

**CITY OF RIVERBANK  
COMPENSATION PLAN  
MISCELLANEOUS BARGAINING UNIT  
EFFECTIVE: JULY 1, 2020**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Account Clerk I	Hourly	19.60	20.58	21.60	22.68	23.82
		Bi-Weekly	1,567.63	1,646.01	1,728.31	1,814.73	1,905.47
		Monthly	3,396.53	3,566.36	3,744.68	3,931.91	4,128.51
		Annual	40,758.36	42,796.32	44,936.16	47,182.92	49,542.12
53	Account Clerk II	Hourly	21.65	22.73	23.86	25.06	26.31
		Bi-Weekly	1,731.62	1,818.20	1,909.11	2,004.56	2,104.79
		Monthly	3,751.84	3,939.43	4,136.40	4,343.22	4,560.38
		Annual	45,022.08	47,273.16	49,636.80	52,118.64	54,724.56
65	Accounting Technician	Hourly	24.39	25.61	26.89	28.23	29.65
		Bi-Weekly	1,951.24	2,048.80	2,151.24	2,258.80	2,371.74
		Monthly	4,227.68	4,439.06	4,661.01	4,894.06	5,138.76
		Annual	50,732.16	53,268.72	55,932.12	58,728.72	61,665.12
75	Administrative Analyst I	Hourly	26.94	28.29	29.70	31.19	32.75
		Bi-Weekly	2,155.37	2,263.14	2,376.29	2,495.10	2,619.86
		Monthly	4,669.96	4,903.46	5,148.63	5,406.06	5,676.36
		Annual	56,039.52	58,841.52	61,783.56	64,872.72	68,116.32
66	Administrative Assistant	Hourly	24.63	25.87	27.16	28.52	29.94
		Bi-Weekly	1,970.74	2,069.28	2,172.74	2,281.38	2,395.45
		Monthly	4,269.94	4,483.44	4,707.61	4,942.99	5,190.14
		Annual	51,239.28	53,801.28	56,491.32	59,315.88	62,281.68
30	Administrative Clerk	Hourly	17.22	18.08	18.98	19.93	20.93
		Bi-Weekly	1,377.41	1,446.28	1,518.60	1,594.52	1,674.25
		Monthly	2,984.39	3,133.61	3,290.29	3,454.80	3,627.54
		Annual	35,812.68	37,603.32	39,483.48	41,457.60	43,530.48
56	Assistant Mechanic	Hourly	22.30	23.42	24.59	25.82	27.11
		Bi-Weekly	1,784.10	1,873.30	1,966.97	2,065.32	2,168.58
		Monthly	3,865.54	4,058.82	4,261.76	4,474.85	4,698.59
		Annual	46,386.48	48,705.84	51,141.12	53,698.20	56,383.08
81	Assistant Planner	Hourly	28.60	30.03	31.53	33.11	34.76
		Bi-Weekly	2,287.97	2,402.36	2,522.48	2,648.61	2,781.04
		Monthly	4,957.26	5,205.12	5,465.38	5,738.65	6,025.58
		Annual	59,487.12	62,461.44	65,584.56	68,863.80	72,306.96
91	Associate Planner	Hourly	31.59	33.17	34.83	36.57	38.40
		Bi-Weekly	2,527.33	2,653.70	2,786.38	2,925.70	3,071.99
		Monthly	5,475.89	5,749.68	6,037.16	6,339.02	6,655.97
		Annual	65,710.68	68,996.16	72,445.92	76,068.24	79,871.64
76	Building Inspector I	Hourly	27.21	28.57	30.00	31.50	33.08
		Bi-Weekly	2,176.92	2,285.77	2,400.06	2,520.06	2,646.07
		Monthly	4,716.67	4,952.50	5,200.13	5,460.14	5,733.15
		Annual	56,600.04	59,430.00	62,401.56	65,521.68	68,797.80
86	Building Inspector II	Hourly	30.06	31.56	33.14	34.80	36.54
		Bi-Weekly	2,404.67	2,524.90	2,651.15	2,783.70	2,922.89
		Monthly	5,210.11	5,470.62	5,744.15	6,031.36	6,332.93
		Annual	62,521.32	65,647.44	68,929.80	72,376.32	75,995.16
70	City Mechanic	Hourly	25.63	26.92	28.26	29.68	31.16
		Bi-Weekly	2,050.77	2,153.31	2,260.98	2,374.02	2,492.73
		Monthly	4,443.33	4,665.50	4,898.78	5,143.72	5,400.91
		Annual	53,319.96	55,986.00	58,785.36	61,724.64	64,810.92

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COMPENSATION PLAN  
