

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 03/09/2026**

Adopted by Resolution No. 26-5980

**FOR REFERENCE USE ONLY*

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
20			hourly	\$ 17.0784	\$ 17.9324	\$ 18.8291	\$ 19.7705	\$ 20.7590
			bi-weekly	1,366	1,435	1,506	1,582	1,661
			monthly	2,960	3,108	3,264	3,427	3,598
			annual	35,523	37,299	39,165	41,123	43,179
21			hourly	\$ 17.5054	\$ 18.3809	\$ 19.2996	\$ 20.2646	\$ 21.2780
			bi-weekly	1,400	1,470	1,544	1,621	1,702
			monthly	3,034	3,186	3,345	3,513	3,688
			annual	36,411	38,232	40,143	42,150	44,258
22			hourly	\$ 17.9425	\$ 18.8398	\$ 19.7816	\$ 20.7707	\$ 21.8090
			bi-weekly	1,435	1,507	1,583	1,662	1,745
			monthly	3,110	3,266	3,429	3,600	3,780
			annual	37,320	39,187	41,146	43,203	45,363
23			hourly	\$ 18.3916	\$ 19.3112	\$ 20.2768	\$ 21.2909	\$ 22.3549
			bi-weekly	1,471	1,545	1,622	1,703	1,788
			monthly	3,188	3,347	3,515	3,690	3,875
			annual	38,254	40,167	42,176	44,285	46,498
24			hourly	\$ 18.8517	\$ 19.7942	\$ 20.7836	\$ 21.8228	\$ 22.9139
			bi-weekly	1,508	1,584	1,663	1,746	1,833
			monthly	3,268	3,431	3,602	3,783	3,972
			annual	39,211	41,172	43,230	45,392	47,661
25			hourly	\$ 19.3229	\$ 20.2886	\$ 21.3030	\$ 22.3684	\$ 23.4870
			bi-weekly	1,546	1,623	1,704	1,789	1,879
			monthly	3,349	3,517	3,693	3,877	4,071
			annual	40,192	42,200	44,310	46,526	48,853
26			hourly	\$ 19.8059	\$ 20.7962	\$ 21.8358	\$ 22.9275	\$ 24.0739
			bi-weekly	1,584	1,664	1,747	1,834	1,926
			monthly	3,433	3,605	3,785	3,974	4,173
			annual	41,196	43,256	45,418	47,689	50,074
27	RECREATION LEADER FLEET ATTENDANT	UNREP UNREP	hourly	\$ 20.3009	\$ 21.3159	\$ 22.3820	\$ 23.5012	\$ 24.6761
			bi-weekly	1,624	1,705	1,791	1,880	1,974
			monthly	3,519	3,695	3,880	4,074	4,277
			annual	42,226	44,337	46,555	48,883	51,326
28			hourly	\$ 20.8083	\$ 21.8487	\$ 22.9413	\$ 24.0883	\$ 25.2930
			bi-weekly	1,665	1,748	1,835	1,927	2,023
			monthly	3,607	3,787	3,976	4,175	4,384
			annual	43,281	45,445	47,718	50,104	52,609
29			hourly	\$ 21.3287	\$ 22.3952	\$ 23.5148	\$ 24.6905	\$ 25.9252
			bi-weekly	1,706	1,792	1,881	1,975	2,074
			monthly	3,697	3,882	4,076	4,280	4,494
			annual	44,364	46,582	48,911	51,356	53,924
30			hourly	\$ 21.8618	\$ 22.9549	\$ 24.1026	\$ 25.3077	\$ 26.5731
			bi-weekly	1,749	1,836	1,928	2,025	2,126
			monthly	3,789	3,979	4,178	4,387	4,606
			annual	45,473	47,746	50,133	52,640	55,272
31			hourly	\$ 22.4085	\$ 23.5286	\$ 24.7053	\$ 25.9403	\$ 27.2375
			bi-weekly	1,793	1,882	1,976	2,075	2,179
			monthly	3,884	4,078	4,282	4,496	4,721
			annual	46,610	48,939	51,387	53,956	56,654
32	OFFICE ASSISTANT I SENIOR RECREATION LEADER	SEIU SEIU	hourly	\$ 22.9686	\$ 24.1169	\$ 25.3230	\$ 26.5886	\$ 27.9184
			bi-weekly	1,837	1,929	2,026	2,127	2,233
			monthly	3,981	4,180	4,389	4,609	4,839
			annual	47,775	50,163	52,672	55,304	58,070
33			hourly	\$ 23.5428	\$ 24.7199	\$ 25.9558	\$ 27.2538	\$ 28.6164
			bi-weekly	1,883	1,978	2,076	2,180	2,289
			monthly	4,081	4,285	4,499	4,724	4,960
			annual	48,969	51,417	53,988	56,688	59,522
34			hourly	\$ 24.1313	\$ 25.3381	\$ 26.6051	\$ 27.9354	\$ 29.3318
			bi-weekly	1,931	2,027	2,128	2,235	2,347
			monthly	4,183	4,392	4,612	4,842	5,084
			annual	50,193	52,703	55,339	58,106	61,010
35	OFFICE ASSISTANT II	SEIU	hourly	\$ 24.7349	\$ 25.9713	\$ 27.2698	\$ 28.6332	\$ 30.0650
			bi-weekly	1,979	2,078	2,182	2,291	2,405
			monthly	4,287	4,502	4,727	4,963	5,211
			annual	51,449	54,020	56,721	59,557	62,535

