



Salary Schedules  
Adopted by City Council  
November 18, 2025

## City of Hanford Full-Time Salary Schedule

**City Council Adoption Date: 11-18-2025**

| BARGAINING<br>UNIT | JOB TITLE                   | DESIGNATION | DESIGNATION | SALARY<br>RANGE | MONTHLY SALARY |          |          |          |          | HOURLY SALARY |       |       |       |       |
|--------------------|-----------------------------|-------------|-------------|-----------------|----------------|----------|----------|----------|----------|---------------|-------|-------|-------|-------|
|                    |                             |             |             |                 | 1/MIN          | 2        | 3        | 4        | 5/MAX    | 1/MIN         | 2     | 3     | 4     | 5/MAX |
| GEMA               | Accountant                  | 1           | E           | 106             | \$6,055        | \$6,358  | \$6,676  | \$7,009  | \$7,360  | 34.93         | 36.68 | 38.51 | 40.44 | 42.46 |
| SEIU               | Accounting Clerk            | 3           | 40          | 63              | \$3,947        | \$4,145  | \$4,352  | \$4,569  | \$4,798  | 22.77         | 23.91 | 25.11 | 26.36 | 27.68 |
| GEMA               | Accounting Technician I     | 2           | 40          | 78              | \$4,583        | \$4,812  | \$5,052  | \$5,305  | \$5,570  | 26.44         | 27.76 | 29.15 | 30.61 | 32.14 |
| GEMA               | Accounting Technician II    | 2           | 40          | 88              | \$5,062        | \$5,315  | \$5,581  | \$5,860  | \$6,153  | 29.20         | 30.66 | 32.20 | 33.81 | 35.50 |
| GEMA               | Administrative Analyst I    | 1           | E           | 99              | \$5,648        | \$5,930  | \$6,226  | \$6,538  | \$6,865  | 32.58         | 34.21 | 35.92 | 37.72 | 39.60 |
| GEMA               | Administrative Analyst II   | 1           | E           | 109             | \$6,238        | \$6,550  | \$6,878  | \$7,222  | \$7,583  | 35.99         | 37.79 | 39.68 | 41.66 | 43.75 |
| SEIU               | Administrative Assistant    | 3           | 40          | 73              | \$4,360        | \$4,578  | \$4,807  | \$5,047  | \$5,300  | 25.15         | 26.41 | 27.73 | 29.12 | 30.58 |
| GEMA               | Administrative Specialist   | 2           | 40          | 85              | \$4,913        | \$5,159  | \$5,417  | \$5,688  | \$5,972  | 28.35         | 29.76 | 31.25 | 32.81 | 34.45 |
| SEIU               | Administrative Technician   | 3           | 40          | 83              | \$4,816        | \$5,057  | \$5,310  | \$5,576  | \$5,854  | 27.79         | 29.18 | 30.63 | 32.17 | 33.77 |
| SEIU               | Animal Control Officer      | 3           | 40          | 69              | \$4,190        | \$4,400  | \$4,620  | \$4,850  | \$5,093  | 24.17         | 25.38 | 26.65 | 27.98 | 29.38 |
| GEMA               | Assistant Engineer          | 1           | E           | 115             | \$6,622        | \$6,953  | \$7,301  | \$7,666  | \$8,049  | 38.20         | 40.12 | 42.12 | 44.23 | 46.44 |
| PUMA               | Assistant Finance Director  | 1           | E           | 156             | \$9,958        | \$10,456 | \$10,979 | \$11,528 | \$12,104 | 57.45         | 60.32 | 63.34 | 66.51 | 69.83 |
| SEIU               | Assistant Planner           | 3           | 40          | 104             | \$5,936        | \$6,232  | \$6,544  | \$6,871  | \$7,215  | 34.24         | 35.96 | 37.75 | 39.64 | 41.62 |
| GEMA               | Associate Civil Engineer    | 1           | E           | 135             | \$8,080        | \$8,484  | \$8,909  | \$9,354  | \$9,822  | 46.62         | 48.95 | 51.40 | 53.97 | 56.66 |
| GEMA               | Associate Engineer          | 1           | E           | 125             | \$7,315        | \$7,681  | \$8,065  | \$8,468  | \$8,891  | 42.20         | 44.31 | 46.53 | 48.85 | 51.30 |
| GEMA               | Associate Planner           | 1           | E           | 114             | \$6,557        | \$6,884  | \$7,229  | \$7,590  | \$7,970  | 37.83         | 39.72 | 41.70 | 43.79 | 45.98 |
| GEMA               | Associate Surveyor          | 1           | E           | 130             | \$7,688        | \$8,073  | \$8,476  | \$8,900  | \$9,345  | 44.35         | 46.57 | 48.90 | 51.35 | 53.91 |
| PUMA               | Building and Safety Manager | 1           | E           | 146             | \$9,015        | \$9,466  | \$9,939  | \$10,436 | \$10,958 | 52.01         | 54.61 | 57.34 | 60.21 | 63.22 |
| SEIU               | Building Inspector I        | 3           | 40          | 93              | \$5,320        | \$5,586  | \$5,866  | \$6,159  | \$6,467  | 30.69         | 32.23 | 33.84 | 35.53 | 37.31 |
| SEIU               | Building Inspector II       | 3           | 40          | 103             | \$5,877        | \$6,171  | \$6,479  | \$6,803  | \$7,143  | 33.90         | 35.60 | 37.38 | 39.25 | 41.21 |
| PUMA               | Building Official           | 1           | E           | 141             | \$8,577        | \$9,006  | \$9,457  | \$9,929  | \$10,426 | 49.49         | 51.96 | 54.56 | 57.29 | 60.15 |
| GEMA               | Building Superintendent     | 1           | E           | 115             | \$6,622        | \$6,953  | \$7,301  | \$7,666  | \$8,049  | 38.20         | 40.12 | 42.12 | 44.23 | 46.44 |
| PUMA               | City Clerk                  | 1           | E           | 125             | \$7,315        | \$7,681  | \$8,065  | \$8,468  | \$8,891  | 42.20         | 44.31 | 46.53 | 48.85 | 51.30 |
| PUMA               | City Engineer               | 1           | E           | 168             | \$11,221       | \$11,782 | \$12,371 | \$12,990 | \$13,639 | 64.74         | 67.97 | 71.37 | 74.94 | 78.69 |

