

City of Simi Valley  
Staff Report

April 6, 2026

**To:** City Council

**From:** Office of the City Manager  
Jennifer Gutierrez, Deputy Human Resources Director

**Subject:** Adopt a resolution approving the January 12, 2026, Publicly Available Pay Schedule

**Staff Recommendation**

It is recommended that the City Council adopt Resolution No. 2026-08 approving the January 12, 2026, publicly available pay schedule in compliance with CalPERS regulations.

**Background**

As a member of the California Public Employees' Retirement System (CalPERS), the City is required by Title 2 of the California Code of Regulations (CCR) section 570.5 to post a Publicly Available Pay Schedule (Attachment A). "Publicly available" is defined as "posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's website." The publicly available pay schedule must be duly approved and adopted by the governing body and made available to the public.

On January 12, 2026, the City Council adopted resolutions to modify job classifications and pay ranges. The attached Publicly Available Pay Schedule (Attachment B) reflects these changes and is current through the January 12, 2026, City Council actions.

The City's current Publicly Available Pay Schedule, adopted by City Council on June 24, 2024, is available on the City's website at [www.simivalley.org](http://www.simivalley.org). To access the document, visit the Human Resources page and select "Employee Pay Information."

**Discussion**

CalPERS requires that only compensation earned as defined in Government Code Section 20636 and corresponding regulations can be reported to CalPERS and used to calculate retirement benefits. To determine the amount of "compensation earnable," a member's pay rate is limited to the amount identified on a publicly available pay schedule.

Section 2 CCR 570.5, also requires that a pay schedule must have the following:

- Be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;

- Identifies the position title for every employee position;
- Shows the pay rate as a single amount or multiple amounts within a range for each identified position;
- Indicates the time base, including but not limited to, whether the time base is hourly daily, bi-weekly, monthly, bi-monthly, or annually;
- Be posted at the office of the employer or be immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicates an effective date and date of any revisions;
- Is retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the pay rate.

Anytime new agreements are negotiated with employee groups or when wage rate/range adjustments or classification title changes are approved, staff will amend the pay schedule for the City Council's consideration and approval.

### **Financial Impact**

There is no fiscal impact associated with this item, as all pay rate changes in the publicly available pay schedule have been previously approved by the City Council and were budgeted when the resolutions were adopted for the various employment agreements.

### **City Council Priority**

This item supports the City Council's pillars of excellence for Excellent City Government in providing pay information in a transparent manner.

### **Suggested Motion**

I move to adopt Resolution No. 2026-08 approving the January 12, 2026, publicly available pay schedule, in compliance with CalPERS regulations.

### **Summary**

As a member of the California Public Employees' Retirement System (CalPERS), the City of Simi Valley is required by Title 2 of the California Code of Regulations (CCR) section 570.5 to post an approved and City Council-adapted Publicly Available Pay Schedule. It is recommended that the City Council adopt Resolution No. 2026-08 and direct staff to publish it on the City's website.

**Prepared by:** Shannon Nash, Senior Human Resources Analyst

### **Attachments:**

Attachment A – CalPERS Circular Letter 200-003-20

Attachment B – Resolution No. 2026-08 Publicly Available Pay Schedule



California Public Employees' Retirement System  
P.O. Box 942715 | Sacramento, CA 94229-2715  
888 CalPERS (or 888-225-7377) | TTY: (877) 249-7442  
[www.calpers.ca.gov](http://www.calpers.ca.gov)

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## Payroll

# Circular Letter

January 8, 2020

Circular Letter: 200-003-20

Distribution: IV, VI, X, XII, XVI

**To: All CalPERS Contracted Agencies (Public Agency, Schools, and State)**  
**Subject: Statutory and Regulatory Requirements for Publicly Available Pay Schedules**

### Purpose

The purpose of this Circular Letter is to inform all CalPERS Contracted Agencies of the requirements for providing CalPERS with a Publicly Available Pay Schedule in compliance with the Public Employees' Retirement Law (PERL), Public Employees' Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR).

### Purpose of Publicly Available Pay Schedules

Under the PERL and PEPRA, compensation earnable and pensionable compensation are determined in accordance with amounts identified on publicly available pay schedules.

### Compensation Earnable

Under Government (Gov.) Code sections 20636 and 20636.1, compensation earnable means the pay rate and special compensation of the member, as further defined by those statutes.

Pay rate for contracting agency and school members is deemed the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules. Pay rate for contracting agency and school members who are not in a group or class is deemed the monthly rate of pay or base pay of the member, paid in cash and pursuant to publicly available pay schedules, for services rendered on a full-time basis during normal working hours, subject to specified limitations.

Pay rate for state members is deemed the average monthly remuneration paid in cash out of funds paid by the employer to similarly situated members of the same group or class of employment, in payment for the member's services or for time during which the member is excused from work, as further specified by subdivision (g) of Gov. Code 20636, pursuant to publicly available pay schedules.

### **Pensionable Compensation**

Pursuant to Gov. Code section 7522.34, pensionable compensation of a new member of any public retirement system means the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules, subject to specified limitations.

### **Requirements of Publicly Available Pay Schedules**

Subdivision (a) of CCR section 570.5 defines the requirements for a publicly available pay schedule used to determine pay rates.