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36			hourly	\$ 25.3532	\$ 26.6206	\$ 27.9519	\$ 29.3492	\$ 30.8168
			bi-weekly	2,028	2,130	2,236	2,348	2,465
			monthly	4,395	4,614	4,845	5,087	5,342
			annual	52,735	55,371	58,140	61,046	64,099
37	SPECIAL ASSISTANT ANIMAL CENTER ASSISTANT	SEIU SEIU	hourly	\$ 25.9867	\$ 27.2860	\$ 28.6504	\$ 30.0831	\$ 31.5870
			bi-weekly	2,079	2,183	2,292	2,407	2,527
			monthly	4,504	4,730	4,966	5,214	5,475
			annual	54,052	56,755	59,593	62,573	65,701
38			hourly	\$ 26.6368	\$ 27.9684	\$ 29.3666	\$ 30.8349	\$ 32.3769
			bi-weekly	2,131	2,237	2,349	2,467	2,590
			monthly	4,617	4,848	5,090	5,345	5,612
			annual	55,405	58,174	61,082	64,137	67,344
39			hourly	\$ 27.3025	\$ 28.6677	\$ 30.1008	\$ 31.6061	\$ 33.1860
			bi-weekly	2,184	2,293	2,408	2,528	2,655
			monthly	4,732	4,969	5,217	5,478	5,752
			annual	56,789	59,629	62,610	65,741	69,027
40			hourly	\$ 27.9854	\$ 29.3846	\$ 30.8537	\$ 32.3962	\$ 34.0159
			bi-weekly	2,239	2,351	2,468	2,592	2,721
			monthly	4,851	5,093	5,348	5,615	5,896
			annual	58,210	61,120	64,176	67,384	70,753
41	ADMINISTRATIVE ASSISTANT I MAINTENANCE WORKER I WATER METER READER I RECREATION COORDINATOR I	SEIU SEIU SEIU SEIU	hourly	\$ 28.6847	\$ 30.1189	\$ 31.6249	\$ 33.2061	\$ 34.8662
			bi-weekly	2,295	2,410	2,530	2,656	2,789
			monthly	4,972	5,221	5,482	5,756	6,043
			annual	59,664	62,647	65,780	69,069	72,522
42	CUSTOMER SERVICE REPRESENTATIVE I	SEIU	hourly	\$ 29.4016	\$ 30.8718	\$ 32.4158	\$ 34.0363	\$ 35.7385
			bi-weekly	2,352	2,470	2,593	2,723	2,859
			monthly	5,096	5,351	5,619	5,900	6,195
			annual	61,155	64,213	67,425	70,795	74,336
43	POLICE OFFICER TRAINEE POLICE RECORDS ASSISTANT I	NON-SWORN SEIU	hourly	\$ 30.1364	\$ 31.6438	\$ 33.2258	\$ 34.8871	\$ 36.6313
			bi-weekly	2,411	2,532	2,658	2,791	2,931
			monthly	5,224	5,485	5,759	6,047	6,349
			annual	62,684	65,819	69,110	72,565	76,193
44	INFORMATION SYSTEMS TECHNICIAN	SEIU	hourly	\$ 30.8901	\$ 32.4348	\$ 34.0566	\$ 35.7594	\$ 37.5474
			bi-weekly	2,471	2,595	2,725	2,861	3,004