| BARGAINING<br>UNIT | JOB TITLE                          | OT<br>DESIGNATION | FLSA<br>DESIGNATION | SALARY<br>RANGE | MONTHLY SALARY |          |          |          |          | HOURLY SALARY |       |        |        |        |
|--------------------|------------------------------------|-------------------|---------------------|-----------------|----------------|----------|----------|----------|----------|---------------|-------|--------|--------|--------|
|                    |                                    |                   |                     |                 | 1/MIN          | 2        | 3        | 4        | 5/MAX    | 1/MIN         | 2     | 3      | 4      | 5/MAX  |
| Unrepresented      | City Manager                       | 1                 | E                   | 202             | \$15,738       | \$16,525 | \$17,352 | \$18,219 | \$19,130 | 90.80         | 95.34 | 100.11 | 105.11 | 110.37 |
| PUMA               | City Surveyor                      | 1                 | E                   | 155             | \$9,860        | \$10,353 | \$10,870 | \$11,414 | \$11,984 | 56.88         | 59.73 | 62.71  | 65.85  | 69.14  |
| GEMA               | Civil Engineer                     | 1                 | E                   | 145             | \$8,926        | \$9,372  | \$9,841  | \$10,333 | \$10,849 | 51.49         | 54.07 | 56.77  | 59.61  | 62.59  |
| SEIU               | Code Compliance Officer            | 3                 | 40                  | 93              | \$5,320        | \$5,586  | \$5,866  | \$6,159  | \$6,467  | 30.69         | 32.23 | 33.84  | 35.53  | 37.31  |
| GEMA               | Code Compliance Supervisor         | 1                 | E                   | 105             | \$5,995        | \$6,295  | \$6,609  | \$6,940  | \$7,287  | 34.59         | 36.32 | 38.13  | 40.04  | 42.04  |
| SEIU               | Combined Building Inspector        | 3                 | 40                  | 113             | \$6,492        | \$6,816  | \$7,157  | \$7,515  | \$7,891  | 37.45         | 39.32 | 41.29  | 43.36  | 45.52  |
| GEMA               | Communications Dispatch Supervisor | 3                 | 40                  | 110             | \$6,301        | \$6,616  | \$6,947  | \$7,294  | \$7,659  | 36.35         | 38.17 | 40.08  | 42.08  | 44.18  |
| SEIU               | Communications Dispatcher          | 3                 | 40                  | 79              | \$4,628        | \$4,860  | \$5,103  | \$5,358  | \$5,626  | 26.70         | 28.04 | 29.44  | 30.91  | 32.46  |
| EMEA               | Community Development Director     | 1                 | E                   | 173             | \$11,793       | \$12,383 | \$13,002 | \$13,652 | \$14,335 | 68.04         | 71.44 | 75.01  | 78.76  | 82.70  |
| SEIU               | Community Development Technician   | 3                 | 40                  | 83              | \$4,816        | \$5,057  | \$5,310  | \$5,576  | \$5,854  | 27.79         | 29.18 | 30.63  | 32.17  | 33.77  |
| SEIU               | Community Enhancement Officer      | 3                 | 40                  | 61              | \$3,869        | \$4,063  | \$4,266  | \$4,479  | \$4,703  | 22.32         | 23.44 | 24.61  | 25.84  | 27.13  |
| PUMA               | Community Relations Manager        | 1                 | E                   | 127             | \$7,462        | \$7,835  | \$8,227  | \$8,638  | \$9,070  | 43.05         | 45.20 | 47.46  | 49.84  | 52.33  |
| SEIU               | Community Services Officer         | 3                 | 40                  | 64              | \$3,987        | \$4,186  | \$4,395  | \$4,615  | \$4,846  | 23.00         | 24.15 | 25.36  | 26.63  | 27.96  |
| SEIU               | Computer Technician                | 3                 | 40                  | 86              | \$4,962        | \$5,210  | \$5,471  | \$5,744  | \$6,032  | 28.63         | 30.06 | 31.56  | 33.14  | 34.80  |
| SEIU               | Construction Coordinator/Inspector | 3                 | 40                  | 111             | \$6,364        | \$6,682  | \$7,016  | \$7,367  | \$7,735  | 36.71         | 38.55 | 40.48  | 42.50  | 44.63  |
| SEIU               | Construction Inspector I           | 3                 | 40                  | 91              | \$5,215        | \$5,476  | \$5,750  | \$6,037  | \$6,339  | 30.09         | 31.59 | 33.17  | 34.83  | 36.57  |
| SEIU               | Construction Inspector II          | 3                 | 40                  | 101             | \$5,761        | \$6,049  | \$6,352  | \$6,669  | \$7,003  | 33.24         | 34.90 | 36.64  | 38.48  | 40.40  |
| SEIU               | Custodian                          | 3                 | 40                  | 51              | \$3,503        | \$3,678  | \$3,862  | \$4,055  | \$4,258  | 20.21         | 21.22 | 22.28  | 23.39  | 24.56  |
| PUMA               | Deputy City Engineer               | 1                 | E                   | 160             | \$10,362       | \$10,881 | \$11,425 | \$11,996 | \$12,596 | 59.78         | 62.77 | 65.91  | 69.21  | 72.67  |
| Unrepresented      | Deputy City Manager                | 1                 | E                   | 193             | \$14,390       | \$15,110 | \$15,865 | \$16,659 | \$17,491 | 83.02         | 87.17 | 91.53  | 96.11  | 100.91 |
| PUMA               | Deputy Public Works Director       | 1                 | E                   | 160             | \$10,362       | \$10,881 | \$11,425 | \$11,996 | \$12,596 | 59.78         | 62.77 | 65.91  | 69.21  | 72.67  |
| SEIU               | Development Services Assistant     | 3                 | 40                  | 64              | \$3,987        | \$4,186  | \$4,395  | \$4,615  | \$4,846  | 23.00         | 24.15 | 25.36  | 26.63  | 27.96  |
| SEIU               | Development Services Technician    | 3                 | 40                  | 79              | \$4,628        | \$4,860  | \$5,103  | \$5,358  | \$5,626  | 26.70         | 28.04 | 29.44  | 30.91  | 32.46  |
| SEIU               | Engineering Technician I           | 3                 | 40                  | 81              | \$4,721        | \$4,958  | \$5,205  | \$5,466  | \$5,739  | 27.24         | 28.60 | 30.03  | 31.53  | 33.11  |
| SEIU               | Engineering Technician II          | 3                 | 40                  | 91              | \$5,215        | \$5,476  | \$5,750  | \$6,037  | \$6,339  | 30.09         | 31.59 | 33.17  | 34.83  | 36.57  |
| GEMA               | Environmental Compliance Analyst   | 1                 | E                   | 99              | \$5,648        | \$5,930  | \$6,226  | \$6,538  | \$6,865  | 32.58         | 34.21 | 35.92  | 37.72  | 39.60  |

