



**Salary Schedule by Position
Effective January 27, 2026**

**Approved by Council
January 27, 2026**

Position	Unit	Range	1	2	3	4	5	6	7	SEIU Longevity		
										6	7	
Accountant	SEIU	462	\$6,391	\$6,711	\$7,046	\$7,398	\$7,768			\$7,963	\$8,162	
Accounting Manager	MC	943	\$10,303	\$10,818	\$11,359	\$11,927	\$12,524	\$13,150	\$13,807			
Accounting Technician I	SEIU	445	\$4,200	\$4,410	\$4,631	\$4,862	\$5,105			\$5,233	\$5,364	
Accounting Technician II	SEIU	451	\$4,871	\$5,114	\$5,370	\$5,639	\$5,921			\$6,069	\$6,220	
Accounting Technician III	SEIU	454	\$5,245	\$5,508	\$5,783	\$6,072	\$6,376			\$6,535	\$6,699	
Administrative Assistant	HMMA	522	\$4,909	\$5,155	\$5,412	\$5,683	\$5,967	\$6,265				
Administrative Services Director	AW	ASD	\$15,201	\$15,961	\$16,759	\$17,597	\$18,477	\$19,401	\$20,371			
Assistant Civil Engineer	SEIU	472	\$8,181	\$8,590	\$9,020	\$9,471	\$9,944			\$10,193	\$10,448	
Assistant Planner	SEIU	461	\$6,235	\$6,547	\$6,874	\$7,218	\$7,579			\$7,768	\$7,963	
Assistant to the City Manager	MC	936	\$8,668	\$9,101	\$9,556	\$10,034	\$10,536	\$11,062	\$11,616			
Associate Civil Engineer	HMMA	547	\$9,101	\$9,556	\$10,034	\$10,536	\$11,062	\$11,616				
Associate Planner	HMMA	538	\$7,288	\$7,652	\$8,034	\$8,436	\$8,858	\$9,301				
Battalion Chief	AW	BC	\$13,265	\$13,928	\$14,624	\$15,356	\$16,123					
Building Inspector I	SEIU	456	\$5,511	\$5,787	\$6,076	\$6,380	\$6,699			\$6,866	\$7,038	
Building Inspector II	SEIU	460	\$6,083	\$6,387	\$6,707	\$7,042	\$7,394			\$7,579	\$7,768	
Building Technician I	SEIU	453	\$5,118	\$5,373	\$5,642	\$5,924	\$6,220			\$6,376	\$6,535	
Building Technician II	SEIU	457	\$5,649	\$5,931	\$6,228	\$6,539	\$6,866			\$7,038	\$7,214	
Chief Building Official	AW	CBO	\$10,888	\$11,433	\$12,004	\$12,604	\$13,235	\$13,896	\$14,591			
Chief of Police	AW	PC	Annual salary \$293,568									
City Clerk	AW	CC	\$10,542	\$11,069	\$11,622	\$12,203	\$12,813	\$13,454	\$14,127			
City Manager	AW	CM	Annual salary \$315,588									
City Treasurer - Elected	E	ELE	\$645.67									



