

Exhibit A

City of Hughson
Salary Schedule
Fiscal Year 2022-2023

Non-Management Full-Time Employees Position	Range	Salary Range														
		A			B			C			D			E		
		Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly
Accounting Technician I	84	\$19.76	\$1,712.92	\$3,425.83	\$20.75	\$1,798.56	\$3,597.12	\$21.79	\$1,888.49	\$3,776.97	\$22.88	\$1,982.91	\$3,965.82	\$24.02	\$2,082.06	\$4,164.11
Accounting Technician II	102	\$23.64	\$2,048.90	\$4,097.79	\$24.82	\$2,151.34	\$4,302.68	\$26.06	\$2,258.91	\$4,517.82	\$27.37	\$2,371.86	\$4,743.71	\$28.73	\$2,490.45	\$4,980.89
Code Enforcement Officer	105	\$24.36	\$2,110.98	\$4,221.96	\$25.57	\$2,216.53	\$4,433.06	\$26.85	\$2,327.36	\$4,654.71	\$28.20	\$2,443.73	\$4,887.45	\$29.61	\$2,565.91	\$5,131.82
Community Development Specialist	104	\$24.12	\$2,090.08	\$4,180.16	\$25.32	\$2,194.59	\$4,389.17	\$26.59	\$2,304.31	\$4,608.62	\$27.92	\$2,419.53	\$4,839.06	\$29.31	\$2,540.51	\$5,081.01
Customer Service Clerk	66	\$16.52	\$1,432.03	\$2,864.05	\$17.35	\$1,503.63	\$3,007.25	\$18.22	\$1,578.81	\$3,157.61	\$19.13	\$1,657.75	\$3,315.50	\$20.08	\$1,740.64	\$3,481.27
Maintenance Worker I	78	\$18.62	\$1,613.64	\$3,227.28	\$19.55	\$1,694.33	\$3,388.65	\$20.53	\$1,779.04	\$3,558.08	\$21.55	\$1,867.99	\$3,735.98	\$22.63	\$1,961.39	\$3,922.78
Maintenance Worker II	92	\$21.40	\$1,854.84	\$3,709.68	\$22.47	\$1,947.58	\$3,895.16	\$23.59	\$2,044.96	\$4,089.92	\$24.77	\$2,147.21	\$4,294.42	\$26.01	\$2,254.57	\$4,509.14
Wastewater Treatment Plant Operator II	104	\$24.12	\$2,090.08	\$4,180.16	\$25.32	\$2,194.59	\$4,389.17	\$26.59	\$2,304.31	\$4,608.62	\$27.92	\$2,419.53	\$4,839.06	\$29.31	\$2,540.51	\$5,081.01
Water Treatment/Distribution System Operator I	91	\$21.19	\$1,836.48	\$3,672.95	\$22.25	\$1,928.30	\$3,856.60	\$23.36	\$2,024.72	\$4,049.43	\$24.53	\$2,125.95	\$4,251.90	\$25.76	\$2,232.25	\$4,464.49
Water Treatment/Distribution System Operator II	104	\$24.12	\$2,090.08	\$4,180.16	\$25.32	\$2,194.59	\$4,389.17	\$26.59	\$2,304.31	\$4,608.62	\$27.92	\$2,419.53	\$4,839.06	\$29.31	\$2,540.51	\$5,081.01

Designated Management Employees Position	Range	Salary Range														
		A			B			C			D			E		
		Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly
Accounting Manager	143			6,162.07			6,470.17			6,793.68			7,133.36			7,490.03
Executive Assistant/City Clerk	143			6,162.07			6,470.17			6,793.68			7,133.36			7,490.03
City Manager	204			11,306.55			11,871.87			12,465.47			13,088.74			13,743.18
Community Development Director	185			9,358.88			9,826.83			10,318.17			10,834.08			11,375.78
Director of Finance and Administrative Services	185			9,358.88			9,826.83			10,318.17			10,834.08			11,375.78
Management Analyst	122			5,000.09			5,250.09			5,512.59			5,788.22			6,077.64
Public Works Superintendent	139			5,921.62			6,217.71			6,528.59			6,855.02			7,197.77
Utilities Superintendent	139			5,921.62			6,217.71			6,528.59			6,855.02			7,197.77

In addition to the above mentioned salaries employees may be eligible for the following incentive pays (subject to City Manager approval)

Mechanics Pay 5% of base salary

Special Assignment Pay up to 10% of base salary

Longevity Pay up to 15% of base salary

Bilingual Pay up to 2.5% - 1.5% Spoken + 1% Written

Elected/Appointed Position	Range	A			B			C			D			E		
		Per Meeting	Hourly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly
City Treasurer				100.00												
Council Member				250.00												
Mayor				300.00												
Planning Commission		50.00														

