and Environmental Safety Inspector II	\$ 9,239	8/23/2025	1/1/2027	Unknown
City of Modesto	Fire Prevention Inspector II	\$ 7,755	7/1/2025	6/30/2026	3.00%
City of Folsom	Fire Prevention Officer	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Manteca	Fire Inspector II	\$ 7,328	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Fire and Environmental Safety Inspector II	\$ 9,239				\$ 277	\$ 1,068			\$ 1,347			\$ 11,931
City of Folsom	Fire Prevention Officer	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Manteca	Fire Inspector II	\$ 7,328				\$ 147	\$ 2,700	\$ 110	\$ 17				\$ 10,301
City of Modesto	Fire Prevention Inspector II	\$ 7,755				\$ 78	\$ 2,110				\$ 12		\$ 9,954
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

City of Manteca
Market Compensation Data
January 2026



Firefighter

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Davis	Firefighter II¹	\$ 10,914	7/7/2025	7/1/2026	4.00%
City of Folsom	Firefighter	\$ 9,600	7/1/2025	7/1/2026	2.50%
City of Modesto	Firefighter	\$ 9,216	7/1/2025	6/30/2026	5.00%
City of Lodi	Firefighter II	\$ 8,872	1/6/2025	Unknown	Unknown
City of Manteca	Firefighter	\$ 8,631	9/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Roseville	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$9,408
Base Salary Average	\$9,651
Percentage Above or Below Median	-9.01%
Percentage Above or Below Average	-11.81%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Davis	Firefighter II¹	\$ 10,914						\$ 210		\$ 3,039			\$ 14,163
City of Folsom	Firefighter	\$ 9,600			\$ 595		\$ 2,198	\$ 117	\$ 18				\$ 12,529
City of Manteca	Firefighter	\$ 8,631				\$ 20	\$ 2,798	\$ 110	\$ 17				\$ 11,478
City of Lodi	Firefighter II	\$ 8,872	\$ -177			\$ 266	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 11,122
City of Modesto	Firefighter	\$ 9,216	\$ -392							\$ 2,085			\$ 10,910
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Footnote(s):
1. 56 hr; Increase based on CPI

Total Compensation Median	\$11,825
Total Compensation Average	\$12,181
Percentage Above or Below Median	-3.03%
Percentage Above or Below Average	-6.12%
Total # of Matches:	4

City of Manteca
Market Compensation Data
January 2026

Firefighter Engineer

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Davis	Firefighter II*	\$ 10,914	7/7/2025	7/1/2026	4.00%
City of Roseville	Fire Engineer	\$ 10,592	8/23/2025	1/1/2027	Unknown
City of Folsom	Fire Engineer	\$ 10,560	7/1/2025	7/1/2026	2.50%
City of Lodi	Fire Engineer	\$ 10,270	1/6/2025	Unknown	Unknown
City of Modesto	Fire Engineer	\$ 10,173	7/1/2025	6/30/2026	5.00%
City of Manteca	Firefighter Engineer	\$ 9,629	9/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$10,560
Base Salary Average	\$10,502
Percentage Above or Below Median	-9.68%
Percentage Above or Below Average	-9.07%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Davis	Firefighter II*	\$ 10,914						\$ 210		\$ 3,039			\$ 14,163
City of Folsom	Fire Engineer	\$ 10,560			\$ 655		\$ 2,198	\$ 117	\$ 18				\$ 13,548
City of Roseville	Fire Engineer	\$ 10,592				\$ 318	\$ 1,068			\$ 1,347			\$ 13,324
City of Lodi	Fire Engineer	\$ 10,270	\$ -205			\$ 308	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 12,535
City of Manteca	Firefighter Engineer	\$ 9,629				\$ 20	\$ 2,700	\$ 110	\$ 17				\$ 12,476
City of Modesto	Fire Engineer	\$ 10,173	\$ -432							\$ 2,085			\$ 11,825
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):
1. 56 hr; Increase based on CPI

Total Compensation Median	\$13,324
Total Compensation Average	\$13,079
Percentage Above or Below Median	-6.80%
Percentage Above or Below Average	-4.84%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026



Fleet Coordinator

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Fleet Services Parts Buyer	\$ 8,637	1/1/2026	1/1/2027	3.00%
City of Folsom	Fleet Operations Coordinator	\$ 8,341	7/1/2025	7/1/2026	3.00%
City of Livermore	Parts and Inventory Control Worker	\$ 7,753	10/6/2025	10/5/2026	3.00%
City of Lodi	Fleet Services Coordinator	\$ 5,985	1/6/2025	Unknown	Unknown
City of Modesto	Fleet Procurement Technician	\$ 5,767	7/1/2025	6/30/2026	3.00%
City of Manteca	Fleet Coordinator	\$ 5,603	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$7,753
Base Salary Average	\$7,297
Percentage Above or Below Median	-38.37%
Percentage Above or Below Average	-30.23%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Fleet Services Parts Buyer	\$ 8,637				\$ 259	\$ 1,143			\$ 1,347			\$ 11,386
City of Folsom	Fleet Operations Coordinator	\$ 8,341			\$ 517	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,292
City of Livermore	Parts and Inventory Control Worker	\$ 7,753				\$ 163				\$ 2,050			\$ 9,965
City of Manteca	Fleet Coordinator	\$ 5,603				\$ 286	\$ 2,700	\$ 110	\$ 17				\$ 8,716
City of Lodi	Fleet Services Coordinator	\$ 5,985	\$ -359			\$ 180	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,968
City of Modesto	Fleet Procurement Technician	\$ 5,767				\$ 58	\$ 2,110						\$ 7,934
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Tracy	N/C												

Total Compensation Median	\$9,965
Total Compensation Average	\$9,709
Percentage Above or Below Median	-14.41%
Percentage Above or Below Average	-11.47%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026



Fleet Maintenance Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Public Works Manager	\$ 14,438	1/1/2026	1/1/2027	3.00%
City of Modesto	Fleet Manager	\$ 12,641	7/1/2025	6/30/2026	3.00%
City of Manteca	Fleet Maintenance Manager	\$ 11,219	7/1/2025	Unknown	Unknown
City of Davis	Fleet Manager ¹	\$ 9,784	7/7/2025	7/1/2026	4.00%
City of Lodi	Fleet Superintendent	\$ 9,269	1/6/2025	Unknown	Unknown
City of Tracy	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$11,213
Base Salary Average	\$11,533
Percentage Above or Below Median	0.06%
Percentage Above or Below Average	-2.80%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Public Works Manager	\$ 14,438				\$ 433	\$ 1,143			\$ 1,347			\$ 17,361
City of Modesto	Fleet Manager	\$ 12,641				\$ 190	\$ 2,110						\$ 14,941
City of Manteca	Fleet Maintenance Manager	\$ 11,219	\$ -645			\$ 224	\$ 2,780	\$ 110	\$ 17				\$ 13,625
City of Davis	Fleet Manager ¹	\$ 9,784						\$ 210		\$ 2,392			\$ 12,386
City of Lodi	Fleet Superintendent	\$ 9,269	\$ -278			\$ 278	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 11,431
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$13,663
Total Compensation Average	\$14,030
Percentage Above or Below Median	-0.28%
Percentage Above or Below Average	-2.97%
Total # of Matches:	4

City of Manteca
Market Compensation Data
January 2026



GIS Specialist II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Tracy	GIS Analyst	\$ 10,687	7/1/2025	6/28/2026	4.00%
City of Lathrop	Information Systems Engineer I	\$ 9,661	7/1/2025	Unknown	Unknown
City of Roseville	GIS Analyst II	\$ 9,568	1/1/2026	1/1/2027	3.00%
City of Modesto	Software Analyst II	\$ 9,400	7/1/2025	6/30/2026	3.00%
City of Davis	GIS Engineering Technician*	\$ 8,493	7/7/2025	7/1/2026	4.00%
City of Manteca	GIS Specialist II	\$ 8,073	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Livermore	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$9,568
Base Salary Average	\$9,562
Percentage Above or Below Median	-18.51%
Percentage Above or Below Average	-18.44%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	GIS Analyst	\$ 10,687			\$ 663	\$ 534				\$ 3,593		\$ 80	\$ 15,556
City of Roseville	GIS Analyst II	\$ 9,568				\$ 287	\$ 1,143			\$ 1,347			\$ 12,345
City of Lathrop	Information Systems Engineer I	\$ 9,661					\$ 2,187						\$ 11,848
City of Modesto	Software Analyst II	\$ 9,400				\$ 141	\$ 2,110						\$ 11,651
City of Manteca	GIS Specialist II	\$ 8,073				\$ 161	\$ 2,700	\$ 110	\$ 17				\$ 11,061
City of Davis	GIS Engineering Technician*	\$ 8,493								\$ 2,392			\$ 10,885
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$11,848
Total Compensation Average	\$12,457
Percentage Above or Below Median	-7.11%
Percentage Above or Below Average	-12.62%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026

GIS Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Geographic Information Systems Technician	\$ 10,184	7/1/2025	7/1/2026	3.00%
City of Tracy	GIS Technician	\$ 8,651	7/1/2025	6/28/2026	4.00%
City of Roseville	GIS Technician II	\$ 8,253	1/1/2026	1/1/2027	3.00%
City of Folsom	Geographic Information Systems Technician II	\$ 7,383	7/1/2025	7/1/2026	3.00%
City of Manteca	GIS Technician II	\$ 6,806	7/1/2025	Unknown	Unknown
City of Modesto	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$8,452
Base Salary Average	\$8,617
Percentage Above or Below Median	-24.20%
Percentage Above or Below Average	-26.64%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	GIS Technician	\$ 8,651			\$ 536	\$ 433				\$ 3,593			\$ 13,213
City of Brentwood	Geographic Information Systems Technician	\$ 10,184					\$ 2,583	\$ 156	\$ 23				\$ 12,946
City of Roseville	GIS Technician II	\$ 8,253				\$ 248	\$ 1,143			\$ 1,347			\$ 10,990
City of Folsom	Geographic Information Systems Technician II	\$ 7,383			\$ 458	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,273
City of Manteca	GIS Technician II	\$ 6,806				\$ 136	\$ 2,700	\$ 110	\$ 17				\$ 9,768
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Modesto	N/C												

Total Compensation Median	\$11,968
Total Compensation Average	\$11,856
Percentage Above or Below Median	-22.53%
Percentage Above or Below Average	-21.37%
Total # of Matches:	4

City of Manteca
Market Compensation Data
January 2026



Golf Course Maintenance Superintendent

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Manteca	Golf Course Maintenance Superintendent	\$ 8,798	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Roseville	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff. Data
Base Salary Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Manteca	Golf Course Maintenance Superintendent	\$ 8,798	\$ -506			\$ 176	\$ 2,700	\$ 110	\$ 17				\$ 11,295
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff. Data
Total Compensation Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	

City of Manteca
Market Compensation Data
January 2026

Golf Course Maintenance Worker III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Groundskeeper II	\$ 7,942	10/6/2025	10/5/2026	3.00%
City of Manteca	Golf Course Maintenance Worker III	\$ 6,179	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Roseville	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	1

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Groundskeeper II	\$ 7,942				\$ 163				\$ 2,050			\$ 10,155
City of Manteca	Golf Course Maintenance Worker III	\$ 6,179				\$ 309	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	1

City of Manteca
Market Compensation Data
January 2026



Housing and Homeless Services Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Housing Programs Manager	\$ 15,390	7/14/2025	7/13/2026	3.00%
City of Roseville	Housing Manager	\$ 14,250	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Housing and Public Services Manager	\$ 13,438	7/13/2025	Unknown	Unknown
City of Tracy	Homeless Services Manager	\$ 13,210	7/1/2025	6/28/2026	4.00%
City of Manteca	Housing and Homeless Services Manager	\$ 12,377	7/1/2025	Unknown	Unknown
City of Davis	Affordable Housing Manager ¹	\$ 11,676	7/7/2025	7/1/2026	4.00%
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Brentwood	N/C				

Base Salary Median	\$13,438
Base Salary Average	\$13,593
Percentage Above or Below Median	-8.57%
Percentage Above or Below Average	-9.82%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Homeless Services Manager	\$ 13,210			\$ 819	\$ 660				\$ 3,593		\$ 80	\$ 18,362
City of Livermore	Housing Programs Manager	\$ 15,390				\$ 401				\$ 1,950			\$ 17,741
City of Roseville	Housing Manager	\$ 14,250				\$ 428	\$ 1,143			\$ 1,347			\$ 17,168
City of Elk Grove	Housing and Public Services Manager	\$ 13,438				\$ 538	\$ 2,735	\$ 168	\$ 36				\$ 16,914
City of Manteca	Housing and Homeless Services Manager	\$ 12,377	\$ -712			\$ 248	\$ 2,701	\$ 110	\$ 17				\$ 14,746
City of Davis	Affordable Housing Manager ¹	\$ 11,676						\$ 210		\$ 2,392			\$ 14,277
City of Brentwood	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$17,168
Total Compensation Average	\$16,892
Percentage Above or Below Median	-16.47%
Percentage Above or Below Average	-14.60%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026

Human Resources Analyst II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Human Resources Analyst II	\$ 12,909	7/14/2025	Unknown	Unknown
City of Brentwood	Human Resources Analyst II	\$ 12,105	7/1/2025	7/1/2026	3.00%
City of Tracy	Human Resources Analyst II	\$ 10,952	7/1/2025	6/28/2026	4.00%
City of Roseville	Human Resources Analyst II	\$ 10,570	1/1/2026	1/1/2027	3.00%
City of Folsom	Human Resources Management Analyst	\$ 10,181	7/1/2025	Unknown	Unknown
City of Davis	Human Resources Analyst II*	\$ 10,008	7/7/2025	7/1/2026	4.00%
City of Elk Grove	Human Resources Analyst II	\$ 9,964	7/13/2025	Unknown	Unknown
City of Lodi	Management Analyst Confidential	\$ 9,011	1/6/2025	Unknown	Unknown
City of Modesto	Human Resources Analyst II	\$ 8,947	7/1/2025	6/30/2026	3.00%
City of Lathrop	Human Resources Analyst II	\$ 8,753	7/1/2025	Unknown	Unknown
City of Manteca	Human Resources Analyst II	\$ 7,875	7/1/2025	Unknown	Unknown

Base Salary Median	\$10,095
Base Salary Average	\$10,340
Percentage Above or Below Median	-28.19%
Percentage Above or Below Average	-31.30%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Human Resources Analyst II	\$ 10,952	\$ -329		\$ 679	\$ 548				\$ 3,593			\$ 15,443
City of Livermore	Human Resources Analyst II	\$ 12,909				\$ 401				\$ 1,950			\$ 15,260
City of Brentwood	Human Resources Analyst II	\$ 12,105		\$ 110		\$ 242	\$ 2,583	\$ 156	\$ 23				\$ 15,219
City of Folsom	Human Resources Management Analyst	\$ 10,181			\$ 631	\$ 509	\$ 2,198	\$ 117	\$ 18				\$ 13,654
City of Roseville	Human Resources Analyst II	\$ 10,570				\$ 317	\$ 1,143			\$ 1,347			\$ 13,377
City of Elk Grove	Human Resources Analyst II	\$ 9,964				\$ 399	\$ 2,735	\$ 168	\$ 36				\$ 13,301
City of Davis	Human Resources Analyst II*	\$ 10,008						\$ 210		\$ 2,392			\$ 12,610
City of Modesto	Human Resources Analyst II	\$ 8,947				\$ 134	\$ 2,110						\$ 11,192
City of Lathrop	Human Resources Analyst II	\$ 8,753					\$ 2,187						\$ 10,940
City of Lodi	Management Analyst Confidential	\$ 9,011	\$ -541			\$ 270	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,903
City of Manteca	Human Resources Analyst II	\$ 7,875				\$ 158	\$ 2,708	\$ 110	\$ 17				\$ 10,859

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$13,339
Total Compensation Average	\$13,190
Percentage Above or Below Median	-22.84%
Percentage Above or Below Average	-21.46%
Total # of Matches:	10

Human Resources Technician

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Human Resources Technician	\$ 9,716	7/14/2025	Unknown	Unknown
City of Brentwood	Human Resources Technician	\$ 8,781	7/1/2025	7/1/2026	3.00%
City of Folsom	Human Resources Technician II	\$ 8,546	7/1/2025	Unknown	Unknown
City of Tracy	Human Resources Technician	\$ 8,126	7/1/2025	6/28/2026	4.00%
City of Roseville	Human Resources Technician	\$ 7,748	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Human Resources Specialist II	\$ 7,461	7/13/2025	Unknown	Unknown
City of Modesto	Human Resources Technician II	\$ 7,342	7/1/2025	6/30/2026	3.00%
City of Lathrop	Human Resources Technician	\$ 7,009	7/1/2025	Unknown	Unknown
City of Davis	Human Resources Technician II Confidential ¹	\$ 6,961	7/7/2025	7/1/2026	4.00%
City of Lodi	Human Resources Technician	\$ 6,474	1/6/2025	Unknown	Unknown
City of Manteca	Human Resources Technician	\$ 6,330	7/1/2025	Unknown	Unknown

Base Salary Median	\$7,604
Base Salary Average	\$7,816
Percentage Above or Below Median	-20.13%
Percentage Above or Below Average	-23.48%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Human Resources Technician	\$ 8,126	\$ -244		\$ 504	\$ 406				\$ 3,593			\$ 12,385
City of Livermore	Human Resources Technician	\$ 9,716				\$ 401				\$ 1,950			\$ 12,066
City of Folsom	Human Resources Technician II	\$ 8,546			\$ 530	\$ 214	\$ 2,198	\$ 117	\$ 18				\$ 11,623
City of Brentwood	Human Resources Technician	\$ 8,781					\$ 2,583	\$ 156	\$ 23				\$ 11,544
City of Elk Grove	Human Resources Specialist II	\$ 7,461				\$ 298	\$ 2,735	\$ 168	\$ 36				\$ 10,698
City of Roseville	Human Resources Technician	\$ 7,748				\$ 232	\$ 1,143			\$ 1,347			\$ 10,470
City of Modesto	Human Resources Technician II	\$ 7,342				\$ 110	\$ 2,110						\$ 9,563
City of Davis	Human Resources Technician II Confidential ¹	\$ 6,961						\$ 210		\$ 2,392			\$ 9,562
City of Manteca	Human Resources Technician	\$ 6,330				\$ 127	\$ 2,700	\$ 116	\$ 17				\$ 9,288
City of Lathrop	Human Resources Technician	\$ 7,009					\$ 2,187						\$ 9,196
City of Lodi	Human Resources Technician	\$ 6,474	\$ -388			\$ 194	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,442

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$10,584
Total Compensation Average	\$10,555
Percentage Above or Below Median	-14.01%
Percentage Above or Below Average	-13.70%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026



IT Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Lathrop	Information Systems Engineer II	\$ 11,484	7/1/2025	Unknown	Unknown
City of Roseville	Information Technology Analyst II	\$ 10,046	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Information Technology Analyst II	\$ 9,479	7/13/2025	Unknown	Unknown
City of Folsom	Information Systems Analyst	\$ 9,423	7/1/2025	7/1/2026	3.00%
City of Davis	Information Systems Analyst ¹	\$ 9,401	7/7/2025	7/1/2026	4.00%
City of Modesto	Technology Solutions Analyst II	\$ 8,729	7/1/2025	6/30/2026	3.00%
City of Manteca	IT Analyst	\$ 7,875	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Brentwood	N/C				

Base Salary Median	\$9,451
Base Salary Average	\$9,760
Percentage Above or Below Median	-20.01%
Percentage Above or Below Average	-23.94%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Lathrop	Information Systems Engineer II	\$ 11,484					\$ 2,187						\$ 13,671
City of Roseville	Information Technology Analyst II	\$ 10,046				\$ 301	\$ 1,143			\$ 1,347			\$ 12,838
City of Elk Grove	Information Technology Analyst II	\$ 9,479				\$ 379	\$ 2,735	\$ 168	\$ 36				\$ 12,797
City of Folsom	Information Systems Analyst	\$ 9,423			\$ 584	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 12,440
City of Davis	Information Systems Analyst ¹	\$ 9,401						\$ 210		\$ 2,392			\$ 12,002
City of Modesto	Technology Solutions Analyst II	\$ 8,729				\$ 131	\$ 2,110						\$ 10,970
City of Manteca	IT Analyst	\$ 7,875				\$ 158	\$ 2,700	\$ 110	\$ 17				\$ 10,859
City of Brentwood	N/C			\$ 110			\$ 2,583	\$ 156	\$ 23				\$ 2,872
City of Livermore	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$12,619
Total Compensation Average	\$12,453
Percentage Above or Below Median	-16.20%
Percentage Above or Below Average	-14.68%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026

IT Applications Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Information Systems Analyst	\$ 12,105	7/1/2025	7/1/2026	3.00%
City of Lathrop	Information Systems Engineer II	\$ 11,484	7/1/2025	Unknown	Unknown
City of Roseville	Information Technology Analyst II	\$ 10,046	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Information Technology Analyst II	\$ 9,479	7/13/2025	Unknown	Unknown
City of Folsom	Information Systems Analyst	\$ 9,423	7/1/2025	7/1/2026	3.00%
City of Davis	Information Systems Analyst ¹	\$ 9,401	7/1/2025	7/1/2026	4.00%
City of Modesto	Software Analyst II	\$ 9,400	7/1/2025	6/30/2026	3.00%
City of Manteca	IT Applications Analyst	\$ 8,906	7/1/2025	Unknown	Unknown
City of Lodi	Programmer/Analyst	\$ 8,023	1/6/2025	Unknown	Unknown
City of Tracy	N/C				
City of Livermore	N/C				

Base Salary Median	\$9,451
Base Salary Average	\$9,920
Percentage Above or Below Median	-6.12%
Percentage Above or Below Average	-11.39%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Information Systems Analyst	\$ 12,105		\$ 110		\$ 242	\$ 2,583	\$ 156	\$ 23				\$ 15,219
City of Lathrop	Information Systems Engineer II	\$ 11,484					\$ 2,187						\$ 13,671
City of Roseville	Information Technology Analyst II	\$ 10,046				\$ 301	\$ 1,143			\$ 1,347			\$ 12,838
City of Elk Grove	Information Technology Analyst II	\$ 9,479				\$ 379	\$ 2,735	\$ 168	\$ 36				\$ 12,797
City of Folsom	Information Systems Analyst	\$ 9,423			\$ 584	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 12,440
City of Davis	Information Systems Analyst ¹	\$ 9,401						\$ 210		\$ 2,392			\$ 12,002
City of Manteca	IT Applications Analyst	\$ 8,906				\$ 176	\$ 2,700	\$ 110	\$ 17				\$ 11,910
City of Modesto	Software Analyst II	\$ 9,400				\$ 141	\$ 2,110						\$ 11,651
City of Lodi	Programmer/Analyst	\$ 8,023	\$ -401			\$ 241	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,024
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$12,619
Total Compensation Average	\$12,580
Percentage Above or Below Median	-5.95%
Percentage Above or Below Average	-5.63%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026



IT Applications Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Elk Grove	Information Technology Manager	\$ 15,450	7/13/2025	Unknown	Unknown
City of Tracy	Information Technology Manager	\$ 14,655	7/1/2025	6/28/2026	4.00%
City of Lodi	Information Technology Manager	\$ 14,368	1/6/2025	Unknown	Unknown
City of Modesto	Information Technology Manager	\$ 13,953	7/1/2025	6/30/2026	3.00%
City of Folsom	Information Systems Manager	\$ 13,692	1/1/2026	Unknown	Unknown
City of Manteca	IT Applications Manager	\$ 12,991	7/1/2025	Unknown	Unknown
City of Davis	Technology Program Manager ¹	\$ 12,132	7/7/2025	7/1/2026	4.00%
City of Roseville	Information Technology Program Manager	\$ 10,046	1/1/2026	1/1/2027	3.00%
City of Livermore	N/C				
City of Lathrop	N/C				
City of Brentwood	N/C				

Base Salary Median	\$13,953
Base Salary Average	\$13,471
Percentage Above or Below Median	-7.41%
Percentage Above or Below Average	-3.70%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Information Technology Manager	\$ 14,655	\$ -440		\$ 909	\$ 733				\$ 3,593			\$ 19,449
City of Elk Grove	Information Technology Manager	\$ 15,450				\$ 618	\$ 2,735	\$ 168	\$ 36				\$ 19,007
City of Folsom	Information Systems Manager	\$ 13,692			\$ 849	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 17,174
City of Lodi	Information Technology Manager	\$ 14,368	\$ -431			\$ 431	\$ 2,006	\$ 104	\$ 21			\$ 31	\$ 16,530
City of Modesto	Information Technology Manager	\$ 13,953				\$ 209	\$ 2,110						\$ 16,273
City of Manteca	IT Applications Manager	\$ 12,991	\$ -747			\$ 260	\$ 2,700	\$ 110	\$ 17				\$ 15,630
City of Davis	Technology Program Manager ¹	\$ 12,132						\$ 210		\$ 2,392			\$ 14,734
City of Roseville	Information Technology Program Manager	\$ 10,046				\$ 301	\$ 1,143			\$ 1,347			\$ 12,838
City of Brentwood	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$16,530
Total Compensation Average	\$16,572
Percentage Above or Below Median	-7.83%
Percentage Above or Below Average	-8.10%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

IT Systems Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Network Engineer	\$ 13,812	7/14/2025	7/13/2026	3.00%
City of Roseville	Information Technology Analyst II	\$ 10,046	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Information Technology Analyst II	\$ 9,479	7/13/2025	Unknown	Unknown
City of Folsom	Information Systems Analyst	\$ 9,423	7/1/2025	7/1/2026	3.00%
City of Davis	Information Systems Analyst ¹	\$ 9,401	7/7/2025	7/1/2026	4.00%
City of Modesto	Systems Engineer II	\$ 9,400	7/1/2025	6/30/2026	3.00%
City of Manteca	IT Systems Analyst	\$ 8,906	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C		7/1/2025		
City of Brentwood	N/C				

Base Salary Median	\$9,451
Base Salary Average	\$10,260
Percentage Above or Below Median	-6.12%
Percentage Above or Below Average	-15.21%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Network Engineer	\$ 13,812				\$ 401				\$ 1,950			\$ 16,163
City of Roseville	Information Technology Analyst II	\$ 10,046				\$ 301	\$ 1,143			\$ 1,347			\$ 12,838
City of Elk Grove	Information Technology Analyst II	\$ 9,479				\$ 379	\$ 2,735	\$ 168	\$ 36				\$ 12,797
City of Folsom	Information Systems Analyst	\$ 9,423			\$ 584	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 12,440
City of Davis	Information Systems Analyst ¹	\$ 9,401						\$ 210		\$ 2,392			\$ 12,002
City of Manteca	IT Systems Analyst	\$ 8,906				\$ 176	\$ 2,700	\$ 110	\$ 17				\$ 11,910
City of Modesto	Systems Engineer II	\$ 9,400				\$ 141	\$ 2,110						\$ 11,651
City of Brentwood	N/C			\$ 110			\$ 2,583	\$ 156	\$ 23				\$ 2,872
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$12,619
Total Compensation Average	\$12,982
Percentage Above or Below Median	-5.95%
Percentage Above or Below Average	-9.00%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026

IT Technician

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Information Systems Technician II	\$ 9,693	7/1/2025	7/1/2026	3.00%
City of Livermore	Information Technology Technician	\$ 9,326	10/6/2025	10/5/2026	3.00%
City of Tracy	Information Systems Technician II	\$ 8,651	7/1/2025	6/28/2026	4.00%
City of Folsom	Information Systems Technician	\$ 8,341	7/1/2025	7/1/2026	3.00%
City of Roseville	Information Technology Technician II	\$ 7,922	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Information Technology Technician	\$ 7,611	7/13/2025	Unknown	Unknown
City of Modesto	Systems Technician II	\$ 7,342	7/1/2025	6/30/2026	3.00%
City of Davis	Information Systems Technician'	\$ 7,275	7/7/2025	7/1/2026	4.00%
City of Manteca	IT Technician	\$ 7,143	7/1/2025	Unknown	Unknown
City of Lodi	Information Systems Specialist	\$ 6,935	1/6/2025	Unknown	Unknown
City of Lathrop	Information System Technician	\$ 6,508	7/1/2025	Unknown	Unknown

Base Salary Median	\$7,767
Base Salary Average	\$7,960
Percentage Above or Below Median	-8.73%
Percentage Above or Below Average	-11.45%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Information Systems Technician II	\$ 8,651			\$ 536	\$ 433				\$ 3,593			\$ 13,213
City of Brentwood	Information Systems Technician II	\$ 9,693					\$ 2,583	\$ 156	\$ 23				\$ 12,455
City of Livermore	Information Technology Technician	\$ 9,326				\$ 163				\$ 2,050			\$ 11,538
City of Folsom	Information Systems Technician	\$ 8,341			\$ 517	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,291
City of Elk Grove	Information Technology Technician	\$ 7,611				\$ 304	\$ 2,735	\$ 168	\$ 36				\$ 10,854
City of Roseville	Information Technology Technician II	\$ 7,922				\$ 238	\$ 1,143			\$ 1,347			\$ 10,650
City of Manteca	IT Technician	\$ 7,143				\$ 143	\$ 2,700	\$ 110	\$ 17				\$ 10,112
City of Davis	Information Systems Technician'	\$ 7,275								\$ 2,392			\$ 9,667
City of Modesto	Systems Technician II	\$ 7,342				\$ 110	\$ 2,110						\$ 9,563
City of Lodi	Information Systems Specialist	\$ 6,935	\$ -347			\$ 208	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,958
City of Lathrop	Information System Technician	\$ 6,508					\$ 2,187						\$ 8,695

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$10,752
Total Compensation Average	\$10,688
Percentage Above or Below Median	-6.33%
Percentage Above or Below Average	-5.70%
Total # of Matches:	10

Laboratory Analyst III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Laboratory Analyst	\$ 10,967	7/1/2025	7/1/2026	3.00%
City of Davis	Laboratory Analyst ¹	\$ 8,972	7/7/2025	Unknown	Unknown
City of Roseville	Laboratory Analyst II	\$ 8,825	1/1/2026	1/1/2027	3.00%
City of Tracy	Laboratory Technician II	\$ 8,060	7/1/2025	6/28/2026	4.00%
City of Manteca	Laboratory Analyst III	\$ 7,504	7/1/2025	Unknown	Unknown
City of Modesto	Laboratory Analyst II	\$ 7,025	7/1/2025	6/30/2026	3.00%
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$8,825
Base Salary Average	\$8,770
Percentage Above or Below Median	-17.60%
Percentage Above or Below Average	-16.86%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Laboratory Analyst	\$ 10,967		\$ 110		\$ 219	\$ 2,583	\$ 156	\$ 23				\$ 14,058
City of Roseville	Laboratory Analyst II	\$ 8,825				\$ 265	\$ 1,143			\$ 1,347			\$ 11,580
City of Davis	Laboratory Analyst ¹	\$ 8,972						\$ 210		\$ 2,392			\$ 11,573
City of Tracy	Laboratory Technician II	\$ 8,060			\$ 500	\$ 201				\$ 2,513			\$ 11,274
City of Manteca	Laboratory Analyst III	\$ 7,504				\$ 150	\$ 2,700	\$ 110	\$ 17				\$ 10,481
City of Modesto	Laboratory Analyst II	\$ 7,025				\$ 70	\$ 2,110						\$ 9,205
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$11,573
Total Compensation Average	\$11,538
Percentage Above or Below Median	-10.42%
Percentage Above or Below Average	-10.08%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026

Laboratory Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Laboratory Supervisor	\$ 13,696	7/1/2025	7/1/2026	3.00%
City of Livermore	Public Works Supervisor	\$ 13,297	7/14/2025	7/13/2026	3.00%
City of Davis	Laboratory Supervisor ¹	\$ 11,349	7/7/2025	Unknown	Unknown
City of Roseville	Water Quality Lab Supervisor	\$ 11,219	1/1/2026	1/1/2027	3.00%
City of Tracy	Utilities Laboratory Supervisor	\$ 10,890	7/1/2025	6/28/2026	4.00%
City of Modesto	Laboratory Supervisor	\$ 10,634	7/1/2025	6/30/2026	3.00%
City of Manteca	Laboratory Supervisor	\$ 10,423	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$11,284
Base Salary Average	\$11,847
Percentage Above or Below Median	-8.26%
Percentage Above or Below Average	-13.67%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Laboratory Supervisor	\$ 13,696		\$ 110		\$ 274	\$ 2,583	\$ 156	\$ 23				\$ 16,842
City of Tracy	Utilities Laboratory Supervisor	\$ 10,890			\$ 675	\$ 545				\$ 3,593		\$ 80	\$ 15,783
City of Livermore	Public Works Supervisor	\$ 13,297				\$ 401				\$ 1,950			\$ 15,648
City of Roseville	Water Quality Lab Supervisor	\$ 11,219				\$ 337	\$ 1,143			\$ 1,347			\$ 14,045
City of Davis	Laboratory Supervisor ¹	\$ 11,349						\$ 210		\$ 2,392			\$ 13,951
City of Modesto	Laboratory Supervisor	\$ 10,634				\$ 160	\$ 2,110						\$ 12,904
City of Manteca	Laboratory Supervisor	\$ 10,423	\$ -599			\$ 208	\$ 2,700	\$ 110	\$ 17				\$ 12,859
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$14,846
Total Compensation Average	\$14,862
Percentage Above or Below Median	-15.46%
Percentage Above or Below Average	-15.58%
Total # of Matches:	6

Landscape Maintenance Superintendent

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Public Works Supervisor	\$ 13,297	7/14/2025	7/13/2026	3.00%
City of Brentwood	[Park Maintenance Supervisor /Park Maintenance Manager]¹	\$ 12,858	7/1/2025	7/1/2026	3.00%
City of Tracy	Operations Superintendent	\$ 12,350	7/1/2025	6/28/2026	4.00%
City of Elk Grove	[Landscape Maintenance Supervisor /Operations Manager]¹	\$ 11,830	7/13/2025	Unknown	Unknown
City of Folsom	[Municipal Landscape Services Manager /Maintenance Supervisor]¹	\$ 11,818	1/1/2026	Unknown	Unknown
City of Modesto	[Operations Manager /Operations Supervisor]	\$ 11,744	7/1/2025	6/30/2026	3.00%
City of Roseville	Parks and Open Space Superintendent	\$ 11,152	1/1/2026	1/1/2027	3.00%
City of Lodi	Parks and Properties Superintendent	\$ 10,327	1/6/2025	Unknown	Unknown
City of Manteca	Landscape Maintenance Superintendent	\$ 8,798	7/1/2025	Unknown	Unknown
City of Lathrop	N/C				
City of Davis	N/C				

Base Salary Median	\$11,824
Base Salary Average	\$11,922
Percentage Above or Below Median	-34.40%
Percentage Above or Below Average	-35.51%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Operations Superintendent	\$ 12,350			\$ 766	\$ 617				\$ 3,593		\$ 80	\$ 17,406
City of Brentwood	[Park Maintenance Supervisor /Park Maintenance Manager]¹	\$ 12,858		\$ 110		\$ 386	\$ 2,583	\$ 156	\$ 23				\$ 16,116
City of Livermore	Public Works Supervisor	\$ 13,297				\$ 401				\$ 1,950			\$ 15,648
City of Elk Grove	[Landscape Maintenance Supervisor /Operations Manager]¹	\$ 11,830				\$ 473	\$ 2,735	\$ 168	\$ 36				\$ 15,242
City of Folsom	[Municipal Landscape Services Manager /Maintenance Supervisor]¹	\$ 11,818			\$ 733	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,184
City of Modesto	[Operations Manager /Operations Supervisor]	\$ 11,744				\$ 176	\$ 2,110						\$ 14,030
City of Roseville	Parks and Open Space Superintendent	\$ 11,152				\$ 335	\$ 1,143			\$ 1,347			\$ 13,976
City of Lodi	Parks and Properties Superintendent	\$ 10,327	\$ -310			\$ 310	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 12,489
City of Manteca	Landscape Maintenance Superintendent	\$ 8,798	\$ -506			\$ 176	\$ 2,700	\$ 110	\$ 17				\$ 11,295
City of Davis	N/C												
City of Lathrop	N/C												

Footnote(s):

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$15,213
Total Compensation Average	\$15,011
Percentage Above or Below Median	-34.69%
Percentage Above or Below Average	-32.91%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026

Management Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Management Analyst II	\$ 12,909	7/14/2025	7/13/2026	3.00%
City of Brentwood	Management Analyst II	\$ 12,105	7/1/2025	7/1/2026	3.00%
City of Manteca	Management Analyst	\$ 10,693	7/1/2025	Unknown	Unknown
City of Tracy	Management Analyst II	\$ 10,687	7/1/2025	6/28/2026	4.00%
City of Folsom	Management Analyst	\$ 10,181	1/1/2026	Unknown	Unknown
City of Roseville	Management Analyst II	\$ 10,137	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Management Analyst II	\$ 9,964	7/13/2025	Unknown	Unknown
City of Davis	Management Analyst II¹	\$ 9,678	7/7/2025	7/1/2026	4.00%
City of Lathrop	Management Analyst II	\$ 9,661	7/1/2025	Unknown	Unknown
City of Modesto	Management Analyst	\$ 9,634	7/1/2025	6/30/2026	3.00%
City of Lodi	Management Analyst	\$ 8,344	1/6/2025	Unknown	Unknown

Base Salary Median	\$10,051
Base Salary Average	\$10,330
Percentage Above or Below Median	6.01%
Percentage Above or Below Average	3.39%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Management Analyst II	\$ 10,687			\$ 663	\$ 534				\$ 3,593		\$ 80	\$ 15,556
City of Livermore	Management Analyst II	\$ 12,909				\$ 401				\$ 1,950			\$ 15,260
City of Brentwood	Management Analyst II	\$ 12,105		\$ 110		\$ 242	\$ 2,583	\$ 156	\$ 23				\$ 15,219
City of Folsom	Management Analyst	\$ 10,181			\$ 631	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 13,445
City of Elk Grove	Management Analyst II	\$ 9,964				\$ 399	\$ 2,735	\$ 168	\$ 36				\$ 13,301
City of Manteca	Management Analyst	\$ 10,693	\$ -615			\$ 214	\$ 2,700	\$ 110	\$ 17				\$ 13,119
City of Roseville	Management Analyst II	\$ 10,137				\$ 304	\$ 1,143			\$ 1,347			\$ 12,931
City of Davis	Management Analyst II¹	\$ 9,678						\$ 210		\$ 2,392			\$ 12,279
City of Modesto	Management Analyst	\$ 9,634				\$ 145	\$ 2,110						\$ 11,888
City of Lathrop	Management Analyst II	\$ 9,661					\$ 2,187						\$ 11,848
City of Lodi	Management Analyst	\$ 8,344	\$ -250			\$ 250	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,506

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$13,116
Total Compensation Average	\$13,224
Percentage Above or Below Median	0.02%
Percentage Above or Below Average	-0.80%
Total # of Matches:	10

Mechanical Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Water Resources Mechanic I	\$ 10,862	10/6/2025	10/5/2026	3.00%
City of Brentwood	Utilities Maintenance Mechanic	\$ 10,699	7/1/2025	7/1/2026	3.00%
City of Tracy	Utility Mechanic II	\$ 9,432	7/1/2025	6/28/2026	4.00%
City of Roseville	Plant and Equipment Mechanic II	\$ 8,732	5/1/2025	Unknown	Unknown
City of Davis	WWTP Maintenance Technician II ¹	\$ 8,238	7/7/2025	7/1/2026	4.00%
City of Modesto	Plant Mechanic II	\$ 7,949	7/1/2025	6/30/2026	3.00%
City of Folsom	Water Treatment Plant Mechanic	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Manteca	Mechanical Technician II	\$ 7,155	7/1/2025	Unknown	Unknown
City of Lodi	Plant & Equipment Maintenance Technician	\$ 6,779	1/6/2025	Unknown	Unknown
City of Lathrop	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$8,485
Base Salary Average	\$8,782
Percentage Above or Below Median	-18.58%
Percentage Above or Below Average	-22.73%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Utilities Maintenance Mechanic	\$ 10,699					\$ 2,583	\$ 156	\$ 23				\$ 13,461
City of Livermore	Water Resources Mechanic I	\$ 10,862				\$ 163				\$ 2,050			\$ 13,074
City of Tracy	Utility Mechanic II	\$ 9,432			\$ 585	\$ 236				\$ 2,513			\$ 12,765
City of Roseville	Plant and Equipment Mechanic II	\$ 8,732				\$ 100	\$ 1,143			\$ 1,347			\$ 11,322
City of Davis	WWTP Maintenance Technician II ¹	\$ 8,238						\$ 210		\$ 2,392			\$ 10,840
City of Folsom	Water Treatment Plant Mechanic	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Manteca	Mechanical Technician II	\$ 7,155				\$ 358	\$ 2,700	\$ 110	\$ 17				\$ 10,340
City of Modesto	Plant Mechanic II	\$ 7,949				\$ 79	\$ 2,110						\$ 10,139
City of Lodi	Plant & Equipment Maintenance Technician	\$ 6,779	\$ -407			\$ 203	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,738
City of Elk Grove	N/C												
City of Lathrop	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$11,081
Total Compensation Average	\$11,351
Percentage Above or Below Median	-7.17%
Percentage Above or Below Average	-9.78%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026



