

**CITY OF SIMI VALLEY
MEMORANDUM**

April 20, 2026

TO: City Council
FROM: Office of the City Manager
SUBJECT: Direction Regarding Citywide Compensation Study

Subsequent to the preparation of the staff report, staff discovered that the Job Classification Titles for Assistant Planner and Senior Police Records Technician incorrectly recommended negative percentage changes to compensation in Attachment B. The corrected version is attached.

Prepared by: Jennifer Gutierrez, Deputy Human Resources Director

Attachment

Attachment B - Salary Range Analysis & Benchmarking

Simi Valley
Salary Range Analysis & Benchmarking
Benchmark Classes set to Market Median (Base+Cash+Ins)

Line	Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change
1	City Manager	\$ 27,640	-15.0%	\$ 31,792	15.0%
2	Assistant City Manager	\$ 18,239	-33.6%	\$ 24,370	33.6%
3	Deputy City Manager	\$ 15,578	-30.5%	\$ 20,326	30.5%
4					
5	Assistant to the City Manager	\$ 13,150	-8.9%	\$ 14,320	8.9%
6	Senior Administrative Officer	\$ 11,835		\$ 14,184	19.8%
7	Administrative Officer	\$ 11,446	-18.0%	\$ 13,508	18.0%
8	Senior Management Analyst	\$ 10,541	-3.9%	\$ 10,954	3.9%
9	Management Analyst	\$ 9,137	+1.0%	\$ 9,137	0.0%
10					
11	Management Assistant	\$ 7,118		\$ 7,404	4.0%
12	Administrative Technician	\$ 6,136	-4.9%	\$ 6,439	4.9%
13					
14	Executive Assistant	\$ 8,711	+3.0%	\$ 8,711	0.0%
15	Administrative Assistant	\$ 6,702	-3.5%	\$ 6,936	3.5%
16					
17	Office Specialist II	\$ 5,058	-6.5%	\$ 5,385	6.5%
18	Office Specialist I	\$ 4,588		\$ 4,896	6.7%
19	Office Assistant II	\$ 4,369	-1.7%	\$ 4,444	1.7%
20	Office Assistant I	\$ 3,440		\$ 3,555	3.3%
21					
22	City Attorney	\$ 24,010	-17.1%	\$ 28,111	17.1%
23	Senior Assistant City Attorney	\$ 16,589		\$ 21,038	26.8%
24	Assistant City Attorney	\$ 15,085	-26.8%	\$ 19,125	26.8%
25	Deputy City Attorney	\$ 12,571	-41.2%	\$ 17,757	41.2%
26					
27	Legal Administrative Assistant	\$ 7,012	+0.8%	\$ 7,012	0.0%
28	Legal Technician	\$ 5,058		\$ 5,385	6.5%
29					
30	City Clerk	\$ 12,810	-24.0%	\$ 15,881	24.0%
31	Assistant City Clerk	\$ 9,700		\$ 10,954	12.9%
32	Deputy City Clerk	\$ 6,702	-10.1%	\$ 7,377	10.1%
33	Recording Secretary	\$ 5,315		\$ 5,654	6.4%
34					
35	Administrative Services Director	\$ 17,368	-21.2%	\$ 21,054	21.2%
36	Deputy Administrative Services Director (Fiscal Services)	\$ 13,576	-18.9%	\$ 16,145	18.9%
37	Deputy Administrative Services Director (Budget & Purchasing)	\$ 12,438	-18.0%	\$ 14,676	18.0%
38	Budget Officer	\$ 11,900		\$ 14,184	19.2%
39					
40	Senior Accountant	\$ 10,477		\$ 10,758	2.7%
41	Accounting Projects Analyst	\$ 9,334		\$ 9,822	5.2%
42	Staff Accountant	\$ 9,184	-1.9%	\$ 9,354	1.9%
43					

Simi Valley
Salary Range Analysis & Benchmarking
Benchmark Classes set to Market Median (Base+Cash+Ins)

