

<b>CITY OF VISALIA</b>						
<b>HOURLY PAY RANGES</b>						
<b>Hourly Rates Effective January 2026</b>						
	2026 Min Wage = \$16.90					
<b>CITY WIDE CLASSIFICATIONS</b>	<b>MIN</b>	<b>MAX</b>				
Accounting Assistant	17.40	20.40				
Airport Operations Worker	17.90	19.90				
Animal Care Worker	17.90	18.90				
Animal Services Enforcement	18.40	20.90				
Cashiers/Ticket Takers/Box Office	16.90	17.90				
Code Enforcement	18.40	21.90				
Crime Analysis Assistant	16.90	18.40				
Crime Lab/ID Tech	18.40	20.90				
Custodian	16.90	18.90				
Dispatcher	17.40	21.40				
Fingerprint Processor	16.90	18.90				
Fire Inspector	18.40	21.90				
Fleet Maintenance	17.90	19.90				
Graffiti Maintenance	16.90	18.90				
Household Hazardous Waste Rep	21.40	21.40				
Investigations Tech I	17.90	20.90				
Investigations Tech II	20.90	26.40				
Lead HH Waste Rep	36.40	36.40				
Maintenance Worker - General	16.90	18.90				
Office/Administrative I	16.90	16.90				
Office/Administrative II	17.40	18.40				
Office/Administrative III	18.40	20.40				
Park Inspection (L&L)	17.90	19.90				
Park Maintenance	16.90	19.90				
Park Ranger	18.40	20.90				
Parking Enforcement	16.90	18.90				
Police Records Specialist	17.40	20.40				
Social Media Assistant	17.40	20.40				
Street Maintenance	17.90	19.90				
Tagger/Bin Maint	16.90	17.90				
Traffic Maintenance	16.90	18.90				
VCC- Service Wkr/Housekeeping	16.90	18.90				
VCC-Technical Staff I	16.90	18.40				
VCC-Technical Staff II	18.40	21.40				
Waste Water Maintenance	16.90	18.90				
Water Conservation Inspector	18.90	21.40				
<b>RECREATION CLASSIFICATIONS</b>	<b>MIN</b>	<b>MAX</b>				
Assistant Swim Coach	16.90	17.90				

Building Attendant	16.90	18.90				
Field/Gym Attendant	16.90	17.90				
Kitchen Assistant	17.40	18.40				
Head Lifeguard	18.40	19.90				
Head Swim Coach	17.90	19.90				
Lifeguard	16.90	17.90				
Lifeguard/WSI	17.90	18.90				
Pool Manager	19.90	21.90				
Program Leader I	16.90	18.90				
Program Leader II (Site Lead)	17.90	19.90				
Program Leader III (Program Assistant)	18.90	20.90				
Recreation Assistant	17.90	19.90				
Scorekeepers	16.90	17.90				
Special Interest Instructors	varies					
Sports Official I	17.40	19.40				
Sports Official II	19.40	21.40				
Sports Official III	21.40	23.40				
Sports Official IV	23.40	25.40				
Sports Official V	19.40	21.40				
Sports Official VI	21.40	23.40				
Sports Official VII	23.40	25.40				
Sports Official VIII	25.40	27.40				
Sports Official IX	27.40	29.40				
<b>NOTES</b>						
Professional level positions (i.e. engineer) may be hired at the starting hourly rate for an equivalent FT position.						
For positions not listed, discuss with HR <u>before</u> hiring.						
Placement within the range must take into account position responsibilities in addition to applicant's experience/skills; don't automatically hire at top of range.						
Employees can receive an annual (every 12 months) increase IF WARRANTED up to \$1.00 not to exceed top of range.						
◇ It is recommended the first increase be given after 12 months of employment. If warranted, departments can elect to give 50 cent increase at/after 6 months; however, total cannot exceed \$1.00 in 12 month period. ◇ Mandatory minimum wage increase is separate from annual increase.						
Seasonal employees returning the following year can start \$1.00 higher than previous year if warranted and within range.						