Pay rates shall be limited to the amount listed on a pay schedule that must meet all the following eight (8) requirements:

1. Be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws
2. Identify the position title for every employee position
3. Show the pay rate as a single amount or multiple amounts within a range for each identified position
4. Indicate the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually
5. Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's website
6. Indicate an effective date and date of any revisions
7. Is retained by the employer and available for public inspection for not less than five years
8. Does not reference another document in lieu of disclosing the pay rate

Here is an example of a compliant pay schedule, to the extent it has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws, it is posted on the employer's website, and it is retained by the employer and available for public inspection for not less than five years:

<b>City of CalPERS</b>						
<b>Salary Schedule for Fiscal Year 17-18</b>						
<b>Effective as of 07/01/2017</b>						
<b>Classification</b>	<b>Rate Type</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
City Manager	Monthly	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500
City Counsel	Monthly	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000
City Clerk	Monthly	\$5,500	\$6,000	\$6,500	\$7,000	\$7,500
Call Center Representative	Monthly	\$5,000	\$5,500	\$6,000	\$6,500	\$7,000
Analyst	Monthly	\$5,000	\$5,500	\$6,000	\$6,500	\$7,000
Assistant	Monthly	\$4,500	\$5,000	\$5,500	\$6,000	\$6,500
<b>Revised as of 09/01/2017 and adopted by the Board as of 09/15/2017</b>						

### **Special Compensation**

Pursuant to CCR section 571 for classic members, and CCR section 571.1 for new members under PEPR, special compensation items are defined under an exclusive list. Each special compensation item shall be reported separately from pay rate, in accordance with the criteria described in those regulations. Therefore, a publicly available pay schedule in which the special compensation items are reflected in the pay rates does not comply with CCR section 570.5.

### **Absence of Publicly Available Pay Schedule**

If an employer fails to meet the requirements of subdivision (a) of CCR section 570.5, under subdivision (b), the board may determine in its sole discretion an amount that will be considered as pay rate, taking into consideration all information it deems relevant including, but not limited to, the following:

- Documents approved by the employer's governing body in accordance with requirements of public meeting laws and maintained by the employer
- Last pay rate listed on a pay schedule that conforms to the requirements of subdivision (a) with the same employer for the position at issue
- Last pay rate for the member that is listed on a pay schedule that conforms with the requirements of subdivision (a) with the same employer for a different position
- Last pay rate for the member in a position that was held by the member and that is listed on a pay schedule that conforms to the requirements of subdivision (a) of a former CalPERS employer.

### **Importance of Publicly Available Pay Schedule**

Publicly available pay schedules are required by CalPERS and are a critical component to verify all members' pay rates when calculating members' retirement benefits. Maintaining a compliant publicly available pay schedule will support transparency and expedite CalPERS' review process.

Failure to provide CalPERS with a compliant publicly available pay schedule may result in a retirement benefit being delayed.

## Questions

It is the employer's responsibility to comply with all terms and conditions set forth in the employer's contract with CalPERS and to ensure all reportable information is compliant with the PERL, PEPR, and the CCR.

If you have any questions or concerns, contact the CalPERS Customer Contact Center at **888 CalPERS** (or **888-225-7377**), or email [MOU\\_Review@calpers.ca.gov](mailto:MOU_Review@calpers.ca.gov).

Renee Ostrander, Chief  
Employer Account Management Division

## RESOLUTION NO. 2026-08

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SIMI VALLEY APPROVING UPDATED CITYWIDE PUBLICLY AVAILABLE PAY SCHEDULES EFFECTIVE JANUARY 12, 2026, IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5

WHEREAS, the City Council of the City of Simi Valley contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations (CCR) Title 2, Section 570.5 (Section 570.5) requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, CalPERS issued Circular Letter 200-003-20 as guidance to public agencies in creating and maintaining a Publicly Available Pay Schedule that complies with Section 570.5; and

WHEREAS, to ensure that the City remains compliant with its obligation under Section 570.5, staff will, at a minimum, present updated pay schedules following adoption of any changes to job classification or salary ranges due to adoption of the annual budget document, and following any mid-fiscal year changes to the pay schedules; and

WHEREAS, the City Council finds and determines that it desires to approve the Citywide Publicly Available Pay Schedule that includes changes adopted with effective dates up through January 12, 2026, which incorporate changes related to the prior adoption of labor agreements in 2025 and January 2026, as well as changes to minimum wage in California.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SIMI VALLEY DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. Resolution No. 2026-08 is hereby adopted to represent the City's Publicly Available Pay Schedules (Exhibit 1) in effect up through January 12, 2026, pursuant to Section 570.5.

SECTION 2. All previous resolutions related to job classifications and compensation levels are hereby repealed to the extent they are in conflict with this resolution.

SECTION 3. The City Clerk shall certify to the adoption of this resolution and shall cause a certified resolution to be filed in the Office of the City Clerk.

PASSED and ADOPTED this 6<sup>th</sup> day of April 2026.

