

## ARTICLE II

### SALARY

**Section 2.1 BASE SALARY SCHEDULE.** The basic salary schedule for all Affected Employees who are now employed, or will in the future be employed, is contained in the City of Perris Pay Range Placement, which originated in 2004 and is most recently amended as provided herein. The pay schedule pertaining to Affected Employees consists of a range of pay available and identified by a position number and is attached hereto as Exhibit "B". The City Manager shall be authorized to establish or amend salary ranges consistent with labor market salaries for any new or existing positions to effectively manage City operations.

For the purpose of calculating hourly wages as they pertain to payment of accrued leaves specifically provided for in this Schedule or for any other hourly rate determination, the hourly rate of pay shall be the monthly rate identified in the Pay Range Placement Schedule, multiplied by twelve (12) and divided by 2080 rounded to the nearest cent.

**Section 2.2 LEVEL OF COMPENSATION.** Affected Employees shall initially be placed, at time of appointment by the City Manager, at a level of compensation at any step within the applicable pay ranges set forth in the Pay Range Placement Schedule. Initial placement, periodic evaluations, and periodic increases or decreases shall be determined by the City Manager on a merit basis in accordance with the City's Personnel Rules, as applicable to Affected Employees.

**Section 2.3 WAGE INCREASES.** In accordance with Section 1.2 of this Schedule and the MOU, Affected Employees shall receive a base pay increase of four and a half percent (4.5%) Cost of Living (COLA) effective July 6, 2025 and three and a half percent (3.5%) base pay increase COLA effective the first full payroll in July 2026. The City shall add two additional pay steps at 5% each to the pay range placement schedule, effective July 6, 2025.

**Section 2.4 MASTER'S DEGREE INCENTIVE PROGRAM.** Effective with the first full payroll in July, 2017, each Affected Employee who holds a verified Master's degree from an Accredited University will be eligible to receive a seven (7%) percent incentive pay to their annual salary. Commencing July 6, 2025, Affected Employees will receive the same educational incentive pay as equivalent to a master's degree 7% for a Certified Public Accountant (CPA) License, Building Official (BO) License, and Professional Engineer (PE) License, but the 7% premium pay will be only for one, not concurrently or stacked.

**Section 2.5 BACHELOR'S DEGREE INCENTIVE PROGRAM.** Effective with the first full payroll in July, 2017, each Affected Employee who holds a verified Bachelor's degree from an Accredited University, who's current position's classification specification does not require a Bachelor's degree as a minimum qualification, will be eligible to receive a five (5%) percent incentive pay to their annual salary.

## ARTICLE III

### OTHER COMPENSATION AND BENEFITS

**Section 3.1 EDUCATIONAL REIMBURSEMENT.** Affected Employees shall be eligible to receive educational reimbursement up to a maximum amount of three thousand (\$3,000) dollars per fiscal year. Specific courses, degree and certificate programs require authorization by the City Manager prior to enrollment.

**Section 3.2 AUTOMOBILE ALLOWANCE.** Affected Employees shall receive a monthly automobile allowance or be assigned a City-owned vehicle as follows:

Executive Class: \$500  
Management Class: \$500

For employees hired after October 27, 2020 into the positions of Director of Administrative Services, Director of Finance, and/or Finance Manager, they are excluded from automobile allowance benefits. The City Manager may in his or her discretion assign a City-owned vehicle to any Affected Employee whose primary duties require extensive field work. An assigned vehicle shall be in lieu of a cash automobile allowance.

**Section 3.3 CELL PHONES.** The City Manager may in his or her discretion assign a City-owned cell phone to any Affected Employee.

**Section 3.4 LIFE INSURANCE.** The City shall contribute the full amount of the premium for an Affected Employee for minimal insurance coverage that is sufficient to provide no less than two (2) times the Affected Employee's annual base salary.

**Section 3.5 LONG TERM DISABILITY INSURANCE.** The City shall contribute the full amount of the premium for a policy of group long-term disability insurance for Affected Employees.

