



Salary Schedules
Adopted by City Council
November 18, 2025

City of Hanford Full-Time Salary Schedule

City Council Adoption Date: 11-18-2025

BARGAINING UNIT	JOB TITLE	OT	FLSA	SALARY	MONTHLY SALARY					HOURLY SALARY				
		DESIGNATION	DESIGNATION	RANGE	1/MIN	2	3	4	5/MAX	1/MIN	2	3	4	5/MAX
GEMA	Accountant	1	E	106	\$6,055	\$6,358	\$6,676	\$7,009	\$7,360	34.93	36.68	38.51	40.44	42.46
SEIU	Accounting Clerk	3	40	63	\$3,947	\$4,145	\$4,352	\$4,569	\$4,798	22.77	23.91	25.11	26.36	27.68
GEMA	Accounting Technician I	2	40	78	\$4,583	\$4,812	\$5,052	\$5,305	\$5,570	26.44	27.76	29.15	30.61	32.14
GEMA	Accounting Technician II	2	40	88	\$5,062	\$5,315	\$5,581	\$5,860	\$6,153	29.20	30.66	32.20	33.81	35.50
GEMA	Administrative Analyst I	1	E	99	\$5,648	\$5,930	\$6,226	\$6,538	\$6,865	32.58	34.21	35.92	37.72	39.60
GEMA	Administrative Analyst II	1	E	109	\$6,238	\$6,550	\$6,878	\$7,222	\$7,583	35.99	37.79	39.68	41.66	43.75
SEIU	Administrative Assistant	3	40	73	\$4,360	\$4,578	\$4,807	\$5,047	\$5,300	25.15	26.41	27.73	29.12	30.58
GEMA	Administrative Specialist	2	40	85	\$4,913	\$5,159	\$5,417	\$5,688	\$5,972	28.35	29.76	31.25	32.81	34.45
SEIU	Administrative Technician	3	40	83	\$4,816	\$5,057	\$5,310	\$5,576	\$5,854	27.79	29.18	30.63	32.17	33.77
SEIU	Animal Control Officer	3	40	69	\$4,190	\$4,400	\$4,620	\$4,850	\$5,093	24.17	25.38	26.65	27.98	29.38
GEMA	Assistant Engineer	1	E	115	\$6,622	\$6,953	\$7,301	\$7,666	\$8,049	38.20	40.12	42.12	44.23	46.44
PUMA	Assistant Finance Director	1	E	156	\$9,958	\$10,456	\$10,979	\$11,528	\$12,104	57.45	60.32	63.34	66.51	69.83
SEIU	Assistant Planner	3	40	104	\$5,936	\$6,232	\$6,544	\$6,871	\$7,215	34.24	35.96	37.75	39.64	41.62
GEMA	Associate Civil Engineer	1	E	135	\$8,080	\$8,484	\$8,909	\$9,354	\$9,822	46.62	48.95	51.40	53.97	56.66
GEMA	Associate Engineer	1	E	125	\$7,315	\$7,681	\$8,065	\$8,468	\$8,891	42.20	44.31	46.53	48.85	51.30
GEMA	Associate Planner	1	E	114	\$6,557	\$6,884	\$7,229	\$7,590	\$7,970	37.83	39.72	41.70	43.79	45.98
GEMA	Associate Surveyor	1	E	130	\$7,688	\$8,073	\$8,476	\$8,900	\$9,345	44.35	46.57	48.90	51.35	53.91
PUMA	Building and Safety Manager	1	E	146	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958	52.01	54.61	57.34	60.21	63.22
SEIU	Building Inspector I	3	40	93	\$5,320	\$5,586	\$5,866	\$6,159	\$6,467	30.69	32.23	33.84	35.53	37.31
SEIU	Building Inspector II	3	40	103	\$5,877	\$6,171	\$6,479	\$6,803	\$7,143	33.90	35.60	37.38	39.25	41.21
PUMA	Building Official	1	E	141	\$8,577	\$9,006	\$9,457	\$9,929	\$10,426	49.49	51.96	54.56	57.29	60.15
GEMA	Building Superintendent	1	E	115	\$6,622	\$6,953	\$7,301	\$7,666	\$8,049	38.20	40.12	42.12	44.23	46.44
PUMA	City Clerk	1	E	125	\$7,315	\$7,681	\$8,065	\$8,468	\$8,891	42.20	44.31	46.53	48.85	51.30
PUMA	City Engineer	1	E	168	\$11,221	\$11,782	\$12,371	\$12,990	\$13,639	64.74	67.97	71.37	74.94	78.69

