

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

I. United Public Employees of California, Local 792 (UPEC)¹

A. Basic Pay Schedule - Employees Hired Prior to 05/03/2016 (Effective 05/22/2022)

POSITION TITLE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Y-Rating 1	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Accountant I	25.83	27.12	28.48	29.90	31.40	32.97	34.62	35.49	-	-	-	-	-	-	-	2,066.40	2,839.20	53,726.40	73,819.20
Accountant II	29.19	30.65	32.18	33.79	35.48	37.25	39.11	40.09	-	-	-	-	-	-	-	2,335.20	3,207.20	60,715.20	83,387.20
Accounting Assistant	16.09	16.90	17.74	18.63	19.56	20.54	21.57	22.11	-	-	-	-	-	-	-	1,287.20	1,768.74	33,467.20	45,987.24
Accounting Technician	21.57	22.65	23.78	24.97	26.22	27.53	28.91	29.63	-	-	-	-	-	-	-	1,725.28	2,370.62	44,857.28	61,636.12
Administrative Assistant	18.75	19.69	20.67	21.70	22.79	23.93	25.13	25.75	-	-	-	-	-	-	-	1,499.96	2,060.00	38,998.97	53,560.00
Administrative Specialist	23.87	25.06	26.31	27.63	29.01	30.46	31.98	32.78	-	-	-	-	-	-	34.02	1,909.60	2,622.40	49,649.60	68,182.40
Assistant Engineer	29.11	30.57	32.10	33.70	35.39	37.16	39.02	39.99	-	-	-	-	-	-	-	2,328.80	3,199.20	60,548.80	83,179.20
Assistant Planner	23.57	24.75	25.99	27.29	28.65	30.08	31.59	32.38	-	-	-	-	-	-	-	1,885.60	2,590.38	49,025.60	67,349.88
Associate Engineer*	32.78	34.41	36.14	37.94	39.84	41.83	43.92	45.02	-	-	-	-	-	-	-	2,622.40	3,601.44	68,182.40	93,637.44
Associate Planner*	27.13	28.49	29.92	31.41	32.98	34.63	36.36	37.27	-	-	-	-	-	-	-	2,170.40	2,981.52	56,430.40	77,519.52
Building Plans Examiner II	26.50	27.82	29.21	30.67	32.21	33.81	35.50	36.39	-	-	-	-	-	-	-	2,120.00	2,911.00	55,120.00	75,686.00
Code Enforcement Officer I	25.23	26.49	27.82	29.21	30.67	32.20	33.81	34.66	-	-	-	-	-	-	-	2,018.40	2,772.42	52,478.40	72,082.92
Code Enforcement Officer II	27.12	28.48	29.90	31.40	32.97	34.62	36.35	37.26	-	-	-	-	-	-	-	2,169.60	2,980.80	56,409.60	77,500.80
Code Enforcement Supervisor	28.48	29.90	31.40	32.97	34.62	36.35	38.17	39.12	-	-	-	-	-	-	-	2,278.40	3,129.60	59,238.40	81,369.60
Combination Inspector I	25.23	26.49	27.82	29.21	30.67	32.20	33.81	34.66	-	-	-	-	-	-	-	2,018.40	2,772.42	52,478.40	72,082.92
Combination Inspector II	26.49	27.82	29.21	30.67	32.20	33.81	35.50	36.39	-	-	-	-	-	-	-	2,119.20	2,911.00	55,099.20	75,686.00
Communications Analyst	29.75	31.24	32.80	34.44	36.16	37.97	39.87	40.87	-	-	-	-	-	-	-	2,380.00	3,269.60	61,880.00	85,009.60
Communications Specialist	23.87	25.06	26.31	27.63	29.01	30.46	31.98	32.78	-	-	-	-	-	-	-	1,909.60	2,622.40	49,649.60	68,182.40
Community Development Counter Supv.	26.49	27.82	29.21	30.67	32.20	33.81	35.50	36.39	-	-	-	-	-	-	-	2,119.20	2,911.00	55,099.20	75,686.00
Community Development Technician	17.89	18.78	19.72	20.71	21.74	22.83	23.96	24.56	-	-	-	-	-	-	-	1,431.20	1,964.72	37,211.20	51,082.72
Construction Inspector	25.23	26.49	27.82	29.21	30.67	32.20	33.81	34.66	-	-	-	-	-	-	-	2,018.40	2,772.42	52,478.40	72,082.92
Contracts Specialist	29.11	30.57	32.10	33.70	35.39	37.16	39.02	39.99	-	-	-	-	-	-	-	2,328.80	3,199.20	60,548.80	83,179.20
Crime Analyst	29.75	31.24	32.80	34.44	36.16	37.97	39.87	40.87	-	-	-	-	-	-	-	2,380.00	3,269.60	61,880.00	85,009.60
Engineering Aide	-	-	-	15.25	16.01	16.81	17.65	18.10	-	-	-	-	-	-	-	1,220.00	1,448.00	31,720.00	37,648.00
Engineering Technician	21.14	22.20	23.31	24.47	25.69	26.98	28.33	29.04	-	-	-	-	-	-	-	1,691.20	2,323.06	43,971.20	60,399.56
Fire Permit Technician	17.89	18.78	19.72	20.71	21.74	22.83	23.96	24.56	-	-	-	-	-	-	-	1,430.90	1,964.72	37,203.40	51,082.72
GIS Analyst	25.77	27.06	28.42	29.84	31.33	32.89	34.54	35.40	-	-	-	-	-	-	-	2,061.89	2,832.28	53,609.20	73,639.28
Housing Financial Specialist	24.77	26.00	27.30	28.67	30.10	31.61	33.19	34.02	-	-	-	-	-	-	-	1,981.30	2,721.58	51,513.70	70,761.08
Information Systems Analyst	29.75	31.24	32.80	34.44	36.16	37.97	39.87	40.87	-	-	-	-	-	-	-	2,380.00	3,269.60	61,880.00	85,009.60
Information Systems Technician I	16.78	17.62	18.50	19.42	20.39	21.42	22.49	23.05	-	-	-	-	-	-	-	1,342.34	1,844.00	34,900.84	47,944.00
Information Systems Technician II	22.31	23.43	24.60	25.83	27.12	28.47	29.90	30.65	-	-	-	-	-	-	-	1,784.91	2,451.80	46,407.62	63,746.80
Landscape Inspector	24.00	25.20	26.46	27.79	29.18	30.64	32.17	32.97	-	-	-	-	-	-	-	1,920.30	2,637.94	49,927.88	68,586.44
Mail Clerk	-	15.53	16.31	17.12	17.98	18.88	19.82	20.31	-	-	-	-	-	-	-	1,242.31	1,624.80	32,300.12	42,244.80
Office Assistant	15.76	16.55	17.38	18.25	19.16	20.12	21.12	21.65	-	-	-	-	-	-	-	1,261.03	1,731.84	32,786.74	45,027.84
Park Services Coordinator	25.61	26.90	28.24	29.65	31.14	32.70	34.34	35.20	-	-	-	-	-	-	-	2,049.18	2,815.88	53,278.68	73,212.88
Parking Coordinator*	32.77	34.41	36.13	37.94	39.84	41.83	43.92	45.02	-	-	-	-	-	-	-	2,621.60	3,601.60	68,161.60	93,641.60
Payroll Assistant	18.75	19.69	20.67	21.70	22.78	23.92	25.12	25.75	-	-	-	-	-	-	-	1,500.00	2,060.00	39,000.00	53,560.00
Permit Technician	17.89	18.78	19.72	20.71	21.74	22.83	23.96	24.56	-	-	-	-	-	-	-	1,430.90	1,964.72	37,203.40	51,082.72
Planning Technician	19.08	20.04	21.04	22.09	23.19	24.35	25.57	26.21	-	-	-	-	-	-	-	1,526.51	2,096.74	39,689.21	54,515.24
Police Program Specialist	23.87	25.06	26.31	27.63	29.01	30.46	31.98	32.78	-	-	-	-	-	-	-	1,909.60	2,622.40	49,649.60	68,182.40
Property & Evidence Technician	16.27	17.09	17.94	18.84	19.78	20.77	21.81	22.35	-	-	-	-	-	-	-	1,301.74	1,788.00	33,845.12	46,488.00
Property Section Coordinator	29.75	31.24	32.80	34.44	36.16	37.97	39.87	40.87	-	-	-	-	-	-	-	2,380.00	3,269.60	61,880.00	85,009.60
Senior Accounting Assistant	18.75	19.69	20.67	21.70	22.79	23.93	25.13	25.75	-	-	-	-	-	-	-	1,499.96	2,060.00	38,998.97	53,560.00
Supervising Combination Inspector	27.82	29.21	30.67	32.21	33.82	35.51	37.28	38.21	-	-	-	-	-	-	-	2,225.69	3,056.96	57,867.81	79,480.96
Sworn Park Ranger	27.50	28.88	30.32	31.84	33.43	35.10	36.85	37.77	-	-	-	-	-	-	-	2,200.00	3,021.60	57,200.00	78,561.60
Sworn Senior Park Ranger	32.17	33.78	35.47	37.24	39.10	41.06	43.11	44.19	-	-	-	-	-	-	-	2,573.60	3,535.20	66,913.60	91,915.20
Traffic Signal Operations Engineer*	32.77	34.41	36.13	37.94	39.84	41.83	43.92	45.02	-	-	-	-	-	-	-	2,621.60	3,601.60	68,161.60	93,641.60

