

**CITY OF RIVERBANK
COMPENSATION PLAN**

**EFFECTIVE: JULY 3, 2020 MISCELLANEOUS BARGAINING UNIT (3% COLA)
EFFECTIVE: JANUARY 1, 2021 MID-MANAGEMENT EMPLOYEE ASSOCIATION (3% COLA)**

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
125	Accountant	Hourly	29.63	31.11	32.66	34.30	36.01
		Bi-Weekly	2,370.16	2,488.67	2,613.10	2,743.76	2,880.95
		Monthly	5,135.34	5,392.11	5,661.72	5,944.81	6,242.05
		Annual	61,624.08	64,705.32	67,940.64	71,337.72	74,904.60
166	Accounting Manager	Hourly	44.55	46.78	49.12	51.57	54.15
		Bi-Weekly	3,564.14	3,742.35	3,929.47	4,125.94	4,332.24
		Monthly	7,722.31	8,108.43	8,513.85	8,939.54	9,386.52
		Annual	92,667.72	97,301.16	102,166.20	107,274.48	112,638.24
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
128	Administrative Analyst II	Hourly	30.52	32.05	33.65	35.34	37.10
		Bi-Weekly	2,441.98	2,564.08	2,692.29	2,826.90	2,968.25
		Monthly	5,290.96	5,555.51	5,833.29	6,124.95	6,431.20
		Annual	63,491.52	66,666.12	69,999.48	73,499.40	77,174.40
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
111	Administrative Assistant - Confidential	Hourly	25.77	27.06	28.42	29.84	31.33
		Bi-Weekly	2,061.95	2,165.05	2,273.30	2,386.97	2,506.32
		Monthly	4,467.56	4,690.94	4,925.49	5,171.76	5,430.35
		Annual	53,610.72	56,291.28	59,105.88	62,061.12	65,164.20
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
255	Assistant City Manager	Hourly	62.50	71.71	75.30	79.06	83.01
		Bi-Weekly	5,000.00	5,736.81	6,023.65	6,324.84	6,641.08
		Monthly	10,833.33	12,429.76	13,051.25	13,703.81	14,389.00
		Annual	130,000.00	149,157.12	156,615.00	164,445.72	172,668.00

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EFFECTIVE: JANUARY 1, 2021 MID-MANAGEMENT EMPLOYEE ASSOCIATION (3% COLA)**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
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
155	Building Official	Hourly	39.93	41.93	44.03	46.23	48.54
		Bi-Weekly	3,194.62	3,354.35	3,522.07	3,698.17	3,883.08
		Monthly	6,921.68	7,267.76	7,631.15	8,012.71	8,413.35
		Annual	83,060.16	87,213.12	91,573.80	96,152.52	100,960.20
156	City Clerk	Hourly	40.33	42.35	44.47	46.69	49.02
		Bi-Weekly	3,226.57	3,387.90	3,557.30	3,735.16	3,921.92
		Monthly	6,990.91	7,340.46	7,707.48	8,092.85	8,497.49
		Annual	83,890.92	88,085.52	92,489.76	97,114.20	101,969.88
263	City Manager	Hourly	67.31	70.67	74.21	77.92	81.81
		Bi-Weekly	5,384.62	5,653.85	5,936.54	6,233.37	6,545.04
		Monthly	11,666.67	12,250.00	12,862.50	13,505.63	14,180.91
		Annual	140,000.00	147,000.00	154,350.00	162,067.56	170,170.92
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
174	City Planner	Hourly	48.24	50.66	53.19	55.85	58.64
		Bi-Weekly	3,859.44	4,052.42	4,255.04	4,467.79	4,691.18
		Monthly	8,362.13	8,780.24	9,219.25	9,680.21	10,164.22
		Annual	100,345.56	105,362.88	110,631.00	116,162.52	121,970.64
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