			monthly	5,354	5,622	5,903	6,198	6,508
			annual	64,251	67,464	70,838	74,379	78,099
45	ADMINISTRATIVE ASSISTANT II MAINTENANCE WORKER II RECREATION COORDINATOR II WATER METER READER II	SEIU SEIU SEIU SEIU	hourly	\$ 31.6623	\$ 33.2455	\$ 34.9079	\$ 36.6533	\$ 38.4860
			bi-weekly	2,533	2,660	2,793	2,932	3,079
			monthly	5,488	5,763	6,051	6,353	6,671
			annual	65,858	69,151	72,608	76,239	80,051
46	POLICE RECORDS ASSISTANT II	SEIU	hourly	\$ 32.4542	\$ 34.0767	\$ 35.7804	\$ 37.5698	\$ 39.4480
			bi-weekly	2,596	2,726	2,862	3,006	3,156
			monthly	5,625	5,907	6,202	6,512	6,838
			annual	67,505	70,879	74,423	78,145	82,052
47	ADMINISTRATIVE ASSISTANT III ADMINISTRATIVE TECHNICIAN I HUMAN RESOURCES TECHNICIAN PERMIT TECHNICIAN I	SEIU SEIU SEIU SEIU	hourly	\$ 33.2651	\$ 34.9288	\$ 36.6750	\$ 38.5086	\$ 40.4341
			bi-weekly	2,661	2,794	2,934	3,081	3,235
			monthly	5,766	6,054	6,357	6,675	7,009
			annual	69,191	72,652	76,284	80,098	84,103
48	MAINTENANCE WORKER III SOLID WASTE & RESOURCE CONSERVATION COORDINATOR	SEIU SEIU	hourly	\$ 34.0971	\$ 35.8021	\$ 37.5918	\$ 39.4713	\$ 41.4452
			bi-weekly	2,728	2,864	3,007	3,158	3,316
			monthly	5,910	6,206	6,516	6,842	7,184
			annual	70,922	74,468	78,191	82,100	86,206
49	CUSTOMER SERVICE REPRESENTATIVE II PROPERTY AND EVIDENCE TECHNICIAN	SEIU SEIU	hourly	\$ 34.9494	\$ 36.6968	\$ 38.5320	\$ 40.4587	\$ 42.4815
			bi-weekly	2,796	2,936	3,083	3,237	3,399
			monthly	6,058	6,361	6,679	7,013	7,363
			annual	72,695	76,329	80,147	84,154	88,361
50	ENGINEERING TECHNICIAN I PLANNING TECHNICIAN I	SEIU SEIU	hourly	\$ 35.8231	\$ 37.6143	\$ 39.4951	\$ 41.4697	\$ 43.5433
			bi-weekly	2,866	3,009	3,160	3,318	3,483
			monthly	6,209	6,520	6,846	7,188	7,548
			annual	74,512	78,238	82,150	86,257	90,570
51	ADMINISTRATIVE TECHNICIAN II PERMIT TECHNICIAN II SENIOR ADMINISTRATIVE ASSISTANT SENIOR CUSTOMER SERVICE REP	SEIU SEIU LMCEA SEIU	hourly	\$ 36.7189	\$ 38.5552	\$ 40.4826	\$ 42.5069	\$ 44.6320
			bi-weekly	2,938	3,084	3,239	3,401	3,571
			monthly	6,365	6,683	7,017	7,368	7,736
			annual	76,375	80,195	84,204	88,414	92,835