| BARGAINING UNIT |                                      | OT          | FLSA        | SALARY RANGE |          | MONTHLY SALARY |          |          |          |       | HOURLY SALARY |       |       |       |  |
|-----------------|--------------------------------------|-------------|-------------|--------------|----------|----------------|----------|----------|----------|-------|---------------|-------|-------|-------|--|
| UNIT            | JOB TITLE                            | DESIGNATION | DESIGNATION | 1/MIN        | 2        | 3              | 4        | 5/MAX    | 1/MIN    | 2     | 3             | 4     | 5/MAX |       |  |
| GEMA            | Environmental Compliance Supervisor  | 1           | E           | 114          | \$6,557  | \$6,884        | \$7,229  | \$7,590  | \$7,970  | 37.83 | 39.72         | 41.70 | 43.79 | 45.98 |  |
| SEIU            | Facilities Maintenance Technician I  | 3           | 40          | 66           | \$4,067  | \$4,270        | \$4,484  | \$4,708  | \$4,943  | 23.46 | 24.64         | 25.87 | 27.16 | 28.52 |  |
| SEIU            | Facilities Maintenance Technician II | 3           | 40          | 76           | \$4,492  | \$4,717        | \$4,953  | \$5,200  | \$5,460  | 25.92 | 27.21         | 28.57 | 30.00 | 31.50 |  |
| EMEA            | Finance Director                     | 1           | E           | 179          | \$12,519 | \$13,145       | \$13,802 | \$14,492 | \$15,217 | 72.22 | 75.84         | 79.63 | 83.61 | 87.79 |  |
| PUMA            | Finance Manager                      | 1           | E           | 146          | \$9,015  | \$9,466        | \$9,939  | \$10,436 | \$10,958 | 52.01 | 54.61         | 57.34 | 60.21 | 63.22 |  |
| GEMA            | Financial Analyst                    | 1           | E           | 119          | \$6,891  | \$7,236        | \$7,597  | \$7,977  | \$8,376  | 39.76 | 41.74         | 43.83 | 46.02 | 48.32 |  |
| IAFF            | Fire Battalion Chief                 | 1           | E           | 162          | 10,571   | 11,099         | 11,654   | 12,237   | 12,849   | 60.99 | 64.03         | 67.24 | 70.60 | 74.13 |  |
| IAFF            | Fire Battalion Chief*                | 4           | E           | 120          | \$9,743  | \$10,231       | \$10,743 | \$11,279 | \$11,845 | 40.15 | 42.16         | 44.27 | 46.48 | 48.81 |  |
| IAFF            | Fire Captain                         | 4           | 24          | 141          | \$8,577  | \$9,006        | \$9,457  | \$9,929  | \$10,426 | 49.49 | 51.96         | 54.56 | 57.29 | 60.15 |  |
| IAFF            | Fire Captain*                        | 4           | 24          | 99           | \$7,906  | \$8,302        | \$8,717  | \$9,153  | \$9,610  | 32.58 | 34.21         | 35.92 | 37.72 | 39.60 |  |
| EMEA            | Fire Chief                           | 1           | E           | 179          | \$12,519 | \$13,145       | \$13,802 | \$14,492 | \$15,217 | 72.22 | 75.84         | 79.63 | 83.61 | 87.79 |  |
| IAFF            | Fire Engineer                        | 4           | 24          | 124          | \$7,243  | \$7,605        | \$7,985  | \$8,384  | \$8,803  | 41.78 | 43.87         | 46.07 | 48.37 | 50.79 |  |
| IAFF            | Fire Engineer*                       | 4           | 24          | 82           | \$6,676  | \$7,011        | \$7,360  | \$7,729  | \$8,115  | 27.51 | 28.89         | 30.33 | 31.85 | 33.44 |  |
| GEMA            | Fire Marshal                         | 1           | E           | 122          | \$7,100  | \$7,455        | \$7,828  | \$8,219  | \$8,630  | 40.96 | 43.01         | 45.16 | 47.42 | 49.79 |  |
| GEMA            | Fire Prevention Coordinator          | 1           | E           | 93           | \$5,320  | \$5,586        | \$5,866  | \$6,159  | \$6,467  | 30.69 | 32.23         | 33.84 | 35.53 | 37.31 |  |
| IAFF            | Firefighter                          | 4           | 24          | 114          | \$6,557  | \$6,884        | \$7,229  | \$7,590  | \$7,970  | 37.83 | 39.72         | 41.70 | 43.79 | 45.98 |  |
| IAFF            | Firefighter*                         | 4           | 24          | 72           | \$6,045  | \$6,346        | \$6,664  | \$6,996  | \$7,346  | 24.91 | 26.15         | 27.46 | 28.83 | 30.27 |  |
| SEIU            | Fleet Mechanic I                     | 3           | 40          | 72           | \$4,317  | \$4,533        | \$4,759  | \$4,997  | \$5,247  | 24.91 | 26.15         | 27.46 | 28.83 | 30.27 |  |
| SEIU            | Fleet Mechanic II                    | 3           | 40          | 82           | \$4,769  | \$5,007        | \$5,257  | \$5,520  | \$5,796  | 27.51 | 28.89         | 30.33 | 31.85 | 33.44 |  |
| GEMA            | Fleet Superintendent                 | 1           | E           | 115          | \$6,622  | \$6,953        | \$7,301  | \$7,666  | \$8,049  | 38.20 | 40.12         | 42.12 | 44.23 | 46.44 |  |
| GEMA            | Fleet Supervisor                     | 1           | E           | 99           | \$5,648  | \$5,930        | \$6,226  | \$6,538  | \$6,865  | 32.58 | 34.21         | 35.92 | 37.72 | 39.60 |  |
| SEIU            | Heavy Equipment Operator             | 3           | 40          | 76           | \$4,492  | \$4,717        | \$4,953  | \$5,200  | \$5,460  | 25.92 | 27.21         | 28.57 | 30.00 | 31.50 |  |
| GEMA            | Housing Analyst                      | 1           | E           | 119          | \$6,891  | \$7,236        | \$7,597  | \$7,977  | \$8,376  | 39.76 | 41.74         | 43.83 | 46.02 | 48.32 |  |
| SEIU            | Housing Program Specialist           | 3           | 40          | 83           | \$4,816  | \$5,057        | \$5,310  | \$5,576  | \$5,854  | 27.79 | 29.18         | 30.63 | 32.17 | 33.77 |  |
| PUMA            | Human Resources Analyst              | 1           | E           | 112          | \$6,427  | \$6,749        | \$7,086  | \$7,441  | \$7,813  | 37.08 | 38.94         | 40.88 | 42.93 | 45.07 |  |
| PUMA            | Human Resources Manager              | 1           | E           | 161          | \$10,466 | \$10,989       | \$11,539 | \$12,116 | \$12,722 | 60.38 | 63.40         | 66.57 | 69.90 | 73.39 |  |