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

I. United Public Employees of California, Local 792 (UPEC)¹ (cont'd)

B. Basic Pay Schedule - Employees Hired On or After 05/03/2016 (Effective 05/22/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Accountant I	25.75	26.39	27.05	27.73	28.42	29.13	29.86	30.61	31.38	32.16	32.96	33.78	34.62	35.49	2,060.00	2,839.20	53,560.00
Accountant II	29.09	29.82	30.57	31.33	32.11	32.91	33.73	34.57	35.43	36.32	37.23	38.16	39.11	40.09	2,327.20	3,207.20	60,507.20	83,387.20
Accounting Assistant	16.05	16.45	16.86	17.28	17.71	18.15	18.60	19.06	19.54	20.03	20.53	21.04	21.57	22.11	1,284.12	1,768.74	33,387.12	45,987.24
Accounting Technician	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91	29.63	1,720.36	2,370.62	44,729.36	61,636.12
Administrative Assistant	18.67	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.76	23.33	23.92	24.51	25.12	25.75	1,493.60	2,060.00	38,833.60	53,560.00
Administrative Specialist	23.79	24.38	24.99	25.61	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	1,903.20	2,622.40	49,483.20	68,182.40
Assistant Engineer	29.01	29.74	30.48	31.24	32.02	32.82	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.99	2,320.80	3,199.20	60,340.80	83,179.20
Assistant Planner	23.49	24.08	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	1,879.44	2,590.38	48,865.44	67,349.88
Associate Engineer*	32.65	33.47	34.31	35.17	36.05	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	2,611.70	3,601.44	67,904.20	93,637.44
Associate Planner*	27.04	27.72	28.41	29.12	29.85	30.60	31.36	32.14	32.94	33.76	34.60	35.47	36.36	37.27	2,163.16	2,981.52	56,242.16	77,519.52
Building Plans Examiner II	26.40	27.06	27.74	28.43	29.14	29.87	30.62	31.39	32.17	32.97	33.79	34.63	35.50	36.39	2,112.32	2,911.00	54,920.32	75,686.00
Code Enforcement Officer I	25.14	25.77	26.41	27.07	27.75	28.44	29.15	29.88	30.63	31.40	32.19	32.99	33.81	34.66	2,011.46	2,772.42	52,297.96	72,082.92
Code Enforcement Officer II	27.04	27.72	28.41	29.12	29.85	30.60	31.36	32.14	32.94	33.76	34.60	35.47	36.36	37.27	2,163.20	2,981.52	56,242.16	77,519.52
Code Enforcement Supervisor	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	35.44	36.33	37.24	38.17	39.12	2,271.20	3,129.84	59,051.20	81,375.84
Combination Inspector I	25.14	25.77	26.41	27.07	27.75	28.44	29.15	29.88	30.63	31.40	32.19	32.99	33.81	34.66	2,011.46	2,772.42	52,297.96	72,082.92
Combination Inspector II	26.40	27.06	27.74	28.43	29.14	29.87	30.62	31.39	32.17	32.97	33.79	34.63	35.50	36.39	2,112.32	2,911.00	54,920.32	75,686.00
Communications Analyst	29.64	30.38	31.14	31.92	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	40.87	2,371.20	3,269.60	61,651.20	85,009.60
Communications Specialist	23.79	24.38	24.99	25.61	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	1,903.20	2,622.40	49,483.20	68,182.40
Community Development Counter Supv.	26.40	27.06	27.74	28.43	29.14	29.87	30.62	31.39	32.17	32.97	33.79	34.63	35.50	36.39	2,112.32	2,911.00	54,920.32	75,686.00
Community Development Technician	17.81	18.26	18.72	19.19	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96	24.56	1,425.16	1,964.72	37,054.16	51,082.72
Construction Inspector	25.14	25.77	26.41	27.07	27.75	28.44	29.15	29.88	30.63	31.40	32.19	32.99	33.81	34.66	2,011.46	2,772.42	52,297.96	72,082.92
Contracts Specialist	29.01	29.74	30.48	31.24	32.02	32.82	33.64	34.48	35.34	36.22	37.13	38.06	39.01	39.99	2,320.80	3,199.20	60,340.80	83,179.20
Crime Analyst	29.64	30.38	31.14	31.92	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	40.87	2,371.20	3,269.60	61,651.20	85,009.60
Engineering Aide	-	-	-	-	-	-	15.23	15.61	16.00	16.40	16.81	17.23	17.66	18.10	1,218.40	1,448.00	31,678.40	37,648.00
Engineering Technician	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04	1,685.10	2,323.06	43,812.60	60,399.56
Fire Permit Technician	17.81	18.26	18.72	19.19	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96	24.56	1,425.16	1,964.72	37,054.16	51,082.72
GIS Analyst	25.70	26.34	27.00	27.67	28.36	29.07	29.80	30.34	31.30	32.08	32.88	33.70	34.54	35.40	2,055.74	2,832.28	53,449.24	73,639.28
Housing Financial Specialist	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19	34.02	1,974.56	2,721.58	51,338.56	70,761.08
Information Systems Analyst	29.64	30.38	31.14	31.92	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	40.87	2,371.20	3,269.60	61,651.20	85,009.60
Information Systems Technician I	16.72	17.14	17.57	18.01	18.46	18.92	19.39	19.87	20.37	20.88	21.40	21.94	22.49	23.05	1,337.60	1,844.00	34,777.60	47,944.00
Information Systems Technician II	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46	29.17	29.90	30.65	1,779.40	2,451.80	46,264.40	63,746.80
Landscape Inspector	23.92	24.52	25.13	25.76	26.40	27.06	27.74	28.43	29.14	29.87	30.62	31.39	32.17	32.97	1,913.88	2,637.94	49,760.88	68,586.44
Mail Clerk	-	15.08	15.46	15.85	16.25	16.66	17.08	17.51	17.95	18.40	18.86	19.33	19.81	20.31	1,206.40	1,624.80	31,366.40	42,244.80
Office Assistant	15.71	16.10	16.50	16.91	17.33	17.76	18.20	18.66	19.13	19.61	20.10	20.60	21.12	21.65	1,257.06	1,731.84	32,683.56	45,027.84
Park Services Coordinator	25.53	26.17	26.82	27.49	28.18	28.88	29.60	30.34	31.10	31.88	32.68	33.50	34.34	35.20	2,042.62	2,815.88	53,108.12	73,212.88
Parking Coordinator*	32.65	33.47	34.31	35.17	36.05	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	2,611.70	3,601.44	67,904.20	93,637.44
Payroll Assistant	18.67	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.76	23.33	23.92	24.51	25.12	25.75	1,493.60	2,060.00	38,833.60	53,560.00
Permit Technician	17.81	18.26	18.72	19.19	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96	24.56	1,425.16	1,964.72	37,054.16	51,082.72
Planning Technician	19.01	19.49	19.98	20.48	20.99	21.51	22.05	22.60	23.17	23.75	24.34	24.95	25.57	26.21	1,521.10	2,096.74	39,548.60	54,515.24
Police Program Specialist	23.79	24.38	24.99	25.61	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	1,903.20	2,622.40	49,483.20	68,182.40
Property & Evidence Technician	16.20	16.60	17.02	17.45	17.89	18.34	18.80	19.27	19.75	20.24	20.75	21.27	21.80	22.35	1,296.00	1,788.00	33,696.00	46,488.00
Property Section Coordinator	29.64	30.38	31.14	31.92	32.72	33.54	34.38	35.24	36.12	37.02	37.95	38.90	39.87	40.87	2,371.20	3,269.60	61,651.20	85,009.60
Senior Accounting Assistant	18.67	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.76	23.33	23.91	24.51	25.12	25.75	1,493.60	2,060.00	38,833.60	53,560.00
Supervising Combination Inspector	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37	37.28	38.21	2,217.28	3,056.96	57,649.28	79,480.96
Sworn Park Ranger	27.40	28.08	28.78	29.50	30.24	31.00	31.78	32.57	33.38	34.21	35.07	35.95	36.85	37.77	2,192.00	3,021.60	56,992.00	78,561.60
Sworn Senior Park Ranger	32.06	32.86	33.68	34.52	35.38	36.26	37.17	38.10	39.05	40.03	41.03	42.06	43.11	44.19	2,564.80	3,535.20	66,684.80	91,915.20
Traffic Signal Operations Engineer*	32.65	33.47	34.31	35.17	36.05	36.95	37.87	38.82	39.79	40.78	41.80	42.85	43.92	45.02	2,612.00	3,601.60	67,912.00	93,641.60