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RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
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
166	Development Services Administrative Manager	Hourly	44.55	46.78	49.12	51.57	54.15
		Bi-Weekly	3,564.14	3,742.35	3,929.47	4,125.94	4,332.24
		Monthly	7,722.31	8,108.43	8,513.85	8,939.54	9,386.52
		Annual	92,667.72	97,301.16	102,166.20	107,274.48	112,638.24
226	Director of Administrative Services/City Clerk	Hourly	51.37	53.94	56.63	59.47	62.44
		Bi-Weekly	4,109.55	4,315.02	4,530.78	4,757.31	4,995.18
		Monthly	8,904.02	9,349.22	9,816.68	10,307.51	10,822.89
		Annual	106,848.24	112,190.64	117,800.16	123,690.12	129,874.68
234	Director of Development Services	Hourly	55.63	58.41	61.33	64.39	67.61
		Bi-Weekly	4,450.06	4,672.56	4,906.19	5,151.49	5,409.07
		Monthly	9,641.79	10,123.88	10,630.07	11,161.57	11,719.65
		Annual	115,701.48	121,486.56	127,560.84	133,938.84	140,635.80
226	Director of Finance	Hourly	51.37	53.94	56.63	59.47	62.44
		Bi-Weekly	4,109.55	4,315.02	4,530.78	4,757.31	4,995.18
		Monthly	8,904.02	9,349.22	9,816.68	10,307.51	10,822.89
		Annual	106,848.24	112,190.64	117,800.16	123,690.12	129,874.68
226	Director of Parks & Recreation	Hourly	51.37	53.94	56.63	59.47	62.44
		Bi-Weekly	4,109.55	4,315.02	4,530.78	4,757.31	4,995.18
		Monthly	8,904.02	9,349.22	9,816.68	10,307.51	10,822.89
		Annual	106,848.24	112,190.64	117,800.16	123,690.12	129,874.68
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

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RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
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
125	Human Resources Analyst	Hourly	29.63	31.11	32.66	34.30	36.01
		Bi-Weekly	2,370.16	2,488.67	2,613.10	2,743.76	2,880.95
		Monthly	5,135.34	5,392.11	5,661.72	5,944.81	6,242.05
		Annual	61,624.08	64,705.32	67,940.64	71,337.72	74,904.60
159	Human Resources Manager	Hourly	41.55	43.63	45.81	48.10	50.51
		Bi-Weekly	3,324.34	3,490.56	3,665.08	3,848.34	4,040.75
		Monthly	7,202.73	7,562.87	7,941.01	8,338.06	8,754.96
		Annual	86,432.76	90,754.44	95,292.12	100,056.72	105,059.52
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
128	Human Services Specialist/Administrative Analyst II	Hourly	30.52	32.05	33.65	35.34	37.10
		Bi-Weekly	2,441.98	2,564.08	2,692.29	2,826.90	2,968.25
		Monthly	5,290.96	5,555.51	5,833.29	6,124.95	6,431.20
		Annual	63,491.52	66,666.12	69,999.48	73,499.40	77,174.40
226	Local Redevelopment Authority Executive Director	Hourly	51.37	53.94	56.63	59.47	62.44
		Bi-Weekly	4,109.55	4,315.02	4,530.78	4,757.31	4,995.18
		Monthly	8,904.02	9,349.22	9,816.68	10,307.51	10,822.89
		Annual	106,848.24	112,190.64	117,800.16	123,690.12	129,874.68
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

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RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
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
123	Parks & Facilities Maintenance Supervisor	Hourly	29.04	30.50	32.02	33.62	35.30
		Bi-Weekly	2,323.46	2,439.64	2,561.62	2,689.70	2,824.18
		Monthly	5,034.17	5,285.88	5,550.17	5,827.68	6,119.06
		Annual	60,410.04	63,430.56	66,602.04	69,932.16	73,428.72
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
176	Planning & Building Manager	Hourly	49.21	51.67	54.26	56.97	59.82
		Bi-Weekly	3,937.02	4,133.87	4,340.57	4,557.60	4,785.48
		Monthly	8,530.21	8,956.72	9,404.56	9,874.79	10,368.53
		Annual	102,362.52	107,480.64	112,854.72	118,497.48	124,422.36
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
169	Public Works Superintendent	Hourly	45.90	48.20	50.61	53.14	55.79
		Bi-Weekly	3,672.13	3,855.74	4,048.53	4,250.95	4,463.50
		Monthly	7,956.29	8,354.10	8,771.81	9,210.40	9,670.92
		Annual	95,475.48	100,249.20	105,261.72	110,524.80	116,051.04
132	Public Works Supervisor	Hourly	31.76	33.35	35.02	36.77	38.61
		Bi-Weekly	2,541.13	2,668.19	2,801.59	2,941.68	3,088.76
		Monthly	5,505.78	5,781.07	6,070.12	6,373.63	6,692.31
		Annual	66,069.36	69,372.84	72,841.44	76,483.56	80,307.72
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
125	Recreation Supervisor	Hourly	29.63	31.11	32.66	34.30	36.01
		Bi-Weekly	2,370.16	2,488.67	2,613.10	2,743.76	2,880.95
		Monthly	5,135.34	5,392.11	5,661.72	5,944.81	6,242.05
		Annual	61,624.08	64,705.32	67,940.64	71,337.72	74,904.60