**Attest:**

\_\_\_\_\_  
Lucy Blanco, City Clerk

\_\_\_\_\_  
Dee Dee Cavanaugh, Mayor of the  
City of Simi Valley, California

**Approved as to Form:**


**Approved as to Content:**


\_\_\_\_\_  
Algeria R. Ford, City Attorney


\_\_\_\_\_  
Samantha C. Argabrite, City Manager


\_\_\_\_\_  
Jennifer Gutierrez  
Deputy Human Resources Director


## Exhibit 1

Group BU		Job Classification	Hourly Min	-	Hourly Max	Effective Date
GR40		Accounting Assistant I	\$ 20.7997	-	\$ 26.5033	12/29/2025
GR40		Accounting Assistant II	\$ 22.8620	-	\$ 29.2019	12/29/2025
MS24		Accounting Projects Analyst	\$ 42.0024	-	\$ 53.8523	12/15/2025
MS24		Accounting Specialist	\$ 33.8059	-	\$ 43.1967	12/15/2025
MS24		Accounting Supervisor	\$ 46.8123	-	\$ 60.1060	12/15/2025
GR40		Accounting Technician I	\$ 22.6380	-	\$ 28.8839	12/29/2025
GR40		Accounting Technician II	\$ 25.1482	-	\$ 32.0892	12/29/2025
MS24		Administrative Assistant	\$ 30.3194	-	\$ 38.6651	12/15/2025
TH59		Administrative Intern	\$ 21.3400	-	\$ 27.2300	06/20/2011
MS24		Administrative Officer	\$ 51.3756	-	\$ 66.0374	12/15/2025
ME20		Administrative Services Director (Confidential)	\$ 77.0772	-	\$ 100.1995	01/12/2026
GR40		Administrative Technician	\$ 27.7288	-	\$ 35.4006	12/29/2025
MS24		Assistant City Attorney	\$ 67.5240	-	\$ 87.0308	12/15/2025
MS24		Assistant City Clerk	\$ 43.0494	-	\$ 55.9643	12/15/2025
ME20		Assistant City Manager	\$ 80.9420	-	\$ 105.2248	12/15/2025
ME20		Assistant City Manager (Confidential)	\$ 80.9420	-	\$ 105.2248	01/12/2026
MS24		Assistant Community Services Manager	\$ 34.7885	-	\$ 44.4747	12/15/2025
MS26		Assistant Engineer	\$ 41.6539	-	\$ 53.4216	04/08/2024
TH59		Assistant Engineer (Temps)	\$ 41.6539	-	\$ 53.4216	04/08/2024
MS24		Assistant Planner	\$ 36.9133	-	\$ 47.2369	12/15/2025
PM22		Assistant Police Chief	\$ 81.5057	-	\$ 100.0991	10/20/2025
PM22		Assistant Police Chief	\$ 85.9885	-	\$ 105.6046	11/03/2025
MS24		Assistant Public Works Director	\$ 73.9889	-	\$ 95.4350	12/15/2025
MS24		Assistant to the City Manager	\$ 58.9340	-	\$ 75.8635	12/15/2025
MS24		Assistant Waterworks Services Manager	\$ 48.7820	-	\$ 62.6664	12/15/2025
MS26		Associate Engineer	\$ 45.5787	-	\$ 58.5239	04/08/2024
MS24		Associate Planner	\$ 42.0718	-	\$ 53.9424	12/15/2025
MS24		Budget & Administration Manager	\$ 49.7257	-	\$ 63.8559	12/15/2025
MS24		Budget Officer	\$ 53.3897	-	\$ 68.6563	12/15/2025
GR40		Building Inspector I	\$ 29.4376	-	\$ 37.5455	12/29/2025
GR40		Building Inspector II	\$ 32.3956	-	\$ 41.3046	12/29/2025
GR40		Building Maintenance Technician	\$ 23.9226	-	\$ 30.5455	12/29/2025
PC21		Chief of Police	\$ 104.3503	-	\$ 135.6550	12/15/2025
MA02		City Attorney (Confidential)	\$ 106.5535	-	\$ 138.5184	01/12/2026
MS24		City Clerk	\$ 60.5636	-	\$ 73.9029	12/15/2025
MS26		City Engineer	\$ 65.4545	-	\$ 84.3628	04/08/2024
MC01		City Manager (Confidential)	\$ 132.8845	-	\$ 159.4616	01/12/2026
MS24		Code Compliance Manager	\$ 48.8706	-	\$ 62.5931	12/15/2025
MS24		Code Compliance Officer	\$ 34.3222	-	\$ 43.8686	12/15/2025
MS24		Code Enforcement Supervisor	\$ 44.5695	-	\$ 57.1906	12/15/2025
GR40		Code Enforcement Technician	\$ 25.4428	-	\$ 32.5017	12/29/2025
MS24		Communication Systems Coordinator	\$ 50.2322	-	\$ 64.5517	12/15/2025
MS24		Communications Manager	\$ 47.5925	-	\$ 61.1198	12/15/2025
GD40		Communications Supervisor	\$ 34.4933	-	\$ 44.0032	12/29/2025
GR40		Community Services Aide	\$ 19.7744	-	\$ 25.2542	12/29/2025
TH59		Community Services Aide (Temps)	\$ 19.7744	-	\$ 25.2542	12/29/2025
MS24		Community Services Coordinator	\$ 39.2884	-	\$ 50.3246	12/15/2025
ME20		Community Services Director	\$ 75.4347	-	\$ 98.0653	12/15/2025
MS24		Community Services Manager	\$ 46.8780	-	\$ 60.1908	12/15/2025
GR40		Community Services Technician	\$ 25.1717	-	\$ 32.1246	12/29/2025
MY10		Council Member (incl. Mayor/Mayor Pro-tem)*	\$ 6.9390	-	\$ 6.9390	06/20/2011
GR40		Counter Services Technician I	\$ 27.6699	-	\$ 35.2945	12/29/2025
GR40		Counter Services Technician II	\$ 30.4394	-	\$ 38.8300	12/29/2025
MS24		Crime Analysis and Prevention Manager	\$ 47.4045	-	\$ 60.8381	12/15/2025
MS24		Crime Analyst	\$ 38.0398	-	\$ 48.7015	12/15/2025
GR40		Crime Scene Investigator I	\$ 30.4275	-	\$ 38.8417	12/29/2025