Line	Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change
44	Accounting Supervisor	\$ 10,418		\$ 10,758	3.3%
45	Fiscal Services Supervisor	\$ 7,487		\$ 7,795	4.1%
46	Accounting Specialist	\$ 7,487		\$ 7,795	4.1%
47					
48	Accounting Technician II	\$ 5,562	-13.8%	\$ 6,329	13.8%
49	Accounting Technician I	\$ 5,007		\$ 5,754	14.9%
50	Accounting Assistant II	\$ 5,062		\$ 5,754	13.7%
51	Accounting Assistant I	\$ 4,594		\$ 5,231	13.9%
52					
53	Payroll Coordinator	\$ 10,699		\$ 11,296	5.6%
54					
55	Customer Services Manager	\$ 10,594		\$ 11,157	5.3%
56	Customer Services Supervisor	\$ 8,535	-8.9%	\$ 9,297	8.9%
57	Senior Customer Services Representative	\$ 5,664		\$ 6,144	8.5%
58	Customer Service Representative	\$ 4,931	-8.4%	\$ 5,343	8.4%
59					
60	Deputy Administrative Services Director (Information Services)	\$ 15,171	-26.0%	\$ 19,110	26.0%
61	Principal Information Services Analyst	\$ 12,286	+1.1%	\$ 12,286	0.0%
62	Enterprise Systems Analyst	\$ 12,205	+1.1%	\$ 12,205	0.0%
63	Senior Information Services Analyst	\$ 11,189	-1.3%	\$ 11,336	1.3%
64	Information Services Analyst II	\$ 10,204	+4.2%	\$ 10,204	0.0%
65	Information Services Analyst I	\$ 9,383		\$ 9,383	0.0%
66					
67	Geographic Information System (GIS) Coordinator	\$ 11,749	+11.1%	\$ 11,749	0.0%
68	Geographic Information System Technician	\$ 8,463		\$ 8,530	0.8%
69	Communication Systems Coordinator	\$ 11,189		\$ 11,336	1.3%
70					
71	Digital & Print Media Coordinator	\$ 9,137		\$ 9,137	0.0%
72	Graphics/Support Services Technician	\$ 5,554		\$ 5,924	6.7%
73	Support Services Worker	\$ 4,398		\$ 4,444	1.0%
74					
75	Deputy Human Resources Director	\$ 14,766	-33.7%	\$ 19,742	33.7%
76	Senior Human Resources Analyst	\$ 10,699	-1.6%	\$ 10,875	1.6%
77	Human Resources Analyst	\$ 9,360	-1.9%	\$ 9,537	1.9%
78	Senior Human Resources Technician	\$ 5,562		\$ 6,948	24.9%
79	Human Resources Technician	\$ 5,062	-24.8%	\$ 6,317	24.8%
80					
81	Risk Manager	\$ 11,903	-18.1%	\$ 14,055	18.1%
82					
83	Workers' Compensation Manager	\$ 10,418		\$ 10,936	5.0%
84	Workers' Compensation Supervisor	\$ 9,360		\$ 9,510	1.6%
85	Workers' Compensation Adjuster II	\$ 7,830	-1.2%	\$ 7,925	1.2%
86	Workers' Compensation Adjuster I	\$ 7,118		\$ 7,204	1.2%

Simi Valley

Salary Range Analysis & Benchmarking

Benchmark Classes set to Market Median (Base+Cash+Ins)