BARGAINING UNIT	JOB TITLE	OT	FLSA	SALARY	MONTHLY SALARY					HOURLY SALARY				
		DESIGNATION	DESIGNATION	RANGE	1/MIN	2	3	4	5/MAX	1/MIN	2	3	4	5/MAX
Unrepresented	City Manager	1	E	202	\$15,738	\$16,525	\$17,352	\$18,219	\$19,130	90.80	95.34	100.11	105.11	110.37
PUMA	City Surveyor	1	E	155	\$9,860	\$10,353	\$10,870	\$11,414	\$11,984	56.88	59.73	62.71	65.85	69.14
GEMA	Civil Engineer	1	E	145	\$8,926	\$9,372	\$9,841	\$10,333	\$10,849	51.49	54.07	56.77	59.61	62.59
SEIU	Code Compliance Officer	3	40	93	\$5,320	\$5,586	\$5,866	\$6,159	\$6,467	30.69	32.23	33.84	35.53	37.31
GEMA	Code Compliance Supervisor	1	E	105	\$5,995	\$6,295	\$6,609	\$6,940	\$7,287	34.59	36.32	38.13	40.04	42.04
SEIU	Combined Building Inspector	3	40	113	\$6,492	\$6,816	\$7,157	\$7,515	\$7,891	37.45	39.32	41.29	43.36	45.52
GEMA	Communications Dispatch Supervisor	3	40	110	\$6,301	\$6,616	\$6,947	\$7,294	\$7,659	36.35	38.17	40.08	42.08	44.18
SEIU	Communications Dispatcher	3	40	79	\$4,628	\$4,860	\$5,103	\$5,358	\$5,626	26.70	28.04	29.44	30.91	32.46
EMEA	Community Development Director	1	E	173	\$11,793	\$12,383	\$13,002	\$13,652	\$14,335	68.04	71.44	75.01	78.76	82.70
SEIU	Community Development Technician	3	40	83	\$4,816	\$5,057	\$5,310	\$5,576	\$5,854	27.79	29.18	30.63	32.17	33.77
SEIU	Community Enhancement Officer	3	40	61	\$3,869	\$4,063	\$4,266	\$4,479	\$4,703	22.32	23.44	24.61	25.84	27.13
PUMA	Community Relations Manager	1	E	127	\$7,462	\$7,835	\$8,227	\$8,638	\$9,070	43.05	45.20	47.46	49.84	52.33
SEIU	Community Services Officer	3	40	64	\$3,987	\$4,186	\$4,395	\$4,615	\$4,846	23.00	24.15	25.36	26.63	27.96
SEIU	Computer Technician	3	40	86	\$4,962	\$5,210	\$5,471	\$5,744	\$6,032	28.63	30.06	31.56	33.14	34.80
SEIU	Construction Coordinator/Inspector	3	40	111	\$6,364	\$6,682	\$7,016	\$7,367	\$7,735	36.71	38.55	40.48	42.50	44.63
SEIU	Construction Inspector I	3	40	91	\$5,215	\$5,476	\$5,750	\$6,037	\$6,339	30.09	31.59	33.17	34.83	36.57
SEIU	Construction Inspector II	3	40	101	\$5,761	\$6,049	\$6,352	\$6,669	\$7,003	33.24	34.90	36.64	38.48	40.40
SEIU	Custodian	3	40	51	\$3,503	\$3,678	\$3,862	\$4,055	\$4,258	20.21	21.22	22.28	23.39	24.56
PUMA	Deputy City Engineer	1	E	160	\$10,362	\$10,881	\$11,425	\$11,996	\$12,596	59.78	62.77	65.91	69.21	72.67
Unrepresented	Deputy City Manager	1	E	193	\$14,390	\$15,110	\$15,865	\$16,659	\$17,491	83.02	87.17	91.53	96.11	100.91
PUMA	Deputy Public Works Director	1	E	160	\$10,362	\$10,881	\$11,425	\$11,996	\$12,596	59.78	62.77	65.91	69.21	72.67
SEIU	Development Services Assistant	3	40	64	\$3,987	\$4,186	\$4,395	\$4,615	\$4,846	23.00	24.15	25.36	26.63	27.96
SEIU	Development Services Technician	3	40	79	\$4,628	\$4,860	\$5,103	\$5,358	\$5,626	26.70	28.04	29.44	30.91	32.46
SEIU	Engineering Technician I	3	40	81	\$4,721	\$4,958	\$5,205	\$5,466	\$5,739	27.24	28.60	30.03	31.53	33.11
SEIU	Engineering Technician II	3	40	91	\$5,215	\$5,476	\$5,750	\$6,037	\$6,339	30.09	31.59	33.17	34.83	36.57
GEMA	Environmental Compliance Analyst	1	E	99	\$5,648	\$5,930	\$6,226	\$6,538	\$6,865	32.58	34.21	35.92	37.72	39.60