Paralegal

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Legal Assistant	\$ 9,623	7/14/2025	Unknown	Unknown
City of Tracy	Paralegal	\$ 9,601	7/1/2025	6/28/2026	4.00%
City of Lathrop	Legal Assistant	\$ 8,972	7/1/2025	Unknown	Unknown
City of Roseville	Paralegal	\$ 8,564	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Paralegal	\$ 8,162	7/13/2025	Unknown	Unknown
City of Manteca	Paralegal	\$ 8,154	7/1/2025	Unknown	Unknown
City of Folsom	Legal Analyst	\$ 7,973	7/1/2025	Unknown	Unknown
City of Modesto	Paralegal	\$ 7,899	7/1/2025	6/30/2026	3.00%
City of Lodi	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$8,564
Base Salary Average	\$8,685
Percentage Above or Below Median	-5.03%
Percentage Above or Below Average	-6.51%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Paralegal	\$ 9,601	\$ -288		\$ 595	\$ 480				\$ 3,593			\$ 13,981
City of Livermore	Legal Assistant	\$ 9,623				\$ 401				\$ 1,950			\$ 11,974
City of Elk Grove	Paralegal	\$ 8,162				\$ 326	\$ 2,735	\$ 168	\$ 36				\$ 11,427
City of Folsom	Legal Analyst	\$ 7,973			\$ 494	\$ 518	\$ 2,198	\$ 117	\$ 18				\$ 11,319
City of Roseville	Paralegal	\$ 8,564				\$ 257	\$ 1,143			\$ 1,347			\$ 11,311
City of Lathrop	Legal Assistant	\$ 8,972					\$ 2,187						\$ 11,159
City of Manteca	Paralegal	\$ 8,154	\$ -469			\$ 163	\$ 2,700	\$ 110	\$ 17				\$ 10,675
City of Modesto	Paralegal	\$ 7,899	\$ -513	\$ 158		\$ 118	\$ 2,110						\$ 9,772
City of Brentwood	N/C												
City of Davis	N/C												
City of Lodi	N/C												

Total Compensation Median	\$11,319
Total Compensation Average	\$11,563
Percentage Above or Below Median	-6.03%
Percentage Above or Below Average	-8.32%
Total # of Matches:	7

Parks and Golf Maintenance Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Maintenance and Golf Operations Manager	\$ 17,808	7/14/2025	7/13/2026	3.00%
City of Brentwood	Park Maintenance Manager	\$ 14,749	7/1/2025	7/1/2026	3.00%
City of Modesto	Parks, Recreation, and Neighborhoods Operations Manager	\$ 13,953	7/1/2025	6/30/2026	3.00%
City of Roseville	Parks Recreation and Libraries Manager	\$ 12,824	1/1/2026	1/1/2027	3.00%
City of Manteca	Parks and Golf Maintenance Manager	\$ 11,219	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$14,351
Base Salary Average	\$14,834
Percentage Above or Below Median	-27.91%
Percentage Above or Below Average	-32.21%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Maintenance and Golf Operations Manager	\$ 17,808				\$ 401				\$ 1,950			\$ 20,159
City of Brentwood	Park Maintenance Manager	\$ 14,749		\$ 110		\$ 442	\$ 2,583	\$ 156	\$ 23				\$ 18,064
City of Modesto	Parks, Recreation, and Neighborhoods Operations Manager	\$ 13,953				\$ 209	\$ 2,110						\$ 16,273
City of Roseville	Parks Recreation and Libraries Manager	\$ 12,824				\$ 385	\$ 1,143			\$ 1,347			\$ 15,699
City of Manteca	Parks and Golf Maintenance Manager	\$ 11,219	\$ -645			\$ 224	\$ 2,700	\$ 110	\$ 17				\$ 13,626
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Total Compensation Median	\$17,168
Total Compensation Average	\$17,549
Percentage Above or Below Median	-26.00%
Percentage Above or Below Average	-28.79%
Total # of Matches:	4

**City of Manteca
Market Compensation Data
January 2026**



Parks Maintenance Superintendent

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Public Works Supervisor	\$ 13,297	7/14/2025	7/13/2026	3.00%
City of Brentwood	[Park Maintenance Supervisor /Park Maintenance Manager]²	\$ 12,858	7/1/2025	7/1/2026	3.00%
City of Tracy	Operations Superintendent	\$ 12,350	7/1/2025	6/28/2026	4.00%
City of Modesto	[Operations Manager /Operations Supervisor]	\$ 11,744	7/1/2025	6/30/2026	3.00%
City of Roseville	Parks and Open Space Superintendent	\$ 11,152	1/1/2026	1/1/2027	3.00%
City of Lodi	Parks and Properties Superintendent	\$ 10,327	1/6/2025	Unknown	Unknown
City of Davis	[Parks Manager /Parks Supervisor]¹	\$ 9,577	7/7/2025	7/1/2026	4.00%
City of Manteca	Parks Maintenance Superintendent	\$ 8,798	7/1/2025	Unknown	Unknown
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$11,744
Base Salary Average	\$11,615
Percentage Above or Below Median	-33.49%
Percentage Above or Below Average	-32.02%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Operations Superintendent	\$ 12,350			\$ 766	\$ 617						\$ 80	\$ 17,406
City of Brentwood	[Park Maintenance Supervisor /Park Maintenance Manager]²	\$ 12,858		\$ 110		\$ 386	\$ 2,583	\$ 156	\$ 23				\$ 16,116
City of Livermore	Public Works Supervisor	\$ 13,297				\$ 401				\$ 1,950			\$ 15,648
City of Modesto	[Operations Manager /Operations Supervisor]	\$ 11,744				\$ 176	\$ 2,110						\$ 14,030
City of Roseville	Parks and Open Space Superintendent	\$ 11,152				\$ 335	\$ 1,143			\$ 1,347			\$ 13,976
City of Lodi	Parks and Properties Superintendent	\$ 10,327	\$ -310			\$ 310	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 12,489
City of Davis	[Parks Manager /Parks Supervisor]¹	\$ 9,577						\$ 210		\$ 2,392			\$ 12,179
City of Manteca	Parks Maintenance Superintendent	\$ 8,798	\$ -506			\$ 176	\$ 2,700	\$ 110	\$ 17				\$ 11,293
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												

Footnote(s):
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches; Increase based on CPI
2. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$14,030
Total Compensation Average	\$14,549
Percentage Above or Below Median	-24.22%
Percentage Above or Below Average	-28.81%
Total # of Matches:	7

**City of Manteca
Market Compensation Data
January 2026**



Parks Maintenance Worker III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Park Maintenance Worker II	\$ 7,955	7/1/2025	7/1/2026	3.00%
City of Livermore	Groundskeeper II	\$ 7,942	10/6/2025	10/5/2026	3.00%
City of Tracy	Maintenance Worker II	\$ 6,922	7/1/2025	6/28/2026	4.00%
City of Lathrop	Maintenance Worker II	\$ 6,671	7/1/2025	Unknown	Unknown
City of Folsom	Maintenance Worker II	\$ 6,537	7/1/2025	7/1/2026	3.00%
City of Roseville	[Parks Maintenance Worker II /Natural Resources Worker II]²	\$ 6,355	1/1/2026	1/1/2027	3.00%
City of Manteca	Parks Maintenance Worker III	\$ 6,178	7/1/2025	Unknown	Unknown
City of Modesto	[Maintenance Worker II /Groundskeeper]²	\$ 6,058	7/1/2025	6/30/2026	3.00%
City of Lodi	Park Maintenance Worker III	\$ 5,994	1/6/2025	Unknown	Unknown
City of Davis	[Parks Maintenance Worker II /Park Maintenance Worker Lead]¹	\$ 5,720	7/7/2025	7/1/2026	4.00%
City of Elk Grove	N/C				

Base Salary Median	\$6,537
Base Salary Average	\$6,684
Percentage Above or Below Median	-5.79%
Percentage Above or Below Average	-8.17%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Park Maintenance Worker II	\$ 7,955					\$ 2,583	\$ 156	\$ 23				\$ 10,718
City of Livermore	Groundskeeper II	\$ 7,942				\$ 163				\$ 2,050			\$ 10,155
City of Tracy	Maintenance Worker II	\$ 6,922			\$ 429	\$ 173				\$ 2,513			\$ 10,037
City of Folsom	Maintenance Worker II	\$ 6,537			\$ 405	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 9,375
City of Manteca	Parks Maintenance Worker III	\$ 6,178				\$ 309	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Roseville	[Parks Maintenance Worker II /Natural Resources Worker II]²	\$ 6,355				\$ 191	\$ 1,143			\$ 1,347			\$ 9,036
City of Davis	[Parks Maintenance Worker II /Park Maintenance Worker Lead]¹	\$ 5,720						\$ 210		\$ 3,039			\$ 8,969
City of Lathrop	Maintenance Worker II	\$ 6,671					\$ 2,187						\$ 8,858
City of Modesto	[Maintenance Worker II /Groundskeeper]²	\$ 6,058				\$ 61	\$ 2,110						\$ 8,229
City of Lodi	Park Maintenance Worker III	\$ 5,994		\$ -360		\$ 180	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,976
City of Elk Grove	N/C												

Footnote(s):
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches; Increase based on CPI
2. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$9,036
Total Compensation Average	\$9,261
Percentage Above or Below Median	3.00%
Percentage Above or Below Average	0.57%
Total # of Matches:	9

Parks Planning & Development Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	(Park Planner /Park Maintenance Manager) ¹	\$ 13,578	7/1/2025	7/1/2026	3.00%
City of Modesto	Parks Planning and Development Manager	\$ 13,281	7/1/2025	6/30/2026	3.00%
City of Tracy	Parks Planning & Development Manager	\$ 12,931	7/1/2025	6/28/2026	4.00%
City of Roseville	Park Planning and Development Manager	\$ 12,824	1/1/2026	1/1/2027	3.00%
City of Folsom	Park Planning Manager	\$ 12,404	1/1/2026	Unknown	Unknown
City of Manteca	Parks Planning & Development Manager	\$ 11,218	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$12,931
Base Salary Average	\$13,004
Percentage Above or Below Median	-15.26%
Percentage Above or Below Average	-15.90%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Parks Planning & Development Manager	\$ 12,931			\$ 802	\$ 647				\$ 3,593		\$ 80	\$ 18,052
City of Brentwood	(Park Planner /Park Maintenance Manager) ¹	\$ 13,578		\$ 110		\$ 407	\$ 2,583	\$ 156	\$ 23				\$ 16,858
City of Folsom	Park Planning Manager	\$ 12,404			\$ 769	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,807
City of Roseville	Park Planning and Development Manager	\$ 12,824				\$ 385	\$ 1,143			\$ 1,347			\$ 15,699
City of Modesto	Parks Planning and Development Manager	\$ 13,281				\$ 199	\$ 2,110						\$ 15,590
City of Manteca	Parks Planning & Development Manager	\$ 11,218	\$ -645			\$ 224	\$ 2,700	\$ 110	\$ 17				\$ 13,625
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):

1. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$15,807
Total Compensation Average	\$16,401
Percentage Above or Below Median	-16.01%
Percentage Above or Below Average	-20.37%
Total # of Matches:	5

Parks/Golf Maintenance Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Landscape Maintenance Specialist	\$ 8,909	10/6/2025	10/5/2026	3.00%
City of Brentwood	Senior Park Maintenance Worker	\$ 8,781	7/1/2025	7/1/2026	3.00%
City of Roseville	(Irrigation Technician /Aquatics Maintenance Technician) ¹	\$ 7,656	1/1/2026	1/1/2027	3.00%
City of Folsom	Maintenance Specialist	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Elk Grove	Maintenance Specialist	\$ 7,461	7/13/2025	Unknown	Unknown
City of Modesto	Parks Maintenance Mechanic	\$ 6,687	7/1/2025	6/30/2026	3.00%
City of Davis	(Irrigation Technician /Aquatic Maintenance Technician) ²	\$ 6,339	7/7/2025	7/1/2026	4.00%
City of Manteca	Parks/Golf Maintenance Technician II	\$ 6,179	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				

Base Salary Median	\$7,566
Base Salary Average	\$7,629
Percentage Above or Below Median	-22.45%
Percentage Above or Below Average	-23.46%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Senior Park Maintenance Worker	\$ 8,781					\$ 2,583	\$ 156	\$ 23				\$ 11,544
City of Livermore	Landscape Maintenance Specialist	\$ 8,909				\$ 163				\$ 2,050			\$ 11,121
City of Elk Grove	Maintenance Specialist	\$ 7,461				\$ 298	\$ 2,735	\$ 168	\$ 36				\$ 10,698
City of Folsom	Maintenance Specialist	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Roseville	(Irrigation Technician /Aquatics Maintenance Technician) ¹	\$ 7,656				\$ 230	\$ 1,143			\$ 1,347			\$ 10,376
City of Davis	(Irrigation Technician /Aquatic Maintenance Technician) ²	\$ 6,339						\$ 210		\$ 3,039			\$ 9,588
City of Manteca	Parks/Golf Maintenance Technician II	\$ 6,179				\$ 309	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Modesto	Parks Maintenance Mechanic	\$ 6,687				\$ 67	\$ 2,110						\$ 8,864
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):

1. Functional Hybrid - The salary displayed is the same for both matches.
2. Functional Hybrid - The salary displayed is the higher of the matches; Increase based on CPI

Total Compensation Median	\$10,468
Total Compensation Average	\$10,380
Percentage Above or Below Median	-12.39%
Percentage Above or Below Average	-11.44%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026



Payroll Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Accounting Supervisor	\$ 13,812	7/14/2025	7/13/2026	3.00%
City of Manteca	Payroll Supervisor	\$ 12,675	7/1/2025	Unknown	Unknown
City of Roseville	Payroll Supervisor	\$ 12,207	1/1/2026	1/1/2027	3.00%
City of Tracy	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Accounting Supervisor	\$ 13,812				\$ 401				\$ 1,950			\$ 16,163
City of Roseville	Payroll Supervisor	\$ 12,207				\$ 366	\$ 1,143			\$ 1,347			\$ 15,063
City of Manteca	Payroll Supervisor	\$ 12,675	\$ -729			\$ 254	\$ 2,700	\$ 110	\$ 17				\$ 15,027
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

City of Manteca
Market Compensation Data
January 2026



Payroll Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Payroll Technician	\$ 9,226	7/1/2025	7/1/2026	3.00%
City of Elk Grove	Payroll Specialist	\$ 8,027	7/13/2025	Unknown	Unknown
City of Roseville	Payroll Technician II	\$ 7,379	1/1/2026	1/1/2027	3.00%
City of Manteca	Payroll Technician II	\$ 7,328	7/1/2025	Unknown	Unknown
City of Folsom	Payroll Technician	\$ 6,696	7/1/2025	Unknown	Unknown
City of Davis	Payroll Technician II Confidential¹	\$ 6,572	7/7/2025	7/1/2026	4.00%
City of Lodi	Payroll Technician	\$ 6,106	1/6/2025	Unknown	Unknown
City of Tracy	N/C				
City of Modesto	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				

Base Salary Median	\$7,038
Base Salary Average	\$7,334
Percentage Above or Below Median	3.96%
Percentage Above or Below Average	-0.09%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Payroll Technician	\$ 9,226					\$ 2,583	\$ 156	\$ 23				\$ 11,988
City of Elk Grove	Payroll Specialist	\$ 8,027				\$ 321	\$ 2,735	\$ 168	\$ 36				\$ 11,287
City of Manteca	Payroll Technician II	\$ 7,328				\$ 147	\$ 2,700	\$ 110	\$ 17				\$ 10,901
City of Roseville	Payroll Technician II	\$ 7,379				\$ 221	\$ 1,143			\$ 1,347			\$ 10,090
City of Folsom	Payroll Technician	\$ 6,696			\$ 415	\$ 167	\$ 2,198	\$ 117	\$ 18				\$ 9,612
City of Davis	Payroll Technician II Confidential¹	\$ 6,572								\$ 2,392			\$ 8,964
City of Lodi	Payroll Technician	\$ 6,106	\$ -305			\$ 183	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,146
City of Lathrop	N/C												
City of Livermore	N/C												
City of Modesto	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$9,851
Total Compensation Average	\$10,015
Percentage Above or Below Median	4.37%
Percentage Above or Below Average	2.78%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026

Permit Center Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Lathrop	Permit and Plan Check Supervisor	\$ 11,772	7/1/2025	Unknown	Unknown
City of Roseville	Permit Supervisor	\$ 10,137	1/1/2026	1/1/2027	3.00%
City of Manteca	Permit Center Supervisor	\$ 9,921	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Lathrop	Permit and Plan Check Supervisor	\$ 11,772					\$ 2,187						\$ 13,959
City of Roseville	Permit Supervisor	\$ 10,137				\$ 304	\$ 1,143			\$ 1,347			\$ 12,931
City of Manteca	Permit Center Supervisor	\$ 9,921	\$ -570			\$ 198	\$ 2,700	\$ 110	\$ 17				\$ 12,376
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

City of Manteca
Market Compensation Data
January 2026



Plan Check Engineer (Proposed)

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Tracy	Plan Check Engineer	\$ 14,311	7/1/2025	6/28/2026	4.00%
City of Brentwood	Associate Engineer	\$ 13,696	7/1/2025	7/1/2026	3.00%
City of Livermore	Plan Check Engineer	\$ 13,448	10/6/2025	10/5/2026	3.00%
City of Elk Grove	Associate Civil Engineer	\$ 11,805	7/13/2025	Unknown	Unknown
City of Folsom	Plan Check Engineer	\$ 10,964	1/1/2026	Unknown	Unknown
City of Lodi	Assistant Engineer/Plans Examiner	\$ 9,970	1/6/2025	Unknown	Unknown
City of Roseville	N/C				
City of Modesto	N/C				
City of Manteca	Plan Check Engineer (Proposed)				
City of Lathrop	N/C				
City of Davis	N/C				

Base Salary Median	\$12,627
Base Salary Average	\$12,366
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Plan Check Engineer	\$ 14,311			\$ 887	\$ 716				\$ 3,593		\$ 80	\$ 19,587
City of Brentwood	Associate Engineer	\$ 13,696		\$ 110		\$ 274	\$ 2,583	\$ 156	\$ 23				\$ 16,842
City of Livermore	Plan Check Engineer	\$ 13,448				\$ 163				\$ 2,050			\$ 15,661
City of Elk Grove	Associate Civil Engineer	\$ 11,805				\$ 472	\$ 2,735	\$ 168	\$ 36				\$ 15,216
City of Folsom	Plan Check Engineer	\$ 10,964			\$ 680	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 14,277
City of Lodi	Assistant Engineer/Plans Examiner	\$ 9,970	\$ -299			\$ 299	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 12,132
City of Manteca	Plan Check Engineer (Proposed)												
City of Davis	N/C												
City of Lathrop	N/C												
City of Modesto	N/C												
City of Roseville	N/C												

Total Compensation Median	\$15,438
Total Compensation Average	\$15,619
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026



Plans Examiner

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Tracy	Plans Examiner II	\$ 10,850	7/1/2025	6/28/2026	4.00%
City of Lathrop	Plans Examiner II	\$ 9,426	7/1/2025	Unknown	Unknown
City of Roseville	Building Plans Examiner II	\$ 9,376	1/1/2026	1/1/2027	3.00%
City of Manteca	Plans Examiner	\$ 8,908	7/1/2025	Unknown	Unknown
City of Modesto	Plans Examiner	\$ 8,559	7/1/2025	6/30/2026	3.00%
City of Davis	Building Inspector II*	\$ 8,522	7/1/2025	7/1/2026	4.00%
City of Folsom	Building Plans Checker II	\$ 8,341	7/1/2025	7/1/2026	3.00%
City of Lodi	N/C				
City of Livermore	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$8,968
Base Salary Average	\$9,179
Percentage Above or Below Median	-0.70%
Percentage Above or Below Average	-3.07%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Plans Examiner II	\$ 10,850			\$ 673	\$ 271				\$ 2,513			\$ 14,307
City of Roseville	Building Plans Examiner II	\$ 9,376				\$ 281	\$ 1,143			\$ 1,347			\$ 12,148
City of Manteca	Plans Examiner	\$ 8,908				\$ 176	\$ 2,708	\$ 110	\$ 17				\$ 11,910
City of Lathrop	Plans Examiner II	\$ 9,426					\$ 2,187						\$ 11,613
City of Folsom	Building Plans Checker II	\$ 8,341			\$ 517	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,291
City of Davis	Building Inspector II*	\$ 8,522								\$ 2,392			\$ 10,914
City of Modesto	Plans Examiner	\$ 8,559				\$ 86	\$ 2,110						\$ 10,755
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$11,452
Total Compensation Average	\$11,838
Percentage Above or Below Median	3.85%
Percentage Above or Below Average	0.61%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026



Police Captain

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Police Captain	\$ 25,346	7/14/2025	7/13/2026	3.00%
City of Brentwood	Police Captain	\$ 20,585	7/1/2025	7/1/2026	3.00%
City of Elk Grove	Police Captain ¹	\$ 20,193	7/1/2025	7/1/2026	Unknown
City of Roseville	Police Captain	\$ 19,742	1/1/2026	1/1/2027	3.00%
City of Folsom	Police Commander	\$ 19,433	1/1/2026	Unknown	Unknown
City of Tracy	Police Captain	\$ 18,913	7/1/2025	6/28/2026	4.00%
City of Modesto	Police Captain	\$ 18,132	7/1/2025	6/30/2026	3.00%
City of Manteca	Police Captain	\$ 17,566	7/1/2025	Unknown	Unknown
City of Lodi	Police Captain	\$ 17,498	7/8/2024	Unknown	Unknown
City of Lathrop	Police Captain	\$ 17,475	7/1/2025	Unknown	Unknown
City of Davis	N/C				

Base Salary Median	\$19,433
Base Salary Average	\$19,702
Percentage Above or Below Median	-10.63%
Percentage Above or Below Average	-12.16%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Police Captain	\$ 25,346				\$ 87		\$ 186	\$ 26	\$ 1,950			\$ 27,595
City of Brentwood	Police Captain	\$ 20,585		\$ 823		\$ 110	\$ 3,039	\$ 156	\$ 23			\$ 1,306	\$ 26,043
City of Tracy	Police Captain	\$ 18,913	\$ -567		\$ 953	\$ 473				\$ 3,553			\$ 23,325
City of Elk Grove	Police Captain ¹	\$ 20,193	\$ -606			\$ 606	\$ 2,735	\$ 168	\$ 36				\$ 23,132
City of Folsom	Police Commander	\$ 19,433			\$ 953	\$ 350	\$ 2,198	\$ 117	\$ 18				\$ 23,069
City of Roseville	Police Captain	\$ 19,742				\$ 592	\$ 1,143			\$ 1,347			\$ 22,824
City of Modesto	Police Captain	\$ 18,132	\$ -272	\$ 363		\$ 272	\$ 2,110						\$ 20,605
City of Manteca	Police Captain	\$ 17,566	\$ -1,010	\$ 1,054			\$ 2,700	\$ 110	\$ 17				\$ 20,437
City of Lathrop	Police Captain	\$ 17,475					\$ 2,187						\$ 19,662
City of Lodi	Police Captain	\$ 17,498	\$ -1,050			\$ 525	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 19,135
City of Davis	N/C												

Footnote(s):

1. Next increase based on CPI 2-4%

Total Compensation Median	\$23,069
Total Compensation Average	\$22,821
Percentage Above or Below Median	-12.88%
Percentage Above or Below Average	-11.67%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026

Police Chief

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Police Chief	\$ 28,657	7/14/2025	Unknown	Unknown
City of Folsom	Chief of Police	\$ 25,167	7/1/2025	Unknown	Unknown
City of Tracy	Police Chief	\$ 24,736	7/1/2025	6/28/2026	4.00%
City of Roseville	Police Chief	\$ 24,594	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Chief of Police	\$ 24,431	7/13/2025	Unknown	Unknown
City of Brentwood	Police Chief	\$ 24,168	7/1/2025	7/1/2026	3.00%
City of Lathrop	Police Chief	\$ 23,041	7/1/2025	Unknown	Unknown
City of Manteca	Police Chief	\$ 22,584	7/1/2025	Unknown	Unknown
City of Lodi	Police Chief	\$ 22,224	1/6/2025	Unknown	Unknown
City of Modesto	Chief of Police	\$ 21,793	7/1/2025	6/30/2026	3.00%
City of Davis	Police Chief*	\$ 20,033	7/7/2025	7/1/2026	4.00%

Base Salary Median	\$24,299
Base Salary Average	\$23,884
Percentage Above or Below Median	-7.60%
Percentage Above or Below Average	-5.76%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Police Chief	\$ 28,657				\$ 401				\$ 1,950			\$ 31,007
City of Tracy	Police Chief	\$ 24,736			\$ 953	\$ 1,237				\$ 3,593		\$ 80	\$ 30,599
City of Folsom	Chief of Police	\$ 25,167			\$ 953	\$ 1,636	\$ 2,198	\$ 117	\$ 18				\$ 30,089
City of Brentwood	Police Chief	\$ 24,168		\$ 967		\$ 110	\$ 3,039	\$ 156	\$ 23			\$ 1,534	\$ 29,996
City of Elk Grove	Chief of Police	\$ 24,431				\$ 977	\$ 2,735	\$ 168	\$ 36				\$ 28,347
City of Roseville	Police Chief	\$ 24,594				\$ 738	\$ 1,143			\$ 1,347			\$ 27,821
City of Manteca	Police Chief	\$ 22,584	\$ -1,807	\$ 1,129		\$ 1,355	\$ 2,700	\$ 110	\$ 17				\$ 26,088
City of Lathrop	Police Chief	\$ 23,041				\$ 417	\$ 2,525						\$ 25,983
City of Lodi	Police Chief	\$ 22,224				\$ 667	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 25,053
City of Modesto	Chief of Police	\$ 21,793	\$ -327	\$ 654		\$ 327	\$ 2,110						\$ 24,557
City of Davis	Police Chief*	\$ 20,033						\$ 210		\$ 2,392			\$ 22,635

Footnote(s):

1. sworn; Increase based on CPI

Total Compensation Median	\$28,084
Total Compensation Average	\$27,609
Percentage Above or Below Median	-7.65%
Percentage Above or Below Average	-5.83%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026

Police Lieutenant

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Police Lieutenant	\$ 20,438	7/14/2025	7/13/2026	3.00%
City of Brentwood	Police Lieutenant	\$ 18,313	7/1/2025	7/1/2026	3.00%
City of Elk Grove	Police Lieutenant ¹	\$ 17,422	7/1/2025	7/1/2026	Unknown
City of Folsom	Police Lieutenant	\$ 17,260	1/1/2026	Unknown	Unknown
City of Roseville	Police Lieutenant	\$ 16,452	1/1/2026	1/1/2027	3.00%
City of Tracy	Police Lieutenant	\$ 16,369	7/1/2025	6/28/2026	4.00%
City of Lathrop	Police Lieutenant	\$ 16,227	7/1/2025	Unknown	Unknown
City of Manteca	Police Lieutenant	\$ 15,945	7/1/2025	Unknown	Unknown
City of Davis	Police Lieutenant ²	\$ 14,915	7/7/2025	Unknown	Unknown
City of Modesto	Police Lieutenant	\$ 14,796	7/1/2025	6/30/2026	3.00%
City of Lodi	Police Lieutenant	\$ 14,581	7/8/2024	Unknown	Unknown

Base Salary Median	\$16,411
Base Salary Average	\$16,677
Percentage Above or Below Median	-2.92%
Percentage Above or Below Average	-4.59%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Police Lieutenant	\$ 20,438				\$ 87		\$ 186	\$ 26	\$ 1,950			\$ 22,687
City of Brentwood	Police Lieutenant	\$ 18,313		\$ 110		\$ 549	\$ 3,039	\$ 156	\$ 23				\$ 22,190
City of Folsom	Police Lieutenant	\$ 17,260			\$ 953	\$ 350	\$ 2,198	\$ 117	\$ 18				\$ 20,896
City of Tracy	Police Lieutenant	\$ 16,369	\$ -491		\$ 953	\$ 409				\$ 3,553			\$ 20,793
City of Elk Grove	Police Lieutenant ¹	\$ 17,422	\$ -523			\$ 523	\$ 2,735	\$ 168	\$ 36				\$ 20,361
City of Roseville	Police Lieutenant	\$ 16,452				\$ 494	\$ 1,143			\$ 1,347			\$ 19,436
City of Manteca	Police Lieutenant	\$ 15,945	\$ -917	\$ 957			\$ 2,700	\$ 110	\$ 17				\$ 18,812
City of Lathrop	Police Lieutenant	\$ 16,227					\$ 2,187						\$ 18,414
City of Davis	Police Lieutenant ²	\$ 14,915						\$ 210		\$ 2,392			\$ 17,517
City of Modesto	Police Lieutenant	\$ 14,796				\$ 222	\$ 2,118				\$ 12		\$ 17,148
City of Lodi	Police Lieutenant	\$ 14,581	\$ -875			\$ 437	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 16,306

Footnote(s):

- Next increase based on CPI 2-4%
- Increase based on CPI

Total Compensation Median	\$19,898
Total Compensation Average	\$19,575
Percentage Above or Below Median	-5.78%
Percentage Above or Below Average	-4.06%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026

Police Officer

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Police Officer	\$ 12,853	5/5/2025	5/4/2026	3.00%
City of Brentwood	Police Officer	\$ 11,761	7/1/2025	7/1/2026	3.00%
City of Manteca	Police Officer	\$ 11,049	7/1/2025	Unknown	Unknown
City of Lathrop	Police Officer	\$ 10,931	7/1/2025	Unknown	Unknown
City of Tracy	Police Officer	\$ 10,616	7/27/2025	6/28/2026	4.00%
City of Roseville	Police Officer	\$ 10,478	1/1/2026	1/1/2027	3.00%
City of Folsom	Police Officer	\$ 10,081	1/1/2026	Unknown	Unknown
City of Modesto	Police Officer	\$ 10,026	7/1/2025	6/30/2026	3.00%
City of Lodi	Police Officer	\$ 9,933	7/8/2024	Unknown	Unknown
City of Davis	Police Officer ¹	\$ 9,904	7/7/2025	Unknown	Unknown
City of Elk Grove	Police Officer ²	\$ 9,846	7/1/2025	7/1/2026	Unknown

Base Salary Median	\$10,279
Base Salary Average	\$10,643
Percentage Above or Below Median	6.96%
Percentage Above or Below Average	3.67%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Police Officer	\$ 12,853				\$ 87		\$ 186	\$ 26	\$ 1,950			\$ 15,102
City of Brentwood	Police Officer	\$ 11,761					\$ 3,039	\$ 156	\$ 23				\$ 14,979
City of Tracy	Police Officer	\$ 10,616			\$ 658	\$ 265				\$ 3,049			\$ 14,588
City of Manteca	Police Officer	\$ 11,049				\$ 110	\$ 2,700	\$ 110	\$ 17				\$ 13,986
City of Roseville	Police Officer	\$ 10,478				\$ 314	\$ 993			\$ 1,347			\$ 13,132
City of Lathrop	Police Officer	\$ 10,931					\$ 2,187						\$ 13,118
City of Folsom	Police Officer	\$ 10,081			\$ 625		\$ 2,198	\$ 117	\$ 18				\$ 13,039
City of Elk Grove	Police Officer ²	\$ 9,846	\$ -295			\$ 394	\$ 2,735	\$ 168	\$ 36				\$ 12,883
City of Davis	Police Officer ¹	\$ 9,904						\$ 210		\$ 2,392			\$ 12,506
City of Modesto	Police Officer	\$ 10,026				\$ 150	\$ 2,118				\$ 12		\$ 12,306
City of Lodi	Police Officer	\$ 9,933	\$ -596			\$ 298	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 11,797

Footnote(s):

- sworn; Increase based on CPI
- Next increase based on CPI 2-4%

Total Compensation Median	\$13,078
Total Compensation Average	\$13,345
Percentage Above or Below Median	6.49%
Percentage Above or Below Average	4.58%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026



Police Records Clerk II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Police Records Clerk II	\$ 7,572	7/1/2025	7/1/2026	3.00%
City of Livermore	Police Clerk	\$ 7,316	10/6/2025	10/5/2026	3.00%
City of Tracy	Police Records Assistant II	\$ 7,184	7/1/2025	6/28/2026	4.00%
City of Lathrop	Police Records Assistant II	\$ 6,838	7/1/2025	Unknown	Unknown
City of Manteca	Police Records Clerk II	\$ 6,292	7/1/2025	Unknown	Unknown
City of Elk Grove	Police Records Technician II	\$ 6,172	7/13/2025	Unknown	Unknown
City of Roseville	Police Records Clerk II	\$ 6,137	1/1/2026	1/1/2027	3.00%
City of Modesto	Police Support Specialist II	\$ 5,767	7/1/2025	6/30/2026	3.00%
City of Folsom	Police Records Technician	\$ 5,759	1/1/2026	Unknown	Unknown
City of Davis	Police Records Specialist ¹	\$ 5,271	7/7/2025	Unknown	Unknown
City of Lodi	Police Records Clerk II	\$ 4,989	1/6/2025	Unknown	Unknown

Base Salary Median	\$6,154
Base Salary Average	\$6,300
Percentage Above or Below Median	2.18%
Percentage Above or Below Average	-0.14%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Police Records Assistant II	\$ 7,184			\$ 445	\$ 359				\$ 3,593			\$ 11,581
City of Brentwood	Police Records Clerk II	\$ 7,572					\$ 2,583	\$ 156	\$ 23				\$ 10,334
City of Livermore	Police Clerk	\$ 7,316				\$ 163				\$ 2,050			\$ 9,528
City of Elk Grove	Police Records Technician II	\$ 6,172				\$ 247	\$ 2,735	\$ 168	\$ 36				\$ 9,358
City of Lathrop	Police Records Assistant II	\$ 6,838					\$ 2,187						\$ 9,025
City of Roseville	Police Records Clerk II	\$ 6,137				\$ 184	\$ 1,143			\$ 1,347			\$ 8,811
City of Manteca	Police Records Clerk II	\$ 6,292	-\$ 692			\$ 252	\$ 2,700	\$ 110	\$ 17				\$ 8,678
City of Folsom	Police Records Technician	\$ 5,759			\$ 357		\$ 2,198	\$ 117	\$ 18				\$ 8,449
City of Modesto	Police Support Specialist II	\$ 5,767				\$ 58	\$ 2,110				\$ 12		\$ 7,946
City of Davis	Police Records Specialist ¹	\$ 5,271						\$ 210		\$ 2,392			\$ 7,873
City of Lodi	Police Records Clerk II	\$ 4,989	-\$ 249			\$ 150	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,051

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$8,918
Total Compensation Average	\$8,996
Percentage Above or Below Median	-2.76%
Percentage Above or Below Average	-3.66%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026

Police Records Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Police Records Supervisor	\$ 11,241	7/1/2025	7/1/2026	3.00%
City of Tracy	Police Records Supervisor	\$ 9,339	7/1/2025	6/28/2026	4.00%
City of Livermore	Police Clerk, Supervising	\$ 9,048	10/6/2025	10/5/2026	3.00%
City of Modesto	Police Civilian Supervisor	\$ 8,729	7/1/2025	6/30/2026	3.00%
City of Lathrop	Police Records Supervisor	\$ 8,128	7/1/2025	Unknown	Unknown
City of Roseville	Records Supervisor	\$ 8,100	1/1/2026	1/1/2027	3.00%
City of Manteca	Police Records Supervisor	\$ 8,042	7/1/2025	Unknown	Unknown
City of Davis	Police Records Supervisor ¹	\$ 7,389	7/7/2025	Unknown	Unknown
City of Elk Grove	Police Records Supervisor	\$ 7,169	7/13/2025	Unknown	Unknown
City of Folsom	Police Records Supervisor	\$ 7,127	1/1/2026	Unknown	Unknown
City of Lodi	Police Records Clerk Supervisor	\$ 5,739	1/6/2025	Unknown	Unknown

Base Salary Median	\$8,114
Base Salary Average	\$8,201
Percentage Above or Below Median	-0.90%
Percentage Above or Below Average	-1.97%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Police Records Supervisor	\$ 9,339			\$ 579	\$ 467				\$ 3,593		\$ 80	\$ 14,058
City of Brentwood	Police Records Supervisor	\$ 11,241					\$ 2,583	\$ 156	\$ 23				\$ 14,003
City of Livermore	Police Clerk, Supervising	\$ 9,048				\$ 163				\$ 2,050			\$ 11,261
City of Modesto	Police Civilian Supervisor	\$ 8,729				\$ 131	\$ 2,110						\$ 10,970
City of Roseville	Records Supervisor	\$ 8,100				\$ 243	\$ 1,143			\$ 1,347			\$ 10,833
City of Elk Grove	Police Records Supervisor	\$ 7,169				\$ 287	\$ 2,735	\$ 168	\$ 36				\$ 10,395
City of Lathrop	Police Records Supervisor	\$ 8,128					\$ 2,187						\$ 10,315
City of Manteca	Police Records Supervisor	\$ 8,042	-\$ 885			\$ 322	\$ 2,700	\$ 110	\$ 17				\$ 10,306
City of Davis	Police Records Supervisor ¹	\$ 7,389						\$ 210		\$ 2,392			\$ 9,991
City of Folsom	Police Records Supervisor	\$ 7,127			\$ 442		\$ 2,198	\$ 117	\$ 18				\$ 9,902
City of Lodi	Police Records Clerk Supervisor	\$ 5,739	-\$ 287			\$ 172	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,786

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$10,614
Total Compensation Average	\$10,951
Percentage Above or Below Median	-2.99%
Percentage Above or Below Average	-6.26%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026

Police Sergeant

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Police Sergeant	\$ 15,994	5/5/2025	5/4/2026	3.00%
City of Brentwood	Police Sergeant	\$ 14,349	7/1/2025	7/1/2026	3.00%
City of Manteca	Police Sergeant	\$ 13,430	7/1/2025	Unknown	Unknown
City of Tracy	Police Sergeant	\$ 13,120	7/27/2025	6/28/2026	4.00%
City of Lathrop	Police Sergeant	\$ 12,994	7/1/2025	Unknown	Unknown
City of Roseville	Police Sergeant	\$ 12,738	1/1/2026	1/1/2027	3.00%
City of Elk Grove	Police Sergeant ²	\$ 12,368	7/1/2025	7/1/2026	Unknown
City of Folsom	Police Sergeant	\$ 12,242	1/1/2026	Unknown	Unknown
City of Lodi	Police Sergeant	\$ 12,151	7/8/2024	Unknown	Unknown
City of Modesto	Police Sergeant	\$ 12,144	7/1/2025	6/30/2026	3.00%
City of Davis	Police Sergeant ¹	\$ 11,932	7/7/2025	Unknown	Unknown

Base Salary Median	\$12,553
Base Salary Average	\$13,003
Percentage Above or Below Median	6.53%
Percentage Above or Below Average	3.18%
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Police Sergeant	\$ 15,994				\$ 87		\$ 186	\$ 26	\$ 1,950			\$ 18,243
City of Brentwood	Police Sergeant	\$ 14,349					\$ 3,039	\$ 156	\$ 23				\$ 17,567
City of Tracy	Police Sergeant	\$ 13,120			\$ 813	\$ 328				\$ 3,049			\$ 17,310
City of Manteca	Police Sergeant	\$ 13,430				\$ 134	\$ 2,700	\$ 110	\$ 17				\$ 16,391
City of Roseville	Police Sergeant	\$ 12,738				\$ 382	\$ 993			\$ 1,347			\$ 15,460
City of Elk Grove	Police Sergeant ²	\$ 12,368	\$ -371			\$ 495	\$ 2,735	\$ 168	\$ 36				\$ 15,431
City of Folsom	Police Sergeant	\$ 12,242			\$ 759		\$ 2,198	\$ 117	\$ 18				\$ 15,334
City of Lathrop	Police Sergeant	\$ 12,994					\$ 2,187						\$ 15,181
City of Davis	Police Sergeant ¹	\$ 11,932						\$ 210		\$ 2,392			\$ 14,533
City of Modesto	Police Sergeant	\$ 12,144				\$ 182	\$ 2,118				\$ 12		\$ 14,456
City of Lodi	Police Sergeant	\$ 12,151	\$ -729			\$ 365	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 13,949

Footnote(s):

- sworn; Increase based on CPI
- Next increase based on CPI 2-4%

Total Compensation Median	\$15,382
Total Compensation Average	\$15,746
Percentage Above or Below Median	6.16%
Percentage Above or Below Average	3.94%
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026

Property & Evidence Officer

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Property and Evidence Technician II	\$ 7,955	7/1/2025	7/1/2026	3.00%
City of Livermore	Property and Evidence Specialist	\$ 7,782	10/6/2025	10/5/2026	3.00%
City of Lathrop	Property & Evidence Technician	\$ 7,363	7/1/2025	Unknown	Unknown
City of Manteca	Property & Evidence Officer	\$ 7,284	7/1/2025	Unknown	Unknown
City of Elk Grove	Property and Evidence Technician II	\$ 7,098	7/13/2025	Unknown	Unknown
City of Tracy	Property & Evidence Technician	\$ 7,027	7/1/2025	6/28/2026	4.00%
City of Roseville	Police Property and Evidence Technician II	\$ 6,750	1/1/2026	1/1/2027	3.00%
City of Modesto	Police Evidence and Property Technician II	\$ 6,365	7/1/2025	6/30/2026	3.00%
City of Lodi	Property and Evidence Technician	\$ 6,202	7/8/2024	Unknown	Unknown
City of Folsom	N/C				
City of Davis	N/C				