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Position	Unit	Range	1	2	3	4	5	6	7	SEIU Longevity	
										6	7
Civilian Investigator	n/a	CINV	\$26.00	\$27.30	\$28.67	\$30.10	\$31.60	\$33.18	\$34.84	(Hourly rates)	
Code Compliance Manager	HMMA	548	\$9,329	\$9,795	\$10,285	\$10,799	\$11,339	\$11,906			
Code Enforcement Officer I	SEIU	453	\$5,118	\$5,373	\$5,642	\$5,924	\$6,220			\$6,376	\$6,535
Code Enforcement Officer II	SEIU	458	\$5,790	\$6,080	\$6,383	\$6,703	\$7,038			\$7,214	\$7,394
Communications and Events Coordinator	MC	932	\$7,853	\$8,245	\$8,657	\$9,090	\$9,545	\$10,022	\$10,523		
Community Development Director	AW	CDD	\$14,668	\$15,402	\$16,172	\$16,980	\$17,830	\$18,721	\$19,657		
Community Risk Reduction Cadet	n/a	CRR	\$20.00/per hour								
Community Services Officer	HNSPEA	334	\$4,637	\$4,869	\$5,112	\$5,368	\$5,636	\$5,918			
Community Solutions Coordinator	MC	932	\$7,853	\$8,245	\$8,657	\$9,090	\$9,545	\$10,022	\$10,523		
Council Member - Elected	E	ELE	\$1,900								
Crime Analyst	HMMA	536	\$6,936	\$7,283	\$7,647	\$8,030	\$8,431	\$8,853			
Crime Scene Technician	HNSPEA	341	\$6,333	\$6,650	\$6,983	\$7,332	\$7,698	\$8,083			
Cross Connection Spec/CSR	SEIU	461	\$6,235	\$6,547	\$6,874	\$7,218	\$7,579			\$7,768	\$7,963
Customer Service and Accounting Supervisor	HMMA	532	\$6,284	\$6,598	\$6,928	\$7,275	\$7,638	\$8,020			
Customer Service Representative	SEIU	450	\$4,752	\$4,990	\$5,239	\$5,501	\$5,776			\$5,921	\$6,069
Deputy City Clerk	MC	915	\$5,161	\$5,419	\$5,690	\$5,974	\$6,273	\$6,586	\$6,916		
Deputy Director of Community Development	AW	DCD	\$11,481	\$12,055	\$12,658	\$13,291	\$13,955	\$14,653	\$15,386		
Deputy Fire Chief	AW	DFC	\$15,894	\$16,688	\$17,523	\$18,399	\$19,319				
Deputy Public Works Director / Assistant City Engineer	AW	DPW	\$11,481	\$12,055	\$12,658	\$13,291	\$13,955	\$14,653	\$15,386		
Economic Development Analyst	MC	925	\$6,606	\$6,936	\$7,283	\$7,647	\$8,030	\$8,431	\$8,853		
Economic Development Director	AW	EDD	\$14,668	\$15,402	\$16,172	\$16,980	\$17,830	\$18,721	\$19,657		
Economic Development Manager	MC	942	\$10,052	\$10,554	\$11,082	\$11,636	\$12,218	\$12,829	\$13,470		



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Position	Unit	Range								SEIU Longevity	
			1	2	3	4	5	6	7	6	7
Emergency Medical Services (EMS) Coordinator	n/a	EMS	\$85.00/per hour								
Emergency Services Coordinator	HMMA	527	\$5,554	\$5,832	\$6,123	\$6,430	\$6,751	\$7,089			
Engineering Technician I	SEIU	454	\$5,245	\$5,508	\$5,783	\$6,072	\$6,376			\$6,535	\$6,699
Engineering Technician II	SEIU	459	\$5,935	\$6,231	\$6,543	\$6,870	\$7,214			\$7,394	\$7,579
Environmental Services Manager	HMMA	546	\$8,879	\$9,323	\$9,789	\$10,279	\$10,793	\$11,332			
Equipment Maintenance Supervisor	HMMA	537	\$7,110	\$7,465	\$7,839	\$8,230	\$8,642	\$9,074			
Equipment Mechanic	SEIU	454	\$5,245	\$5,508	\$5,783	\$6,072	\$6,376			\$6,535	\$6,699
Executive Analyst	HMMA	537	\$7,110	\$7,465	\$7,839	\$8,230	\$8,642	\$9,074			
Executive Analyst - City Manager's Office	MC	928	\$7,114	\$7,470	\$7,843	\$8,235	\$8,647	\$9,079	\$9,533		
Executive Assistant	HMMA	529	\$5,835	\$6,127	\$6,433	\$6,755	\$7,093	\$7,448			
Executive Assistant - City Manager's Office	MC	920	\$5,839	\$6,131	\$6,437	\$6,759	\$7,097	\$7,452	\$7,825		
Facilities Maintenance Supervisor	HMMA	537	\$7,110	\$7,465	\$7,839	\$8,230	\$8,642	\$9,074			
Facilities Technician	SEIU	458	\$5,790	\$6,080	\$6,383	\$6,703	\$7,038			\$7,214	\$7,394
Facility Services Aide	SEIU	445	\$4,200	\$4,410	\$4,631	\$4,862	\$5,105			\$5,233	\$5,364
Fire Captain	HFFA	203	\$9,004	\$9,454	\$9,927	\$10,423	\$10,944	\$11,492	\$12,066		
Fire Chief	AW	FC	\$17,510	\$18,386	\$19,305	\$20,270	\$21,284	\$22,348	\$23,466		
Fire Engineer	HFFA	202	\$7,735	\$8,122	\$8,528	\$8,954	\$9,402	\$9,872	\$10,366		
Fire Prevention Officer	HFFA	200	\$5,806	\$6,096	\$6,401	\$6,721	\$7,057	\$7,410	\$7,781		
Firefighter	HFFA	201	\$6,703	\$7,038	\$7,390	\$7,760	\$8,148	\$8,555			
Firefighter/Paramedic Trainee	HFFA	201T	\$5,027								
GIS Specialist	SEIU	464	\$6,715	\$7,050	\$7,403	\$7,773	\$8,162			\$8,366	\$8,575
Housing Program Specialist	SEIU	454	\$5,245	\$5,508	\$5,783	\$6,072	\$6,376			\$6,535	\$6,699