BARGAINING		OT	FLSA	SALARY	MONTHLY SALARY					HOURLY SALARY				
UNIT	JOB TITLE	DESIGNATION	DESIGNATION	RANGE	1/MIN	2	3	4	5/MAX	1/MIN	2	3	4	5/MAX
GEMA	Environmental Compliance Supervisor	1	E	114	\$6,557	\$6,884	\$7,229	\$7,590	\$7,970	37.83	39.72	41.70	43.79	45.98
SEIU	Facilities Maintenance Technician I	3	40	66	\$4,067	\$4,270	\$4,484	\$4,708	\$4,943	23.46	24.64	25.87	27.16	28.52
SEIU	Facilities Maintenance Technician II	3	40	76	\$4,492	\$4,717	\$4,953	\$5,200	\$5,460	25.92	27.21	28.57	30.00	31.50
EMEA	Finance Director	1	E	179	\$12,519	\$13,145	\$13,802	\$14,492	\$15,217	72.22	75.84	79.63	83.61	87.79
PUMA	Finance Manager	1	E	146	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958	52.01	54.61	57.34	60.21	63.22
GEMA	Financial Analyst	1	E	119	\$6,891	\$7,236	\$7,597	\$7,977	\$8,376	39.76	41.74	43.83	46.02	48.32
IAFF	Fire Battalion Chief	1	E	162	10,571	11,099	11,654	12,237	12,849	60.99	64.03	67.24	70.60	74.13
IAFF	Fire Battalion Chief*	4	E	120	\$9,743	\$10,231	\$10,743	\$11,279	\$11,845	40.15	42.16	44.27	46.48	48.81
IAFF	Fire Captain	4	24	141	\$8,577	\$9,006	\$9,457	\$9,929	\$10,426	49.49	51.96	54.56	57.29	60.15
IAFF	Fire Captain*	4	24	99	\$7,906	\$8,302	\$8,717	\$9,153	\$9,610	32.58	34.21	35.92	37.72	39.60
EMEA	Fire Chief	1	E	179	\$12,519	\$13,145	\$13,802	\$14,492	\$15,217	72.22	75.84	79.63	83.61	87.79
IAFF	Fire Engineer	4	24	124	\$7,243	\$7,605	\$7,985	\$8,384	\$8,803	41.78	43.87	46.07	48.37	50.79
IAFF	Fire Engineer*	4	24	82	\$6,676	\$7,011	\$7,360	\$7,729	\$8,115	27.51	28.89	30.33	31.85	33.44
GEMA	Fire Marshal	1	E	122	\$7,100	\$7,455	\$7,828	\$8,219	\$8,630	40.96	43.01	45.16	47.42	49.79
GEMA	Fire Prevention Coordinator	1	E	93	\$5,320	\$5,586	\$5,866	\$6,159	\$6,467	30.69	32.23	33.84	35.53	37.31
IAFF	Firefighter	4	24	114	\$6,557	\$6,884	\$7,229	\$7,590	\$7,970	37.83	39.72	41.70	43.79	45.98
IAFF	Firefighter*	4	24	72	\$6,045	\$6,346	\$6,664	\$6,996	\$7,346	24.91	26.15	27.46	28.83	30.27
SEIU	Fleet Mechanic I	3	40	72	\$4,317	\$4,533	\$4,759	\$4,997	\$5,247	24.91	26.15	27.46	28.83	30.27
SEIU	Fleet Mechanic II	3	40	82	\$4,769	\$5,007	\$5,257	\$5,520	\$5,796	27.51	28.89	30.33	31.85	33.44
GEMA	Fleet Superintendent	1	E	115	\$6,622	\$6,953	\$7,301	\$7,666	\$8,049	38.20	40.12	42.12	44.23	46.44
GEMA	Fleet Supervisor	1	E	99	\$5,648	\$5,930	\$6,226	\$6,538	\$6,865	32.58	34.21	35.92	37.72	39.60
SEIU	Heavy Equipment Operator	3	40	76	\$4,492	\$4,717	\$4,953	\$5,200	\$5,460	25.92	27.21	28.57	30.00	31.50
GEMA	Housing Analyst	1	E	119	\$6,891	\$7,236	\$7,597	\$7,977	\$8,376	39.76	41.74	43.83	46.02	48.32
SEIU	Housing Program Specialist	3	40	83	\$4,816	\$5,057	\$5,310	\$5,576	\$5,854	27.79	29.18	30.63	32.17	33.77
PUMA	Human Resources Analyst	1	E	112	\$6,427	\$6,749	\$7,086	\$7,441	\$7,813	37.08	38.94	40.88	42.93	45.07
PUMA	Human Resources Manager	1	E	161	\$10,466	\$10,989	\$11,539	\$12,116	\$12,722	60.38	63.40	66.57	69.90	73.39