Base Salary Median	\$7,062
Base Salary Average	\$7,068
Percentage Above or Below Median	3.05%
Percentage Above or Below Average	2.97%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Property and Evidence Technician II	\$ 7,955					\$ 2,583	\$ 156	\$ 23				\$ 10,718
City of Elk Grove	Property and Evidence Technician II	\$ 7,098				\$ 284	\$ 2,735	\$ 168	\$ 36				\$ 10,321
City of Tracy	Property & Evidence Technician	\$ 7,027			\$ 436	\$ 176				\$ 2,513			\$ 10,151
City of Livermore	Property and Evidence Specialist	\$ 7,782				\$ 163				\$ 2,050			\$ 9,994
City of Manteca	Property & Evidence Officer	\$ 7,284	\$ -801			\$ 291	\$ 2,700	\$ 110	\$ 17				\$ 9,601
City of Lathrop	Property & Evidence Technician	\$ 7,363					\$ 2,187						\$ 9,550
City of Roseville	Police Property and Evidence Technician II	\$ 6,750				\$ 203	\$ 1,143			\$ 1,347			\$ 9,443
City of Modesto	Police Evidence and Property Technician II	\$ 6,365				\$ 64	\$ 2,110				\$ 12		\$ 8,550
City of Lodi	Property and Evidence Technician	\$ 6,202	\$ -186			\$ 186	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,364
City of Folsom	N/C						\$ 2,198	\$ 117	\$ 18				\$ 2,333
City of Davis	N/C												

Total Compensation Median	\$9,772
Total Compensation Average	\$9,636
Percentage Above or Below Median	-1.78%
Percentage Above or Below Average	-0.37%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026

Public Safety Dispatch Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Public Safety Dispatcher, Supervising	\$ 11,287	10/6/2025	10/5/2026	3.00%
City of Brentwood	Police Dispatch Supervisor	\$ 11,241	7/1/2025	7/1/2026	3.00%
City of Tracy	Public Safety Dispatch Supervisor	\$ 10,838	7/1/2025	6/28/2026	4.00%
City of Roseville	Communications Supervisor	\$ 10,712	1/1/2026	1/1/2027	3.00%
City of Manteca	Public Safety Dispatch Supervisor	\$ 10,293	7/1/2025	Unknown	Unknown
City of Elk Grove	Dispatch Supervisor ¹	\$ 10,220	7/1/2025	7/1/2026	Unknown
City of Davis	Public Safety Dispatch Supervisor ²	\$ 9,545	7/7/2025	Unknown	Unknown
City of Folsom	Communications Supervisor	\$ 9,542	1/1/2026	Unknown	Unknown
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				

Base Salary Median	\$10,712
Base Salary Average	\$10,484
Percentage Above or Below Median	-4.08%
Percentage Above or Below Average	-1.85%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Public Safety Dispatch Supervisor	\$ 10,838			\$ 672	\$ 542				\$ 3,593		\$ 80	\$ 15,724
City of Brentwood	Police Dispatch Supervisor	\$ 11,241					\$ 2,583	\$ 156	\$ 23				\$ 14,003
City of Roseville	Communications Supervisor	\$ 10,712				\$ 321	\$ 1,143			\$ 1,347			\$ 13,524
City of Livermore	Public Safety Dispatcher, Supervising	\$ 11,287				\$ 163				\$ 2,050			\$ 13,499
City of Elk Grove	Dispatch Supervisor ¹	\$ 10,220	\$ -307			\$ 409	\$ 2,735	\$ 168	\$ 36				\$ 13,261
City of Folsom	Communications Supervisor	\$ 9,542			\$ 592		\$ 2,198	\$ 117	\$ 18				\$ 12,467
City of Manteca	Public Safety Dispatch Supervisor	\$ 10,293	\$ -1,132			\$ 412	\$ 2,700	\$ 110	\$ 17				\$ 12,399
City of Davis	Public Safety Dispatch Supervisor ²	\$ 9,545						\$ 210		\$ 2,392			\$ 12,147
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												

Footnote(s):

1. Next increase based on CPI 2-4%
2. Increase based on CPI

Total Compensation Median	\$13,499
Total Compensation Average	\$13,518
Percentage Above or Below Median	-8.87%
Percentage Above or Below Average	-9.02%
Total # of Matches:	7

Public Safety Dispatcher II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Public Safety Dispatcher	\$ 9,786	10/6/2025	10/5/2026	3.00%
City of Brentwood	Police Dispatcher II	\$ 9,226	7/1/2025	7/1/2026	3.00%
City of Tracy	Public Safety Dispatcher II	\$ 8,932	7/1/2025	6/28/2026	4.00%
City of Roseville	Dispatcher II	\$ 8,927	1/1/2026	1/1/2027	3.00%
City of Folsom	Dispatcher II	\$ 8,298	1/1/2026	Unknown	Unknown
City of Manteca	Public Safety Dispatcher II	\$ 8,041	7/1/2025	Unknown	Unknown
City of Elk Grove	Dispatcher ¹	\$ 7,897	7/1/2025	7/1/2026	Unknown
City of Davis	Public Safety Dispatcher II ²	\$ 7,636	7/7/2025	Unknown	Unknown
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				

Base Salary Median	\$8,927
Base Salary Average	\$8,672
Percentage Above or Below Median	-11.02%
Percentage Above or Below Average	-7.85%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Public Safety Dispatcher II	\$ 8,932			\$ 554	\$ 223				\$ 2,513			\$ 12,222
City of Livermore	Public Safety Dispatcher	\$ 9,786				\$ 163				\$ 2,050			\$ 11,998
City of Brentwood	Police Dispatcher II	\$ 9,226					\$ 2,583	\$ 156	\$ 23				\$ 11,988
City of Roseville	Dispatcher II	\$ 8,927				\$ 268	\$ 1,143			\$ 1,347			\$ 11,685
City of Folsom	Dispatcher II	\$ 8,298			\$ 514		\$ 2,198	\$ 117	\$ 18				\$ 11,145
City of Elk Grove	Dispatcher ¹	\$ 7,897	\$ -237			\$ 316	\$ 2,735	\$ 168	\$ 36				\$ 10,915
City of Manteca	Public Safety Dispatcher II	\$ 8,041	\$ -884			\$ 322	\$ 2,700	\$ 110	\$ 17				\$ 10,305
City of Davis	Public Safety Dispatcher II ²	\$ 7,636						\$ 210		\$ 2,392			\$ 10,238
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												

Footnote(s):

- Next increase based on CPI 2-4%
- Increase based on CPI

Total Compensation Median	\$11,685
Total Compensation Average	\$11,456
Percentage Above or Below Median	-13.39%
Percentage Above or Below Average	-11.17%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

Recreation Coordinator

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Recreation Coordinator	\$ 9,226	7/1/2025	7/1/2026	3.00%
City of Roseville	Recreation Coordinator II	\$ 7,797	1/1/2026	1/1/2027	3.00%
City of Tracy	Recreation Program Coordinator	\$ 7,644	7/1/2025	6/28/2026	4.00%
City of Folsom	Recreation Coordinator II	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Lathrop	Recreation Coordinator II	\$ 6,671	7/1/2025	Unknown	Unknown
City of Modesto	Recreation Coordinator	\$ 6,524	7/1/2025	6/30/2026	3.00%
City of Manteca	Recreation Coordinator	\$ 6,027	7/1/2025	Unknown	Unknown
City of Lodi	Program Coordinator	\$ 5,340	1/6/2025	Unknown	Unknown
City of Livermore	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$7,566
Base Salary Average	\$7,253
Percentage Above or Below Median	-25.53%
Percentage Above or Below Average	-20.33%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Recreation Program Coordinator	\$ 7,644			\$ 474	\$ 382				\$ 3,593			\$ 12,093
City of Brentwood	Recreation Coordinator	\$ 9,226					\$ 2,583	\$ 156	\$ 23				\$ 11,988
City of Roseville	Recreation Coordinator II	\$ 7,797				\$ 234	\$ 1,143			\$ 1,347			\$ 10,521
City of Folsom	Recreation Coordinator II	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Manteca	Recreation Coordinator	\$ 6,027				\$ 121	\$ 2,700	\$ 110	\$ 17				\$ 8,974
City of Lathrop	Recreation Coordinator II	\$ 6,671					\$ 2,187						\$ 8,858
City of Modesto	Recreation Coordinator	\$ 6,524				\$ 65	\$ 2,110						\$ 8,700
City of Lodi	Program Coordinator	\$ 5,340	\$ -267			\$ 160	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,395
City of Davis	N/C												
City of Elk Grove	N/C												
City of Livermore	N/C												

Total Compensation Median	\$10,468
Total Compensation Average	\$10,003
Percentage Above or Below Median	-16.65%
Percentage Above or Below Average	-11.47%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026



Recreation Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Recreation Manager	\$ 14,749	7/1/2025	7/1/2026	3.00%
City of Roseville	Parks Recreation and Libraries Manager	\$ 12,824	1/1/2026	1/1/2027	3.00%
City of Folsom	Recreation & Community Services Manager	\$ 12,404	1/1/2026	Unknown	Unknown
City of Tracy	Recreation Services Manager	\$ 12,159	7/1/2025	6/28/2026	4.00%
City of Davis	Community Services Manager*	\$ 11,812	7/7/2025	7/1/2026	4.00%
City of Manteca	Recreation Manager	\$ 11,497	7/1/2025	Unknown	Unknown
City of Lathrop	Parks and Recreation Manager	\$ 11,484	7/1/2025	Unknown	Unknown
City of Modesto	Recreation Program Manager	\$ 11,173	7/1/2025	6/30/2026	3.00%
City of Lodi	N/C				
City of Livermore	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$12,159
Base Salary Average	\$12,372
Percentage Above or Below Median	-5.76%
Percentage Above or Below Average	-7.62%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Recreation Manager	\$ 14,749		\$ 110		\$ 442	\$ 2,583	\$ 156	\$ 23				\$ 18,064
City of Tracy	Recreation Services Manager	\$ 12,159			\$ 754	\$ 608				\$ 3,593		\$ 80	\$ 17,193
City of Folsom	Recreation & Community Services Manager	\$ 12,404			\$ 769	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,807
City of Roseville	Parks Recreation and Libraries Manager	\$ 12,824				\$ 385	\$ 1,143			\$ 1,347			\$ 15,699
City of Davis	Community Services Manager*	\$ 11,812						\$ 210		\$ 2,392			\$ 14,414
City of Manteca	Recreation Manager	\$ 11,497	\$ -661			\$ 230	\$ 2,700	\$ 110	\$ 17				\$ 16,892
City of Lathrop	Parks and Recreation Manager	\$ 11,484					\$ 2,187						\$ 13,671
City of Modesto	Recreation Program Manager	\$ 11,173				\$ 168	\$ 2,110						\$ 13,451
City of Elk Grove	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$15,699
Total Compensation Average	\$15,471
Percentage Above or Below Median	-13.00%
Percentage Above or Below Average	-11.36%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026



Recreation Specialist II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Tracy	Recreation Leader III	\$ 4,929	10/5/2028	Unknown	Unknown
City of Lathrop	Senior Recreation Leader	\$ 4,839	7/1/2025	Unknown	Unknown
City of Modesto	Recreation Specialist	\$ 4,342	7/1/2025	Unknown	Unknown
City of Lodi	Recreation Specialist PT	\$ 4,205	11/11/2024	Unknown	Unknown
City of Brentwood	Recreation Leader II	\$ 4,025	1/1/2025	Unknown	Unknown
City of Folsom	Recreation Specialist	\$ 3,987	7/1/2025	Unknown	Unknown
City of Davis	Community Services Specialist VII'	\$ 3,919	7/10/2023	Unknown	Unknown
City of Roseville	Recreation Specialist III	\$ 3,727	7/26/2025	1/1/2027	Unknown
City of Manteca	Recreation Specialist II	\$ 3,455	8/19/2025	Unknown	Unknown
City of Livermore	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$4,115
Base Salary Average	\$4,247
Percentage Above or Below Median	-19.09%
Percentage Above or Below Average	-22.90%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Lathrop	Senior Recreation Leader	\$ 4,839					\$ 2,187						\$ 7,026
City of Tracy	Recreation Leader III	\$ 4,929											\$ 4,929
City of Modesto	Recreation Specialist	\$ 4,342											\$ 4,342
City of Lodi	Recreation Specialist PT	\$ 4,205											\$ 4,205
City of Brentwood	Recreation Leader II	\$ 4,025											\$ 4,025
City of Folsom	Recreation Specialist	\$ 3,987											\$ 3,987
City of Davis	Community Services Specialist VII'	\$ 3,919											\$ 3,919
City of Roseville	Recreation Specialist III	\$ 3,727											\$ 3,727
City of Manteca	Recreation Specialist II	\$ 3,455											\$ 3,455
City of Elk Grove	N/C												
City of Livermore	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$4,115
Total Compensation Average	\$4,520
Percentage Above or Below Median	-19.09%
Percentage Above or Below Average	-30.81%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026



Recreation Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Tracy	Recreation Services Supervisor	\$ 11,054	7/1/2025	6/28/2026	4.00%
City of Brentwood	Recreation Supervisor	\$ 10,967	7/1/2025	7/1/2026	3.00%
City of Folsom	Recreation Supervisor	\$ 10,696	1/1/2026	Unknown	Unknown
City of Lathrop	Recreation Supervisor	\$ 8,972	7/1/2025	Unknown	Unknown
City of Roseville	Recreation Supervisor	\$ 8,967	1/1/2026	1/1/2027	3.00%
City of Manteca	Recreation Supervisor	\$ 8,798	7/1/2025	Unknown	Unknown
City of Modesto	Recreation Supervisor	\$ 8,729	7/1/2025	6/30/2026	3.00%
City of Davis	Community Services Supervisor ¹	\$ 8,215	7/7/2025	7/1/2026	4.00%
City of Lodi	N/C				
City of Livermore	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$8,972
Base Salary Average	\$9,657
Percentage Above or Below Median	-1.98%
Percentage Above or Below Average	-9.77%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Recreation Services Supervisor	\$ 11,054			\$ 685	\$ 553				\$ 3,593			\$ 15,884
City of Brentwood	Recreation Supervisor	\$ 10,967		\$ 110		\$ 219	\$ 2,583	\$ 156	\$ 23				\$ 14,058
City of Folsom	Recreation Supervisor	\$ 10,696			\$ 663	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 13,993
City of Roseville	Recreation Supervisor	\$ 8,967				\$ 269	\$ 1,143			\$ 1,347			\$ 11,726
City of Manteca	Recreation Supervisor	\$ 8,798	\$ -506			\$ 176	\$ 2,700	\$ 110	\$ 17				\$ 11,295
City of Lathrop	Recreation Supervisor	\$ 8,972					\$ 2,187						\$ 11,159
City of Modesto	Recreation Supervisor	\$ 8,729				\$ 131	\$ 2,110						\$ 10,970
City of Davis	Community Services Supervisor ¹	\$ 8,215								\$ 2,392			\$ 10,606
City of Elk Grove	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$11,726
Total Compensation Average	\$12,628
Percentage Above or Below Median	-3.82%
Percentage Above or Below Average	-11.81%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026



Revenue and Billing Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Accounting Supervisor	\$ 13,812	7/14/2025	7/1/2026	3.00%
City of Roseville	Utility Billing and Field Services Supervisor	\$ 11,652	1/1/2026	1/1/2027	3.00%
City of Brentwood	Accounting Supervisor	\$ 10,967	7/1/2025	7/1/2026	3.00%
City of Manteca	Revenue and Billing Supervisor	\$ 10,423	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Accounting Supervisor	\$ 13,812				\$ 401				\$ 1,950			\$ 16,163
City of Roseville	Utility Billing and Field Services Supervisor	\$ 11,652				\$ 350	\$ 1,143			\$ 1,347			\$ 14,492
City of Brentwood	Accounting Supervisor	\$ 10,967		\$ 110		\$ 219	\$ 2,583	\$ 156	\$ 23				\$ 14,058
City of Manteca	Revenue and Billing Supervisor	\$ 10,423	\$ -589			\$ 208	\$ 2,700	\$ 110	\$ 17				\$ 12,858
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

City of Manteca
Market Compensation Data
January 2026



Risk Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Modesto	Risk Analyst II	\$ 8,516	7/1/2025	6/30/2026	3.00%
City of Manteca	Risk Analyst	\$ 7,875	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Roseville	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches: 1	

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Manteca	Risk Analyst	\$ 7,875				\$ 158	\$ 2,700	\$ 110	\$ 17				\$ 10,858
City of Modesto	Risk Analyst II	\$ 8,516				\$ 128	\$ 2,110						\$ 10,754
City of Brentwood	N/C			\$ 110			\$ 2,583	\$ 156	\$ 23				\$ 2,872
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches: 1	

City of Manteca
Market Compensation Data
January 2026

Solid Waste Compliance Specialist

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Davis	Environmental Compliance Specialist ¹	\$ 10,716	7/7/2025	7/1/2026	4.00%
City of Livermore	Recycling Specialist	\$ 9,739	10/6/2025	10/5/2026	3.00%
City of Roseville	Waste Services Field Enforcement Inspector	\$ 8,450	1/1/2026	1/1/2027	3.00%
City of Folsom	Environmental Specialist II	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Manteca	Solid Waste Compliance Specialist	\$ 7,515	7/1/2025	Unknown	Unknown
City of Modesto	Solid Waste Enforcement Officer	\$ 6,687	7/1/2025	6/30/2026	3.00%
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$8,450
Base Salary Average	\$8,632
Percentage Above or Below Median	-12.45%
Percentage Above or Below Average	-14.87%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Davis	Environmental Compliance Specialist ¹	\$ 10,716								\$ 2,392			\$ 13,108
City of Livermore	Recycling Specialist	\$ 9,739				\$ 163				\$ 2,050			\$ 11,951
City of Roseville	Waste Services Field Enforcement Inspector	\$ 8,450				\$ 254	\$ 1,143			\$ 1,347			\$ 11,193
City of Manteca	Solid Waste Compliance Specialist	\$ 7,515				\$ 376	\$ 2,700	\$ 110	\$ 17				\$ 10,717
City of Folsom	Environmental Specialist II	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Modesto	Solid Waste Enforcement Officer	\$ 6,687				\$ 67	\$ 2,110						\$ 8,864
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$11,193
Total Compensation Average	\$11,117
Percentage Above or Below Median	-4.45%
Percentage Above or Below Average	-3.73%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026

Solid Waste Equipment Operator III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Solid Waste Equipment Operator II	\$ 8,781	7/1/2025	7/1/2026	3.00%
City of Roseville	Refuse Truck Driver II	\$ 7,316	1/1/2026	1/1/2027	3.00%
City of Folsom	Refuse Driver	\$ 6,700	7/1/2025	7/1/2026	3.00%
City of Modesto	Equipment Operator II	\$ 6,687	7/1/2025	6/30/2026	3.00%
City of Manteca	Solid Waste Equipment Operator III	\$ 6,179	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$7,008
Base Salary Average	\$7,371
Percentage Above or Below Median	-13.42%
Percentage Above or Below Average	-19.29%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Solid Waste Equipment Operator II	\$ 8,781					\$ 2,583	\$ 156	\$ 23				\$ 11,544
City of Roseville	Refuse Truck Driver II	\$ 7,316				\$ 219	\$ 1,143			\$ 1,347			\$ 10,025
City of Folsom	Refuse Driver	\$ 6,700			\$ 415	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 9,548
City of Manteca	Solid Waste Equipment Operator III	\$ 6,179				\$ 308	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Modesto	Equipment Operator II	\$ 6,687				\$ 67	\$ 2,110						\$ 8,864
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Total Compensation Median	\$9,787
Total Compensation Average	\$9,995
Percentage Above or Below Median	-5.07%
Percentage Above or Below Average	-7.31%
Total # of Matches:	4

Solid Waste Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Solid Waste Supervisor	\$ 11,810	7/1/2025	7/1/2026	3.00%
City of Folsom	Solid Waste Supervisor	\$ 11,793	1/1/2026	Unknown	Unknown
City of Roseville	Refuse Supervisor	\$ 10,685	1/1/2026	1/1/2027	3.00%
City of Manteca	Solid Waste Supervisor	\$ 9,921	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Solid Waste Supervisor	\$ 11,793			\$ 731	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,157
City of Brentwood	Solid Waste Supervisor	\$ 11,810		\$ 110		\$ 236	\$ 2,583	\$ 156	\$ 23				\$ 14,918
City of Roseville	Refuse Supervisor	\$ 10,685				\$ 321	\$ 1,143			\$ 1,347			\$ 13,496
City of Manteca	Solid Waste Supervisor	\$ 9,921	\$ -570			\$ 198	\$ 2,700	\$ 110	\$ 17				\$ 12,376
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Street Maintenance Equipment Operator III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Street Maintenance Worker II	\$ 7,955	7/1/2025	7/1/2026	3.00%
City of Livermore	Maintenance Worker II	\$ 7,942	10/6/2025	10/5/2026	3.00%
City of Folsom	Maintenance Specialist	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Elk Grove	[Maintenance Technician II /Senior Maintenance Technician]*	\$ 7,225	7/13/2025	Unknown	Unknown
City of Roseville	Street Maintenance Worker II	\$ 6,968	1/1/2026	1/1/2027	3.00%
City of Tracy	Maintenance Worker II	\$ 6,922	7/1/2025	6/28/2026	4.00%
City of Modesto	Equipment Operator II	\$ 6,687	7/1/2025	6/30/2026	3.00%
City of Manteca	Street Maintenance Equipment Operator III	\$ 6,113	7/1/2025	Unknown	Unknown
City of Davis	[Public Works Maintenance Worker Lead /Public Works Maintenance Worker III]*	\$ 6,054	7/1/2025	7/1/2026	4.00%
City of Lodi	Street Maintenance Worker II	\$ 5,720	1/6/2025	Unknown	Unknown
City of Lathrop	N/C				

Base Salary Median	\$6,968
Base Salary Average	\$7,004
Percentage Above or Below Median	-12.76%
Percentage Above or Below Average	-13.36%
Total # of Matches:	9

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	Street Maintenance Worker II	\$ 7,955					\$ 2,583	\$ 156	\$ 23				\$ 10,718
City of Folsom	Maintenance Specialist	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Elk Grove	[Maintenance Technician II /Senior Maintenance Technician]*	\$ 7,225				\$ 289	\$ 2,735	\$ 168	\$ 36				\$ 10,453
City of Livermore	Maintenance Worker II	\$ 7,942				\$ 163				\$ 2,050			\$ 10,155
City of Tracy	Maintenance Worker II	\$ 6,922			\$ 429	\$ 173				\$ 2,513			\$ 10,037
City of Roseville	Street Maintenance Worker II	\$ 6,968				\$ 209	\$ 1,143			\$ 1,347			\$ 9,667
City of Manteca	Street Maintenance Equipment Operator III	\$ 6,113				\$ 305	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Davis	[Public Works Maintenance Worker Lead /Public Works Maintenance Worker III]*	\$ 6,054						\$ 210		\$ 3,039			\$ 9,303
City of Modesto	Equipment Operator II	\$ 6,687				\$ 67	\$ 2,110						\$ 8,864
City of Lodi	Street Maintenance Worker II	\$ 5,720	\$ -343			\$ 172	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 7,711
City of Lathrop	N/C												

Footnote(s):

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches; Increase based on CPI
2. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$10,037
Total Compensation Average	\$9,708
Percentage Above or Below Median	-7.75%
Percentage Above or Below Average	-4.23%
Total # of Matches:	9

City of Manteca
Market Compensation Data
January 2026

Street Maintenance Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Street Maintenance Manager	\$ 14,440	1/1/2026	1/1/2027	3.00%
City of Brentwood	Streets Manager	\$ 14,038	7/1/2025	7/1/2026	3.00%
City of Elk Grove	Operations Manager	\$ 12,913	7/13/2025	Unknown	Unknown
City of Modesto	Streets Manager	\$ 12,641	7/1/2025	6/30/2026	3.00%
City of Manteca	Street Maintenance Manager	\$ 11,213	7/1/2025	Unknown	Unknown
City of Lodi	Street Superintendent	\$ 10,670	1/6/2025	Unknown	Unknown
City of Lathrop	Streets and Maintenance Operations Manager	\$ 10,664	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Livermore	N/C				
City of Folsom	N/C				
City of Davis	N/C				

Base Salary Median	\$12,777
Base Salary Average	\$12,561
Percentage Above or Below Median	-13.88%
Percentage Above or Below Average	-11.96%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Street Maintenance Manager	\$ 14,440				\$ 433	\$ 1,143			\$ 1,347			\$ 17,363
City of Brentwood	Streets Manager	\$ 14,038		\$ 110		\$ 421	\$ 2,583	\$ 156	\$ 23				\$ 17,332
City of Elk Grove	Operations Manager	\$ 12,913				\$ 517	\$ 2,735	\$ 168	\$ 36				\$ 16,368
City of Modesto	Streets Manager	\$ 12,641				\$ 190	\$ 2,110						\$ 14,941
City of Manteca	Street Maintenance Manager	\$ 11,213	\$ -645			\$ 224	\$ 2,700	\$ 110	\$ 17				\$ 13,625
City of Lathrop	Streets and Maintenance Operations Manager	\$ 10,664					\$ 2,187						\$ 12,851
City of Lodi	Street Superintendent	\$ 10,670	\$ -320			\$ 320	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 12,832
City of Davis	N/C							\$ 210		\$ 3,039			\$ 3,249
City of Folsom	N/C												
City of Livermore	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$15,655
Total Compensation Average	\$15,281
Percentage Above or Below Median	-14.89%
Percentage Above or Below Average	-12.15%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026

Street Maintenance Supervisor (Proposed)

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	Streets Supervisor	\$ 11,810	7/1/2025	7/1/2026	3.00%
City of Folsom	Streets Operations Supervisor	\$ 11,231	1/1/2026	Unknown	Unknown
City of Livermore	(Public Works Supervisor /Maintenance Worker III) ¹	\$ 10,580	7/14/2025	7/13/2026	3.00%
City of Tracy	Operations Supervisor	\$ 10,290	7/1/2025	6/28/2026	4.00%
City of Elk Grove	Street Maintenance Supervisor	\$ 10,064	7/13/2025	Unknown	Unknown
City of Roseville	Street Maintenance Supervisor	\$ 9,980	1/1/2026	1/1/2027	3.00%
City of Modesto	Operations Supervisor	\$ 9,875	7/1/2025	6/30/2026	3.00%
City of Lathrop	Maintenance Services Supervisor	\$ 9,426	7/1/2025	Unknown	Unknown
City of Lodi	Street Maintenance Supervisor	\$ 7,977	1/6/2025	Unknown	Unknown
City of Davis	Public Works Supervisor ²	\$ 7,293	7/7/2025	7/1/2026	4.00%
City of Manteca	Street Maintenance Supervisor (Proposed)				

Base Salary Median	\$10,022
Base Salary Average	\$9,853
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	10

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Operations Supervisor	\$ 10,290			\$ 638	\$ 515				\$ 3,593		\$ 80	\$ 15,115
City of Brentwood	Streets Supervisor	\$ 11,810		\$ 110		\$ 236	\$ 2,583	\$ 156	\$ 23				\$ 14,918
City of Folsom	Streets Operations Supervisor	\$ 11,231			\$ 696	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 14,561
City of Elk Grove	Street Maintenance Supervisor	\$ 10,064				\$ 403	\$ 2,735	\$ 168	\$ 36				\$ 13,405
City of Livermore	(Public Works Supervisor /Maintenance Worker III) ¹	\$ 10,580				\$ 401				\$ 1,950			\$ 12,931
City of Roseville	Street Maintenance Supervisor	\$ 9,980				\$ 299	\$ 1,143			\$ 1,347			\$ 12,770
City of Modesto	Operations Supervisor	\$ 9,875				\$ 148	\$ 2,110						\$ 12,133
City of Lathrop	Maintenance Services Supervisor	\$ 9,426					\$ 2,187						\$ 11,613
City of Davis	Public Works Supervisor ²	\$ 7,293						\$ 210		\$ 3,039			\$ 10,542
City of Lodi	Street Maintenance Supervisor	\$ 7,977	\$ -479			\$ 239	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 9,899
City of Manteca	Street Maintenance Supervisor (Proposed)												

Footnote(s):

- Span of Responsibility Hybrid - The salary displayed is an average of the matches.
- Increase based on CPI

Total Compensation Median	\$12,850
Total Compensation Average	\$12,789
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	10

City of Manteca
Market Compensation Data
January 2026

Traffic Sign & Marking Specialist

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Elk Grove	Maintenance Specialist	\$ 7,461	7/13/2025	Unknown	Unknown
City of Modesto	Traffic Operations Technician	\$ 7,202	7/1/2025	6/30/2026	3.00%
City of Lodi	Traffic Sign Worker	\$ 6,293	1/6/2025	Unknown	Unknown
City of Manteca	Traffic Sign & Marking Specialist	\$ 6,179	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Roseville	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Elk Grove	Maintenance Specialist	\$ 7,461				\$ 298	\$ 2,735	\$ 168	\$ 36				\$ 10,698
City of Modesto	Traffic Operations Technician	\$ 7,202				\$ 72	\$ 2,110						\$ 9,384
City of Manteca	Traffic Sign & Marking Specialist	\$ 6,179				\$ 308	\$ 2,788	\$ 110	\$ 17				\$ 9,315
City of Lodi	Traffic Sign Worker	\$ 6,293	\$ -378			\$ 189	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,266
City of Brentwood	N/C												
City of Davis	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

City of Manteca
Market Compensation Data
January 2026

Transit Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Alternate Transportation Manager	\$ 15,720	1/1/2026	1/1/2027	3.00%
City of Lodi	Transportation Manager	\$ 12,374	1/6/2025	Unknown	Unknown
City of Tracy	Transit Manager	\$ 11,905	7/1/2025	6/28/2026	4.00%
City of Manteca	Transit Manager	\$ 11,219	7/1/2025	Unknown	Unknown
City of Modesto	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Alternate Transportation Manager	\$ 15,720				\$ 472	\$ 1,143			\$ 1,347			\$ 18,681
City of Tracy	Transit Manager	\$ 11,905			\$ 738	\$ 595				\$ 3,593		\$ 80	\$ 16,911
City of Lodi	Transportation Manager	\$ 12,374	\$ -371			\$ 371	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 14,536
City of Manteca	Transit Manager	\$ 11,219	\$ -645			\$ 224	\$ 2,700	\$ 110	\$ 17				\$ 13,625
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Modesto	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

City of Manteca
Market Compensation Data
January 2026



Urban Forestry Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Landscape Maintenance Specialist	\$ 8,909	10/6/2025	10/5/2026	3.00%
City of Roseville	Arborist Technician	\$ 7,656	1/1/2026	1/1/2027	3.00%
City of Folsom	Maintenance Specialist	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Modesto	Tree Trimmer II	\$ 6,209	7/1/2025	6/30/2026	3.00%
City of Manteca	Urban Forestry Technician II	\$ 6,179	7/1/2025	Unknown	Unknown
City of Davis	Urban Forestry Technician ¹	\$ 5,853	7/7/2025	7/1/2026	4.00%
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$7,566
Base Salary Average	\$7,238
Percentage Above or Below Median	-22.45%
Percentage Above or Below Average	-17.15%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Landscape Maintenance Specialist	\$ 8,909				\$ 163				\$ 2,050			\$ 11,121
City of Folsom	Maintenance Specialist	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Roseville	Arborist Technician	\$ 7,656				\$ 230	\$ 1,143			\$ 1,347			\$ 10,376
City of Manteca	Urban Forestry Technician II	\$ 6,179				\$ 308	\$ 2,700	\$ 110	\$ 17				\$ 9,315
City of Davis	Urban Forestry Technician ¹	\$ 5,853						\$ 210		\$ 3,039			\$ 9,102
City of Modesto	Tree Trimmer II	\$ 6,209				\$ 62	\$ 2,110						\$ 8,381
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$10,376
Total Compensation Average	\$9,890
Percentage Above or Below Median	-11.39%
Percentage Above or Below Average	-6.17%
Total # of Matches:	5

Vehicle Equipment Technician II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Mechanic	\$ 9,649	10/6/2025	10/5/2026	3.00%
City of Brentwood	Mechanic II	\$ 9,001	7/1/2025	7/1/2026	3.00%
City of Tracy	Equipment Mechanic II	\$ 8,162	7/1/2025	6/28/2026	4.00%
City of Folsom	Mechanic II	\$ 7,944	7/1/2025	7/1/2026	3.00%
City of Roseville	Mechanic II	\$ 7,852	1/1/2026	1/1/2027	3.00%
City of Modesto	Heavy Equipment Mechanic II	\$ 7,202	7/1/2025	6/30/2026	3.00%
City of Davis	Equipment Mechanic II*	\$ 6,795	7/7/2025	7/1/2026	4.00%
City of Lodi	Heavy Equipment Mechanic	\$ 6,558	1/6/2025	Unknown	Unknown
City of Manteca	Vehicle Equipment Technician II	\$ 6,326	7/1/2025	Unknown	Unknown
City of Lathrop	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$7,898
Base Salary Average	\$7,895
Percentage Above or Below Median	-24.86%
Percentage Above or Below Average	-24.81%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Mechanic	\$ 9,649				\$ 163				\$ 2,050			\$ 11,861
City of Brentwood	Mechanic II	\$ 9,001					\$ 2,583	\$ 156	\$ 23				\$ 11,763
City of Tracy	Equipment Mechanic II	\$ 8,162			\$ 506	\$ 204				\$ 2,513			\$ 11,386
City of Folsom	Mechanic II	\$ 7,944			\$ 493	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,870
City of Roseville	Mechanic II	\$ 7,852				\$ 236	\$ 1,143			\$ 1,347			\$ 10,577
City of Davis	Equipment Mechanic II*	\$ 6,795						\$ 210		\$ 3,039			\$ 10,044
City of Manteca	Vehicle Equipment Technician II	\$ 6,326				\$ 316	\$ 2,700	\$ 110	\$ 17				\$ 9,469
City of Modesto	Heavy Equipment Mechanic II	\$ 7,202				\$ 72	\$ 2,110						\$ 9,384
City of Lodi	Heavy Equipment Mechanic	\$ 6,558	\$ -393			\$ 197	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,523
City of Elk Grove	N/C												
City of Lathrop	N/C												

Footnote(s):

1. Increase based on CPI

Total Compensation Median	\$10,724
Total Compensation Average	\$10,551
Percentage Above or Below Median	-13.25%
Percentage Above or Below Average	-11.43%
Total # of Matches:	8

Wastewater Collection System Superintendent

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Lathrop	Utility Operations Superintendent	\$ 14,342	7/1/2025	Unknown	Unknown
City of Livermore	Public Works Supervisor	\$ 13,297	7/14/2025	7/13/2026	3.00%
City of Roseville	Wastewater Collection Superintendent	\$ 12,822	1/1/2026	1/1/2027	3.00%
City of Folsom	[Wastewater Collection Supervisor /Wastewater Collection Manager] ¹	\$ 12,572	1/1/2026	Unknown	Unknown
City of Manteca	Wastewater Collection System Superintendent	\$ 9,921	7/1/2025	Unknown	Unknown
City of Davis	Collections Superintendent ²	\$ 9,117	7/7/2025	7/1/2026	4.00%
City of Tracy	N/C				
City of Modesto	N/C				
City of Lodi	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$12,822
Base Salary Average	\$12,430
Percentage Above or Below Median	-29.25%
Percentage Above or Below Average	-25.29%
Total # of Matches:	5

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Lathrop	Utility Operations Superintendent	\$ 14,342					\$ 2,187						\$ 16,529
City of Folsom	[Wastewater Collection Supervisor /Wastewater Collection Manager] ¹	\$ 12,572			\$ 779	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,984
City of Roseville	Wastewater Collection Superintendent	\$ 12,822				\$ 385	\$ 1,143			\$ 1,347			\$ 15,697
City of Livermore	Public Works Supervisor	\$ 13,297				\$ 401				\$ 1,950			\$ 15,648
City of Manteca	Wastewater Collection System Superintendent	\$ 9,921	\$ -570			\$ 198	\$ 2,700	\$ 110	\$ 17				\$ 12,376
City of Davis	Collections Superintendent ²	\$ 9,117						\$ 210		\$ 3,039			\$ 12,366
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Lodi	N/C												
City of Modesto	N/C												
City of Tracy	N/C												

Footnote(s):

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.
2. Increase based on CPI

Total Compensation Median	\$15,697
Total Compensation Average	\$15,245
Percentage Above or Below Median	-26.84%
Percentage Above or Below Average	-23.18%
Total # of Matches:	5

Wastewater Maintenance Superintendent

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Environmental Utilities Maintenance Superintendent	\$ 14,449	1/1/2026	1/1/2027	3.00%
City of Livermore	Public Works Supervisor	\$ 13,297	7/14/2025	7/13/2026	3.00%
City of Modesto	Plant Maintenance Superintendent	\$ 11,173	7/1/2025	6/30/2026	3.00%
City of Manteca	Wastewater Maintenance Superintendent	\$ 10,423	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Environmental Utilities Maintenance Superintendent	\$ 14,449				\$ 433	\$ 1,143						\$ 17,372
City of Livermore	Public Works Supervisor	\$ 13,297				\$ 401				\$ 1,950			\$ 15,648
City of Modesto	Plant Maintenance Superintendent	\$ 11,173				\$ 168	\$ 2,110						\$ 13,451
City of Manteca	Wastewater Maintenance Superintendent	\$ 10,423	\$ -599			\$ 208	\$ 2,700	\$ 110	\$ 17				\$ 12,859
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Wastewater Operations Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Wastewater Utility Manager	\$ 16,981	1/1/2026	1/1/2027	3.00%
City of Brentwood	Wastewater Operations Manager	\$ 15,883	7/1/2025	7/1/2026	3.00%
City of Livermore	Water Resources Operations Manager	\$ 15,074	7/14/2025	7/13/2026	3.00%
City of Modesto	Wastewater Division Manager	\$ 13,614	7/1/2025	6/30/2026	3.00%
City of Davis	Wastewater Division Manager ¹	\$ 13,100	7/7/2025	7/1/2026	4.00%
City of Manteca	Wastewater Operations Manager	\$ 11,766	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$15,074
Base Salary Average	\$14,930
Percentage Above or Below Median	-27.90%
Percentage Above or Below Average	-26.68%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Wastewater Utility Manager	\$ 16,981				\$ 509	\$ 1,143			\$ 1,347			\$ 19,980
City of Brentwood	Wastewater Operations Manager	\$ 15,883		\$ 110		\$ 476	\$ 2,583	\$ 156	\$ 23				\$ 19,232
City of Livermore	Water Resources Operations Manager	\$ 15,074				\$ 401				\$ 1,950			\$ 17,425
City of Modesto	Wastewater Division Manager	\$ 13,614				\$ 204	\$ 2,110						\$ 15,928
City of Davis	Wastewater Division Manager ¹	\$ 13,100						\$ 210		\$ 2,392			\$ 15,702
City of Manteca	Wastewater Operations Manager	\$ 11,766	\$ -676			\$ 236	\$ 2,700	\$ 110	\$ 17				\$ 14,170
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$17,425
Total Compensation Average	\$17,653
Percentage Above or Below Median	-22.97%
Percentage Above or Below Average	-24.58%
Total # of Matches:	5

**City of Manteca
Market Compensation Data
January 2026**



Wastewater Operations Superintendent

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Environmental Utilities Operations Superintendent	\$ 14,449	1/1/2026	1/1/2027	3.00%
City of Livermore	Water Resources Supervising Operator	\$ 13,950	10/6/2025	10/5/2026	3.00%
City of Lodi	Wastewater Plant Superintendent	\$ 12,967	1/6/2025	Unknown	Unknown
City of Tracy	Wastewater Operations Superintendent	\$ 12,816	7/1/2025	6/28/2026	4.00%
City of Modesto	Water Quality Control Superintendent - Chief Plant Operator	\$ 11,738	7/1/2025	6/30/2026	3.00%
City of Manteca	Wastewater Operations Superintendent	\$ 10,423	7/1/2025	Unknown	Unknown
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$12,967
Base Salary Average	\$13,184
Percentage Above or Below Median	-24.41%
Percentage Above or Below Average	-26.49%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Wastewater Operations Superintendent	\$ 12,816			\$ 795	\$ 641				\$ 3,593		\$ 80	\$ 17,924
City of Roseville	Environmental Utilities Operations Superintendent	\$ 14,449				\$ 433	\$ 1,143			\$ 1,347			\$ 17,373
City of Livermore	Water Resources Supervising Operator	\$ 13,950				\$ 163				\$ 2,050			\$ 16,163
City of Lodi	Wastewater Plant Superintendent	\$ 12,967	\$ -389		\$ 389	\$ 2,006		\$ 104	\$ 21		\$ 31		\$ 15,129
City of Modesto	Water Quality Control Superintendent - Chief Plant Operator	\$ 11,738			\$ 176	\$ 2,110							\$ 14,024
City of Manteca	Wastewater Operations Superintendent	\$ 10,423	\$ -599			\$ 206	\$ 2,700	\$ 110	\$ 17				\$ 12,850
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												

Total Compensation Median	\$16,163
Total Compensation Average	\$16,122
Percentage Above or Below Median	-25.69%
Percentage Above or Below Average	-25.38%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026



