

**CITY OF RIVERBANK
COMPENSATION PLAN
MID-MANAGEMENT & EXECUTIVE EMPLOYEES
EFFECTIVE: JANUARY 3, 2020**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
125	Accountant	Hourly	28.76	30.20	31.71	33.30	34.96
		Bi-Weekly	2,301.12	2,416.18	2,536.99	2,663.84	2,797.03
		Monthly	4,985.77	5,235.06	5,496.81	5,771.65	6,060.23
		Annual	59,829.24	62,820.72	65,961.72	69,259.80	72,722.76
166	Accounting Manager	Hourly	43.25	45.42	47.69	50.07	52.58
		Bi-Weekly	3,460.33	3,633.35	3,815.02	4,005.77	4,206.06
		Monthly	7,497.39	7,872.26	8,265.87	8,679.16	9,113.12
		Annual	89,968.68	94,467.12	99,190.44	104,149.92	109,357.44
128	Administrative Analyst II	Hourly	29.64	31.12	32.67	34.31	36.02
		Bi-Weekly	2,370.85	2,489.40	2,613.86	2,744.56	2,881.79
		Monthly	5,136.85	5,393.69	5,663.37	5,946.54	6,243.87
		Annual	61,642.20	64,724.28	67,960.44	71,358.48	74,926.44
111	Administrative Assistant - Confidential	Hourly	25.02	26.27	27.59	28.97	30.42
		Bi-Weekly	2,001.90	2,101.99	2,207.09	2,317.44	2,433.32
		Monthly	4,337.44	4,554.31	4,782.03	5,021.13	5,272.19
		Annual	52,049.28	54,651.72	57,384.36	60,253.56	63,266.28
255	Assistant City Manager	Hourly	62.50	69.62	73.10	76.76	80.60
		Bi-Weekly	5,000.00	5,569.72	5,848.21	6,140.62	6,447.65
		Monthly	10,833.33	12,067.73	12,671.12	13,304.68	13,969.91
		Annual	130,000.00	144,812.76	152,053.44	159,656.16	167,638.92
155	Building Official	Hourly	38.77	40.71	42.74	44.88	47.12
		Bi-Weekly	3,101.58	3,256.65	3,419.48	3,590.46	3,769.98
		Monthly	6,720.08	7,056.08	7,408.88	7,779.32	8,168.29
		Annual	80,640.96	84,672.96	88,906.56	93,351.84	98,019.48
156	City Clerk	Hourly	39.16	41.12	43.17	45.33	47.60
		Bi-Weekly	3,132.60	3,289.22	3,453.68	3,626.37	3,807.69
		Monthly	6,787.29	7,126.65	7,482.98	7,857.13	8,249.99
		Annual	81,447.48	85,519.80	89,795.76	94,285.56	98,999.88
263	City Manager	Hourly	67.31	75.67	79.46	83.43	87.60
		Bi-Weekly	5,384.62	6,053.90	6,356.60	6,674.43	7,008.15
		Monthly	11,666.67	13,116.79	13,772.63	14,461.26	15,184.32
		Annual	140,000.00	157,401.48	165,271.56	173,535.12	182,211.84
174	City Planner	Hourly	46.84	49.18	51.64	54.22	56.93
		Bi-Weekly	3,747.03	3,934.38	4,131.11	4,337.66	4,554.54
		Monthly	8,118.57	8,524.50	8,950.73	9,398.27	9,868.18
		Annual	97,422.84	102,294.00	107,408.76	112,779.24	118,418.16
166	Development Services Administrative Manager	Hourly	43.25	45.42	47.69	50.07	52.58
		Bi-Weekly	3,460.33	3,633.35	3,815.02	4,005.77	4,206.06
		Monthly	7,497.39	7,872.26	8,265.87	8,679.16	9,113.12
		Annual	89,968.68	94,467.12	99,190.44	104,149.92	109,357.44
226	Director of Administrative Services/City Clerk	Hourly	49.87	52.37	54.99	57.73	60.62
		Bi-Weekly	3,989.85	4,189.34	4,398.81	4,618.75	4,849.69