Group BU		Job Classification	Hourly Min	-	Hourly Max	Effective Date
GR40		Crime Scene Investigator II	\$ 33.4915	-	\$ 42.7424	12/29/2025
GR40		Crime Scene Investigator Trainee	\$ 23.8990	-	\$ 30.4629	12/29/2025
TX57		Crossing Guard (Temps)	\$ 16.5000	-	\$ 16.5000	01/01/2025
TX57		Crossing Guard (Temps)	\$ 16.9000	-	\$ 16.9000	01/01/2026
MS24		Cultural Arts Center Technical Coordinator	\$ 33.1723	-	\$ 42.3970	12/15/2025
GR40		Custodian	\$ 20.7524	-	\$ 26.4798	12/29/2025
TH59		Custodian (Temps)	\$ 20.7524	-	\$ 26.4798	12/29/2025
GR40		Customer Service Representative	\$ 22.2844	-	\$ 28.4478	12/29/2025
TH59		Customer Service Representative (Temps)	\$ 22.2844	-	\$ 28.4478	12/29/2025
MS24		Customer Services Manager	\$ 47.5926	-	\$ 61.1198	12/15/2025
MS24		Customer Services Supervisor	\$ 38.3194	-	\$ 49.2404	12/15/2025
MS24		Deputy Administrative Services Director (Budget & Purchasing)	\$ 55.7770	-	\$ 71.7601	12/15/2025
MS24		Deputy Administrative Services Director (Fiscal Services)	\$ 60.8276	-	\$ 78.3254	12/15/2025
MS24		Deputy Administrative Services Director (Information Services)	\$ 67.9064	-	\$ 87.5274	12/15/2025
MS24		Deputy City Attorney	\$ 55.7892	-	\$ 72.5260	12/15/2025
MS24		Deputy City Attorney (Confidential)	\$ 55.7892	-	\$ 72.5260	01/12/2026
MS24		Deputy City Clerk	\$ 30.3194	-	\$ 38.6651	12/15/2025
MS24		Deputy City Manager	\$ 69.7118	-	\$ 89.8747	12/15/2025
MS24		Deputy City Manager (Confidential)	\$ 69.7118	-	\$ 89.8747	01/12/2026
MS24		Deputy Community Services Director	\$ 60.6261	-	\$ 78.0639	12/15/2025
MS24		Deputy Director/Police Administration & Communication	\$ 61.9755	-	\$ 79.8181	12/15/2025
MS26		Deputy Director/Traffic Engineer	\$ 65.4545	-	\$ 84.3629	04/08/2024
MS24		Deputy Environmental Services Director	\$ 60.6261	-	\$ 78.0639	12/15/2025
MS24		Deputy Environmental Services Director (Building Official)	\$ 61.9055	-	\$ 79.7263	12/15/2025
MS24		Deputy Environmental Services Director (City Planner)	\$ 62.9769	-	\$ 81.1198	12/15/2025
MS24		Deputy Human Resources Director (Confidential)	\$ 66.1073	-	\$ 85.1891	01/12/2026
MS24		Deputy Public Works Director (Administration)	\$ 61.9755	-	\$ 79.8181	12/15/2025
MS26		Deputy Public Works Director (Development Services)	\$ 59.6883	-	\$ 76.8665	04/08/2024
MS24		Deputy Public Works Director (Environmental Compliance)	\$ 61.1438	-	\$ 78.7375	12/15/2025
MS26		Deputy Public Works Director (Maintenance Services Engineer)	\$ 59.6883	-	\$ 76.8665	04/08/2024
MS24		Deputy Public Works Director (Maintenance Services)	\$ 61.1438	-	\$ 78.7375	12/15/2025
MS24		Deputy Public Works Director (Sanitation Services)	\$ 61.1438	-	\$ 78.7375	12/15/2025
MS24		Deputy Public Works Director (Transit)	\$ 60.6261	-	\$ 78.0639	12/15/2025
MS24		Deputy Public Works Director (Waterworks Services)	\$ 61.1438	-	\$ 78.7375	12/15/2025
MS24		Digital & Print Media Coordinator	\$ 41.1250	-	\$ 52.7122	12/15/2025
GR40		Electrical Inspector	\$ 33.9982	-	\$ 43.3670	12/29/2025
MS24		Emergency Services Coordinator	\$ 41.1250	-	\$ 52.7122	12/15/2025
MS24		Emergency Services Manager	\$ 47.3579	-	\$ 60.8152	12/15/2025
GR40		Engineering Aide	\$ 25.2777	-	\$ 32.2424	12/29/2025
GR40		Engineering Technician	\$ 31.5706	-	\$ 40.2794	12/29/2025
MS24		Enterprise Systems Analyst	\$ 54.7431	-	\$ 70.4154	12/15/2025
GR40		Environmental Compliance Inspector	\$ 31.8384	-	\$ 41.3046	12/29/2025
MS24		Environmental Compliance Program Analyst	\$ 39.5467	-	\$ 50.6604	12/15/2025
MS24		Environmental Compliance Program Coordinator	\$ 44.5695	-	\$ 57.1906	12/15/2025
ME20		Environmental Services Director	\$ 75.4159	-	\$ 98.0397	12/15/2025
MS24		Executive Assistant	\$ 39.2373	-	\$ 50.2583	12/15/2025
GR40		Field Laboratory Technician	\$ 25.6548	-	\$ 32.7374	12/29/2025
MS24		Fiscal Services Supervisor	\$ 33.8056	-	\$ 43.1967	12/15/2025
MS24		Geographic Information Services (GIS) Coordinator	\$ 52.7442	-	\$ 67.7799	12/15/2025
GR40		Geographic Information System Technician	\$ 38.2996	-	\$ 48.8231	12/29/2025
GR40		Graphics/Support Services Technician	\$ 25.0892	-	\$ 32.0420	12/29/2025
GR40		Heavy Equipment Operator	\$ 25.0892	-	\$ 32.0420	12/29/2025
MS24		Home Rehabilitation Coordinator	\$ 39.4100	-	\$ 50.4827	12/15/2025
MS24		Human Resources Analyst	\$ 42.1172	-	\$ 54.0024	12/15/2025
GR40		Human Resources Technician	\$ 22.8383	-	\$ 29.2019	12/29/2025
TH59		Human Resources Technician (Temps)	\$ 22.8383	-	\$ 29.2019	12/29/2025