| BARGAINING<br>UNIT | JOB TITLE                           | OT<br>DESIGNATION | FLSA<br>DESIGNATION | SALARY<br>RANGE | MONTHLY SALARY |          |          |          |          | HOURLY SALARY |       |       |       |       |
|--------------------|-------------------------------------|-------------------|---------------------|-----------------|----------------|----------|----------|----------|----------|---------------|-------|-------|-------|-------|
|                    |                                     |                   |                     |                 | 1/MIN          | 2        | 3        | 4        | 5/MAX    | 1/MIN         | 2     | 3     | 4     | 5/MAX |
| GEMA               | Human Resources Technician          | 2                 | 40                  | 85              | \$4,913        | \$5,159  | \$5,417  | \$5,688  | \$5,972  | 28.35         | 29.76 | 31.25 | 32.81 | 34.45 |
| PUMA               | Information Systems Analyst         | 1                 | E                   | 125             | \$7,315        | \$7,681  | \$8,065  | \$8,468  | \$8,891  | 42.20         | 44.31 | 46.53 | 48.85 | 51.30 |
| GEMA               | Information Systems Specialist      | 1                 | E                   | 106             | \$6,055        | \$6,358  | \$6,676  | \$7,009  | \$7,360  | 34.93         | 36.68 | 38.51 | 40.44 | 42.46 |
| PUMA               | Information Technology Manager      | 1                 | E                   | 140             | \$8,492        | \$8,917  | \$9,363  | \$9,831  | \$10,323 | 49.00         | 51.44 | 54.02 | 56.72 | 59.55 |
| GEMA               | Land Surveyor                       | 1                 | E                   | 145             | \$8,926        | \$9,372  | \$9,841  | \$10,333 | \$10,849 | 51.49         | 54.07 | 56.77 | 59.61 | 62.59 |
| SEIU               | Landscape Services Technician       | 3                 | 40                  | 81              | \$4,721        | \$4,958  | \$5,205  | \$5,466  | \$5,739  | 27.24         | 28.60 | 30.03 | 31.53 | 33.11 |
| SEIU               | Meter Reader                        | 3                 | 40                  | 64              | \$3,987        | \$4,186  | \$4,395  | \$4,615  | \$4,846  | 23.00         | 24.15 | 25.36 | 26.63 | 27.96 |
| SEIU               | Office Assistant I                  | 3                 | 40                  | 44              | \$3,267        | \$3,431  | \$3,602  | \$3,782  | \$3,971  | 18.85         | 19.79 | 20.78 | 21.82 | 22.91 |
| SEIU               | Office Assistant II                 | 3                 | 40                  | 54              | \$3,609        | \$3,790  | \$3,979  | \$4,178  | \$4,387  | 20.82         | 21.86 | 22.96 | 24.10 | 25.31 |
| SEIU               | Parking Control Officer             | 3                 | 40                  | 54              | \$3,609        | \$3,790  | \$3,979  | \$4,178  | \$4,387  | 20.82         | 21.86 | 22.96 | 24.10 | 25.31 |
| EMEA               | Parks & Community Services Director | 1                 | E                   | 168             | \$11,221       | \$11,782 | \$12,371 | \$12,990 | \$13,639 | 64.74         | 67.97 | 71.37 | 74.94 | 78.69 |
|                    | Parks & Community Services Director | 1                 | E                   | 163             | \$10,676       | \$11,210 | \$11,771 | \$12,359 | \$12,977 | 61.59         | 64.67 | 67.91 | 71.30 | 74.87 |
| SEIU               | Parks Maintenance Worker I          | 3                 | 40                  | 61              | \$3,869        | \$4,063  | \$4,266  | \$4,479  | \$4,703  | 22.32         | 23.44 | 24.61 | 25.84 | 27.13 |
| SEIU               | Parks Maintenance Worker II         | 3                 | 40                  | 71              | \$4,274        | \$4,488  | \$4,712  | \$4,948  | \$5,195  | 24.66         | 25.89 | 27.19 | 28.55 | 29.97 |
| PUMA               | Parks Manager                       | 1                 | E                   | 137             | \$8,243        | \$8,655  | \$9,088  | \$9,542  | \$10,019 | 47.55         | 49.93 | 52.43 | 55.05 | 57.80 |
| GEMA               | Parks Supervisor                    | 1                 | E                   | 94              | \$5,373        | \$5,642  | \$5,924  | \$6,220  | \$6,531  | 31.00         | 32.55 | 34.18 | 35.89 | 37.68 |
| PUMA               | Payroll Analyst                     | 1                 | E                   | 99              | \$5,648        | \$5,930  | \$6,226  | \$6,538  | \$6,865  | 32.58         | 34.21 | 35.92 | 37.72 | 39.60 |
| GEMA               | Payroll Specialist                  | 2                 | 40                  | 78              | \$4,583        | \$4,812  | \$5,052  | \$5,305  | \$5,570  | 26.44         | 27.76 | 29.15 | 30.61 | 32.14 |
| GEMA               | Plans Examiner                      | 1                 | E                   | 111             | \$6,364        | \$6,682  | \$7,016  | \$7,367  | \$7,735  | 36.71         | 38.55 | 40.48 | 42.50 | 44.63 |
| HPOA               | Police Cadet                        | 4                 | 40                  | 53.5            | \$3,591        | \$3,771  | \$3,959  | \$4,157  | \$4,365  | 20.72         | 21.75 | 22.84 | 23.98 | 25.18 |
| HPOA               | Police Captain                      | 1                 | E                   | 161.5           | \$10,518       | \$11,044 | \$11,597 | \$12,176 | \$12,785 | 60.68         | 63.72 | 66.90 | 70.25 | 73.76 |
| EMEA               | Police Chief                        | 1                 | E                   | 185             | \$13,289       | \$13,954 | \$14,651 | \$15,384 | \$16,153 | 76.67         | 80.50 | 84.53 | 88.75 | 93.19 |
| HPOA               | Police Corporal                     | 4                 | 14                  | 124.5           | \$7,279        | \$7,643  | \$8,025  | \$8,426  | \$8,847  | 41.99         | 44.09 | 46.30 | 48.61 | 51.04 |
| HPOA               | Police Lieutenant                   | 1                 | E                   | 153.5           | \$9,714        | \$10,199 | \$10,709 | \$11,245 | \$11,807 | 56.04         | 58.84 | 61.78 | 64.87 | 68.12 |
| HPOA               | Police Officer/Investigator*        | 4                 | 14                  | 114.5           | \$6,589        | \$6,919  | \$7,265  | \$7,628  | \$8,009  | 38.02         | 39.92 | 41.91 | 44.01 | 46.21 |
| SEIU               | Police Records Assistant            | 3                 | 40                  | 62              | \$3,908        | \$4,104  | \$4,309  | \$4,524  | \$4,750  | 22.55         | 23.67 | 24.86 | 26.10 | 27.41 |

