

Attachment A

CITY OF BARSTOW FY 2023-2024 / Full-Time Employee Classification / Compensation Program Adopted February 20, 2024

Tier I Salary Range includes 6% premium for all full time employees with last hire date prior to July 1, 2010.

Classification	Salary Range (Tier I) Monthly	Minimum (Tier I) Monthly	Maximum (Tier I) Monthly	Salary Range (Tier II)	Minimum (Tier II) Monthly	Maximum (Tier II) Monthly
Public Services Assistant I	11100	\$4,268.20	\$5,447.42	11040	\$4,020.84	\$5,131.72
Environmental Services Assistant I	11100	\$4,268.20	\$5,447.42	11040	\$4,020.84	\$5,131.72
Wastewater Plant Operator In Training	11100	\$4,268.20	\$5,447.42	11040	\$4,020.84	\$5,131.72
Office Assistant	11150	\$4,485.92	\$5,725.30	11090	\$4,225.94	\$5,393.49
Recreation Program Assistant	11150	\$4,485.92	\$5,725.30	11090	\$4,225.94	\$5,393.49
Code Compliance Officer I	11200	\$4,714.75	\$6,017.35	11140	\$4,441.51	\$5,668.62
Police Services Assistant	11200	\$4,714.75	\$6,017.35	11140	\$4,441.51	\$5,668.62
Public Services Assistant II	11200	\$4,714.75	\$6,017.35	11140	\$4,441.51	\$5,668.62
Environmental Services Assistant II	11200	\$4,714.75	\$6,017.35	11140	\$4,441.51	\$5,668.62
Senior Office Assistant	11200	\$4,714.75	\$6,017.35	11140	\$4,441.51	\$5,668.62
Mechanic in Training - WW	11200	\$4,714.75	\$6,017.35	11140	\$4,441.51	\$5,668.62
Wastewater Treatment Plant Operator	11200	\$4,714.75	\$6,017.35	11140	\$4,441.51	\$5,668.62
Police Officer Trainee	11270	\$5,054.85	\$6,451.41	11210	\$4,761.90	\$6,077.52
Code Compliance Officer II	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Crime Scene Evidence Technician	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Dispatcher	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Information Technology Technician	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Public Services Assistant III	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Environmental Services Assistant III	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Accounting Technician	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Administrative Assistant	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Senior Police Services Assistant	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Senior Wastewater Treatment Plant Operator	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Street Sweeper Operator	11300	\$5,208.02	\$6,646.89	11240	\$4,906.19	\$6,261.67
Code Compliance Officer III	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Fire Inspector / Arson Investigator	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Senior Administrative Assistant	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Senior Accounting Technician	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Engineering Technician / Inspector	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Mechanic	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Mechanic - Wastewater	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Administrative Coordinator	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Recreation Program Coordinator	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Senior Dispatcher	11400	\$5,752.89	\$7,342.31	11340	\$5,419.48	\$6,916.79
Community Development Inspector I	11450	\$6,046.34	\$7,716.85	11390	\$5,695.93	\$7,269.62
Senior Code Compliance Officer	11450	\$6,046.34	\$7,716.85	11390	\$5,695.93	\$7,269.62
Senior Mechanic	11450	\$6,046.34	\$7,716.85	11390	\$5,695.93	\$7,269.62
Senior Mechanic - Wastewater	11450	\$6,046.34	\$7,716.85	11390	\$5,695.93	\$7,269.62

CITY OF BARSTOW
FY 2023-2024 / Full-Time
Employee Classification / Compensation Program
Adopted February 20, 2024

Tier I Salary Range includes 6% premium for all full time employees with last hire date prior to July 1, 2010.