BARGAINING UNIT	JOB TITLE	OT	FLSA	SALARY	MONTHLY SALARY					HOURLY SALARY				
		DESIGNATION	DESIGNATION	RANGE	1/MIN	2	3	4	5/MAX	1/MIN	2	3	4	5/MAX
GEMA	Human Resources Technician	2	40	85	\$4,913	\$5,159	\$5,417	\$5,688	\$5,972	28.35	29.76	31.25	32.81	34.45
PUMA	Information Systems Analyst	1	E	125	\$7,315	\$7,681	\$8,065	\$8,468	\$8,891	42.20	44.31	46.53	48.85	51.30
GEMA	Information Systems Specialist	1	E	106	\$6,055	\$6,358	\$6,676	\$7,009	\$7,360	34.93	36.68	38.51	40.44	42.46
PUMA	Information Technology Manager	1	E	140	\$8,492	\$8,917	\$9,363	\$9,831	\$10,323	49.00	51.44	54.02	56.72	59.55
GEMA	Land Surveyor	1	E	145	\$8,926	\$9,372	\$9,841	\$10,333	\$10,849	51.49	54.07	56.77	59.61	62.59
SEIU	Landscape Services Technician	3	40	81	\$4,721	\$4,958	\$5,205	\$5,466	\$5,739	27.24	28.60	30.03	31.53	33.11
SEIU	Meter Reader	3	40	64	\$3,987	\$4,186	\$4,395	\$4,615	\$4,846	23.00	24.15	25.36	26.63	27.96
SEIU	Office Assistant I	3	40	44	\$3,267	\$3,431	\$3,602	\$3,782	\$3,971	18.85	19.79	20.78	21.82	22.91
SEIU	Office Assistant II	3	40	54	\$3,609	\$3,790	\$3,979	\$4,178	\$4,387	20.82	21.86	22.96	24.10	25.31
SEIU	Parking Control Officer	3	40	54	\$3,609	\$3,790	\$3,979	\$4,178	\$4,387	20.82	21.86	22.96	24.10	25.31
EMEA	Parks & Community Services Director	1	E	168	\$11,221	\$11,782	\$12,371	\$12,990	\$13,639	64.74	67.97	71.37	74.94	78.69
EMEA	Parks & Community Services Director	1	E	163	\$10,676	\$11,210	\$11,771	\$12,359	\$12,977	61.59	64.67	67.91	71.30	74.87
SEIU	Parks Maintenance Worker I	3	40	61	\$3,869	\$4,063	\$4,266	\$4,479	\$4,703	22.32	23.44	24.61	25.84	27.13
SEIU	Parks Maintenance Worker II	3	40	71	\$4,274	\$4,488	\$4,712	\$4,948	\$5,195	24.66	25.89	27.19	28.55	29.97
PUMA	Parks Manager	1	E	137	\$8,243	\$8,655	\$9,088	\$9,542	\$10,019	47.55	49.93	52.43	55.05	57.80
GEMA	Parks Supervisor	1	E	94	\$5,373	\$5,642	\$5,924	\$6,220	\$6,531	31.00	32.55	34.18	35.89	37.68
PUMA	Payroll Analyst	1	E	99	\$5,648	\$5,930	\$6,226	\$6,538	\$6,865	32.58	34.21	35.92	37.72	39.60
GEMA	Payroll Specialist	2	40	78	\$4,583	\$4,812	\$5,052	\$5,305	\$5,570	26.44	27.76	29.15	30.61	32.14
GEMA	Plans Examiner	1	E	111	\$6,364	\$6,682	\$7,016	\$7,367	\$7,735	36.71	38.55	40.48	42.50	44.63
HPOA	Police Cadet	4	40	53.5	\$3,591	\$3,771	\$3,959	\$4,157	\$4,365	20.72	21.75	22.84	23.98	25.18
HPOA	Police Captain	1	E	161.5	\$10,518	\$11,044	\$11,597	\$12,176	\$12,785	60.68	63.72	66.90	70.25	73.76
EMEA	Police Chief	1	E	185	\$13,289	\$13,954	\$14,651	\$15,384	\$16,153	76.67	80.50	84.53	88.75	93.19
HPOA	Police Corporal	4	14	124.5	\$7,279	\$7,643	\$8,025	\$8,426	\$8,847	41.99	44.09	46.30	48.61	51.04
HPOA	Police Lieutenant	1	E	153.5	\$9,714	\$10,199	\$10,709	\$11,245	\$11,807	56.04	58.84	61.78	64.87	68.12
HPOA	Police Officer/Investigator*	4	14	114.5	\$6,589	\$6,919	\$7,265	\$7,628	\$8,009	38.02	39.92	41.91	44.01	46.21
SEIU	Police Records Assistant	3	40	62	\$3,908	\$4,104	\$4,309	\$4,524	\$4,750	22.55	23.67	24.86	26.10	27.41