MISCELLANEOUS BARGAINING UNIT  
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RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Community Development Specialist I	Hourly	19.60	20.58	21.60	22.68	23.82
		Bi-Weekly	1,567.63	1,646.01	1,728.31	1,814.73	1,905.47
		Monthly	3,396.53	3,566.36	3,744.68	3,931.91	4,128.51
		Annual	40,758.36	42,796.32	44,936.16	47,182.92	49,542.12
53	Community Development Specialist II	Hourly	21.65	22.73	23.86	25.06	26.31
		Bi-Weekly	1,731.62	1,818.20	1,909.11	2,004.56	2,104.79
		Monthly	3,751.84	3,939.43	4,136.40	4,343.22	4,560.38
		Annual	45,022.08	47,273.16	49,636.80	52,118.64	54,724.56
86	Construction Inspector I	Hourly	30.06	31.56	33.14	34.80	36.54
		Bi-Weekly	2,404.67	2,524.90	2,651.15	2,783.70	2,922.89
		Monthly	5,210.11	5,470.62	5,744.15	6,031.36	6,332.93
		Annual	62,521.32	65,647.44	68,929.80	72,376.32	75,995.16
96	Construction Inspector II	Hourly	33.20	34.86	36.61	38.44	40.36
		Bi-Weekly	2,656.24	2,789.05	2,928.51	3,074.94	3,228.68
		Monthly	5,755.19	6,042.95	6,345.10	6,662.36	6,995.48
		Annual	69,062.28	72,515.40	76,141.20	79,948.32	83,945.76
66	Deputy City Clerk	Hourly	24.63	25.87	27.16	28.52	29.94
		Bi-Weekly	1,970.74	2,069.28	2,172.74	2,281.38	2,395.45
		Monthly	4,269.94	4,483.44	4,707.61	4,942.99	5,190.14
		Annual	51,239.28	53,801.28	56,491.32	59,315.88	62,281.68
61	Engineer Technician I	Hourly	23.44	24.61	25.84	27.13	28.49
		Bi-Weekly	1,875.09	1,968.85	2,067.29	2,170.66	2,279.19
		Monthly	4,062.70	4,265.84	4,479.13	4,703.09	4,938.24
		Annual	48,752.40	51,190.08	53,749.56	56,437.08	59,258.88
71	Engineer Technician II	Hourly	25.89	27.19	28.54	29.97	31.47
		Bi-Weekly	2,071.27	2,174.83	2,283.58	2,397.76	2,517.65
		Monthly	4,487.75	4,712.14	4,947.75	5,195.14	5,454.90
		Annual	53,853.00	56,545.68	59,373.00	62,341.68	65,458.80
43	Facilities Maintenance Worker I	Hourly	19.60	20.58	21.60	22.68	23.82
		Bi-Weekly	1,567.63	1,646.01	1,728.31	1,814.73	1,905.47
		Monthly	3,396.53	3,566.36	3,744.68	3,931.91	4,128.51
		Annual	40,758.36	42,796.32	44,936.16	47,182.92	49,542.12
47	Facilities Maintenance Worker II	Hourly	20.39	21.41	22.48	23.60	24.79
		Bi-Weekly	1,631.27	1,712.83	1,798.47	1,888.39	1,982.82
		Monthly	3,534.41	3,711.13	3,896.69	4,091.52	4,296.10
		Annual	42,412.92	44,533.56	46,760.28	49,098.24	51,553.20
66	Housing & Economic Development Specialist I	Hourly	24.63	25.87	27.16	28.52	29.94
		Bi-Weekly	1,970.74	2,069.28	2,172.74	2,281.38	2,395.45
		Monthly	4,269.94	4,483.44	4,707.61	4,942.99	5,190.14
		Annual	51,239.28	53,801.28	56,491.32	59,315.88	62,281.68
76	Housing & Economic Development Specialist II	Hourly	27.21	28.57	30.00	31.50	33.08
		Bi-Weekly	2,176.92	2,285.77	2,400.06	2,520.06	2,646.07
		Monthly	4,716.67	4,952.50	5,200.13	5,460.14	5,733.15
		Annual	56,600.04	59,430.00	62,401.56	65,521.68	68,797.80
73	Human Services Specialist	Hourly	26.41	27.73	29.12	30.57	32.10
		Bi-Weekly	2,112.91	2,218.56	2,329.48	2,445.96	2,568.25
		Monthly	4,577.97	4,806.87	5,047.21	5,299.57	5,564.55