**Section 3.6 FLEXIBLE SAVINGS ACCOUNT (FSA).** Affected Employees will receive a pre-tax Flexible Spending Account (FSA) for medical expenses and a pre-tax Flexible Spending Account (FSA) for dependent care expenses, effective as soon as practicable.

**Section 3.7 VOLUNTARY LEGAL SERVICES RESOURCE OPTION.** The City will look into an optional and voluntary employee-paid legal services resource option, which may be executed as a payroll deduction as elected by City full-time employees.

**Section 3.8 DENTAL PLAN.** The City shall contribute up to \$200 for monthly premiums toward either a Health Maintenance Organization (HMO) or Preferred Plan Option (PPO) dental plan for each Affected Employee, as elected by the Affected Employee.

**Section 3.9 VISION CARE REIMBURSEMENT.** Affected Employees shall be eligible for vision care reimbursement not to exceed the following annual amounts per fiscal year:

Executive Class: \$850  
Management Class: \$850  
Supervisory Class: \$850

**Section 3.10 DEFERRED COMPENSATION – MATCHING CONTRIBUTIONS.** The City shall match the contributions of Affected Employees to the deferred compensation program, 457 and/or 401A plans, up to the following amounts:

Executive Class: up to six (6%) percent of annual salary  
Management Class: up to five (5%) percent of annual salary  
Supervisory Class: up to five (5%) percent of annual salary

## **ARTICLE IV**

### **VACATION LEAVE**

**Section 4.1 VACATION LEAVE ACCRUAL.** Affected Employees shall accrue vacation leave in accordance with the formula contained in the MOU.

**Section 4.2 MAXIMUM ACCRUAL.** An Affected Employee may accrue vacation leave up to the following maximum amounts:

Executive Class: 540 hours  
Management Class: 500 hours  
Supervisory Class: 460 hours

When an Affected Employee has reached the applicable maximum accrual he/she shall cease to accrue vacation leave until the balance of accrued vacation leave has fallen below this maximum accrual, at which time such Affected Employee shall resume accrual at the rate provided for herein. Any vacation leave accrued by an Affected Employee shall remain vested to the Affected Employee and shall not be changed or altered by the City.

**Section 4.3 UTILIZATION OF VACATION LEAVE.** Utilization of vacation leave shall be scheduled through the City Manager and/or his or her designee, who shall, in his or her sole discretion, determine when and whether to permit such leave. In making a determination when and whether to permit utilization of vacation leave, the City Manager may consider such factors as the preferences of an Affected Employee, the availability of staff to assume the duties of the Affected Employee, the factors of City business on the portion of the Affected Employee, and the overall staffing and other needs of the City. No Affected Employee shall be eligible to utilize accrued vacation leave during the Affected Employee's initial probationary period, unless explicitly approved by the City Manager.

**Section 4.4 ANNUAL CONVERSION OF UNUSED VACATION LEAVE.** Once annually, all vacation leave accrued and unused above one hundred twenty (120) hours may be converted into a cash payment at the current hourly rate of the Affected Employee, but not to exceed one hundred twenty (120) hours in any one (1) fiscal year. No request for conversion shall be granted unless first approved by the City Manager.

**Section 4.5 CONVERSION OF UNUSED VACATION LEAVE AT SEPARATION.** Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued vacation leave earned to the effective date of the separation, up to the

maximum prescribed in Section 4.2 of this Schedule. Payment shall be at the same hourly rate of pay as was authorized for the Affected Employee at the effective date of termination. In the event of the death of an Affected Employee, payment for accrued and unused vacation leave shall be paid to the beneficiary designated by the Affected Employee or as provided by law. Such designation shall have been in writing, signed by the Affected Employee and filed with the Personnel Officer. In the event an Affected Employee has not designated a beneficiary, the payment shall be made to the spouse or estate of the Affected Employee as required by law.

## **ARTICLE V**

### **ADMINISTRATIVE LEAVE**

**Section 5.1 ADMINISTRATIVE LEAVE ACCRUAL.** Affected Employees shall accrue administrative leave at the rate of twelve (12) days per year of service.