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52	ACCOUNTANT I	SEIU	hourly	\$ 37.6367	\$ 39.5183	\$ 41.4944	\$ 43.5690	\$ 45.7475
	BUILDING INSPECTOR I	SEIU	bi-weekly	3,011	3,161	3,320	3,486	3,660
	COMMUNITY SERVICE OFFICER I	SEIU	monthly	6,524	6,850	7,192	7,552	7,930
	HR ANALYST I	LMCEA	annual	78,284	82,198	86,308	90,624	95,155
	UTILITY OPERATOR I	SEIU						
53	CONSTRUCTION INSPECTOR I	SEIU	hourly	\$ 38.5778	\$ 40.5062	\$ 42.5315	\$ 44.6583	\$ 46.8915
	POLICE RECORDS SUPERVISOR	LMCEA	bi-weekly	3,086	3,240	3,403	3,573	3,751
	LEGAL SECRETARY	LMCEA	monthly	6,687	7,021	7,372	7,741	8,128
			annual	80,242	84,253	88,465	92,889	97,534
54	ENGINEERING TECHNICIAN II	SEIU	hourly	\$ 39.5420	\$ 41.5192	\$ 43.5949	\$ 45.7749	\$ 48.0637
	EXECUTIVE ASSISTANT	LMCEA	bi-weekly	3,163	3,322	3,488	3,662	3,845
	PLANNING TECHNICIAN II	SEIU	monthly	6,854	7,197	7,556	7,934	8,331
			annual	82,247	86,360	90,677	95,212	99,972
55	BUILDING INSPECTOR II	SEIU	hourly	\$ 40.5307	\$ 42.5572	\$ 44.6851	\$ 46.9191	\$ 49.2651
	COMMUNITY SERVICE OFFICER II	SEIU	bi-weekly	3,242	3,405	3,575	3,754	3,941
	PERMIT TECHNICIAN III	SEIU	monthly	7,025	7,377	7,745	8,133	8,539
	PLANS EXAMINER I	SEIU	annual	84,304	88,519	92,945	97,592	102,471
	SENIOR ACCOUNTING TECHNICIAN	SEIU						
56	ACCOUNTANT II	SEIU	hourly	\$ 41.5440	\$ 43.6210	\$ 45.8022	\$ 48.0925	\$ 50.4968
	CRIME & INTELLIGENCE ANALYST	SEIU	bi-weekly	3,324	3,490	3,664	3,847	4,040
	CROSS CONNECTION CONTROL SPECIALIST	SEIU	monthly	7,201	7,561	7,939	8,336	8,753
	DEPUTY CITY CLERK	LMCEA	annual	86,412	90,732	95,269	100,032	105,033
	HR ANALYST II	LMCEA						
	MANAGEMENT ANALYST I (CONFIDENTIAL)	LMCEA						
57	CONSTRUCTION INSPECTOR II	SEIU	hourly	\$ 42.5824	\$ 44.7115	\$ 46.9473	\$ 49.2943	\$ 51.7593
	CUSTOMER SERVICE SUPERVISOR	LMCEA	bi-weekly	3,407	3,577	3,756	3,944	4,141
	LEGAL ASSISTANT	LMCEA	monthly	7,381	7,750	8,138	8,544	8,972
	PARKS & RECREATION SUPERVISOR	LMCEA	annual	88,571	93,000	97,650	102,532	107,659
58	ASSISTANT PLANNER	SEIU	hourly	\$ 43.6470	\$ 45.8294	\$ 48.1209	\$ 50.5266	\$ 53.0533
	JUNIOR ENGINEER	SEIU	bi-weekly	3,492	3,666	3,850	4,042	4,244
	SENIOR ENGINEERING TECHNICIAN	SEIU	monthly	7,565	7,944	8,341	8,758	9,196
	ELECTRICIAN / INSTRUMENT TECH	SEIU	annual	90,786	95,325	100,091	105,095	110,351
59	BUILDING INSPECTOR III	SEIU	hourly	\$ 44.7382	\$ 46.9751	\$ 49.3238	\$ 51.7897	\$ 54.3796
	CHIEF UTILITY OPERATOR	SEIU	bi-weekly	3,579	3,758	3,946	4,143	4,350
	COMMUNITY SERVICE OFFICER III	SEIU	monthly	7,755	8,142	8,549	8,977	9,426
	LANDSCAPE & IRRIGATION SPECIALIST	LMCEA	annual	93,055	97,708	102,593	107,722	113,110
	MAINTENANCE SERVICES SUPERVISOR	LMCEA						
	PLANS EXAMINER II	SEIU						
60	EXECUTIVE ASSIST TO THE CHIEF OF POLICE	LMCEA	hourly	\$ 45.8569	\$ 48.1497	\$ 50.5571	\$ 53.0850	\$ 55.7391
	EXECUTIVE ASSIST TO THE CITY MANAGER	LMCEA	bi-weekly	3,669	3,852	4,045	4,247	4,459
	GIS/CAD ENGINEERING TECHNICIAN	SEIU	monthly	7,949	8,346	8,763	9,201	9,661
	INFORMATION SYSTEMS ENGINEER I	LMCEA	annual	95,382	100,151	105,159	110,417	115,937
	MANAGEMENT ANALYST II (CONFIDENTIAL)	LMCEA						
61	CONSTRUCTION INSPECTOR III	SEIU	hourly	\$ 47.0030	\$ 49.3534	\$ 51.8207	\$ 54.4119	\$ 57.1325
	POLICE SERVICES MANAGER	LMCEA	bi-weekly	3,760	3,948	4,146	4,353	4,571
			monthly	8,147	8,555	8,982	9,431	9,903
			annual	97,766	102,655	107,787	113,177	118,836
62	WW TREATMENT PLANT SUPERVISOR	LMCEA	hourly	\$ 48.1781	\$ 50.5872	\$ 53.1163	\$ 55.7724	\$ 58.5607
			bi-weekly	3,854	4,047	4,249	4,462	4,685
			monthly	8,351	8,768	9,207	9,667	10,151
			annual	100,210	105,221	110,482	116,007	121,806