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Position	Unit	Range	1	2	3	4	5	6	7	SEIU Longevity	
										6	7
Human Resources Analyst	MC	932	\$7,853	\$8,245	\$8,657	\$9,090	\$9,545	\$10,022	\$10,523		
Human Resources Manager	MC	943	\$10,303	\$10,818	\$11,359	\$11,927	\$12,524	\$13,150	\$13,807		
Human Resources Technician	MC	916	\$5,290	\$5,554	\$5,832	\$6,123	\$6,430	\$6,751	\$7,089		
Information Technology Manager	HMMA	554	\$10,818	\$11,359	\$11,927	\$12,524	\$13,150	\$13,807			
Information Technology Specialist I	HMMA	534	\$6,602	\$6,932	\$7,279	\$7,643	\$8,025	\$8,426			
Information Technology Specialist II	HMMA	536	\$6,936	\$7,283	\$7,647	\$8,030	\$8,431	\$8,853			
Intern I	n/a	PTA	\$16.90	\$17.75	\$18.63	\$19.56	\$20.54	\$21.57	(Hourly Rates)		
Intern II	n/a	PTG	\$17.30	\$18.17	\$19.07	\$20.03	\$21.03	\$22.08	(Hourly Rates)		
Lead Equipment Mechanic	SEIU	458	\$5,790	\$6,080	\$6,383	\$6,703	\$7,038			\$7,214	\$7,394
Lead Maintenance Worker	SEIU	454	\$5,245	\$5,508	\$5,783	\$6,072	\$6,376			\$6,535	\$6,699
Lead Tree Trimmer	SEIU	457	\$5,649	\$5,931	\$6,228	\$6,539	\$6,866			\$7,038	\$7,214
Lead Water Distribution Sys. Oper	SEIU	458	\$5,790	\$6,080	\$6,383	\$6,703	\$7,038			\$7,214	\$7,394
Librarian	HMMA	527	\$5,554	\$5,832	\$6,123	\$6,430	\$6,751	\$7,089			
Library Aide, Temporary On-Call	n/a	PTA	\$16.90	\$17.75	\$18.63	\$19.56	\$20.54	(Hourly rates)			
Library Assistant I	SEIU	438	\$3,533	\$3,710	\$3,896	\$4,090	\$4,295			\$4,402	\$4,512
Library Assistant II	SEIU	444	\$4,098	\$4,303	\$4,518	\$4,744	\$4,981			\$5,105	\$5,233
Library Associate I	SEIU	448	\$4,523	\$4,749	\$4,987	\$5,236	\$5,498			\$5,635	\$5,776
Library Associate II	SEIU	451	\$4,871	\$5,114	\$5,370	\$5,639	\$5,921			\$6,069	\$6,220
Library Manager	HMMA	545	\$8,663	\$9,096	\$9,550	\$10,028	\$10,529	\$11,056			
Library Page	SEIU	428	\$3,015	\$3,166	\$3,324	\$3,490	\$3,665			\$3,756	\$3,850
Literacy Coordinator PT	SEIU	448	\$26.10	\$27.40	\$28.77	\$30.21	\$31.72	(Hourly rates)		\$32.51	\$33.32
Maintenance Aide I - TPT	n/a	CCY	\$16.90	\$17.75	\$18.63	\$19.56	\$20.54	(Hourly rates)			