C. Administrative Leave*: Associate Engineer, Associate Planner, Parking Coordinator, and Traffic Signal Operations Engineer receive forty hours per year of Administrative Leave.

¹ Pursuant to "Memorandum of Understanding between the City of Chico and UPEC Regarding Wages, Hours and Other Terms and Conditions of Employment", Council Resolution No. 59-19, and Council approval of Classification Study 5-17-2022.

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

II. Service Employees International Union, Trades & Crafts Unit (SEIU)¹

A. Basic Pay Schedule - Employees Hired Prior to 09/18/2018 (Effective 01/30/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Equipment Mechanic I	19.05	20.00	21.00	22.05	23.15	24.31	25.53	-	-	-	-	-	-	-	1,524.00	2,042.40	39,624.00
Equipment Mechanic II	21.77	22.86	24.00	25.20	26.46	27.78	29.17	-	-	-	-	-	-	-	1,741.60	2,233.60	45,281.60	58,073.60
Field Supervisor	27.02	28.38	29.80	31.29	32.85	34.50	36.22	-	-	-	-	-	-	-	2,161.60	2,772.80	56,201.60	72,092.80
Maintenance Aide	-	15.35	16.12	16.92	17.77	18.66	19.59	-	-	-	-	-	-	-	1,228.00	1,500.00	31,928.00	39,000.00
Maintenance Worker	17.77	18.66	19.59	20.57	21.60	22.68	23.81	-	-	-	-	-	-	-	1,421.60	1,822.40	36,961.60	47,382.40
Parking Meter Coll/Rep	20.83	21.87	22.96	24.11	25.32	26.58	27.91	-	-	-	-	-	-	-	1,666.40	2,136.80	43,326.40	55,556.80
Right-of-Way Technician	20.83	21.87	22.96	24.11	25.32	26.58	27.91	-	-	-	-	-	-	-	1,666.40	2,136.80	43,326.40	55,556.80
Senior Equipment Mechanic	25.01	26.26	27.58	28.96	30.41	31.94	33.53	-	-	-	-	-	-	-	2,000.80	2,136.80	52,020.80	66,747.20
Senior Maintenance Worker	20.83	21.87	22.96	24.11	25.32	26.58	27.91	-	-	-	-	-	-	-	1,666.40	2,136.80	43,326.40	55,556.80
Shop Supervisor	27.02	28.38	29.80	31.29	32.85	34.50	36.22	-	-	-	-	-	-	-	2,161.60	2,772.80	56,201.60	72,092.80