## COV HOURLY PAY RANGES

Effective 2026

CITY WIDE CLASSIFICATIONS	
Hourly Position	Examples of Duties
Accounting Assistant	Dedicated to accounting duties such as A/P, A/R, making journal entries, reconciling accounts
Airport Operations Worker	Aircraft refueling, radio communication, customer service, on-call, work unsupervised, FAA and ASTM certifications required
Animal Care Worker	Intake and care of animals at shelter; clean and maintain facilities; euthanasia; assist in office
Animal Services Enforcement	Explains and enforces laws and ordinances related to the treatment and control of animals; impounds; issues citations; PC 832 required
Cashiers/Ticket Takers/Box Office	Collect tickets, take in money at events for bar service, box office or concessions
Code Enforcement	Enforce various codes/ordinances, inspect water ways; PC 832
Crime Analysis Assistant	Prepare reports, surveys, studies based on crime info; assure data compliance with FBI and DOJ; gather data and assist in statistical analysis
Crime Lab/ID Tech	Assist at crime scenes, process property and evidence, analyze and compare finger prints
Custodian	Cleaning City facilities including offices, meeting rooms, lobbies, and restrooms
Dispatcher	Handle incoming calls and entries for 911 and/or SCPA; dispatch police and fire
Fingerprint Processor	Take fingerprints using Live Scan or inked impressions, transmit fingerprints to DOJ, process paperwork
Fire Inspector	Inspects buildings and structures for fire code compliance
Fleet Maintenance	Repair and maintenance of fleet vehicles and equipment; Class B may be required.
Graffiti Maintenance	Remove graffiti by painting , media blasting, pressure washing and paint removers, complete paperwork
Household Hazardous Waste Rep	Collect household hazardous waste from residents; OSHA compliance, various certifications required (HAZWOPR); reimbursed by County [ <i>Wages to be reevaluated if funding changes</i> ]
Investigation Tech I	Perform routine duties in investigations including background checks; investigates and writes reports; gathers, documents and preserves facts and evidence; prepares police reports.
Investigation Tech II	Assists in performing more complex criminal investigations such as robberies, stalking, DV, handles misdemeanor caseload, CART interviews; prior investigation experience required.
Lead HH Waste Rep	Oversee program; collect household hazardous waste; OSHA compliance, various certs required (HAZWOPR); reimbursed by
Maintenance Worker - General	Routine maintenance, grounds keeping, hanger repair, building repairs
Office/Administrative I	Duties may include routine clerical such as answering phones, accepting payments, mail processing, filing, assisting customers, enrolling customers, tracking data.
Office/Administrative II	Duties may include data entry, statistical tracking, report prep, transcription; processing invoices, billing, call center, crime stats, payroll
Office/Administrative III	Duties may include more specialized/complex work such as grant tracking, contract compliance, event coordination, loan processing, budgeting, interpreting regulations, report preparation; website maintenance, program marketing
Park Inspection (L&L)	Inspect L&L districts
Park Maintenance	Maintain park landscape, weed and pest abatement, plant replacement, trimming, general clean up, oversee SWAP participants, maintain and repair irrigation.
Park Ranger	Enforce park rules and regs, handle complaints and work with public; cite if needed; PC 832
Parking Enforcement	Parking enforcement in City lots
Police Records Specialist	Transcribe police reports, complete dispositions, enter and retrieve information from computer system, perform record searches
Social Media Assistant	Develop marketing tools for education, social media public relations and program promotion; create flyers, social media posts, and monitor social media content/feedback; gather content for marketing tools; create short form videos for digital channels and photography for City events
Street Maintenance	Assists with concrete work, patching and a variety of skilled maintenance tasks in the construction and repair of streets; usually requires Class A license
Tagger/Bin Maint	Inspect/tag recycle and green waste cans, assemble new cans, and assist with deliveries, bin maintenance, painting, and general cleaning
Traffic Maintenance	Signing, striping and street name blade fabrication
VCC- Service Wkr/Housekeeping	Set-up, servicing and clean-up of events including set-up of tables, chairs, staging, pipe and drape, and break service
VCC-Technical Staff I	Set-up of audio/visual and other equipment including microphone, sound equipment, projectors, lighting, computers; operate and troubleshoot technical equipment before and during events
VCC-Technical Staff II	In addition to above, requires proficiency in Wi-Fi and Tele-Comm equipment, knowledge of event rigging, and certified and able to operate elevated work platforms such as aerial lifts and forklifts
Waste Water Maintenance	Repair and maintenance of storm and sanitary sewer lines, mains and facilities; maintain waterways.
Water Conservation Educ Coord	Respond to complaints and patrol the community to identify properties out of compliance with the City's Water Conservation Ordinance; collect photo evidence and issue notices of violation, process citations; provide outreach and education.
RECREATION CLASSIFICATIONS	

<b>Hourly Position</b>	<b>Examples of Duties</b>
Assistant Swim Coach	Assistant swim coach, provides instruction
Building Attendant	Sets up Rec facilities for events, cleans, opens/locks
Field/Gym Attendant	Monitor league activities; prepare fields
Kitchen Assistant	Coordinates and distributes senior lunch meals
Head Lifeguard	Lead worker for lifeguards
Head Swim Coach	Head swim coach - oversees one of three swim teams
Lifeguard	Lifeguard
Lifeguard/WSI	Lifeguard/ swim instructor
Office Assistant I	Assists with program registration
Office Assistant II	Assists with program registration and general office work
Pool Manager	Coordinates pool usage, lifeguards, supervises
Program Leader I	Works with children at afterschool programs or works as rec leader in other programs
Program Leader II (Site Lead)	Program coordination and facilitation; oversees other hourly employees
Program Leader III (Program Assistant)	Site director for after school programs; Maintains records, creates game schedules, prepares official/scorekeeper payment requests, general correspondence
Recreation Assistant	Recruits, schedules, and supervises sports officials
Scorekeepers	Keeps score for youth league activities
Special Interest Instructors	Negotiated based on class attendance
Sports Official I	Officiates only youth sports leagues. Entry level; no experience required
Sports Official II	Officiates youth sports leagues, including upper divisions; experience officiating at a recreational or higher level
Sports Official III	Officiates youth sports leagues at all levels, often takes lead official role on court/field during games; Experience officiating at a competitive level; CIF cert desirable
Sports Official IV	Officiates youth sports leagues at all levels, lead official during games, assists with training referees. Experience officiating at competitive level; CIF cert desirable.
Sports Official IX	Officiates adult softball and soccer leagues. Extensive experience and certifications required. CIF or USA Softball cert required depending on sport; experience officiating at competitive level.
Sports Official V	Officiates adult volleyball, basketball, or football leagues. Entry level, no experience required.
Sports Official VI	Officiates all levels of adult volleyball, basketball, or football leagues. Experience officiating at recreational or higher level.
Sports Official VII	Officiates all levels of adult volleyball, basketball, or football leagues. Entry level for adult softball. Experience officiating at competitive level; CIF Cert desirable. No experience required for softball
Sports Official VIII	Officiates adult softball or soccer leagues. Experienced softball official. Entry level soccer official. Experience officiating at competitive level; CIF or USA Softball Cert desirable. No experience required for soccer.