		Annual	54,935.64	57,682.44	60,566.52	63,594.84	66,774.60

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RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
37	Maintenance Worker I	Hourly	18.46	19.38	20.35	21.37	22.44
		Bi-Weekly	1,476.77	1,550.60	1,628.13	1,709.54	1,795.02
		Monthly	3,199.66	3,359.64	3,527.62	3,704.00	3,889.20
		Annual	38,395.92	40,315.68	42,331.44	44,448.00	46,670.40
47	Maintenance Worker II	Hourly	20.39	21.41	22.48	23.60	24.79
		Bi-Weekly	1,631.27	1,712.83	1,798.47	1,888.39	1,982.82
		Monthly	3,534.41	3,711.13	3,896.69	4,091.52	4,296.10
		Annual	42,412.92	44,533.56	46,760.28	49,098.24	51,553.20
56	Neighborhood Improvement Officer I	Hourly	22.30	23.42	24.59	25.82	27.11
		Bi-Weekly	1,784.10	1,873.30	1,966.97	2,065.32	2,168.58
		Monthly	3,865.54	4,058.82	4,261.76	4,474.85	4,698.59
		Annual	46,386.48	48,705.84	51,141.12	53,698.20	56,383.08
66	Neighborhood Improvement Officer II	Hourly	24.63	25.87	27.16	28.52	29.94
		Bi-Weekly	1,970.74	2,069.28	2,172.74	2,281.38	2,395.45
		Monthly	4,269.94	4,483.44	4,707.61	4,942.99	5,190.14
		Annual	51,239.28	53,801.28	56,491.32	59,315.88	62,281.68
37	Park Maintenance Worker I	Hourly	18.46	19.38	20.35	21.37	22.44
		Bi-Weekly	1,476.77	1,550.60	1,628.13	1,709.54	1,795.02
		Monthly	3,199.66	3,359.64	3,527.62	3,704.00	3,889.20
		Annual	38,395.92	40,315.68	42,331.44	44,448.00	46,670.40
47	Park Maintenance Worker II	Hourly	20.39	21.41	22.48	23.60	24.79
		Bi-Weekly	1,631.27	1,712.83	1,798.47	1,888.39	1,982.82
		Monthly	3,534.41	3,711.13	3,896.69	4,091.52	4,296.10
		Annual	42,412.92	44,533.56	46,760.28	49,098.24	51,553.20
76	Project Coordinator	Hourly	27.21	28.57	30.00	31.50	33.08
		Bi-Weekly	2,176.92	2,285.77	2,400.06	2,520.06	2,646.07
		Monthly	4,716.67	4,952.50	5,200.13	5,460.14	5,733.15
		Annual	56,600.04	59,430.00	62,401.56	65,521.68	68,797.80
42	Recreation Coordinator	Hourly	19.40	20.37	21.39	22.46	23.58
		Bi-Weekly	1,552.10	1,629.71	1,711.19	1,796.75	1,886.59
		Monthly	3,362.89	3,531.03	3,707.58	3,892.96	4,087.61
		Annual	40,354.68	42,372.36	44,490.96	46,715.52	49,051.32
56	Senior Facilities Maintenance Worker	Hourly	22.30	23.42	24.59	25.82	27.11
		Bi-Weekly	1,784.10	1,873.30	1,966.97	2,065.32	2,168.58
		Monthly	3,865.54	4,058.82	4,261.76	4,474.85	4,698.59
		Annual	46,386.48	48,705.84	51,141.12	53,698.20	56,383.08
56	Senior Maintenance Worker	Hourly	22.30	23.42	24.59	25.82	27.11
		Bi-Weekly	1,784.10	1,873.30	1,966.97	2,065.32	2,168.58
		Monthly	3,865.54	4,058.82	4,261.76	4,474.85	4,698.59
		Annual	46,386.48	48,705.84	51,141.12	53,698.20	56,383.08
56	Senior Park Maintenance Worker	Hourly	22.30	23.42	24.59	25.82	27.11
		Bi-Weekly	1,784.10	1,873.30	1,966.97	2,065.32	2,168.58
		Monthly	3,865.54	4,058.82	4,261.76	4,474.85	4,698.59
		Annual	46,386.48	48,705.84	51,141.12	53,698.20	56,383.08
64	Senior Park Maintenance Worker/Facilities Technician	Hourly	24.15	25.36	26.62	27.96	29.35
		Bi-Weekly	1,931.92	2,028.51	2,129.94	2,236.44	2,348.26