BARGAINING		OT	FLSA	SALARY	MONTHLY SALARY					HOURLY SALARY				
UNIT	JOB TITLE	DESIGNATION	DESIGNATION	RANGE	1/MIN	2	3	4	5/MAX	1/MIN	2	3	4	5/MAX
HPOA	Police Sergeant	4	14	139.5	\$8,450	\$8,873	\$9,317	\$9,782	\$10,272	48.75	51.19	53.75	56.44	59.26
GEMA	Police Support Services Administrator	1	E	120	\$6,960	\$7,308	\$7,673	\$8,057	\$8,460	40.15	42.16	44.27	46.48	48.81
PUMA	Principal Planner	1	E	141	\$8,577	\$9,006	\$9,457	\$9,929	\$10,426	49.49	51.96	54.56	57.29	60.15
GEMA	Project Manager	1	E	132	\$7,843	\$8,235	\$8,647	\$9,079	\$9,533	45.25	47.51	49.88	52.38	55.00
SEIU	Property and Evidence Technician	3	40	69	\$4,190	\$4,400	\$4,620	\$4,850	\$5,093	24.17	25.38	26.65	27.98	29.38
EMEA	Public Works Director	1	E	175	\$12,030	\$12,632	\$13,264	\$13,927	\$14,623	69.41	72.88	76.52	80.35	84.36
PUMA	Public Works Manager	1	E	142	\$8,663	\$9,096	\$9,551	\$10,029	\$10,530	49.98	52.48	55.10	57.86	60.75
GEMA	Purchasing Agent	1	E	119	\$6,891	\$7,236	\$7,597	\$7,977	\$8,376	39.76	41.74	43.83	46.02	48.32
SEIU	Recreation Coordinator	3	40	85	\$4,913	\$5,159	\$5,417	\$5,688	\$5,972	28.35	29.76	31.25	32.81	34.45
PUMA	Recreation Manager	1	E	119	\$6,891	\$7,236	\$7,597	\$7,977	\$8,376	39.76	41.74	43.83	46.02	48.32
GEMA	Recreation Supervisor	1	E	99	\$5,648	\$5,930	\$6,226	\$6,538	\$6,865	32.58	34.21	35.92	37.72	39.60
SEIU	Recycling Coordinator	3	40	92	\$5,268	\$5,531	\$5,807	\$6,098	\$6,403	30.39	31.91	33.50	35.18	36.94
SEIU	Refuse Collector	3	40	70	\$4,232	\$4,444	\$4,666	\$4,899	\$5,144	24.42	25.64	26.92	28.26	29.68
PUMA	Refuse Manager	1	E	129	\$7,612	\$7,993	\$8,392	\$8,812	\$9,252	43.92	46.11	48.42	50.84	53.38
SEIU	Refuse Service Worker	3	40	76	\$4,492	\$4,717	\$4,953	\$5,200	\$5,460	25.92	27.21	28.57	30.00	31.50
GEMA	Refuse Supervisor	1	E	102	\$5,819	\$6,110	\$6,415	\$6,736	\$7,073	33.57	35.25	37.01	38.86	40.80
GEMA	Regulatory Compliance Analyst	1	E	99	\$5,648	\$5,930	\$6,226	\$6,538	\$6,865	32.58	34.21	35.92	37.72	39.60
PUMA	Risk Management Analyst	1	E	115	\$6,622	\$6,953	\$7,301	\$7,666	\$8,049	38.20	40.12	42.12	44.23	46.44
GEMA	Safety and Risk Technician	2	40	85	\$4,913	\$5,159	\$5,417	\$5,688	\$5,972	28.35	29.76	31.25	32.81	34.45
GEMA	Sanitary Sewer Collection Supervisor	1	E	104	\$5,936	\$6,232	\$6,544	\$6,871	\$7,215	34.24	35.96	37.75	39.64	41.62
GEMA	Senior Administrative Analyst	1	E	119	\$6,891	\$7,236	\$7,597	\$7,977	\$8,376	39.76	41.74	43.83	46.02	48.32
PUMA	Senior Civil Engineer	1	E	155	\$9,860	\$10,353	\$10,870	\$11,414	\$11,984	56.88	59.73	62.71	65.85	69.14
SEIU	Senior Combined Building Inspector	3	40	123	\$7,171	\$7,529	\$7,906	\$8,301	\$8,716	41.37	43.44	45.61	47.89	50.29
SEIU	Senior Communications Dispatcher	3	40	100	\$5,704	\$5,989	\$6,289	\$6,603	\$6,933	32.91	34.55	36.28	38.09	40.00
GEMA	Senior Construction Inspector	1	E	120	\$6,960	\$7,308	\$7,673	\$8,057	\$8,460	40.15	42.16	44.27	46.48	48.81
SEIU	Senior Custodian	3	40	61	\$3,869	\$4,063	\$4,266	\$4,479	\$4,703	22.32	23.44	24.61	25.84	27.13