Line	Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change
87					
88	Community Services Director	\$ 16,998	-21.9%	\$ 20,716	21.9%
89	Deputy Community Services Director	\$ 13,531		\$ 13,862	2.4%
90	Community Services Manager	\$ 10,433	-6.3%	\$ 11,089	6.3%
91	Community Services Coordinator	\$ 8,723		\$ 9,241	5.9%
92	Assistant Community Services Manager	\$ 7,709		\$ 8,036	4.2%
93					
94	Cultural Arts Center Technical Coordinator	\$ 7,349		\$ 7,653	4.1%
95	Community Services Aide	\$ 4,377		\$ 4,444	1.5%
96	Nutrition Services Worker	\$ 4,377		\$ 4,444	1.5%
97					
98	Theater Technician II	\$ 4,226		\$ 4,444	5.1%
99	Theater Technician I	\$ 3,154		\$ 3,292	4.4%
100					
101	Environmental Services Director	\$ 16,994	-21.3%	\$ 20,615	21.3%
102	Deputy Environmental Services Director	\$ 13,531		\$ 14,701	8.6%
103					
104	Deputy Environmental Services Director (City Planner)	\$ 14,061	-9.8%	\$ 15,437	9.8%
105	Principal Planner/Zoning Administrator	\$ 12,228		\$ 12,973	6.1%
106	Senior Planner	\$ 10,687	-5.6%	\$ 11,281	5.6%
107	Associate Planner	\$ 9,350	-0.1%	\$ 9,361	0.1%
108	Assistant Planner	\$ 8,188		\$ 8,188	0.0%
109	Planning Technician	\$ 6,594		\$ 6,778	2.8%
110					
111	Deputy Environmental Services Director (Building Official)	\$ 13,819	-15.8%	\$ 15,999	15.8%
112	Supervising Building Inspector	\$ 9,511		\$ 10,420	9.6%
113	Senior Building Inspector	\$ 7,878		\$ 8,683	10.2%
114	Electrical Inspector	\$ 7,517		\$ 8,289	10.3%
115	Building Inspector II	\$ 7,159	-10.3%	\$ 7,894	10.3%
116	Building Inspector I	\$ 6,508		\$ 7,176	10.3%
117					
118	Plans Examiner	\$ 7,159	-5.9%	\$ 7,582	5.9%
119					
120	Permit Services Coordinator	\$ 8,529	-9.6%	\$ 9,351	9.6%
121	Counter Services Technician II	\$ 6,731	-0.7%	\$ 6,778	0.7%
122	Counter Services Technician I	\$ 6,118		\$ 6,162	0.7%
123					
124	Code Compliance Manager	\$ 10,849	-17.6%	\$ 12,762	17.6%
125	Senior Code Compliance Officer	\$ 8,680		\$ 8,950	3.1%
126	Code Compliance Officer	\$ 7,604	-2.4%	\$ 7,783	2.4%
127					
128	Home Rehabilitation Coordinator	\$ 8,750		\$ 9,241	5.6%
129					

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Salary Range Analysis & Benchmarking
Benchmark Classes set to Market Median (Base+Cash+Ins)

Line	Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change
130	Principal Engineer	\$ 13,324	-15.3%	\$ 15,360	15.3%
131	Senior Engineer	\$ 11,607	-14.3%	\$ 13,270	14.3%
132	Associate Engineer	\$ 10,144	-7.4%	\$ 10,894	7.4%
133	Assistant Engineer	\$ 9,260		\$ 9,903	6.9%
134					
135	Supervising Public Works Inspector	\$ 9,511		\$ 10,185	7.1%
136	Public Works Inspector	\$ 7,204	-13.1%	\$ 8,148	13.1%
137					
138	Senior Engineering Technician	\$ 7,699		\$ 8,345	8.4%
139	Engineering Technician	\$ 6,982	-8.7%	\$ 7,586	8.7%
140	Engineering Aide	\$ 5,589		\$ 6,069	8.6%
141					
142	Chief of Police	\$ 23,514	-20.7%	\$ 28,375	20.7%
143	Assistant Police Chief	\$ 18,305	-10.1%	\$ 20,161	10.1%
144	Police Commander	\$ 15,573	-7.9%	\$ 16,805	7.9%
145	Police Sergeant	\$ 12,683	-10.1%	\$ 13,961	10.1%
146	Senior Police Officer	\$ 10,332		\$ 11,085	7.3%
147	Police Officer	\$ 9,710	-7.3%	\$ 10,417	7.3%
148	Police Officer Trainee	\$ 6,559		\$ 7,037	7.3%
149					
150	Crime Analysis and Prevention Manager	\$ 10,545		\$ 10,552	0.1%
151	Senior Crime Analyst	\$ 10,545		\$ 10,552	0.1%
152	Crime Analyst	\$ 8,442	+2.0%	\$ 8,442	0.0%
153					
154	Crime Scene Investigator II	\$ 7,409	+12.3%	\$ 7,409	0.0%
155	Crime Scene Investigator I	\$ 6,733		\$ 6,735	0.0%
156	Crime Scene Investigator Trainee	\$ 5,280		\$ 5,388	2.0%
157	Investigative Assistant	\$ 6,230		\$ 6,414	3.0%
158					
159	Police Services Supervisor	\$ 7,999	-4.0%	\$ 8,322	4.0%
160	Police Services Officer	\$ 5,033	-12.6%	\$ 5,668	12.6%
161					
162	Property Officer	\$ 6,246		\$ 6,398	2.4%
163	Property Technician	\$ 5,538	-0.5%	\$ 5,563	0.5%
164					
165	Budget & Administration Manager	\$ 11,068	-18.1%	\$ 13,073	18.1%
166					
167	Emergency Services Manager	\$ 10,541	-13.7%	\$ 11,988	13.7%
168	Emergency Services Coordinator	\$ 9,137		\$ 10,425	14.1%
169					
170	Victim Advocate	\$ 5,554		\$ 5,853	5.4%
171					
172	Deputy Director/Police Administration & Communication	\$ 13,835		\$ 16,814	21.5%