B. Basic Pay Schedule - Employees Hired On or After 09/18/2018 (Effective 01/30/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Equipment Mechanic I	18.53	18.99	19.46	19.95	20.45	20.96	21.48	22.02	22.57	23.13	23.71	24.30	24.91	25.53	1,482.40	2,042.40	38,542.40
Equipment Mechanic II	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46	29.17	1,693.60	2,333.60	44,033.60	60,673.60
Field Supervisor	26.28	26.94	27.61	28.30	29.01	29.74	30.48	31.24	32.02	32.82	33.64	34.48	35.34	36.22	2,102.40	2,897.60	54,662.40	75,337.60
Maintenance Aide	-	-	-	15.33	15.71	16.10	16.50	16.91	17.33	17.76	18.20	18.65	19.12	19.59	1,226.40	1,567.20	31,886.40	40,747.20
Maintenance Worker	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	23.81	1,381.60	1,904.80	35,921.60	49,524.80
Parking Meter Coll/Rep	20.24	20.75	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	27.23	27.91	1,619.20	2,232.80	42,099.20	58,052.80
Right-of-Way Technician	20.24	20.75	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	27.23	27.91	1,619.20	2,232.80	42,099.20	58,052.80
Senior Equipment Mechanic	24.33	24.94	25.56	26.20	26.85	27.52	28.21	28.92	29.64	30.38	31.14	31.92	32.72	33.53	1,946.40	2,682.40	50,606.40	69,742.40
Senior Maintenance Worker	20.24	20.75	21.27	21.80	22.35	22.91	23.48	24.07	24.67	25.29	25.92	26.57	27.23	27.91	1,619.20	2,232.80	42,099.20	58,052.80
Shop Supervisor	26.28	26.94	27.61	28.30	29.01	29.74	30.48	31.24	32.02	32.82	33.64	34.48	35.34	36.22	2,102.40	2,897.60	54,662.40	75,337.60

¹ Pursuant to "Memorandum of Understanding between the City of Chico and the Service Employees International Union -TC Regarding Wages, Hours and Other Terms and Conditions of Employment" and Council Resolution No. 05-22.

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

III. Chico Police Officers' Association (CPOA)¹

A. Basic Pay Schedule - Employees Hired Prior to April 07, 2015 (Effective 07/03/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Police Officer	29.58	31.06	32.61	34.24	35.95	37.75	39.63	40.63	41.64	-	-	-	-	-	2,366.40	3,331.20	61,526.40
Police Sergeant	-	-	-	45.99	48.28	50.69	53.23	54.56	55.93	-	-	-	-	-	3,679.20	4,474.40	105,435.20	116,334.40

B. Basic Pay Schedule - Employees Hired On or After April 07, 2015 (Effective 07/03/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Police Officer	30.21	30.96	31.73	32.52	33.34	34.18	35.04	35.91	36.80	37.72	38.66	39.63	40.63	41.64	2,416.80	3,331.20	62,836.80
Police Sergeant	-	-	-	-	44.77	45.90	47.04	48.22	49.43	50.66	51.93	53.23	54.56	55.93	3,672.00	4,474.40	95,472.00	116,334.40

C. Alternative Assignment Pay Schedule *

Crime Scene Investigator	5% of base pay
Detective	10% of base pay
Field Training	5% of base pay
School Resources	10% of base pay
Special Operations	10% of base pay
Professional Standards	10% of base pay
Traffic Unit	10% of base pay
Canine Training	5% of base pay

¹ Pursuant to "Memorandum of Understanding Between the City of Chico and the Chico Police Officers' Association Regarding Wages, Hours and Other Terms and Conditions of Employment" and Council Resolution No. 54-21.

* Compensation in addition to that reflected in the Basic Pay Schedule shall be paid to personnel assigned to the following listed alternative assignments in the amounts shown. All other terms, conditions and requirements established for said assignments in the cited Memorandum of Understanding shall further apply.

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

IV. Chico Public Safety Association (CPSA)¹

A. Basic Pay Schedule - Employees Hired Prior to August 4, 2016 (Effective 5/22/2022)

POSITION TITLE	HOURLY PAY RATES														Y-Rating	BIWEEKLY PAY RATE		ANNUAL PAY RATE		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	
	1																			
Animal Control Officer I	17.19	18.05	18.95	19.90	20.90	21.95	23.05	23.63	-	-	-	-	-	-	-	-	1,375.20	1,890.40	35,755.20	49,150.40
Animal Control Officer II	19.11	20.07	21.07	22.12	23.23	24.39	25.61	26.25	-	-	-	-	-	-	-	-	1,528.80	2,100.00	39,748.80	54,600.00
Animal Control Supervisor	21.60	22.67	23.81	25.00	26.26	27.56	28.94	29.67	-	-	-	-	-	-	-	-	1,728.18	2,373.60	44,932.67	61,713.60
Communications Supervisor	26.18	27.49	28.86	30.30	31.82	33.41	35.08	35.96	-	-	-	-	-	-	-	-	2,094.40	2,876.80	54,454.40	74,796.80
Community Services Officer I	17.19	18.05	18.95	19.90	20.90	21.95	23.05	23.63	-	-	-	-	-	-	-	-	1,375.20	1,890.40	35,755.20	49,150.40
Community Services Officer II	19.11	20.07	21.07	22.12	23.23	24.39	25.61	26.25	-	-	-	-	-	-	-	-	1,528.80	2,100.00	39,748.80	54,600.00
Parking Services Specialist	15.90	16.69	17.53	18.41	19.33	20.29	21.31	21.84	-	-	-	-	-	-	-	-	1,271.63	1,747.20	33,062.46	45,427.20
Police Records Supervisor	22.56	23.70	24.88	26.12	27.43	28.80	30.24	30.99	-	-	-	-	-	-	-	-	1,804.95	2,479.20	46,928.73	64,459.20
Police Records Technician I	16.98	17.83	18.72	19.66	20.64	21.67	22.75	23.32	-	-	-	-	-	-	-	-	1,358.40	1,865.60	35,318.40	48,505.60
Police Records Technician II	18.62	19.56	20.54	21.57	22.65	23.78	24.97	25.59	-	-	-	-	-	-	-	-	1,489.60	2,047.20	38,729.60	53,227.20
Property and Evidence Supervisor	22.56	23.70	24.88	26.12	27.43	28.80	30.24	30.99	-	-	-	-	-	-	-	-	1,804.95	2,479.20	46,928.73	64,459.20
Public Safety Dispatcher - Entry	19.70	20.68	21.71	22.80	23.94	25.14	26.40	27.06	-	-	-	-	-	-	-	-	1,576.00	2,164.80	40,976.00	56,284.80
Public Safety Dispatcher - Intermediate	21.17	22.23	23.34	24.51	25.74	27.03	28.38	29.09	-	-	-	-	-	-	-	-	1,693.60	2,327.20	44,033.60	60,507.20
Public Safety Dispatcher - Advanced	22.76	23.90	25.10	26.36	27.68	29.06	30.51	31.27	-	-	-	-	-	-	-	-	1,820.80	2,501.60	47,340.80	65,041.60