**Section 5.2 MAXIMUM ACCRUAL.** An Affected Employee may accrue administrative leave up to the following maximum amounts:

Executive Class:	420 hours
Management Class:	380 hours
Supervisory Class:	340 hours

When an Affected Employee has reached the applicable maximum accrual he/she shall cease to accrue administrative leave until the balance of accrued administrative leave has fallen below this maximum accrual, at which time such Affected Employee shall resume accrual at the rate provided for herein. Any administrative leave accrued by an Affected Employee shall remain vested to the Affected Employee and shall not be changed or altered by the City.

**Section 5.3 UTILIZATION OF ADMINISTRATIVE LEAVE.** Utilization of administrative leave shall be scheduled through the City Manager who shall, in his or her sole discretion, determine when and whether to permit such leave. In making a determination when and whether to permit utilization of administrative leave, the City Manager may consider such factors as the preferences of an Affected Employee, the availability of staff to assume the duties of the Affected Employee, the factors of City business on the portion of the Affected Employee, and the overall staffing and other needs of the City.

**Section 5.4 ANNUAL CONVERSION OF UNUSED ADMINISTRATIVE LEAVE.** Once annually, all administrative leave accrued and unused above one hundred twenty (120) hours may be converted into a cash payment at the then current hourly rate of the Affected Employee, but not to exceed one hundred twenty (120) hours in any one (1) fiscal year. No request for conversion shall be granted unless first approved by the City Manager.

**Section 5.5 CONVERSION OF UNUSED ADMINISTRATIVE LEAVE AT SEPARATION.** Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued administrative leave earned to the effective date of the separation, up to the maximum prescribed in Section 5.2 of this Schedule. Payment shall be at the same hourly rate of pay as was authorized for the Affected Employee at the effective date of

termination. In the event of the death of an Affected Employee, payment for accrued and unused administrative leave shall be paid to the beneficiary designated by the Affected Employee or as otherwise required by law. Such designation shall have been in writing, signed by the Affected Employee and filed with the Personnel Officer. In the event an Affected Employee has not designated a beneficiary, the payment shall be made to the spouse or estate of the Affected Employee as required by law.

## ARTICLE VI

### SICK LEAVE

**Section 6.1 SICK LEAVE ACCRUAL.** Affected Employees shall accrue sick leave in accordance with the formula contained in the MOU.

**Section 6.2 MAXIMUM ACCRUAL.** An Affected Employee may accrue sick leave up to the following maximum amounts:

Executive Class:	460 hours
Management Class:	420 hours
Supervisory Class:	380 hours

When an Affected Employee has reached the applicable maximum accrual he/she shall cease to accrue sick leave until the balance of accrued sick leave has fallen below this maximum accrual, at which time such Affected Employee shall resume accrual at the rate provided for herein.

**Section 6.3 REPORTING AND UTILIZATION OF SICK LEAVE.** An Affected Employee shall submit a "Leave Request" form to the City Manager no less than twenty-four (24) hours prior to taking sick leave for pre-scheduled medical appointments.

An Affected Employee unable to report to work due to illness shall inform the City Manager of his/her absence no later than one-half (1/2) hour after the regular start of the Affected Employee's workday. Failure to report the intended absence may result in disciplinary action.

The City Manager, in his or her sole discretion, may require an Affected Employee to submit a Doctor's verification of an Affected Employee's illness and inability to perform assigned duties prior to approving sick leave with pay.

The City Manager, in his or her sole discretion, may permit an Affected Employee to utilize sick leave for medically related issues of the Affected Employee or of a family member.

**Section 6.4 ANNUAL CONVERSION OF ACCRUED SICK LEAVE.** Once annually, all sick leave accrued and unused above eighty (80) hours may be converted into a cash payment, but not to exceed one hundred twenty (120) hours in any one (1) fiscal year. The first eighty (80) hours converted shall be at the current hourly rate of the Affected Employee, and any additional hours converted shall be at one-half (1/2) of the current hourly rate. No request for conversion shall be granted unless first approved by the City Manager.

