

**CITY OF HOLLISTER
SALARY SCHEDULES BY BARGAINING UNIT
FISCAL YEAR '25-26 EFFECTIVE 7/1/2025**

Last Revised: 1/20/2026

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
SEIU							
E11		ACCOUNTING ASSISTANT	2,071.27	2,174.83	2,283.58	2,397.75	2,517.64
		ASSISTANT EQUIPMENT MECHANIC	2,071.27	2,174.83	2,283.58	2,397.75	2,517.64
		SUPPORT SERVICES ASSISTANT I	2,071.27	2,174.83	2,283.58	2,397.75	2,517.64
E19		ACCOUNTING TECHNICIAN I	2,235.33	2,347.10	2,464.45	2,587.67	2,717.06
		PERMIT TECHNICIAN I	2,235.33	2,347.10	2,464.45	2,587.67	2,717.06
E20		JR. WATER MAINTENANCE OPERATOR	2,255.84	2,368.63	2,487.06	2,611.42	2,741.99
E21		MAINTENANCE WORKER I	2,278.39	2,392.31	2,511.92	2,637.52	2,769.40
		FACILITIES ASSISTANT - VETERAN'S BUILDING	2,278.39	2,392.31	2,511.92	2,637.52	2,769.40
E25		SUPPORT SERVICES ASSISTANT II	2,368.62	2,487.05	2,611.40	2,741.97	2,879.07
E28		RECREATION COORDINATOR	2,436.30	2,558.11	2,686.02	2,820.32	2,961.33
E29		ACCOUNTING TECHNICIAN II	2,458.85	2,581.80	2,710.89	2,846.43	2,988.75
		PERMIT TECHNICIAN II	2,458.85	2,581.80	2,710.89	2,846.43	2,988.75
E31		SENIOR SUPPORT SERVICES ASSISTANT	2,506.22	2,631.53	2,763.11	2,901.26	3,046.33
E32		MAINTENANCE WORKER II	2,531.04	2,657.59	2,790.47	2,929.99	3,076.49
E35		TREE TRIMMER	2,605.48	2,735.75	2,872.54	3,016.17	3,166.97
		DEVELOPMENT SERVICES TECHNICIAN	2,605.48	2,735.75	2,872.54	3,016.17	3,166.97
E36		WASTE WATER TREATMENT PLANT OPERATOR	2,630.29	2,761.81	2,899.90	3,044.89	3,197.14
E37		AIRPORT MAINTENANCE & OPERATIONS SPECIALIST	2,655.11	2,787.86	2,927.25	3,073.62	3,227.30
		EQUIPMENT MECHANIC	2,655.11	2,787.86	2,927.25	3,073.62	3,227.30
		FACILITY COORDINATOR - VETERAN'S BUILDING	2,655.11	2,787.86	2,927.25	3,073.62	3,227.30
		STREET SWEEPER OPERATOR	2,655.11	2,787.86	2,927.25	3,073.62	3,227.30
E39		SENIOR ACCOUNTING TECHNICIAN	2,704.73	2,839.97	2,981.97	3,131.07	3,287.62
		SENIOR PERMIT TECHNICIAN	2,704.73	2,839.97	2,981.97	3,131.07	3,287.62
		WATER MAINTENANCE OPERATOR I	2,704.73	2,839.97	2,981.97	3,131.07	3,287.62
E40		WASTE WATER TREATMENT PLANT OPERATOR II	2,729.55	2,866.02	3,009.32	3,159.79	3,317.78
E41		ADMINISTRATIVE ASSISTANT	2,756.84	2,894.68	3,039.42	3,191.39	3,350.96
E42		SENIOR MAINTENANCE WORKER	2,784.41	2,923.63	3,069.81	3,223.30	3,384.47
E44		ENGINEERING TECHNICIAN	2,838.73	2,980.66	3,129.70	3,286.18	3,450.49
E46		CODE ENFORCEMENT OFFICER	2,893.31	3,037.98	3,189.88	3,349.37	3,516.84
E48		WATER MAINTENANCE OPERATOR II	2,951.47	3,099.04	3,254.00	3,416.69	3,587.53
E55		ASSISTANT PLANNER	3,152.63	3,310.26	3,475.77	3,649.56	3,832.04
		HOUSING PROGRAMS COORDINATOR	3,152.63	3,310.26	3,475.77	3,649.56	3,832.04
		SENIOR WATER MAINTENANCE OPERATOR	3,152.63	3,310.26	3,475.77	3,649.56	3,832.04
E59		AIRPORT OPERATIONS SUPERVISOR	3,272.73	3,436.37	3,608.18	3,788.59	3,978.02
		PARKS OPERATIONS SUPERVISOR	3,272.73	3,436.37	3,608.18	3,788.59	3,978.02
		PUBLIC WORKS INSPECTOR	3,272.73	3,436.37	3,608.18	3,788.59	3,978.02
		UTILITY TECHNICIAN	3,272.73	3,436.37	3,608.18	3,788.59	3,978.02
E60		JUNIOR ENGINEER	3,302.75	3,467.89	3,641.29	3,823.35	4,014.52
E61		BUILDING INSPECTOR	3,335.78	3,502.57	3,677.70	3,861.58	4,054.66
E69		ASSOCIATE PLANNER	3,600.00	3,780.00	3,969.00	4,167.45	4,375.82
		SENIOR BUILDING INSPECTOR	3,600.00	3,780.00	3,969.00	4,167.45	4,375.82
E74		ASSISTANT ENGINEER	3,778.35	3,967.26	4,165.63	4,373.91	4,592.60
E79		ASSISTANT CIVIL ENGINEER	3,960.00	4,158.00	4,365.90	4,584.19	4,813.40
		UTILITY ENGINEER	3,960.00	4,158.00	4,365.90	4,584.19	4,813.40
E84		UTILITY ENGINEER - CIVIL	4,156.19	4,363.99	4,582.19	4,811.30	5,051.87