Wastewater Plant Operator III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Livermore	Water Resources Operator Grade III	\$ 11,984	10/6/2025	10/5/2026	3.00%
City of Brentwood	Wastewater Treatment Plant Operator III	\$ 11,241	7/1/2025	7/1/2026	3.00%
City of Roseville	Wastewater Treatment Plant Operator Grade III	\$ 10,199	1/1/2026	1/1/2027	3.00%
City of Tracy	Wastewater Treatment Plant Operator III	\$ 9,843	7/1/2025	6/28/2026	4.00%
City of Davis	Wastewater Treatment Plant Operator III ¹	\$ 9,417	7/7/2025	Unknown	Unknown
City of Manteca	Wastewater Plant Operator III	\$ 8,690	7/1/2025	Unknown	Unknown
City of Lodi	Wastewater Plant Operator III	\$ 8,611	1/6/2025	Unknown	Unknown
City of Modesto	Utilities Plant Operator II	\$ 7,755	7/1/2025	6/30/2026	3.00%
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$9,843
Base Salary Average	\$9,864
Percentage Above or Below Median	-13.26%
Percentage Above or Below Average	-13.51%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Livermore	Water Resources Operator Grade III	\$ 11,984				\$ 163				\$ 2,050			\$ 14,197
City of Brentwood	Wastewater Treatment Plant Operator III	\$ 11,241					\$ 2,583	\$ 156	\$ 23				\$ 14,003
City of Tracy	Wastewater Treatment Plant Operator III	\$ 9,843			\$ 610	\$ 246				\$ 2,513			\$ 13,212
City of Roseville	Wastewater Treatment Plant Operator Grade III	\$ 10,199				\$ 306	\$ 1,143			\$ 1,347			\$ 12,995
City of Davis	Wastewater Treatment Plant Operator III ¹	\$ 9,417						\$ 210		\$ 2,392			\$ 12,018
City of Manteca	Wastewater Plant Operator III	\$ 8,690				\$ 435	\$ 2,700		\$ 17				\$ 11,952
City of Lodi	Wastewater Plant Operator III	\$ 8,611	\$ -517			\$ 258	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,514
City of Modesto	Utilities Plant Operator II	\$ 7,755				\$ 78	\$ 2,110						\$ 9,942
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	\$12,995
Total Compensation Average	\$12,412
Percentage Above or Below Median	-8.73%
Percentage Above or Below Average	-3.85%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026



Water Distribution Superintendent

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	[Water Operations Manager /Water Distribution Supervisor]¹	\$ 13,694	7/1/2025	7/1/2026	3.00%
City of Livermore	[Water Distribution Operations Manager /Water Distribution Supervising Operator]¹	\$ 12,894	7/14/2025	7/13/2026	3.00%
City of Roseville	Water Distribution Superintendent	\$ 12,822	1/1/2026	1/1/2027	3.00%
City of Folsom	[Water Distribution Supervisor /Water Distribution Manager]¹	\$ 12,572	1/1/2025	Unknown	Unknown
City of Modesto	Water Operations Superintendent	\$ 11,173	7/1/2025	6/30/2026	3.00%
City of Davis	[Water Division Manager / Water System Supervisor]²	\$ 10,677	7/7/2025	7/1/2026	4.00%
City of Manteca	Water Distribution Superintendent	\$ 9,703	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$12,697
Base Salary Average	\$12,305
Percentage Above or Below Median	-30.85%
Percentage Above or Below Average	-26.82%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	[Water Operations Manager /Water Distribution Supervisor]¹	\$ 13,694		\$ 110		\$ 411	\$ 2,583	\$ 156	\$ 23				\$ 16,977
City of Folsom	[Water Distribution Supervisor /Water Distribution Manager]¹	\$ 12,572			\$ 779	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,984
City of Roseville	Water Distribution Superintendent	\$ 12,822				\$ 385	\$ 1,143						\$ 15,697
City of Livermore	[Water Distribution Operations Manager /Water Distribution Supervising Operator]¹	\$ 12,894				\$ 401				\$ 1,950			\$ 15,245
City of Modesto	Water Operations Superintendent	\$ 11,173				\$ 168	\$ 2,110						\$ 13,451
City of Davis	[Water Division Manager / Water System Supervisor]²	\$ 10,677						\$ 210		\$ 2,392			\$ 13,279
City of Manteca	Water Distribution Superintendent	\$ 9,703	\$ -558			\$ 194	\$ 2,700	\$ 110	\$ 17				\$ 12,166
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.
2. Increase based on CPI

Total Compensation Median	\$15,471
Total Compensation Average	\$15,105
Percentage Above or Below Median	-27.16%
Percentage Above or Below Average	-24.16%
Total # of Matches:	6

**City of Manteca
Market Compensation Data
January 2026**



Water Distribution Technician III

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	[Water Distribution Worker II /Senior Water Distribution Worker]²	\$ 9,705	7/1/2025	7/1/2026	3.00%
City of Livermore	Water Distribution Operator II	\$ 9,325	10/6/2025	10/5/2026	3.00%
City of Folsom	Water Utility Worker III	\$ 8,758	7/1/2025	7/1/2026	3.00%
City of Lathrop	Utility Operator II	\$ 8,753	7/1/2025	Unknown	Unknown
City of Manteca	Water Distribution Technician III	\$ 8,690	7/1/2025	Unknown	Unknown
City of Tracy	[Utilities Worker II /Senior Utilities Worker]²	\$ 7,633	7/1/2025	6/28/2026	4.00%
City of Roseville	Water Distribution Worker II	\$ 7,476	5/1/2025	Unknown	Unknown
City of Davis	[Water System Operator /Water System Operator Lead]¹	\$ 7,369	7/7/2025	7/1/2026	4.00%
City of Modesto	Utilities Services Worker III	\$ 7,202	7/1/2025	6/30/2026	3.00%
City of Lodi	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$8,193
Base Salary Average	\$8,278
Percentage Above or Below Median	5.72%
Percentage Above or Below Average	4.75%
Total # of Matches:	8

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	[Water Distribution Worker II /Senior Water Distribution Worker]²	\$ 9,705					\$ 2,583	\$ 156	\$ 23				\$ 12,467
City of Manteca	Water Distribution Technician III	\$ 8,690				\$ 435	\$ 2,700	\$ 110	\$ 17				\$ 11,952
City of Folsom	Water Utility Worker III	\$ 8,758			\$ 543	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,734
City of Livermore	Water Distribution Operator II	\$ 9,325				\$ 163				\$ 2,050			\$ 11,538
City of Lathrop	Utility Operator II	\$ 8,753					\$ 2,187						\$ 10,940
City of Tracy	[Utilities Worker II /Senior Utilities Worker]²	\$ 7,633			\$ 473	\$ 191				\$ 2,513			\$ 10,810
City of Davis	[Water System Operator /Water System Operator Lead]¹	\$ 7,369						\$ 210		\$ 3,039			\$ 10,618
City of Roseville	Water Distribution Worker II	\$ 7,476				\$ 100	\$ 1,143			\$ 1,347			\$ 10,066
City of Modesto	Utilities Services Worker III	\$ 7,202				\$ 72	\$ 2,110						\$ 9,384
City of Elk Grove	N/C												
City of Lodi	N/C												

Footnote(s):
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches; Increase based on CPI
2. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$10,875
Total Compensation Average	\$10,945
Percentage Above or Below Median	9.01%
Percentage Above or Below Average	8.43%
Total # of Matches:	8

City of Manteca
Market Compensation Data
January 2026



Water Meter Services Supervisor

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Folsom	Utilities Maintenance Supervisor	\$ 11,793	1/1/2026	Unknown	Unknown
City of Brentwood	Water Services Supervisor	\$ 11,241	7/1/2025	7/1/2026	3.00%
City of Roseville	Water Distribution Supervisor	\$ 10,685	1/1/2026	1/1/2027	3.00%
City of Modesto	Utilities Services Supervisor	\$ 10,376	7/1/2025	6/30/2026	3.00%
City of Tracy	Operations Supervisor	\$ 10,290	7/1/2025	6/28/2026	4.00%
City of Manteca	Water Meter Services Supervisor	\$ 9,237	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				

Base Salary Median	\$10,685
Base Salary Average	\$10,877
Percentage Above or Below Median	-15.68%
Percentage Above or Below Average	-17.75%
Total # of Matches:	5

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Folsom	Utilities Maintenance Supervisor	\$ 11,793			\$ 731	\$ 300	\$ 2,198	\$ 117	\$ 18				\$ 15,157
City of Tracy	Operations Supervisor	\$ 10,290			\$ 638	\$ 515				\$ 3,593		\$ 80	\$ 15,115
City of Brentwood	Water Services Supervisor	\$ 11,241		\$ 110		\$ 225	\$ 2,583	\$ 156	\$ 23				\$ 14,338
City of Roseville	Water Distribution Supervisor	\$ 10,685				\$ 321	\$ 1,143			\$ 1,347			\$ 13,495
City of Modesto	Utilities Services Supervisor	\$ 10,376				\$ 156	\$ 2,110						\$ 12,641
City of Manteca	Water Meter Services Supervisor	\$ 9,237	\$ -531			\$ 185	\$ 2,700	\$ 110	\$ 17				\$ 11,717
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Total Compensation Median	\$14,338
Total Compensation Average	\$14,149
Percentage Above or Below Median	-22.37%
Percentage Above or Below Average	-20.76%
Total # of Matches:	5

City of Manteca
Market Compensation Data
January 2026



Water Quality Analyst

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Environmental Utilities Compliance Administrator	\$ 13,508	1/1/2026	1/1/2027	3.00%
City of Davis	Water Quality Compliance Specialist*	\$ 11,787	7/7/2025	7/1/2026	4.00%
City of Modesto	Water Resources Analyst	\$ 8,516	7/1/2025	6/30/2026	3.00%
City of Manteca	Water Quality Analyst	\$ 7,155	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Environmental Utilities Compliance Administrator	\$ 13,508				\$ 405	\$ 1,143			\$ 1,347			\$ 16,404
City of Davis	Water Quality Compliance Specialist*	\$ 11,787								\$ 2,392			\$ 14,179
City of Modesto	Water Resources Analyst	\$ 8,516				\$ 128	\$ 2,110						\$ 10,754
City of Manteca	Water Quality Analyst	\$ 7,155				\$ 358	\$ 2,700	\$ 110	\$ 17				\$ 10,340
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Tracy	N/C												

Footnote(s):
1. Increase based on CPI

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

**City of Manteca
Market Compensation Data
January 2026**



Water Resources Coordinator

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Brentwood	[Water Efficiency Specialist /Environmental Compliance Inspector] ³	\$ 11,522	7/1/2025	7/1/2026	3.00%
City of Davis	Conservation Coordinator II ²	\$ 10,716	7/7/2025	7/1/2026	4.00%
City of Roseville	[Environmental Compliance Specialist II /Water Conservation Administrator] ¹	\$ 10,138	1/1/2026	1/1/2027	3.00%
City of Folsom	[Water Management Specialist /Water Management Coordinator] ¹	\$ 8,314	7/1/2025	7/1/2026	3.00%
City of Tracy	Environmental Compliance Technician	\$ 7,637	7/1/2025	6/28/2026	4.00%
City of Modesto	[Environmental Compliance Inspector I /Water Conservation Specialist] ³	\$ 7,025	7/1/2025	6/30/2026	3.00%
City of Manteca	Water Resources Coordinator	\$ 6,330	7/1/2025	Unknown	Unknown
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				

Base Salary Median	\$9,226
Base Salary Average	\$9,226
Percentage Above or Below Median	-45.76%
Percentage Above or Below Average	-45.74%
Total # of Matches:	6

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Brentwood	[Water Efficiency Specialist /Environmental Compliance Inspector] ³	\$ 11,522					\$ 2,583	\$ 156	\$ 23				\$ 14,284
City of Davis	Conservation Coordinator II ²	\$ 10,716								\$ 2,392			\$ 13,108
City of Roseville	[Environmental Compliance Specialist II /Water Conservation Administrator] ¹	\$ 10,138				\$ 304	\$ 1,143			\$ 1,347			\$ 12,932
City of Folsom	[Water Management Specialist /Water Management Coordinator] ¹	\$ 8,314			\$ 516	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 11,263
City of Tracy	Environmental Compliance Technician	\$ 7,637			\$ 474	\$ 191				\$ 2,513			\$ 10,815
City of Manteca	Water Resources Coordinator	\$ 6,330				\$ 127	\$ 2,700	\$ 110	\$ 17				\$ 9,283
City of Modesto	[Environmental Compliance Inspector I /Water Conservation Specialist] ³	\$ 7,025				\$ 70	\$ 2,110						\$ 9,205
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												

Footnote(s):
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.
2. Increase based on CPI
3. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$12,098
Total Compensation Average	\$11,935
Percentage Above or Below Median	-30.32%
Percentage Above or Below Average	-28.56%
Total # of Matches:	6

City of Manteca
Market Compensation Data
January 2026



Water Resources Regulatory Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Roseville	Environmental Utilities Policy and Compliance Manager	\$ 15,087	1/1/2026	1/1/2027	3.00%
City of Tracy	Water Resources and Compliance Manager	\$ 11,905	7/1/2025	6/28/2026	4.00%
City of Manteca	Water Resources Regulatory Manager	\$ 11,786	7/1/2025	Unknown	Unknown
City of Modesto	N/C				
City of Lodi	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff. Data
Base Salary Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	2

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Roseville	Environmental Utilities Policy and Compliance Manager	\$ 15,087				\$ 453	\$ 1,143			\$ 1,347			\$ 18,029
City of Tracy	Water Resources and Compliance Manager	\$ 11,905			\$ 738	\$ 595				\$ 3,593		\$ 80	\$ 16,911
City of Manteca	Water Resources Regulatory Manager	\$ 11,786	\$ -678			\$ 236	\$ 2,700	\$ 110	\$ 17				\$ 14,170
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Lodi	N/C												
City of Modesto	N/C												

Total Compensation Median	Insuff. Data
Total Compensation Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	2

City of Manteca
Market Compensation Data
January 2026



Water Treatment Operator

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Lathrop	Utility Operator III	\$ 10,404	7/1/2025	Unknown	Unknown
City of Manteca	Water Treatment Operator	\$ 9,814	7/1/2025	Unknown	Unknown
City of Tracy	Water Treatment Plant Operator II	\$ 9,530	7/1/2025	6/28/2026	4.00%
City of Roseville	[Water Treatment Plant Operator II /Water Treatment Plant Operator III]¹	\$ 9,056	1/1/2026	1/1/2027	3.00%
City of Lodi	Water Plant Operator III	\$ 8,611	1/6/2025	Unknown	Unknown
City of Modesto	[Utilities Plant Operator II /Senior Utilities Plant Operator]¹	\$ 8,157	7/1/2025	6/30/2026	3.00%
City of Folsom	Water Treatment Plant Operator II	\$ 7,944	7/1/2025	7/1/2026	3.00%
City of Davis	Water Production Operator²	\$ 7,016	7/7/2025	7/1/2026	4.00%
City of Livermore	N/C				
City of Elk Grove	N/C				
City of Brentwood	N/C				

Base Salary Median	\$8,611
Base Salary Average	\$8,674
Percentage Above or Below Median	12.26%
Percentage Above or Below Average	11.61%
Total # of Matches:	7

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Manteca	Water Treatment Operator	\$ 9,814				\$ 491	\$ 2,700	\$ 110	\$ 17				\$ 13,131
City of Tracy	Water Treatment Plant Operator II	\$ 9,530			\$ 591	\$ 238				\$ 2,513			\$ 12,872
City of Lathrop	Utility Operator III	\$ 10,404					\$ 2,187						\$ 12,591
City of Roseville	[Water Treatment Plant Operator II /Water Treatment Plant Operator III]¹	\$ 9,056				\$ 272	\$ 1,143			\$ 1,347			\$ 11,818
City of Folsom	Water Treatment Plant Operator II	\$ 7,944			\$ 493	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,870
City of Lodi	Water Plant Operator III	\$ 8,611	\$ -517			\$ 258	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 10,515
City of Modesto	[Utilities Plant Operator II /Senior Utilities Plant Operator]¹	\$ 8,157				\$ 82	\$ 2,110						\$ 10,349
City of Davis	Water Production Operator²	\$ 7,016						\$ 210		\$ 3,039			\$ 10,265
City of Brentwood	N/C												
City of Elk Grove	N/C												
City of Livermore	N/C												

Footnote(s):

- Span of Responsibility Hybrid - The salary displayed is an average of the matches.
- Increase based on CPI

Total Compensation Median	\$10,870
Total Compensation Average	\$11,325
Percentage Above or Below Median	17.22%
Percentage Above or Below Average	13.75%
Total # of Matches:	7

City of Manteca
Market Compensation Data
January 2026

Water Treatment Superintendent

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Lathrop	Utility Operations Superintendent	\$ 14,342	7/1/2025	Unknown	Unknown
City of Lodi	Water Plant Superintendent	\$ 12,967	1/6/2028	Unknown	Unknown
City of Manteca	Water Treatment Superintendent	\$ 10,423	7/1/2025	Unknown	Unknown
City of Tracy	N/C				
City of Roseville	N/C				
City of Modesto	N/C				
City of Livermore	N/C				
City of Folsom	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Lathrop	Utility Operations Superintendent	\$ 14,342					\$ 2,187						\$ 16,529
City of Lodi	Water Plant Superintendent	\$ 12,967	\$ -389			\$ 389	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 15,129
City of Manteca	Water Treatment Superintendent	\$ 10,423	\$ -599			\$ 208	\$ 2,700	\$ 110	\$ 17				\$ 12,859
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Folsom	N/C												
City of Livermore	N/C												
City of Modesto	N/C												
City of Roseville	N/C												
City of Tracy	N/C												

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

City of Manteca
Market Compensation Data
January 2026

Well Mechanic/Operator II

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Tracy	Utility Mechanic II	\$ 9,432	7/1/2025	6/28/2026	4.00%
City of Roseville	Plant and Equipment Mechanic II	\$ 8,732	5/1/2025	Unknown	Unknown
City of Manteca	Well Mechanic/Operator II	\$ 8,476	7/1/2025	Unknown	Unknown
City of Folsom	Water Treatment Plant Mechanic	\$ 7,566	7/1/2025	7/1/2026	3.00%
City of Lodi	Plant & Equipment Maintenance Technician	\$ 6,779	1/6/2025	Unknown	Unknown
City of Modesto	N/C				
City of Livermore	N/C				
City of Lathrop	N/C				
City of Elk Grove	N/C				
City of Davis	N/C				
City of Brentwood	N/C				

Base Salary Median	\$8,149
Base Salary Average	\$8,127
Percentage Above or Below Median	3.86%
Percentage Above or Below Average	4.11%
Total # of Matches:	4

Sorted by Total Compensation													
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation
City of Tracy	Utility Mechanic II	\$ 9,432			\$ 585	\$ 236				\$ 2,513			\$ 12,765
City of Manteca	Well Mechanic/Operator II	\$ 8,476				\$ 424	\$ 2,700	\$ 110	\$ 17				\$ 11,726
City of Roseville	Plant and Equipment Mechanic II	\$ 8,732				\$ 100	\$ 1,143			\$ 1,347			\$ 11,322
City of Folsom	Water Treatment Plant Mechanic	\$ 7,566			\$ 469	\$ 100	\$ 2,198	\$ 117	\$ 18				\$ 10,468
City of Lodi	Plant & Equipment Maintenance Technician	\$ 6,779	\$ -407			\$ 203	\$ 2,006	\$ 104	\$ 21		\$ 31		\$ 8,738
City of Brentwood	N/C												
City of Davis	N/C												
City of Elk Grove	N/C												
City of Lathrop	N/C												
City of Livermore	N/C												
City of Modesto	N/C												

Total Compensation Median	\$10,895
Total Compensation Average	\$10,823
Percentage Above or Below Median	7.09%
Percentage Above or Below Average	7.70%
Total # of Matches:	4

Appendix II

**Market Compensation Findings includes Sworn Benchmarks with
Additional Benefits included in Total Comp**

City of Manteca
Market Compensation Data
January 2026



Battalion Chief

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Folsom	Fire Battalion Chief	\$ 16,672	1/1/2026	Unknown	Unknown	0 (Incentive was incorporated into base pay)	\$800 (\$250 EMT 1A + \$550 Paramedic License)	0	0 (Only eligible for employees hired before 7/1/2010)	\$17,472
City of Roseville	Fire Battalion Chief	\$ 16,120	1/1/2026	1/1/2027	3.00%	0	5.0%	0	2.5%	\$17,330
City of Modesto	Fire Battalion Chief	\$ 15,494	7/1/2025	6/30/2026	5.00%	5.0% (2.5% for AA + 2.5% for BA/BS)	20.0%	5.0%	2.5%	\$20,530
City of Davis	Fire Battalion Chief*	\$ 15,061	7/7/2025	7/1/2026	4.00%	0	5.0%	0	5.0%	\$16,567
City of Lodi	Fire Battalion Chief	\$ 13,987	7/1/2024	Unknown	Unknown	\$100 (\$50 for AA and \$50 for BA/BS)	\$375.00 per month (\$350 plus \$25 for HazMat)	10% while working on special projects - not included as project specific.	\$1,500 annual lump sum	\$14,587
City of Manteca	Battalion Chief	\$ 13,363	7/1/2025	Unknown	Unknown	15.0% (5.0% each for an AA, BA/BS, and an MA/MS)	15% is max allowable education and certification pay.		5.0%	\$ 16,035
City of Brentwood	N/C									
City of Elk Grove	N/C									
City of Lathrop	N/C									
City of Livermore	N/C									
City of Tracy	N/C									

Base Salary Median	\$15,494
Base Salary Average	\$15,467
Percentage Above or Below Median	-15.95%
Percentage Above or Below Average	-15.75%

Base Salary + Additional Pay Median	\$ 17,330
Base Salary + Additional Pay Average	\$ 17,297
Percentage Above or Below Median	-8.07%
Percentage Above or Below Average	-7.87%

Total # of Matches: 5

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation	Additional Pays	Total Compensation + Additional Pays
City of Modesto	Fire Battalion Chief	\$ 15,494	\$ -1,007	\$ 310		\$ 232	\$ 2,110					\$ 17,139	\$ 5,036	\$ 22,175
City of Folsom	Fire Battalion Chief	\$ 16,672			\$ 953	\$ 250	\$ 2,198	\$ 117	\$ 18			\$ 20,209	\$ 800	\$ 21,009
City of Roseville	Fire Battalion Chief	\$ 16,120				\$ 484	\$ 1,143			\$ 1,347		\$ 19,094	\$ 1,209	\$ 20,303
City of Davis	Fire Battalion Chief*	\$ 15,061						\$ 210		\$ 3,039		\$ 18,310	\$ 1,506	\$ 19,816
City of Manteca	Battalion Chief	\$ 13,363	\$ -768	\$ 802			\$ 2,700	\$ 110	\$ 17			\$ 16,223	\$ 2,673	\$ 18,896
City of Lodi	Fire Battalion Chief	\$ 13,987	\$ -420			\$ 420	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 16,149	\$ 600	\$ 16,749
City of Brentwood	N/C													
City of Elk Grove	N/C													
City of Lathrop	N/C													
City of Livermore	N/C													
City of Tracy	N/C													

Total Compensation Median	\$18,310
Total Compensation Average	\$18,180
Percentage Above or Below Median	-12.87%
Percentage Above or Below Average	-12.07%

Total Compensation + Additional Pay Median	\$ 20,303
Total Compensation + Additional Pay Average	\$ 20,010
Percentage Above or Below Median	-7.45%
Percentage Above or Below Average	-5.90%

Footnote:
1. 56 hrs; Increase based on CPI

Total # of Matches: 5

Code Enforcement Supervisor

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Brentwood	Code Enforcement Supervisor	\$ 13,036	7/1/2025	7/1/2026	3.00%	0	0	0	40 lump sum bonus vacation hours every 5 Years of service (no pay calculated)	\$13,036
City of Lathrop	Community Services Supervisor	\$ 11,484	7/1/2025	Unknown	Unknown	0	0	0	0	\$11,484
City of Folsom	Code Enforcement Supervisor	\$ 10,696	1/1/2026	Unknown	Unknown	\$300	0	0	2.5%	\$11,264
City of Roseville	Code Enforcement Supervisor	\$ 10,617	1/1/2026	1/1/2027	3.00%	0	0	0	2.5%	\$10,882
City of Manteca	Code Enforcement Supervisor	\$ 9,452	7/1/2025	Unknown	Unknown	15.0% (5.0% each for an AA, BA/BS, and an MA/MS)	0	0	5.0%	\$ 11,343
City of Modesto	Neighborhood Preservation Supervisor	\$ 8,516	7/1/2025	6/30/2026	3.00%	5.0% (2.5% for BA/BS + 2.5% for MA/MS)	0	0	2.5%	\$9,155
City of Davis	N/C									
City of Elk Grove	N/C									
City of Livermore	N/C									
City of Lodi	N/C									
City of Tracy	N/C									

Base Salary Median	\$10,696
Base Salary Average	\$10,870
Percentage Above or Below Median	-13.16%
Percentage Above or Below Average	-15.00%

Base Salary + Additional Pay Median	\$ 11,264
Base Salary + Additional Pay Average	\$ 11,164
Percentage Above or Below Median	0.70%
Percentage Above or Below Average	1.57%

Total # of Matches: 5

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Brentwood	Code Enforcement Supervisor	\$ 13,036		\$ 110		\$ 261	\$ 2,583	\$ 156	\$ 23			\$ 0	\$ 16,169	\$ 16,169
City of Folsom	Code Enforcement Supervisor	\$ 10,696			\$ 663	\$ 300	\$ 2,198	\$ 117	\$ 18			\$ 567	\$ 13,993	\$ 14,560
City of Manteca	Code Enforcement Supervisor	\$ 9,452	\$ -544	\$ 567			\$ 2,700	\$ 110	\$ 17			\$ 1,890	\$ 12,303	\$ 14,193
City of Roseville	Code Enforcement Supervisor	\$ 10,617				\$ 319	\$ 1,143			\$ 1,347		\$ 265	\$ 13,425	\$ 13,691
City of Lathrop	Community Services Supervisor	\$ 11,484					\$ 2,187					\$ 0	\$ 13,671	\$ 13,671
City of Modesto	Neighborhood Preservation Supervisor	\$ 8,516				\$ 128	\$ 2,110					\$ 639	\$ 10,754	\$ 11,392
City of Davis	N/C													
City of Elk Grove	N/C													
City of Livermore	N/C													
City of Lodi	N/C													
City of Tracy	N/C													

Total Compensation Median	\$13,671
Total Compensation Average	\$13,602
Percentage Above or Below Median	-11.12%
Percentage Above or Below Average	-10.56%

Total Compensation + Additional Pay Median	\$ 13,691
Total Compensation + Additional Pay Average	\$ 13,897
Percentage Above or Below Median	3.54%
Percentage Above or Below Average	2.09%

Total # of Matches: 5

City of Manteca
Market Compensation Data
January 2026



Fire Captain

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Davis	Fire Captain'	\$ 12,551	7/7/2025	7/1/2026	4.00%	0	0	0	5.0%	\$13,178
City of Lodi	Fire Captain	\$ 11,889	1/6/2025	Unknown	Unknown	\$125 (\$25 for AA and \$100 for BA/BS)	\$175 + 3.0%	8.0% FTO + 3.0%	\$1,500 annual lump sum	\$14,097
City of Modesto	Fire Captain	\$ 11,798	7/1/2025	6/30/2026	5.00%	5.0% (max incentive of 2.5% for AA + BA/BS)	5.0%	15.0%	2.50%	\$15,043
City of Folsom	Fire Captain	\$ 11,671	7/1/2025	7/1/2026	2.50%	10.0% (max incentive of 5.0% for AA + 5% for BA/BS + certifications)		FTO \$4.00/hr + \$2,100 + 9.0%	0 (Only eligible for employees hired before 7/1/2010)	\$14,859
City of Roseville	Fire Captain	\$ 11,545	8/23/2025	1/1/2027	Unknown	10.0% (max incentive of 5.0% for AA + 5.0% for BA/BS)	5.0%	5.0%	2.50%	\$14,142
City of Manteca	Fire Captain	\$ 11,354	9/1/2025	Unknown	Unknown	10.0% (5.0% for an AA + 2.5% for a BA/BS + 2.5% for an MA/MS)	2.50%	2.50%	1.50%	\$ 13,227
City of Brentwood	NIC									
City of Elk Grove	NIC									
City of Lathrop	NIC									
City of Livermore	NIC									
City of Tracy	NIC									

Base Salary Median	\$11,798
Base Salary Average	\$11,891
Percentage Above or Below Median	-3.91%
Percentage Above or Below Average	-4.73%

Base Salary + Additional Pay Median	\$ 14,142
Base Salary + Additional Pay Average	\$ 14,264
Percentage Above or Below Median	-6.91%
Percentage Above or Below Average	-7.84%

Total # of Matches: 5

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Folsom	Fire Captain	\$ 11,671			\$ 724		\$ 2,198	\$ 117	\$ 18			\$ 3,188	\$ 14,728	\$ 17,916
City of Roseville	Fire Captain	\$ 11,545				\$ 346	\$ 1,068			\$ 1,347		\$ 2,598	\$ 14,306	\$ 16,903
City of Modesto	Fire Captain	\$ 11,798	\$ -501							\$ 2,085		\$ 3,245	\$ 13,382	\$ 16,627
City of Davis	Fire Captain'	\$ 12,551						\$ 210		\$ 3,039		\$ 628	\$ 15,800	\$ 16,427
City of Lodi	Fire Captain	\$ 11,889	\$ -238			\$ 357	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 2,208	\$ 14,170	\$ 16,378
City of Manteca	Fire Captain	\$ 11,354				\$ 20	\$ 2,700	\$ 110	\$ 17			\$ 1,873	\$ 14,201	\$ 16,074
City of Brentwood	NIC													
City of Elk Grove	NIC													
City of Lathrop	NIC													
City of Livermore	NIC													
City of Tracy	NIC													

Total Compensation Median	\$14,306
Total Compensation Average	\$14,477
Percentage Above or Below Median	-6.74%
Percentage Above or Below Average	-1.95%

Total Compensation + Additional Pay Median	\$ 16,627
Total Compensation + Additional Pay Average	\$ 16,850
Percentage Above or Below Median	-3.44%
Percentage Above or Below Average	-4.83%

Total # of Matches: 5

Footnote:
1.56 hr; increase based on CPI

City of Manteca
Market Compensation Data
January 2026



Firefighter

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Davis	Firefighter II'	\$ 10,914	7/7/2025	7/1/2026	4.00%	0	0	0	5.0%	\$11,459
City of Folsom	Firefighter	\$ 9,600	7/1/2025	7/1/2026	2.50%	10% (max incentive of +5.0% for AA + 5.0% for BA/BS + certifications)		FTO \$4.00/hr + 9%	0 (Only eligible for employees hired before 7/1/2010)	\$12,395
City of Modesto	Firefighter	\$ 9,216	7/1/2025	6/30/2026	5.00%	5% (max incentive of +2.5% for AA + BA/BS)	5.0%	15.0%	2.50%	\$11,751
City of Lodi	Firefighter II	\$ 8,872	1/6/2025	Unknown	Unknown	\$125 (\$25 for AA and \$100 for BA/BS)	\$175 + 3.00%	3.00%	\$1,500 annual lump sum	\$9,829
City of Manteca	Firefighter	\$ 8,631	9/1/2025	Unknown	Unknown	10% (+5.0% for an AA + 2.5% for a BA/BS + 2.5% for an MA/MS)	9%	7.5% (2.5% + 5.0%)	1.50%	\$ 11,048
City of Brentwood	N/C									
City of Elk Grove	N/C									
City of Lathrop	N/C									
City of Livermore	N/C									
City of Roseville	N/C									
City of Tracy	N/C									

Base Salary Median	\$9,400
Base Salary Average	\$9,651
Percentage Above or Below Median	-9.01%
Percentage Above or Below Average	-11.81%

Base Salary + Additional Pay Median	\$ 11,605
Base Salary + Additional Pay Average	\$ 11,359
Percentage Above or Below Median	-5.04%
Percentage Above or Below Average	-2.81%

Total # of Matches: 4

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Folsom	Firefighter	\$ 9,600			\$ 595		\$ 2,198	\$ 117	\$ 18			\$ 2,795	\$ 12,529	\$ 15,323
City of Davis	Firefighter II'	\$ 10,914					\$ 210			\$ 3,039		\$ 546	\$ 14,163	\$ 14,708
City of Manteca	Firefighter	\$ 8,631				\$ 20	\$ 2,700	\$ 110	\$ 17			\$ 2,417	\$ 11,476	\$ 13,895
City of Modesto	Firefighter	\$ 9,216	\$ -392							\$ 2,085		\$ 2,535	\$ 10,910	\$ 13,444
City of Lodi	Firefighter II	\$ 8,872	\$ -177			\$ 266	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 957	\$ 11,122	\$ 12,080
City of Brentwood	N/C													
City of Elk Grove	N/C													
City of Lathrop	N/C													
City of Livermore	N/C													
City of Roseville	N/C													
City of Tracy	N/C													

Total Compensation Median	\$11,825
Total Compensation Average	\$12,151
Percentage Above or Below Median	-3.03%
Percentage Above or Below Average	-6.12%

Total Compensation + Additional Pay Median	\$ 14,076
Total Compensation + Additional Pay Average	\$ 13,889
Percentage Above or Below Median	-1.31%
Percentage Above or Below Average	0.04%

Total # of Matches 4

Footnote:
1. 56 hr; Increase based on CPI

Firefighter Engineer

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Davis	Firefighter II'	\$ 10,914	7/7/2025	7/1/2026	4.00%	0	0	0	5.0%	\$11,459
City of Roseville	Fire Engineer	\$ 10,592	8/23/2025	1/1/2027	Unknown	10% (max incentive of +5.0% for AA + 5.0% for BA/BS)	5.0%	5.0%	2.5%	\$12,975
City of Folsom	Fire Engineer	\$ 10,560	7/1/2025	7/1/2026	2.50%	10% (max incentive of 5.0% for AA + 5.0% for BA/BS + certifications)		FTO \$4.00/hr + 9%	0 (Only eligible for employees hired before 7/1/2010)	\$13,451
City of Lodi	Fire Engineer	\$ 10,270	1/8/2025	Unknown	Unknown	\$125 (\$25 for AA and \$100 for BA/BS)	\$175 + 3.0%	3.00%	\$1,500 annual lump sum	\$11,311
City of Modesto	Fire Engineer	\$ 10,173	7/1/2025	6/30/2026	5.00%	5% (max incentive of +2.5% for AA + BA/BS)	5%	15.0%	2.5%	\$12,970
City of Manteca	Firefighter Engineer	\$ 9,629	9/1/2025	Unknown	Unknown	10% (5% for an AA + 2.5% for a BA/BS + 2.5% for an MA/MS)	9%	7.5% (+2.5% FTO + 5.0% Assignment)	1.5%	\$ 12,325
City of Brentwood	N/C									
City of Elk Grove	N/C									
City of Lathrop	N/C									
City of Livermore	N/C									
City of Tracy	N/C									

Base Salary Median	\$10,560
Base Salary Average	\$10,592
Percentage Above or Below Median	-9.68%
Percentage Above or Below Average	-9.07%

Base Salary + Additional Pay Median	\$ 12,970
Base Salary + Additional Pay Average	\$ 12,433
Percentage Above or Below Median	-5.23%
Percentage Above or Below Average	-0.88%

Total # of Matches: 5

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Folsom	Fire Engineer	\$ 10,560			\$ 655		\$ 2,198	\$ 117	\$ 18			\$ 2,891	\$ 13,548	\$ 16,439
City of Roseville	Fire Engineer	\$ 10,592				\$ 318	\$ 1,068			\$ 1,347		\$ 2,383	\$ 13,324	\$ 15,708
City of Manteca	Firefighter Engineer	\$ 9,629				\$ 20	\$ 2,700	\$ 110	\$ 17			\$ 2,696	\$ 12,476	\$ 15,172
City of Davis	Firefighter II'	\$ 10,914						\$ 210		\$ 3,039		\$ 546	\$ 14,163	\$ 14,708
City of Modesto	Fire Engineer	\$ 10,173	\$ -432							\$ 2,085		\$ 2,797	\$ 11,825	\$ 14,623
City of Lodi	Fire Engineer	\$ 10,270	\$ -205			\$ 308	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 1,041	\$ 12,535	\$ 13,576
City of Brentwood	N/C													
City of Elk Grove	N/C													
City of Lathrop	N/C													
City of Livermore	N/C													
City of Tracy	N/C													

Total Compensation Median	\$13,324
Total Compensation Average	\$13,079
Percentage Above or Below Median	-6.80%
Percentage Above or Below Average	-4.84%

Total Compensation + Additional Pay Median	\$ 14,708
Total Compensation + Additional Pay Average	\$ 15,011
Percentage Above or Below Median	3.05%
Percentage Above or Below Average	1.06%

Total # of Matches: 5

Footnote:
1. 56 hr; Increase based on CPI

City of Manteca
Market Compensation Data
January 2026



Police Captain

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Livermore	Police Captain	\$ 25,346	7/14/2025	7/13/2026	3.00%	\$50	\$ 1,450	0	0	\$26,846
City of Brentwood	Police Captain	\$ 20,585	7/1/2025	7/1/2026	3.00%	7.5% (5.0% for BA/BS or POST cert + 2.5% for MA/MS)		0	40 lump sum bonus vacation hours every 5 Years of service (no pay calculated)	\$22,129
City of Elk Grove	Police Captain ¹	\$ 20,193	7/1/2025	7/1/2026	Unknown	10.0% (max incentive of 5.0% for MA/MS and eligible POST certs)		0	0	\$22,212
City of Roseville	Police Captain	\$ 19,742	1/1/2026	1/1/2027	3.00%	10.0% (max incentive of 5.0% for AA + 5.0% for BA/BS)	0	\$500 per pay period	2.5%	\$23,293
City of Folsom	Police Commander	\$ 19,433	1/1/2026	Unknown	Unknown	0	\$600	0	7.5%	\$21,490
City of Tracy	Police Captain	\$ 18,913	7/1/2025	6/28/2026	4.00%	5.0% for a BA/BS or higher	7.0% (+2.5% for POST Supv. +4.5% for POST Mgmt)	0	2.50%	\$21,656
City of Modesto	Police Captain	\$ 18,132	7/1/2025	6/30/2026	3.00%	4.0% (2.5% for a BA/BS + 1.5% for a MA/MS)	12.0%	0	2.5%	\$21,487
City of Manteca	Police Captain	\$ 17,566	7/1/2025	Unknown	Unknown	15.0% (5.0% each for an AA, BA/BS, and an MA/MS)	10.0%	0	5.0%	\$ 22,836
City of Lodi	Police Captain	\$ 17,498	7/8/2024	Unknown	Unknown	\$200 for BA/BS	\$500	4.5%	\$1,500 annual lump sum	\$19,110
City of Lathrop	Police Captain	\$ 17,475	7/1/2025	Unknown	Unknown	0	0	0	0	\$17,475
City of Davis	N/C									

Base Salary Median	\$19,433
Base Salary Average	\$19,702
Percentage Above or Below Median	-10.63%
Percentage Above or Below Average	-12.16%

Base Salary + Additional Pay Median	\$ 21,656
Base Salary + Additional Pay Average	\$ 21,744
Percentage Above or Below Median	5.17%
Percentage Above or Below Average	4.78%

Total # of Matches: 9

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Livermore	Police Captain	\$ 25,346				\$ 87		\$ 186	\$ 26	\$ 1,950		\$ 1,500	\$ 27,595	\$ 29,095
City of Brentwood	Police Captain	\$ 20,585		\$ 823		\$ 110	\$ 3,039	\$ 156	\$ 23			\$ 1,544	\$ 26,043	\$ 27,587
City of Roseville	Police Captain	\$ 19,742				\$ 592	\$ 1,143			\$ 1,347		\$ 3,551	\$ 22,824	\$ 26,375
City of Tracy	Police Captain	\$ 18,913	\$ -567		\$ 953	\$ 473				\$ 3,553		\$ 2,742	\$ 23,325	\$ 26,067
City of Manteca	Police Captain	\$ 17,566	\$ -1,010	\$ 1,054			\$ 2,700	\$ 110	\$ 17			\$ 5,270	\$ 20,437	\$ 25,706
City of Elk Grove	Police Captain ¹	\$ 20,193	\$ -606			\$ 606	\$ 2,735	\$ 168	\$ 36			\$ 2,019	\$ 23,132	\$ 25,151
City of Folsom	Police Commander	\$ 19,433			\$ 953	\$ 350	\$ 2,198	\$ 117	\$ 18			\$ 2,057	\$ 23,069	\$ 25,126
City of Modesto	Police Captain	\$ 18,132	\$ -272	\$ 363		\$ 272	\$ 2,110					\$ 3,354	\$ 20,605	\$ 23,960
City of Lodi	Police Captain	\$ 17,498	\$ -1,050			\$ 525	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 1,612	\$ 19,135	\$ 20,747
City of Lathrop	Police Captain	\$ 17,475					\$ 2,187					\$ 0	\$ 19,662	\$ 19,662
City of Davis	N/C													

Total Compensation Median	\$23,069
Total Compensation Average	\$22,821
Percentage Above or Below Median	-12.88%
Percentage Above or Below Average	-11.67%

Total Compensation + Additional Pay Median	\$ 25,151
Total Compensation + Additional Pay Average	\$ 24,863
Percentage Above or Below Median	2.16%
Percentage Above or Below Average	3.28%