**Section 6.5 CONVERSION OF UNUSED SICK LEAVE UPON SEPARATION.**

Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued sick leave earned to the effective date of the separation, up to the maximum prescribed in Section 6.2 of this Schedule. Payment for the first eighty (80) hours of unused sick leave shall be at the same hourly rate of pay as was authorized for the Affected Employee at the effective date of termination, and any remaining hours converted shall be at one-half (1/2) of the hourly rate. In the event of the death of an Affected Employee, payment for accrued and unused sick leave shall be paid to the beneficiary designated by the Affected Employee. Such designation shall have been in writing, signed by the Affected Employee and filed with the Personnel Officer. In the event an Affected Employee has not designated a beneficiary, the payment shall be made to the estate of the Affected Employee.

**ARTICLE VII****EFFECTIVE DATE**

**EFFECTIVE DATE; AMENDMENTS.** This Schedule of Salary and Benefits shall be effective as of July 1, 2025 and until June 30, 2027, or until amended. This Schedule authorizes the City by means of the City Manager to execute, implement, modify as permitted and interpret the Schedule as deemed necessary to effectively manage City operations during the time period covered by this Resolution. The City Council retains the right to amend, modify or supersede the benefits contained herein, by resolution of the Council.

**Exhibit "B"**  
***RESOLUTION NUMBER (NEXT IN ORDER)***

**City of Perris**  
**Pay Range Placement Schedule (Management Only)**  
**2025-2026, 2026-2027**

**CITY OF PERRIS**

**PAY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)**

**Annual Adjustment  
(MOU INCREASE)**

**4.50%**

APPROXIMATELY 2.5% BETWEEN RANGES  
SEVEN STEPS; APPROXIMATELY 5% BETWEEN STEPS  
APPROXIMATELY 34% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2025 (EFFECTIVE JULY 6, 2025)