BARGAINING		OT	FLSA	SALARY	MONTHLY SALARY					HOURLY SALARY				
UNIT	JOB TITLE	DESIGNATION	DESIGNATION	RANGE	1/MIN	2	3	4	5/MAX	1/MIN	2	3	4	5/MAX
PUMA	Senior Engineer	1	E	150	\$9,381	\$9,850	\$10,343	\$10,860	\$11,403	54.12	56.83	59.67	62.65	65.78
SEIU	Senior Facility/Building Maintenance Technician	3	40	96	\$5,481	\$5,756	\$6,043	\$6,345	\$6,663	31.62	33.20	34.87	36.61	38.44
SEIU	Senior Fleet Mechanic	3	40	92	\$5,268	\$5,531	\$5,807	\$6,098	\$6,403	30.39	31.91	33.50	35.18	36.94
PUMA	Senior Human Resources Analyst	1	E	122	\$7,100	\$7,455	\$7,828	\$8,219	\$8,630	40.96	43.01	45.16	47.42	49.79
SEIU	Senior Maintenance Worker	3	40	81	\$4,721	\$4,958	\$5,205	\$5,466	\$5,739	27.24	28.60	30.03	31.53	33.11
SEIU	Senior Meter Reader	3	40	74	\$4,404	\$4,624	\$4,855	\$5,098	\$5,353	25.41	26.68	28.01	29.41	30.88
GEMA	Senior Planner	1	E	126	\$7,388	\$7,758	\$8,145	\$8,553	\$8,980	42.62	44.76	46.99	49.34	51.81
GEMA	Senior Plans Examiner	1	E	121	\$7,030	\$7,381	\$7,750	\$8,138	\$8,544	40.56	42.58	44.71	46.95	49.30
SEIU	Senior Police Records Assistant	3	40	72	\$4,317	\$4,533	\$4,759	\$4,997	\$5,247	24.91	26.15	27.46	28.83	30.27
SEIU	Senior Refuse Collector	3	40	85	\$4,913	\$5,159	\$5,417	\$5,688	\$5,972	28.35	29.76	31.25	32.81	34.45
SEIU	Senior Utilities Maintenance Worker	3	40	91	\$5,215	\$5,476	\$5,750	\$6,037	\$6,339	30.09	31.59	33.17	34.83	36.57
SEIU	Sewer Collections Maintenance Worker I	3	40	61	\$3,869	\$4,063	\$4,266	\$4,479	\$4,703	22.32	23.44	24.61	25.84	27.13
SEIU	Sewer Collections Maintenance Worker II	3	40	71	\$4,274	\$4,488	\$4,712	\$4,948	\$5,195	24.66	25.89	27.19	28.55	29.97
SEIU	Shop and Parts Specialist	3	40	77	\$4,537	\$4,764	\$5,002	\$5,252	\$5,515	26.18	27.49	28.86	30.30	31.82
SEIU	Sports Coordinator	3	40	85	\$4,913	\$5,159	\$5,417	\$5,688	\$5,972	28.35	29.76	31.25	32.81	34.45
SEIU	Storm Maintenance Worker I	3	40	61	\$3,869	\$4,063	\$4,266	\$4,479	\$4,703	22.32	23.44	24.61	25.84	27.13
SEIU	Storm Maintenance Worker II	3	40	71	\$4,274	\$4,488	\$4,712	\$4,948	\$5,195	24.66	25.89	27.19	28.55	29.97
SEIU	Streets Maintenance Worker I	3	40	61	\$3,869	\$4,063	\$4,266	\$4,479	\$4,703	22.32	23.44	24.61	25.84	27.13
SEIU	Streets Maintenance Worker II	3	40	71	\$4,274	\$4,488	\$4,712	\$4,948	\$5,195	24.66	25.89	27.19	28.55	29.97
PUMA	Streets Manager	1	E	131	\$7,765	\$8,153	\$8,561	\$8,989	\$9,438	44.80	47.04	49.39	51.86	54.45
GEMA	Streets Supervisor	1	E	106	\$6,055	\$6,358	\$6,676	\$7,009	\$7,360	34.93	36.68	38.51	40.44	42.46
GEMA	Supervising Building Inspector	1	E	126	\$7,388	\$7,758	\$8,145	\$8,553	\$8,980	42.62	44.76	46.99	49.34	51.81
SEIU	Traffic Control Technician	3	40	96	\$5,481	\$5,756	\$6,043	\$6,345	\$6,663	31.62	33.20	34.87	36.61	38.44
EMEA	Utilities & Engineering Director	1	E	179	\$12,519	\$13,145	\$13,802	\$14,492	\$15,217	72.22	75.84	79.63	83.61	87.79
SEIU	Water Operator I	3	40	71	\$4,274	\$4,488	\$4,712	\$4,948	\$5,195	24.66	25.89	27.19	28.55	29.97
SEIU	Water Operator II	3	40	81	\$4,721	\$4,958	\$5,205	\$5,466	\$5,739	27.24	28.60	30.03	31.53	33.11