B. Basic Pay Schedule - Employees Hired On or After August 4, 2016 (Effective 5/22/2022)

POSITION TITLE	HOURLY PAY RATES														Y-Rating	BIWEEKLY PAY RATE		ANNUAL PAY RATE		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	
	1																			
Animal Control Officer I	17.14	17.57	18.01	18.46	18.92	19.39	19.87	20.37	20.88	21.40	21.94	22.49	23.05	23.63	-	-	1,371.20	1,890.40	35,651.20	49,150.40
Animal Control Officer II	19.04	19.52	20.01	20.51	21.02	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.61	26.25	-	-	1,523.20	2,100.00	39,603.20	54,600.00
Animal Control Supervisor	21.51	22.05	22.60	23.17	23.75	24.34	24.95	25.57	26.21	26.87	27.54	28.23	28.94	29.67	-	-	1,720.80	2,373.60	44,740.80	61,713.60
Communications Supervisor	26.08	26.73	27.40	28.09	28.79	29.51	30.25	31.01	31.79	32.58	33.39	34.22	35.08	35.96	-	-	2,086.40	2,876.80	54,246.40	74,796.80
Community Services Officer I	17.14	17.57	18.01	18.46	18.92	19.39	19.87	20.37	20.88	21.40	21.94	22.49	23.05	23.63	-	-	1,371.20	1,890.40	35,651.20	49,150.40
Community Services Officer II	19.04	19.52	20.01	20.51	21.02	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.61	26.25	-	-	1,523.20	2,100.00	39,603.20	54,600.00
Parking Services Specialist	15.82	16.22	16.63	17.05	17.48	17.92	18.37	18.83	19.30	19.78	20.27	20.78	21.30	21.84	-	-	1,265.60	1,747.20	32,905.60	45,427.20
Police Records Supervisor	22.48	23.04	23.62	24.21	24.82	25.44	26.08	26.73	27.40	28.08	28.78	29.50	30.24	30.99	-	-	1,798.40	2,479.20	46,758.40	64,459.20
Police Records Technician I	16.92	17.34	17.77	18.21	18.67	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.75	23.32	-	-	1,353.60	1,865.60	35,193.60	48,505.60
Police Records Technician II	18.56	19.02	19.50	19.99	20.49	21.00	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.59	-	-	1,484.80	2,047.20	38,604.80	53,227.20
Property and Evidence Supervisor	22.48	23.04	23.62	24.21	24.82	25.44	26.08	26.73	27.40	28.08	28.78	29.50	30.24	30.99	-	-	1,798.40	2,479.20	46,758.40	64,459.20
Public Safety Dispatcher - Entry	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13	25.76	26.40	27.06	-	-	1,570.40	2,164.80	40,830.40	56,284.80
Public Safety Dispatcher - Intermediate	21.10	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	-	-	1,688.00	2,327.20	43,888.00	60,507.20
Public Safety Dispatcher - Advanced	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04	29.77	30.51	31.27	-	-	1,814.40	2,501.60	47,174.40	65,041.60

C. Alternative Assignment Pay Schedule *

ACO/CSO Trainer	5% of base pay
Detective Bureau CSO	10% of base pay
Dispatch Trainer	7.5% of base pay for training hours
Property Section CSO	10% of base pay
Target CSO	10% of base pay
Traffic CSO	10% of base pay

¹ Pursuant to "Memorandum of Understanding Between the City of Chico and the Chico Public Safety Association Regarding Wages, Hours and Other Terms and Conditions of Employment" and Council Resolution No. 35-21, and Council approval of Classification Study 5-17-2022.
* Compensation in addition to that reflected in the Basic Pay Schedule shall be paid to personnel assigned to the following listed alternative assignments in the amounts shown. All other terms, conditions and requirements established for said assignments in the cited Memorandum of Understanding shall further apply.

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

V. International Association of Fire Fighters (IAFF)¹

A. Basic Pay Schedule - Employees Hired Before May 21, 2019 (Effective 10/13/2019)

1. 56 Hour Work Week Positions

POSITION TITLE	Entry (X)	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Firefighter	19.43	20.41	21.43	22.50	23.63	24.81	26.05	27.35	-	-	-	-	-	-	-	2,176.16	3,063.20	56,580.16	79,643.20
Fire Apparatus Engineer	-	23.63	24.81	26.05	27.35	28.72	30.16	31.67	-	-	-	-	-	-	-	2,646.56	3,547.04	68,810.56	92,223.04
Fire Captain	-	27.35	28.72	30.16	31.67	33.25	34.91	36.66	-	-	-	-	-	-	-	3,063.20	4,105.92	79,643.20	106,753.92

2. 40 Hour Work Week Positions

POSITION TITLE	X	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Fire Captain (Training)	-	38.29	40.21	42.22	44.34	46.55	48.87	51.32	-	-	-	-	-	-	-	3,063.20	4,105.60	79,643.20	106,745.60
Fire Lieutenant	-	27.35	28.72	30.16	31.67	33.25	34.91	36.66	-	-	-	-	-	-	-	2,188.00	2,932.80	56,888.00	76,252.80
Fire Prevention Specialist	-	28.59	30.02	31.52	33.10	34.75	36.49	38.31	-	-	-	-	-	-	-	2,287.20	3,064.80	59,467.20	79,684.80
Fire Prevention Inspector	-	36.48	38.30	40.22	42.23	44.34	46.56	48.89	-	-	-	-	-	-	-	2,918.40	3,911.20	75,878.40	101,691.20
Fire Prevention Officer	-	42.23	44.34	46.56	48.89	51.33	53.90	56.59	-	-	-	-	-	-	-	3,378.40	4,527.20	87,838.40	117,707.20

B. Basic Pay Schedule - Employees Hired On or After May 21, 2019 (Effective 10/13/2019)

1. 56 Hour Work Week Positions

POSITION TITLE	Entry (X)	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Firefighter	-	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	26.03	26.68	27.35	2,222.08	3,063.20	57,774.08	79,643.20
Fire Apparatus Engineer	-	22.98	23.55	24.14	24.74	25.36	25.99	26.64	27.31	27.99	28.69	29.41	30.15	30.90	31.67	2,573.76	3,547.04	66,917.76	92,223.04
Fire Captain	-	26.60	27.27	27.95	28.65	29.37	30.10	30.85	31.62	32.41	33.22	34.05	34.90	35.77	36.66	2,979.20	4,105.92	77,459.20	106,753.92

2. 40 Hour Work Week Positions

POSITION TITLE	X	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Fire Captain (Training)	-	37.24	38.18	39.13	40.11	41.12	42.14	43.19	44.27	45.37	46.51	47.67	48.86	50.08	51.32	2,979.20	4,105.60	77,459.20	106,745.60
Fire Lieutenant	-	26.60	27.27	27.95	28.65	29.37	30.10	30.85	31.62	32.41	33.22	34.05	34.90	35.77	36.66	2,128.00	2,932.80	55,328.00	76,252.80
Fire Prevention Specialist	-	27.78	28.47	29.18	29.91	30.66	31.43	32.22	33.03	33.86	34.71	35.58	36.47	37.38	38.31	2,222.40	3,064.80	57,782.40	79,684.80
Fire Prevention Inspector	-	35.47	36.36	37.27	38.20	39.15	40.13	41.13	42.16	43.21	44.29	45.40	46.54	47.70	48.89	2,837.60	3,911.20	73,777.60	101,691.20
Fire Prevention Officer	-	41.05	42.08	43.13	44.21	45.32	46.45	47.61	48.80	50.02	51.27	52.55	53.86	55.21	56.59	3,284.00	4,527.20	85,384.00	117,707.20

C. Special Assignment Pay Schedule *

Hazardous Materials Team Member	4% of base pay
Rescue Team Member	4% of base pay
Fire Investigation (FIT) Team Member	4% of base pay
SCBA Technician	4% of base pay
Critical Incident Stress (CIS) Team Member	4% of base pay
Fire Training Captain	10% of base pay

¹ Pursuant to "Memorandum of Understanding Between the City of Chico and the International Association of Fire Fighters Regarding Wages, Hours and Other Terms and Conditions of Employment" and Council Resolution No. 49-21.