| BARGAINING<br>UNIT | JOB TITLE                             | OT<br>DESIGNATION | FLSA<br>DESIGNATION | SALARY<br>RANGE | MONTHLY SALARY |          |          |          |          | HOURLY SALARY |       |       |       |       |
|--------------------|---------------------------------------|-------------------|---------------------|-----------------|----------------|----------|----------|----------|----------|---------------|-------|-------|-------|-------|
|                    |                                       |                   |                     |                 | 1/MIN          | 2        | 3        | 4        | 5/MAX    | 1/MIN         | 2     | 3     | 4     | 5/MAX |
| HPOA               | Police Sergeant                       | 4                 | 14                  | 139.5           | \$8,450        | \$8,873  | \$9,317  | \$9,782  | \$10,272 | 48.75         | 51.19 | 53.75 | 56.44 | 59.26 |
| GEMA               | Police Support Services Administrator | 1                 | E                   | 120             | \$6,960        | \$7,308  | \$7,673  | \$8,057  | \$8,460  | 40.15         | 42.16 | 44.27 | 46.48 | 48.81 |
| PUMA               | Principal Planner                     | 1                 | E                   | 141             | \$8,577        | \$9,006  | \$9,457  | \$9,929  | \$10,426 | 49.49         | 51.96 | 54.56 | 57.29 | 60.15 |
| GEMA               | Project Manager                       | 1                 | E                   | 132             | \$7,843        | \$8,235  | \$8,647  | \$9,079  | \$9,533  | 45.25         | 47.51 | 49.88 | 52.38 | 55.00 |
| SEIU               | Property and Evidence Technician      | 3                 | 40                  | 69              | \$4,190        | \$4,400  | \$4,620  | \$4,850  | \$5,093  | 24.17         | 25.38 | 26.65 | 27.98 | 29.38 |
| EMEA               | Public Works Director                 | 1                 | E                   | 175             | \$12,030       | \$12,632 | \$13,264 | \$13,927 | \$14,623 | 69.41         | 72.88 | 76.52 | 80.35 | 84.36 |
| PUMA               | Public Works Manager                  | 1                 | E                   | 142             | \$8,663        | \$9,096  | \$9,551  | \$10,029 | \$10,530 | 49.98         | 52.48 | 55.10 | 57.86 | 60.75 |
| GEMA               | Purchasing Agent                      | 1                 | E                   | 119             | \$6,891        | \$7,236  | \$7,597  | \$7,977  | \$8,376  | 39.76         | 41.74 | 43.83 | 46.02 | 48.32 |
| SEIU               | Recreation Coordinator                | 3                 | 40                  | 85              | \$4,913        | \$5,159  | \$5,417  | \$5,688  | \$5,972  | 28.35         | 29.76 | 31.25 | 32.81 | 34.45 |
| PUMA               | Recreation Manager                    | 1                 | E                   | 119             | \$6,891        | \$7,236  | \$7,597  | \$7,977  | \$8,376  | 39.76         | 41.74 | 43.83 | 46.02 | 48.32 |
| GEMA               | Recreation Supervisor                 | 1                 | E                   | 99              | \$5,648        | \$5,930  | \$6,226  | \$6,538  | \$6,865  | 32.58         | 34.21 | 35.92 | 37.72 | 39.60 |
| SEIU               | Recycling Coordinator                 | 3                 | 40                  | 92              | \$5,268        | \$5,531  | \$5,807  | \$6,098  | \$6,403  | 30.39         | 31.91 | 33.50 | 35.18 | 36.94 |
| SEIU               | Refuse Collector                      | 3                 | 40                  | 70              | \$4,232        | \$4,444  | \$4,666  | \$4,899  | \$5,144  | 24.42         | 25.64 | 26.92 | 28.26 | 29.68 |
| PUMA               | Refuse Manager                        | 1                 | E                   | 129             | \$7,612        | \$7,993  | \$8,392  | \$8,812  | \$9,252  | 43.92         | 46.11 | 48.42 | 50.84 | 53.38 |
| SEIU               | Refuse Service Worker                 | 3                 | 40                  | 76              | \$4,492        | \$4,717  | \$4,953  | \$5,200  | \$5,460  | 25.92         | 27.21 | 28.57 | 30.00 | 31.50 |
| GEMA               | Refuse Supervisor                     | 1                 | E                   | 102             | \$5,819        | \$6,110  | \$6,415  | \$6,736  | \$7,073  | 33.57         | 35.25 | 37.01 | 38.86 | 40.80 |
| GEMA               | Regulatory Compliance Analyst         | 1                 | E                   | 99              | \$5,648        | \$5,930  | \$6,226  | \$6,538  | \$6,865  | 32.58         | 34.21 | 35.92 | 37.72 | 39.60 |
| PUMA               | Risk Management Analyst               | 1                 | E                   | 115             | \$6,622        | \$6,953  | \$7,301  | \$7,666  | \$8,049  | 38.20         | 40.12 | 42.12 | 44.23 | 46.44 |
| GEMA               | Safety and Risk Technician            | 2                 | 40                  | 85              | \$4,913        | \$5,159  | \$5,417  | \$5,688  | \$5,972  | 28.35         | 29.76 | 31.25 | 32.81 | 34.45 |
| GEMA               | Sanitary Sewer Collection Supervisor  | 1                 | E                   | 104             | \$5,936        | \$6,232  | \$6,544  | \$6,871  | \$7,215  | 34.24         | 35.96 | 37.75 | 39.64 | 41.62 |
| GEMA               | Senior Administrative Analyst         | 1                 | E                   | 119             | \$6,891        | \$7,236  | \$7,597  | \$7,977  | \$8,376  | 39.76         | 41.74 | 43.83 | 46.02 | 48.32 |
| PUMA               | Senior Civil Engineer                 | 1                 | E                   | 155             | \$9,860        | \$10,353 | \$10,870 | \$11,414 | \$11,984 | 56.88         | 59.73 | 62.71 | 65.85 | 69.14 |
| SEIU               | Senior Combined Building Inspector    | 3                 | 40                  | 123             | \$7,171        | \$7,529  | \$7,906  | \$8,301  | \$8,716  | 41.37         | 43.44 | 45.61 | 47.89 | 50.29 |
| SEIU               | Senior Communications Dispatcher      | 3                 | 40                  | 100             | \$5,704        | \$5,989  | \$6,289  | \$6,603  | \$6,933  | 32.91         | 34.55 | 36.28 | 38.09 | 40.00 |
| GEMA               | Senior Construction Inspector         | 1                 | E                   | 120             | \$6,960        | \$7,308  | \$7,673  | \$8,057  | \$8,460  | 40.15         | 42.16 | 44.27 | 46.48 | 48.81 |
| SEIU               | Senior Custodian                      | 3                 | 40                  | 61              | \$3,869        | \$4,063  | \$4,266  | \$4,479  | \$4,703  | 22.32         | 23.44 | 24.61 | 25.84 | 27.13 |