**Fiscal Year 2025-2026 - WITH 4.5% MOU INCREASE**

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G
63		Hourly	\$44,908.00	\$47,153.50	\$49,511.00	\$51,986.70	\$54,586.60	\$57,315.53	\$60,181.10
		Bi-weekly	\$3,592.64	\$3,772.28	\$3,960.89	\$4,158.94	\$4,366.88	\$4,585.22	\$4,814.48
		Monthly	\$7,784	\$8,173	\$8,582	\$9,011	\$9,462	\$9,935	\$10,431
		Annual	\$93,409	\$98,079	\$102,983	\$108,132	\$113,539	\$119,216	\$125,177
70		Hourly	\$53,381.60	\$56,050.70	\$58,853.30	\$61,795.90	\$64,885.70	\$68,130.00	\$71,536.50
		Bi-weekly	\$4,270.53	\$4,484.06	\$4,708.26	\$4,943.67	\$5,190.86	\$5,450.40	\$5,722.92
		Monthly	\$9,253	\$9,715	\$10,201	\$10,711	\$11,247	\$11,809	\$12,400
		Annual	\$111,034	\$116,585	\$122,415	\$128,536	\$134,962	\$141,710	\$148,796
71		Hourly	\$54,716.10	\$57,451.90	\$60,324.60	\$63,340.80	\$66,507.80	\$69,833.10	\$73,324.80
		Bi-weekly	\$4,377.29	\$4,596.15	\$4,825.97	\$5,067.27	\$5,320.62	\$5,586.65	\$5,865.98
		Monthly	\$9,484	\$9,958	\$10,456	\$10,979	\$11,528	\$12,104	\$12,710
		Annual	\$113,809	\$119,500	\$125,475	\$131,749	\$138,336	\$145,253	\$152,516
72	Accounting Supervisor	Hourly	\$56,084.00	\$58,888.20	\$61,832.60	\$64,924.30	\$68,170.50	\$71,579.90	\$75,157.90
	Animal Control Supervisor	Bi-weekly	\$4,486.72	\$4,711.06	\$4,946.61	\$5,193.94	\$5,453.64	\$5,726.32	\$6,012.63
	Code Compliance Supervisor	Monthly	\$9,721	\$10,207	\$10,718	\$11,254	\$11,816	\$12,407	\$13,027
	Community Services Supervisor	Annual	\$116,655	\$122,488	\$128,612	\$135,043	\$141,795	\$148,884	\$156,328
	Counter Services Supervisor								
	Digital Media Supervisor								
	Human Resources and Risk Supervisor								
	Information Technology Supervisor								
	Operations Supervisor								
	Parks Supervisor								
	Public Health Supervisor								
	Public Works Supervisor								
	Principal Management Analyst								
Special Districts Supervisor									
73		Hourly	\$57,486.10	\$60,360.30	\$63,378.50	\$66,547.30	\$69,874.80	\$73,368.50	\$77,036.90
		Bi-weekly	\$4,598.89	\$4,828.83	\$5,070.28	\$5,323.78	\$5,589.98	\$5,869.48	\$6,162.95
		Monthly	\$9,964	\$10,462	\$10,986	\$11,535	\$12,112	\$12,717	\$13,353
		Annual	\$119,571	\$125,549	\$131,827	\$138,418	\$145,339	\$152,606	\$160,237
74		Hourly	\$58,923.20	\$61,869.50	\$64,962.90	\$68,211.10	\$71,621.60	\$75,202.70	\$78,962.80
		Bi-weekly	\$4,713.86	\$4,949.56	\$5,197.03	\$5,456.89	\$5,729.73	\$6,016.21	\$6,317.03
		Monthly	\$10,213	\$10,724	\$11,260	\$11,823	\$12,414	\$13,035	\$13,687
		Annual	\$122,560	\$128,689	\$135,123	\$141,879	\$148,973	\$156,422	\$164,243
75		Hourly	\$60,396.30	\$63,416.10	\$66,587.00	\$69,916.40	\$73,412.10	\$77,082.70	\$80,936.90
		Bi-weekly	\$4,831.70	\$5,073.29	\$5,326.96	\$5,593.31	\$5,872.97	\$6,166.62	\$6,474.95
		Monthly	\$10,469	\$10,992	\$11,542	\$12,119	\$12,725	\$13,361	\$14,029
		Annual	\$125,624	\$131,905	\$138,501	\$145,426	\$152,697	\$160,332	\$168,349
76	Principal Planner	Hourly	\$61,906.20	\$65,001.60	\$68,251.60	\$71,664.10	\$75,247.50	\$79,009.90	\$82,960.30
		Bi-weekly	\$4,952.49	\$5,200.13	\$5,460.13	\$5,733.13	\$6,019.80	\$6,320.79	\$6,636.83
		Monthly	\$10,730	\$11,267	\$11,830	\$12,422	\$13,043	\$13,695	\$14,380
		Annual	\$128,765	\$135,203	\$141,963	\$149,061	\$156,515	\$164,340	\$172,557
77		Hourly	\$63,453.90	\$66,626.70	\$69,958.00	\$73,455.80	\$77,128.60	\$80,985.00	\$85,034.20
		Bi-weekly	\$5,076.31	\$5,330.14	\$5,596.64	\$5,876.46	\$6,170.29	\$6,478.80	\$6,802.74
		Monthly	\$10,999	\$11,549	\$12,126	\$12,732	\$13,369	\$14,037	\$14,739
		Annual	\$131,984	\$138,584	\$145,513	\$152,788	\$160,427	\$168,449	\$176,871
78		Hourly	\$65,040.20	\$68,292.20	\$71,706.90	\$75,292.30	\$79,056.80	\$83,009.60	\$87,160.10
		Bi-weekly	\$5,203.22	\$5,463.38	\$5,736.55	\$6,023.38	\$6,324.54	\$6,640.77	\$6,972.81
		Monthly	\$11,274	\$11,837	\$12,429	\$13,051	\$13,703	\$14,388	\$15,108
		Annual	\$135,284	\$142,048	\$149,150	\$156,608	\$164,438	\$172,660	\$181,293
79		Hourly	\$66,666.20	\$69,999.60	\$73,499.50	\$77,174.50	\$81,033.40	\$85,085.00	\$89,339.30
		Bi-weekly	\$5,333.30	\$5,599.96	\$5,879.96	\$6,173.96	\$6,482.67	\$6,806.80	\$7,147.14
		Monthly	\$11,555	\$12,133	\$12,740	\$13,377	\$14,046	\$14,748	\$15,485
		Annual	\$138,666	\$145,599	\$152,879	\$160,523	\$168,549	\$176,977	\$185,826