* Compensation in addition to that reflected in the Basic Pay Schedule shall be paid to personnel assigned to the following listed special assignments in the amount shown. All other terms, conditions and requirements established for said assignments in the cited Memorandum of Understanding shall further apply.

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

VI. Confidential Employees (CNF)¹

A. Basic Pay Schedule - Employees Hired Prior to 05/03/2016 (Effective 05/22/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Accounting Technician	21.04	22.10	23.20	24.36	25.58	26.86	28.20	28.91	-	-	-	-	-	-	1,683.20	2,312.80	43,763.20
Administrative Assistant	18.29	19.21	20.17	21.18	22.23	23.35	24.51	25.13	-	-	-	-	-	-	1,463.20	2,010.40	38,043.20	52,270.40
Administrative Specialist	23.87	25.06	26.31	27.63	29.01	30.46	31.98	32.78	-	-	-	-	-	-	1,909.60	2,622.40	49,649.60	68,182.40
City Clerk Technician	18.29	19.21	20.17	21.18	22.23	23.35	24.51	25.13	-	-	-	-	-	-	1,463.20	2,010.40	38,043.20	52,270.40
Deputy City Clerk	27.74	29.13	30.58	32.11	33.72	35.40	37.17	38.10	-	-	-	-	-	-	2,219.20	3,048.00	57,699.20	79,248.00
Executive Assistant	19.20	20.16	21.17	22.23	23.34	24.51	25.74	26.39	-	-	-	-	-	-	1,536.36	2,110.92	39,945.36	54,883.92
Finance Analyst	20.75	21.78	22.87	24.02	25.22	26.48	27.80	28.91	-	-	-	-	-	-	1,659.68	2,312.80	43,151.66	60,132.80
Human Resources Analyst*	24.16	25.37	26.64	27.97	29.37	30.84	32.38	33.19	-	-	-	-	-	-	1,932.80	2,655.20	50,252.80	69,035.20
Human Resources Technician	18.29	19.21	20.17	21.18	22.23	23.35	24.51	25.13	-	-	-	-	-	-	1,463.20	2,010.40	38,043.20	52,270.40
Office Assistant	15.38	16.15	16.95	17.80	18.69	19.63	20.61	21.12	-	-	-	-	-	-	1,230.40	1,689.60	31,990.40	43,929.60
Payroll Technician	23.16	24.32	25.54	26.82	28.16	29.57	31.05	31.83	-	-	-	-	-	-	1,852.80	2,546.40	48,172.80	66,206.40

B. Basic Pay Schedule - Employees Hired On or After 05/03/2016 (Effective 05/22/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Accounting Technician	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91	1,678.40	2,312.80	43,638.40
Administrative Assistant	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13	1,457.60	2,010.40	37,897.60	52,270.40
Administrative Specialist	23.79	24.38	24.99	25.61	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	1,903.20	2,622.40	49,483.20	68,182.40
City Clerk Technician	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13	1,457.60	2,010.40	37,897.60	52,270.40
Deputy City Clerk	27.65	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	35.38	36.26	37.17	38.10	2,212.00	3,048.00	57,512.00	79,248.00
Executive Assistant	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.75	23.32	23.90	24.50	25.11	25.74	26.39	1,531.20	2,111.20	39,811.20	54,891.20
Finance Analyst	20.98	21.50	22.04	22.59	23.15	23.73	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.91	1,678.40	2,312.80	43,638.40	60,132.80
Human Resources Analyst*	24.08	24.68	25.30	25.93	26.58	27.24	27.92	28.62	29.34	30.07	30.82	31.59	32.38	33.19	1,926.40	2,655.20	50,086.40	69,035.20
Human Resources Technician	18.22	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13	1,457.60	2,010.40	37,897.60	52,270.40
Office Assistant	15.33	15.71	16.10	16.50	16.91	17.33	17.76	18.20	18.66	19.13	19.61	20.10	20.60	21.12	1,226.40	1,689.60	31,886.40	43,929.60
Payroll Technician	23.08	23.66	24.25	24.86	25.48	26.12	26.77	27.44	28.13	28.83	29.55	30.29	31.05	31.83	1,846.40	2,546.40	48,006.40	66,206.40

¹ Pursuant to Council Resolution No. 60-19 and Council approval of Classification Study 5-17-2022.