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
EXECUTIVE MANAGEMENT							
X19		AIRPORT MANAGER	3,792.25	3,981.87	4,180.96	4,390.01	4,609.51
X39		PROGRAM MANAGER	4,550.70	4,778.24	5,017.15	5,268.01	5,531.41
X44		HUMAN RESOURCES MANAGER	4,778.24	5,017.15	5,268.01	5,531.41	5,807.98
		HUMAN RESOURCES OFFICER	4,778.24	5,017.15	5,268.01	5,531.41	5,807.98
X47		BUILDING OFFICIAL	4,921.59	5,167.67	5,426.05	5,697.35	5,982.22
X48		CITY CLERK	5,100.97	5,356.02	5,623.82	5,905.01	6,200.26
X53		AIRPORT DIRECTOR	5,398.14	5,668.05	5,951.45	6,249.02	6,561.48
		UTILITY MANAGER	5,398.14	5,668.05	5,951.45	6,249.02	6,561.48
X62		INFORMATION SYSTEMS MANAGER	5,643.55	5,925.73	6,222.02	6,533.12	6,859.78
XF62		DIVISION FIRE CHIEF/FIRE MARSHALL	5,643.55	5,925.73	6,222.02	6,533.12	6,859.78
X67		ASSISTANT IT DIRECTOR	5,957.20	6,255.06	6,567.81	6,896.20	7,241.01
XP75		POLICE CAPTAIN	5,918.85	6,214.79	6,525.53	6,851.81	7,194.40
X85		CITY ENGINEER	6,525.30	6,851.57	7,194.14	7,553.85	7,931.54
X89		COMMUNITY DEVELOPMENT DIRECTOR	6,736.70	7,073.54	7,427.21	7,798.57	8,188.50
		PARKS & RECREATION DIRECTOR	6,736.70	7,073.54	7,427.21	7,798.57	8,188.50
X91		ADMIN SERVICES DIRECTOR	6,851.56	7,194.14	7,553.84	7,931.54	8,328.11
		FINANCE DIRECTOR	6,851.56	7,194.14	7,553.84	7,931.54	8,328.11
X93		FIRE CHIEF	7,014.60	7,365.33	7,733.60	8,120.28	8,526.29
X98		ASSISTANT CITY MANAGER	7,336.24	7,703.05	8,088.20	8,492.61	8,917.25
X100		IT DIRECTOR	7,446.49	7,818.81	8,209.76	8,620.24	9,051.26
X101		PUBLIC WORKS DIRECTOR	7,445.93	7,818.23	8,209.14	8,619.59	9,050.57
X107		POLICE CHIEF	7,958.78	8,356.72	8,774.55	9,213.28	9,673.95