y-rated

| BARGAINING<br>UNIT | JOB TITLE                                       | DESIGNATION | FLSA<br>DESIGNATION | SALARY<br>RANGE | MONTHLY SALARY |          |          |          |          | HOURLY SALARY |       |       |       |       |
|--------------------|---|-------------|---------------------|-----------------|----------------|----------|----------|----------|----------|---------------|-------|-------|-------|-------|
|                    |   |             |                     |                 | 1/MIN          | 2        | 3        | 4        | 5/MAX    | 1/MIN         | 2     | 3     | 4     | 5/MAX |
| PUMA               | Senior Engineer                                 | 1           | E                   | 150             | \$9,381        | \$9,850  | \$10,343 | \$10,860 | \$11,403 | 54.12         | 56.83 | 59.67 | 62.65 | 65.78 |
| SEIU               | Senior Facility/Building Maintenance Technician | 3           | 40                  | 96              | \$5,481        | \$5,756  | \$6,043  | \$6,345  | \$6,663  | 31.62         | 33.20 | 34.87 | 36.61 | 38.44 |
| SEIU               | Senior Fleet Mechanic                           | 3           | 40                  | 92              | \$5,268        | \$5,531  | \$5,807  | \$6,098  | \$6,403  | 30.39         | 31.91 | 33.50 | 35.18 | 36.94 |
| PUMA               | Senior Human Resources Analyst                  | 1           | E                   | 122             | \$7,100        | \$7,455  | \$7,828  | \$8,219  | \$8,630  | 40.96         | 43.01 | 45.16 | 47.42 | 49.79 |
| SEIU               | Senior Maintenance Worker                       | 3           | 40                  | 81              | \$4,721        | \$4,958  | \$5,205  | \$5,466  | \$5,739  | 27.24         | 28.60 | 30.03 | 31.53 | 33.11 |
| SEIU               | Senior Meter Reader                             | 3           | 40                  | 74              | \$4,404        | \$4,624  | \$4,855  | \$5,098  | \$5,353  | 25.41         | 26.68 | 28.01 | 29.41 | 30.88 |
| GEMA               | Senior Planner                                  | 1           | E                   | 126             | \$7,388        | \$7,758  | \$8,145  | \$8,553  | \$8,980  | 42.62         | 44.76 | 46.99 | 49.34 | 51.81 |
| GEMA               | Senior Plans Examiner                           | 1           | E                   | 121             | \$7,030        | \$7,381  | \$7,750  | \$8,138  | \$8,544  | 40.56         | 42.58 | 44.71 | 46.95 | 49.30 |
| SEIU               | Senior Police Records Assistant                 | 3           | 40                  | 72              | \$4,317        | \$4,533  | \$4,759  | \$4,997  | \$5,247  | 24.91         | 26.15 | 27.46 | 28.83 | 30.27 |
| SEIU               | Senior Refuse Collector                         | 3           | 40                  | 85              | \$4,913        | \$5,159  | \$5,417  | \$5,688  | \$5,972  | 28.35         | 29.76 | 31.25 | 32.81 | 34.45 |
| SEIU               | Senior Utilities Maintenance Worker             | 3           | 40                  | 91              | \$5,215        | \$5,476  | \$5,750  | \$6,037  | \$6,339  | 30.09         | 31.59 | 33.17 | 34.83 | 36.57 |
| SEIU               | Sewer Collections Maintenance Worker I          | 3           | 40                  | 61              | \$3,869        | \$4,063  | \$4,266  | \$4,479  | \$4,703  | 22.32         | 23.44 | 24.61 | 25.84 | 27.13 |
| SEIU               | Sewer Collections Maintenance Worker II         | 3           | 40                  | 71              | \$4,274        | \$4,488  | \$4,712  | \$4,948  | \$5,195  | 24.66         | 25.89 | 27.19 | 28.55 | 29.97 |
| SEIU               | Shop and Parts Specialist                       | 3           | 40                  | 77              | \$4,537        | \$4,764  | \$5,002  | \$5,252  | \$5,515  | 26.18         | 27.49 | 28.86 | 30.30 | 31.82 |
| SEIU               | Sports Coordinator                              | 3           | 40                  | 85              | \$4,913        | \$5,159  | \$5,417  | \$5,688  | \$5,972  | 28.35         | 29.76 | 31.25 | 32.81 | 34.45 |
| SEIU               | Storm Maintenance Worker I                      | 3           | 40                  | 61              | \$3,869        | \$4,063  | \$4,266  | \$4,479  | \$4,703  | 22.32         | 23.44 | 24.61 | 25.84 | 27.13 |
| SEIU               | Storm Maintenance Worker II                     | 3           | 40                  | 71              | \$4,274        | \$4,488  | \$4,712  | \$4,948  | \$5,195  | 24.66         | 25.89 | 27.19 | 28.55 | 29.97 |
| SEIU               | Streets Maintenance Worker I                    | 3           | 40                  | 61              | \$3,869        | \$4,063  | \$4,266  | \$4,479  | \$4,703  | 22.32         | 23.44 | 24.61 | 25.84 | 27.13 |
| SEIU               | Streets Maintenance Worker II                   | 3           | 40                  | 71              | \$4,274        | \$4,488  | \$4,712  | \$4,948  | \$5,195  | 24.66         | 25.89 | 27.19 | 28.55 | 29.97 |
| PUMA               | Streets Manager                                 | 1           | E                   | 131             | \$7,765        | \$8,153  | \$8,561  | \$8,989  | \$9,438  | 44.80         | 47.04 | 49.39 | 51.86 | 54.45 |
| GEMA               | Streets Supervisor                              | 1           | E                   | 106             | \$6,055        | \$6,358  | \$6,676  | \$7,009  | \$7,360  | 34.93         | 36.68 | 38.51 | 40.44 | 42.46 |
| GEMA               | Supervising Building Inspector                  | 1           | E                   | 126             | \$7,388        | \$7,758  | \$8,145  | \$8,553  | \$8,980  | 42.62         | 44.76 | 46.99 | 49.34 | 51.81 |
| SEIU               | Traffic Control Technician                      | 3           | 40                  | 96              | \$5,481        | \$5,756  | \$6,043  | \$6,345  | \$6,663  | 31.62         | 33.20 | 34.87 | 36.61 | 38.44 |
| EMEA               | Utilities & Engineering Director                | 1           | E                   | 179             | \$12,519       | \$13,145 | \$13,802 | \$14,492 | \$15,217 | 72.22         | 75.84 | 79.63 | 83.61 | 87.79 |
| SEIU               | Water Operator I                                | 3           | 40                  | 71              | \$4,274        | \$4,488  | \$4,712  | \$4,948  | \$5,195  | 24.66         | 25.89 | 27.19 | 28.55 | 29.97 |
| SEIU               | Water Operator II                               | 3           | 40                  | 81              | \$4,721        | \$4,958  | \$5,205  | \$5,466  | \$5,739  | 27.24         | 28.60 | 30.03 | 31.53 | 33.11 |