Footnote:
1. Next increase based on CPI 2-4%

Total # of Matches: 9

City of Manteca
Market Compensation Data
January 2026



Police Lieutenant

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Livermore	Police Lieutenant	\$ 20,438	7/14/2025	7/13/2026	3.00%	\$50	\$1,450	0	0	\$21,938
City of Brentwood	Police Lieutenant	\$ 18,313	7/1/2025	7/1/2026	3.00%	7.5% (2.5% for AA and MA/MS + 5.0% for BA/BS or eligible POST certs)		0	4.0%	\$20,419
City of Elk Grove	Police Lieutenant ¹	\$ 17,422	7/1/2025	7/1/2026	Unknown	10.0% (max incentive of 5.0% for MA/MS and eligible POST certs)		0	0	\$19,164
City of Folsom	Police Lieutenant	\$ 17,260	1/1/2026	Unknown	Unknown	0	\$425/month	0	7.5%	\$18,979
City of Roseville	Police Lieutenant	\$ 16,452	1/1/2026	1/1/2027	3.00%	10.0% (max incentive of 5% for AA + 5% for BA/BS)	0	\$500 per pay period	2.5%	\$19,592
City of Tracy	Police Lieutenant	\$ 16,369	7/1/2025	6/28/2026	4.00%	5.0% for a BA/BS or higher	7.0% (+2.5% for POST Supv. +4.5% for POST Mgmt)	0	2.50%	\$18,742
City of Lathrop	Police Lieutenant	\$ 16,227	7/1/2025	Unknown	Unknown	0	0	0	0	\$16,227
City of Manteca	Police Lieutenant	\$ 15,945	7/1/2025	Unknown	Unknown	16.0% (6.0% each for an AA, BA/BS, and an MA/MS)	10.0%		5.0%	\$ 20,728
City of Davis	Police Lieutenant ²	\$ 14,915	7/7/2025	Unknown	Unknown	5.5% (max incentive for a MA/MS or POST certs)		0	2.5%	\$16,108
City of Modesto	Police Lieutenant	\$ 14,796	7/1/2025	6/30/2026	3.00%	4.0% (2.5% for a BA/BS + 1.5% for a MA/MS)	12.0%	\$50/day FTO + \$450 per pay period Assignment	0	\$19,224
City of Lodi	Police Lieutenant	\$ 14,581	7/8/2024	Unknown	Unknown	\$200/month for BA/BS	\$500/month	4.50%	\$1,500 annual lump sum	\$16,062

Base Salary Median	\$16,411
Base Salary Average	\$16,677
Percentage Above or Below Median	-2.92%
Percentage Above or Below Average	-4.59%

Base Salary + Additional Pay Median	\$ 19,072
Base Salary + Additional Pay Average	\$ 18,646
Percentage Above or Below Median	7.99%
Percentage Above or Below Average	10.05%

Total # of Matches: 10

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Brentwood	Police Lieutenant	\$ 18,313		\$ 110		\$ 549	\$ 3,039	\$ 156	\$ 23			\$ 2,106	\$ 22,190	\$ 24,296
City of Livermore	Police Lieutenant	\$ 20,438				\$ 87		\$ 186	\$ 26	\$ 1,950		\$ 1,500	\$ 22,687	\$ 24,187
City of Manteca	Police Lieutenant	\$ 15,945	\$ -917	\$ 957			\$ 2,700	\$ 110	\$ 17			\$ 4,783	\$ 18,812	\$ 23,595
City of Tracy	Police Lieutenant	\$ 16,369	\$ -491		\$ 953	\$ 409				\$ 3,553		\$ 2,373	\$ 20,793	\$ 23,167
City of Folsom	Police Lieutenant	\$ 17,260			\$ 953	\$ 350	\$ 2,198	\$ 117	\$ 18			\$ 1,719	\$ 20,896	\$ 22,615
City of Roseville	Police Lieutenant	\$ 16,452				\$ 494	\$ 1,143			\$ 1,347		\$ 3,140	\$ 19,436	\$ 22,576
City of Elk Grove	Police Lieutenant ¹	\$ 17,422	\$ -523			\$ 523	\$ 2,735	\$ 168	\$ 36			\$ 1,742	\$ 20,361	\$ 22,103
City of Modesto	Police Lieutenant	\$ 14,796				\$ 222	\$ 2,118					\$ 4,428	\$ 17,148	\$ 21,576
City of Davis	Police Lieutenant ²	\$ 14,915						\$ 210		\$ 2,392		\$ 1,193	\$ 17,517	\$ 18,710
City of Lathrop	Police Lieutenant	\$ 16,227					\$ 2,187					\$ 0	\$ 18,414	\$ 18,414
City of Lodi	Police Lieutenant	\$ 14,581	\$ -875			\$ 437	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 1,481	\$ 16,306	\$ 17,787

Total Compensation Median	\$19,898
Total Compensation Average	\$19,575
Percentage Above or Below Median	-5.78%
Percentage Above or Below Average	-4.06%

Total Compensation + Additional Pay Median	\$ 22,339
Total Compensation + Additional Pay Average	\$ 21,543
Percentage Above or Below Median	5.32%
Percentage Above or Below Average	6.70%

Total # of Matches: 10

Footnote:
1. Next increase based on CPI 2-4%
2. Increase based on CPI

City of Manteca
Market Compensation Data
January 2026



Police Officer

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Livermore	Police Officer	\$ 12,853	5/5/2025	5/4/2026	3.00%	0	\$750/month	4.0% FTO + \$800/month Assignment	6.0%	\$15,689
City of Brentwood	Police Officer	\$ 11,761	7/1/2025	7/1/2026	3.00%	15.0% (+2.5% for AA + 5.0% for BA/BS + 7.5% for MA/MS OR eligible POST certs)		5.0% FTO + 5.0% Assignment	4.0%	\$15,172
City of Manteca	Police Officer	\$ 11,049	7/1/2025	Unknown	Unknown	10.0% (5.0% for AA and +5.0% for BA/BS OR eligible POST certs)		7.5% (5.0% for all assignments including FTO)	1.0%	\$ 13,093
City of Lathrop	Police Officer	\$ 10,931	7/1/2025	Unknown	Unknown	5% (+2.5% for an AA + 5.0% for a BA/BS)	5.0%	5.0%	0	\$12,571
City of Tracy	Police Officer	\$ 10,616	7/27/2025	6/28/2026	4.00%	5.0% for AA or higher	8.50%	5.0% FTO + 5.0% Assignment	5.0%	\$13,641
City of Roseville	Police Officer	\$ 10,478	1/1/2026	1/1/2027	3.00%	12.5% (Max incentive for degrees up to Masters OR POST Certs)		5.0%	2.5% annual lump sum	\$12,334
City of Folsom	Police Officer	\$ 10,081	1/1/2026	Unknown	Unknown	12.5% (Max incentive for degrees up to BA/BS OR POST Certs)		5.0% FTO + 5% Assignment	2.5%	\$12,601
City of Modesto	Police Officer	\$ 10,026	7/1/2025	6/30/2026	3.00%	4% (+2.5% for a BA/BS + 1.5% for a MA/MS)	12%	\$50/day FTO + 2.5% Assignment	0	\$12,641
City of Lodi	Police Officer	\$ 9,933	7/8/2024	Unknown	Unknown	\$200 for BA/BS	\$300/month	3% FTO + 4.5% Assignment	\$1,500 annual lump sum	\$11,303
City of Davis	Police Officer ¹	\$ 9,904	7/7/2025	Unknown	Unknown	2.5% for BA/BS	6%	10.0% FTO + 5.0% Assignment	5.0%	\$12,726
City of Elk Grove	Police Officer ²	\$ 9,846	7/1/2025	7/1/2026	Unknown	6.0% (max incentive of 5.0% for any college degree or 6.0% for POST Advanced cert)		7.5% (Assignment pay can not compound with FTO pay)	0	\$11,175

Base Salary Median	\$10,279
Base Salary Average	\$10,643
Percentage Above or Below Median	6.96%
Percentage Above or Below Average	3.67%

Base Salary + Additional Pay Median	\$ 12,621
Base Salary + Additional Pay Average	\$ 12,985
Percentage Above or Below Median	3.60%
Percentage Above or Below Average	0.82%

Total # of Matches: 10

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Brentwood	Police Officer	\$ 11,761					\$ 3,039	\$ 156	\$ 23			\$ 3,411	\$ 14,979	\$ 18,390
City of Livermore	Police Officer	\$ 12,853				\$ 87		\$ 186	\$ 26	\$ 1,950		\$ 2,835	\$ 15,102	\$ 17,938
City of Tracy	Police Officer	\$ 10,616			\$ 658	\$ 265				\$ 3,049		\$ 3,025	\$ 14,588	\$ 17,614
City of Manteca	Police Officer	\$ 11,049				\$ 110	\$ 2,700	\$ 110	\$ 17			\$ 2,044	\$ 13,986	\$ 16,030
City of Folsom	Police Officer	\$ 10,081			\$ 625		\$ 2,198	\$ 117	\$ 18			\$ 2,520	\$ 13,039	\$ 15,559
City of Davis	Police Officer ¹	\$ 9,904						\$ 210				\$ 2,392	\$ 12,506	\$ 15,328
City of Roseville	Police Officer	\$ 10,478				\$ 314	\$ 993			\$ 1,347		\$ 1,855	\$ 13,132	\$ 14,988
City of Modesto	Police Officer	\$ 10,026				\$ 150	\$ 2,118					\$ 2,615	\$ 12,306	\$ 14,921
City of Lathrop	Police Officer	\$ 10,931					\$ 2,187					\$ 1,640	\$ 13,118	\$ 14,758
City of Elk Grove	Police Officer ²	\$ 9,846	\$ -295			\$ 394	\$ 2,735	\$ 168	\$ 36			\$ 1,329	\$ 12,883	\$ 14,213
City of Lodi	Police Officer	\$ 9,933	\$ -596			\$ 298	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 1,370	\$ 11,797	\$ 13,167

Total Compensation Median	\$13,078
Total Compensation Average	\$13,345
Percentage Above or Below Median	6.49%
Percentage Above or Below Average	4.58%

Total Compensation + Additional Pay Median	\$ 15,158
Total Compensation + Additional Pay Average	\$ 15,687
Percentage Above or Below Median	5.44%
Percentage Above or Below Average	0.01%

Total # of Matches: 10

Footnote:
1. sworn; increase based on CPI
2. Next increase based on CPI 2-4%

City of Manteca
Market Compensation Data
January 2026



Police Sergeant

Sorted by Maximum Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Education Pay (Max)	Certification Pay (Max)	Assignment Pay (FTO + Max Assignment)	Longevity (10 years)	Max Monthly + Additional Pays
City of Livermore	Police Sergeant	\$ 15,994	5/5/2025	5/4/2026	3.00%	0	\$925/month	4.0% FTO + \$800/month Assignment	6.0%	\$19,318
City of Brentwood	Police Sergeant	\$ 14,349	7/1/2025	7/1/2026	3.00%	15.0% (2.5% for AA + 5.0% for BA/BS + 7.5% for MA/MS OR eligible POST certs)		5.0% FTO + 5.0% Assignment	4.0%	\$18,510
City of Manteca	Police Sergeant	\$ 13,430	7/1/2025	Unknown	Unknown	10.0% (5.0% for AA and +5.0% for BA/BS OR eligible POST certs)		7.5% (5.0% for all assignments including FTO)	1.0%	\$ 15,915
City of Tracy	Police Sergeant	\$ 13,120	7/27/2025	6/28/2026	4.00%	5.0% for AA or higher	8.50%	5.0% FTO + 5.0% Assignment	5.0%	\$16,859
City of Lathrop	Police Sergeant	\$ 12,994	7/1/2025	Unknown	Unknown	5% (+2.5% for an AA + 5.0% for a BA/BS)	5.0%	5.0%	0	\$14,943
City of Roseville	Police Sergeant	\$ 12,738	1/1/2026	1/1/2027	3.00%	12.5% (Max incentive for degrees up to Masters OR POST Certs)		5.0%	2.5% annual lump sum	\$14,993
City of Elk Grove	Police Sergeant*	\$ 12,368	7/1/2025	7/1/2026	Unknown	6.0% (max incentive of 5.0% for any college degree or 6.0% for POST Advanced cert)		7.5% (Assignment pay can not compound with FTO pay)	0	\$14,038
City of Folsom	Police Sergeant	\$ 12,242	1/1/2026	Unknown	Unknown	12.5% (Max incentive for degrees up to BA/BS and POST certs)		5.0% FTO + 5% Assignment	2.50%	\$15,303
City of Lodi	Police Sergeant	\$ 12,151	7/8/2024	Unknown	Unknown	\$200 for BA/BS	\$500	4.50%	\$1,500 annual lump sum	\$13,523
City of Modesto	Police Sergeant	\$ 12,144	7/1/2025	6/30/2026	3.00%	4.0% (2.5% for a BA/BS + 1.5% for a MA/MS)	12.0%	\$50/day FTO + 2.5% Assignment	0	\$15,151
City of Davis	Police Sergeant*	\$ 11,932	7/7/2025	Unknown	Unknown	2.5% for BA/BS	6.0%	10.0% FTO + 5.0% Assignment	5.0%	\$15,332

Base Salary Median	\$12,553
Base Salary Average	\$13,003
Percentage Above or Below Median	6.53%
Percentage Above or Below Average	3.18%

Base Salary + Additional Pay Median	\$ 15,227
Base Salary + Additional Pay Average	\$ 15,797
Percentage Above or Below Median	4.32%
Percentage Above or Below Average	0.74%

Total # of Matches: 10

Sorted by Total Compensation + Additional Pays

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Additional Pays	Monthly Total Compensation	Total Compensation + Additional Pays
City of Brentwood	Police Sergeant	\$ 14,349					\$ 3,039	\$ 156	\$ 23			\$ 4,161	\$ 17,567	\$ 21,728
City of Livermore	Police Sergeant	\$ 15,994				\$ 87		\$ 186	\$ 26	\$ 1,950		\$ 3,324	\$ 18,243	\$ 21,567
City of Tracy	Police Sergeant	\$ 13,120			\$ 813	\$ 328				\$ 3,049		\$ 3,739	\$ 17,310	\$ 21,049
City of Manteca	Police Sergeant	\$ 13,430				\$ 134	\$ 2,700	\$ 110	\$ 17			\$ 2,485	\$ 16,391	\$ 18,876
City of Folsom	Police Sergeant	\$ 12,242			\$ 759		\$ 2,198	\$ 117	\$ 18			\$ 3,061	\$ 15,334	\$ 18,395
City of Davis	Police Sergeant*	\$ 11,932						\$ 210		\$ 2,392		\$ 3,401	\$ 14,533	\$ 17,934
City of Roseville	Police Sergeant	\$ 12,738				\$ 382	\$ 993			\$ 1,347		\$ 2,256	\$ 15,460	\$ 17,716
City of Modesto	Police Sergeant	\$ 12,144				\$ 182	\$ 2,118					\$ 3,007	\$ 14,456	\$ 17,463
City of Lathrop	Police Sergeant	\$ 12,994					\$ 2,187					\$ 1,949	\$ 15,181	\$ 17,130
City of Elk Grove	Police Sergeant*	\$ 12,368	\$ -371			\$ 495	\$ 2,735	\$ 168	\$ 36			\$ 1,670	\$ 15,431	\$ 17,100
City of Lodi	Police Sergeant	\$ 12,151	\$ -729			\$ 365	\$ 2,006	\$ 104	\$ 21		\$ 31	\$ 1,372	\$ 13,949	\$ 15,320

2. Next increase based on CPI 2-4%

Total Compensation Median	\$15,382
Total Compensation Average	\$15,746
Percentage Above or Below Median	6.16%
Percentage Above or Below Average	3.94%

Footnote:

1. sworn; increase based on CPI

Total Compensation + Additional Pay Median	\$ 17,825
Total Compensation + Additional Pay Average	\$ 18,540
Percentage Above or Below Median	5.57%
Percentage Above or Below Average	1.78%

Total # of Matches: 10

Appendix III

Proposed Salary Range Schedule



Insurance | Risk Management | Consulting

City of Manteca Proposed Salary Plan January 2026

FACTORS	
Range 6, Step 5, Annual	\$58,116.00
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	24
Hours per Year	2,080

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	42,259	44,372	46,591	48,920	51,366	3,522	3,698	3,883	4,077	4,281	1,760.79	1,848.83	1,941.27	2,038.34	2,140.25	20.32	21.33	22.40	23.52	24.70
2	43,315	45,481	47,755	50,143	52,650	3,610	3,790	3,980	4,179	4,388	1,804.81	1,895.05	1,989.80	2,089.29	2,193.76	20.82	21.87	22.96	24.11	25.31
3	44,398	46,618	48,949	51,397	53,966	3,700	3,885	4,079	4,283	4,497	1,849.93	1,942.43	2,039.55	2,141.53	2,248.60	21.35	22.41	23.53	24.71	25.95
4	45,508	47,784	50,173	52,682	55,316	3,792	3,982	4,181	4,390	4,610	1,896.18	1,990.99	2,090.54	2,195.07	2,304.82	21.88	22.97	24.12	25.33	26.59
5	46,646	48,978	51,427	53,999	56,699	3,887	4,082	4,286	4,500	4,725	1,943.58	2,040.76	2,142.80	2,249.94	2,362.44	22.43	23.55	24.72	25.96	27.26
6	47,812	50,203	52,713	55,349	58,116	3,984	4,184	4,393	4,612	4,843	1,992.17	2,091.78	2,196.37	2,306.19	2,421.50	22.99	24.14	25.34	26.61	27.94
7	49,007	51,458	54,031	56,732	59,569	4,084	4,288	4,503	4,728	4,964	2,041.98	2,144.08	2,251.28	2,363.85	2,482.04	23.56	24.74	25.98	27.28	28.64
8	50,233	52,744	55,382	58,151	61,058	4,186	4,395	4,615	4,846	5,088	2,093.03	2,197.68	2,307.56	2,422.94	2,544.09	24.15	25.36	26.63	27.96	29.35
9	51,488	54,063	56,766	59,604	62,585	4,291	4,505	4,731	4,967	5,215	2,145.35	2,252.62	2,365.25	2,483.51	2,607.69	24.75	25.99	27.29	28.66	30.09
10	52,776	55,414	58,185	61,094	64,149	4,398	4,618	4,849	5,091	5,346	2,198.99	2,308.94	2,424.38	2,545.60	2,672.88	25.37	26.64	27.97	29.37	30.84
11	54,095	56,800	59,640	62,622	65,753	4,508	4,733	4,970	5,218	5,479	2,253.96	2,366.66	2,484.99	2,609.24	2,739.70	26.01	27.31	28.67	30.11	31.61
12	55,447	58,220	61,131	64,187	67,397	4,621	4,852	5,094	5,349	5,616	2,310.31	2,425.83	2,547.12	2,674.47	2,808.20	26.66	27.99	29.39	30.86	32.40
13	56,834	59,675	62,659	65,792	69,082	4,736	4,973	5,222	5,483	5,757	2,368.07	2,486.47	2,610.80	2,741.34	2,878.40	27.32	28.69	30.12	31.63	33.21
14	58,254	61,167	64,226	67,437	70,809	4,855	5,097	5,352	5,620	5,901	2,427.27	2,548.63	2,676.07	2,809.87	2,950.36	28.01	29.41	30.88	32.42	34.04
15	59,711	62,696	65,831	69,123	72,579	4,976	5,225	5,486	5,760	6,048	2,487.95	2,612.35	2,742.97	2,880.12	3,024.12	28.71	30.14	31.65	33.23	34.89
16	61,204	64,264	67,477	70,851	74,393	5,100	5,355	5,623	5,904	6,199	2,550.15	2,677.66	2,811.54	2,952.12	3,099.72	29.42	30.90	32.44	34.06	35.77
17	62,734	65,870	69,164	72,622	76,253	5,228	5,489	5,764	6,052	6,354	2,613.90	2,744.60	2,881.83	3,025.92	3,177.22	30.16	31.67	33.25	34.91	36.66
18	64,302	67,517	70,893	74,438	78,160	5,359	5,626	5,908	6,203	6,513	2,679.25	2,813.22	2,953.88	3,101.57	3,256.65	30.91	32.46	34.08	35.79	37.58
19	65,910	69,205	72,665	76,299	80,114	5,492	5,767	6,055	6,358	6,676	2,746.23	2,883.55	3,027.72	3,179.11	3,338.06	31.69	33.27	34.94	36.68	38.52
20	67,557	70,935	74,482	78,206	82,116	5,630	5,911	6,207	6,517	6,843	2,814.89	2,955.63	3,103.42	3,258.59	3,421.52	32.48	34.10	35.81	37.60	39.48
21	69,246	72,709	76,344	80,161	84,169	5,771	6,059	6,362	6,680	7,014	2,885.26	3,029.53	3,181.00	3,340.05	3,507.05	33.29	34.96	36.70	38.54	40.47
22	70,977	74,526	78,253	82,165	86,274	5,915	6,211	6,521	6,847	7,189	2,957.39	3,105.26	3,260.53	3,423.55	3,594.73	34.12	35.83	37.62	39.50	41.48
23	72,752	76,389	80,209	84,219	88,430	6,063	6,366	6,684	7,018	7,369	3,031.33	3,182.89	3,342.04	3,509.14	3,684.60	34.98	36.73	38.56	40.49	42.51
24	74,571	78,299	82,214	86,325	90,641	6,214	6,525	6,851	7,194	7,553	3,107.11	3,262.47	3,425.59	3,596.87	3,776.71	35.85	37.64	39.53	41.50	43.58
25	76,435	80,257	84,270	88,483	92,907	6,370	6,688	7,022	7,374	7,742	3,184.79	3,344.03	3,511.23	3,686.79	3,871.13	36.75	38.58	40.51	42.54	44.67
26	78,346	82,263	86,376	90,695	95,230	6,529	6,855	7,198	7,558	7,936	3,264.41	3,427.63	3,599.01	3,778.96	3,967.91	37.67	39.55	41.53	43.60	45.78
27	80,304	84,320	88,536	92,962	97,611	6,692	7,027	7,378	7,747	8,134	3,346.02	3,513.32	3,688.99	3,873.44	4,067.11	38.61	40.54	42.57	44.69	46.93
28	82,312	86,428	90,749	95,287	100,051	6,859	7,202	7,562	7,941	8,338	3,429.67	3,601.15	3,781.21	3,970.27	4,168.79	39.57	41.55	43.63	45.81	48.10
29	84,370	88,588	93,018	97,669	102,552	7,031	7,382	7,751	8,139	8,546	3,515.41	3,691.18	3,875.74	4,069.53	4,273.00	40.56	42.59	44.72	46.96	49.30
30	86,479	90,803	95,343	100,110	105,116	7,207	7,567	7,945	8,343	8,760	3,603.30	3,783.46	3,972.63	4,171.27	4,379.83	41.58	43.66	45.84	48.13	50.54
31	88,641	93,073	97,727	102,613	107,744	7,387	7,756	8,144	8,551	8,979	3,693.38	3,878.05	4,071.95	4,275.55	4,489.33	42.62	44.75	46.98	49.33	51.80
32	90,857	95,400	100,170	105,178	110,437	7,571	7,950	8,347	8,765	9,203	3,785.71	3,975.00	4,173.75	4,382.44	4,601.56	43.68	45.87	48.16	50.57	53.09
33	93,129	97,785	102,674	107,808	113,198	7,761	8,149	8,556	8,984	9,433	3,880.36	4,074.37	4,278.09	4,492.00	4,716.60	44.77	47.01	49.36	51.83	54.42



Insurance | Risk Management | Consulting

City of Manteca Proposed Salary Plan January 2026

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
34	95,457	100,230	105,241	110,503	116,028	7,955	8,352	8,770	9,209	9,669	3,977.37	4,176.23	4,385.05	4,604.30	4,834.51	45.89	48.19	50.60	53.13	55.78
35	97,843	102,735	107,872	113,266	118,929	8,154	8,561	8,989	9,439	9,911	4,076.80	4,280.64	4,494.67	4,719.41	4,955.38	47.04	49.39	51.86	54.45	57.18
36	100,289	105,304	110,569	116,097	121,902	8,357	8,775	9,214	9,675	10,159	4,178.72	4,387.66	4,607.04	4,837.39	5,079.26	48.22	50.63	53.16	55.82	58.61
37	102,797	107,936	113,333	119,000	124,950	8,566	8,995	9,444	9,917	10,412	4,283.19	4,497.35	4,722.21	4,958.33	5,206.24	49.42	51.89	54.49	57.21	60.07
38	105,366	110,635	116,166	121,975	128,074	8,781	9,220	9,681	10,165	10,673	4,390.27	4,609.78	4,840.27	5,082.28	5,336.40	50.66	53.19	55.85	58.64	61.57
39	108,001	113,401	119,071	125,024	131,275	9,000	9,450	9,923	10,419	10,940	4,500.02	4,725.03	4,961.28	5,209.34	5,469.81	51.92	54.52	57.25	60.11	63.11
40	110,701	116,236	122,047	128,150	134,557	9,225	9,686	10,171	10,679	11,213	4,612.52	4,843.15	5,085.31	5,339.57	5,606.55	53.22	55.88	58.68	61.61	64.69
41	113,468	119,142	125,099	131,354	137,921	9,456	9,928	10,425	10,946	11,493	4,727.84	4,964.23	5,212.44	5,473.06	5,746.72	54.55	57.28	60.14	63.15	66.31
42	116,305	122,120	128,226	134,637	141,369	9,692	10,177	10,686	11,220	11,781	4,846.03	5,088.34	5,342.75	5,609.89	5,890.38	55.92	58.71	61.65	64.73	67.97
43	119,212	125,173	131,432	138,003	144,903	9,934	10,431	10,953	11,500	12,075	4,967.18	5,215.54	5,476.32	5,750.14	6,037.64	57.31	60.18	63.19	66.35	69.67
44	122,193	128,302	134,717	141,453	148,526	10,183	10,692	11,226	11,788	12,377	5,091.36	5,345.93	5,613.23	5,893.89	6,188.58	58.75	61.68	64.77	68.01	71.41
45	125,248	131,510	138,085	144,990	152,239	10,437	10,959	11,507	12,082	12,687	5,218.65	5,479.58	5,753.56	6,041.24	6,343.30	60.22	63.23	66.39	69.71	73.19
46	128,379	134,798	141,538	148,614	156,045	10,698	11,233	11,795	12,385	13,004	5,349.11	5,616.57	5,897.40	6,192.27	6,501.88	61.72	64.81	68.05	71.45	75.02
47	131,588	138,168	145,076	152,330	159,946	10,966	11,514	12,090	12,694	13,329	5,482.84	5,756.98	6,044.83	6,347.08	6,664.43	63.26	66.43	69.75	73.24	76.90
48	134,878	141,622	148,703	156,138	163,945	11,240	11,802	12,392	13,012	13,662	5,619.91	5,900.91	6,195.95	6,505.75	6,831.04	64.85	68.09	71.49	75.07	78.82
49	138,250	145,162	152,420	160,042	168,044	11,521	12,097	12,702	13,337	14,004	5,760.41	6,048.43	6,350.85	6,668.40	7,001.82	66.47	69.79	73.28	76.94	80.79
50	141,706	148,791	156,231	164,043	172,245	11,809	12,399	13,019	13,670	14,354	5,904.42	6,199.64	6,509.62	6,835.11	7,176.86	68.13	71.53	75.11	78.87	82.81
51	145,249	152,511	160,137	168,144	176,551	12,104	12,709	13,345	14,012	14,713	6,052.03	6,354.63	6,672.37	7,005.98	7,356.28	69.83	73.32	76.99	80.84	84.88
52	148,880	156,324	164,140	172,347	180,965	12,407	13,027	13,678	14,362	15,080	6,203.33	6,513.50	6,839.17	7,181.13	7,540.19	71.58	75.16	78.91	82.86	87.00
53	152,602	160,232	168,244	176,656	185,489	12,717	13,353	14,020	14,721	15,457	6,358.42	6,676.34	7,010.15	7,360.66	7,728.69	73.37	77.03	80.89	84.93	89.18
54	156,417	164,238	172,450	181,072	190,126	13,035	13,686	14,371	15,089	15,844	6,517.38	6,843.25	7,185.41	7,544.68	7,921.91	75.20	78.96	82.91	87.05	91.41
55	160,327	168,344	176,761	185,599	194,879	13,361	14,029	14,730	15,467	16,240	6,680.31	7,014.33	7,365.04	7,733.30	8,119.96	77.08	80.93	84.98	89.23	93.69
56	164,336	172,552	181,180	190,239	199,751	13,695	14,379	15,098	15,853	16,646	6,847.32	7,189.68	7,549.17	7,926.63	8,322.96	79.01	82.96	87.11	91.46	96.03
57	168,444	176,866	185,710	194,995	204,745	14,037	14,739	15,476	16,250	17,062	7,018.50	7,369.43	7,737.90	8,124.79	8,531.03	80.98	85.03	89.28	93.75	98.43
58	172,655	181,288	190,352	199,870	209,863	14,388	15,107	15,863	16,656	17,489	7,193.96	7,553.66	7,931.35	8,327.91	8,744.31	83.01	87.16	91.52	96.09	100.90
59	176,972	185,820	195,111	204,867	215,110	14,748	15,485	16,259	17,072	17,926	7,373.81	7,742.50	8,129.63	8,536.11	8,962.92	85.08	89.34	93.80	98.49	103.42
60	181,396	190,466	199,989	209,988	220,488	15,116	15,872	16,666	17,499	18,374	7,558.16	7,936.07	8,332.87	8,749.51	9,186.99	87.21	91.57	96.15	100.96	106.00
61	185,931	195,227	204,989	215,238	226,000	15,494	16,269	17,082	17,937	18,833	7,747.11	8,134.47	8,541.19	8,968.25	9,416.66	89.39	93.86	98.55	103.48	108.65
62	190,579	200,108	210,113	220,619	231,650	15,882	16,676	17,509	18,385	19,304	7,940.79	8,337.83	8,754.72	9,192.46	9,652.08	91.62	96.21	101.02	106.07	111.37
63	195,343	205,111	215,366	226,134	237,441	16,279	17,093	17,947	18,845	19,787	8,139.31	8,546.28	8,973.59	9,422.27	9,893.38	93.92	98.61	103.54	108.72	114.15
64	200,227	210,238	220,750	231,788	243,377	16,686	17,520	18,396	19,316	20,281	8,342.79	8,759.93	9,197.93	9,657.83	10,140.72	96.26	101.08	106.13	111.44	117.01
65	205,233	215,494	226,269	237,583	249,462	17,103	17,958	18,856	19,799	20,788	8,551.36	8,978.93	9,427.88	9,899.27	10,394.24	98.67	103.60	108.78	114.22	119.93
66	210,364	220,882	231,926	243,522	255,698	17,530	18,407	19,327	20,294	21,308	8,765.15	9,203.40	9,663.57	10,146.75	10,654.09	101.14	106.19	111.50	117.08	122.93
67	215,623	226,404	237,724	249,610	262,091	17,969	18,867	19,810	20,801	21,841	8,984.28	9,433.49	9,905.16	10,400.42	10,920.44	103.66	108.85	114.29	120.00	126.01
68	221,013	232,064	243,667	255,850	268,643	18,418	19,339	20,306	21,321	22,387	9,208.88	9,669.33	10,152.79	10,660.43	11,193.45	106.26	111.57	117.15	123.00	129.16
69	226,539	237,865	249,759	262,247	275,359	18,878	19,822	20,813	21,854	22,947	9,439.10	9,911.06	10,406.61	10,926.94	11,473.29	108.91	114.36	120.08	126.08	132.38
70	232,202	243,812	256,003	268,803	282,243	19,350	20,318	21,334	22,400	23,520	9,675.08	10,158.84	10,666.78	11,200.12	11,760.12	111.64	117.22	123.08	129.23	135.69
71	238,007	249,907	262,403	275,523	289,299	19,834	20,826	21,867	22,960	24,108	9,916.96	10,412.81	10,933.45	11,480.12	12,054.13	114.43	120.15	126.16	132.46	139.09
72	243,957	256,155	268,963	282,411	296,531	20,330	21,346	22,414	23,534	24,711	10,164.88	10,673.13	11,206.78	11,767.12	12,355.48	117.29	123.15	129.31	135.77	142.56
73	250,056	262,559	275,687	289,471	303,945	20,838	21,880	22,974	24,123	25,329	10,419.01	10,939.96	11,486.95	12,061.30	12,664.37	120.22	126.23	132.54	139.17	146.13
74	256,308	269,123	282,579	296,708	311,543	21,359	22,427	23,548	24,726	25,962	10,679.48	11,213.45	11,774.13	12,362.83	12,980.98	123.22	129.39	135.86	142.65	149.78
75	262,715	275,851	289,644	304,126	319,332	21,893	22,988	24,137	25,344	26,611	10,946.47	11,493.79	12,068.48	12,671.90	13,305.50	126.31	132.62	139.25	146.21	153.52
76	269,283	282,747	296,885	311,729	327,315	22,440	23,562	24,740	25,977	27,276	11,220.13	11,781.14	12,370.19	12,988.70	13,638.14	129.46	135.94	142.73	149.87	157.36
77	276,015	289,816	304,307	319,522	335,498	23,001	24,151	25,359	26,627	27,958	11,500.63	12,075.66	12,679.45	13,313.42	13,979.09	132.70	139.33	146.30	153.62	161.30
78	282,916	297,061	311,914	327,510	343,886	23,576	24,755	25,993	27,293	28,657	11,788.15	12,377.56	12,996.43	13,646.26	14,328.57	136.02	142.82	149.96	157.46	165.33
79	289,988	304,488	319,712	335,698	352,483	24,166	25,374	26,643	27,975	29,374	12,082.85	12,686.99	13,321.34	13,987.41	14,686.78	139.42	146.39	153.71	161.39	169.46



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City of Manteca Proposed Salary Plan January 2026

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
80	297,238	312,100	327,705	344,090	361,295	24,770	26,008	27,309	28,674	30,108	12,384.92	13,004.17	13,654.38	14,337.10	15,053.95	142.90	150.05	157.55	165.43	173.70
81	304,669	319,903	335,898	352,693	370,327	25,389	26,659	27,991	29,391	30,861	12,694.55	13,329.27	13,995.74	14,695.52	15,430.30	146.48	153.80	161.49	169.56	178.04
82	312,286	327,900	344,295	361,510	379,585	26,024	27,325	28,691	30,126	31,632	13,011.91	13,662.51	14,345.63	15,062.91	15,816.06	150.14	157.64	165.53	173.80	182.49
83	320,093	336,098	352,903	370,548	389,075	26,674	28,008	29,409	30,879	32,423	13,337.21	14,004.07	14,704.27	15,439.48	16,211.46	153.89	161.59	169.66	178.15	187.06
84	328,095	344,500	361,725	379,811	398,802	27,341	28,708	30,144	31,651	33,233	13,670.64	14,354.17	15,071.88	15,825.47	16,616.75	157.74	165.63	173.91	182.60	191.73
85	336,298	353,113	370,768	389,307	408,772	28,025	29,426	30,897	32,442	34,064	14,012.40	14,713.02	15,448.68	16,221.11	17,032.16	161.68	169.77	178.25	187.17	196.52
86	344,705	361,940	380,037	399,039	418,991	28,725	30,162	31,670	33,253	34,916	14,362.71	15,080.85	15,834.89	16,626.64	17,457.97	165.72	174.01	182.71	191.85	201.44
87	353,323	370,989	389,538	409,015	429,466	29,444	30,916	32,462	34,085	35,789	14,721.78	15,457.87	16,230.76	17,042.30	17,894.42	169.87	178.36	187.28	196.64	206.47
88	362,156	380,264	399,277	419,241	440,203	30,180	31,689	33,273	34,937	36,684	15,089.83	15,844.32	16,636.53	17,468.36	18,341.78	174.11	182.82	191.96	201.56	211.64
89	371,210	389,770	409,259	429,722	451,208	30,934	32,481	34,105	35,810	37,601	15,467.07	16,240.43	17,052.45	17,905.07	18,800.32	178.47	187.39	196.76	206.60	216.93
90	380,490	399,514	419,490	440,465	462,488	31,707	33,293	34,958	36,705	38,541	15,853.75	16,646.44	17,478.76	18,352.70	19,270.33	182.93	192.07	201.68	211.76	222.35
91	390,002	409,502	429,977	451,476	474,050	32,500	34,125	35,831	37,623	39,504	16,250.09	17,062.60	17,915.73	18,811.51	19,752.09	187.50	196.88	206.72	217.06	227.91
92	399,752	419,740	440,727	462,763	485,901	33,313	34,978	36,727	38,564	40,492	16,656.34	17,489.16	18,363.62	19,281.80	20,245.89	192.19	201.80	211.89	222.48	233.61
93	409,746	430,233	451,745	474,332	498,049	34,146	35,853	37,645	39,528	41,504	17,072.75	17,926.39	18,822.71	19,763.85	20,752.04	196.99	206.84	217.19	228.04	239.45
94	419,990	440,989	463,039	486,191	510,500	34,999	36,749	38,587	40,516	42,542	17,499.57	18,374.55	19,293.28	20,257.94	21,270.84	201.92	212.01	222.61	233.75	245.43
95	430,489	452,014	474,615	498,345	523,263	35,874	37,668	39,551	41,529	43,605	17,937.06	18,833.91	19,775.61	20,764.39	21,802.61	206.97	217.31	228.18	239.59	251.57
96	441,252	463,314	486,480	510,804	536,344	36,771	38,610	40,540	42,567	44,695	18,385.49	19,304.76	20,270.00	21,283.50	22,347.68	212.14	222.75	233.88	245.58	257.86
97	452,283	474,897	498,642	523,574	549,753	37,690	39,575	41,554	43,631	45,813	18,845.13	19,787.38	20,776.75	21,815.59	22,906.37	217.44	228.32	239.73	251.72	264.30
98	463,590	486,770	511,108	536,663	563,497	38,633	40,564	42,592	44,722	46,958	19,316.25	20,282.07	21,296.17	22,360.98	23,479.03	222.88	234.02	245.73	258.01	270.91
99	475,180	498,939	523,886	550,080	577,584	39,598	41,578	43,657	45,840	48,132	19,799.16	20,789.12	21,828.57	22,920.00	24,066.00	228.45	239.87	251.87	264.46	277.68
100	487,059	511,412	536,983	563,832	592,024	40,588	42,618	44,749	46,986	49,335	20,294.14	21,308.85	22,374.29	23,493.00	24,667.65	234.16	245.87	258.16	271.07	284.63

Appendix IV

Salary Range Placement Recommendations



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City of Manteca

Proposed Range Placement Recommendations

January 2026

Class Title	Bargaining Group	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Accountant I	Technical Support Services Unit	\$9,009		\$9,009	27	\$8,134	-9.71%		Internal Alignment: 10% below Accountant II - Y Rating Recommended
Accountant II	Technical Support Services Unit	\$9,460	5.6%	\$8,929	31	\$8,979	-5.08%	X	Market and Range Placement - Y Rating Recommended
Accounting Manager	Unrepresented Management and Confidential	\$13,905	-4.5%	\$14,532	50	\$14,354	3.23%	X	Market and Range Placement
Accounting Technician	Technical Support Services Unit	\$5,739	-19.2%	\$6,840	20	\$6,843	19.23%	X	Market and Range Placement
Administrative Assistant I	Technical Support Services Unit	\$5,208		\$5,208	15	\$6,048	16.14%		Internal alignment: 10% below Administrative Assistant II
Administrative Assistant II	Technical Support Services Unit	\$5,739	-15.2%	\$6,612	19	\$6,676	16.32%	X	Market and Range Placement
Administrative Specialist	Technical Support Services Unit	\$6,173	-24.3%	\$7,674	25	\$7,742	25.42%	X	Market and Range Placement
Animal Services Officer	Manteca Police Employees Association	\$5,847	-18.1%	\$6,902	20	\$6,843	17.04%	X	Market and Range Placement
Animal Services Supervisor	Manteca Police Employees Association	\$8,042	-1.8%	\$8,190	27	\$8,134	1.15%	X	Market and Range Placement
Assistant City Attorney	Unrepresented Management and Confidential	\$16,179		\$16,179	61	\$18,833	16.40%		Internal Alignment: 30% below City Attorney
Assistant City Manager	Executive Management	\$20,785	-10.8%	\$23,032	69	\$22,947	10.40%	X	Market and Range Placement
Assistant Director of Finance	Unrepresented Management and Confidential	\$15,880		\$15,880	56	\$16,646	4.83%		Internal Alignment: 20% below Director of Finance
Assistant Director of Legislative Services/Assistant City Clerk	Mid Management Unit	\$9,921		\$9,921	38	\$10,673	7.58%		Internal Alignment: 10% above Deputy City Clerk
Assistant Director of Parks and Recreation	Mid Management Unit	Proposed		Proposed	53	\$15,457	n/a		Internal Alignment: 10% above Deputy Director of Recreation
Assistant Engineer	Mid Management Unit	\$10,175		\$10,175	34	\$9,669	-4.97%		Internal Alignment: 10% below Associate Engineer - Y Rating Recommended
Assistant Planner	Technical Support Services Unit	\$8,314		\$8,314	29	\$8,546	2.79%		Internal Alignment: 10% below Associate Planner
Associate Civil Engineer	Mid Management Unit	\$13,641	13.1%	\$11,853	42	\$11,781	-13.64%	X	Market and Range Placement - Y Rating Recommended
Associate Engineer	Mid Management Unit	\$11,786		\$11,786	38	\$10,673	-9.44%		Internal Alignment: 10% below Associate Civil Engineer - Y Rating Recommended
Associate Planner	Mid Management Unit	\$9,703	2.5%	\$9,459	33	\$9,433	-2.78%	X	Market and Range Placement - Y Rating Recommended
Booking Officer	Manteca Police Employees Association	\$7,284		\$7,284	23	\$7,369	1.16%		Internal Alignment: 5% above Community Service Officer II
Budget Analyst I	Unrepresented Management and Confidential	Proposed		Proposed	32	\$9,203	n/a		Internal Alignment: 10% below Budget Analyst II
Budget Analyst II	Unrepresented Management and Confidential	\$9,452		\$9,452	36	\$10,159	7.47%		Internal Alignment: Anchor to Management Analyst
Budget Manager	Unrepresented Management and Confidential	\$11,497	-25.3%	\$14,409	50	\$14,354	24.85%	X	Market and Range Placement
Building Inspector I	Technical Support Services Unit	\$6,644		\$6,644	25	\$7,742	16.53%		Internal Alignment: 10% below Building Inspector II
Building Inspector II	Technical Support Services Unit	\$7,328	-16.5%	\$8,539	29	\$8,546	16.62%	X	Market and Range Placement
City Attorney	Executive Management	\$22,250	-13.9%	\$25,341	73	\$25,329	13.84%	X	Market and Range Placement
City Manager	Executive Management	\$23,201	-15.8%	\$26,855	75	\$26,611	14.70%	X	Market and Range Placement
CMMS Specialist	General Services Unit	\$7,887	Insuff.Data	n/a	27	\$8,134	3.14%	X	Internal Alignment: Anchor to Wastewater Plant Operator I
Code Enforcement Officer	Manteca Police Employees Association	\$7,284	-9.1%	\$7,944	26	\$7,936	8.94%	X	Market and Range Placement
Code Enforcement Supervisor (Non Sworn)	Manteca Public Safety Management Association	\$9,452	-13.2%	\$10,696	38	\$10,673	12.91%	X	Market and Range Placement
Collection System Technician I	General Services Unit	\$5,089		\$5,089	21	\$7,014	37.84%		Internal Alignment: 10% below Collection System Technician II
Collection System Technician II	General Services Unit	\$5,603		\$5,603	25	\$7,742	38.18%		Internal Alignment: 10% below Collection System Technician III
Collection System Technician III	General Services Unit	\$6,179	-38.1%	\$8,532	29	\$8,546	38.31%	X	Market and Range Placement
Community Service Officer I	Manteca Police Employees Association	\$6,600		\$6,600	17	\$6,354	-3.72%		Internal Alignment: 10% below Community Service Officer II - Y Rating Recommended
Community Service Officer II	Manteca Police Employees Association	\$7,284	4.6%	\$6,947	21	\$7,014	-3.71%	X	Market and Range Placement - Y Rating Recommended
Construction Inspector I	Technical Support Services Unit	\$7,696		\$7,696	24	\$7,553	-1.85%		Internal Alignment: 10% below Construction Inspector II - Y Rating Recommended
Construction Inspector II	Technical Support Services Unit	\$8,681	3.6%	\$8,366	28	\$8,338	-3.96%	X	Market and Range Placement - Y Rating Recommended