Classification	Salary Range (Tier I) Monthly	Minimum (Tier I) Monthly	Maximum (Tier I) Monthly	Salary Range (Tier II)	Minimum (Tier II) Monthly	Maximum (Tier II) Monthly
Executive Assistant	11500	\$6,354.77	\$8,110.48	11440	\$5,986.48	\$7,640.44
Senior Engineering Technician / Inspector	11500	\$6,354.77	\$8,110.48	11440	\$5,986.48	\$7,640.44
Senior Crime Scene Evidence Technician	11500	\$6,354.77	\$8,110.48	11440	\$5,986.48	\$7,640.44
Code Compliance Supervisor	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Facilities Maintenance Supervisor	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Parks & Open Space Supervisor	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Field Services Supervisor	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Community Development Inspector II	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Lead Plant Operator	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Recreation Activity Coordinator	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Personnel Services Coordinator	11550	\$6,678.93	\$8,524.20	11490	\$6,291.85	\$8,030.18
Administrative Analyst	11580	\$6,881.30	\$8,782.49	11520	\$6,482.50	\$8,273.50
Police Officer	11580	\$6,881.30	\$8,782.49	11520	\$6,482.50	\$8,273.50
Senior Community Development Supervisor	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Facilities Supervisor	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Fleet Maintenance Supervisor	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Information Technology Coordinator	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Police Corporal	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Police Detective	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Police Services Supervisor	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Project Coordinator - Field Inspection	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Project Coordinator - Industrial Pretreatment	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Project Coordinator - Office	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Recreation Program Supervisor	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Senior Administrative Analyst	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Senior Community Development Inspector	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Wastewater Treatment Plant Supervisor	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
Economic Development Administrator	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Public Works Administrator	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Transportation Services Administrator	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Engineering Services Administrator	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Environmental Services Administrator	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Public Information Officer	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Accountant	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Planning & Community Development Administrator	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Planning & Environmental Services Administrator	11730	\$7,988.98	\$10,196.19	11670	\$7,525.98	\$9,605.27
Industrial Pretreatment Superintendent	11830	\$8,824.81	\$11,262.94	11770	\$8,313.37	\$10,610.20
Economic Development Specialist	11830	\$8,824.81	\$11,262.94	11770	\$8,313.37	\$10,610.20

CITY OF BARSTOW
FY 2023-2024 / Full-Time
Employee Classification / Compensation Program
Adopted February 20, 2024

Tier I Salary Range includes 6% premium for all full time employees with last hire date prior to July 1, 2010.

Classification	Salary Range (Tier I) Monthly	Minimum (Tier I) Monthly	Maximum (Tier I) Monthly	Salary Range (Tier II)	Minimum (Tier II) Monthly	Maximum (Tier II) Monthly
IT Superintendent	11830	\$8,824.81	\$11,262.94	11770	\$8,313.37	\$10,610.20
Public Works Superintendent	11830	\$8,824.81	\$11,262.94	11770	\$8,313.37	\$10,610.20
Wastewater Treatment Plant Superintendent	11830	\$8,824.81	\$11,262.94	11770	\$8,313.37	\$10,610.20
Senior Accountant	11830	\$8,824.81	\$11,262.94	11770	\$8,313.37	\$10,610.20
Parks & Recreation Superintendent	11830	\$8,824.81	\$11,262.94	11770	\$8,313.37	\$10,610.20
Principal Accountant	11870	\$9,183.14	\$11,720.27	11810	\$8,650.93	\$11,041.02
Human Resources Manager	11900	\$9,461.38	\$12,075.40	11840	\$8,913.05	\$11,375.57
Information Technology Manager	11900	\$9,461.38	\$12,075.40	11840	\$8,913.05	\$11,375.57
Police Sergeant	11900	\$9,461.38	\$12,075.40	11840	\$8,913.05	\$11,375.57
Administrative Services Manager	12000	\$10,451.26	\$13,338.74	11940	\$9,845.56	\$12,565.70
Assistant Finance Director	12000	\$10,451.26	\$13,338.74	11940	\$9,845.56	\$12,565.70
Public Works Manager	12000	\$10,451.26	\$13,338.74	11940	\$9,845.56	\$12,565.70
Chief Waste Water Plant Operator	12000	\$10,451.26	\$13,338.74	11940	\$9,845.56	\$12,565.70
City Clerk Services Manager	12000	\$10,451.26	\$13,338.74	11940	\$9,845.56	\$12,565.70
City Planner	12000	\$10,451.26	\$13,338.74	11940	\$9,845.56	\$12,565.70
Economic Development Manager	12000	\$10,451.26	\$13,338.74	11940	\$9,845.56	\$12,565.70
Police Lieutenant	12070	\$11,205.16	\$14,300.94	12010	\$10,555.77	\$13,472.13
City Engineer	12150	\$12,133.59	\$15,485.87	12090	\$11,430.39	\$14,588.39
City Building Official/Fire Marshal	12150	\$12,133.59	\$15,485.87	12090	\$11,430.39	\$14,588.39
Assistant to the City Manager	12150	\$12,133.59	\$15,485.87	12090	\$11,430.39	\$14,588.39
General Manager Enviro SVCS	12150	\$12,133.59	\$15,485.87	12090	\$11,430.39	\$14,588.39
Economic Development & Planning Manager	12150	\$12,133.59	\$15,485.87	12090	\$11,430.39	\$14,588.39
Police Captain	12150	\$12,133.59	\$15,485.87	12090	\$11,430.39	\$14,588.39
Finance Director	12360	\$14,953.34	\$19,084.67	12300	\$14,086.72	\$17,978.62
Police Chief	12360	\$14,953.34	\$19,084.67	12300	\$14,086.72	\$17,978.62
Community Development Director	12360	\$14,953.34	\$19,084.67	12300	\$14,086.72	\$17,978.62
Economic Development Director	12360	\$14,953.34	\$19,084.67	12300	\$14,086.72	\$17,978.62
Assistant City Manager	12380	\$15,253.90	\$19,468.27	12320	\$14,369.86	\$18,339.99
Director of Public Safety/Chief of Police	12420	\$15,873.26	\$20,258.75	12360	\$14,953.33	\$19,084.66