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63	ASSOCIATE PLANNER	SEIU	hourly	\$ 49,3827	\$ 51,8518	\$ 54,4445	\$ 57,1663	\$ 60,0246
	SENIOR BUILDING INSPECTOR	SEIU	bi-weekly	3,951	4,148	4,356	4,573	4,802
	UTILITY OPERATOR III	SEIU	monthly annual	8,560 102,716	8,988 107,852	9,437 113,244	9,909 118,906	10,404 124,851
64	ASSISTANT ENGINEER	SEIU	hourly	\$ 50.6170	\$ 53.1477	\$ 55.8054	\$ 58.5959	\$ 61.5254
	ANIMAL CENTER MANAGER	LMCEA	bi-weekly	4,049	4,252	4,464	4,688	4,922
	COMPLIANCE ENGINEER	SEIU	monthly	8,774	9,212	9,673	10,157	10,664
	PROPERTY AND EVIDENCE MANAGER	LMCEA	annual	105,283	110,547	116,075	121,879	127,973
	STREETS AND OPERATIONS MANAGER	LMCEA						
UTILITY & REVENUE SERVICES MANAGER	LMCEA							
65	BUDGET MANAGER	LMCEA	hourly	\$ 51.8826	\$ 54.4770	\$ 57.2005	\$ 60.0606	\$ 63.0638
	POLICE OFFICER	SWORN	bi-weekly	4,151	4,358	4,576	4,805	5,045
	SENIOR ACCOUNTANT	LMCEA	monthly annual	8,993 107,916	9,443 113,312	9,915 118,977	10,411 124,926	10,931 131,173
66			hourly	\$ 53.1797	\$ 55.8385	\$ 58.6306	\$ 61.5620	\$ 64.6406
			bi-weekly	4,254	4,467	4,690	4,925	5,171
			monthly	9,218	9,679	10,163	10,671	11,204
			annual	110,614	116,144	121,952	128,049	134,452
67	COMMUNITY SERVICES SUPERVISOR	LMCEA	hourly	\$ 54.5091	\$ 57.2348	\$ 60.0963	\$ 63.1016	\$ 66.2561
	CYBER SECURITY OFFICER	LMCEA	bi-weekly	4,361	4,579	4,808	5,048	5,300
	GIS ADMINISTRATIVE ENGINEER	LMCEA	monthly	9,448	9,921	10,417	10,938	11,484
	HUMAN RESOURCES MANAGER	EXEMPT	annual	113,379	119,048	125,000	131,251	137,813
	INFORMATION SYSTEMS ENGINEER II	LMCEA						
	PARKS AND RECREATION MANAGER	LMCEA						
SENIOR MANAGEMENT ANALYST	LMCEA							
SPECIAL DISTRICTS MANAGER	LMCEA							
68	PERMIT AND PLAN CHECK SUPERVISOR	LMCEA	hourly	\$ 55.8717	\$ 58.6656	\$ 61.5987	\$ 64.6787	\$ 67.9128
	POLICE CORPORAL	SWORN	bi-weekly	4,470	4,693	4,928	5,174	5,433
			monthly	9,684	10,169	10,677	11,211	11,772
			annual	116,213	122,024	128,125	134,532	141,259
69	SENIOR PLANNER	LMCEA	hourly	\$ 57.2686	\$ 60.1321	\$ 63.1389	\$ 66.2957	\$ 69.6103
	UTILITY PLANT SUPERVISOR	LMCEA	bi-weekly	4,581	4,811	5,051	5,304	5,569
	UTILITY MAINTENANCE SUPERVISOR	LMCEA	monthly annual	9,927 119,119	10,423 125,075	10,944 131,329	11,491 137,895	12,066 144,789
70	ASSOCIATE ENGINEER	SEIU	hourly	\$ 58.7006	\$ 61.6357	\$ 64.7171	\$ 67.9532	\$ 71.3507
			bi-weekly	4,696	4,931	5,177	5,436	5,708
			monthly	10,175	10,684	11,218	11,779	12,367
			annual	122,097	128,202	134,612	141,343	148,409
71	INFORMATION SYSTEMS ENGINEER III	LMCEA	hourly	\$ 60.1683	\$ 63.1763	\$ 66.3352	\$ 69.6517	\$ 73.1344
	PARKS AND REC SUPERINTENDENT	LMCEA	bi-weekly	4,813	5,054	5,307	5,572	5,851
			monthly	10,429	10,951	11,498	12,073	12,677
			annual	125,150	131,407	137,977	144,875	152,120
72	POLICE SERGEANT	SWORN	hourly	\$ 61.6723	\$ 64.7558	\$ 67.9937	\$ 71.3932	\$ 74.9629
	PARKS, STREETS & FACILITIES							
	MAINTENANCE SUPERINTENDENT	LMCEA	bi-weekly	4,934	5,180	5,439	5,711	5,997
			monthly	10,690	11,224	11,786	12,375	12,994
			annual	128,278	134,692	141,427	148,498	155,923
73	ASSISTANT CHIEF BUILDING OFFICIAL	LMCEA	hourly	\$ 63.2138	\$ 66.3746	\$ 69.6935	\$ 73.1780	\$ 76.8369
			bi-weekly	5,057	5,310	5,575	5,854	6,147
			monthly	10,957	11,505	12,080	12,684	13,318
			annual	131,485	138,059	144,963	152,210	159,821
74	ACCOUNTING MANAGER	LMCEA	hourly	\$ 64.7945	\$ 68.0341	\$ 71.4354	\$ 75.0074	\$ 78.7576
	CITY CLERK	EXEMPT	bi-weekly	5,184	5,443	5,715	6,001	6,301
	PRINCIPAL PLANNER	LMCEA	monthly	11,231	11,793	12,382	13,001	13,651
	SENIOR CIVIL ENGINEER	LMCEA	annual	134,773	141,511	148,586	156,015	163,816
75			hourly	\$ 66.4145	\$ 69.7350	\$ 73.2214	\$ 76.8827	\$ 80.7267
			bi-weekly	5,313	5,579	5,858	6,151	6,458
			monthly	11,512	12,087	12,692	13,326	13,993
			annual	138,142	145,049	152,300	159,916	167,912