Group BU		Job Classification	Hourly Min	-	Hourly Max	Effective Date
GR40		Industrial Painter	\$ 34.4556	-	\$ 44.0039	12/29/2025
MS24		Information Services Analyst I	\$ 42.2151	-	\$ 54.1300	12/15/2025
MS24		Information Services Analyst II	\$ 45.8638	-	\$ 58.8715	12/15/2025
GR40		Instrumentation Technician	\$ 36.8819	-	\$ 47.0724	12/29/2025
GR40		Inventory Support Specialist	\$ 21.1650	-	\$ 27.0454	12/29/2025
MH25		Investigative Assistant	\$ 28.1649	-	\$ 35.9427	12/15/2025
MS24		Laboratory Chemist	\$ 44.3361	-	\$ 56.8864	12/15/2025
MS24		Laboratory Supervisor	\$ 48.7350	-	\$ 62.6050	12/15/2025
GR40		Laboratory Technician	\$ 31.2878	-	\$ 39.9376	12/29/2025
MS24		Landscape Architect	\$ 52.3499	-	\$ 67.3049	12/15/2025
TX57		Lead Crossing Guard (Temps)	\$ 17.5000	-	\$ 17.5000	01/01/2025
TX57		Lead Crossing Guard (Temps)	\$ 17.9000	-	\$ 17.9000	01/01/2026
MS24		Legal Administrative Assistant	\$ 31.6960	-	\$ 40.4547	12/15/2025
GR40		Legal Technician	\$ 22.8620	-	\$ 29.1785	12/29/2025
MS24		Maintenance Superintendent	\$ 48.2363	-	\$ 61.9573	12/15/2025
MS24		Maintenance Supervisor	\$ 39.0874	-	\$ 50.0625	12/15/2025
GR40		Maintenance Worker I	\$ 20.7524	-	\$ 26.4798	12/29/2025
TH59		Maintenance Worker I (Temps)	\$ 20.7524	-	\$ 26.4798	12/29/2025
GR40		Maintenance Worker II	\$ 22.8620	-	\$ 29.2019	12/29/2025
TH59		Maintenance Worker II (Temps)	\$ 22.8620	-	\$ 29.2019	12/29/2025
GR40		Maintenance Worker III	\$ 25.1717	-	\$ 32.1246	12/29/2025
MS24		Management Analyst	\$ 41.1250	-	\$ 52.7122	12/15/2025
MS24		Management Assistant	\$ 32.1671	-	\$ 41.0667	12/15/2025
GR40		Mechanic I	\$ 23.9814	-	\$ 30.6279	12/29/2025
GR40		Mechanic II	\$ 29.9445	-	\$ 38.2290	12/29/2025
GR40		Nutrition Services Worker	\$ 19.7744	-	\$ 25.2542	12/29/2025
GR40		Office Assistant I	\$ 19.8450	-	\$ 19.8450	12/29/2025
TH59		Office Assistant I (Temps)	\$ 19.8450	-	\$ 19.8450	12/29/2025
GR40		Office Assistant II	\$ 19.8450	-	\$ 25.2071	12/29/2025
TH59		Office Assistant II (Temps)	\$ 19.8450	-	\$ 25.2071	12/29/2025
GR40		Office Specialist I	\$ 20.8350	-	\$ 26.4679	12/29/2025
GR40		Office Specialist II	\$ 22.8622	-	\$ 29.1785	12/29/2025
TH59		Office Specialist II (Temps)	\$ 22.8622	-	\$ 29.1785	12/29/2025
MS24		Payroll Coordinator	\$ 48.0579	-	\$ 61.7223	12/15/2025
MS24		Permit Services Coordinator	\$ 37.8489	-	\$ 49.2083	12/15/2025
VP90		Planning Commissioner**	\$ 3.1354	-	\$ 3.1354	06/21/2010
TH59		Planning Intern (Temps)	\$ 21.7400	-	\$ 27.7300	06/20/2011
GR40		Planning Technician	\$ 29.7323	-	\$ 38.0404	12/29/2025
GR40		Plans Examiner	\$ 32.3956	-	\$ 41.3046	12/29/2025
GR40		Plant Electrician	\$ 31.9359	-	\$ 40.7508	12/29/2025
GR40		Plant Maintenance Program Technician	\$ 33.5387	-	\$ 42.7778	12/29/2025
MS24		Plant Maintenance Supervisor	\$ 42.1586	-	\$ 54.0556	12/15/2025
GR40		Plant Maintenance Technician I	\$ 31.3241	-	\$ 39.9635	12/29/2025
GR40		Plant Maintenance Technician II	\$ 34.4540	-	\$ 43.9599	12/29/2025
GR40		Plant Maintenance Technician III	\$ 37.8961	-	\$ 48.3559	12/29/2025
MS24		Plant Operations Manager	\$ 49.7981	-	\$ 63.9873	12/15/2025
MS24		Plant Operations Supervisor	\$ 42.1586	-	\$ 54.0556	12/15/2025
GR40		Plant Operator I	\$ 31.7331	-	\$ 40.5545	12/29/2025
GR40		Plant Operator II	\$ 34.6560	-	\$ 44.2412	12/29/2025
GR40		Plant Operator III	\$ 38.1480	-	\$ 48.6652	12/29/2025
GR40		Plant Operator Trainee	\$ 24.1707	-	\$ 30.8986	12/29/2025
MS24		Plant Support Systems Manager	\$ 49.7981	-	\$ 63.9873	12/15/2025
PM22		Police Commander	\$ 77.9327	-	\$ 85.1627	10/20/2025
PM22		Police Commander	\$ 82.2190	-	\$ 89.8466	11/03/2025
MS24		Police Communications & Records Manager	\$ 52.3517	-	\$ 67.2317	12/15/2025
GD40		Police Dispatcher	\$ 29.9680	-	\$ 38.2407	12/29/2025