**CITY OF PERRIS**  
**PAY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)**

**Annual Adjustment (MOU INCREASE) 4.50%**

APPROXIMATELY 2.5% BETWEEN RANGES  
 SEVEN STEPS; APPROXIMATELY 5% BETWEEN STEPS  
 APPROXIMATELY 34% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2025 (EFFECTIVE JULY 6, 2025)  
**Fiscal Year 2025-2026 - WITH 4.5% MOU INCREASE**

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G
80	Building and Safety Manager	Hourly	\$68,332.9	\$71,749.6	\$75,337.1	\$79,103.8	\$83,059.1	\$87,212.1	\$91,572.7
	Code Enforcement Manager	Bi-weekly	\$5,466.63	\$5,739.97	\$6,026.97	\$6,328.31	\$6,644.73	\$6,976.97	\$7,325.81
	Capital Improvement Project Manager	Monthly	\$11,844	\$12,437	\$13,058	\$13,711	\$14,397	\$15,117	\$15,873
	Economic Development and Housing Manager	Annual	\$142,132	\$149,239	\$156,701	\$164,536	\$172,763	\$181,401	\$190,471
	Finance Manager								
	Human Resources and Risk Manager								
	Information Technology Manager								
	Parks Services Manager								
	Planning Manager								
	Project Manager								
81		Hourly	\$70,041.2	\$73,543.4	\$77,220.5	\$81,081.6	\$85,135.5	\$89,392.3	\$93,861.9
		Bi-weekly	\$5,603.29	\$5,883.47	\$6,177.64	\$6,486.53	\$6,810.84	\$7,151.39	\$7,508.95
		Monthly	\$12,140	\$12,748	\$13,385	\$14,054	\$14,757	\$15,495	\$16,269
		Annual	\$145,686	\$152,970	\$160,619	\$168,650	\$177,082	\$185,936	\$195,233
82		Hourly	\$71,792.4	\$75,381.9	\$79,150.9	\$83,108.5	\$87,264.0	\$91,627.2	\$96,208.5
		Bi-weekly	\$5,743.39	\$6,030.55	\$6,332.07	\$6,648.68	\$6,981.12	\$7,330.17	\$7,696.68
		Monthly	\$12,444	\$13,066	\$13,719	\$14,405	\$15,126	\$15,882	\$16,676
		Annual	\$149,328	\$156,794	\$164,634	\$172,866	\$181,509	\$190,585	\$200,114
83		Hourly	\$73,587.0	\$77,266.4	\$81,129.8	\$85,186.2	\$89,445.6	\$93,917.8	\$98,613.7
		Bi-weekly	\$5,886.96	\$6,181.31	\$6,490.38	\$6,814.90	\$7,155.64	\$7,513.43	\$7,889.10
		Monthly	\$12,755	\$13,393	\$14,062	\$14,766	\$15,504	\$16,279	\$17,093
		Annual	\$153,061	\$160,714	\$168,750	\$177,187	\$186,047	\$195,349	\$205,117
84		Hourly	\$75,426.7	\$79,198.0	\$83,158.0	\$87,316.0	\$91,681.8	\$96,265.9	\$101,079.2
		Bi-weekly	\$6,034.14	\$6,335.84	\$6,652.64	\$6,985.28	\$7,334.54	\$7,701.27	\$8,086.33
		Monthly	\$13,074	\$13,728	\$14,414	\$15,135	\$15,892	\$16,686	\$17,520
