

CITY OF FILLMORE ALL EMPLOYEE PAY SCHEDULE
June 14, 2022 (Effective July 1, 2022)

MID-MANAGEMENT/MANAGEMENT AND UNREPRESENTED EMPLOYEES

ANNUAL SALARY STEPS 1-7

Job Title	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
City Manager (Contract Employee)	2080	\$ 215,788.79	-	-	-	-	-	-
Assistant City Manager	2080	\$ 124,439.24	\$ 130,661.21	\$ 137,194.27	\$ 144,053.98	\$ 151,256.68	\$ 158,819.51	\$ 166,760.49
Fire Chief	2080	\$ 124,439.24	\$ 130,661.21	\$ 137,194.27	\$ 144,053.98	\$ 151,256.68	\$ 158,819.51	\$ 166,760.49
Finance Director	2080	\$ 124,439.24	\$ 130,661.21	\$ 137,194.27	\$ 144,053.98	\$ 151,256.68	\$ 158,819.51	\$ 166,760.49
Planning and Community Development Director	2080	\$ 124,439.24	\$ 130,661.21	\$ 137,194.27	\$ 144,053.98	\$ 151,256.68	\$ 158,819.51	\$ 166,760.49
Municipal Services Director/City Engineer	2080	\$ 124,439.24	\$ 130,661.21	\$ 137,194.27	\$ 144,053.98	\$ 151,256.68	\$ 158,819.51	\$ 166,760.49
Assistant Planning and Community Development Director	2080	\$ 119,914.91	\$ 125,910.65	\$ 132,206.19	\$ 138,816.49	\$ 145,757.32	\$ 153,045.19	\$ 160,697.44
Senior Planner	2080	\$ 89,482.35	\$ 93,956.47	\$ 98,654.30	\$ 103,587.00	\$ 108,766.35	\$ 114,204.68	\$ 119,914.91
Public Works Supervisor	2080	\$ 87,884.21	\$ 92,278.69	\$ 96,892.85	\$ 101,737.49	\$ 106,824.52	\$ 112,165.86	\$ 117,774.48
Accounting Supervisor	2080	\$ 81,406.66	\$ 85,476.50	\$ 89,750.87	\$ 94,238.41	\$ 98,951.03	\$ 103,898.48	\$ 109,093.73
Fire Captain	2912	\$ 74,610.95	\$ 78,341.01	\$ 82,258.28	\$ 86,371.41	\$ 90,690.15	\$ 95,224.22	\$ 99,985.54
Fire Captain *Temporary Alternative Schedule*	2080	\$ 74,610.95	\$ 78,341.01	\$ 82,258.28	\$ 86,371.41	\$ 90,690.15	\$ 95,224.22	\$ 99,985.54
Human Resources Director/Deputy City Clerk	2080	\$ 73,090.58	\$ 76,744.89	\$ 80,582.08	\$ 84,610.81	\$ 88,841.89	\$ 93,283.98	\$ 97,947.91
Building Inspector/Code Enforcement	2080	\$ 71,981.41	\$ 75,580.53	\$ 79,359.29	\$ 83,327.41	\$ 87,493.57	\$ 91,868.57	\$ 96,462.16
Fire Engineer	2912	\$ 59,352.01	\$ 62,331.08	\$ 65,447.58	\$ 68,719.90	\$ 72,155.63	\$ 75,763.41	\$ 79,551.90
Fire Engineer *Temporary Alternative Schedule*	2080	\$ 59,352.01	\$ 62,331.08	\$ 65,447.58	\$ 68,719.90	\$ 72,155.63	\$ 75,763.41	\$ 79,551.90
Parks and Recreation Director	2080	\$ 55,783.18	\$ 58,571.80	\$ 61,500.01	\$ 64,575.39	\$ 67,804.43	\$ 71,194.71	\$ 74,754.88
Finance Administrator	2080	\$ 55,493.18	\$ 58,267.73	\$ 61,180.79	\$ 64,239.94	\$ 67,451.66	\$ 70,824.62	\$ 74,366.40
Information Technology Technician	2080	\$ 39,231.11	\$ 41,192.99	\$ 43,252.26	\$ 45,415.41	\$ 47,685.69	\$ 50,069.60	\$ 52,572.54

CONFIDENTIAL UNREPRESENTED EMPLOYEES

ANNUAL SALARY STEPS 1-7

Job Title	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Human Resources Assistant	1885	\$ 43,586.04	\$ 45,765.33	\$ 48,053.60	\$ 50,456.28	\$ 52,979.10	\$ 55,628.06	\$ 58,409.46