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Line	Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change
173	Police Communications & Records Manager	\$ 11,653		\$ 14,012	20.2%
174	Communications Manager	\$ 10,594	-20.2%	\$ 12,738	20.2%
175	Communications Supervisor	\$ 7,627		\$ 8,320	9.1%
176	Police Dispatcher	\$ 6,628	-9.1%	\$ 7,235	9.1%
177	Police Dispatcher Trainee	\$ 4,596		\$ 4,990	8.6%
178					
179	Police Maintenance Supervisor	\$ 7,958		\$ 8,322	4.6%
180	Police Maintenance Specialist	\$ 5,556		\$ 6,258	12.6%
181					
182	Police Records Manager	\$ 9,700	-19.1%	\$ 11,554	19.1%
183	Police Records Supervisor	\$ 8,442		\$ 10,047	19.0%
184	Senior Police Records Technician	\$ 5,909		\$ 5,909	0.0%
185	Police Records Technician II	\$ 4,951	-2.6%	\$ 5,079	2.6%
186	Police Records Technician I	\$ 4,563		\$ 4,617	1.2%
187					
188	Public Works Director	\$ 18,518	-20.3%	\$ 22,279	20.3%
189	Assistant Public Works Director	\$ 16,542		\$ 20,053	21.2%
190	Deputy Director/Traffic Engineer	\$ 15,062		\$ 18,230	21.0%
191	City Engineer	\$ 15,062	-21.0%	\$ 18,230	21.0%
192	Deputy Public Works Director (Administration)	\$ 13,835		\$ 16,145	16.7%
193	Deputy Public Works Director (Development Services)	\$ 13,324	-15.1%	\$ 15,341	15.1%
194					
195	Landscape Architect	\$ 11,666		\$ 12,409	6.4%
196					
197	Deputy Public Works Director (Sanitation Services)	\$ 13,648	-20.2%	\$ 16,411	20.2%
198	Deputy Public Works Director (Maintenance Services)	\$ 13,648	-7.1%	\$ 14,615	7.1%
199	Deputy Public Works Director (Maintenance Services Engineer)	\$ 13,324		\$ 15,345	15.2%
200					
201	Maintenance Superintendent	\$ 10,739	-13.1%	\$ 12,142	13.1%
202	Maintenance Supervisor	\$ 8,678	-2.6%	\$ 8,906	2.6%
203	Heavy Equipment Operator	\$ 5,554		\$ 6,258	12.7%
204	Maintenance Worker III	\$ 5,568		\$ 6,258	12.4%
205	Maintenance Worker II	\$ 5,062	-12.4%	\$ 5,689	12.4%
206	Maintenance Worker I	\$ 4,590		\$ 5,172	12.7%
207					
208	Mechanic II	\$ 6,626	-6.0%	\$ 7,027	6.0%
209	Mechanic I	\$ 5,309		\$ 6,388	20.3%
210					
211	Senior Tree Trimmer	\$ 6,132		\$ 6,841	11.6%
212	Tree Trimmer II	\$ 5,574	-11.6%	\$ 6,219	11.6%
213	Tree Trimmer I	\$ 5,066		\$ 5,653	11.6%
214					
215	Deputy Public Works Director (Waterworks Services)	\$ 13,648	-16.8%	\$ 15,944	16.8%

