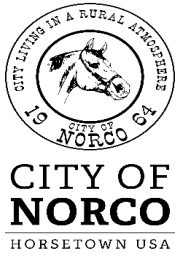




CITY OF NORCO  
 UTILITY WORKERS UNION OF AMERICA, LOCAL 606  
 CLASSIFICATIONS & SALARY RANGES  
 APPROVED BY COUNCIL 10/05/2022  
 EFFECTIVE 10/15/2022

Classification/Position Title	Salary Range No.	Step A			Step B			Step C			Step D			Step E		
		Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
Facilities Maintenance Technician II	13	\$ 44,763	\$ 3,730	\$ 23.9116	\$ 46,105	\$ 3,842	\$ 24.6290	\$ 47,489	\$ 3,957	\$ 25.3679	\$ 48,913	\$ 4,076	\$ 26.1289	\$ 50,381	\$ 4,198	\$ 26.9128
Parks Maintenance Worker II	13	\$ 44,763	\$ 3,730	\$ 23.9116	\$ 46,105	\$ 3,842	\$ 24.6290	\$ 47,489	\$ 3,957	\$ 25.3679	\$ 48,913	\$ 4,076	\$ 26.1289	\$ 50,381	\$ 4,198	\$ 26.9128
Facilities Maintenance Technician I	11	\$ 38,613	\$ 3,218	\$ 20.6264	\$ 39,771	\$ 3,314	\$ 21.2452	\$ 40,964	\$ 3,414	\$ 21.8825	\$ 42,193	\$ 3,516	\$ 22.5390	\$ 43,459	\$ 3,622	\$ 23.2152
Parks Maintenance Worker I	11	\$ 38,613	\$ 3,218	\$ 20.6264	\$ 39,771	\$ 3,314	\$ 21.2452	\$ 40,964	\$ 3,414	\$ 21.8825	\$ 42,193	\$ 3,516	\$ 22.5390	\$ 43,459	\$ 3,622	\$ 23.2152



**CITY OF NORCO**  
**UTILITY WORKERS UNION OF AMERICA, LOCAL 606**  
**CLASSIFICATIONS & SALARY RANGES**  
**APPROVED BY COUNCIL 12/21/2022**  
**EFFECTIVE 12/24/2022 (Side Letter Agreement 12/12/2022)**

Hourly

Classification/Position Title	Salary Range No.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Water Quality Control Technician II	PW33	\$ 35.2601	\$ 36.1416	\$ 37.0452	\$ 37.9713	\$ 38.9206	\$ 39.8936	\$ 40.8909	\$ 41.9132	\$ 42.9610	\$ 44.0350
Wastewater Maintenance Technician II	PW33	\$ 35.2601	\$ 36.1416	\$ 37.0452	\$ 37.9713	\$ 38.9206	\$ 39.8936	\$ 40.8909	\$ 41.9132	\$ 42.9610	\$ 44.0350
Utility Maintenance Worker III	PW33	\$ 35.2601	\$ 36.1416	\$ 37.0452	\$ 37.9713	\$ 38.9206	\$ 39.8936	\$ 40.8909	\$ 41.9132	\$ 42.9610	\$ 44.0350
Utility Maintenance Worker II	PW28	\$ 31.1648	\$ 31.9439	\$ 32.7425	\$ 33.5611	\$ 34.4001	\$ 35.2601	\$ 36.1416	\$ 37.0452	\$ 37.9713	\$ 38.9206
Water Quality Control Technician I	PW28	\$ 31.1648	\$ 31.9439	\$ 32.7425	\$ 33.5611	\$ 34.4001	\$ 35.2601	\$ 36.1416	\$ 37.0452	\$ 37.9713	\$ 38.9206
Wastewater Maintenance Technician I	PW28	\$ 31.1648	\$ 31.9439	\$ 32.7425	\$ 33.5611	\$ 34.4001	\$ 35.2601	\$ 36.1416	\$ 37.0452	\$ 37.9713	\$ 38.9206
Utility Maintenance Worker I	PW23	\$ 27.5451	\$ 28.2338	\$ 28.9396	\$ 29.6631	\$ 30.4047	\$ 31.1648	\$ 31.9439	\$ 32.7425	\$ 33.5611	\$ 34.4001
Public Works Inspector I*	PW30	\$ 32.7425	\$ 33.5611	\$ 34.4001	\$ 35.2601	\$ 36.1416	\$ 37.0452	\$ 37.9713	\$ 38.9206	\$ 39.8936	\$ 40.8909
Public Works Inspector II*	PW35	\$ 37.0452	\$ 37.9713	\$ 38.9206	\$ 39.8936	\$ 40.8909	\$ 41.9132	\$ 42.9610	\$ 44.0350	\$ 45.1359	\$ 46.2643
Utility Maintenance Lead Worker*	PW38	\$ 39.8936	\$ 40.8909	\$ 41.9132	\$ 42.9610	\$ 44.0350	\$ 45.1359	\$ 46.2643	\$ 47.4209	\$ 48.6065	\$ 49.8216