City of Hughson
Salary Schedule
Fiscal Year 2023-2024

Non-Management Full-Time Employees	Range	Salary Range														
		A			B			C			D			E		
Position		Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly	Hourly	Bi-Monthly	Monthly
Accounting Technician I	86	\$20.16	\$1,747.34	\$3,494.68	\$21.17	\$1,834.71	\$3,669.42	\$22.23	\$1,926.45	\$3,852.89	\$23.34	\$2,022.77	\$4,045.53	\$24.51	\$2,123.91	\$4,247.81
Accounting Technician II	104	\$24.12	\$2,090.08	\$4,180.16	\$25.32	\$2,194.59	\$4,389.17	\$26.59	\$2,304.31	\$4,608.62	\$27.92	\$2,419.53	\$4,839.06	\$29.31	\$2,540.51	\$5,081.01
Code Enforcement Officer	107	\$24.85	\$2,153.41	\$4,306.82	\$26.09	\$2,261.08	\$4,522.16	\$27.39	\$2,374.14	\$4,748.27	\$28.76	\$2,492.84	\$4,985.68	\$30.20	\$2,617.49	\$5,234.97
Community Development Specialist	106	\$24.60	\$2,132.09	\$4,264.18	\$25.83	\$2,238.70	\$4,477.39	\$27.12	\$2,350.63	\$4,701.26	\$28.48	\$2,468.16	\$4,936.32	\$29.90	\$2,591.57	\$5,183.14
Customer Service Clerk	68	\$16.85	\$1,460.81	\$2,921.62	\$17.70	\$1,533.85	\$3,067.70	\$18.58	\$1,610.54	\$3,221.08	\$19.51	\$1,691.07	\$3,382.14	\$20.49	\$1,775.62	\$3,551.24
Maintenance Worker I	80	\$18.99	\$1,646.08	\$3,292.15	\$19.94	\$1,728.38	\$3,456.76	\$20.94	\$1,814.80	\$3,629.60	\$21.99	\$1,905.54	\$3,811.08	\$23.09	\$2,000.82	\$4,001.63
Maintenance Worker II	94	\$21.83	\$1,892.12	\$3,784.24	\$22.92	\$1,986.73	\$3,973.46	\$24.07	\$2,086.07	\$4,172.13	\$25.27	\$2,190.37	\$4,380.73	\$26.54	\$2,299.89	\$4,599.77
Wastewater Treatment Plant Operator II	106	\$24.60	\$2,132.09	\$4,264.18	\$25.83	\$2,238.70	\$4,477.39	\$27.12	\$2,350.63	\$4,701.26	\$28.48	\$2,468.16	\$4,936.32	\$29.90	\$2,591.57	\$5,183.14
Water Treatment/Distribution System Operator I	93	\$21.62	\$1,873.39	\$3,746.78	\$22.70	\$1,967.06	\$3,934.11	\$23.83	\$2,065.41	\$4,130.82	\$25.02	\$2,168.68	\$4,337.36	\$26.27	\$2,277.12	\$4,554.23
Water Treatment/Distribution System Operator II	106	\$24.60	\$2,132.09	\$4,264.18	\$25.83	\$2,238.70	\$4,477.39	\$27.12	\$2,350.63	\$4,701.26	\$28.48	\$2,468.16	\$4,936.32	\$29.90	\$2,591.57	\$5,183.14

Designated Management Employees	Range	Salary Range														
		A			B			C			D			E		
Position				Monthly			Monthly			Monthly			Monthly			Monthly
Accounting Manager	145			6,285.92			6,600.22			6,930.23			7,276.74			7,640.58
Executive Assistant/City Clerk	145			6,285.92			6,600.22			6,930.23			7,276.74			7,640.58
City Manager	206			11,533.81			12,110.50			12,716.02			13,351.83			14,019.42
Community Development Director	187			9,547.00			10,024.35			10,525.56			11,051.84			11,604.43
Director of Finance and Administrative Services	187			9,547.00			10,024.35			10,525.56			11,051.84			11,604.43
Management Analyst	124			5,100.59			5,355.62			5,623.40			5,904.57			6,199.80
Public Works Superintendent	141			6,040.65			6,342.68			6,659.82			6,992.81			7,342.45
Utilities Superintendent	141			6,040.65			6,342.68			6,659.82			6,992.81			7,342.45

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Position		Per Meeting		Monthly	Hourly		Monthly	Hourly		Monthly	Hourly		Monthly	Hourly		Monthly
City Treasurer				100.00												
Council Member				250.00												
Mayor				300.00												
Planning Commission		50.00														