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City of Manteca

Proposed Range Placement Recommendations

January 2026

Class Title	Bargaining Group	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Crew Leader	General Services Unit	\$6,642		\$6,642	30	\$8,760	31.87%		Internal Alignment: 10% above Parks Golf Maintenance Technician II
Crime Analyst	Manteca Police Employees Association	\$7,653	-14.4%	\$8,753	30	\$8,760	14.46%	X	Market and Range Placement
Cross Connection Control Specialist I	General Services Unit	\$5,603		\$5,603	26	\$7,936	41.63%		Internal Alignment: 10% below Cross Connection Control Specialist II
Cross Connection Control Specialist II	General Services Unit	\$6,179	-41.7%	\$8,755	30	\$8,760	41.76%	X	Market and Range Placement
Custodian I	General Services Unit	\$4,843		\$4,843	6	\$4,843	-0.01%		Internal Alignment: 10% below Custodian II
Custodian II	General Services Unit	\$5,336	Insuff.Data	n/a	10	\$5,346	0.18%	X	Internal Alignment: Anchor to Parks Maintenance Worker I
Customer Service Representative	Technical Support Services Unit	\$5,208	-15.0%	\$5,990	15	\$6,048	16.14%	X	Market and Range Placement
Deputy City Clerk	Unrepresented Management and Confidential	\$9,008	-6.9%	\$9,631	34	\$9,669	7.34%	X	Market and Range Placement
Deputy City Manager	Mid Management Unit	\$16,179		\$16,179	59	\$17,926	10.80%		Internal Alignment: 25% below Assistant City Manager
Deputy Director of Development Services - Building	Mid Management Unit	\$13,964		\$13,964	53	\$15,457	10.70%		Internal Alignment: 25% below Director of Development Services
Deputy Director of Development Services - Planning	Mid Management Unit	\$13,964		\$13,964	53	\$15,457	10.70%		Internal Alignment: 25% below Director of Development Services
Deputy Director of Development Services- Economic Development	Mid Management Unit	\$13,964		\$13,964	53	\$15,457	10.70%		Internal Alignment: 25% below Director of Development Services
Deputy Director of Engineering	Mid Management Unit	\$17,834		\$17,834	58	\$17,489	-1.94%		Internal Alignment: 25% above Senior Engineer - Y Rating Recommended
Deputy Director of PW - Maintenance & Operations	Mid Management Unit	\$13,964		\$13,964	56	\$16,646	19.21%		Internal Alignment: 15% above Parks/Golf Maintenance Manager
Deputy Director of PW - Solid Waste	Mid Management Unit	\$13,964		\$13,964	56	\$16,646	19.21%		Internal Alignment: Anchor to Deputy Director PW - Maintenance & Operations
Deputy Director of Recreation	Mid Management Unit	Proposed		Proposed	49	\$14,004	n/a		Internal Alignment: 15% above Recreation Manager
Deputy Fire Chief	Unrepresented Management and Confidential	\$17,917		\$17,917	59	\$17,926	0.05%		Internal Alignment: 15% above Battalion Chief
Development Services Technician I	Technical Support Services Unit	Proposed		Proposed	18	\$6,513	n/a		Internal Alignment: 10% below Development Services Technician II
Development Services Technician II	Technical Support Services Unit	\$6,805	-4.8%	\$7,134	22	\$7,189	5.65%	X	Market and Range Placement
Director of Development Services	Executive Management	\$17,917	-11.0%	\$19,886	63	\$19,787	10.44%	X	Market and Range Placement
Director of Engineering	Executive Management	\$19,785	Insuff.Data	n/a	64	\$20,281	2.51%	X	Internal Alignment: Anchor to Director of Finance
Director of Finance	Executive Management	\$19,785	-1.5%	\$20,088	64	\$20,281	2.51%	X	Market and Range Placement
Director of Human Resources	Executive Management	\$17,917	-7.6%	\$19,273	63	\$19,787	10.44%	X	Market and Internal Alignment: Anchor to Director of Development Services
Director of IT & Innovation	Executive Management	\$16,264	-18.5%	\$19,273	62	\$19,304	18.69%	X	Market and Range Placement
Director of Legislative Services/City Clerk	Executive Management	\$16,264	9.1%	\$14,783	51	\$14,713	-9.54%	X	Market and Range Placement - Y Rating Recommended
Director of Public Works	Executive Management	\$17,917		\$17,917	63	\$19,787	10.44%		Internal Alignment: Anchor to Director of Development Services
Director of Utilities	Mid Management Unit	\$13,964	-27.6%	\$17,817	59	\$17,926	28.38%	X	Market and Range Placement
Economic Development Analyst	Mid Management Unit	\$10,693	6.0%	\$10,050	36	\$10,159	-5.00%	X	Market and Range Placement - Y Rating Recommended
Electrical/Instrumentation Technician I	General Services Unit	Proposed		n/a	30	\$8,760	n/a		Internal Alignment: 10% below Electrical/Instrumentation Technician II
Electrical/Instrumentation Technician II	General Services Unit	\$8,690	-10.0%	\$9,560	34	\$9,669	11.26%	X	Market and Range Placement
Engineer Technician I	Technical Support Services Unit	\$6,805		\$6,805	24	\$7,553	11.00%		Internal Alignment: 10% below Engineer Technician II
Engineer Technician II	Technical Support Services Unit	\$7,696	-7.1%	\$8,239	28	\$8,338	8.33%	X	Market and Range Placement
Environmental Compliance Specialist	Technical Support Services Unit	\$7,875	-35.8%	\$10,697	38	\$10,673	35.53%	X	Market and Range Placement
Equipment Mechanic I	General Services Unit	\$5,737		\$5,737	23	\$7,369	28.45%		Internal Alignment: 10% below Equipment Mechanic II
Equipment Mechanic II	General Services Unit	\$6,326	-29.0%	\$8,163	27	\$8,134	28.59%	X	Market and Range Placement
Executive Assistant	Technical Support Services Unit	\$7,143	-10.8%	\$7,912	26	\$7,936	11.10%	X	Market and Range Placement
Facilities Manager	Mid Management Unit	\$11,219	0.2%	\$11,195	40	\$11,213	-0.06%	X	Market and Range Placement



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Proposed Range Placement Recommendations

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Class Title	Bargaining Group	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Facilities Technician I	General Services Unit	\$5,467		\$5,467	19	\$6,676	22.11%		Internal Alignment: 10% below Facilities Technician II
Facilities Technician II	General Services Unit	\$6,179	-19.6%	\$7,388	23	\$7,369	19.26%	X	Market and Range Placement
Financial Analyst	Unrepresented Management and Confidential	\$9,452		\$9,452	36	\$10,159	7.47%		Internal Alignment: Anchor to Management Analyst
Fire Battalion Chief (Sworn)	Manteca Public Safety Management Association	\$13,363	-16.0%	\$15,494	53	\$15,457	15.68%	X	Market and Range Placement
Fire Captain	Fire Unit	\$11,354	-3.9%	\$11,798	42	\$11,781	3.76%	X	Market and Range Placement
Fire Chief - Sworn	Executive Management	\$21,501	1.7%	\$21,129	66	\$21,308	-0.89%	X	Market and Range Placement
Fire Inspector I	Technical Support Services Unit	\$6,644		\$6,644	25	\$7,742	16.53%		Internal Alignment: 10% below Fire Inspector II
Fire Inspector II	Technical Support Services Unit	\$7,328	Insuff.Data	n/a	29	\$8,546	16.62%	X	Internal Alignment: Anchor to Building Inspector II
Fire Marshal (Non Sworn)	Manteca Public Safety Management Association	\$12,377		\$12,377	53	\$15,457	24.89%		Internal Alignment: Anchor to Battalion Chief
Firefighter	Fire Unit	\$8,631	-9.0%	\$9,409	33	\$9,433	9.29%	X	Market and Range Placement
Firefighter Engineer	Fire Unit	\$9,629	-9.7%	\$10,561	38	\$10,673	10.84%	X	Market and Range Placement
Fleet Coordinator	General Services Unit	\$5,603	-38.4%	\$7,753	25	\$7,742	38.18%	X	Market and Range Placement
Fleet Maintenance Manager	Mid Management Unit	\$11,219	0.1%	\$11,213	40	\$11,213	-0.06%	X	Market and Range Placement
GIS Specialist I	Technical Support Services Unit	\$7,328		\$7,328	30	\$8,760	19.54%		Internal Alignment: 10% below GIS Specialist II
GIS Specialist II	Technical Support Services Unit	\$8,073	-18.5%	\$9,568	34	\$9,669	19.77%	X	Market and Range Placement
GIS Technician I	Technical Support Services Unit	\$6,173		\$6,173	25	\$7,742	25.42%		Internal Alignment: 10% below GIS Technician II
GIS Technician II	Technical Support Services Unit	\$6,805	-24.2%	\$8,452	29	\$8,546	25.59%	X	Market and Range Placement
Golf Course Maintenance Superintendent	Mid Management Unit	\$8,798	Insuff.Data	n/a	42	\$11,781	33.91%	X	Internal Alignment: Anchor to Parks Maintenance Superintendent
Golf Course Maintenance Worker I	General Services Unit	\$5,089		\$5,089	10	\$5,346	5.05%		Internal Alignment: 10% below Golf Course Maintenance Worker II
Golf Course Maintenance Worker II	General Services Unit	\$5,603		\$5,603	14	\$5,901	5.31%		Internal Alignment: 10% below Golf Course Maintenance Worker III
Golf Course Maintenance Worker III	General Services Unit	\$6,179	Insuff.Data	n/a	18	\$6,513	5.41%	X	Internal Alignment: Anchor to Parks Maintenance Worker III
Homeless & Housing Services Manager	Mid Management Unit	\$12,377	-8.6%	\$13,438	47	\$13,329	7.69%	X	Market and Range Placement
Human Resources Analyst I	Technical Support Services Unit	Proposed		Proposed	32	\$9,203	n/a		Internal Alignment: 10% below Human Resources Analyst II
Human Resources Analyst II	Technical Support Services Unit	\$7,875	-28.2%	\$10,095	36	\$10,159	29.00%	X	Market and Range Placement
Human Resources Manager	Unrepresented Management and Confidential	\$12,675		\$12,675	46	\$13,004	2.59%		Internal Alignment: 15% above Senior Human Resources Analyst
Human Resources Technician	Technical Support Services Unit	\$6,330	-20.1%	\$7,604	24	\$7,553	19.33%	X	Market and Range Placement
Information Technology and Innovation Manager	Mid Management Unit	\$12,991		\$12,991	49	\$14,004	7.80%		Internal Alignment: Anchor to Information Technology Applications Manager
Information Technology Applications Manager	Mid Management Unit	\$12,991	-7.4%	\$13,953	49	\$14,004	7.80%	X	Market and Range Placement
IT Analyst	Technical Support Services Unit	\$7,875	-20.0%	\$9,451	33	\$9,433	19.79%	X	Market and Range Placement
IT Applications Analyst	Technical Support Services Unit	\$8,906	-6.1%	\$9,451	33	\$9,433	5.92%	X	Market and Range Placement
IT Systems Analyst	Technical Support Services Unit	\$8,906	-6.1%	\$9,451	33	\$9,433	5.92%	X	Market and Range Placement
IT Technician	Technical Support Services Unit	\$7,143	-8.7%	\$7,766	25	\$7,742	8.39%	X	Market and Range Placement
Laboratory Analyst I	Technical Support Services Unit	\$6,173		\$6,173	22	\$7,189	16.47%		Internal Alignment: 10% below Laboratory Analyst II
Laboratory Analyst II	Technical Support Services Unit	\$6,805		\$6,805	26	\$7,936	16.62%		Internal Alignment: 10% below Laboratory Analyst III
Laboratory Analyst III	Technical Support Services Unit	\$7,504	-17.6%	\$8,825	30	\$8,760	16.73%	X	Market and Range Placement
Laboratory Supervisor	Mid Management Unit	\$10,423	-8.3%	\$11,284	40	\$11,213	7.58%	X	Market and Range Placement
Landscape Maintenance Superintendent	Mid Management Unit	\$8,798	-34.4%	\$11,824	42	\$11,781	33.91%	X	Market and Range Placement



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Proposed Range Placement Recommendations

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Class Title	Bargaining Group	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Management Analyst	Mid Management Unit	\$10,693	6.0%	\$10,050	36	\$10,159	-5.00%	X	Market and Range Placement - Y Rating Recommended
Mechanical Technician I	General Services Unit	Proposed		Proposed	25	\$7,742	n/a		Internal Alignment: 10% below Mechanical Technician II
Mechanical Technician II	General Services Unit	\$7,155	-18.6%	\$8,485	29	\$8,546	19.43%	X	Market and Range Placement
Meter Reader	General Services Unit	\$5,089		\$5,089	7	\$4,964	-2.45%		Internal Alignment: Anchor to Water Systems Maintenance Worker I - Y Rating Recommended
Paralegal	Unrepresented Management and Confidential	\$8,154	-5.0%	\$8,564	29	\$8,546	4.81%	X	Market and Range Placement
Parks Maintenance Superintendent	Mid Management Unit	\$8,798	-33.5%	\$11,744	42	\$11,781	33.91%	X	Market and Range Placement
Parks Maintenance Supervisor	Mid Management Unit	\$8,798		\$8,798	36	\$10,159	15.47%		Internal Alignment: 15% above Crew Leader
Parks Maintenance Worker I	General Services Unit	\$5,089		\$5,089	10	\$5,346	5.05%		Internal Alignment: 10% below Parks Maintenance Worker II
Parks Maintenance Worker II	General Services Unit	\$5,603		\$5,603	14	\$5,901	5.31%		Internal Alignment: 10% below Parks Maintenance Worker III
Parks Maintenance Worker III	General Services Unit	\$6,179	-5.8%	\$6,537	18	\$6,513	5.41%	X	Market and Range Placement
Parks Planning & Development Manager	Mid Management Unit	\$11,219	-15.3%	\$12,931	46	\$13,004	15.90%	X	Market and Range Placement
Parks Planning & Development Specialist	Technical Support Services Unit	\$8,073		\$8,073	36	\$10,159	25.83%		Internal Alignment: 25% below Parks Planning & Development Manager
Parks/Golf Maintenance Manager	Mid Management Unit	\$11,219	-27.9%	\$14,351	50	\$14,354	27.94%	X	Market and Range Placement
Parks/Golf Maintenance Technician I	General Services Unit	Proposed		Proposed	20	\$6,843	n/a		Internal Alignment: 10% below Parks/Golf Maintenance Technician II
Parks/Golf Maintenance Technician II	General Services Unit	\$6,179	-22.5%	\$7,566	24	\$7,553	22.24%	X	Market and Range Placement
Payroll Supervisor	Mid Management Unit	Proposed	Insuff.Data	Proposed	27	\$8,134	n/a	X	Internal Alignment: 15% above Payroll Technician II
Payroll Technician I	Technical Support Services Unit	Proposed		Proposed	17	\$6,354	n/a		Internal Alignment: 10% below Payroll Technician II
Payroll Technician II	Technical Support Services Unit	\$7,328	4.0%	\$7,038	21	\$7,014	-4.28%	X	Market and Range Placement - Y Rating Recommended
Permit Center Supervisor	Mid Management Unit	\$9,921	Insuff.Data	n/a	32	\$9,203	-7.23%	X	Internal Alignment: 15% above Senior Development Services Technician - Y Rating Recommended
Plan Check Engineer	Plan Check Engineer	Proposed	Proposed	\$12,627	45	\$12,687	n/a	X	Market and Range Placement
Plans Examiner	Technical Support Services Unit	\$8,906	-0.7%	\$8,968	31	\$8,979	0.82%	X	Market and Range Placement
Police Captain (Sworn)	Manteca Public Safety Management Association	\$17,566	-10.6%	\$19,433	62	\$19,304	9.89%	X	Market and Range Placement
Police Chief - Sworn	Executive Management	\$22,584	-7.6%	\$24,300	71	\$24,108	6.75%	X	Market and Range Placement
Police Lieutenant (Sworn)	Manteca Public Safety Management Association	\$15,945	-2.9%	\$16,411	55	\$16,240	1.85%	X	Market and Range Placement
Police Officer	Manteca Police Officers Association	\$11,049	7.0%	\$10,280	36	\$10,159	-8.06%	X	Market and Range Placement - Y Rating Recommended
Police Officer Trainee	Manteca Police Employees Association	\$8,875		\$8,875	26	\$7,936	-10.59%		Internal Alignment: 25% below Police Officer - Y Rating Recommended
Police Records Clerk I	Manteca Police Employees Association	\$5,704		\$5,704	12	\$5,616	-1.53%		Internal Alignment: 10% below Police Records Clerk II
Police Records Clerk II	Manteca Police Employees Association	\$6,292	2.2%	\$6,154	16	\$6,199	-1.47%	X	Market and Range Placement - Y Rating Recommended
Police Records Clerk Supervisor	Manteca Police Employees Association	\$8,042	-0.9%	\$8,115	27	\$8,134	1.15%	X	Market and Range Placement
Police Sergeant	Manteca Police Officers Association	\$13,430	6.5%	\$12,553	45	\$12,687	-5.54%	X	Market and Range Placement - Y Rating Recommended
Property & Evidence Officer	Manteca Police Employees Association	\$7,284	3.1%	\$7,062	21	\$7,014	-3.71%	X	Market and Range Placement - Y Rating Recommended
Public Safety Dispatch Supervisor	Manteca Police Employees Association	\$10,293	-4.1%	\$10,713	41	\$11,493	11.66%	X	Market and Internal Alignment: 15% above Senior Public Safety Dispatcher
Public Safety Dispatcher I	Manteca Police Employees Association	\$7,284		\$7,284	27	\$8,134	11.66%		Internal Alignment: 10% below Public Safety Dispatcher II
Public Safety Dispatcher II	Manteca Police Employees Association	\$8,041	-11.0%	\$8,927	31	\$8,979	11.66%	X	Market and Range Placement
Recreation Manager	Mid Management Unit	\$11,497	-5.8%	\$12,159	43	\$12,075	5.03%	X	Market and Range Placement
Recreation Coordinator	Technical Support Services Unit	\$6,027	-25.5%	\$7,566	24	\$7,553	25.33%	X	Market and Range Placement
Recreation Supervisor	Mid Management Unit	\$8,798	-2.0%	\$8,972	31	\$8,979	2.06%	X	Market and Range Placement



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Class Title	Bargaining Group	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Revenue and Billing Supervisor	Mid Management Unit	\$10,423	Insuff.Data	n/a	32	\$9,203	-11.70%	X	Internal Alignment: Anchor to Permit Center Supervisor - Y Rating Recommended
Risk Analyst	Technical Support Services Unit	\$7,875	Insuff.Data	n/a	36	\$10,159	29.00%	X	Internal Alignment: Anchor to Management Analyst/HR Analyst
Senior Building Inspector	Technical Support Services Unit	\$8,073		\$8,073	33	\$9,433	16.85%		Internal Alignment: 10% above Building Inspector II
Senior Collections System Technician	General Services Unit	\$7,155		\$7,155	33	\$9,433	31.83%		Internal Alignment: 10% above Collections System Technician III
Senior Construction Inspector	Technical Support Services Unit	\$10,052		\$10,052	32	\$9,203	-8.44%		Internal Alignment: 10% above Construction Inspector II - Y Rating Recommended
Senior Custodian	General Services Unit	\$5,737		\$5,737	14	\$5,901	2.86%		Internal Alignment: 10% above Custodian II
Senior Customer Service Representative	Technical Support Services Unit	\$5,739		\$5,739	19	\$6,676	16.32%		Internal Alignment: 10% above Customer Service Representative
Senior Development Services Technician	Technical Support Services Unit	Proposed		Proposed	26	\$7,936	n/a		Internal Alignment: 10% above Development Services Technician II
Senior Engineer	Mid Management Unit	\$15,405		\$15,405	48	\$13,662	-11.31%		Internal Alignment: 15% above Associate Engineer - Y Rating Recommended
Senior Engineering Technician	Technical Support Services Unit	\$10,052		\$10,052	32	\$9,203	-8.44%		Internal Alignment: 10% above Engineer Technician II - Y Rating Recommended
Senior Environmental Compliance Inspector	Technical Support Services Unit	\$8,271		\$8,271	42	\$11,781	42.43%		Internal Alignment: 10% above Environmental Compliance Inspector
Senior Executive Assistant	Unrepresented Management and Confidential	\$10,693		\$10,693	30	\$8,760	-18.08%		Internal Alignment: 10% above Executive Assistant - Y Rating Recommended
Senior Facilities Technician	General Services Unit	\$7,155		\$7,155	27	\$8,134	13.68%		Internal Alignment: Facilities Technician II
Senior Financial Analyst	Unrepresented Management and Confidential	\$9,921		\$9,921	40	\$11,213	13.03%		Internal Alignment: 10% above Financial Analyst
Senior Golf Maintenance Worker	Senior Golf Maintenance Worker	Proposed		Proposed	22	\$7,189	n/a		Internal Alignment: 10% above Golf Maintenance Worker III
Senior Human Resources Analyst	Senior Human Resources Analyst	Proposed		Proposed	40	\$11,213	n/a		Internal Alignment: 10% above Human Resources Analyst II
Senior IT Technician	Technical Support Services Unit	\$8,271		\$8,271	29	\$8,546	3.32%		Internal Alignment: 10% above IT Technician II
Senior Laboratory Analyst	Technical Support Services Unit	\$8,271		\$8,271	34	\$9,669	16.90%		Internal Alignment: 10% above Laboratory Analyst III
Senior Management Analyst	Mid Management Unit	\$11,219		\$11,219	40	\$11,213	-0.06%		Internal Alignment: 10% above Management Analyst
Senior Plan Check Engineer	Mid Management Unit	\$12,991		\$12,991	49	\$14,004	7.80%		Internal Alignment: 10% above Plan Check Engineer
Senior Planner	Mid Management Unit	\$10,693		\$10,693	37	\$10,412	-2.62%		Internal Alignment: 10% above Associate Planner - Y Rating Recommended
Senior Police Records Clerk	Senior Police Records Clerk	Proposed		Proposed	20	\$6,843	n/a		Internal Alignment: 10% above Police Records Clerk II
Senior Public Safety Dispatcher	Senior Public Safety Dispatcher	Proposed		Proposed	35	\$9,911	n/a		Internal Alignment: 10% above Public Safety Dispatcher II
Senior Solid Waste Worker	General Services Unit	\$6,642		\$6,642	25	\$7,742	16.56%		Internal Alignment: 10% above Solid Waste Worker
Senior Street Maintenance Equipment Operator	General Services Unit	\$6,642		\$6,642	25	\$7,742	16.56%		Internal Alignment: 10% above Street Maintenance Equipment Operator III
Senior Vehicle & Equipment Technician	General Services Unit	\$6,810		\$6,810	30	\$8,760	28.64%		Internal Alignment: 10% above Vehicle & Equipment Technician II
Senior Wastewater Plant Technician	General Services Unit	\$9,814		\$9,814	35	\$9,911	0.99%		Internal Alignment: 10% above Electrical/Instrumentation Technician II
Solid Waste Compliance Specialist	General Services Unit	\$7,515	-12.5%	\$8,450	29	\$8,546	13.73%	X	Market and Range Placement
Solid Waste Equipment Operator I	General Services Unit	\$5,089		\$5,089	13	\$5,757	13.13%		Internal alignment: 10% below Solid Waste Equipment Operator II
Solid Waste Equipment Operator II	General Services Unit	\$5,603		\$5,603	17	\$6,354	13.41%		Internal alignment: 10% below Solid Waste Equipment Operator III
Solid Waste Equipment Operator III	General Services Unit	\$6,179	-13.4%	\$7,008	21	\$7,014	13.52%	X	Market and Range Placement
Solid Waste Supervisor	Mid Management Unit	\$9,921	Insuff.Data	n/a	35	\$9,911	-0.10%	X	Internal Alignment: Anchor to Street Maintenance Supervisor
Solid Waste Worker	General Services Unit	\$6,179		\$6,179	21	\$7,014	13.52%		Internal Alignment: Anchor to Solid Waste Equipment Operator III
Street Maintenance Equipment Operator I	General Services Unit	\$5,089		\$5,089	13	\$5,757	13.13%		Internal Alignment: 10% below Street Maintenance Equipment Operator II
Street Maintenance Equipment Operator II	General Services Unit	\$5,603		\$5,603	17	\$6,354	13.41%		Internal Alignment: 10% below Street Maintenance Equipment Operator III
Street Maintenance Equipment Operator III	General Services Unit	\$6,179	-12.8%	\$6,967	21	\$7,014	13.52%	X	Market and Range Placement
Street Maintenance Manager	Mid Management Unit	\$11,219	-13.9%	\$12,777	45	\$12,687	13.08%	X	Market and Range Placement



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Class Title	Bargaining Group	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Street Maintenance Supervisor	Proposed	Proposed	Proposed	\$10,022	35	\$9,911	n/a	X	Market and Range Placement
Systems Administrator	Mid Management Unit	\$11,219		\$11,219	37	\$10,412	-7.19%		Internal Alignment: 10% above IT Systems Analyst - Y Rating Recommended
Traffic Sign & Markings Specialist	General Services Unit	\$6,179	Insuff.Data	n/a	25	\$7,742	25.30%	X	Internal Alignment: Anchor to Senior Street Maintenance Equipment Operator
Transit Manager	Mid Management Unit	\$11,219	Insuff.Data	n/a	45	\$12,687	13.08%	X	Internal Alignment: Anchor to Street Maintenance Manager
Urban Forestry Technician I	General Services Unit	Proposed		Proposed	20	\$6,843	n/a		Internal Alignment: 10% below Urban Forestry Technician II
Urban Forestry Technician II	General Services Unit	\$6,179	-22.5%	\$7,566	24	\$7,553	22.24%	X	Market and Range Placement
Vehicle & Equipment Technician I	General Services Unit	\$5,737		\$5,737	22	\$7,189	25.32%		Internal Alignment: 10% below Vehicle & Equipment Technician II
Vehicle & Equipment Technician II	General Services Unit	\$6,326	-24.9%	\$7,898	26	\$7,936	25.46%	X	Market and Range Placement
Wastewater Collection System Superintendent	Mid Management Unit	\$9,921	-29.3%	\$12,823	45	\$12,687	27.88%	X	Market and Range Placement
Wastewater Collection System Supervisor	Mid Management Unit	\$9,921		\$9,921	39	\$10,940	10.27%		Internal Alignment: 15% above Senior Collection System Technician
Wastewater Maintenance Superintendent	Mid Management Unit	\$10,423	Insuff.Data	n/a	45	\$12,687	21.72%	X	Internal Alignment: Anchor to Wastewater Collection System Superintendent
Wastewater Maintenance Supervisor	Mid Management Unit	\$10,423		\$10,423	39	\$10,940	4.96%		Internal Alignment: 15% below Wastewater Maintenance Superintendent
Wastewater Operations Manager	Mid Management Unit	\$11,786	-27.9%	\$15,074	52	\$15,080	27.96%	X	Market and Range Placement
Wastewater Operations Superintendent	Mid Management Unit	\$10,423	-24.4%	\$12,967	46	\$13,004	24.76%	X	Market and Range Placement
Wastewater Operations Supervisor	Mid Management Unit	\$10,423		\$10,423	40	\$11,213	7.58%		Internal Alignment: 15% below Wastewater Operations Superintendent
Wastewater Plant Operator I	General Services Unit	\$7,155		\$7,155	27	\$8,134	13.68%		Internal Alignment: 10% below Wastewater Plant Operator II
Wastewater Plant Operator II	General Services Unit	\$7,887		\$7,887	31	\$8,979	13.84%		Internal Alignment: 10% below Wastewater Plant Operator III
Wastewater Plant Operator III	General Services Unit	\$8,690	-13.3%	\$9,843	35	\$9,911	14.04%	X	Market and Range Placement
Water Distribution Superintendent	Mid Management Unit	\$9,703	-30.9%	\$12,697	45	\$12,687	30.74%	X	Market and Range Placement
Water Distribution Supervisor	Mid Management Unit	\$9,703		\$9,703	39	\$10,940	12.74%		Internal Alignment: 15% below Water Distribution Superintendent
Water Distribution Technician I	General Services Unit	\$7,155		\$7,155	19	\$6,676	-6.70%		Internal Alignment: 10% below Water Distribution Technician II - Y Rating Recommended
Water Distribution Technician II	General Services Unit	\$7,887		\$7,887	23	\$7,369	-6.56%		Internal Alignment: 10% below Water Distribution Technician III - Y Rating Recommended
Water Distribution Technician III	General Services Unit	\$8,690	5.7%	\$8,193	27	\$8,134	-6.40%	X	Market and Range Placement - Y Rating Recommended
Water Meter Services Superintendent	Mid Management Unit	\$9,237		\$9,237	45	\$12,687	37.35%		Internal Alignment: Anchor to Water Distribution Superintendent
Water Meter Services Supervisor	Mid Management Unit	\$9,237	-15.7%	\$10,685	38	\$10,673	15.55%	X	Market and Range Placement
Water Quality Analyst	General Services Unit	\$7,155	Insuff.Data	n/a	34	\$9,669	35.13%	X	Internal Alignment: 10% below Environmental Compliance Specialist
Water Resource Coordinator	Technical Support Services Unit	\$6,330	-45.8%	\$9,227	32	\$9,203	45.39%	X	Market and Range Placement
Water Resources Regulatory Manager	Mid Management Unit	\$11,786	Insuff.Data	n/a	52	\$15,080	27.96%	X	Internal Alignment: Anchor to the Wastewater Operations Manager
Water Systems Maintenance Worker I	General Services Unit	\$5,089		\$5,089	7	\$4,964	-2.45%		Internal Alignment: 10% below Water Systems Maintenance Worker II - Y Rating Recommended
Water Systems Maintenance Worker II	General Services Unit	\$5,603		\$5,603	11	\$5,479	-2.21%		Internal Alignment: 10% below Water Systems Maintenance Worker III - Y Rating Recommended
Water Systems Maintenance Worker III	General Services Unit	\$6,179		\$6,179	15	\$6,048	-2.12%		Internal Alignment: 10% below Water Distribution Technician I - Y Rating Recommended
Water Treatment Operator	General Services Unit	\$9,814	12.3%	\$8,610	35	\$9,911	0.99%	X	Market and Range Placement: Anchor to Wastewater Treatment Operator III
Water Treatment Operator in Training	General Services Unit	Proposed		Proposed	23	\$7,369	#VALUE!		Internal Alignment: 15% below Water Treatment Operator
Water Treatment Superintendent	Mid Management Unit	\$10,423	Insuff.Data	n/a	45	\$12,687	21.72%	X	Internal Alignment: Anchor to Water Distribution Superintendent
Water Treatment Supervisor	Mid Management Unit	\$10,423		\$10,423	39	\$10,940	4.96%		Internal Alignment: 15% below Water Treatment Superintendent
Well Mechanic/Operator I	General Services Unit	\$6,810		\$6,810	23	\$7,369	8.22%		Internal Alignment: 10% below Well Mechanic/Operator II
Well Mechanic/Operator II	General Services Unit	\$8,476	3.9%	\$8,149	27	\$8,134	-4.03%	X	Market and Range Placement - Y Rating Recommended



Insurance | Risk Management | Consulting

City of Manteca Proposed Range Placement Recommendations January 2026

Class Title	Bargaining Group	Current Maximum Monthly Salary	% from Top Monthly Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
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Legend for columns:

- Column 1 - Classification Title.
- Column 2 - Bargaining Unit
- Column 3 - Client's current monthly maximum salaries.
- Column 4 - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
- Column 5 - Market placement shows the monthly market values derived from the total compensation survey results.
- Column 6 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 7 - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column 8 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column 9 - Indicates if classification was a study benchmark
- Column 10 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

Appendix V

Additional Benefits

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes
PAID VACATION, HOLIDAY, ANNUAL, AND ADMINISTRATIVE LEAVES								
City of Manteca								
Confidential Employee Unit	120	96	32	96	83.2	427.2	N/A	Other leave is Wellness
Executives	120	96	32	120	N/A	120	80hrs/year	
IAFF-Firefighters Association	180	104	N/A	N/A	145.6	429.6	All accrued, unused upon separation.	13 hrs/pay period holiday in lieu for positions that are scheduled without regard to holidays. Other holiday is Wellness Leave, paid at the value of 5% of base salary; can be used or cashed out.
Mid-management	120	96	32	96	83.2	427.2	All accrued, unused upon separation; Any wellness hours still available for use as of June 30 will be automatically cashed out.	Other leave is Wellness
MPEA (Police Employees Assoc.)	120	96	24	N/A	53.6	77.6		Other leave is Wellness
Police Officers Association	120	0	25	N/A	120	240	All one hundred and twenty (120) hours of wellness leave or any increment thereof shall only be used in the fiscal year it was earned as time-off (the use of wellness leave shall not create overtime), deferred compensation or cashed out by June 30th of each year. The cash out or deferred compensation will be an annual option available for only eighty (80) hours. Any unused wellness leave hours still on the books as of June 30th will be forfeited. Wellness Leave hours not available for cash out shall be forfeited upon separation of employment.	Double time for working on 4th of July. Other leave is Wellness Leave.
MPSMA (Public Safety Management)	120	96 Holiday in Lieu. Battalion Chiefs-120 hrs	32	96	N/A	344 Battalion Chief: 368	Payment of up to seventy-two(72) hours of Administrative Leave can be made upon request each fiscal year to all members.	
OE3 (General Services)	120	96	24	N/A	83.2	203.2	All wellness hours shall be used, in the fiscal year in which it was earned, as time-off, deferred	Other leave is Wellness
TSS (Technical and Support Services)	120	96	24	N/A	83.2	203.2		
City of Brentwood								
Police Officers Association	130	Holiday in Lieu. 112 hrs	N/A	N/A	N/A	242	When an employee terminates, said employee shall receive a lump sum payment for accrued unused vacation leave hours at their hourly rate of pay.	If shift commences on a holiday or comprises 50% of a holiday; additional 5 hours of pay.
City Manager	207.96	104	16	80		407.96	Employees are able to exchange up to 40 (non-management EEs) or 80 (management EEs) accrued hours for a lump sum payment in March and October of each year. Non-management EEs with less than 3 years of service are not eligible for the October exchange. An additional cash payment will be extended to employees for hours over the accrual limit at the end of each fiscal year.	Police Captains receive holiday pay in the form of personal leave hours in the amount of their regularly schedule shift, up to 10 hours. Community Services Officers receive 168 hours of vacation annually.
City Attorney	168	104	16	80		407.96		
Executive & Senior Management	168	104	16	80		407.96		
Management and Confidential Employee Association	168	104	16	80		407.96		
Misc Office Employee Association	128	104	16	N/A		248		
Police Lt Group	168	104	16	80		368		
Public Works Employee Association	128	104	16	N/A		248		
Supervisors Professionals Employee Association	168	104	16	80		368		

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes
City of Davis								
DCEA (Miscellaneous Employees)	160	96	16	N/A	N/A	272	Employees who have at least 160 vacation hours on the books may cash out up to 80 hours of vacation. Employees must submit irrevocable election form to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and paid out.	
DPOA -Sworn Employees -Public Safety Dispatchers	120	Holiday in Lieu: 116 hrs added to vacation leave	N/A	N/A		236	Employees who have at least 160 vacation hours on the books may cash out up to 80 hours of vacation. Employees must submit irrevocable election form to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and paid out.	
DPOA-Non Sworn	160	Holiday in Lieu: 116 hrs added to vacation leave	N/A	N/A		276		
DWWTPA (Wastewater Treatment Plant Assoc.)	160	96	20	N/A		276	Employees with at least 10 years of service and a minimum of one year vacation accrual on the books may cash out up to 80 hours of vacation. Employees must submit an irrevocable election to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and paid out.	
Fire General Unit	190.4 hrs	Holiday in Lieu: 134.4 hrs added to vacation leave; 11.2 hours for every day proclaimed by the mayor as a public holiday.	33.6 hrs pay in lieu of 2 floating holidays and Juneteenth observance	N/A		358.4	All accrued and unused cashed out upon separation.	
Fire Management-56hr	190.4 hrs	Holiday in Lieu: 134.4 hrs added to vacation leave; 11.2 hours for every day proclaimed by the mayor as a public holiday.	33.6 hrs pay in lieu of 2 floating holidays and Juneteenth observance	N/A		358.4	Employees with at least 15 years of service can cash out up to 40 hours of vacation per year if they have a minimum of one year of accrued vacation on the books. Employees must submit an irrevocable election to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and paid out.	
Fire Management-40hr	136	Holiday in Lieu: 96 hrs added to vacation leave	27.2 hrs pay in lieu of 2 floating holidays and Juneteenth observance	N/A		259.2		
Individual General Management	160	104	16	80		360	Employees are able to cash out up to 120 hours if at least 160 hours accrued are on the books. Employees must submit an irrevocable election to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and paid out.	
Independent Police Management	160	Holiday in Lieu: 116hrs	0	80		116	Employees are able to cash out up to 40 hours of vacation as long as the employee has at least 15 years of service with the City and the employee has a minimum of one year of accrued vacation on the books; Employees are able to cash out up to 100% of management leave accrued in one year. Employees must submit an irrevocable election to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and paid out.	
PASEA (Program, Admin & Support Assoc.)	160	96	16	N/A		112	Employees who have at least 160 vacation hours on the books may cash out up to 80 hours of vacation. Employees must submit irrevocable election form to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and pa	
Unrep Executive Management including Police Chief	160	104	16	80		360	General Management: Employees are able to cash out up to 120 hours if at least 160 hours accrued are on the books. Employees must submit an irrevocable election to HR no later than 12/31 of the year prior to the year in which the vacation leave will be accrued and paid out.	
Unrep Executive Management (Fire Chief)	136	Holiday in Lieu: 96 hrs added to vacation leave	16	80		328		

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes
City of Elk Grove								
City Manager	240	96	16	80	N/A	432	160 hrs annually; Employee shall be entitled to sell back to City up to 50% of administrative leave annually.	
City Attorney	240	96	16	80		432		
City Clerk	216	96	16	80		408	80 hrs annually if criteria are met; Employee shall be entitled to sell back to City up to 50% of administrative leave annually.	
Non-represented	216	96	17	Dept Heads: 80 Others: 40		Dept. Heads: 408 Others: 368		Administrative Leave available to exempt employees only
Police Management Assoc.	216	0	8	80		304	Once annually, during the month of November, employees may upon written approval, receive compensation for up to eighty (80) hours of their unused Annual leave based upon his/her regular rate of pay. The ability to cash-out Annual Leave in return for compensation is based on the following criteria:	Administrative Leave for Lieutenants and Captains; Employees are no longer required to work holidays and therefore holiday in lieu has been eliminated.
Police Officers Association	216	<u>Holiday in Lieu:</u> Shift employees - 5% Non-shift employees: 96 hrs	Shift employees: 8 Non-shift employees: 16	N/A		Shift: 224+5% holiday in lieu Non-shift: 328	(1) The employee used at least forty (40) hours during the previous year; and	

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes
City of Folsom								
IUOE Local 39 Misc. Employees	Non-Shift Employees: 224 Shift Employees: 280.2	96	8	N/A	N/A	328	Non-shift employees: 60 hrs per year Shift employees: 76 hours per year The request to cash out annual leave must be in the form of an irrevocable election to receive such payment by foregoing the same number of annual leave hours in the calendar year following election. An employee will only receive the cash out amount if they have used at least 40 hours of annual leave during the calendar year in which the election is made.	All vacation leave reported is annual leave that includes vacation, sick, and associated leave allowances.
Firefighters Assoc.-Non-Shift	224	96	8	N/A		328	40 hrs per fiscal year	
Firefighters Assoc-Shift	332	Holiday in Lieu: 6%	9	N/A		340 +6% holiday in lieu	56 hrs per fiscal year	
CFFDMME (Fire Battalion Chief)	228	Holiday in Lieu: 6%	0	80		308 +6% holiday in lieu	Up to 40 hours for non-shift personnel Up to 56 hours for shift personnel	
CFFDMME (Fire Battalion Chief-Shift)	336	Holiday in Lieu: 6%	0	80		416 +6% holiday in lieu		
FMMG (Mid-management Group)	224	96	8	80		328	One cash-out per fiscal year of up to 60 hours, only after using 40 hours in the same fiscal year.	
Confidential/Unrep	224	96	8	80 (exempt only)		Exempt: 408 Non-exempt: 328	Exempt: 60hrs Non-exempt: 40hrs	
POA (40hr)	232	96	8	0		336	Up to 40 hrs per fiscal year Shift: up to 56 hrs	
POA (shift)	240	Holiday in Lieu: 6%	0	0		240 +6% holiday in lieu		
Police Management Assoc. (Non-shift)	232	96	0	80		408		
Police Management Assoc. (Shift)	240	Holiday in Lieu: 6%	0	80		320 +6% holiday in lieu		
Executive Unrep	288	96	8	80		472		

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes	
City of Roseville									
IBEW (Electrical, Utility, and Infrastructure Maintenance Employees)	112	80	16	45	N/A	253	If operational necessity prevents taking time off, up to 20hrs above maximum accrual.		
IUOE (8-hr shift)	112	80	16	45		253			
IUOE (24-hr Treatment Plant employees)	168	Holiday in Lieu: 144 hrs	0	45		312			
Management & Confidential	112	80	16	Conf: 45 Management :100		Conf: 253 Mgmt: 308	N/A		
Management & Confidential (Fire Management)	120	80	16	Conf: 45 Management :100		316			
Management & Confidential (Fire Management-Battalion Chief 24 hr shift)	192	Holiday in Lieu: 168 hrs	0	Conf: 45 Management :100		388			
RPA (Police Association)	112	non-shift: 80 Holiday in Lieu: Shift employees - 110 hrs non-shift: 96	16 (non-shift only)	45		non-shift: 253 shift: 283		80hrs/year if at least 100hrs remain after cash out; shift employees may cash out up to 40hrs unused holiday hours annually	
Police Officers Assoc.	112	Holiday in Lieu: 110 hrs - Shift employees (Shift employees hired prior to 1/1/2016; holidays worked are paid at straight time + applicable longevity rate)	0	45		Non-shift and shift hired prior to 1/1/2016: 253 Shift: 267		If operational necessity prevents taking time off, up to 20hrs above maximum accrual.	
RFF (Firefighters Non-shift)	120	80	16	N/A		216	Excess vacation near anniversary date must be used or partially paid out (up to 20 hrs for non-shift, 30 hrs for firefighters)		
RFF (Firefighters Shift)	192	168	0	N/A		360			
Council Appointed	112	80	16	100		308	N/A		
City of Livermore									
ALE (Misc. Employees)	136	96 Holiday in Lieu: 7.5% - Dispatchers, Community Service Specialists assigned to patrol, and Water Resources Operator classifications	0	Personal Leave 16hrs EEs hired before 6/27/17: + 8 hrs. for each 5 years of service to a max of 40 hrs/yr	N/A	248 Dispatcher and Water Resources Ops. Classes: 152 + 7.5% holiday in lieu	An employee may receive a cash payment for unused vacation hours provided the employee has used a minimum of forty (40) hours vacation leave during the twelve months preceding the cash out date, retains a minimum balance of forty (40) hours of vacation, and cashes out a minimum of forty (40) hours. Employees are eligible to cash out up to 85 hours semi-annually during the months of June and December.	Personal Leave is based on length of service (5 year employee reported)	
City Attorney	136	96	0	120		352	N/A		
City Manager	192.4	96	0	128		416.4	any amount of accrued hours each year		
Confidential	136	96	0	Personal Leave 16hrs EEs hired before 1/01/18: + 8 hrs. for each 5 years of service to a max of 40 hrs/yr		248	85hrs twice per year; must retain 40 hrs minimum balance		
Executive Management	136	96	0	128		360	N/A		
Police Management Assoc.	136	96hr - Captain Holiday in Lieu: 7.5% - Lieutenant	0	80		Captain: 312 Lieutenant: 216 + 7.5% holiday in lieu	100% from June to December		
Police Officers Assoc.	137.16	Holiday in Lieu: 7.5%	0	16		153.28 + 7.5% holiday in lieu	40 hours if used at least 40 hours between the previous December and current June or 80 hours between the previous December and current December, maintain a minimum balance of 40 hours.		