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 03/09/2026**

Adopted by Resolution No. 26-5980

**FOR REFERENCE USE ONLY*

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
76	CONSTRUCTION SUPERINTENDENT DEPUTY DIRECTOR OF PARKS, REC & MAINT SERVICES FINANCE MANAGER PROJECT MANAGER	LMCEA	hourly	\$ 68.0744	\$ 71.4784	\$ 75.0520	\$ 78.8048	\$ 82.7449
		LMCEA	bi-weekly	5,446	5,718	6,004	6,304	6,620
		LMCEA	monthly	11,800	12,390	13,009	13,659	14,342
		LMCEA	annual	141,595	148,675	156,108	163,914	172,109
	LMCEA	UTILITY OPERATIONS SUPERINTENDENT						
77	ASSISTANT CITY ATTORNEY	EXEMPT	hourly	\$ 69.7761	\$ 73.2652	\$ 76.9284	\$ 80.7746	\$ 84.8136
			bi-weekly	5,582	5,861	6,154	6,462	6,785
			monthly	12,095	12,699	13,334	14,001	14,701
			annual	145,134	152,392	160,011	168,011	176,412
78	DEPUTY FINANCE DIRECTOR	LMCEA	hourly	\$ 71.5210	\$ 75.0966	\$ 78.8517	\$ 82.7941	\$ 86.9341
			bi-weekly	5,722	6,008	6,308	6,624	6,955
			monthly	12,397	13,017	13,668	14,351	15,069
			annual	148,764	156,201	164,012	172,212	180,823
79	ECONOMIC DEV ADMINISTRATOR LAND DEVELOPMENT MANAGER	LMCEA	hourly	\$ 73.3089	\$ 76.9740	\$ 80.8233	\$ 84.8642	\$ 89.1073
		LMCEA	bi-weekly	5,865	6,158	6,466	6,789	7,129
			monthly	12,707	13,342	14,009	14,710	15,445
			annual	152,482	160,106	168,112	176,517	185,343

2026 Compensation Limits for Classic and PEPR Members | CalPERS

80	ASSISTANT COM DEV DIRECTOR CHIEF PLANNING OFFICIAL PRINCIPAL ENGINEER	LMCEA	hourly	\$ 75.1414	\$ 78.8986	\$ 82.8435	\$ 86.9856	\$ 91.3350
		LMCEA	bi-weekly	6,011	6,312	6,627	6,959	7,307
		LMCEA	monthly	13,025	13,676	14,360	15,078	15,831
			annual	156,294	164,109	172,314	180,930	189,977
81	CHIEF BUILDING OFFICIAL CHIEF INFORMATION OFFICER POLICE LIEUTENANT	EXEMPT	hourly	\$ 77.0203	\$ 80.8713	\$ 84.9153	\$ 89.1608	\$ 93.6186
		EXEMPT	bi-weekly	6,162	6,470	6,793	7,133	7,489
		SWORN	monthly	13,350	14,018	14,719	15,455	16,227
			annual	160,202	168,212	176,624	185,454	194,727
82	ASSISTANT PUBLIC WORKS DIRECTOR	LMCEA	hourly	\$ 78.9456	\$ 82.8933	\$ 87.0375	\$ 91.3893	\$ 95.9592