BARGAINING UNIT	JOB TITLE	OT	FLSA	SALARY	MONTHLY SALARY					HOURLY SALARY				
		DESIGNATION	DESIGNATION	RANGE	1/MIN	2	3	4	5/MAX	1/MIN	2	3	4	5/MAX
PUMA	Utilities Manager	1	E	131	\$7,765	\$8,153	\$8,561	\$8,989	\$9,438	44.80	47.04	49.39	51.86	54.45
GEMA	Utilities Supervisor	1	E	108	\$6,177	\$6,485	\$6,810	\$7,150	\$7,508	35.63	37.42	39.29	41.25	43.31
GEMA	Utility Billing Specialist	1	E	91	\$5,215	\$5,476	\$5,750	\$6,037	\$6,339	30.09	31.59	33.17	34.83	36.57
SEIU	Water Conservation Technician	3	40	83	\$4,816	\$5,057	\$5,310	\$5,576	\$5,854	27.79	29.18	30.63	32.17	33.77
PUMA	WWTP Manager	1	E	142	\$8,663	\$9,096	\$9,551	\$10,029	\$10,530	49.98	52.48	55.10	57.86	60.75
SEIU	WWTP Operator I	3	40	79	\$4,628	\$4,860	\$5,103	\$5,358	\$5,626	26.70	28.04	29.44	30.91	32.46
SEIU	WWTP Operator II	3	40	89	\$5,113	\$5,368	\$5,637	\$5,919	\$6,214	29.50	30.97	32.52	34.15	35.85
GEMA	WWTP Supervisor	1	E	111	\$6,364	\$6,682	\$7,016	\$7,367	\$7,735	36.71	38.55	40.48	42.50	44.63
SEIU	WWTP/OIT	3	40	64	\$3,987	\$4,186	\$4,395	\$4,615	\$4,846	23.00	24.15	25.36	26.63	27.96

*2,912 hours worked annually (all other job classifications salary are based on 2,080 hours worked annually)

Administrative assignment pay in the Fire Department is calculated by taking current base rate x 2,912 multiplying that amount by 1.075 and dividing the total by 2,080. This converts a 56 hour work week to a 40 hour week.