		Monthly	4,185.82	4,395.11	4,614.87	4,845.61	5,087.89
		Annual	50,229.84	52,741.32	55,378.44	58,147.32	61,054.68

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RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
68	Senior Wastewater Treatment Plant Operator	Hourly	25.13	26.39	27.71	29.09	30.55
		Bi-Weekly	2,010.36	2,110.88	2,216.42	2,327.24	2,443.61
		Monthly	4,355.78	4,573.57	4,802.25	5,042.36	5,294.48
		Annual	52,269.36	54,882.84	57,627.00	60,508.32	63,533.76
64	Senior Water Utility Worker	Hourly	24.15	25.36	26.62	27.96	29.35
		Bi-Weekly	1,931.92	2,028.51	2,129.94	2,236.44	2,348.26
		Monthly	4,185.82	4,395.11	4,614.87	4,845.61	5,087.89
		Annual	50,229.84	52,741.32	55,378.44	58,147.32	61,054.68
53	Transportation Coordinator	Hourly	21.65	22.73	23.86	25.06	26.31
		Bi-Weekly	1,731.62	1,818.20	1,909.11	2,004.56	2,104.79
		Monthly	3,751.84	3,939.43	4,136.40	4,343.22	4,560.38
		Annual	45,022.08	47,273.16	49,636.80	52,118.64	54,724.56
46	Wastewater Treatment Plant Maintenance Technician Trainee	Hourly	20.19	21.20	22.26	23.37	24.54
		Bi-Weekly	1,615.13	1,695.88	1,780.68	1,869.71	1,963.20
		Monthly	3,499.44	3,674.41	3,858.13	4,051.04	4,253.59
		Annual	41,993.28	44,092.92	46,297.56	48,612.48	51,043.08
56	Wastewater Treatment Plant Maintenance Technician I	Hourly	22.30	23.42	24.59	25.82	27.11
		Bi-Weekly	1,784.10	1,873.30	1,966.97	2,065.32	2,168.58
		Monthly	3,865.54	4,058.82	4,261.76	4,474.85	4,698.59
		Annual	46,386.48	48,705.84	51,141.12	53,698.20	56,383.08
66	Wastewater Treatment Plant Maintenance Technician II	Hourly	24.63	25.87	27.16	28.52	29.94
		Bi-Weekly	1,970.74	2,069.28	2,172.74	2,281.38	2,395.45
		Monthly	4,269.94	4,483.44	4,707.61	4,942.99	5,190.14
		Annual	51,239.28	53,801.28	56,491.32	59,315.88	62,281.68
49	Wastewater Treatment Plant Operator I	Hourly	20.80	21.84	22.93	24.08	25.28
		Bi-Weekly	1,664.06	1,747.26	1,834.63	1,926.36	2,022.68
		Monthly	3,605.47	3,785.74	3,975.03	4,173.78	4,382.47
		Annual	43,265.64	45,428.88	47,700.36	50,085.36	52,589.64
59	Wastewater Treatment Plant Operator II	Hourly	22.98	24.13	25.33	26.60	27.93
		Bi-Weekly	1,838.15	1,930.05	2,026.56	2,127.88	2,234.28
		Monthly	3,982.65	4,181.78	4,390.87	4,610.41	4,840.93
		Annual	47,791.80	50,181.36	52,690.44	55,324.92	58,091.16
43	Wastewater Treatment Plant Operator-In-Training	Hourly	19.60	20.58	21.60	22.68	23.82
		Bi-Weekly	1,567.63	1,646.01	1,728.31	1,814.73	1,905.47
		Monthly	3,396.53	3,566.36	3,744.68	3,931.91	4,128.51
		Annual	40,758.36	42,796.32	44,936.16	47,182.92	49,542.12
45	Water Utility Worker I	Hourly	19.99	20.99	22.04	23.14	24.30
		Bi-Weekly	1,599.12	1,679.08	1,763.04	1,851.19	1,943.75
		Monthly	3,464.77	3,638.01	3,819.91	4,010.91	4,211.46
		Annual	41,577.24	43,656.12	45,838.92	48,130.92	50,537.52
55	Water Utility Worker II	Hourly	22.08	23.18	24.34	25.56	26.84
		Bi-Weekly	1,766.43	1,854.75	1,947.48	2,044.86	2,147.10
		Monthly	3,827.26	4,018.62	4,219.55	4,430.53	4,652.06
		Annual	45,927.12	48,223.44	50,634.60	53,166.36	55,824.72