REPRESENTED EMPLOYEES

ANNUAL SALARY STEPS 1-7

Job Title	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Active Adult Coordinator	1885	\$ 34,676.47	\$ 36,410.29	\$ 38,230.81	\$ 40,142.35	\$ 42,149.47	\$ 44,256.94	\$ 46,469.79
Executive Assistant	1885	\$ 40,719.83	\$ 42,755.83	\$ 44,893.62	\$ 47,138.30	\$ 49,495.21	\$ 51,969.97	\$ 54,568.47
Fiscal Assistant	1885	\$ 39,533.82	\$ 41,510.51	\$ 43,586.04	\$ 45,765.34	\$ 48,053.61	\$ 50,456.29	\$ 52,979.10
Maintenance Worker I	2080	\$ 42,731.03	\$ 44,867.58	\$ 47,110.96	\$ 49,466.51	\$ 51,939.83	\$ 54,536.82	\$ 57,263.67
Maintenance Worker II	2080	\$ 44,843.17	\$ 47,085.33	\$ 49,439.59	\$ 51,911.57	\$ 54,507.15	\$ 57,232.51	\$ 60,094.13
Meter Reader	2080	\$ 36,262.49	\$ 38,075.61	\$ 39,979.39	\$ 41,978.36	\$ 44,077.28	\$ 46,281.15	\$ 48,595.20
Parks and Recreation Coordinator	2080	\$ 32,463.54	\$ 34,086.72	\$ 35,791.05	\$ 37,580.61	\$ 39,459.64	\$ 41,432.62	\$ 43,504.25
Planning Tech	1885	\$ 45,626.95	\$ 47,908.29	\$ 50,303.71	\$ 52,818.89	\$ 55,459.84	\$ 58,232.83	\$ 61,144.47
PW Admin Clerk	1885	\$ 35,359.84	\$ 37,127.84	\$ 38,984.23	\$ 40,933.44	\$ 42,980.11	\$ 45,129.12	\$ 47,385.57
Senior Nutrition Aide	1885	\$ 32,463.54	\$ 34,086.72	\$ 35,791.05	\$ 37,580.61	\$ 39,459.64	\$ 41,432.62	\$ 43,504.25
Senior Maintenance Worker	2080	\$ 49,453.33	\$ 51,925.99	\$ 54,522.29	\$ 57,248.41	\$ 60,110.83	\$ 63,116.37	\$ 66,272.19

PART-TIME UNREPRESENTED EMPLOYEES

Effective January 01, 2021

Job Title	HOURLY RATE	
	Min	Max
Active Adult Coordinator	\$ 17.00	
Active Adult Center Cook	\$ 15.00	\$ 16.00
Administrative Assistant	\$ 18.00	
CATV Coordinator	\$ 16.00	
Civilian Police Officer	\$ 20.55	
Draftsperson/Engineer	\$ 20.00	\$ 21.00
Development Services Technician	\$ 23.50	\$ 31.49
Engineer	\$ 33.75	
Engineering Inspector	\$ 45.15	
Finance Admin	\$ 35.00	
Financial Analyst	\$ 57.20	

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Fiscal Assistant I	\$	16.75	
Janitor	\$	15.00	
Office Aide	\$	15.00	
Pool Lifeguard I	\$	15.00	
Pool Lifeguard II	\$	16.00	
Pool Manager	\$	17.00	\$ 18.00
School Crossing Guard	\$	15.00	
Senior Center Nutrition	\$	15.00	\$ 16.00
Sidewalk Grinder/Maintainer	\$	15.00	

PAID FIRE VOLUNTEER PERSONNEL Job Title	HOURLY	DAILY PER SHIFT	
		Min	Max
Volunteer FF/EMT		\$ 54.62	\$ 54.62
Volunteer Paramedic		\$ 250.00	\$ 250.00
CERT Program Instructor	\$ 45.75		
Safety Movie Officer	\$ 60.00		
Vacation/Relief Fire Captain		\$ 600.00	\$ 600.00
Volunteer Fire Assistant Chief (Temporary Coverage)		\$ 100.00	\$ 600.00
Volunteer Fire Battalion Chief (Part-Time)		\$ 100.00	\$ 600.00
Volunteer Fire Engineer (Part-Time)		\$ 54.62	\$ 250.00

CALPERS REPORTABLE SPECIAL COMPENSATION	UNIT and/or DEPT. ELIGIBLE	AMOUNT PER PAY PERIOD
Uniform Allowance: 5 sets-shirts/pants, 1 set coveralls	Classified/Union Represented Maintenance Workers, Facility Maintenance Workers and Meter Reader	\$ 17.92
Educational Incentive: For completion of thirty (30) units of acceptable college credits, including 18 units required toward the employee's declared major, and are consistent with the position for which he/she is employed and are approved by the City Manager	All Classified/Union Represented Employees Meeting the Criteria	\$ 42.00
Certification Pay: Grade II or Grade III Water Treatment Operator or Grade II or Grade III Water Distribution Opeartor	Classified/Union Represented Maintenance Workers	\$ 45.00
Certification Pay: Playground Equipment Certificate	Classified/Union Represented Maintenance Workers	\$ 45.00
Certification Pay: Pest Control Certificate	Classified/Union Represented Maintenance Workers	\$ 45.00
Certification Pay: Back Flow Certificate	Classified/Union Represented Maintenance Workers	\$ 45.00

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<p>Bi-Lingual Pay: Employees receiving a pass score on a bilingual proficiency test approved by the City and the Union. Total number member unit employees eligible to receive bilingual pay at any one time shall be nine (9) unit employees</p>	<p align="center">All Classified/Union Represented Employees Meeting the Criteria</p>	<p align="right">\$ 45.00</p>
<p>Paying and Reporting the value of Employer Paid CalPERS Member Contributions for Management/Mid-Management Employees in accordance with Government Code Section §20636 (c) (4).</p>	<p align="center">Unrepresented Management/Mid Management Employees (Classic CalPERS Members Only)</p>	<p align="right">7% of base salary for misc and 9% of base salary for safety</p>