\*Vacant / Currently Not Being Utilized



**CITY OF  
NORCO**  
HORSETOWN USA

**CITY OF NORCO**  
**NORCO GENERAL EMPLOYEES ASSOCIATION**  
**CLASSIFICATIONS & SALARY RANGES**  
 APPROVED 07/19/2023; EFFECTIVE 06/22/2024; UPDATED 06/19/2024\*

Classification/Position Title	Salary Range No.	Hourly									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Administrative Assistant	G07	\$ 19.2101	\$ 19.6903	\$ 20.1826	\$ 20.6872	\$ 21.2043	\$ 21.7345	\$ 22.2778	\$ 22.8348	\$ 23.4056	\$ 23.9908
Account Clerk I	G15	\$ 23.4056	\$ 23.9908	\$ 24.5905	\$ 25.2053	\$ 25.8354	\$ 26.4813	\$ 27.1434	\$ 27.8219	\$ 28.5175	\$ 29.2304
Bus Driver	G15	\$ 23.4056	\$ 23.9908	\$ 24.5905	\$ 25.2053	\$ 25.8354	\$ 26.4813	\$ 27.1434	\$ 27.8219	\$ 28.5175	\$ 29.2304
Senior Administrative Assistant	G15	\$ 23.4056	\$ 23.9908	\$ 24.5905	\$ 25.2053	\$ 25.8354	\$ 26.4813	\$ 27.1434	\$ 27.8219	\$ 28.5175	\$ 29.2304
Animal Control Officer	G19	\$ 25.8354	\$ 26.4813	\$ 27.1434	\$ 27.8219	\$ 28.5175	\$ 29.2304	\$ 29.9612	\$ 30.7102	\$ 31.4780	\$ 32.2649
Account Clerk II	G21	\$ 27.1434	\$ 27.8219	\$ 28.5175	\$ 29.2304	\$ 29.9612	\$ 30.7102	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983
Code Enforcement Officer	G23	\$ 28.5175	\$ 29.2304	\$ 29.9612	\$ 30.7102	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144
Communications Specialist	G22	\$ 27.8219	\$ 28.5175	\$ 29.2304	\$ 29.9612	\$ 30.7102	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458
Community Services Coordinator	G23	\$ 28.5175	\$ 29.2304	\$ 29.9612	\$ 30.7102	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144
Events Coordinator	G23	\$ 28.5175	\$ 29.2304	\$ 29.9612	\$ 30.7102	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144
Community Development Specialist	G27	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117
Permit Technician	G25	\$ 29.9612	\$ 30.7102	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174
Account Clerk III	G27	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117
LMD Inspector	G27	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117
Senior Animal Control Officer	G27	\$ 31.4780	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117
Assistant Planner	G28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
IT Technician	G28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Senior Community Development Specialist	G30	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344
Senior Permit Technician	G28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Utility Compliance Coordinator	G28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Senior Code Enforcement Officer	G30	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344
Building Inspector	G32	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344	\$ 43.3927	\$ 44.4775
Senior Utility Compliance Coordinator	G33	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344	\$ 43.3927	\$ 44.4775	\$ 45.5895



