

**CITY OF SHAFTER EMPLOYEE BIWEEKLY PAY SCHEDULE (Effective 4/1/2023 - Revised 4/27/2023 - Adopted 5/16/2023)**

TITLE	SALARY GRID	RANGE	A	B	C	D	E
Accountant, Senior (PT/Extra Help)*		Hourly	\$50.00 - \$85.00 DOE				
Accounting Manager	NR	306	\$ 4,253	\$ 4,466	\$ 4,689	\$ 4,924	\$ 5,170
Accounting Technician I	NR	146	\$ 2,004	\$ 2,104	\$ 2,209	\$ 2,320	\$ 2,436
Accounting Technician II	NR	167	\$ 2,207	\$ 2,318	\$ 2,433	\$ 2,555	\$ 2,683
Accounting Technician III	NR	188	\$ 2,433	\$ 2,555	\$ 2,683	\$ 2,817	\$ 2,958
Administrative Assistant I	NR	147	\$ 2,013	\$ 2,114	\$ 2,220	\$ 2,331	\$ 2,447
Administrative Assistant II	NR	162	\$ 2,158	\$ 2,265	\$ 2,379	\$ 2,498	\$ 2,623
Animal Control Manager	SPOA-NS	182	\$ 2,345	\$ 2,462	\$ 2,585	\$ 2,715	\$ 2,850
Animal Control Officer	SPOA-NS	124	\$ 1,797	\$ 1,886	\$ 1,981	\$ 2,080	\$ 2,184
Animal Control Services Worker	NR	70	\$ 1,424	\$ 1,495	\$ 1,570	\$ 1,648	\$ 1,730
Associate Engineer	NR	263	\$ 3,463	\$ 3,636	\$ 3,818	\$ 4,009	\$ 4,209
Budget Analyst I	NR	209	\$ 2,685	\$ 2,819	\$ 2,960	\$ 3,108	\$ 3,263
Budget Analyst II	NR	261	\$ 3,431	\$ 3,602	\$ 3,782	\$ 3,971	\$ 4,170
Building Inspector I	NR	202	\$ 2,598	\$ 2,728	\$ 2,864	\$ 3,007	\$ 3,158
Building Inspector II	NR	217	\$ 2,787	\$ 2,926	\$ 3,073	\$ 3,226	\$ 3,388
Building Inspector Supervisor	NR	306	\$ 4,253	\$ 4,466	\$ 4,689	\$ 4,924	\$ 5,170
Building Official	DIR	384	\$ 6,035	\$ 6,337	\$ 6,654	\$ 6,987	\$ 7,337
Business Development Coordinator	NR	277	\$ 3,702	\$ 3,887	\$ 4,082	\$ 4,286	\$ 4,500
City Clerk	NR	306	\$ 4,253	\$ 4,466	\$ 4,689	\$ 4,924	\$ 5,170
City Engineer	NR	365	\$ 5,653	\$ 5,935	\$ 6,232	\$ 6,544	\$ 6,871
City Manager		Contract	\$ 8,269				
City Manager, Acting		Contract	\$ 7,757				
Clerk Typist	NR	80	\$ 1,487	\$ 1,562	\$ 1,640	\$ 1,722	\$ 1,808
Clerk Typist (PT/Extra Help)*		Hourly	\$ 18.60				
Code Enforcement Officer I	NR	183	\$ 2,378	\$ 2,496	\$ 2,621	\$ 2,752	\$ 2,890
Code Enforcement Officer II	NR	202	\$ 2,598	\$ 2,728	\$ 2,864	\$ 3,007	\$ 3,158
Community Engagement Manager	NR	306	\$ 4,253	\$ 4,466	\$ 4,689	\$ 4,924	\$ 5,170
Education Partnership Director	DIR	324	\$ 4,475	\$ 4,698	\$ 4,933	\$ 5,180	\$ 5,439
Education Partnership - Library and Learning Center Manage	NR	208	\$ 2,672	\$ 2,806	\$ 2,946	\$ 3,093	\$ 3,248
Education Partnership - Teacher (PT/Extra Help)*		Hourly	\$ 39.69				
Education Partnership - Tutor I (PT/Extra Help)*		Hourly	\$ 17.34				
Education Partnership - Tutor II (PT/Extra Help)*		Hourly	\$ 20.17				
Engineer I	NR	228	\$ 2,934	\$ 3,081	\$ 3,235	\$ 3,397	\$ 3,567
Engineer II	NR	243	\$ 3,150	\$ 3,307	\$ 3,472	\$ 3,646	\$ 3,828
Equipment Operator	SEIU	137	\$ 1,942	\$ 2,039	\$ 2,141	\$ 2,248	\$ 2,360
Facilities Manager	NR	212	\$ 2,722	\$ 2,858	\$ 3,001	\$ 3,151	\$ 3,309
Finance Director	DIR	384	\$ 6,035	\$ 6,337	\$ 6,654	\$ 6,987	\$ 7,337
GIS Specialist I	NR	186	\$ 2,410	\$ 2,531	\$ 2,657	\$ 2,790	\$ 2,930
GIS Specialist II	NR	207	\$ 2,660	\$ 2,793	\$ 2,932	\$ 3,079	\$ 3,233
Human Resources Analyst I	NR	162	\$ 2,158	\$ 2,265	\$ 2,379	\$ 2,498	\$ 2,623
Human Resources Analyst II	NR	208	\$ 2,672	\$ 2,806	\$ 2,946	\$ 3,093	\$ 3,248
Human Resources Manager	NR	306	\$ 4,253	\$ 4,466	\$ 4,689	\$ 4,924	\$ 5,170
Information Technology Analyst	NR	265	\$ 3,496	\$ 3,671	\$ 3,855	\$ 4,048	\$ 4,250
Information Technology Manager	NR	306	\$ 4,253	\$ 4,466	\$ 4,689	\$ 4,924	\$ 5,170
Information Technology Manager, Assistant	NR	293	\$ 3,996	\$ 4,196	\$ 4,406	\$ 4,626	\$ 4,858
Information Technology Specialist I	NR	199	\$ 2,562	\$ 2,690	\$ 2,825	\$ 2,966	\$ 3,114
Information Technology Specialist II	NR	238	\$ 3,076	\$ 3,230	\$ 3,392	\$ 3,561	\$ 3,739
Intern*		Hourly	\$ 15.50				
Laborer II (PT/Extra Help)*		Hourly	\$ 17.34				