**CITY OF RIVERBANK
COMPENSATION PLAN**

**EFFECTIVE: JULY 3, 2020 MISCELLANEOUS BARGAINING UNIT (3% COLA)
EFFECTIVE: JANUARY 1, 2021 MID-MANAGEMENT EMPLOYEE ASSOCIATION (3% COLA)**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
140	Senior Building Inspector	Hourly	34.40	36.12	37.92	39.82	41.81
		Bi-Weekly	2,751.68	2,889.26	3,033.72	3,185.41	3,344.68
		Monthly	5,961.97	6,260.07	6,573.07	6,901.72	7,246.81
		Annual	71,543.64	75,120.84	78,876.84	82,820.64	86,961.72
122	Senior Community Development Specialist	Hourly	28.76	30.19	31.70	33.29	34.95
		Bi-Weekly	2,300.45	2,415.48	2,536.25	2,663.06	2,796.22
		Monthly	4,984.31	5,233.53	5,495.21	5,769.97	6,058.47
		Annual	59,811.72	62,802.36	65,942.52	69,239.64	72,701.64
155	Senior Construction Inspector	Hourly	39.93	41.93	44.03	46.23	48.54
		Bi-Weekly	3,194.62	3,354.35	3,522.07	3,698.17	3,883.08
		Monthly	6,921.68	7,267.76	7,631.15	8,012.71	8,413.35
		Annual	83,060.16	87,213.12	91,573.80	96,152.52	100,960.20
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
146	Senior Management Analyst	Hourly	36.51	38.34	40.25	42.27	44.38
		Bi-Weekly	2,920.96	3,067.01	3,220.36	3,381.38	3,550.45
		Monthly	6,328.75	6,645.19	6,977.45	7,326.32	7,692.64
		Annual	75,945.00	79,742.28	83,729.40	87,915.84	92,311.68
146	Senior Management Analyst/City Clerk	Hourly	36.51	38.34	40.25	42.27	44.38
		Bi-Weekly	2,920.96	3,067.01	3,220.36	3,381.38	3,550.45
		Monthly	6,328.75	6,645.19	6,977.45	7,326.32	7,692.64
		Annual	75,945.00	79,742.28	83,729.40	87,915.84	92,311.68
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
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

**CITY OF RIVERBANK
COMPENSATION PLAN**

**EFFECTIVE: JULY 3, 2020 MISCELLANEOUS BARGAINING UNIT (3% COLA)
EFFECTIVE: JANUARY 1, 2021 MID-MANAGEMENT EMPLOYEE ASSOCIATION (3% COLA)**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
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
132	Wastewater Treatment Plant Supervisor	Hourly	31.76	33.35	35.02	36.77	38.61
		Bi-Weekly	2,541.13	2,668.19	2,801.59	2,941.68	3,088.76
		Monthly	5,505.78	5,781.07	6,070.12	6,373.63	6,692.31
		Annual	66,069.36	69,372.84	72,841.44	76,483.56	80,307.72
132	Water Supervisor	Hourly	31.76	33.35	35.02	36.77	38.61
		Bi-Weekly	2,541.13	2,668.19	2,801.59	2,941.68	3,088.76
		Monthly	5,505.78	5,781.07	6,070.12	6,373.63	6,692.31
		Annual	66,069.36	69,372.84	72,841.44	76,483.56	80,307.72
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