

**Salary Schedule Effective June 30, 2025
80 Regular Hours Bi-Weekly, except where noted**

ELECTED OFFICIAL

CITY COUNCIL	ANNUALLY	\$ 3,000.00
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APPOINTED

CITY MANAGER	ANNUALLY	166,750.00							
	BIWEEKLY PAY - STEPS								
	1	2	3	4	5	6	7	8	9
CITY CLERK/ASSISTANT TO CITY MANAGER	2,273.08	2,329.85	2,388.00	2,447.54	2,508.92	2,571.69	2,635.85	2,701.85	2,769.23

FINANCE

	BIWEEKLY PAY - STEPS								
	1	2	3	4	5	6	7	8	9
FINANCE DIRECTOR	4,103.73	4,206.33	4,311.48	4,419.27	4,529.75	4,643.00	4,759.07	4,878.05	5,000.00
FINANCE & HR SPECIALIST	1,809.69	1,854.92	1,901.08	1,948.62	1,997.54	2,047.38	2,098.62	2,151.23	2,205.23

COMMUNITY DEVELOPMENT

	BIWEEKLY PAY - STEPS								
	1	2	3	4	5	6	7	8	9
COMMUNITY DEVELOPMENT DIRECTOR	3,945.69	4,044.46	4,145.54	4,249.38	4,355.54	4,464.46	4,576.15	4,690.62	4,807.69
SUPERINTENDENT OF PUBLIC WORKS	2,367.69	2,426.77	2,487.23	2,549.54	2,613.23	2,678.77	2,745.69	2,814.46	2,884.62
ADMINISTRATIVE ANALYST	1,831.19	1,876.77	1,923.19	1,972.00	2,020.77	2,071.19	2,123.19	2,176.00	2,230.38
CITY MECHANIC	2,367.54	2,426.73	2,487.38	2,549.58	2,613.31	2,678.65	2,745.62	2,814.27	2,884.62
MAINTENANCE WORKER	1,799.31	1,844.31	1,890.38	1,937.65	1,986.12	2,035.77	2,086.65	2,138.81	2,192.31
COMMUNITY DEVELOPMENT & SERVICES TECHNICIAN	1,883.04	1,930.12	1,978.38	2,027.85	2,078.54	2,130.50	2,183.77	2,238.35	2,294.31

FIRE DEPARTMENT

	BIWEEKLY PAY - STEPS								
	1	2	3	4	5	6	7	8	9
FIRE CHIEF	3,985.38	4,085.08	4,187.08	4,291.85	4,398.92	4,508.77	4,621.38	4,736.77	4,855.38
FIRE CAPTAIN	2,272.85	2,329.65	2,387.88	2,447.62	2,508.77	2,571.50	2,635.81	2,701.69	2,769.23
FIRE ENGINEER	1,957.15	2,006.08	2,056.23	2,107.65	2,160.35	2,214.35	2,269.69	2,326.46	2,384.62

CITY LIBRARY

	BIWEEKLY PAY - STEPS								
	1	2	3	4	5	6	7	8	9
CITY LIBRARIAN	3,630.23	3,721.00	3,814.00	3,909.35	4,007.08	4,107.27	4,209.96	4,315.19	4,423.08
CHILDRENS LIBRARIAN	1,830.88	1,876.65	1,923.58	1,971.65	2,020.96	2,071.46	2,123.27	2,176.35	2,230.77

Upon reaching the highest step of their designated job classification salary range, Directors/Department Heads are eligible for an annual Cost-of-Living Adjustment (COLA). The COLA shall be based on the Consumer Price Index (CPI) and shall be no less than 2.5% and no greater than 3% for each year of eligibility.

After ten (10) years of commensurate service with the City of Willows, an employee shall receive an additional \$100 per month above their step increase. After twenty (20) years of commensurate service with the City of Willows, an employee shall receive an additional \$200

UPEC General Bargaining Unit & Confidential Employees receive a COLA increase 2% on 7/1/2026 and 3% on 7/1/2027.

CITY COUNCIL APPROVED ON: JUNE 24, 2025