

**CITY OF RIVERBANK
COMPENSATION PLAN
MID-MANAGEMENT (4% COLA) & EXECUTIVE EMPLOYEES
EFFECTIVE: JANUARY 9, 2026**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
125	Accountant	Hourly	36.02	37.82	39.71	41.70	43.79
		Bi-Weekly	2,881.80	3,025.90	3,177.19	3,336.06	3,502.86
		Monthly	6,243.91	6,556.11	6,883.92	7,228.12	7,589.53
		Annual	74,926.92	78,673.32	82,607.04	86,737.44	91,074.36
128	Administrative Analyst II	Hourly	37.11	38.97	40.92	42.96	45.11
		Bi-Weekly	2,969.14	3,117.60	3,273.48	3,437.15	3,609.01
		Monthly	6,433.13	6,754.79	7,092.53	7,447.16	7,819.52
		Annual	77,197.56	81,057.48	85,110.36	89,365.92	93,834.24
111	Administrative Assistant - Confidential	Hourly	31.34	32.91	34.55	36.28	38.09
		Bi-Weekly	2,507.07	2,632.42	2,764.04	2,902.25	3,047.36
		Monthly	5,431.98	5,703.58	5,988.76	6,288.20	6,602.61
		Annual	65,183.76	68,442.96	71,865.12	75,458.40	79,231.32
258	Assistant City Manager	Hourly	72.04	75.64	79.43	83.40	87.57
		Bi-Weekly	5,763.38	6,051.55	6,354.12	6,671.83	7,005.42
		Monthly	12,487.32	13,111.69	13,767.27	14,455.63	15,178.41
		Annual	149,847.84	157,340.28	165,207.24	173,467.56	182,140.92
166	Assistant Finance Director	Hourly	54.17	56.88	59.72	62.71	65.84
		Bi-Weekly	4,333.54	4,550.22	4,777.73	5,016.62	5,267.45
		Monthly	9,389.34	9,858.81	10,351.75	10,869.34	11,412.81
		Annual	112,672.08	118,305.72	124,221.00	130,432.08	136,953.72
155	Building Official	Hourly	48.55	50.98	53.53	56.21	59.02
		Bi-Weekly	3,884.25	4,078.46	4,282.38	4,496.51	4,721.33
		Monthly	8,415.88	8,836.67	9,278.50	9,742.43	10,229.55
		Annual	100,990.56	106,040.04	111,342.00	116,909.16	122,754.60
179	Capital Projects & Regulatory Compliance Manager	Hourly	61.65	64.73	67.97	71.37	74.94
		Bi-Weekly	4,931.96	5,178.56	5,437.49	5,709.36	5,994.83
		Monthly	10,685.91	11,220.21	11,781.22	12,370.28	12,988.79
		Annual	128,230.92	134,642.52	141,374.64	148,443.36	155,865.48
161	City Clerk	Hourly	51.54	54.12	56.82	59.66	62.65
		Bi-Weekly	4,123.20	4,329.36	4,545.82	4,773.11	5,011.77
		Monthly	8,933.59	9,380.27	9,849.28	10,341.74	10,858.83
		Annual	107,203.08	112,563.24	118,191.36	124,100.88	130,305.96
277	City Manager	Hourly	87.03	91.39	95.96	100.75	105.79
		Bi-Weekly	6,962.80	7,310.94	7,676.48	8,060.31	8,463.32
		Monthly	15,086.06	15,840.36	16,632.38	17,464.00	18,337.20
		Annual	181,032.72	190,084.32	199,588.56	209,568.00	220,046.40
174	City Planner	Hourly	58.66	61.59	64.67	67.90	71.30
		Bi-Weekly	4,692.59	4,927.22	5,173.58	5,432.26	5,703.87
		Monthly	10,167.28	10,675.64	11,209.42	11,769.89	12,358.38
		Annual	122,007.36	128,107.68	134,513.04	141,238.68	148,300.56
253	Director of Community Development	Hourly	68.55	71.97	75.57	79.35	83.32
		Bi-Weekly	5,483.65	5,757.83	6,045.72	6,348.01	6,665.41
		Monthly	11,881.24	12,475.30	13,099.07	13,754.02	14,441.72
		Annual	142,574.88	149,703.60	157,188.84	165,048.24	173,300.64
234	Director of Development Services	Hourly	56.74	59.58	62.55	65.68	68.97
		Bi-Weekly	4,539.06	4,766.01	5,004.31	5,254.53	5,517.25