		Monthly	8,644.68	9,076.91	9,530.76	10,007.30	10,507.67
		Annual	103,736.16	108,922.92	114,369.12	120,087.60	126,092.04
234	Director of Development Services	Hourly	54.01	56.71	59.54	62.52	65.64
		Bi-Weekly	4,320.44	4,536.47	4,763.29	5,001.45	5,251.52
		Monthly	9,360.96	9,829.01	10,320.46	10,836.48	11,378.30
		Annual	112,331.52	117,948.12	123,845.52	130,037.76	136,539.60

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			A	B	C	D	E
226	Director of Finance	Hourly	49.87	52.37	54.99	57.73	60.62
		Bi-Weekly	3,989.85	4,189.34	4,398.81	4,618.75	4,849.69
		Monthly	8,644.68	9,076.91	9,530.76	10,007.30	10,507.67
		Annual	103,736.16	108,922.92	114,369.12	120,087.60	126,092.04
226	Director of Parks & Recreation	Hourly	49.87	52.37	54.99	57.73	60.62
		Bi-Weekly	3,989.85	4,189.34	4,398.81	4,618.75	4,849.69
		Monthly	8,644.68	9,076.91	9,530.76	10,007.30	10,507.67
		Annual	103,736.16	108,922.92	114,369.12	120,087.60	126,092.04
243.1	Director of Public Works	Hourly	57.44	58.88	60.35	61.86	63.41
		Bi-Weekly	4,595.39	4,710.27	4,828.03	4,948.73	5,072.45
		Monthly	9,956.67	10,205.59	10,460.73	10,722.25	10,990.31
		Annual	119,480.04	122,467.08	125,528.76	128,667.00	131,883.72
125	Human Resources Analyst	Hourly	28.76	30.20	31.71	33.30	34.96
		Bi-Weekly	2,301.12	2,416.18	2,536.99	2,663.84	2,797.03
		Monthly	4,985.77	5,235.06	5,496.81	5,771.65	6,060.23
		Annual	59,829.24	62,820.72	65,961.72	69,259.80	72,722.76
159	Human Resources Manager	Hourly	40.34	42.36	44.48	46.70	49.04
		Bi-Weekly	3,227.51	3,388.89	3,558.33	3,736.25	3,923.06
		Monthly	6,992.94	7,342.59	7,709.72	8,095.21	8,499.97
		Annual	83,915.28	88,111.08	92,516.64	97,142.52	101,999.64
128	Human Services Specialist/Administrative Analyst II	Hourly	29.64	31.12	32.67	34.31	36.02
		Bi-Weekly	2,370.85	2,489.40	2,613.86	2,744.56	2,881.79
		Monthly	5,136.85	5,393.69	5,663.37	5,946.54	6,243.87
		Annual	61,642.20	64,724.28	67,960.44	71,358.48	74,926.44
226	Local Redevelopment Authority Executive Director	Hourly	49.87	52.37	54.99	57.73	60.62
		Bi-Weekly	3,989.85	4,189.34	4,398.81	4,618.75	4,849.69
		Monthly	8,644.68	9,076.91	9,530.76	10,007.30	10,507.67
		Annual	103,736.16	108,922.92	114,369.12	120,087.60	126,092.04
123	Parks & Facilities Maintenance Supervisor	Hourly	28.20	29.61	31.09	32.64	34.27
		Bi-Weekly	2,255.79	2,368.58	2,487.01	2,611.36	2,741.93
		Monthly	4,887.54	5,131.92	5,388.52	5,657.95	5,940.85
		Annual	58,650.48	61,583.04	64,662.24	67,895.40	71,290.20
176	Planning & Building Manager	Hourly	47.78	50.17	52.68	55.31	58.08
		Bi-Weekly	3,822.35	4,013.47	4,214.14	4,424.85	4,646.09
		Monthly	8,281.76	8,695.85	9,130.64	9,587.17	10,066.53