Group BU		Job Classification	Hourly Min	-	Hourly Max	Effective Date
TH59		Police Dispatcher (Temps)	\$ 29.9680	-	\$ 38.2407	12/29/2025
GD40		Police Dispatcher Trainee	\$ 26.5151	-	\$ 26.5151	12/29/2025
GR40		Police Maintenance Specialist	\$ 25.1127	-	\$ 32.0538	12/29/2025
MS24		Police Maintenance Supervisor	\$ 35.8944	-	\$ 45.9128	12/15/2025
PO30		Police Officer <sup>1</sup>	\$ 43.2480	-	\$ 56.0180	11/03/2025
GP31		Police Officer Trainee	\$ 37.8420	-	\$ 37.8420	11/03/2025
MS24		Police Records Manager	\$ 43.0494	-	\$ 55.9643	12/15/2025
MS24		Police Records Supervisor	\$ 38.0398	-	\$ 48.7015	12/15/2025
GR40		Police Records Technician I	\$ 20.6229	-	\$ 26.3266	12/29/2025
GR40		Police Records Technician II	\$ 22.3080	-	\$ 28.5657	12/29/2025
PO30		Police Sergeant <sup>1</sup>	\$ 48.1614	-	\$ 73.1730	11/03/2025
GR40		Police Services Officer	\$ 22.7323	-	\$ 29.0370	12/29/2025
MS24		Police Services Supervisor	\$ 36.0745	-	\$ 46.1464	12/15/2025
MS26		Principal Engineer	\$ 59.6883	-	\$ 76.8665	04/08/2024
TH59		Principal Engineer (Temps)	\$ 59.6883	-	\$ 76.8665	04/08/2024
MS24		Principal Information Services Analyst	\$ 55.1000	-	\$ 70.8796	12/15/2025
MS24		Principal Planner/Zoning Administrator	\$ 54.8437	-	\$ 70.5469	12/15/2025
GR40		Property Officer	\$ 28.2357	-	\$ 36.0371	12/29/2025
GR40		Property Technician	\$ 25.0538	-	\$ 31.9478	12/29/2025
ME20		Public Works Director	\$ 82.1822	-	\$ 106.8370	12/15/2025
GR40		Public Works Inspector	\$ 32.5959	-	\$ 41.5640	12/29/2025
GR40		Recording Secretary	\$ 24.0403	-	\$ 30.6633	12/29/2025
MS24		Risk Manager	\$ 53.3995	-	\$ 68.6688	12/15/2025
MS24		Senior Accountant	\$ 47.0749	-	\$ 60.4469	12/15/2025
MS24		Senior Administrative Officer	\$ 53.0664	-	\$ 68.2787	12/15/2025
MS24		Senior Assistant City Attorney	\$ 74.1975	-	\$ 95.7063	12/15/2025
MS24		Senior Assistant City Attorney (Confidential)	\$ 74.1975	-	\$ 95.7063	01/12/2026
GR40		Senior Building Inspector	\$ 35.6009	-	\$ 45.4529	12/29/2025
MS24		Senior Code Compliance Officer	\$ 39.0963	-	\$ 50.0745	12/15/2025
MS24		Senior Crime Analyst	\$ 47.4045	-	\$ 60.8381	12/15/2025
GR40		Senior Custodian	\$ 25.1717	-	\$ 32.1246	12/29/2025
GR40		Senior Customer Service Representative	\$ 25.6196	-	\$ 32.6785	12/29/2025
MS26		Senior Engineer	\$ 52.0707	-	\$ 66.9634	04/08/2024
GR40		Senior Engineering Technician	\$ 34.7877	-	\$ 44.4158	12/29/2025
MS24		Senior Human Resources Analyst	\$ 48.0579	-	\$ 61.7223	12/15/2025
MS24		Senior Human Resources Analyst (Confidential)	\$ 48.0579	-	\$ 61.7223	01/12/2026
GR40		Senior Human Resources Technician	\$ 25.1482	-	\$ 32.0892	12/29/2025
MS24		Senior Information Services Analyst	\$ 50.2322	-	\$ 64.5517	12/15/2025
GR40		Senior Instrumentation Technician	\$ 40.5583	-	\$ 51.7797	12/29/2025
GR40		Senior Laboratory Technician	\$ 34.2812	-	\$ 43.7912	12/29/2025
MS24		Senior Management Analyst	\$ 47.3579	-	\$ 60.8152	12/15/2025
TH59		Senior Management Analyst (Temp)	\$ 47.3579	-	\$ 60.8152	12/15/2025
MS24		Senior Planner	\$ 48.0074	-	\$ 61.6583	12/15/2025
PO30		Senior Police Officer <sup>1</sup>	\$ 39.9082	-	\$ 59.6101	11/03/2025
GR40		Senior Police Records Technician	\$ 26.7509	-	\$ 34.0926	12/29/2025
GT40		Senior Transit Dispatcher	\$ 23.2508	-	\$ 29.6626	12/29/2025
GR40		Senior Tree Trimmer	\$ 27.7171	-	\$ 35.3771	12/29/2025
MS24		Staff Accountant	\$ 41.3360	-	\$ 52.9873	12/15/2025
TH59		Staff Accountant (Temp)	\$ 41.3360	-	\$ 52.9873	12/15/2025
MS24		Supervising Building Inspector	\$ 42.7871	-	\$ 54.8728	12/15/2025
MS24		Supervising Public Works Inspector	\$ 42.7871	-	\$ 54.8728	12/15/2025
GR40		Support Services Worker	\$ 19.8804	-	\$ 25.3720	12/29/2025
TH59		Temp Salaried Hourly (Temps/Mgt)	\$ 16.9000	-	\$ 36.9600	01/01/2026
GR40		Theater Technician I	\$ 17.5998	-	\$ 18.1966	12/29/2025
GR40		Theater Technician II	\$ 19.0909	-	\$ 24.3822	12/29/2025
TH59		Theater Technician II (Temps)	\$ 19.0909	-	\$ 24.3822	12/29/2025