CITY OF NORCO  
**MIDDLE MANAGEMENT, PROFESSIONAL & CONFIDENTIAL**  
 HOURLY SALARY RANGES  
**EFFECTIVE 06/22/2024**

Classification/Position Title	Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Administrative Analyst	MC28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Animal Control Supervisor	MC28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Customer Services Supervisor	MC28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Executive Assistant	MC28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Management Analyst	MC28	\$ 32.2649	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945
Deputy City Clerk	MC29	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018
IT Analyst	MC29	\$ 33.0715	\$ 33.8983	\$ 34.7458	\$ 35.6144	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018
Community Services Supervisor	MC33	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344	\$ 43.3927	\$ 44.4775	\$ 45.5895
Events Services Supervisor	MC33	\$ 36.5048	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344	\$ 43.3927	\$ 44.4775	\$ 45.5895
Facilities Maintenance Supervisor	MC34	\$ 37.4174	\$ 38.3528	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344	\$ 43.3927	\$ 44.4775	\$ 45.5895	\$ 46.7292
Accountant	MC36	\$ 39.3117	\$ 40.2945	\$ 41.3018	\$ 42.3344	\$ 43.3927	\$ 44.4775	\$ 45.5895	\$ 46.7292	\$ 47.8975	\$ 49.0949
Associate Planner	MC38	\$ 41.3018	\$ 42.3344	\$ 43.3927	\$ 44.4775	\$ 45.5895	\$ 46.7292	\$ 47.8975	\$ 49.0949	\$ 50.3223	\$ 51.5803
Animal Control Superintendent	MC40	\$ 43.3927	\$ 44.4775	\$ 45.5895	\$ 46.7292	\$ 47.8975	\$ 49.0949	\$ 50.3223	\$ 51.5803	\$ 52.8698	\$ 54.1916
Associate Civil Engineer	MC40	\$ 43.3927	\$ 44.4775	\$ 45.5895	\$ 46.7292	\$ 47.8975	\$ 49.0949	\$ 50.3223	\$ 51.5803	\$ 52.8698	\$ 54.1916
Community Services Manager	MC40	\$ 43.3927	\$ 44.4775	\$ 45.5895	\$ 46.7292	\$ 47.8975	\$ 49.0949	\$ 50.3223	\$ 51.5803	\$ 52.8698	\$ 54.1916
Senior Accountant	MC40	\$ 43.3927	\$ 44.4775	\$ 45.5895	\$ 46.7292	\$ 47.8975	\$ 49.0949	\$ 50.3223	\$ 51.5803	\$ 52.8698	\$ 54.1916
Utilities & Public Works Supervisor	MC42	\$ 45.5895	\$ 46.7292	\$ 47.8975	\$ 49.0949	\$ 50.3223	\$ 51.5803	\$ 52.8698	\$ 54.1916	\$ 55.5464	\$ 56.9350
Senior Planner	MC44	\$ 47.8975	\$ 49.0949	\$ 50.3223	\$ 51.5803	\$ 52.8698	\$ 54.1916	\$ 55.5464	\$ 56.9350	\$ 58.3584	\$ 59.8174
Facilities Maintenance Superintendent	MC48	\$ 52.8698	\$ 54.1916	\$ 55.5464	\$ 56.9350	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272
Parks Maintenance Superintendent	MC48	\$ 52.8698	\$ 54.1916	\$ 55.5464	\$ 56.9350	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272
Senior Civil Engineer	MC50	\$ 55.5464	\$ 56.9350	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698
Utility & Public Works Superintendent	MC51	\$ 56.9350	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698	\$ 71.1040
Communications Manager	MC52	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698	\$ 71.1040	\$ 72.8816
Finance Manager	MC52	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698	\$ 71.1040	\$ 72.8816
Human Resources Manager	MC52	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698	\$ 71.1040	\$ 72.8816
Information Technology Manager	MC52	\$ 58.3584	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698	\$ 71.1040	\$ 72.8816
Building Official	MC53	\$ 59.8174	\$ 61.3128	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698	\$ 71.1040	\$ 72.8816	\$ 74.7037
Deputy PW Director/Deputy City Engineer	MC61	\$ 72.8816	\$ 74.7037	\$ 76.5713	\$ 78.4856	\$ 80.4477	\$ 82.4589	\$ 84.5204	\$ 86.6334	\$ 88.7992	\$ 91.0192



**CITY OF  
NORCO**  
HORSETOWN USA

**CITY OF NORCO  
MANAGEMENT  
HOURLY SALARY RATES  
EFFECTIVE 06/22/2024**

Classification/Position Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
City Clerk/Assistant to City Manager	M55	\$ 62.8456	\$ 64.4167	\$ 66.0272	\$ 67.6778	\$ 69.3698	\$ 71.1040	\$ 72.8816	\$ 74.7037	\$ 76.5713	\$ 78.4856
City Manager	M80	\$ 116.5122	\$ 119.4250	\$ 122.4107	\$ 125.4709	\$ 128.6077	\$ 131.8229	\$ 135.1185	\$ 138.4964	\$ 141.9589	\$ 145.5078
Director of Community Development	M64	\$ 78.4856	\$ 80.4477	\$ 82.4589	\$ 84.5204	\$ 86.6334	\$ 88.7992	\$ 91.0192	\$ 93.2947	\$ 95.6270	\$ 98.0177
Director of Community Services	M64	\$ 78.4856	\$ 80.4477	\$ 82.4589	\$ 84.5204	\$ 86.6334	\$ 88.7992	\$ 91.0192	\$ 93.2947	\$ 95.6270	\$ 98.0177
Director of Facilities and Maintenance	M64	\$ 78.4856	\$ 80.4477	\$ 82.4589	\$ 84.5204	\$ 86.6334	\$ 88.7992	\$ 91.0192	\$ 93.2947	\$ 95.6270	\$ 98.0177
Director of Finance	M64	\$ 78.4856	\$ 80.4477	\$ 82.4589	\$ 84.5204	\$ 86.6334	\$ 88.7992	\$ 91.0192	\$ 93.2947	\$ 95.6270	\$ 98.0177
Director of Public Works	M69	\$ 88.7992	\$ 91.0192	\$ 93.2947	\$ 95.6270	\$ 98.0177	\$ 100.4681	\$ 102.9798	\$ 105.5543	\$ 108.1932	\$ 110.8980