*Exempt under the FLSA

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

VII. Chico Management Employees - City Manager Appointed (CME)¹

A. Basic Pay Schedule (Effective 05/22/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Accountant	41.93	42.99	44.06	45.16	46.29	47.45	48.63	49.85	51.10	52.38	53.69	55.04	56.41	57.82	3,354.40	4,625.60	87,214.40
Accounting Manager	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Airport Manager	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.34	47.49	48.67	49.89	51.14	52.42	53.73	3,118.40	4,298.40	81,078.40	111,758.40
Assistant to the City Manager	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Budget and Treasury Manager	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Building Official	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
City Engineer	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Development Engineer	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.34	47.49	48.67	49.89	51.14	52.42	53.73	3,118.40	4,298.40	81,078.40	111,758.40
Economic Development Manager	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Environmental Programs Manager	41.93	42.99	44.06	45.16	46.29	47.45	48.63	49.85	51.10	52.38	53.69	55.04	56.41	57.82	3,354.40	4,625.60	87,214.40	120,265.60
Facilities Manager	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Financial Systems Engineer	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.34	47.49	48.67	49.89	51.14	52.42	53.73	3,118.40	4,298.40	81,078.40	111,758.40
Fleet Manager	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Homeless Housing Coordinator	33.22	34.05	34.89	35.76	36.66	37.57	38.51	39.47	40.46	41.46	42.51	43.57	44.66	45.76	2,657.60	3,660.80	69,097.60	95,180.80
Housing Manager	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Housing Analyst	33.22	34.05	34.89	35.76	36.66	37.57	38.51	39.47	40.46	41.46	42.51	43.57	44.66	45.76	2,657.60	3,660.80	69,097.60	95,180.80
Information Systems Manager	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Laboratory Technical Manager	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	2,655.20	3,660.80	69,035.20	95,180.80
Management Analyst	33.22	34.05	34.89	35.76	36.66	37.57	38.51	39.47	40.46	41.46	42.51	43.57	44.66	45.76	2,657.60	3,660.80	69,097.60	95,180.80
Park and Natural Resources Manager	41.93	42.99	44.06	45.16	46.29	47.45	48.63	49.85	51.10	52.38	53.69	55.04	56.41	57.82	3,354.40	4,625.60	87,214.40	120,265.60
Payroll Manager	33.22	34.05	34.89	35.76	36.66	37.57	38.51	39.47	40.46	41.46	42.51	43.57	44.66	45.76	2,657.60	3,660.80	69,097.60	95,180.80
Principal Human Resources Analyst	36.81	37.72	38.67	39.63	40.63	41.65	42.68	43.75	44.84	45.97	47.12	48.30	49.50	50.74	2,944.80	4,059.20	76,564.80	105,539.20
Principal Planner	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Project Manager	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Projects and Grants Manager	36.81	37.72	38.67	39.63	40.63	41.65	42.68	43.75	44.84	45.97	47.12	48.30	49.50	50.74	2,944.80	4,059.20	76,564.80	105,539.20
Public Information Officer	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Public Works Administration Manager	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Public Works Manager	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.34	47.49	48.67	49.89	51.14	52.42	53.73	3,118.40	4,298.40	81,078.40	111,758.40
Purchasing Manager	36.81	37.72	38.67	39.63	40.63	41.65	42.68	43.75	44.84	45.97	47.12	48.30	49.50	50.74	2,944.80	4,059.20	76,564.80	105,539.20
Records Manager	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	2,655.20	3,660.80	69,035.20	95,180.80
Regulatory Compliance Manager	41.93	42.99	44.06	45.16	46.29	47.45	48.63	49.85	51.10	52.38	53.69	55.04	56.41	57.82	3,354.40	4,625.60	87,214.40	120,265.60
Senior Civil Engineer	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Senior Construction Inspector	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Senior Development Engineer	46.69	47.86	49.06	50.29	51.55	52.84	54.16	55.51	56.90	58.32	59.78	61.27	62.80	64.37	3,735.20	5,149.24	97,115.20	133,880.34
Senior Information Systems Analyst	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.34	47.49	48.67	49.89	51.14	52.42	53.73	3,118.40	4,298.40	81,078.40	111,758.40
Senior Communications Analyst	38.98	39.95	40.95	41.98	43.03	44.10	45.20	46.34	47.49	48.67	49.89	51.14	52.42	53.73	3,118.40	4,298.40	81,078.40	111,758.40
Senior Plan Check Engineer	41.93	42.99	44.06	45.16	46.29	47.45	48.63	49.85	51.10	52.38	53.69	55.04	56.41	57.82	3,354.40	4,625.60	87,214.40	120,265.60
Senior Planner	41.93	42.99	44.06	45.16	46.29	47.45	48.63	49.85	51.10	52.38	53.69	55.04	56.41	57.82	3,354.40	4,625.60	87,214.40	120,265.60
Senior Traffic Engineer	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80
Urban Forest Manager	36.02	36.92	37.85	38.79	39.76	40.75	41.77	42.82	43.89	44.99	46.11	47.27	48.45	49.67	2,881.60	3,973.60	74,921.60	103,313.60
Wastewater Treatment Manager	44.28	45.38	46.51	47.67	48.88	50.09	51.34	52.62	53.94	55.27	56.66	58.08	59.52	61.01	3,542.40	4,880.80	92,102.40	126,900.80

¹ Pursuant to Council Resolution No. 53-20 and Classification Study approved by Council 5-17-2022.

CITY OF CHICO
 FY2022-23 ANNUAL BUDGET
 EMPLOYEE PAY SCHEDULES

VIII. Chico Police Management Employees (CPM)¹

A. Basic Pay Schedule (Effective 01/01/2018)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Police Captain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,588.10	5,922.42	119,290.60	153,982.92
Police Lieutenant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,171.00	5,384.02	108,446.00	139,984.52

¹ Pursuant to Council Resolution No. 54-20.

IX. Chico Fire Safety Management Employees (CFME)¹

A. Basic Pay Schedule (Effective 07/01/2020)

POSITION TITLE	HOURLY PAY RATES							BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Battalion Chief	31.45	33.02	34.67	36.40	38.22	40.13	42.14	3,522.40	4,719.68	91,582.40	122,711.68

B. Basic Pay Schedule (Effective 07/01/2020) - Employees hired on or after May 26, 2019

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Battalion Chief	30.59	31.35	32.13	32.93	33.75	34.59	35.45	36.34	37.25	38.18	39.13	40.11	41.11	42.14	3,426.08	4,719.68	89,078.08	122,711.68

C. Basic Pay Schedule (Effective 01/01/2018)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Deputy Chief of Fire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,980.76	5,976.90	129,499.76	155,399.40

¹ Pursuant to Council Resolution No. 37-20

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

X. Contracted Management Employees (DIR)²

A. Basic Pay Schedule - City Manager Appointed Positions (Effective 05/22/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Administrative Services Director	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-
Chief of Police	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,307.69	-	190,000.00
Community Development Director	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Deputy City Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,634.62	-	172,500.00
Deputy Director - Community Development	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,384.62	-	140,000.00
Deputy Director - Engineering	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,576.92	-	145,000.00
Deputy Director of Finance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,384.62	-	140,000.00
Deputy Director - Information Systems	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,384.62	-	140,000.00
Deputy Director - Public Works O & M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,384.62	-	140,000.00
Director of Human Res. & Risk Mgmt.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Fire Chief	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Public Works Director - Engineering	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,730.77	-	175,000.00
Public Works Director - O & M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00

B. Basic Pay Schedule - City Council Appointed Positions (Effective 07/01/2015)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	City Clerk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,346.15	-
City Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,980.77	-	207,500.00

² Pursuant to individual Employment Agreements.

XI. Merit Increases for Chico Police Management and Director Employees

- A. Additional pay increases within the established pay ranges may be granted by the City Manager to employees in the positions noted above. For those positions which are at or below the Department Director level, the City Manager will consider the recommendations of such Department Head in establishing the amount of such increases. Such merit pay increases, if granted, shall not exceed 5% in any fiscal year in any job title. Increases into the Merit Maximum portion of the salary range shall be based on performance which exceeds the job standards for employees in the position. Initial starting salaries which are in the Merit Maximum portion of the salary range shall be specifically justified in writing as part of the consideration in hiring new employees. C594
- B. If the City Manager does not approve the maximum 5% increase authorized pursuant to Paragraph A., above, as of July 1 of the fiscal year, the City Manager may approve such increase at any subsequent time during the fiscal year. In this regard, the City Manager may consider such additional factors as the employee's length of service to the City, the employee's performance and the recommendation of the employee's Department Head, if applicable, in determining the timing and amount of any such approved increase. Such increase shall not exceed a total of 5% for the fiscal year in any job title unless the conditions in Paragraph C. apply.
- C. It is understood that the above merit pay system shall be subject to review and modification by the City Council in conjunction with the Annual Budget process, contingent upon the financial condition of the City.