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Position	Unit	Range	1	2	3	4	5	6	7	SEIU Longevity	
										6	7
Maintenance Worker I	SEIU	447	\$4,413	\$4,633	\$4,865	\$5,108	\$5,364			\$5,498	\$5,635
Maintenance Worker II	SEIU	450	\$4,752	\$4,990	\$5,239	\$5,501	\$5,776			\$5,921	\$6,069
Management Analyst	MC	927	\$6,940	\$7,288	\$7,652	\$8,034	\$8,436	\$8,858	\$9,301		
Management Assistant	HMMA	528	\$5,693	\$5,978	\$6,277	\$6,590	\$6,920	\$7,266			
Network Systems Administrator	HMMA	548	\$9,329	\$9,795	\$10,285	\$10,799	\$11,339	\$11,906			
Office Specialist - Confidential	HMMA	516	\$4,233	\$4,445	\$4,667	\$4,900	\$5,145	\$5,403			
Office Specialist I	SEIU	439	\$3,622	\$3,803	\$3,993	\$4,193	\$4,402			\$4,512	\$4,625
Office Specialist II	SEIU	443	\$3,998	\$4,198	\$4,408	\$4,628	\$4,859			\$4,981	\$5,105
Office Specialist III	SEIU	447	\$4,413	\$4,633	\$4,865	\$5,108	\$5,364			\$5,498	\$5,635
Outreach and Engagement Specialist	HNSPEA	335	\$4,869	\$5,112	\$5,368	\$5,636	\$5,918	\$6,214			
Parks Maintenance Supervisor	HMMA	537	\$7,110	\$7,465	\$7,839	\$8,230	\$8,642	\$9,074			
Payroll/Human Resources Specialist	MC	919	\$5,696	\$5,981	\$6,280	\$6,594	\$6,924	\$7,270	\$7,634		
Planning Technician	SEIU	451	\$4,871	\$5,114	\$5,370	\$5,639	\$5,921			\$6,069	\$6,220
Police Cadet	HNSPEA	CP23	\$17.03	\$17.88	\$18.77	\$19.71	\$20.70	\$21.73	(Hourly rates)		
Police Captain	HPMA	603	\$14,325	\$15,042	\$15,794	\$16,583	\$17,413	\$18,283			
Police Corporal	HPOA	154			\$10,469	\$10,993	\$11,542				
Police Investigator	HPOA	152	\$8,184	\$8,594	\$9,023	\$9,474	\$9,948	\$10,446	\$10,968		
Police Lieutenant	HPMA	602	\$13,023	\$13,674	\$14,358	\$15,076	\$15,830	\$16,621			
Police Officer	HPOA	150	\$7,440	\$7,812	\$8,203	\$8,613	\$9,044	\$9,496	\$9,971		
Police Officer-Trainee	HPOA	149	\$5,580								
Police Personnel & Training Coordinator	MC	920	\$5,839	\$6,131	\$6,437	\$6,759	\$7,097	\$7,452	\$7,825		
Police Sergeant	HPMA	601	\$10,853	\$11,395	\$11,965	\$12,563	\$13,191	\$13,851			