		Annual	\$156,888	\$164,732	\$172,969	\$181,617	\$190,698	\$200,233	\$210,245
85		Hourly	\$77,312.4	\$81,178.0	\$85,236.9	\$89,498.9	\$93,973.8	\$98,672.5	\$103,606.1
		Bi-weekly	\$6,184.99	\$6,494.24	\$6,818.95	\$7,159.91	\$7,517.90	\$7,893.80	\$8,288.49
		Monthly	\$13,401	\$14,071	\$14,774	\$15,513	\$16,289	\$17,103	\$17,958
		Annual	\$160,810	\$168,850	\$177,293	\$186,158	\$195,465	\$205,239	\$215,501
86		Hourly	\$79,245.3	\$83,207.5	\$87,367.8	\$91,736.2	\$96,323.1	\$101,139.2	\$106,196.2
		Bi-weekly	\$6,339.62	\$6,656.60	\$6,989.42	\$7,338.90	\$7,705.85	\$8,091.14	\$8,495.69
		Monthly	\$13,736	\$14,423	\$15,144	\$15,901	\$16,696	\$17,531	\$18,407
		Annual	\$164,830	\$173,072	\$181,725	\$190,811	\$200,352	\$210,370	\$220,888
87		Hourly	\$81,226.4	\$85,287.8	\$89,552.0	\$94,029.7	\$98,731.2	\$103,667.7	\$108,851.1
		Bi-weekly	\$6,498.11	\$6,823.02	\$7,164.16	\$7,522.38	\$7,898.49	\$8,293.42	\$8,708.09
		Monthly	\$14,079	\$14,783	\$15,522	\$16,298	\$17,113	\$17,969	\$18,868
		Annual	\$168,951	\$177,399	\$186,268	\$195,582	\$205,361	\$215,629	\$226,410
88		Hourly	\$83,257.1	\$87,419.8	\$91,790.9	\$96,380.4	\$101,199.4	\$106,259.4	\$111,572.4
		Bi-weekly	\$6,660.57	\$6,993.58	\$7,343.27	\$7,710.43	\$8,095.95	\$8,500.75	\$8,925.79
		Monthly	\$14,431	\$15,153	\$15,910	\$16,706	\$17,541	\$18,418	\$19,339
		Annual	\$173,175	\$181,833	\$190,925	\$200,471	\$210,495	\$221,020	\$232,070
89	Assistant City Engineer	Hourly	\$85,338.4	\$89,605.3	\$94,085.7	\$98,790.0	\$103,729.5	\$108,916.0	\$114,361.8
	Assistant Director of Development Services	Bi-weekly	\$6,827.08	\$7,168.43	\$7,526.86	\$7,903.20	\$8,298.36	\$8,713.28	\$9,148.94
	Assistant Director of Finance	Monthly	\$14,792	\$15,532	\$16,308	\$17,124	\$17,980	\$18,879	\$19,823
	Assistant Director of Community Services	Annual	\$177,504	\$186,379	\$195,698	\$205,483	\$215,757	\$226,545	\$237,872
	Assistant Director of Administrative Services								
	Assistant Director of Public Works								
	Building Official/Fire Marshal								

**CITY OF PERRIS**

**PAY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)**

**Annual Adjustment  
(MOU INCREASE) 4.50%**

APPROXIMATELY 2.5% BETWEEN RANGES  
SEVEN STEPS; APPROXIMATELY 5% BETWEEN STEPS  
APPROXIMATELY 34% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2025 (EFFECTIVE JULY 6, 2025)

