

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

Last Revised: 5/4/2026

BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<u>SEIU</u>							
	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
<u>EXECUTIVE MANAGEMENT</u>							
	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	6,249.03	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
		HUMAN RESOURCES, RISK, & TECHNOLOGY 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
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BARGAINING UNIT	RANGE	POSITION	BI-WEEKLY STEP 1	BI-WEEKLY STEP 2	BI-WEEKLY STEP 3	BI-WEEKLY STEP 4	BI-WEEKLY STEP 5
<u>CONFIDENTIAL</u>							
	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 ANALYST	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
<u>HOLLISTER POLICE OFFICER'S ASSOC</u>							
<u>SWORN</u>							
	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
<u>NON-SWORN</u>							
	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
<u>MID-MANAGEMENT</u>							
	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
<u>HOLLISTER FIREFIGHTERS</u>							
	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