			bi-weekly	6,316	6,631	6,963	7,311	7,677
			monthly	13,684	14,368	15,087	15,841	16,633
			annual	164,207	172,418	181,038	190,090	199,595
83	SENIOR CONSTRUCTION MANAGER	LMCEA	hourly	\$ 80.9194	\$ 84.9651	\$ 89.2135	\$ 93.6737	\$ 98.3577
			bi-weekly	6,474	6,797	7,137	7,494	7,869
			monthly	14,026	14,727	15,464	16,237	17,049
			annual	168,312	176,727	185,564	194,841	204,584
84	POLICE CAPTAIN	SWORN	hourly	\$ 82.9421	\$ 87.0895	\$ 91.4437	\$ 96.0157	\$ 100.8170
			bi-weekly	6,635	6,967	7,315	7,681	8,065
			monthly	14,377	15,096	15,850	16,643	17,475
			annual	172,520	181,146	190,203	199,713	209,699
85	DIRECTOR OF GOV'T SERV/CITY CLERK DIRECTOR OF HUMAN RESOURCES DIRECTOR OF INFORMATION SYSTEMS DIRECTOR OF PARKS, REC & MAINT SERV	EXEMPT	hourly	\$ 85.0156	\$ 89.2666	\$ 93.7299	\$ 98.4164	\$ 103.3371
		EXEMPT	bi-weekly	6,801	7,141	7,498	7,873	8,267
		EXEMPT	monthly	14,736	15,473	16,247	17,059	17,912
		EXEMPT	annual	176,833	185,675	194,958	204,706	214,941
86	CITY ENGINEER	EXEMPT	hourly	\$ 87.1410	\$ 91.4983	\$ 96.0730	\$ 100.8767	\$ 105.9206
			bi-weekly	6,971	7,320	7,686	8,070	8,474
			monthly	15,104	15,860	16,653	17,485	18,360
			annual	181,253	190,317	199,832	209,824	220,315
87	DIRECTOR OF FINANCE	EXEMPT	hourly	\$ 89.3197	\$ 93.7857	\$ 98.4751	\$ 103.3986	\$ 108.5687
			bi-weekly	7,146	7,503	7,878	8,272	8,685
			monthly	15,482	16,256	17,069	17,922	18,819
			annual	185,785	195,074	204,828	215,069	225,823
88	DIRECTOR OF COMMUNITY DEVELOPMENT DIRECTOR OF PUBLIC WORKS	EXEMPT	hourly	\$ 91.5527	\$ 96.1302	\$ 100.9367	\$ 105.9836	\$ 111.2828
		EXEMPT	bi-weekly	7,324	7,690	8,075	8,479	8,903
			monthly	15,869	16,663	17,496	18,370	19,289
			annual	190,430	199,951	209,948	220,446	231,468
89	Public Works Director/City Engineer	EXEMPT	hourly	\$ 93.8416	\$ 98.5336	\$ 103.4604	\$ 108.6335	\$ 114.0649
			bi-weekly	7,507	7,883	8,277	8,691	9,125
			monthly	16,266	17,079	17,933	18,830	19,771
			annual	195,191	204,950	215,198	225,958	237,255