| BARGAINING<br>UNIT | JOB TITLE                     | DESIGNATION | FLSA<br>DESIGNATION | SALARY<br>RANGE | MONTHLY SALARY |         |         |          |          | HOURLY SALARY |       |       |       |       |
|--------------------|-------------------------------|-------------|---------------------|-----------------|----------------|---------|---------|----------|----------|---------------|-------|-------|-------|-------|
|                    |                               |             |                     |                 | 1/MIN          | 2       | 3       | 4        | 5/MAX    | 1/MIN         | 2     | 3     | 4     | 5/MAX |
| PUMA               | Utilities Manager             | 1           | E                   | 131             | \$7,765        | \$8,153 | \$8,561 | \$8,989  | \$9,438  | 44.80         | 47.04 | 49.39 | 51.86 | 54.45 |
| GEMA               | Utilities Supervisor          | 1           | E                   | 108             | \$6,177        | \$6,485 | \$6,810 | \$7,150  | \$7,508  | 35.63         | 37.42 | 39.29 | 41.25 | 43.31 |
| GEMA               | Utility Billing Specialist    | 1           | E                   | 91              | \$5,215        | \$5,476 | \$5,750 | \$6,037  | \$6,339  | 30.09         | 31.59 | 33.17 | 34.83 | 36.57 |
| SEIU               | Water Conservation Technician | 3           | 40                  | 83              | \$4,816        | \$5,057 | \$5,310 | \$5,576  | \$5,854  | 27.79         | 29.18 | 30.63 | 32.17 | 33.77 |
| PUMA               | WWTP Manager                  | 1           | E                   | 142             | \$8,663        | \$9,096 | \$9,551 | \$10,029 | \$10,530 | 49.98         | 52.48 | 55.10 | 57.86 | 60.75 |
| SEIU               | WWTP Operator I               | 3           | 40                  | 79              | \$4,628        | \$4,860 | \$5,103 | \$5,358  | \$5,626  | 26.70         | 28.04 | 29.44 | 30.91 | 32.46 |
| SEIU               | WWTP Operator II              | 3           | 40                  | 89              | \$5,113        | \$5,368 | \$5,637 | \$5,919  | \$6,214  | 29.50         | 30.97 | 32.52 | 34.15 | 35.85 |
| GEMA               | WWTP Supervisor               | 1           | E                   | 111             | \$6,364        | \$6,682 | \$7,016 | \$7,367  | \$7,735  | 36.71         | 38.55 | 40.48 | 42.50 | 44.63 |
| SEIU               | WWTP/OIT                      | 3           | 40                  | 64              | \$3,987        | \$4,186 | \$4,395 | \$4,615  | \$4,846  | 23.00         | 24.15 | 25.36 | 26.63 | 27.96 |

\*2,912 hours worked annually (all other job classifications salary are based on 2,080 hours worked annually)

Administrative assignment pay in the Fire Department is calculated by taking current base rate x 2,912 multiplying that amount by 1.075 and dividing the total by 2,080. This converts a 56 hour work week to a 40 hour week.

The designated salary range is the nearest possible to the calculated amount without falling below it.

| Bargaining Group Designation                    | Overtime Designation | FLSA Designation     |
|---|----------------------|----------------------|
| Executive Management Employees Association      | EMEA                 | Management Employee  |
| General Employees Management Association        | GEMA                 | Conf/Other Employee  |
| International Association of Firefighters       | IAFF                 | General Employee     |
| Hanford Police Officers Association             | HPOA                 | Fire/Police Employee |
| Professional Upper Management Association       | PUMA                 |                      |
| Service Employees International Union Local 521 | SEIU                 |                      |
| Unrepresented                                   | Unrep                |                      |
| Not Applicable                                  | NA                   |                      |

**City of Hanford Part-Time Salary Schedule**  
**City Council Adoption Date - 11-18-2025**

| BARGAINING<br>UNIT | JOB TITLE                        | OT          | FLSA        | HOURLY SALARY |    |         |
|--------------------|----------------------------------|-------------|-------------|---------------|----|---------|
|                    |                                  | DESIGNATION | DESIGNATION | 1/MIN         | to | 5/MAX   |
