



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	DESIGNATION	DESIGNATION	SALARY RANGE	MONTHLY SALARY					HOURLY SALARY				
					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 DESIGNATION	FLSA DESIGNATION	SALARY RANGE	MONTHLY SALARY					HOURLY SALARY				
					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 UNIT		OT	FLSA	SALARY RANGE		MONTHLY SALARY					HOURLY SALARY				
UNIT	JOB TITLE	DESIGNATION	DESIGNATION	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 DESIGNATION	FLSA DESIGNATION	SALARY RANGE	MONTHLY SALARY					HOURLY SALARY				
					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
	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

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					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

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BARGAINING UNIT	JOB TITLE	DESIGNATION	FLSA DESIGNATION	SALARY RANGE	MONTHLY SALARY					HOURLY SALARY				
					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	DESIGNATION	FLSA DESIGNATION	SALARY RANGE	MONTHLY SALARY					HOURLY SALARY				
					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.

Bargaining Group Designation	Overtime Designation	FLSA Designation
Executive Management Employees Association	EMEA	Management Employee
General Employees Management Association	GEMA	Conf/Other Employee
International Association of Firefighters	IAFF	General Employee
Hanford Police Officers Association	HPOA	Fire/Police Employee
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 UNIT	JOB TITLE	OT	FLSA	HOURLY SALARY		
		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	NA
Not Applicable	
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.