Group BU		Job Classification	Hourly Min	-	Hourly Max	Effective Date
GT40		Transit Coach Operator	\$ 24.1229	-	\$ 30.8283	12/29/2025
TT59		Transit Coach Operator (Temps)	\$ 24.1229	-	\$ 30.8283	12/29/2025
GT40		Transit Coach Operator Trainee	\$ 24.1229	-	\$ 24.1229	12/29/2025
TT59		Transit Coach Operator Trainee (Temps)	\$ 24.1229	-	\$ 24.1229	12/29/2025
GT40		Transit Dispatcher	\$ 21.7307	-	\$ 27.7408	12/29/2025
MS24		Transit Finance Manager	\$ 46.8504	-	\$ 60.1553	12/15/2025
GT40		Transit Operations Assistant	\$ 28.8367	-	\$ 36.7441	12/29/2025
MS24		Transit Operations Manager	\$ 47.3579	-	\$ 60.8152	12/15/2025
MS24		Transit Supervisor	\$ 36.4937	-	\$ 46.6918	12/15/2025
MS24		Treasury Officer	\$ 46.9076	-	\$ 60.2299	12/15/2025
GR40		Tree Trimmer I	\$ 22.8620	-	\$ 29.2255	12/29/2025
GR40		Tree Trimmer II	\$ 25.1717	-	\$ 32.1599	12/29/2025
GR40		Utilities Specialist	\$ 31.9478	-	\$ 40.7744	12/29/2025
MH25		Utility Services Specialist	\$ 37.6280	-	\$ 48.1986	12/15/2025
GR40		Victim Advocate	\$ 25.0892	-	\$ 32.0420	12/29/2025
MS24		Wastewater Collection System Supervisor	\$ 39.0874	-	\$ 50.0625	12/15/2025
GR40		Wastewater Collection System Technician I	\$ 24.4528	-	\$ 31.1818	12/29/2025
GR40		Wastewater Collection System Technician II	\$ 26.8922	-	\$ 34.2812	12/29/2025
GR40		Wastewater Collection System Technician Trainee	\$ 22.2255	-	\$ 28.3299	12/29/2025
TH59		Wastewater Collection System Technician Trainee (Temps)	\$ 22.2255	-	\$ 28.3299	12/29/2025
MS24		Water Distribution Supervisor	\$ 42.7719	-	\$ 54.8530	12/15/2025
MS24		Water Operations Supervisor	\$ 42.7719	-	\$ 54.8530	12/15/2025
MS24		Water Field Services Supervisor	\$ 42.7719	-	\$ 54.8530	12/15/2025
GR40		Waterworks Operator I***	\$ 28.5187	-	\$ 36.4828	12/29/2025
GR40		Waterworks Operator II***	\$ 31.4197	-	\$ 40.1313	12/29/2025
GR40		Waterworks Operator III***	\$ 35.5136	-	\$ 45.3362	12/29/2025
GR40		Waterworks Operator Trainee***	\$ 26.2110	-	\$ 33.4428	12/29/2025
GR40		Waterworks Systems Technician	\$ 35.0588	-	\$ 44.7575	12/29/2025
TW59		Work Experience/Clerical (Temps)	\$ 16.5000	-	\$ 16.5000	01/01/2025
TW59		Work Experience/Clerical (Temps)	\$ 16.9000	-	\$ 16.9000	01/01/2026
TW59		Work Experience/Maintenance (Temps)	\$ 16.5000	-	\$ 16.5000	01/01/2025
TW59		Work Experience/Maintenance (Temps)	\$ 16.9000	-	\$ 16.9000	01/01/2026
MS24		Workers' Compensation Adjuster I	\$ 32.1671	-	\$ 41.0667	12/15/2025
MS24		Workers' Compensation Adjuster II	\$ 35.3839	-	\$ 45.1733	12/15/2025
MS24		Workers' Compensation Manager	\$ 46.8090	-	\$ 60.1011	12/15/2025
MS24		Workers' Compensation Supervisor	\$ 42.1172	-	\$ 54.0024	12/15/2025

\* Council Members are compensated a bi-weekly stipend of \$555.12; the amount shown is an hourly equivalent if the position was a full-time classification (80 hours in a 2-week pay period).