| NA                 | Airport Manager                  | 3           | 40          | \$25.00       | to | \$25.00 |
| NA                 | Airport Operations Attendant     | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Certified Instructor             | 3           | 40          | \$17.00       | to | \$23.00 |
| NA                 | Clerical Support                 | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Code Enforcement Officer         | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Community Service Officer        | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Custodian                        | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Engineering Technician Aide      | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Facilities Host                  | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Fire Help                        | 3           | 40          | \$22.24       | to | \$26.40 |
| NA                 | Fire Inspector                   | 3           | 40          | \$25.00       | to | \$25.00 |
| NA                 | Fleet Mechanic (Helper)          | 3           | 40          | \$17.00       | to | \$25.00 |
| NA                 | Graffiti Control Officer         | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Ice Rink Maintenance Technician  | 3           | 40          | \$18.00       | to | \$22.00 |
| NA                 | Ice Rink Manager                 | 3           | 40          | \$20.00       | to | \$22.00 |
| NA                 | Intern                           | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Licensed Surveyor in Training    | 3           | 40          | \$35.00       | to | \$50.00 |
| NA                 | Lead Facilities Host             | 3           | 40          | \$21.00       | to | \$23.00 |
| NA                 | Management Intern                | 3           | 40          | \$17.00       | to | \$22.00 |
| NA                 | Meter Reader                     | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Paint Program Coordinator        | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Parking Control Officer          | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Pool Manager                     | 3           | 40          | \$17.00       | to | \$19.00 |
| NA                 | Parks/Public Works Laborer       | 3           | 40          | \$18.00       | to | \$22.00 |
| NA                 | Recreation Leader I              | 3           | 40          | \$17.00       | to | \$18.00 |
| NA                 | Recreation Leader II             | 3           | 40          | \$17.50       | to | \$18.50 |
| NA                 | Recreation Leader III            | 3           | 40          | \$18.00       | to | \$19.00 |
| NA                 | Refuse Collector                 | 3           | 40          | \$17.00       | to | \$20.50 |
| NA                 | Reserve Police Officer (Level I) | 3           | 40          | \$22.24       | to | \$26.40 |
| NA                 | Senior Fire Inspector            | 3           | 40          | \$30.00       | to | \$30.00 |
| NA                 | Sports Coordinator               | 3           | 40          | \$22.00       | to | \$22.00 |
| NA                 | Sports Official                  | 3           | 40          | \$17.00       | to | \$23.00 |

|  |    |
|--|----|
| <b>Bargaining Group Designation</b>                | NA |
| Not Applicable                                     |    |
| <b>Overtime Designation</b>                        |    |
| 3.General Employee Shall be paid for overtime work |    |
| <b>FLSA Designation</b>                            |    |
| 40 - 40 hour, 7 day work period (non-exempt)       |    |

The above list contains the City of Hanford's part-time positions. Appointments for part-time work may be paid at an hourly rate as high as Step "3" of the range to which a full-time job classification has been established. Part-time appointments made at higher than Step "3" must be approved by the City Manager. If a part-time employee works more than 1,000 hours in a fiscal year he/she must become a member of CalPERS with the employee and the City making the appropriate contribution as defined by the City's CalPERS contract. The employee will remain a CalPERS member until termination.