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes
Management	136	96	0	112	N/A	344	An employee may receive a cash payment for unused vacation hours provided the employee has used a minimum of forty (40) hours vacation leave during the twelve months preceding the cash out date, retains a minimum balance of forty (40) hours of vacation, and cashes out a minimum of forty (40) hours. Employees are eligible to cash out up to 85 hours semi-annually during the months of June and December.	
City of Lodi								
AFSCME (General Employees) and Confidential	120.12	84	36	N/A	N/A	240.12	upon separation	
City Attorney	160.16	84	36	80		360.16	40hrs/yr if at least 40hrs used in last 12 months and balance of 40hrs remain; Employee may cash out up to eighty (80) hours of Administrative Leave each year.	
City Manager	160.16	84	36	80		320.12	Vacation cash out upon separation only; Employee may cash out up to eighty (80) hours of Administrative Leave, as provided under the Executive Management employees may request that up to 40 hours of Administrative Leave be taken as cash payment during the calendar year 2013, and each calendar year thereafter, except in the months of May and June. A request to cash out Administrative Leave must be in writing and submitted to the Finance Department.	
City Clerk	120.12	84	36	80				
Executive Management	120.12	84	36	80		308.12	Members shall have the option of cashing out any vacation time in excess of 2 tours, or 80 hours for those who work a 40-hour contract expired 6/30/25	
Fire Mid-management (Non-shift)	120.12	108	0	80		492.06		
Fire Mid-management (Shift)	216.06	156	0	120		320.12	Employees are eligible to cash out up to eighty (80) hours of their current Administrative Leave balance in any calendar year except in the months of May and June. A request to cash out Administrative Leave must be in writing and submitted to the Finance Division.	
Mid-Management Association	120.12	84	36	80		216.12	Unused holiday leave may not be carried forward into the following calendar year but shall be paid off by the City at the employee's current straight time rate.	
Police Dispatchers Association	120.12	Holiday in Lieu: 96hrs banked for use or paid at the end of the year if unused	0	N/A		384.06	any accrued hours in excess of 96hrs	
Professional Firefighter Association (Shift)	216.06	Holiday in Lieu: 168hrs-can opt to use as time off or receive pay	0	N/A				
Professional Firefighter Association (Non-shift)	120.12	Holiday in Lieu: 116hrs-can opt to use as time off or receive pay	0	N/A		236.12		
Police Mid-management Organization	120.12	0	145	80		345.12	Employees shall be eligible to annually cash out all accrued vacation hours in excess of 80 hours in October of the calendar year. The cash out payment will include the employee's incentive pay(s) in the	Unused floating holidays are cashed out at the end of the year.
Police Officer Association	120.12			N/A		265.12		
Maintenance & Operations	120.12	84	36	N/A		240.12	N/A	

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes
City of Lathrop								
Mid-managers & Confidential Employees Assoc. (LMCEA) & Unrepresented Employees including Council Appointed (follows LMCEA)	120	96	8	Exempt EE Mgmt. Leave: 25hrs per quarter - 100hrs total Assistant City Manager, City Engineer, and Department Heads receive 120 hrs	N/A	Exempt: 324 Non-exempt: 224	Exempt: may buy back up to 40 hours per year (based on balance as of December 1; request due by December 15; must have a minimum of 40 hours accrued). Additionally, if accrual exceeds the maximum, an additional buy back is authorized for hours above the cap, redeemed quarterly. Non exempt above cap: If over the max on January 1, may buy back up to 40 hours above the cap per year, paid out with pay period #1. Separation: Upon separation, employees are paid all accrued vacation.	
SEIU	120	96	8	0		224	Non-exempt EEs who are over the vacation maximum accrual (3x accrual rate) as of January 1 can buy back up to 40 hrs per year paid out with pay period #1	
Police Officers Assoc.	120	96	12	0		228	Exempt EEs may buy back up to 40 hours per year (based on balance as of December 1; request due by December 15; must have a minimum of 40 hours accrued).	EEs working holidays can either take a different day as the holiday, accrue the time as compensatory time, or receive Holiday Pay, which is time and a half in addition to their regular rate of pay for hours worked
City of Modesto								
City Employees Association	120	96	8	0		224	An employee about to retire, or who is to be laid off, may either use their accrual prior to the effective date of retirement or layoff or elect a lump sum payment for accrued vacation time. All other employees will be paid at their regular rate of pay for all hours accrued at time of separation from the City.	For EEs that work on an observed holiday, they will receive 1.5x their base rate of pay for every hour worked as holiday in lieu pay, in addition to their regular rate of pay. <u>One time Leave Bank Purchase Option:</u> EEs can elect to receive 48 hours of additional leave on pay period ending July 3, then repay the cost via 2 hours of pay deducted over 24 pay periods (July 3 – May 20). Hours had to be exhausted by pay period ending June 17.
Firefighters Association, including Unrepresented Sworn Fire Management	216	96 hrs <u>Holiday in Lieu:</u> 156	0	80hrs Management 112hrs Bat. Chief-56hr	N/A	372: All others 296: Unrep Management 484: Bat. Chief-56 hr	Up to a max of 3 days (72hrs) per calendar year. Upon separation, EEs can opt to have unused vacation hours cashed out or their value deposited into the Retiree Medical Trust account. Sworn Fire Management: 61hrs per year (Bat. Chief-56hr: 72hrs per year) <u>Management Leave Cashout:</u> 60hrs Fire Battalion Chiefs, Fire Deputy Chiefs, 84hrs Bat. Chief-56hr	Suppression employees may cash out earned holiday hours at time and one half and may elect cash out in the pay periods that contain June 15 and December 15
Police Non-sworn	120	96 <u>Holiday in lieu equivalents for modified schedules:</u> 4/11 Schedule: 123 hours annually 4/11.5 Schedule: 103 hours annually Modified 4/10 Schedule: 42 hours annually	8	0		224 <u>4/11 Schedule:</u> 251 <u>4/11.5 Schedule:</u> 231 <u>Modified 4/10 Schedule:</u> 170	An employee about to retire, or who is to be laid off, may utilize their accrual prior to the effective date of any such retirement or layoff. In lieu of such vacation, the employee may elect a lump sum payment for accrued vacation time. All other employees shall be paid at their regular rate of pay for all hours accrued at time of separation from the City.	
Police Officers Assoc., including Unrepresented Sworn Police Management	120	<u>Holiday in lieu equivalents for modified schedules:</u> 4/10 schedule: 130 hours annually. 4/11 schedule: 132 hours annually.	0	80 - Applies to Lieutenants and Unrep Sworn Police Management		4/10 schedule: 250, (Lieutenants: 330) 4/11 schedule: 252, Lieutenants: 332)	<u>Management Leave Cashout:</u> 60hrs Assistant Police Chief, Police Captains	Whenever an employee (excluding those employees assigned to a 4/11 schedule) is required to work on a fixed holiday or the fixed holiday falls on an employee's regularly scheduled day off, the employee shall accrue, on an hour for hour basis, up to a total of ten (10) hours floating holiday time. EEs (except those on the 4/11 schedule, can cash out 20 hours of holiday time. EEs on the 4/11 schedule can cashout a maximum of 10 hours holiday time in February

City of Manteca Additional Benefits Survey

Employee Unit	Annual Vacation Hours at Completion of 5 Years of Service	Annual Holiday Hours	Annual Floating Holiday Hours	Annual Management/Admin/Personal Leave Hours	Other Leaves	Total Annual Paid Leave Hours	Vacation Cash Out Policies	Notes
Management & Confidential including Unrepresented Management & Confidential	City Manager: 160 All others: 120	96 <u>Holiday in lieu equivalents for modified schedules:</u> 4/10 schedule: 42 hours annually. 4/11 schedule: 123 hours annually.	8	40-Exempt only 80-City Manager, City Clerk, City Attorney	N/A	<u>Exempt:</u> 264 4/10 Schedule: 210 4/11 Schedule: 291 <u>Non-exempt:</u> 224 4/10 Schedule: 170 4/11 Schedule: 251 <u>City Manager:</u> 344 <u>City Clerk & City Atty:</u> 304	An employee about to retire, or who is to be laid off, may utilize their accrual prior to the effective date of any such retirement or layoff. <u>Management Leave Cash Outs:</u> 40hrs Unrep Management EEs 80hrs Executive & Council Appointed Management 60hrs Assistant Police Chief, Police Captains, Fire Battalion Chiefs, Fire Deputy Chiefs, Deputy Directors, Assistant City Attorney and Deputy City Attorney I/II/III/Senior 84hrs Bat. Chief-56hr	Non-exempt employees working on fixed holidays shall be compensated at time and one-half (1-1/2) for time actually worked, irrespective of hours actually worked in this workweek. Whenever an employee is directed to work on a fixed holiday, which falls on the employee's regularly scheduled work day, the employee shall accrue, on an hour-for-hour basis, up to a total of regularly scheduled hours. When the employee reaches forty (40) hour maximum holiday accrual, additional holiday time worked shall be compensated in cash at straight time rates. Upon termination or retirement, employees shall be compensated for any unused accrued holiday time at the then current regular hourly base rate. <u>One time Leave Bank Purchase Option:</u> EEs can elect to receive 48 hours of additional leave on pay period of July 1, then repay the cost via 2 hours of pay deducted over the next 24 pay periods.
City of Tracy								
Technical Support Services Assoc.	136	96	16	0	N/A	248	On November 1 of each year, employees can make an irrevocable election to cash out vacation that will accrue in the next calendar year.	
Police Officers Assoc.	144	<u>Holiday in lieu pay:</u> 5.75%	0	0		144 + 5.75% Holiday in lieu		
Police Management Assoc.	144	96 or <u>Holiday in lieu pay:</u> 6.5%	0	120		360 or 164 + 6.5% Holiday in Lieu		
Mid-Managers	136	96	16	104 - exempt only can be cashed out at any time and remaining hours are automatically cashed out at year end		248 Exempt: 352		<u>Holiday Pay for Non-Exempt EEs:</u> -Employees on a 4/10 or 9/80 schedule must use vacation or CTO to make up additional hours on observed holidays falling on a scheduled workday. -Employees working on a holiday falling on their scheduled day off receive holiday pay at the overtime rate of pay and eight (8) hours of vacation. -Employees working a holiday falling on their scheduled workday receive holiday pay at three (3) times their rate of pay and eight (8) hours of vacation.
Teamsters-General EEs	136	96	16	0		248		EEs required to work on a recognized holiday occurring during their workweek receive eight (8) hours of holiday pay and are compensated at one and a half (1.5) times the employee's hourly rate of pay for hours actually worked up to the number of hours in the employees regular work shift.
Dept. Heads, City Manager & City Attorney	160	96	16	140 Can be cashed out at year end		412		-Employees working on a holiday falling on their scheduled day off receive holiday pay at the overtime rate of pay and eight (8) hours of vacation. -Employees working a holiday falling on their scheduled workday receive holiday pay at three (3) times their rate of pay and eight (8) hours of vacation.
Confidential Employee Unit	136	96	16	120 - Management EEs only		Management: 260 Confidential: 248		

City of Manteca Additional Benefits Survey

Employee Unit	A.A.	Bachelor's	Master's	Notes
EDUCATION INCENTIVE PAYS				
City of Manteca				
Confidential Employee Unit	N/A	3.0%	N/A	If degree is not requirement of position
Executives	N/A			
IAFF-Firefighters Association	5.0%	7.5%	10.0%	Master's should be master's degree in Fire Science or General Management. Not a minimum requirement.
Mid-management	N/A	3.0%	3.0%	If degree is not requirement of position; incentive does not stack.
MPEA (Police Employees Assoc.)	2.5%	2.5%	5.0%	Max incentive is 5%; cannot be combined with Certification incentive. Not a minimum requirement.
Police Officers Association	5.0%	10.0%	N/A	Max incentive is 10%; cannot be combined with Certification incentive. Not a minimum requirement.
MPSMA (Public Safety Management)	5.0%	10.0%	15.0%	Master's should be master's degree in Fire Science or General Management. Degree incentive pay is non-stackable.
OE3 (General Services)	N/A	2.5%	N/A	Engineering, Business Administration, Public Administration, Construction Management, or a related field
TSS (Technical and Support Services)	N/A	3.0%	3.0%	If degree is not requirement of position; incentive does not stack.
City of Brentwood				
Police Officers Association	2.5%	7.5%	15.0%	Max incentive is 15%; cannot be combined with Certification incentive. Not a minimum requirement.
City Attorney	N/A			
City Manager				
Executive & Senior Management	N/A	5.0%	7.5%	For Police Chief and Captains only. Bachelor's cannot be combined with Certification Incentive. Not a minimum requirement.
Management and Conf Employee Association	N/A	N/A	N/A	
Misc Office Employee Association	\$75.00	\$200.00	\$375.00	Max incentive is \$375/month. Not a minimum requirement.
Police Lt Group	2.5%	5.0%	7.5%	Can't be combined with POST Certificate incentives

City of Manteca Additional Benefits Survey

Employee Unit	A.A.	Bachelor's	Master's	Notes
Public Works Employee Association	N/A			
Supervisors Professionals Employee Association				
City of Davis				
DCEA (Miscellaneous Employees)	N/A			
DPOA	N/A	2.5%	N/A	
DWWTPA (Wastewater Treatment Plant Assoc.)	N/A			
Fire General Unit				
Fire Management				
Individual General Management				
Independent Police Management	N/A	N/A	2.5%	The combined total educational incentive pay (post and degree) shall not exceed a maximum of 5.5% increase above base pay.
PASEA (Program, Admin & Support Assoc.)	N/A			
Unrep Executive Management	N/A	N/A	2.5%	Police Management only
City of Elk Grove				
City Manager	N/A			
City Attorney				
City Clerk				
Non-represented				
Police Management Assoc.	N/A	N/A	5.0%	Not to exceed 10% max for both education and certification pay
POA Sworn	5.0%	5.0%	5.0%	Not to exceed 6% max (POST Advanced) for both education and certification pay
POA Non-Sworn	N/A	5.0%	N/A	Incentive pay shall not compound.
City of Folsom				

City of Manteca Additional Benefits Survey

Employee Unit	A.A.	Bachelor's	Master's	Notes
IUOE Local 39 Misc. Employees	\$150.00	\$250.00	\$250.00	Only if not a minimum qualification of position; Employees who qualify for the education incentive and who received City paid tuition reimbursement will not receive education incentive pay until they have reimbursed the City for the cost of the tuition reimbursement. Once payment is made in full for tuition reimbursement, the education incentive will start and be paid directly to the employee.
IAFF-Firefighters Association	5.0%	10.0%	15.0%	In approved fields; Master's incentive applies to employees hired before 7/1/2010 only. Maximum incentive pay of 10%, including certification incentive.
CFFDMME (Fire Battalion Chief)	N/A - Education Incentive pay was incorporated into base pay.			
FMMG (Mid-management Group)	N/A	\$300.00	\$300.00	Degree must be job-related and not required for classification
Confidential/Unrep (Exempt)				
Confidential/Unrep (Non-exempt)	\$150.00	\$250.00	\$250.00	
POA (Police Officers & Sergeants)	5.0%	10.0%	15.0%	Can't be combined with POST Certificate incentives; Master's degree incentive applies to employee hired before 7/1/2010 only; Contract expires 12/31/2025
POA (Dispatchers & Police Records Techs)	2.5%	5.0%	10.0%	
Police Management Assoc.	N/A	N/A	\$400.00	hired before 7/1/2010; degree must be in law enforcement or public administration
Executive Unrep	N/A	\$300.00	\$300.00	Degree must be job-related and not required for classification

City of Manteca Additional Benefits Survey

Employee Unit	A.A.	Bachelor's	Master's	Notes
City of Roseville				
IBEW (Electrical, Utility, and Infrastructure Maintenance Employees)	N/A			
IUOE (Stationary Engineers & General Services Unit)				
Management & Conf				
RPA (Police Association)				
Police Officers Assoc.	5.0%	12.5%	12.5%	Can't be combined with POST Certificate incentives
RFF (Firefighters)	5.0%	10.0%	N/A	Max incentive is 10%
Council Appointed	N/A			
City of Livermore				
ALE (Misc. Employees)	N/A			
City Attorney				
City Manager				
Confidential				
Executive Management				
Police Management Assoc.	N/A	N/A	\$50.00	Additional amount tied to POST Regular Management Certificate Pay
Police Officers Assoc.	N/A			
Management				
City of Lodi				
AFSCME	N/A			
City Attorney				
City Manager				
City Clerk				
Executive Management				
Fire Mid-management	\$50.00	\$100.00	N/A	AA must be in Fire Science or related field; OR AA in non-related field + Fire Science Certificate; OR AA + actively pursuing BA; reported amount is monthly.
Mid-Management Association	N/A			
Police Dispatchers Association	\$150.00	\$225.00	N/A	Cannot be combined with POST incentives; reported amount is monthly.

City of Manteca Additional Benefits Survey

Employee Unit	A.A.	Bachelor's	Master's	Notes
Professional Firefighter Association	\$25.00	\$125.00	N/A	AA Degree: Fire Science or related; or AA + Fire Science Certificate; or AA while pursuing BA; reported amount is monthly.
Police Mid-management Organization	N/A	\$200.00	N/A	Reported amount is per month.
Police Officer Association				
Maintenance & Operations	N/A			
City of Lathrop				
Mid-managers & Confidential Employees Assoc. (LMCEA) & Unrepresented Employees including Council Appointed (follows LMCEA)	Reimbursement only.			
SEIU				
Police Officers Assoc.	2.5%	5.0%	N/A	

City of Manteca Additional Benefits Survey

Employee Unit	A.A.	Bachelor's	Master's	Notes
City of Modesto				
City Employees Association	N/A	2.5%	5.0%	If degree enhances the ability to perform the job responsibilities.
Firefighters Association	2.5%	5.0%	N/A	Qualifying fields: Associate in Fire Science/Technology or related field; Bachelor's in Fire Science, Fire Management, Public Safety Administration or related field.
Police Non-sworn	N/A	2.5%	5.0%	If degree enhances the ability to perform the job responsibilities
Police Officers Assoc.	N/A	2.5%	4.0%	
Management & Confidential	N/A	2.5%	5.0%	
Unrepresented Management & Confidential including Sworn Fire and Sworn Police Management	<u>Sworn Fire Mgmt:</u> 2.5%	<u>Sworn Fire Mgmt:</u> 5.0%	<u>All others:</u> 5.0%	
	<u>All others:</u> N/A	<u>All others:</u> 2.5%	<u>Sworn Police:</u> 4.0%	
City of Tracy				
Technical Support Services Assoc.	Reimbursement only.			
Police Officers Assoc.	5.0%	5.0%	5.0%	
Police Management Assoc.	N/A	5.0%	5.0%	
Mid-Managers	Reimbursement only.			
Teamsters-General EEs				
Dept. Heads, City Manager & City Attorney				
Confidential Employee Unit				

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
CERTIFICATION INCENTIVE PAYS		
City of Manteca		
Confidential Employee Unit		
Executives		N/A
IAFF-Firefighters Association	<u>Max incentive: 9.0%:</u> -Firefighter II Certificate (1.5%) -CSTI Hazardous Materials Specialist (2.5%) -Certified Fire Officer/Company Officer (2.5%) -Executive Fire Officer (2.5%)	
Mid-management		N/A
MPEA (Police Employees Assoc.)	<u>2.5% of base pay</u> -Dispatcher Intermediate or Advanced POST Certificate	Cannot be combined with Education Incentive Pay
Police Officers Association	<u>5.0%</u> -Intermediate and Advanced POST Certificate	
MPSMA (Public Safety Management)	<u>Max incentive for Fire Members is 15%:</u> <u>2.5% of base pay:</u> -CFES Company Officer -Coursework meeting Department requirements for Fire Investigator -CSTI Hazardous Materials Specialist <u>5.0% of base pay:</u> -CFS TES Chief Officer/Chief Fire Officer -CFS TES Executive Chief Fire Officer -CFSTES Fire Marshal -Licensed Paramedic -Strike Team Leader -Fire Prevention Officer -NF A Executive Fire Officer -Advanced POST Certificate -POST Management Certificate	
OE3 (General Services)	<u>Max incentive: 5.0%:</u> -For the next highest-grade Water or Wastewater certification not required as a condition of employment (2.5%) -Certified Playground Safety Instructor (CPSI) - Parks operations employees (2.5%)	
TSS (Technical and Support Services)		N/A

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
City of Brentwood		
Police Officers Association	<u>Max incentive: 7.5%</u> -POST Intermediate Certificate (2.5%) -POST Advanced Certificate (5%)	Cannot be combined with Education Incentive Pay
City Manager	N/A	
City Attorney	N/A	
Executive & Senior Management	<u>5.0%</u> -POST Advanced Certificate	Cannot be combined with Education Incentive Pay
Management and Conf Employee Association	N/A	
Misc Office Employee Association	N/A	
Police Lt Group	<u>Max incentive: 7.5%</u> -POST Intermediate Certificate (2.5%) -POST Advanced Certificate (5%)	
Public Works Employee Association	N/A	
Supervisors Professionals Employee Association	N/A	
City of Davis		
DCEA (Miscellaneous Employees)	<u>Max incentive: 5.0%:</u> -Qualified Applicator Certification (2.5%) -Playground Inspector Certification (2.5%) -Irrigation Auditor Certification (2.5%)	Must not be a minimum requirement and must be tasked with duties utilizing said certifications.
DPOA-Sworn Police Officers, Police Corporals, and Police Sergeants	<u>Max incentive: 6.0%:</u> -POST Intermediate Certificate (3%) -POST Advanced Certificate (3%) - POST Supervisory Certificate or ICI Certificate (3%) 5.0% of base salary -Certified Marksperson (SWAT assignment) -US Dept. of Justice, FBI - US Army Ordnance Munitions & Electronic Maintenance School Hazardous Devices Basic Courts completion (Current and former Explosive Ordnance Disposal Team technicians).	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
DPOA Non-sworn	<p><u>Max incentive: 8.5%:</u> Dispatcher/Dispatcher Supervisors: -POST Intermediate Certificate (3%) -POST Advanced Certificate (3%) -POST Tactical Communications Dispatcher Certificate (2.5%)</p> <p><u>5.0% of base salary</u> -Certificate in Basic Crime Scene Investigation and quarterly certifications as well as a certificate of mentoring in Advanced Crime Investigation.</p>	
DWWTPA (Wastewater Treatment Plant Assoc.)	<p>EEs who maintain, and are engaged in duties where use of certifications below is not required by the job description but is assigned to them on a regular, on-going basis, receive the following incentives:</p> <p><u>2.5% of base salary</u> WWTP Operator III: -Grade IV or higher WWTP Operator's Certificate</p> <p>WWTP Maintenance Technician II -California Water Environment Association Grade 3 or higher Certification</p> <p>Laboratory Analyst -Laboratory Analyst III Certification or higher</p> <p>-Qualified Applicator Certification</p>	
Fire General Unit	N/A	
Fire Management	<p><u>Max incentive: 5.0%:</u> -Fire Officer (legacy) or Company Officer (new) certification (2.5%) -Chief Officer (legacy) of Chief Fire Officer (new) (2.5%)</p>	
Individual General Management	N/A	
Independent Police Management	<p><u>3.0%</u> Completion of POST Command College, FBI National Academy, or LAPD Leadership Program</p>	The combined total educational incentive pay (post and degree) shall not exceed a maximum of 5.5% increase above base pay.

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
PASEA (Program, Admin & Support Assoc.)	<u>Notary Certification Pay:</u> \$40 per month	
Unrep Executive Management	<u>3.0%</u> -Police Management: Completion of POST Command College, FBI National Academy, or LAPD Leadership Program <u>Max incentive: 5.0%:</u> -Fire Officer or Company Officer certification by the California State Fire Marshal (2.5%) -Chief Officer or "Chief Fire Officer" certification by the California State Fire Marshal (2.5%) ®	
City of Elk Grove		
City Manager	N/A	
City Attorney		
City Clerk		
Non-represented		
Police Management Assoc.	<u>5%</u> -POST Management Certificate	Not to exceed 10% max for both education and certification pay
POA Sworn	<u>Max incentive: 11%:</u> -Intermediate POST certificate (5.0%) -Advanced POST certificate (6.0%)	Incentive pay shall not compound.
POA Non-Sworn	<u>Max incentive: 6.0%:</u> Dispatchers & Dispatch Supervisors -Intermediate POST certificate (2.5%) -Advanced POST certificate (3.5%)	Incentive pay shall not compound.

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
City of Folsom		
IUOE Local 39 Misc. Employees	<p>When Management requires a special skill certification and it is not listed in the classification description as a necessary qualification, employees in the listed job classification should be paid special skill certification/license pay as listed in the table below. In no instance shall this pay, in combination with any educational incentive pay, exceed \$300/month.</p> <p>Building Inspector -Certified Combination Inspector \$50.00 -Certified Electrical Inspector \$50.00 -Certified Mechanical Inspector \$50.00 -Certified Plumbing Inspector \$50.00 -Uniform Fire Code Certificate \$50.00 -ADA Specialist Certificate \$50.00</p> <p>Clerical -Notary Public Commission \$50.00</p> <p>Code Enforcement Technician -Certified Code Enforcement Officer \$100</p> <p>Construction Inspector -Registered Public Works Inspector \$200</p> <p>Engineering Technician -Licensed Land Surveyor \$200</p> <p>Information Systems Technician or Analyst -Microsoft \$75.00 -Cisco \$75.00</p>	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
IUOE Local 39 Misc. Employees (contnd.)	Lead Plant Mechanic -Class "A" License \$150.00 -ASE Certificates \$50.00 -ASE Master \$50.00 -Automatic Transmission \$50.00 -Brakes (Air & Hydraulic) \$50.00	
	Lead Senior Mechanic (Combined Shifts) -Class "A" License \$150	
	Maintenance I, II, Lead -Class "A" License \$150	
	Mechanic -ASE Certificates \$50.00	
	Mechanic I/II/Senior -Class "A" License \$150	
	Mechanic/Welder -ASE Master \$200.00 -Automatic Transmission \$50.00 -Brakes (Air & Hydraulic) \$50.00 -Electrical Systems \$50.00 -Engine Performance \$50.00 -Heating & Air Conditioning \$50.00 -Manual Transmission \$50.00 -Refrigerant License \$50.00 -Smog Certificate License \$50.00 -Suspension & Steering \$50.00	
	Park Maintenance Worker I/II -Certified Playground Safety Inspector \$100.00 -Certified Pool Operator \$100.00 -Certified Landscape Irrigation Auditor \$50.00 -Certified Landscape Technician \$50.00 -Certified Irrigation Contractor \$50.00	
	Park Planner/Assoc. Planner -Certified Irrigation Designer \$50.00	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
IUOE Local 39 Misc. Employees (contnd.)	<p>Plan Checker -Certified Building Inspector \$50.00 -Certified Electrical Inspector \$50.00 -Certified Plumbing Inspector \$50.00 -Certified Mechanical Inspector \$50.00 -Uniform Fire Code Certificate \$50.00 -ADA Specialist Certificate \$50.00</p> <p>Traffic Control/Lighting Tech I/II -International Municipal Signal (IMSA) Traffic Signal Technician I/II/III (level above job) \$50.00 -International Municipal Signal Association (IMSA) Roadway Lighting Certification \$50.00 -Fiber Optics Installation Certification \$50.00</p> <p>Water Utility Worker I/II/III/Sr., Water Treatment Plant Operator I/II/III/Sr., Water Distribution Operator I/II/III/Chief, Wastewater Collection -Advanced State Certification for D5, T5 or G4 only (in field, not required in classification, and approved by Director and HR) \$300</p> <p>Technician I/II/III/Sr., Water Management Specialist, Water Quality Technician, Water Management Coordinator -Advanced State Certification for D4, T4 or G3 only (in field, not required in classification, and approved by Director and HR) \$200.00 -Class "A" License \$150.00</p>	
IAFF-Firefighters Association	<p><u>5.0%</u> -CSFM "Fire Officer"/"Company Officer" certification</p> <p><u>7.5%</u> -CSFM "Chief Officer" or "Chief Fire Officer" certification track with the above</p> <p><u>10.0%</u> -CSFM Fire Officer + Chief Officer track completion (with Associates degree)</p> <p><u>\$100 per month</u> -Swiftwater Rescue, Confined Space or RS1/RS2 certifications</p>	Maximum incentive pay is 10% - including educational incentive.
CFFDMME (Fire Battalion Chief)	<p><u>\$250 per month</u> -EMT 1A (required)</p> <p><u>\$550 per month</u> -Paramedic License (not required)</p>	Battalion Chief contract expires Dec 31, 2025
FMMG (Mid-management Group)		N/A
Confidential/Unrep		N/A

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
Police Officers Association	<p><u>Max incentive: 12.5% (Police Officers and Sergeants)</u> -Intermediate POST Cert (5%) -Advanced POST Cert (10%)</p> <p><u>Max incentive: 7.5% (Dispatcher & Records Supervisor)</u> -POST Certificate</p> <p><u>Crime Analyst One-time salary range advancement (~10%)</u> -Crime Analyst Certificate</p>	Can't be combined with POST Certificate incentives.
Police Management Assoc.	<p><u>Lieutenants: \$425 per month</u> -POST Management Cert (not required but preferred)</p> <p><u>Commanders: \$600 per month</u> -Executive Development Course</p>	
Executive Unrep		N/A
City of Roseville		
IBEW (Electrical, Utility, and Infrastructure Maintenance Employees)	<p><u>Max Certification Pay: 3%</u></p> <p>Wastewater Utility Maintenance Worker II: - CWEA Grade 2 (1%) - CWEA Grade 3 (2%) - CWEA Grade 4 (2%) - Collection System Maintenance (1%) - Environmental Compliance Inspection (1%)</p> <p>Environmental Utilities Instrument and Control Technician II: - CWEA Mechanical Technologist Grade 2 (1%) - CWEA Mechanical Technologist Grade 3 (2%) - CWEA Electrical/Instrumentation Technologist Grade 2 (1%) - CWEA Electrical/Instrumentation Technologist Grade 3 (2%)</p> <p>Plant and Equipment Mechanic II: - CWEA Mechanical Technologist Grade 2 (1%) - CWEA Mechanical Technologist Grade 3 (2%) - CWEA Electrical/Instrumentation Technologist Grade 2 (1%) - CWEA Electrical/Instrumentation Technologist Grade 3 (2%)</p> <p>Water Distribution Worker II: - Cross Connection Control Specialist (1%) - Backflow Tester Certification (1%) - Conservation Certification (1%) - Distribution Operator Grade 3-5 (1% each) - Treatment Operator Grade 1-5 (1% each)</p>	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
IBEW (Electrical, Utility, and Infrastructure Maintenance Employees) contnd.	Preventative Maintenance Technician II: - CWEA Mechanical Technologist Grade 2 (+1%) - CWEA Mechanical Technologist Grade 3 (+2%) - CWEA Electrical/Instrumentation Technologist Grade 2 (+1%) - CWEA Electrical/Instrumentation Technologist Grade 3 (+2%)	
IUOE (Stationary Engineers & General Services Unit)	<p><u>Max Incentive: 3%</u></p> Water Treatment Plant Operator II / I -Water Treatment Plant Operator Certificates 3, 4, 5 (DPH) – 1% each (cumulative) -Distribution Operator Grade 2 or 3 (DPH) – 1% (non-cumulative) <p>Wastewater Treatment Plant Operator Grade III -Wastewater Treatment Plant Operator Certificates 3, 4, 5 (SWRCB) – 1% each (cumulative) -CWEA Collections Grade 1 – 1% -Laboratory Certification Level 1 (CWEA) – 1%</p> <p>Max Incentive: 2.5% Associate Engineer (PE) -California Professional Engineer License – 5% (Registration Pay, if not required for class)</p> <p>Arborist Technician -Arborist Certification – 2.5%</p> <p>Natural Resources Worker II -Arborist Certification – 2.5%</p> <p>Parks Maintenance Worker II -Certified Pool Operator – 2.5%</p> <p>Building Inspector II -CASp Certification – 2.5% -Chief Building Official Certification – 2.5%</p> <p>Building Plans Examiner II -CASp Certification – 2.5% -Chief Building Official Certification – 2.5%</p> <p>Fleet Services Parts Buyer -Crane Certification – 2.5%</p>	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
IJOE continued	<p><u>Max Incentive: 1.5%</u> Parks Maintenance Worker II -Playground Safety Inspector – 1.5% -Certified Pesticide Applicator – 1.5%</p> <p>Street Maintenance Worker II -Certified Pesticide Applicator – 1.5%</p> <p>Building Inspector II -ICC Combination Inspector (C5) – 1.5%</p> <p>Building Plans Examiner II -ICC Combination Plans Examiner (C3) – 1.5%</p> <p><u>Max Incentive: 1%</u> Refuse Truck Driver II -DOT Tanker Endorsement – 1% -USA Locator Certification – 1% -Smog Check Inspector or HDI/M – up to 1%</p>	
Management & Conf	<p><u>Max Incentive: 5% of base pay bi-weekly</u> Assistant Fire Chief, Fire Division Chief and Fire Battalion Chief: - HazMat Technician or Specialist Certification: 5% - Departmental Rescue Certification (RS1, RS2, Confined Space Rescue, Trench Rescue): 2.5%</p> <p>Park Planning and Development Manager: - Landscape Architect License: 5%</p>	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
RPA (Police Association)	<p><u>Maximum Incentive: 2.5% of base salary for one eligible certification (see below for exceptions):</u></p> <p>Animal Control Officer - Advanced CA State Humane Officer's Academy Certificate</p> <p>Animal Control Supervisor - POST Supervisor Certificate</p> <p>Communications Supervisor - Emergency Medical Dispatch (EMD) Certificate - POST Supervisor Certificate (Note: Eligible to stack two certifications if hire date meets exception criteria)</p> <p>Community Services Officer II - Collision Investigation Certification - Identity Theft Investigation</p> <p>Crime Analyst - Crime and Intelligence Analysis Certificate</p> <p>Dispatcher II - Basic Tactical Dispatcher - Intermediate POST Dispatch Certificate - Emergency Medical Dispatch (EMD) Certificate* (Note: Eligible to stack up to two certifications allowed under exception criteria)</p> <p>Police Property and Evidence Technician II - Certified Evidence and Property Specialist</p> <p>Police Records Clerk II - Public Records Act Certification</p> <p>Records Supervisor - POST Supervisor Certificate</p>	Employees hired after 12/31/2017 are not eligible for EMD pay
Police Officers Assoc.	<p>POST Intermediate Certificate (5%) POST Advanced Certificate (12.5%)</p>	Cannot be combined with Education Incentive Pay
RFF (Firefighters)	<p><u>Max Incentive: 5%</u></p> <p>Fire Captain -Company Officer Certificate</p> <p>Fire Engineer -Fire Apparatus Driver/Operator Pump Apparatus Certificate</p> <p>Fire & Environmental Safety Inspector II -Fire Inspector I Certificate</p>	
Council Appointed		N/A

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
City of Livermore		
ALE (Misc. Employees)	<u>\$75.83 per month</u> Commercial Driver's License - applies to any classification determined requiring a CDL and Public Works Maint. Classifications that don't but are on standby for providing services in which a CDL is required.	
City Attorney	N/A	
City Manager		
Confidential		
Executive Management		
Police Management Assoc.	<u>\$1950/month</u> POST Regular Management Cert.	
	<u>Max incentive is highest-level certificate achieved</u> <u>\$440/month</u> POST Intermediate Cert. <u>\$750/month</u> POST Advanced Cert. <u>\$925/month (Sergeants)</u> POST Supervisory	
Police Officers Assoc. Management		N/A
City of Lodi		
AFSCME	<u>Public Works Inspector I/II:</u> D1: 2% of base salary D2: \$60/month T1: \$40/month C1: \$40/month <u>\$50.00 per month</u> -Engineer in Training Cert. -Land Surveyor in Training Cert. -Land Surveyor <u>\$40.00 per month</u> -Notary Public certification (when used in their duties)	
City Attorney	N/A	
City Manager		
City Clerk		
Executive Management		