		Annual	99,381.12	104,350.20	109,567.68	115,046.04	120,798.36
169	Public Works Superintendent	Hourly	44.56	46.79	49.13	51.59	54.17
		Bi-Weekly	3,565.18	3,743.44	3,930.61	4,127.14	4,333.50
		Monthly	7,724.55	8,110.78	8,516.32	8,942.14	9,389.25
		Annual	92,694.60	97,329.36	102,195.84	107,305.68	112,671.00
132	Public Works Supervisor	Hourly	30.84	32.38	34.00	35.70	37.48
		Bi-Weekly	2,467.12	2,590.47	2,719.99	2,856.00	2,998.80
		Monthly	5,345.42	5,612.69	5,893.32	6,187.99	6,497.39
		Annual	64,145.04	67,352.28	70,719.84	74,255.88	77,968.68
125	Recreation Supervisor	Hourly	28.76	30.20	31.71	33.30	34.96
		Bi-Weekly	2,301.12	2,416.18	2,536.99	2,663.84	2,797.03
		Monthly	4,985.77	5,235.06	5,496.81	5,771.65	6,060.23
		Annual	59,829.24	62,820.72	65,961.72	69,259.80	72,722.76

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 COMPENSATION PLAN
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RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
140	Senior Building Inspector	Hourly	33.39	35.06	36.82	38.66	40.59
		Bi-Weekly	2,671.53	2,805.11	2,945.37	3,092.64	3,247.27
		Monthly	5,788.32	6,077.74	6,381.63	6,700.71	7,035.75
		Annual	69,459.84	72,932.88	76,579.56	80,408.52	84,429.00
122	Senior Community Development Specialist	Hourly	27.92	29.31	30.78	32.32	33.93
		Bi-Weekly	2,233.45	2,345.12	2,462.38	2,585.50	2,714.78
		Monthly	4,839.14	5,081.10	5,335.16	5,601.92	5,882.02
		Annual	58,069.68	60,973.20	64,021.92	67,223.04	70,584.24
155	Senior Construction Inspector	Hourly	38.77	40.71	42.74	44.88	47.12
		Bi-Weekly	3,101.58	3,256.65	3,419.48	3,590.46	3,769.98
		Monthly	6,720.08	7,056.08	7,408.88	7,779.32	8,168.29
		Annual	80,640.96	84,672.96	88,906.56	93,351.84	98,019.48
146	Senior Management Analyst	Hourly	35.45	37.22	39.08	41.04	43.09
		Bi-Weekly	2,835.89	2,977.68	3,126.56	3,282.89	3,447.04
		Monthly	6,144.42	6,451.64	6,774.22	7,112.93	7,468.58
		Annual	73,733.04	77,419.68	81,290.64	85,355.16	89,622.96
146	Senior Management Analyst/City Clerk	Hourly	35.45	37.22	39.08	41.04	43.09
		Bi-Weekly	2,835.89	2,977.68	3,126.56	3,282.89	3,447.04
		Monthly	6,144.42	6,451.64	6,774.22	7,112.93	7,468.58
		Annual	73,733.04	77,419.68	81,290.64	85,355.16	89,622.96
132	Wastewater Treatment Plant Supervisor	Hourly	30.84	32.38	34.00	35.70	37.48
		Bi-Weekly	2,467.12	2,590.47	2,719.99	2,856.00	2,998.80
		Monthly	5,345.42	5,612.69	5,893.32	6,187.99	6,497.39
		Annual	64,145.04	67,352.28	70,719.84	74,255.88	77,968.68
132	Water Supervisor	Hourly	30.84	32.38	34.00	35.70	37.48
		Bi-Weekly	2,467.12	2,590.47	2,719.99	2,856.00	2,998.80
		Monthly	5,345.42	5,612.69	5,893.32	6,187.99	6,497.39
		Annual	64,145.04	67,352.28	70,719.84	74,255.88	77,968.68