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| CITY OF VISALIA | | | | | | |
| HOURLY PAY RANGES | | | | | | |
| Hourly Rates Effective January 2026 | | | | | | |
| | <i>2026 Min Wage = \$16.90</i> | | | | | |
| CITY WIDE CLASSIFICATIONS | MIN | MAX | | | | |
| 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 | | | | |
| RECREATION CLASSIFICATIONS | MIN | MAX | | | | |
| Assistant Swim Coach | 16.90 | 17.90 | | | | |

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|--|--------|-------|--|--|--|--|
| 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 | | | | |

NOTES

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 before 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.

| CITY WIDE CLASSIFICATIONS | |
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| 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 imrpressions, 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 hazrdous 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 routiine 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 hazrdous 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

| Hourly Position | Examples of Duties |
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| 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. |