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

XII. Stationary Engineers, Local 39 (L39)¹

A. Basic Pay Schedule - Employees hired prior to 09/30/2018 (Effective 05/22/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Electrical Environ. Supervisor	30.94	32.49	34.11	35.82	37.61	39.49	41.46	42.70	-	-	-	-	-	-	2,475.20	3,416.00	64,355.20
Electrical Technician	26.86	28.20	29.61	31.09	32.64	34.27	35.98	37.06	-	-	-	-	-	-	2,148.80	2,964.80	55,868.80	77,084.80
Industrial Waste Inspector	23.17	24.33	25.55	26.83	28.17	29.58	31.06	32.00	-	-	-	-	-	-	1,853.60	2,560.00	48,193.60	66,560.00
Laboratory Analyst	25.60	26.88	28.22	29.63	31.11	32.67	34.30	35.33	-	-	-	-	-	-	2,048.00	2,826.40	53,248.00	73,486.40
Senior Industrial Waste Inspector	26.86	28.20	29.61	31.09	32.64	34.27	35.98	37.06	-	-	-	-	-	-	2,148.80	2,823.43	55,868.80	77,084.80
WWTP Lead Operator	34.02	35.72	37.51	39.39	41.36	43.43	45.60	46.97	-	-	-	-	-	-	2,721.60	3,757.60	70,761.60	97,697.60
WWTP Operator I	19.39	20.36	21.38	22.45	23.57	24.75	25.99	26.77	-	-	-	-	-	-	1,551.20	2,141.60	40,331.20	55,681.60
WWTP Operator II	24.28	25.49	26.76	28.10	29.51	30.99	32.54	33.52	-	-	-	-	-	-	1,942.40	2,681.60	50,502.40	69,721.60
WWTP Operator III	30.94	32.49	34.11	35.82	37.61	39.49	41.46	42.70	-	-	-	-	-	-	2,475.20	3,416.00	64,355.20	88,816.00

B. Basic Pay Schedule - Employees Hired On or After 09/30/2018 (Effective 05/22/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Electrical Environ. Supervisor	30.99	31.76	32.55	33.36	34.19	35.04	35.92	36.82	37.74	38.68	39.65	40.64	41.66	42.70	2,479.20	3,416.00	64,459.20
Electrical Technician	26.89	27.56	28.25	28.96	29.68	30.42	31.18	31.96	32.76	33.58	34.42	35.28	36.16	37.06	2,151.20	2,964.80	55,931.20	77,084.80
Industrial Waste Inspector	23.22	23.80	24.39	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.72	30.46	31.22	32.00	1,857.60	2,560.00	48,297.60	66,560.00
Laboratory Analyst	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47	31.23	32.01	32.81	33.63	34.47	35.33	2,050.40	2,826.40	53,310.40	73,486.40
Senior Industrial Waste Inspector	26.89	27.56	28.25	28.96	29.68	30.42	31.18	31.96	32.76	33.58	34.42	35.28	36.16	37.06	2,151.20	2,823.43	55,931.20	77,084.80
WWTP Lead Operator	34.08	34.93	35.80	36.69	37.61	38.55	39.51	40.50	41.51	42.55	43.61	44.70	45.82	46.97	2,726.40	3,757.60	70,886.40	97,697.60
WWTP Operator I	19.41	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.66	24.25	24.86	25.48	26.12	26.77	1,552.80	2,141.60	40,372.80	55,681.60
WWTP Operator II	24.32	24.93	25.55	26.19	26.84	27.51	28.20	28.90	29.62	30.36	31.12	31.90	32.70	33.52	1,945.60	2,681.60	50,585.60	69,721.60
WWTP Operator III	30.99	31.76	32.55	33.36	34.19	35.04	35.92	36.82	37.74	38.68	39.65	40.64	41.66	42.70	2,479.20	3,416.00	64,459.20	88,816.00

¹ Pursuant to "Memorandum of Understanding between the City of Chico and the Stationary Engineers, Local 39, Regarding Wages, Hours and Other Terms and Conditions of Employment", Council Res. No. 76-18 & 2021 Letter Agreement: Reopener Resolution, & Classification Study approved by Council 5-17-2022.

**CITY OF CHICO
FY2022-23 ANNUAL BUDGET
EMPLOYEE PAY SCHEDULES**

XIII. Contractual Services Employees¹

A. Basic Pay Schedule (Effective 07/03/2022)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Animal Services Associate	15.34	16.11	16.92	17.77	18.66	19.59	20.57	-	-	-	-	-	-	-	1,567.20	1,645.60	40,747.20
Animal Services Technician	17.32	18.19	19.10	20.05	21.05	22.10	23.20	-	-	-	-	-	-	-	1,385.60	1,856.00	36,025.60	48,256.00
Registered Vet Technician	19.07	20.02	21.02	22.07	23.17	24.33	25.55	-	-	-	-	-	-	-	1,525.60	2,044.00	39,665.60	53,144.00

POSITION TITLE	HOURLY PAY RATES		BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	MINIMUM*	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Animal Services Manager (Exempt)	43.72	55.22	3,497.60	4,417.60	90,937.60
Case Worker Aide	25.00	30.00	2,000.00	2,400.00	52,000.00	62,400.00
Social/Case Worker	26.89	34.95	2,151.20	2,796.00	55,931.20	72,696.00

¹ Pursuant to "Employee Contractual Services Agreement."

Exact pay rates for these positions shall be within the defined range and determined by the City Manager in accordance with employee qualifications and/or experience, or based on requirements of specific State/Federal Grant or Programs, and as approved by personnel transaction.

XIV. Miscellaneous Pay Rates - Exempt Service

A. Basic Pay Schedule (Effective 01/01/2022)

POSITION TITLE	HOURLY PAY RATES		BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	MINIMUM*	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Hourly Exempt Employee (Includes Interns)	15.00	Open	1,200.00	Open	31,200.00
Special Assignment Professional	15.00	Open	1,200.00	Open	31,200.00	Open
Police Academy Trainee	-	23.40	N/A	1,872.00	N/A	48,672.00
Sworn Park Ranger Trainee	-	23.40	N/A	1,872.00	N/A	48,672.00

Exact pay rates for these positions shall be determined by the City Manager in accordance with employee qualifications and/or experience, or based on requirements of specific State/Federal Grant or Programs, and as approved by personnel transaction. The "Open" pay range for Special Assignment Professional is an open pay range for individuals with professional skills needed for short-term, non-permanent assignments. These pay rates must be paid by the hour, on a \$0.25 increment, rather than on a salaried basis. The rate is to be set, with City Manager approval, in accordance with the Budget Policies, based on City pay rates for similar positions and labor market cost for such services.

B. Basic Pay Schedule - Adult School Crossing Guard

1. Effective 01/01/2022

POSITION TITLE	HOURLY PAY RATES		BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	< 400 HOURS	> 400 HOURS	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Adult School Crossing Guard	15.00	16.00	450.00	480.00	8,100.00

Adult School Crossing Guard = work 3 hours per day, the school year is 180 days, typically 21 pay periods

C. Basic Pay Schedule - Volunteers & Reserves

POSITION TITLE	STIPEND PAY RATES							BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	BASIC STIPEND	LIEUTENANT	DRILL	DEDUCTION	VOL LEVEL I	VOL LEVEL II	VOL LEVEL III	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
	Volunteer Firefighter	\$75.00 / month	\$100.00 / month	\$21.00 / drill	\$10.00 / missed	-	-	-	-	-	-
Reserve Police Officers**	-	-	-	-	\$125.00 / month	\$100.00 / month	\$75.00 / month	-	-	-	-

**Reserve Police Officers are only eligible for volunteer stipend if they have volunteered 20 or more hours during the month.