The designated salary range is the nearest possible to the calculated amount without falling below it.

<u>Bargaining Group Designation</u>		<u>Overtime Designation</u>		<u>FLSA Designation</u>
Executive Management Employees Association	EMEA	Management Employee	1. No compensation for overtime work	E - Exempt
General Employees Management Association	GEMA	Conf/Other Employee	2. Shall be paid for overtime work	40 - 40 hour, 7 day work period (non-exempt)
International Association of Firefighters	IAFF	General Employee	3. Shall be paid for overtime work	14 - 86 hour/14 day work period (7k exemption)
Hanford Police Officers Association	HPOA	Fire/Police Employee	4. Shall be paid for overtime work	24 -182 hour/24 day work period (7k exemption)
Professional Upper Management Association	PUMA			
Service Employees International Union Local 521	SEIU			
Unrepresented	Unrep			
Not Applicable	NA			

City of Hanford Part-Time Salary Schedule
City Council Adoption Date - 11-18-2025

BARGAINING		OT	FLSA	HOURLY SALARY		
UNIT	JOB TITLE	DESIGNATION	DESIGNATION	1/MIN	to	5/MAX
NA	Airport Manager	3	40	\$25.00	to	\$25.00
NA	Airport Operations Attendant	3	40	\$17.00	to	\$19.00
NA	Certified Instructor	3	40	\$17.00	to	\$23.00
NA	Clerical Support	3	40	\$17.00	to	\$19.00
NA	Code Enforcement Officer	3	40	\$17.00	to	\$19.00
NA	Community Service Officer	3	40	\$17.00	to	\$19.00
NA	Custodian	3	40	\$17.00	to	\$19.00
NA	Engineering Technician Aide	3	40	\$17.00	to	\$19.00
NA	Facilities Host	3	40	\$17.00	to	\$19.00
NA	Fire Help	3	40	\$22.24	to	\$26.40
NA	Fire Inspector	3	40	\$25.00	to	\$25.00
NA	Fleet Mechanic (Helper)	3	40	\$17.00	to	\$25.00
NA	Graffiti Control Officer	3	40	\$17.00	to	\$19.00
NA	Ice Rink Maintenance Technician	3	40	\$18.00	to	\$22.00
NA	Ice Rink Manager	3	40	\$20.00	to	\$22.00
NA	Intern	3	40	\$17.00	to	\$19.00
NA	Licensed Surveyor in Training	3	40	\$35.00	to	\$50.00
NA	Lead Facilities Host	3	40	\$21.00	to	\$23.00
NA	Management Intern	3	40	\$17.00	to	\$22.00
NA	Meter Reader	3	40	\$17.00	to	\$19.00
NA	Paint Program Coordinator	3	40	\$17.00	to	\$19.00
NA	Parking Control Officer	3	40	\$17.00	to	\$19.00
NA	Pool Manager	3	40	\$17.00	to	\$19.00
NA	Parks/Public Works Laborer	3	40	\$18.00	to	\$22.00
NA	Recreation Leader I	3	40	\$17.00	to	\$18.00
NA	Recreation Leader II	3	40	\$17.50	to	\$18.50
NA	Recreation Leader III	3	40	\$18.00	to	\$19.00
NA	Refuse Collector	3	40	\$17.00	to	\$20.50
NA	Reserve Police Officer (Level I)	3	40	\$22.24	to	\$26.40
NA	Senior Fire Inspector	3	40	\$30.00	to	\$30.00
NA	Sports Coordinator	3	40	\$22.00	to	\$22.00
NA	Sports Official	3	40	\$17.00	to	\$23.00

Bargaining Group Designation

Not Applicable NA

Overtime Designation

3.General Employee Shall be paid for overtime work

FLSA Designation

40 - 40 hour, 7 day work period (non-exempt)

The above list contains the City of Hanford's part-time positions. Appointments for part-time work may be paid at an hourly rate as high as Step "3" of the range to which a full-time job classification has been established. Part-time appointments made at higher than Step "3" must be approved by the City Manager. If a part-time employee works more than 1,000 hours in a fiscal year he/she must become a member of CalPERS with the employee and the City making the appropriate contribution as defined by the City's CalPERS contract. The employee will remain a CalPERS member until termination.