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 03/09/2026**

Adopted by Resolution No. 26-5980

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GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
90	DEPUTY CITY MANAGER	EXEMPT	hourly	\$ 96.1877	\$ 100.9968	\$ 106.0467	\$ 111.3492	\$ 116.9166
			bi-weekly	7,695	8,080	8,484	8,908	9,353
			monthly	16,673	17,506	18,381	19,301	20,266
			annual	200,070	210,073	220,577	231,606	243,187
91	ASSISTANT CITY MANAGER	EXEMPT	hourly	\$ 98.5923	\$ 103.5216	\$ 108.6981	\$ 114.1332	\$ 119.8397
			bi-weekly	7,887	8,282	8,696	9,131	9,587
			monthly	17,089	17,944	18,841	19,783	20,772
			annual	205,072	215,325	226,092	237,397	249,267
92			hourly	\$ 101.0641	\$ 106.1179	\$ 111.4174	\$ 116.9859	\$ 122.8351
			bi-weekly	8,085	8,489	8,913	9,359	9,827
			monthly	17,518	18,394	19,312	20,278	21,291
			annual	210,213	220,725	231,748	243,331	255,497
93			hourly	\$ 103.5910	\$ 108.7618	\$ 114.2016	\$ 119.9105	\$ 125.9119
			bi-weekly	8,287	8,701	9,136	9,593	10,073
			monthly	17,956	18,852	19,795	20,784	21,825
			annual	215,469	226,225	237,539	249,414	261,897
94			hourly	\$ 106.1763	\$ 111.4876	\$ 117.0561	\$ 122.9170	\$ 129.0588
			bi-weekly	8,494	8,919	9,364	9,833	10,325
			monthly	18,404	19,325	20,290	21,306	22,370
			annual	220,847	231,894	243,477	255,667	268,442
95			hourly	\$ 108.8202	\$ 114.2601	\$ 119.9807	\$ 125.9704	\$ 132.2759
			bi-weekly	8,706	9,141	9,598	10,078	10,582
			monthly	18,862	19,805	20,797	21,835	22,928
			annual	226,346	237,661	249,560	262,019	275,134
96			hourly	\$ 111.5460	\$ 117.1263	\$ 122.9755	\$ 129.1290	\$ 135.5866
			bi-weekly	8,924	9,370	9,838	10,330	10,847
			monthly	19,335	20,302	21,316	22,382	23,502
			annual	232,016	243,623	255,789	268,588	282,020

CONTRACT								
	POLICE CHIEF	EXEMPT	annual	\$ 276,495				
	CITY ATTORNEY	EXEMPT	annual	\$ 287,595				
	CITY MANAGER	EXEMPT	annual	\$ 308,616				

Changes

Add:
Public Works Director/City Engineer - Grade 89