CITY OF BARSTOW - CONTRACT EMPLOYEES

FY 2023-2024 / Contract

Employee Classification / Compensation Program

Adopted February 20, 2024

Effective January 16, 2024

Classification	Salary Range	Minimum Monthly	Maximum Monthly
Public Safety Dir./Chief of Police/Interim City Manager*	002	\$22,791.09	\$22,791.09

*Salary ranges are determined by negotiated contracts.

CITY OF BARSTOW

FY 2023-2024 / Part-Time - Casual

Employee Classification / Compensation Program

Adopted February 20, 2024

Effective January 1, 2024[#]

Classification	Salary Range	Minimum Hourly	Maximum Hourly
PT-RecLeader/Lifeguard [#]	10430	\$12.64	\$16.14
PT-Maintenance Worker I [#]	10430	\$12.64	\$16.14
PT-RecLeader/Senior Lifeguard	10550	\$14.25	\$18.18
PT-Senior RecLeader	10550	\$14.25	\$18.18
PT-Pool Manager	10770	\$17.73	\$22.63

[#]The amendment approved on February 20, 2024, which is retroactively effective on January 1, 2024, applies to the PT-RecLeader/Lifeguard, PT-Maintenance Worker I, and the Paid Call Firefighter classifications only. This change is due to the State of California's minimum wage increasing to \$16.00 per hour effective January 1, 2024. Employees currently employed, or hired into the PT-RecLeader/Lifeguard, PT-Maintenance Worker I, or the Paid Call Firefighter positions, are placed in the maximum hourly range of \$16.14 to comply with the State of California's minimum wage increase to \$16.00 per hour which became effective on January 1, 2024.

BARSTOW FIRE PROTECTION DISTRICT
FY 2023-2024 / Full-Time
Employee Classification / Compensation Program
Approved February 20, 2024

Classification	Salary Range	Minimum Monthly	Maximum Monthly
Firefighter Trainee	11210	\$4,761.90	\$6,077.52
Firefighter / EMT	11360	\$5,528.41	\$7,055.81
Firefighter / Paramedic	11460	\$6,106.81	\$7,794.01
Fire Engineer	11560	\$6,745.72	\$8,609.43
Fire Captain	11780	\$8,393.50	\$10,716.30
Fire Battalion Chief	11860	\$9,092.21	\$11,604.22
Assistant Fire Chief	11870	\$9,183.13	\$11,720.26
Fire Division Chief	12030	\$10,767.94	\$13,742.92
Fire Chief	12300	\$14,086.72	\$17,978.62

BARSTOW FIRE PROTECTION DISTRICT
FY 2023-2024
Employee Classification / Compensation Program
Approved February 20, 2024
Effective January 1, 2024[#]

Classification	Salary Range	Min.	Max.
Paid Call Firefighter [#]	10430	\$12.64	\$16.14

[#]The amendment approved on February 20, 2024, which is retroactively effective on January 1, 2024, applies to the PT-RecLeader/Lifeguard, PT-Maintenance Worker I, and the Paid Call Firefighter classifications only. This change is due to the State of California's minimum wage increasing to \$16.00 per hour effective January 1, 2024. Employees currently employed, or hired into the PT-RecLeader/Lifeguard, PT-Maintenance Worker I, or the Paid Call Firefighter positions, are placed in the maximum hourly range of \$16.14 to comply with the State of California's minimum wage increase to \$16.00 per hour which became effective on January 1, 2024.