NEGOTIABLE CONTRACT SALARIES

CITY MANAGER Min: 9,615.38 Max: 10,788.46

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
CONFIDENTIAL							
	C07	SUPPORT SERVICES ASSISTANT II (CONFIDENTIAL)	2,414.17	2,534.88	2,661.62	2,794.71	2,934.44
	C13	SENIOR SUPPORT SERVICES ASSISTANT	2,554.42	2,682.14	2,816.25	2,957.06	3,104.91
	C24	EXECUTIVE ASSISTANT TO THE CITY MANAGER	2,846.45	2,988.77	3,138.21	3,295.12	3,459.88
	C26	HUMAN RESOURCES TECHNICIAN I	2,901.19	3,046.25	3,198.56	3,358.49	3,526.42
		LEGAL ADMINISTRATIVE ASSISTANT	2,901.19	3,046.25	3,198.56	3,358.49	3,526.42
	C34	PAYROLL MANAGER	3,131.09	3,287.65	3,452.03	3,624.63	3,805.86
	C38	HUMAN RESOURCES TECHNICIAN II	3,251.52	3,414.10	3,584.80	3,764.04	3,952.24
		INFORMATION SYSTEMS TECHNICIAN	3,251.52	3,414.10	3,584.80	3,764.04	3,952.24
	C45	HUMAN RESOURCES ANALYST	3,477.32	3,651.19	3,833.75	4,025.43	4,226.71
		ACCOUNTANT	3,477.32	3,651.19	3,833.75	4,025.43	4,226.71
		ADMINISTRATIVE ANALYST	3,477.32	3,651.19	3,833.75	4,025.43	4,226.71
	C67	INFORMATION SYSTEMS ANALYST	4,279.53	4,493.51	4,718.18	4,954.09	5,201.79
		DEPUTY CITY CLERK	4,279.53	4,493.51	4,718.18	4,954.09	5,201.79
	C72	ACCOUNTING MANAGER	4,495.22	4,719.98	4,955.98	5,203.78	5,463.97
		MANAGEMENT ANALYST	4,495.22	4,719.98	4,955.98	5,203.78	5,463.97

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
HOLLISTER POLICE OFFICER'S ASSOC							
SWORN							
	O58	POLICE OFFICER	3,985.65	4,184.93	4,394.18	4,613.89	4,844.58
	O73	POLICE SERGEANT	4,584.25	4,813.46	5,054.14	5,306.84	5,572.18
	O93	POLICE LIEUTENANT	5,542.81	5,819.95	6,110.95	6,416.50	6,737.32
NON-SWORN							
	Q16	ANIMAL CONTROL OFFICER ASSISTANT	2,114.40	2,220.12	2,331.13	2,447.69	2,570.07
	Q25	ANIMAL CONTROL OFFICER	2,304.70	2,419.94	2,540.93	2,667.98	2,801.38
	Q36	POLICE OFFICER TRAINEE	2,560.52	2,688.54	2,822.97	2,964.12	3,112.32
	Q43	COMMUNITY SERVICES OFFICER	2,737.99	2,874.89	3,018.63	3,169.56	3,328.04
		POLICE SERVICES OFFICER	2,737.99	2,874.89	3,018.63	3,169.56	3,328.04
		MULTI SERVICES OFFICER	2,737.99	2,874.89	3,018.63	3,169.56	3,328.04
	Q49	POLICE SERVICES SUPERVISOR	2,900.24	3,045.25	3,197.52	3,357.39	3,525.26
	Q57	COMMUNITY SERVICES OFFICER II	3,132.26	3,288.87	3,453.32	3,625.98	3,807.28
	Q71	ANIMAL CONTROL SUPERVISOR	3,570.78	3,749.32	3,936.78	4,133.62	4,340.30