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Position	Unit	Range	1	2	3	4	5	6	7	SEIU Longevity	
										6	7
Principal Accountant	MC	929	\$7,292	\$7,656	\$8,039	\$8,441	\$8,863	\$9,306	\$9,772		
Principal Engineer	HMMA	551	\$10,046	\$10,548	\$11,076	\$11,629	\$12,211	\$12,821			
Principal Planner	HMMA	551	\$10,046	\$10,548	\$11,076	\$11,629	\$12,211	\$12,821			
Procurement Administrator	HMMA	541	\$7,848	\$8,240	\$8,652	\$9,085	\$9,539	\$10,016			
Program Coordinator - Office of Violence Prevention	MC	915	\$5,161	\$5,419	\$5,690	\$5,974	\$6,273	\$6,586	\$6,916		
Property & Evidence Technician	HNSPEA	336	\$5,113	\$5,369	\$5,637	\$5,919	\$6,215	\$6,526			
Public Information Social Media Officer	HMMA	539	\$7,470	\$7,843	\$8,235	\$8,647	\$9,079	\$9,533			
Public Safety Dispatch Supervisor	HMMA	536	\$6,936	\$7,283	\$7,647	\$8,030	\$8,431	\$8,853			
Public Safety Dispatcher	HNSPEA	338	\$5,728	\$6,014	\$6,315	\$6,631	\$6,962	\$7,310			
Public Safety Dispatcher - On Call	n/a	PTB	\$42.17	(Per hour)							
Public Safety Office Specialist	HNSPEA	330	\$4,234	\$4,446	\$4,668	\$4,902	\$5,147	\$5,404			
Public Safety Office Specialist Supervisor	HMMA	530	\$5,981	\$6,280	\$6,594	\$6,924	\$7,270	\$7,634			
Public Safety Operator	HNSPEA	333	\$3,934	\$4,130	\$4,337	\$4,554	\$4,781	\$5,020			
Public Safety Support Services Manager	HMMA	551	\$10,046	\$10,548	\$11,076	\$11,629	\$12,211	\$12,821			
Public Works Director/City Engineer	AW	PWE	\$16,603	\$17,433	\$18,305	\$19,220	\$20,181				
Public Works Inspector I	SEIU	459	\$5,935	\$6,231	\$6,543	\$6,870	\$7,214			\$7,394	\$7,579
Public Works Inspector II	SEIU	463	\$6,551	\$6,878	\$7,222	\$7,583	\$7,963			\$8,162	\$8,366
Public Works Operations Manager	HMMA	551	\$10,046	\$10,548	\$11,076	\$11,629	\$12,211	\$12,821			
Senior Building Inspector	SEIU	467	\$7,231	\$7,592	\$7,972	\$8,371	\$8,789			\$9,009	\$9,234
Senior Engineering Technician	SEIU	463	\$6,551	\$6,878	\$7,222	\$7,583	\$7,963			\$8,162	\$8,366
Senior Planner	HMMA	544	\$8,451	\$8,874	\$9,318	\$9,783	\$10,273	\$10,786			
Senior Public Works Inspector	SEIU	471	\$7,982	\$8,381	\$8,800	\$9,240	\$9,702			\$9,944	\$10,193



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Streets Supervisor	HMMA	537	\$7,110	\$7,465	\$7,839	\$8,230	\$8,642	\$9,074			
Tree Trimmer	SEIU	453	\$5,118	\$5,373	\$5,642	\$5,924	\$6,220			\$6,376	\$6,535
Water Dist Sys Oper I	SEIU	449	\$4,636	\$4,868	\$5,111	\$5,367	\$5,635			\$5,776	\$5,921
Water Dist Sys Oper II	SEIU	454	\$5,245	\$5,508	\$5,783	\$6,072	\$6,376			\$6,535	\$6,699
Water Production Systems Oper. I	SEIU	456	\$5,511	\$5,787	\$6,076	\$6,380	\$6,699			\$6,866	\$7,038
Water Production Systems Oper. II	SEIU	461	\$6,235	\$6,547	\$6,874	\$7,218	\$7,579			\$7,768	\$7,963
Water Quality & Conserv. Spec.	SEIU	458	\$5,790	\$6,080	\$6,383	\$6,703	\$7,038			\$7,214	\$7,394
Water/Waste Water Superintendent	HMMA	553	\$10,554	\$11,082	\$11,636	\$12,218	\$12,829	\$13,470			
Water/Waste Water Supervisor	HMMA	539	\$7,470	\$7,843	\$8,235	\$8,647	\$9,079	\$9,533			

Number of Authorized Titles	141
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All rates are monthly unless otherwise indicated.

This salary schedule incorporates the addition of the Network Systems Administrator in the Bargaining Unit HMMA.

BARGAINING UNIT KEY	
At Will	AW
Elected Officials	E
Hemet Firefighters Association	HFFA
Hemet Mid Management Association	HMMA
Hemet Non-Sworn Personnel	HNSPEA
Hemet Police Officers Association	HPOA
Hemet Police Management Association	HPMA
Management/Confidential Personnel	MC
Service Employees International Union	SEIU