

CITY OF FILLMORE ALL EMPLOYEE PAY SCHEDULE
February 25, 2020 (Effective January 1, 2020)

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	\$190,181.26	-	-	-	-	-	-
Assistant City Manager	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Fire Chief	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Finance Director	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Planning and Community Development Director	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Municipal Services Director/City Engineer	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Public Works Supervisor	2080	\$81,215.00	\$85,276.00	\$89,540.00	\$94,017.00	\$98,718.00	\$103,654.00	\$108,837.00
Assistant Finance Director	2080	\$75,229.00	\$78,990.00	\$82,940.00	\$87,087.00	\$91,442.00	\$96,014.00	\$100,815.00
Senior Planner	2080	\$75,229.00	\$78,990.00	\$82,940.00	\$87,087.00	\$91,441.00	\$96,014.00	\$100,815.00
Fire Captain	2912	\$68,949.00	\$72,396.00	\$76,016.00	\$79,817.00	\$83,808.00	\$87,998.00	\$92,398.00
Human Resources Director/Deputy City Clerk	2080	\$67,544.00	\$70,921.00	\$74,467.00	\$78,190.00	\$82,100.00	\$86,205.00	\$90,515.00
Building Inspector/Code Enforcement	2080	\$66,519.00	\$69,845.00	\$73,337.00	\$77,004.00	\$80,854.00	\$84,897.00	\$89,142.00
Fire Engineer (Safer)	2912	\$54,848.00	\$57,601.00	\$60,481.00	\$63,505.00	\$66,680.00	\$70,014.00	\$73,515.00
Parks and Recreation Director	2080	\$51,550.00	\$54,127.00	\$56,833.00	\$59,675.00	\$62,659.00	\$65,792.00	\$69,082.00
Finance Administrator	2080	\$51,282.00	\$53,846.00	\$56,538.00	\$59,365.00	\$62,333.00	\$65,450.00	\$68,723.00
Information Technology Technician	2080	\$36,254.00	\$38,067.00	\$39,970.00	\$41,969.00	\$44,067.00	\$46,270.00	\$48,583.00

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	\$40,278.45	\$42,292.37	\$44,406.99	\$46,627.34	\$48,958.71	\$51,406.65	\$53,976.98

CLASSIFIED/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	\$32,045.00	\$33,647.25	\$35,329.61	\$37,096.09	\$38,950.90	\$40,898.44	\$42,943.36
Administrative Assistant	1885	\$35,378.00	\$37,146.90	\$39,004.25	\$40,954.46	\$43,002.18	\$45,152.29	\$47,409.90
Fiscal Assistant	1885	\$36,533.74	\$38,360.43	\$40,278.45	\$42,292.37	\$44,406.99	\$46,627.34	\$48,958.71
Maintenance Worker I	2080	\$39,488.33	\$41,462.74	\$43,535.88	\$45,712.67	\$47,998.31	\$50,398.22	\$52,918.13
Maintenance Worker II	2080	\$41,440.18	\$43,512.19	\$45,687.80	\$47,972.19	\$50,370.80	\$52,889.34	\$55,533.81
Meter Reader	2080	\$33,510.66	\$35,186.19	\$36,945.50	\$38,792.78	\$40,732.42	\$42,769.04	\$44,907.49
Parks and Recreation Coordinator	2080	\$30,000.00	\$31,500.00	\$33,075.00	\$34,728.75	\$36,465.19	\$38,288.45	\$40,202.87
Planning Tech	1885	\$42,164.48	\$44,272.71	\$46,486.34	\$48,810.66	\$51,251.19	\$53,813.75	\$56,504.44

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PW Admin Clerk	1885	\$32,676.51	\$34,310.34	\$36,025.86	\$37,827.15	\$39,718.51	\$41,704.43	\$43,789.65
Senior Maintenance Worker	2080	\$45,700.49	\$47,985.52	\$50,384.79	\$52,904.03	\$55,549.24	\$58,326.70	\$61,243.03

PART-TIME UNREPRESENTED EMPLOYEES

HOURLY RATE

Job Title	Min	Max
Active Adult Coordinator	\$17.00	
Administrative Assistant	\$18.00	
CATV Coordinator	\$15.00	
Civilian Police Officer	\$20.55	
Draftsperson/Engineer	\$20.00	\$21.00
Engineer	\$33.75	
Engineering Inspector	\$45.15	
Finance Admin	\$35.00	
Financial Analyst	\$57.20	
Fiscal Assistant I	\$15.75	
Janitor	\$13.00	
Office Aide	\$13.00	
Pool Lifeguard I	\$13.00	
Pool Lifeguard II	\$14.00	
Pool Manager	\$14.00	\$15.00
School Crossing Guard	\$13.00	
Senior Center Nutrition	\$13.00	\$15.00
Sidewalk Grinder/Maintainer	\$13.00	

PAID FIRE VOLUNTEER PERSONNEL

HOURLY

DAILY PER SHIFT

Job Title	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

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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	\$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 Operator	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	\$45.00
Certification Pay: Back Flow Certificate	Classified/Union Represented	\$45.00
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	All Classified/Union Represented Employees Meeting the Criteria	\$42.00
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).	Unrepresented Management/Mid Management Employees (Classic CalPERS Members Only)	7% of base salary for misc and 9% of base salary for safety