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TITLE	SALARY GRID	RANGE	A	B	C	D	E
Mechanic	SEIU	157	\$ 2,128	\$ 2,234	\$ 2,346	\$ 2,463	\$ 2,586
Office Technician	NR	110	\$ 1,702	\$ 1,787	\$ 1,876	\$ 1,970	\$ 2,068
Permit Technician	NR	183	\$ 2,378	\$ 2,496	\$ 2,621	\$ 2,752	\$ 2,890
Planner, Senior	NR	281	\$ 3,773	\$ 3,962	\$ 4,160	\$ 4,368	\$ 4,586
Planning Director	NR	306	\$ 4,253	\$ 4,466	\$ 4,689	\$ 4,924	\$ 5,170
Police Captain	NR	295	\$ 4,035	\$ 4,237	\$ 4,449	\$ 4,671	\$ 4,905
Police Chief	DIR	384	\$ 6,035	\$ 6,337	\$ 6,654	\$ 6,987	\$ 7,337
Police Chief, Assistant	NR	352	\$ 5,309	\$ 5,574	\$ 5,853	\$ 6,145	\$ 6,453
Police Dispatcher	SPOA-NS	123	\$ 1,788	\$ 1,878	\$ 1,972	\$ 2,070	\$ 2,174
Police Lieutenant	NR	281	\$ 3,773	\$ 3,962	\$ 4,160	\$ 4,368	\$ 4,586
Police Officer	SPOA-S	175	\$ 2,312	\$ 2,427	\$ 2,549	\$ 2,676	\$ 2,810
Police Officer Cadet		Hourly	\$ 25.50				
Police Officer, Senior	SPOA-S	195	\$ 2,537	\$ 2,664	\$ 2,797	\$ 2,937	\$ 3,084
Police Records Supervisor	NR	168	\$ 2,218	\$ 2,329	\$ 2,445	\$ 2,567	\$ 2,696
Police Property & Evidence Technician	NR	204	\$ 2,622	\$ 2,753	\$ 2,891	\$ 3,035	\$ 3,187
Police Sergeant	SPOA-S	232	\$ 3,018	\$ 3,169	\$ 3,328	\$ 3,494	\$ 3,669
Public Facilities Manager	NR	212	\$ 2,722	\$ 2,858	\$ 3,001	\$ 3,151	\$ 3,309
Public Works Director	DIR	384	\$ 6,035	\$ 6,337	\$ 6,654	\$ 6,987	\$ 7,337
Public Works Director, Deputy	NR	363	\$ 5,598	\$ 5,878	\$ 6,172	\$ 6,481	\$ 6,805
Public Works Inspector	NR	208	\$ 2,672	\$ 2,806	\$ 2,946	\$ 3,093	\$ 3,248
Public Works Manager	NR	340	\$ 5,009	\$ 5,260	\$ 5,523	\$ 5,799	\$ 6,089
Service Crew Member I	SEIU	106	\$ 1,686	\$ 1,771	\$ 1,859	\$ 1,952	\$ 2,050
Service Crew Member II	SEIU	140	\$ 1,969	\$ 2,067	\$ 2,170	\$ 2,279	\$ 2,393
Transit Driver (FT)	NR	83	\$ 1,508	\$ 1,583	\$ 1,662	\$ 1,745	\$ 1,833
Transit Driver (PT)*		Hourly	\$ 18.33				
Utility Manager	NR	302	\$ 4,172	\$ 4,381	\$ 4,600	\$ 4,830	\$ 5,072
Utility Operator I	SEIU	140	\$ 1,969	\$ 2,067	\$ 2,170	\$ 2,279	\$ 2,393
Utility Operator II	SEIU	173	\$ 2,291	\$ 2,406	\$ 2,526	\$ 2,653	\$ 2,785
Utility Technician	SEIU	205	\$ 2,660	\$ 2,793	\$ 2,932	\$ 3,079	\$ 3,233

The numbers on this schedule are rounded to the nearest dollar and may vary slightly from actual payroll calculations due to rounding.

\*Interns are paid at the California Minimum Wage

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**PREMIUM PAY FLAT AMOUNT AND/OR PERCENTAGE OF BASE BIWEEKLY AMOUNT**

INCENTIVE	SHAFTER POLICE OFFICER ASSOCIATION	SEIU PUBLIC WORKS UNIT	NONREPRESENTED EMPLOYEES	
			FULL-TIME	PART-TIME
<b>Bilingual</b>	5%	\$46.16	\$36.92	Prorate per hour = \$960 Annual
<b>Education Incentive (5% Maximum)</b>				
Student +60 Units	2.5%			
Associate Degree	2.5%			
Bachelor Degree	5%			
<b>Certificates</b>				
POST Intermediate	5%		5%	
POST Advanced	5%		5%	
Arborist		2.5% - 3.5%	2.5% - 3.5%	
ASE		1% - 2%	1% - 2%	
Water (Distribution or Treatment)		2.5% - 4.5%	2.5% - 4.5%	
Other			Up to 5%	