		Monthly	9,834.63	10,326.36	10,842.68	11,384.81	11,954.05
		Annual	118,015.56	123,916.32	130,112.16	136,617.72	143,448.60

**CITY OF RIVERBANK
COMPENSATION PLAN
MID-MANAGEMENT (4% COLA) & EXECUTIVE EMPLOYEES
EFFECTIVE: JANUARY 9, 2026**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
226	Director of Finance	Hourly	52.40	55.02	57.77	60.66	63.69
		Bi-Weekly	4,191.74	4,401.33	4,621.39	4,852.46	5,095.08
		Monthly	9,082.10	9,536.21	10,013.02	10,513.67	11,039.35
		Annual	108,985.20	114,434.52	120,156.24	126,164.04	132,472.20
253	Director of Parks & Recreation	Hourly	68.55	71.97	75.57	79.35	83.32
		Bi-Weekly	5,483.65	5,757.83	6,045.72	6,348.01	6,665.41
		Monthly	11,881.24	12,475.30	13,099.07	13,754.02	14,441.72
		Annual	142,574.88	149,703.60	157,188.84	165,048.24	173,300.64
253	Director of Public Works/Interim RLRA Director	Hourly	68.55	71.97	75.57	79.35	83.32
		Bi-Weekly	5,483.65	5,757.83	6,045.72	6,348.01	6,665.41
		Monthly	11,881.24	12,475.30	13,099.07	13,754.02	14,441.72
		Annual	142,574.88	149,703.60	157,188.84	165,048.24	173,300.64
146	Human Resources Analyst	Hourly	44.39	46.61	48.94	51.39	53.96
		Bi-Weekly	3,551.52	3,729.10	3,915.55	4,111.33	4,316.90
		Monthly	7,694.96	8,079.71	8,483.70	8,907.89	9,353.28
		Annual	92,339.52	96,956.52	101,804.40	106,894.68	112,239.36
108	Human Resources Specialist	Hourly	30.42	31.94	33.53	35.21	36.97
		Bi-Weekly	2,433.34	2,555.01	2,682.76	2,816.89	2,957.74
		Monthly	5,272.24	5,535.85	5,812.64	6,103.27	6,408.43
		Annual	63,266.88	66,430.20	69,751.68	73,239.24	76,901.16
159	Human Resources Manager	Hourly	50.52	53.05	55.70	58.49	61.41
		Bi-Weekly	4,041.96	4,244.06	4,456.26	4,679.08	4,913.03
		Monthly	8,757.59	9,195.47	9,655.24	10,138.00	10,644.90
		Annual	105,091.08	110,345.64	115,862.88	121,656.00	127,738.80
128	Human Services Specialist/Administrative Analyst II	Hourly	37.11	38.97	40.92	42.96	45.11
		Bi-Weekly	2,969.14	3,117.60	3,273.48	3,437.15	3,609.01
		Monthly	6,433.13	6,754.79	7,092.53	7,447.16	7,819.52
		Annual	77,197.56	81,057.48	85,110.36	89,365.92	93,834.24
226	Local Redevelopment Authority Executive Director	Hourly	52.40	55.02	57.77	60.66	63.69
		Bi-Weekly	4,191.74	4,401.33	4,621.39	4,852.46	5,095.08
		Monthly	9,082.10	9,536.21	10,013.02	10,513.67	11,039.35
		Annual	108,985.20	114,434.52	120,156.24	126,164.04	132,472.20
132	Parks & Facilities Maintenance Supervisor	Hourly	38.62	40.55	42.58	44.71	46.94
		Bi-Weekly	3,089.69	3,244.17	3,406.38	3,576.70	3,755.53
		Monthly	6,694.32	7,029.04	7,380.49	7,749.51	8,136.99
		Annual	80,331.84	84,348.48	88,565.88	92,994.12	97,643.88
176	Planning & Building Manager	Hourly	59.84	62.83	65.97	69.27	72.73
		Bi-Weekly	4,786.92	5,026.26	5,277.57	5,541.45	5,818.52
		Monthly	10,371.65	10,890.23	11,434.74	12,006.48	12,606.80
		Annual	124,459.80	130,682.76	137,216.88	144,077.76	151,281.60
169	Public Works Superintendent	Hourly	55.81	58.60	61.53	64.61	67.84
		Bi-Weekly	4,464.85	4,688.09	4,922.50	5,168.62	5,427.05