\*\* Planning Commission Members are compensated a monthly stipend of \$543.47; the amount shown is an hourly equivalent if the position was a full-time classification (80 hours in a 2-week pay period).

\*\*\* Waterworks Services Worker Trainee-I-II-III series was retitled to Waterworks Operator Trainee-I-II-III per City Council Resolution No. 2022-36.

<sup>1</sup> Police Officer, Police Sergeant, and Senior Police Officer operate on a step system and is shown in the Simi Valley Police Officers' Association salary step schedule.

Prior Revisions:

3-14-22, Reso. No. 2022-16

6-24-24, Reso. No. 2024-29

Job Classification	Type of Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Police Officer</b>	Hourly Base Rate	\$ 43.2480	\$ 45.6506	\$ 48.1616	\$ 50.8164	\$ 53.3512	\$ 56.0180			
	Educational Pay-AA/AS Degree (2.5%), <i>or</i>	\$ 1.0812	\$ 1.1413	\$ 1.2040	\$ 1.2704	\$ 1.3338	\$ 1.4005			
	Educational Pay-BA/BS Degree (5%)	\$ 2.1624	\$ 2.2825	\$ 2.4081	\$ 2.5408	\$ 2.6676	\$ 2.8009			
	POST Pay-Intermediate Certification (3%), <i>or</i>	\$ 1.2974	\$ 1.3695	\$ 1.4448	\$ 1.5245	\$ 1.6005	\$ 1.6805			
	POST Pay-Advanced Certification (6%)	\$ 2.5949	\$ 2.7390	\$ 2.8897	\$ 3.0490	\$ 3.2011	\$ 3.3611			
<b>Senior Police Officer</b>	Hourly Base Rate	\$ 39.9082	\$ 41.9746	\$ 44.0889	\$ 46.3355	\$ 48.7140	\$ 51.2728	\$ 54.0720	\$ 56.7750	\$ 59.6101
	Educational Pay-AA/AS Degree (2.5%), <i>or</i>	\$ 0.9977	\$ 1.0494	\$ 1.1022	\$ 1.1584	\$ 1.2179	\$ 1.2818	\$ 1.3518	\$ 1.4194	\$ 1.4903
	Educational Pay-BA/BS Degree (5%)	\$ 1.9954	\$ 2.0987	\$ 2.2044	\$ 2.3168	\$ 2.4357	\$ 2.5636	\$ 2.7036	\$ 2.8388	\$ 2.9805
	POST Pay-Intermediate Certification (3%), <i>or</i>	\$ 1.1972	\$ 1.2592	\$ 1.3227	\$ 1.3901	\$ 1.4614	\$ 1.5382	\$ 1.6222	\$ 1.7033	\$ 1.7883
	POST Pay-Advanced Certification (6%)	\$ 2.3945	\$ 2.5185	\$ 2.6453	\$ 2.7801	\$ 2.9228	\$ 3.0764	\$ 3.2443	\$ 3.4065	\$ 3.5766
<b>Police Sergeant</b>	Hourly Base Rate	\$ 48.1614	\$ 50.8164	\$ 53.5915	\$ 56.5226	\$ 59.6341	\$ 62.9137	\$ 66.3737	\$ 69.6892	\$ 73.1730
	Educational Pay-AA/AS Degree (2.5%), <i>or</i>	\$ 1.2040	\$ 1.2704	\$ 1.3398	\$ 1.4131	\$ 1.4909	\$ 1.5728	\$ 1.6593	\$ 1.7422	\$ 1.8293
	Educational Pay-BA/BS Degree (5%)	\$ 2.4081	\$ 2.5408	\$ 2.6796	\$ 2.8261	\$ 2.9817	\$ 3.1457	\$ 3.3187	\$ 3.4845	\$ 3.6587
	POST Pay-Intermediate Certification (3%), <i>or</i>	\$ 1.4448	\$ 1.5245	\$ 1.6077	\$ 1.6957	\$ 1.7890	\$ 1.8874	\$ 1.9912	\$ 2.0907	\$ 2.1952
	POST Pay-Advanced Certification (6%)	\$ 2.8897	\$ 3.0490	\$ 3.2155	\$ 3.3914	\$ 3.5780	\$ 3.7748	\$ 3.9824	\$ 4.1814	\$ 4.3904

<b>Sworn Allowances</b>	
Uniform	\$1,600/year
K-9	\$589/month, \$3.3981/hour
DUIT	\$125/month, \$0.7212/hour
Detective	\$100/month, \$0.5769/hour
Detective Sergeant	\$100/month, \$0.5769/hour
FTO Sergeant	\$125/month, \$0.7212/hour
Bilingual	\$100/month, \$0.5769/hour
Certified Mtr Trng Offr	\$125/month, \$0.7212/hour
Motor Officer	\$100/month, \$0.5769/hour