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
MID-MANAGEMENT							
	M30	PARKS MAINTENANCE SUPERVISOR	3,352.39	3,520.01	3,696.01	3,880.81	4,074.86
		STREETS MAINTENANCE SUPERVISOR	3,352.39	3,520.01	3,696.01	3,880.81	4,074.86
		RECREATION SUPERVISOR	3,352.39	3,520.01	3,696.01	3,880.81	4,074.86
	M39	ADMINISTRATIVE SUPERVISOR	3,654.11	3,836.81	4,028.66	4,230.09	4,441.59
		CODE ENFORCEMENT SUPERVISOR	3,654.11	3,836.81	4,028.66	4,230.09	4,441.59
		FLEET MAINTENANCE SUPERVISOR	3,654.11	3,836.81	4,028.66	4,230.09	4,441.59
		PROJECTS COORDINATOR	3,654.11	3,836.81	4,028.66	4,230.09	4,441.59
	M44	ENVIRONMENTAL PROGRAMS MANAGER	3,835.14	4,026.90	4,228.25	4,439.66	4,661.64
		RECREATION MANAGER	3,835.14	4,026.90	4,228.25	4,439.66	4,661.64
		SR. WASTEWATER TREATMENT PLANT OPTR.	3,835.14	4,026.90	4,228.25	4,439.66	4,661.64
		SR. PUBLIC WORKS INSPECTOR	3,835.14	4,026.90	4,228.25	4,439.66	4,661.64
	M55	ASSOCIATE ENGINEER	4,259.23	4,472.19	4,695.80	4,930.59	5,177.12
		CAPITAL IMPROVEMENT PROJECT MANAGER	4,259.23	4,472.19	4,695.80	4,930.59	5,177.12
		PERMIT CENTER MANAGER	4,259.23	4,472.19	4,695.80	4,930.59	5,177.12
		PUBLIC WORKS SUPERINTENDENT	4,259.23	4,472.19	4,695.80	4,930.59	5,177.12
		SENIOR PLANNER	4,259.23	4,472.19	4,695.80	4,930.59	5,177.12
		UTILITY SUPERVISOR	4,259.23	4,472.19	4,695.80	4,930.59	5,177.12
	M61	PLANNING MANAGER	4,502.61	4,727.74	4,964.12	5,212.33	5,472.95
		SENIOR CIVIL ENGINEER	4,502.61	4,727.74	4,964.12	5,212.33	5,472.95
		ECONOMIC DEVELOPMENT MANAGER	4,502.61	4,727.74	4,964.12	5,212.33	5,472.95
		ASSOCIATE ENGINEER - TRAFFIC	4,502.61	4,727.74	4,964.12	5,212.33	5,472.95
		ASSOCIATE ENGINEER-UTILITIES	4,502.61	4,727.74	4,964.12	5,212.33	5,472.95
		CANNABIS AFFAIRS MANAGER	4,502.61	4,727.74	4,964.12	5,212.33	5,472.95

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
HOLLISTER FIREFIGHTERS							
	F43	FIRE FIGHTER	3642.05	3824.15	4015.36	4216.13	4426.94
	F58	FIRE ENGINEER	4188.36	4397.78	4617.67	4848.55	5090.98
	F73	FIRE CAPTAIN	4816.61	5057.44	5310.32	5575.83	5854.62
		FIRE INSPECTOR	4816.61	5057.44	5310.32	5575.83	5854.62
	F76	FIRE CAPTAIN (TRAINING)	5250.11	5512.62	5788.25	6077.66	6381.54
	F88	BATTALION CHIEF	5539.10	5816.06	6106.86	6412.21	6732.82
		DEPUTY FIRE MARSHAL	5539.10	5816.06	6106.86	6412.21	6732.82