		Monthly	9,673.84	10,157.53	10,665.41	11,198.68	11,758.61
		Annual	116,086.08	121,890.36	127,984.92	134,384.16	141,103.32
132	Public Works Supervisor	Hourly	38.62	40.55	42.58	44.71	46.94
		Bi-Weekly	3,089.69	3,244.17	3,406.38	3,576.70	3,755.53
		Monthly	6,694.32	7,029.04	7,380.49	7,749.51	8,136.99
		Annual	80,331.84	84,348.48	88,565.88	92,994.12	97,643.88

**CITY OF RIVERBANK
 COMPENSATION PLAN
 MID-MANAGEMENT (4% COLA) & EXECUTIVE EMPLOYEES
 EFFECTIVE: JANUARY 9, 2026**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
125	Recreation Supervisor	Hourly	36.02	37.82	39.71	41.70	43.79
		Bi-Weekly	2,881.80	3,025.90	3,177.19	3,336.06	3,502.86
		Monthly	6,243.91	6,556.11	6,883.92	7,228.12	7,589.53
		Annual	74,926.92	78,673.32	82,607.04	86,737.44	91,074.36
140	Senior Building Inspector	Hourly	41.82	43.91	46.11	48.41	50.83
		Bi-Weekly	3,345.69	3,512.97	3,688.62	3,873.05	4,066.70
		Monthly	7,248.99	7,611.44	7,992.01	8,391.61	8,811.19
		Annual	86,987.88	91,337.28	95,904.12	100,699.32	105,734.28
122	Senior Community Development Specialist	Hourly	34.96	36.71	38.55	40.47	42.50
		Bi-Weekly	2,797.06	2,936.91	3,083.76	3,237.94	3,399.84
		Monthly	6,060.29	6,363.30	6,681.47	7,015.54	7,366.32
		Annual	72,723.48	76,359.60	80,177.64	84,186.48	88,395.84
155	Senior Construction Inspector	Hourly	48.55	50.98	53.53	56.21	59.02
		Bi-Weekly	3,884.25	4,078.46	4,282.38	4,496.51	4,721.33
		Monthly	8,415.88	8,836.67	9,278.50	9,742.43	10,229.55
		Annual	100,990.56	106,040.04	111,342.00	116,909.16	122,754.60
146	Senior Management Analyst	Hourly	44.39	46.61	48.94	51.39	53.96
		Bi-Weekly	3,551.52	3,729.10	3,915.55	4,111.33	4,316.90
		Monthly	7,694.96	8,079.71	8,483.70	8,907.89	9,353.28
		Annual	92,339.52	96,956.52	101,804.40	106,894.68	112,239.36
122	Senior Neighborhood Improvement Officer	Hourly	34.96	36.71	38.55	40.47	42.50
		Bi-Weekly	2,797.06	2,936.91	3,083.76	3,237.94	3,399.84
		Monthly	6,060.29	6,363.30	6,681.47	7,015.54	7,366.32
		Annual	72,723.48	76,359.60	80,177.64	84,186.48	88,395.84
141	Senior Planner	Hourly	42.24	44.35	46.57	48.90	51.34
		Bi-Weekly	3,379.15	3,548.11	3,725.52	3,911.80	4,107.39
		Monthly	7,321.50	7,687.58	8,071.96	8,475.56	8,899.34
		Annual	87,858.00	92,250.96	96,863.52	101,706.72	106,792.08
128	Senior Project Coordinator	Hourly	37.11	38.97	40.92	42.96	45.11
		Bi-Weekly	2,969.14	3,117.60	3,273.48	3,437.15	3,609.01
		Monthly	6,433.13	6,754.79	7,092.53	7,447.16	7,819.52
		Annual	77,197.56	81,057.48	85,110.36	89,365.92	93,834.24
132	Wastewater Treatment Plant Supervisor	Hourly	38.62	40.55	42.58	44.71	46.94
		Bi-Weekly	3,089.69	3,244.17	3,406.38	3,576.70	3,755.53
		Monthly	6,694.32	7,029.04	7,380.49	7,749.51	8,136.99
		Annual	80,331.84	84,348.48	88,565.88	92,994.12	97,643.88
132	Water Supervisor	Hourly	38.62	40.55	42.58	44.71	46.94
		Bi-Weekly	3,089.69	3,244.17	3,406.38	3,576.70	3,755.53
		Monthly	6,694.32	7,029.04	7,380.49	7,749.51	8,136.99
		Annual	80,331.84	84,348.48	88,565.88	92,994.12	97,643.88