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216					
217	Deputy Public Works Director (Environmental Compliance)	\$ 13,648	-0.1%	\$ 13,659	0.1%
218	Environmental Compliance Program Coordinator	\$ 9,913	-7.3%	\$ 10,633	7.3%
219	Environmental Compliance Program Analyst	\$ 8,781		\$ 9,667	10.1%
220	Environmental Compliance Inspector	\$ 7,159	-8.3%	\$ 7,757	8.3%
221					
222	Laboratory Supervisor	\$ 10,852	+0.4%	\$ 10,852	0.0%
223	Laboratory Chemist	\$ 9,860	-1.0%	\$ 9,956	1.0%
224	Senior Laboratory Technician	\$ 7,590		\$ 7,698	1.4%
225	Laboratory Technician	\$ 6,923	-1.1%	\$ 6,998	1.1%
226	Field Laboratory Technician	\$ 5,674		\$ 5,832	2.8%
227					
228	Assistant Waterworks Services Manager	\$ 10,862		\$ 11,860	9.2%
229	Water Distribution Supervisor	\$ 9,508	-8.5%	\$ 10,313	8.5%
230	Water Field Services Supervisor	\$ 9,508	-8.2%	\$ 10,292	8.2%
231	Water Operations Supervisor	\$ 9,508	-8.5%	\$ 10,313	8.5%
232	Waterworks Operator III	\$ 7,858	-4.7%	\$ 8,229	4.7%
233	Waterworks Operator II	\$ 6,956	-1.2%	\$ 7,037	1.2%
234	Waterworks Operator I	\$ 6,324		\$ 6,397	1.2%
235	Waterworks Operator Trainee	\$ 5,797		\$ 5,816	0.3%
236					
237	Waterworks Meter Reader	\$ 4,855		\$ 5,343	10.0%
238					
239	Wastewater Collection System Supervisor	\$ 8,678	-10.4%	\$ 9,583	10.4%
240	Wastewater Collection System Technican II	\$ 5,942	-4.3%	\$ 6,195	4.3%
241	Wastewater Collection System Technican I	\$ 5,405		\$ 5,632	4.2%
242	Wastewater Collection System Technican Trainee	\$ 4,911		\$ 5,120	4.3%
243					
244	Plant Operations Manager	\$ 11,091	-17.0%	\$ 12,981	17.0%
245	Plant Operations Supervisor	\$ 9,370	-4.2%	\$ 9,763	4.2%
246	Plant Operator III	\$ 8,435	+1.8%	\$ 8,435	0.0%
247	Plant Operator II	\$ 7,668		\$ 7,668	0.0%
248	Plant Operator I	\$ 7,029		\$ 7,029	0.0%
249	Plant Operator Trainee	\$ 5,356		\$ 5,407	1.0%
250					
251	Plant Support Systems Manager	\$ 11,091		\$ 12,981	17.0%
252	Senior Instrumentation Technician	\$ 8,975		\$ 9,395	4.7%
253	Instrumentation Technician	\$ 8,159	-4.7%	\$ 8,541	4.7%
254	Waterworks Systems Technician	\$ 7,758	+7.1%	\$ 7,758	0.0%
255					
256	Industrial Painter	\$ 7,627		\$ 8,217	7.7%
257	Plant Electrician	\$ 7,063	-10.8%	\$ 7,826	10.8%
258	Plant Maintenance Program Technician	\$ 7,415		\$ 8,001	7.9%

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Line	Job Classification Title	Current Range Max	Market Deviation	Recomm. Range Max	Percent Change
259					
260	Plant Maintenance Supervisor	\$ 9,370	+9.2%	\$ 9,370	0.0%
261	Plant Maintenance Technician III	\$ 8,382		\$ 8,382	0.0%
262	Plant Maintenance Technician II	\$ 7,620	+8.5%	\$ 7,620	0.0%
263	Plant Maintenance Technician I	\$ 6,927		\$ 6,927	0.0%
264					
265	Deputy Public Works Director (Transit)	\$ 13,531		\$ 16,145	19.3%
266	Transit Finance Manager	\$ 10,427		\$ 10,758	3.2%
267					
268	Transit Operations Manager	\$ 10,541	-19.2%	\$ 12,566	19.2%
269	Transit Supervisor	\$ 8,093	+6.3%	\$ 8,093	0.0%
270	Transit Coach Operator	\$ 5,344	+5.3%	\$ 5,344	0.0%
271	Transit Coach Operator Trainee	\$ 4,181		\$ 4,181	0.0%
272					
273	Transit Operations Assistant	\$ 6,369		\$ 6,606	3.7%
274	Senior Transit Dispatcher	\$ 5,142		\$ 5,653	9.9%
275	Transit Dispatcher	\$ 4,808	-6.9%	\$ 5,139	6.9%
276					
277	Building Maintenance Technician	\$ 5,295	-9.4%	\$ 5,791	9.4%
278	Senior Custodian	\$ 5,568		\$ 5,568	0.0%
279	Custodian	\$ 4,590	+0.9%	\$ 4,590	0.0%
280					
281	Inventory Support Specialist	\$ 4,688		\$ 4,888	4.3%
282					
283	Community Services Technician	\$ 5,568	+0.1%	\$ 5,568	0.0%