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
Fire Mid-management	<p>\$200.00 per month Emergency Medical Technician</p> <p>\$250.00 per month Chief Fire Officer (\$100.00 per month if coursework completed but no certificate)</p> <p><u>\$50.00 per month</u> Company Officer</p> <p><u>\$12.50 per month</u> -Fire Investigator -Community Risk Officer</p> <p><u>\$25.00 per month</u> -Instructor Level III -Fire Inspector I</p> <p><u>\$25.00 per month</u> Hazardous Materials Specialist/Technician (additional)</p> <p>Maximum: \$350.00 per month (plus \$25 for HazMat)</p>	
Mid-Management Association	<p><u>7% of base salary</u> -incentive pay for the designated City Land Surveyor</p>	
Police Dispatchers Association	<p><u>\$150/month</u> -Intermediate POST Cert.</p> <p><u>\$225/month</u> -Advance POST Cert.</p>	Cannot be combined with Education Incentive Pay
Professional Firefighter Association	<p><u>\$50/month</u> -Fire Officer -Chief Officer</p> <p><u>\$12.50/month</u> -Fire Investigator/Level 2 -Public Education Officer Level 2 or Community Risk Officer</p> <p><u>\$25/month</u> -Fire Instructor Level 3 & Mgmt 2.E -Fire Prevention Officer Level 3 & Mgmt 2.E or Fire Inspector -Certified Fire Chief -Hazardous Materials Specialist/Technician</p> <p>Max combined certification incentive: \$175/month</p> <p><u>3.0%</u> Driver/Operator certification</p>	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
Police Mid-management Organization	<u>Max Incentive: \$500/month</u> -POST Advanced: \$300 -POST Supervisory: \$400 -POST Management: \$500	
Police Officer Association	<u>Max Incentive: \$300/month</u> -POST Basic: \$50 -POST Intermediate: \$150 -POST Advanced: \$300	Post incentive pay is paid at the highest level certificate held and are not stackable.
Maintenance & Operations	<u>\$600/year</u> -Class A license-required Heavy Equipment Mechanics & Welder/Mechanics: <u>\$25/month:</u> -Class A Brake Systems <u>Max \$150/month:</u> -Class A Lamp Inspection/Repair (\$12.5/month) -Welder (\$12.5/month) <u>\$50/month:</u> -SMOG Certificate -8 or more ASE certificates <u>\$25/month:</u> -3 or more ASE certificates Street Maintenance Supervisor & Street Maintenance Worker II: <u>\$40/month (at or above minimum grades):</u> -Collection Maint. System C2 (Street Maintenance Worker II only), C3 & C4 -Qualified Applicator <u>\$50/month:</u> -Pest Ctrl Cert.	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
Maintenance & Operations contnd.	<p>Wastewater Plant Operator III <u>\$40 per month for each grade at or above minimum (\$250 max incentive):</u> -Wastewater Plant Operator Cert-4 & 5 -Laboratory Analyst 2, 3 & 4 -Mechanical Technologist Cert-2, 3 & 4</p> <p><u>\$20/month:</u> -Qualified Applicator</p> <p>Water Plant Operator III <u>\$40 per month for each grade at or above minimum (\$250 max incentive):</u> -Water Distribution Operator D-2, 3, 4 & 5 -Water Treatment Plant Operator T-4 & 5 -Laboratory Analyst 1, 2, 3 & 4 -Mechanical Technologist 1, 2, 3 & 4</p> <p><u>\$20/month:</u> -Qualified Applicator</p>	
City of Lathrop		
Mid-managers & Confidential Employees Assoc. (LMCEA) & Unrepresented Employees including Council Appointed (follows LMCEA)	N/A	
SEIU Police Officers Assoc.	<p><u>Maximum Incentive: 5.0%</u> Officers: -Intermediate POST Certificate: 2.5% -Advanced POST Certificate: 2.5%</p> <p>Sergeants: -Advanced POST Certificate: 2.5% -Supervisory POST Certificate: 2.5%</p>	Maximum Certificate pay is 5%

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes										
City of Modesto												
City Employees Association	<p>Water Division and Wastewater Division "Desirable" Certifications: Employees in the classifications listed below are eligible for one-half percent (0.5%) certification incentive pay per certification, up to a maximum of one and one-half percent (1.5%), when they obtain any of the "Desirable Certifications" listed in table below that are not already mandatory for their current job classification.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%; text-align: left;">Classification in Utilities</th> <th style="width: 60%; text-align: left;">Desirable Certifications</th> </tr> </thead> <tbody> <tr> <td>Utility Service Worker III (Water) Senior Utility Service Worker (Water)</td> <td>Distribution Grade 4 Distribution Grade 5 Treatment Grade 1 Treatment Grade 2 Backflow Prevention Testing Cross Connection Control Testing</td> </tr> <tr> <td>Utilities Plant Operator II (Water) Senior Utilities Plant Operator (Water)</td> <td>Distribution Grade 4 Distribution Grade 5 Treatment Grade 2 Backflow Prevention Testing Cross Connection Control Testing</td> </tr> <tr> <td>Utilities Service Worker III (Wastewater) Senior Utilities Service Worker (Wastewater)</td> <td>Collection System Maintenance Grade 3 Collection System Maintenance Grade 4 Backflow Prevention Testing Cross Connection Control Testing</td> </tr> <tr> <td>Utilities Plant Operator II (Wastewater) Senior Utilities Plant Operator (Wastewater)</td> <td>Grade 4 Treatment Grade 5 Treatment Backflow Prevention Testing Cross Connection Control Testing</td> </tr> </tbody> </table>		Classification in Utilities	Desirable Certifications	Utility Service Worker III (Water) Senior Utility Service Worker (Water)	Distribution Grade 4 Distribution Grade 5 Treatment Grade 1 Treatment Grade 2 Backflow Prevention Testing Cross Connection Control Testing	Utilities Plant Operator II (Water) Senior Utilities Plant Operator (Water)	Distribution Grade 4 Distribution Grade 5 Treatment Grade 2 Backflow Prevention Testing Cross Connection Control Testing	Utilities Service Worker III (Wastewater) Senior Utilities Service Worker (Wastewater)	Collection System Maintenance Grade 3 Collection System Maintenance Grade 4 Backflow Prevention Testing Cross Connection Control Testing	Utilities Plant Operator II (Wastewater) Senior Utilities Plant Operator (Wastewater)	Grade 4 Treatment Grade 5 Treatment Backflow Prevention Testing Cross Connection Control Testing
	Classification in Utilities	Desirable Certifications										
	Utility Service Worker III (Water) Senior Utility Service Worker (Water)	Distribution Grade 4 Distribution Grade 5 Treatment Grade 1 Treatment Grade 2 Backflow Prevention Testing Cross Connection Control Testing										
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	Utilities Plant Operator II (Wastewater) Senior Utilities Plant Operator (Wastewater)	Grade 4 Treatment Grade 5 Treatment Backflow Prevention Testing Cross Connection Control Testing										
<p><u>ICC Certification:</u> EEs in the classifications of Building Inspector I/II and Plans Examiner who acquire a new International Code Council (ICC) certification will receive a one-time payment of one hundred twenty five dollars (\$125) for each new building, plumbing, mechanical, or electrical inspection certification including, not including renewals: -Building Plans Examiner, -Special Inspector for Reinforced Concrete, -Special Inspector for Pre-Stressed Concrete, -Special Inspector for Structural Masonry, -Special Inspector for Structural Steel/Welding, -Special Inspector for Spray-Applied Fireproofing</p>												

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
City Employees Association (contnd.)	<p><u>1.5% pay differential while certified and assigned-when required and/or assigned to a pool of operators</u> -Crane Operator certification</p> <p><u>0.5% pay differential for all hours worked</u> -Pesticide Applicator (Public Works; Parks, Recreation & Neighborhoods)</p> <p><u>2.5% pay differential (Tree Trimmer / Tree Trimmer Crew Leader)</u> -Line Clearance Tree Trimmer Certification -International Society of Arboriculture (ISA) certification</p>	
Firefighters Association	<p><u>5% Max incentive: 1.0% each certificate</u> Fire Investigator – 1A, 1B, 1C Fire Inspector (or Prevention) – 1A, 1B, 1C, 1D Fire Instructor – 1A, 1B, 1C, or I, II, III Fire Command – 1A, 1B, 1C Fire Management 1 Plans Examiner (or Checker) – 1A, 1B, 1C Fire & Life Safety Educator – 1A, 1B, 1C Fire Science or Fire Technology Certificate Structural Collapse 2 or Rescue Systems 2 Rope Rescue Technician Boat Operator Wildland Firefighter – Equivalent courses in series. Fire Apparatus Driver/Operator or Engineer or Equivalent (Equivalent to completion of 1A and 1B) Driver Operator 1A Driver Operator 1B Fire Control 5 (ARFF – Aircraft Rescue and Fire Fighting) Company Officer – 2A, 2B, 2C, 2D, 2E Fire Marshal – 1A, 1B, 1C, 1D, 1E Chief Officer – 3A, 3B, 3C, 3D Firefighter 1: 1A, 1B, 1C Firefighter 2: 2A Emergency Vehicle Tech: 1A, 1B, 1C Fire apparatus driver/Operator: 1C, 1D, 1E, 1F State Certified Prescribed Burn Boss JAC Engineer</p> <p><u>5.0% of base salary</u> -HazMat Specialist (when assigned to HazMat team) -Technical Rescue Specialists (and assigned to the Technical Rescue Team)</p>	
Police Non-sworn		N/A
Police Officers Assoc.	<p><u>12.0% Max POST Certificates:</u> -Intermediate: 6% -Advanced (Police Officers/Detectives): 12% -Advanced (Police Management): 6% -Supervisory POST Certificate: 12%</p>	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes																								
Management & Confidential	<p>Employees in the following classifications, divisions and assignments shall receive an additional pay incentive for the following voluntary certifications up to a max incentive of 7.5%:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Division</th> <th>Eligible Classes</th> <th>Certificate</th> <th>Pay</th> </tr> </thead> <tbody> <tr> <td>All Divisions Citywide</td> <td>Maximum of two (2) employees citywide as per Department Director</td> <td>Pest Control Advisor</td> <td>2 ½%</td> </tr> <tr> <td>Parks</td> <td>Operations and Maintenance Supervisor</td> <td>Playground Safety</td> <td>2 ½%</td> </tr> <tr> <td></td> <td>Assistant Landscape Designer</td> <td>Landscape Architect</td> <td>2 ½%</td> </tr> <tr> <td>Building & Dev. Serv.</td> <td>Chief Building Official</td> <td>CA Registration Professional Civil Engineer</td> <td>2 ½%</td> </tr> <tr> <td></td> <td>Deputy Chief Building Official</td> <td>CA Registration Professional Civil Engineer</td> <td>5%</td> </tr> </tbody> </table> <p>Certifications are not cumulative.</p>	Division	Eligible Classes	Certificate	Pay	All Divisions Citywide	Maximum of two (2) employees citywide as per Department Director	Pest Control Advisor	2 ½%	Parks	Operations and Maintenance Supervisor	Playground Safety	2 ½%		Assistant Landscape Designer	Landscape Architect	2 ½%	Building & Dev. Serv.	Chief Building Official	CA Registration Professional Civil Engineer	2 ½%		Deputy Chief Building Official	CA Registration Professional Civil Engineer	5%	
Division	Eligible Classes	Certificate	Pay																							
All Divisions Citywide	Maximum of two (2) employees citywide as per Department Director	Pest Control Advisor	2 ½%																							
Parks	Operations and Maintenance Supervisor	Playground Safety	2 ½%																							
	Assistant Landscape Designer	Landscape Architect	2 ½%																							
Building & Dev. Serv.	Chief Building Official	CA Registration Professional Civil Engineer	2 ½%																							
	Deputy Chief Building Official	CA Registration Professional Civil Engineer	5%																							
Unrepresented Management & Confidential including Sworn Fire and Sworn Police Management	<p><u>12.0% Max incentive:</u></p> <ul style="list-style-type: none"> -Police Captains with Supervisory POST Certificate: 12% pay -Police Captains with Management POST Certificate: 12% pay -Police Chief with Executive POST Certificate: 12% pay <p><u>5.0%</u></p> <ul style="list-style-type: none"> -Fire Department Battalion Chief or Fire Deputy Chief HazMat Specialist Cert. (when assigned to administer the City's participation in the Regional Hazardous Materials Response Team.) -Certified Municipal Clerk (City Clerk) <p><u>10%</u></p> <ul style="list-style-type: none"> -Paramedic License (Fire Department Battalion Chief or Fire Deputy Chief-when assigned to the ALS Paramedic Program) <p><u>1% per qualifying certificate, up to 5% total (Battalion Chief, Fire Deputy Chief and Fire Chief):</u></p> <ul style="list-style-type: none"> -Fire Investigator – 1A, 1B, 1C -Fire Inspector (or Prevention) – 1A, 1B, 1C, 1D -Fire Instructor – 1A, 1B, 1C, or I, II, III -Fire Command – 1A, 1B, 1C -Fire Management I -Plans Examiner (or Checker) – 1A, 1B, 1C -Fire and Life Safety Educator – 1A, 1B, 1C -Fire Science or Fire Technology Certificate -Structural Collapse 2 -Rope Rescue Technician -Boat Operator -Wildland Firefighter – Equivalent courses in series 																									

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
Unrepresented Management & Confidential including Sworn Fire and Sworn Police Management (contd.)	<ul style="list-style-type: none"> -Fire Apparatus Driver/Operator or Engineer or Equivalent (Equivalent to completion of 1A and 1B) -Driver Operator 1A -Driver Operator 1B -Fire Control 5 (ARFF – Aircraft Rescue and Fire Fighting) -Company Officer – 2A, 2B, 2C, 2D, 2E -Fire Marshal – 1A, 1B, 1C, 1D, 1E -Chief Officer – 3A, 3B, 3C, 3D -Firefighter 1: 1A, 1B, 1C -Firefighter 2: 2A -Emergency Vehicle Tech: 1A, 1B, 1C -Fire apparatus driver/Operator: 1C, 1D, 1E, 1F -State Certified Prescribed Burn Boss -JAC Engineer 	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
City of Tracy		
Technical Support Services Assoc.		N/A
Police Officers Assoc.	POST Intermediate Certificate: 2.5% of base pay or POST Advanced Certificate: 6% of base pay or POST Supervisory Certificate: 8.5% of base pay	
Police Management Assoc.	2.5% of base rate of pay for POST Supervisory Certificate 4.5% of base rate of pay for POST Management Certificate	
Mid-Managers	<u>2.5% of base pay (Public Safety Dispatch Supervisor)</u> -POST Dispatch Supervisor Cert. <u>5.0% of base pay:</u> -Structural Engineer License (Plan Check Engineer class) -Engineer Premium Pay (Associate Engineer class)	
Teamsters-General EEs	<u>2.5% of base pay:</u> Utilities Operators and Senior Wastewater Plant Operators -Grade IV or V Wastewater Treatment Plant Operator Certificate -Grade IV or V Water Plant Operator Certificate Pesticide Applicator (QAC, or QAL or PCA)-when assigned Building Inspectors: 1.5% per certification. Max incentive 6% above base pay for receiving and maintaining any of the four (4) department-approved Essential Certifications or their equivalent: -ICC Residential Building Inspector or ICC California Residential Building Inspector - ICC Commercial Electrical Inspector (based on the NEC) -ICC California Commercial Mechanical Inspector or IAPMO Mechanical Inspector -ICC California Commercial Plumbing Inspector or IAPMO Plumbing Inspector Additional 1 % above base pay for each of the following additional ICC certificate received and maintained up to a maximum (3%) total: -ICC Commercial Building Inspector or ICC California Commercial Building Inspector -CASP (Division of State Architect's, DSA, Certified Access Specialists Program Certification) certification -ICC Building Plans Examiner or ICC California Building Plans Examiner	

City of Manteca Additional Benefits Survey

Employee Group	Certifications	Notes
Teamsters-General EEs (contnd.)	<p>Plans Examiners: additional one and one-half percent (1.5%) per certificate up to a maximum of six percent (6%) above base pay for receiving and maintaining any of the four (4) following Essential Certifications or equivalent:</p> <ul style="list-style-type: none"> -ICC Residential Building Plans Examiner -ICC Building Plans Examiner or ICC California Building Plans Examiner -IAPMO UPC Plumbing Plans Examiner or IAPMO California Plumbing Plans Examiner -IAPMO UMC Mechanical Plans Examiner or IAPMO California Mechanical Plans Examiner <p>Additional 1 % above base pay for each of the following additional ICC certificate received and maintained up to a maximum (3%) total:</p> <ul style="list-style-type: none"> -CASP (Division of State Architect's, DSA, Certified Access Specialists Program Certification) certification -ICC Electrical Plans Examiner -ICC Commercial Building Inspector or ICC California Commercial Building Inspector <p>Construction Inspectors: 1.5% per certification up to a maximum of 3% for "City Manager-approved certifications" (specific certifications and amounts not specified).</p> <p><u>3.0% of base pay:</u></p> <ul style="list-style-type: none"> -Code Enforcement Officer (CACEO) -Public Safety Dispatcher Intermediate POST -Equipment Mechanic: 1.5% each for "City Manager-approved certifications" (specific certifications and amounts not specified). <p><u>1.5% of base pay:</u></p> <ul style="list-style-type: none"> -Crane Operator Cert (when required and assigned) <p><u>\$75.00/month:</u></p> <ul style="list-style-type: none"> -Commercial Driver's License (when required to maintain) <p><u>\$116.66/month (Building Maintenance Worker series or the Utility Mechanic series):</u></p> <ul style="list-style-type: none"> -Universal EPA Certificate 	
Teamsters-General EEs (contnd.)	<p><u>2.5% (Laboratory Technician I/II and Electrician classes):</u></p> <ul style="list-style-type: none"> -Water Distribution Operator Certification Grades 1 or 2 -3.5% will be added to the base pay of the Electrician who is working on water well maintenance upon the receipt of a permanent Grade 3 Water Distribution Operator Certification. 	
Dept. Heads, City Manager & City Attorney		N/A
Confidential Employee Unit		

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
ASSIGNMENT PAYS		
City of Manteca		
Confidential Employee Unit	not offered	
Executives	not offered	
IAFF-Firefighters Association	<p>Max incentive: 7.5% of base pay</p> <ul style="list-style-type: none"> -Fire investigator assignments (2.5%) -per hour for all hours assigned to operate a tiller (5%) <p><u>Training Premium</u></p> <ul style="list-style-type: none"> - Reserve Training Officer (2.5%) - Training Captain (2.5%) 	
Mid-management	not offered	
MPEA (Police Employees Assoc.)	<p>5.0% of base pay</p> <ul style="list-style-type: none"> -Training Pay: for the actual time spent training (5%) <p>Additional 5.5 hours of pay/month</p> <ul style="list-style-type: none"> -K-9 Unit Assignment - Narcotics Canine Handler: additional 5.5 hours of pay per month 	
Police Officers Association	<p><u>Max incentive: 7.5% of base pay:</u></p> <ul style="list-style-type: none"> -Traffic Unit Assignment (5%) -K9 Unit Assignment (5%) -Training Officer (5%) -Auto Theft Investigator, AB 109 Detective, Community Resource Officer, Detectives, DUI Officer, Explosive Ordinance Device, Organized Retail Crime, Street Crime Unit, SWAT Team (5%) 	
MPSMA (Public Safety Management)	<p><u>1.5x regular rate of pay</u></p> <ul style="list-style-type: none"> -(Battalion Chief): First responder or ICS (Incident Command System) position -(Police Captains / Lieutenants): Special assignments funded by third parties (e.g., grants, county programs, state/federal strike teams). 	

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
OE3 (General Services)		
TSS (Technical and Support Services)		not offered
City of Brentwood		
Police Officers Association	<u>5.0% of base pay</u> -Hours spent as a Canine Officer, Detective Division, Motorcycle Officer, Police Administrative Officer, Police Liaison Officer (Community Engagement or School Resources) 5% of base pay in addition to applicable assignment pay if assigned to Field Training Officer	
City Manager		
City Attorney		
Executive & Senior Management		not offered
Management and Conf Employee Association		
Misc Office Employee Association	<u>5.0% of base pay</u> -Dispatcher Training Pay: Police Dispatcher or Police Dispatch Supervisor classes only. Earned for each hour spent training up to a maximum of 1,000 hours	
Police Lt Group		not offered
Public Works Employee Association	\$350/ year -Cross-trained recognition pay: EEs that have been certified as cross-trained by Division Mgrs	
Supervisors Professionals Employee Association		not offered
City of Davis		
DCEA (Miscellaneous Employees)		not offered
DPOA	Sworn Police Officers, Police Corporals, and Police Sergeants: <u>5.0% of base pay</u> -Detective Division/Intelligence Duties Assignment -Motorcycle Patrol assignment -Employees with specialized training or experience in firearms, defensive tactics, etc. assigned to train or instruct other employees -Explosive Ordnance Disposal Team technician assignment -Hostage/Crisis Negotiations Team -Crime Scene Investigator -Certified Marksperson (SWAT assignment) <u>10.0% of base pay</u> -Sworn Field Training Officer assignment -Special Assignment Hazard Premium (Public Safety Specialist class) <u>15.0% of base pay</u> -Communications Dispatch Trainer assignment	
DWWTPA (Wastewater Treatment Plant Assoc.)		
Fire General Unit		not offered
Fire Management		
Individual General Management		
Independent Police Management		

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
PASEA (Program, Admin & Support Assoc.)	not offered	
Unrep Executive Management		
City of Elk Grove		
City Manager		
City Attorney		
City Clerk	not offered	
Non-represented		
Police Management Assoc.		
Police Officers Association	<p><u>5.0% of base pay</u></p> <ul style="list-style-type: none"> -School Resource Officer / Liaison to Elk Grove Unified School District -Public Information Officer -Motor Officer (Traffic) -Resource Officer / Liaison to Sky River Casino -Detective -Special Equipment Operator -Sergeant assigned to Internal Affairs -(Non-Sworn) Support Services Lead <p><u>7.5% of base pay</u></p> <ul style="list-style-type: none"> -Field Training Officer (FTO) for hours worked with assigned trainee <p>Canine Assignment Pay - Police Officers assigned to the K-9 unit will be paid 1/2 hour overtime for every day an officer is assigned to the K-9 unit and assigned a canine.</p>	Assignment pay shall not be compounded.
City of Folsom		
IUOE Local 39 Misc. Employees	not offered	
IAFF-Firefighters Association	<p><u>\$4.00/hr</u></p> <ul style="list-style-type: none"> -Field Training Officer <p><u>\$200 per month</u></p> <ul style="list-style-type: none"> -Program Coordinator <p><u>\$100 per month</u></p> <ul style="list-style-type: none"> -Program Manager/Technician <p>Maximum combined allowance: Coordinators \$600/month, Managers/Technicians: \$500/month</p> <p><u>\$1,000-\$1,500 (based on hours worked)</u></p> <ul style="list-style-type: none"> -Medic Unit Pay 2200 hours worked – member receives \$1,000 2500 hours worked – member receives \$1,250 2800 hours worked – member receives \$1,500 <p><u>Paramedic Incentive Pay</u></p> <ul style="list-style-type: none"> -Firefighter: 9% -Fire Engineer: 6% -Fire Captain: 5% 	
CFFDMME (Fire Battalion Chief)		contracts expire 12/31/2025

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
FMMG (Mid-management Group)	not offered	contracts expire 12/31/2025
Confidential/Unrep		
Police Officers Association	<u>75% of 1 hour's salary per day</u> -Canine Officer <u>5.0% of base pay</u> -Motor Officer -Training Officer	Contract expires 12/31/2025
Police Management Assoc.	not offered	
Executive Unrep		not offered
City of Roseville		
IBEW (Electrical, Utility, and Infrastructure Maintenance Employees)		not offered
IUOE (Stationary Engineers & General Services Unit)		
Management & Conf	<u>Assistant Fire Chief, Fire Division Chief and Fire Battalion Chief:</u> - Strike Team/Overhead Assignment: 5% differential for reimbursable incidents (portal-to-portal) - State/Federal Service Assignment: 1.5x regular rate of pay <u>Canine Support Handler (Police Department):</u> - Lead Support Canine Handler: \$500 per pay period (or \$35/day if partial period) - Secondary Support Canine Handler: \$35/day	
RPA (Police Association)	Training Pay: for the actual time spent training (5%)	
Police Officers Assoc.	FTO (Field Training Officer) (5%)	
RFF (Firefighters)	<u>7 hours overtime</u> -Comfort Canine Handler Pay <u>5.0% (portal to portal)</u> -Specific Strike Team Assignments <u>2.5% of base salary bi-weekly -Fire Captain & Fire Engineer (Shift Employees)</u> -Hazardous Materials Team (HMRT) with valid California State Hazardous Materials Technician or Specialist Certificate <u>5% of base salary bi-weekly</u> -Hazardous Materials Task Force Assigned with valid certificate -Rescue Task Force -Strike Team Deployment (OES) -Paramedic Incentive (Fire Engineer and Fire Captain) -NWCG Engine Boss Certification (Fire Captain-cannot combine with Paramedic Incentive)	
Council Appointed		not offered
City of Livermore		
ALE (Misc. Employees)	Support Services Training Officer: \$90 per pay period Support Dog Handler: \$400/month Special Equipment Operator: \$12/day when operating designated heavy equipment	

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
City Attorney	not offered	
City Manager		
Confidential		
Executive Management		
Police Management Assoc.		
Police Officers Assoc.	<p>4.0% of base pay Field Training Officer</p> <p>\$800/month -Canine Assignment -Mounted police unit</p>	
Management	not offered	
City of Lodi		
AFSCME	not offered	
City Attorney	not offered	
City Manager		
City Clerk		
Executive Management		
Fire Mid-management		
Mid-Management Association	<p>10% of base pay EEs who are assigned by the Department Head to work on a one-time special or major project receive this incentive while working on the such projects.</p>	
Police Dispatchers Association	<p>\$165/month Field Evidence Technician Incentive for POST certified and on call-out roster.</p>	
Professional Firefighter Association	<p>8.0% of base pay Administrative Training Officer</p> <p>3.0% of base pay Special Team Assignment</p>	
Police Mid-management Organization	<p>4.5% of base pay -SWAT -Sergeants assigned to Detective Bureau, Motors, Explosive Ordinance Detail (EOD), Office of Professional Standards (OPS) -Lieutenants assigned to Detective Bureau</p>	
Police Officer Association	<p>4.5% of base pay -Motor Officer Incentive -SWAT Assignment -Investigations Assignment -Arson/Explosive Ordinance function</p> <p>\$152.25 bi-weekly (or adjusted to equal at least 4.5% of base pay if minimum wage changes) -Canine Duty</p> <p>Max Incentive: 6.0% of base pay -Master Officer (requires 8 years, Advanced POST, and passing exam): 3% -Master Officer assigned as Field Training Officer: 3%</p>	

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
Maintenance & Operations	<p><u>\$100/month:</u> -Bio-Hazard Clean-up for the following classifications: Park Maintenance Worker III Plant & Equipment Maintenance Technician Street Maintenance Supervisor Street Maintenance Worker II Wastewater Plant Operator III</p>	
City of Lathrop		
Mid-managers & Confidential Employees Assoc. (LMCEA) & Unrepresented Employees including Council Appointed (follows LMCEA) SEIU	not offered	
Police Officers Assoc.	<p><u>Maximum Incentive: 5.0%</u> -Canine -Community Resource Officer -Detective / Detective Sergeant -Motorcycle Patrol -Safety Officer Training Premium (Field Training Officer) -School Resource Officer -SWAT Officer</p>	
City of Modesto		
City Employees Association	<p><u>5.0% of base pay</u> -Utilities Services Worker III assigned as lead for a crew</p> <p><u>2.5% of base pay</u> -Solid Waste Enforcement Officer assigned to the Used Oil Recycling Program to test and identify chemical waste to allow for proper storage.</p> <p><u>1.5% pay differential while certified and assigned</u> -Crane Operator</p> <p><u>Acting Pay (paid as if promoted to a higher level classification)</u> -When performing duties of that position during a vacancy</p> <p><u>5.0% Out of Class Pay</u> -Additional 5.0% of pay when an EE works above their classification</p>	

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
Firefighters Association	<p><u>Advanced Life Support (ALS) Paramedic Assignment:</u> 10.0% of base salary monthly (with required state/local credentials)</p> <p><u>Special Assignments (including, but not limited to Fire Investigations, Fire Prevention, Paramedic Coordinator, Training Division):</u> Step D of the Captain pay schedule, or 10% above base pay, whichever is greater</p> <p><u>5.0% Differential</u> -Relief Assignment (Engineer/Firefighter) -Hazardous Materials Specialist (assigned to HazMat Team) -Technical Rescue Specialist (assigned to Tech Rescue Team)</p>	
Police Non-sworn	<p><u>Acting Pay</u> (paid as if promoted to a higher level classification) -When performing duties of that position during a vacancy</p> <p><u>10.0% Out of Class Pay</u> -Additional 5.0% of pay when an EE works above their classification</p> <p><u>5.0% Differential:</u> -Community Service Officers assigned to the ID Unit -Training Pay when directed to provide formal training to other employees -Police Community Service Officers assigned to non-patrol duties -Police Support Specialists serving in a special assignment</p> <p><u>2.5% Differential:</u> -Collateral Assignment – Crisis Negotiation Team</p>	

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
Police Officers Assoc.	<p><u>Master Police Officer:</u> 2.5% Differential with 6 years of service and the following: -6 or more years of experience as a full time sworn Peace Officer -and either (3) years in a special assignment or any time as an FTO</p> <p>5.0% differential with the following with a minimum of 11 years of service: -(3) years in a special assignment (This option is only valid if time in a special assignment was not already used to satisfy this requirement at the six (6) year level). -Two (2) additional years in a special assignment. If time in a special assignment was used for this 6-year requirement, this requirement can be satisfied with an additional two years in a special assignment. -Any time as an FTO. Time as an FTO can only be used one time to meet any MPO level. -Possession of a POST Instructor Certificate for at least one (1) year of supervisory experience</p> <p>7.5% differential with sixteen (16) years of service AND must meet requirements above & 10.0% differential with sixteen (21) years of service AND must meet requirements above</p> <p><u>Field Training Officer:</u> \$50/day</p> <p><u>Equestrian Unit:</u> \$450 per pay period</p> <p><u>Canine Handler:</u> 2.8hrs/pay period at 1.5 times their normal rate of pay and 3.78hrs/pay period release time for kennel care paid at normal hourly rate.</p> <p><u>Motorcycle Maintenance:</u> 1.84hrs/pay period paid release time</p> <p><u>Collateral Assignments:</u> (SWAT, CNT, Drug Recognition Expert, K-9, Tactical Flight Officer): 2.5% -TFO with Commercial Pilot License: 5%</p>	

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
Police Officers Assoc. (cont.)	<p><u>5.0% (Special Assignments-Sergeants):</u> -ISD Sergeant -MNET/MCU Sergeant -Traffic Sergeant -IA Sergeant -BHU/CRT Sergeant -SDEA Sergeant -SGU Sergeant -FTO Coordinator Sergeant -Admin Sergeant -Recruitment Sergeant -Tactical Flight Officer -Air Support Pilot (10%)</p> <p><u>5.0%: (Special Assignments-Police Officer):</u> -When assigned as Detective I -HEART Officer CRT (Housing Authority Officer/ Nuisance Abatement) -CVGIT Officer -DUI Officer -Gang Investigations Officer -MNET/MCU Officer -School Police Officer -Recruit Training Officer -SDEA/HITDA/CALMET/Drug Task Force Officer -SGU Officer -STANCATT Officer -Traffic Officer -Warrants Officer -Air Support Pilot -Tactical Flight Officer</p>	
Management & Confidential	<p><u>\$55.00/ pay period</u> -Notary Public Pay -Driver Trainer Pay for Commercial Driver's License -Driver Examiner Incentive Pay for Commercial Driver's License</p> <p><u>\$50.00/pay period</u> -DMV Commercial License Administrator Incentive Pay</p>	
Unrepresented Management & Confidential including Sworn Fire and Sworn Police Management	<p><u>5.0%</u> -Fire Department Battalion Chief or Fire Deputy Chief HazMat Pay (when assigned to administer the City's participation in the Regional Hazardous Materials Response Team.)</p> <p><u>10.0%</u> -ALS Paramedic Pay: (Fire Department Battalion Chief or Fire Deputy Chief-when licensed and assigned to the ALS Paramedic Program)</p> <p><u>\$1,500 per 24-hour period:</u> -Fire Battalion Chief and Fire Deputy Chief assigned to fill Strike Team and Task Force Leader/Trainee assignments</p>	
City of Tracy		

City of Manteca Additional Benefits Survey

Employee Unit	Assignments	Notes
Technical Support Services Assoc.		not offered
Police Officers Assoc.	<p><u>5.0% of base pay:</u> -Detective Premium -Field Training Officer (FTO) -School Resource Officer -Neighborhood Resource Officer -Community Policing Sergeant -Administrative Sergeant/Chief of Staff -Traffic Safety Unit Sergeant</p> <p>-K-9 Officer: 30 minutes overtime/day for care duties -Motorcycle Officer: 3.96 hours overtime per pay period for maintenance</p>	
Police Management Assoc.	Command Duty Officer: Listed as a responsibility, but no separate pay indicated.	
Mid-Managers		not offered
Teamsters-General EEs	<p><u>5.0% of base pay:</u> -Cross-Trained Utility Operator (Water/Wastewater) Pay: Plant Operators cross-trained as dual certified Grade III or higher Utility Operators -Training Pay (Police Dept)</p> <p><u>1.5% of base pay:</u> -Crane Operator assignment (when certified)</p> <p><u>3.0% pay for all hours worked:</u> -Hazard Pay for EEs who work in the Community Preservation Unit</p> <p><u>3.5% of base pay (Electrician):</u> -assigned to work on water well maintenance upon the receipt of a permanent Grade 3 Water Distribution Operator Certification</p>	
Dept. Heads, City Manager & City Attorney	not offered	
Confidential Employee Unit	When a Confidential Employee Unit employee is assigned to work outside their classification, pay will be paid in accordance with the Temporary Upgrade Pay Policy or Temporary Assignment Pay Policy. (Amounts not included)	

City of Manteca Additional Benefits Survey

Employee Group	5 Years	10 Years	15 Years	20 Years	25+ Years	Notes
LONGEVITY PAYS						
City of Manteca						
Confidential Employee Unit	10% of one month base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	Max incentive is 20%
Executives	10% of one month base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	Max incentive is 20%
IAFF-Firefighters Association	N/A	1.5%	2.5%	4.0%	4.0%	Max incentive is 4%
Mid-management	10% of one month base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	Max incentive is 20%
MPEA (Police Employees Assoc.)	N/A	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	Max incentive is 20%
Police Officers Association	N/A	1.0%	4.0%	9.0%	9.0%	Max incentive is 9%
MPSMA (Public Safety Management)	2.0%	3.0%	5.0%	5.0%	5.0%	Max incentive is 5%
OE3 (General Services)	N/A	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	20% of one month's base salary - once per year	Max incentive is 20%
TSS (Technical and Support Services)						
City of Brentwood						
Police Officers Association	2.0%	4.0%	6.0%	6.0%	6.0%	Effective 7/1/2026; applies to years of service as a peace officer in the State of California, not just City of Brentwood
City Manager	40 hours bonus vacation	80 hours bonus vacation	120 hours bonus vacation	160 hours bonus vacation	200 hours bonus vacation	Non-sworn employees receive 40 hours of bonus vacation every 5 years of service up to vacation accrual cap (252 hours)
City Attorney						
Exec & Senior Management	2.0%	4.0%	10.0%	10.0%	10.0%	Max incentive is 10%. Applies to Police Captain only.
Management and Conf Employee Association	40 hours bonus vacation	80 hours bonus vacation	120 hours bonus vacation	160 hours bonus vacation	200 hours bonus vacation	Employees receive 40 hours of bonus vacation every 5 years of service up to vacation accrual cap (252 hours) The 40 hours of vacation is a one time bonus for the year in which it is earned through the employee's length of service.
Misc Office Employee Association						
Police Lt Group	2.0%	4.0%	6.0%	6.0%	6.0%	Effective 7/1/2026; applies to years of service as a peace officer in the State of California, not just City of Brentwood

City of Manteca Additional Benefits Survey

Employee Group	5 Years	10 Years	15 Years	20 Years	25+ Years	Notes
Public Works Employee Association	40 hours bonus vacation	80 hours bonus vacation	120 hours bonus vacation	160 hours bonus vacation	200 hours bonus vacation	Employees receive 40 hours of bonus vacation every 5 years of service up to vacation accrual cap (252 hours). The 40 hours of vacation is a one time bonus for the year in which it is earned through the employee's length of service.
Supervisors Professionals Employee Association						
City of Davis						
DCEA (Miscellaneous Employees)	N/A	2.5%	5.0%	7.5%	10.0%	Max incentive is 10%
DPOA-Sworn	2.5%	5.0%	7.5%	10.0%	12.5%	Max incentive is 12.5%
DPOA Non-sworn	N/A	2.5%	2.5%	5.0%	5.0%	Max incentive is 5%
DWWTPA (Wastewater Treatment Plant Assoc.)	N/A	2.5%	2.5%	5.0%	5.0%	Max incentive is 5%
Fire General Unit	2.5%	5.0%	7.5%	10.0%	12.5%	Max incentive is 12.5%
Fire Management						
Individual General Management	N/A	2.5%	2.5%	5.0%	5.0%	Max incentive is 5%
Independent Police Management	0.0%	2.5%	5.0%	7.5%	10.0%	Max incentive is 10%
PASEA (Program, Admin & Support Assoc.)	N/A	2.5%	2.5%	5.0%	5.0%	Max incentive is 5%
Unrep Executive Management						
Unrep Executive Management-Police & Fire Management	2.5%	5.0%	7.5%	10.0%	12.5%	Max incentive is 12.5%
City of Elk Grove						
N/A						
City of Folsom						
IUOE Local 39 Misc. Employees	N/A	2.5%	5.0%	7.5%	7.5%	Only eligible for employees hired before <u>1/1/2010</u>
IAFF-Firefighters Association						N/A
CFFDMME (Fire Battalion Chief)						Eligible for employees hired before 7/1/2010
FMMG (Mid-management Group)						Eligible for employees hired before 7/1/2010; employees hired after 7/1/2010 only go up to 2.5% at 10 years.
Confidential/Unrep	N/A					
Police Officers Association	N/A	2.5%	5.0%	7.5%	7.5%	Police Officers, Sergeants and Dispatchers go to 7.5%, all others go to 2.5%; Contract expires 12/31/2025
Police Management Assoc.						
Executive Unrep	N/A					
City of Roseville						
IBEW (Electrical, Utility, and Infrastructure Maintenance Employees)	N/A	2.5%	5.0%	5.0%	5.0%	Applies only to employees hired before May 5, 2012.
IUOE (Stationary Engineers & General Services Unit)	N/A	2.5%	5.0%	5.0%	5.0%	Employees Hired Before February 6, 2016: paid biweekly/on or after 2/6/2016: annual lump sum bonus

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Employee Group	5 Years	10 Years	15 Years	20 Years	25+ Years	Notes
Confidential	N/A	N/A	2.5%	2.5%	2.5%	Annual lump sum bonus
Management	N/A	2.5%	5.0%	7.5%	7.5%	Annual lump sum bonus; Misc. Management capped at 5%, Fire/Police Mgmt go to 7.5%
RPA (Police Association)	N/A	2.5%	5.0%	5.0%	5.0%	Employees hired on or after January 1, 2016 receive an annual lump sum of each bonus
Police Officers Assoc.						
RFF (Firefighters)	N/A	2.5%	5.0%	7.5%	7.5%	Employees hired on or after January 1, 2017 only go up to 5% and receive an annual lump sum of each bonus
Council Appointed	N/A	2.5%	5.0%	5.0%	5.0%	
City of Livermore						
ALE (Misc. Employees)	N/A					
City Attorney						
City Manager						
Confidential						
Executive Management						
Police Management Assoc.						
Police Officers Assoc.	3.0%	6.0%	6.0%	6.0%	6.0%	
Management	N/A					
City of Lodi						
AFSCME	N/A					
City Attorney						
City Manager						
City Clerk						
Executive Management						
Fire Mid-management	N/A	\$1,500.00	\$1,500.00	\$3,000.00	\$3,000.00	Annual lump sum
Mid-Management Association	N/A					

City of Manteca Additional Benefits Survey

Employee Group	5 Years	10 Years	15 Years	20 Years	25+ Years	Notes
Police Dispatchers Association	N/A	\$1,500.00	\$1,500.00	\$3,000.00	\$3,000.00	Annual lump sum
Professional Firefighter Association						
Police Mid-management Organization						
Police Officer Association						
Maintenance & Operations	N/A					
City of Lathrop						
N/A						
City of Modesto						
City Employees Association	N/A	2.5%	2.5%	2.5%	2.5%	EEs with 15 or more years of service receive an additional 1% match towards their 457b, if participating.
Firefighters Association including Unrepresented Fire Management	N/A	2.5%	6.0%	8.0%	8.0%	
Police Non-sworn	N/A	2.5%	2.5%	2.5%	2.5%	EEs with 15 or more years of service receive an additional 1% match towards their 457b, if participating.
Police Officers Assoc.	N/A					EEs with 9 or more years of service receive and additional 1% match towards their 457b, if participating. Master Police Officer Program (noted in Assignment Pay) incorporates longevity elements.
Management & Confidential	N/A	2.5%	2.5%	2.5%	2.5%	EEs with 9 or more years of service receive and additional 1% match towards their 457b, if participating.
Unrepresented Management & Confidential						
City of Tracy						
Technical Support Services Assoc.	N/A	2.0%	3.5%	5.5%	5.5%	
Police Officers Assoc.	3.0%	5.0%	7.0%	10.0%	10.0%	

City of Manteca Additional Benefits Survey

Employee Group	5 Years	10 Years	15 Years	20 Years	25+ Years	Notes
Police Management Assoc.	N/A	2.5%	5.0%	7.5%	7.5%	
Mid-Managers	N/A	1.0%	2.5%	4.5%	4.5%	
Teamsters-General EEs	N/A	1.0%	2.5%	4.5%	7.0%	30 years: +10% total. After 30 years: +3% every additional 5 years
Dept. Heads, City Manager & City Attorney	N/A					
Confidential Employee Unit	N/A	1.0%	2.5%	4.5%	4.5%	

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