**Fiscal Year 2025-2026 - WITH 4.5% MOU INCREASE**

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G
90		Hourly	\$87,4720	\$91,8455	\$96,4378	\$101,2597	\$106,3227	\$111,6388	\$117,2208
		Bi-weekly	\$6,997.76	\$7,347.64	\$7,715.03	\$8,100.78	\$8,505.82	\$8,931.11	\$9,377.66
		Monthly	\$15,162	\$15,920	\$16,716	\$17,552	\$18,429	\$19,351	\$20,318
		Annual	\$181,942	\$191,039	\$200,591	\$210,620	\$221,151	\$232,209	\$243,819
91		Hourly	\$89,6587	\$94,1417	\$98,8488	\$103,7911	\$108,9808	\$114,4298	\$120,1513
		Bi-weekly	\$7,172.69	\$7,531.33	\$7,907.90	\$8,303.29	\$8,718.46	\$9,154.39	\$9,612.11
		Monthly	\$15,541	\$16,318	\$17,134	\$17,990	\$18,890	\$19,835	\$20,826
		Annual	\$186,490	\$195,815	\$205,605	\$215,886	\$226,680	\$238,014	\$249,915
92		Hourly	\$91,9002	\$96,4951	\$101,3199	\$106,3859	\$111,7053	\$117,2905	\$123,1550
		Bi-weekly	\$7,352.01	\$7,719.61	\$8,105.59	\$8,510.87	\$8,936.42	\$9,383.24	\$9,852.40
		Monthly	\$15,929	\$16,726	\$17,562	\$18,440	\$19,362	\$20,330	\$21,347
		Annual	\$191,152	\$200,710	\$210,745	\$221,283	\$232,347	\$243,964	\$256,162
93		Hourly	\$94,1977	\$98,9076	\$103,8530	\$109,0457	\$114,4980	\$120,2229	\$126,2340
		Bi-weekly	\$7,535.81	\$7,912.61	\$8,308.24	\$8,723.65	\$9,159.84	\$9,617.83	\$10,098.72
		Monthly	\$16,328	\$17,144	\$18,001	\$18,901	\$19,846	\$20,839	\$21,881
		Annual	\$195,931	\$205,728	\$216,014	\$226,815	\$238,156	\$250,064	\$262,567
94	Chief Information Officer	Hourly	\$96,5526	\$101,3802	\$106,4492	\$111,7718	\$117,3603	\$123,2283	\$129,3897
	City Engineer	Bi-weekly	\$7,724.21	\$8,110.41	\$8,515.94	\$8,941.75	\$9,388.82	\$9,858.26	\$10,351.18
	Director of Administrative Services	Monthly	\$16,736	\$17,573	\$18,451	\$19,374	\$20,342	\$21,360	\$22,428
	Director of Building and Code Enforcement	Annual	\$200,829	\$210,871	\$221,414	\$232,485	\$244,109	\$256,315	\$269,131
	Director of Parks and Community Services								
	Director of Development Services								
	Director of Economic Development and Housing								
	Director of Finance								
95		Hourly	\$98,9664	\$103,9148	\$109,1105	\$114,5660	\$120,2943	\$126,3090	\$132,6244
		Bi-weekly	\$7,917.31	\$8,313.18	\$8,728.84	\$9,165.28	\$9,623.54	\$10,104.72	\$10,609.95
		Monthly	\$17,154	\$18,012	\$18,912	\$19,858	\$20,851	\$21,894	\$22,988
		Annual	\$205,850	\$216,143	\$226,950	\$238,297	\$250,212	\$262,723	\$275,859
96	Deputy City Manager	Hourly	\$101,4407	\$106,5126	\$111,8382	\$117,4302	\$123,3018	\$129,4669	\$135,9402
		Bi-weekly	\$8,115.26	\$8,521.00	\$8,947.05	\$9,394.42	\$9,864.14	\$10,357.35	\$10,875.22
		Monthly	\$17,583	\$18,462	\$19,385	\$20,355	\$21,372	\$22,441	\$23,563
		Annual	\$210,997	\$221,546	\$232,623	\$244,255	\$256,468	\$269,291	\$282,756
97		Hourly	\$103,9769	\$109,1754	\$114,6341	\$120,3661	\$126,3843	\$132,7035	\$139,3387
		Bi-weekly	\$8,318.15	\$8,734.03	\$9,170.73	\$9,629.28	\$10,110.74	\$10,616.28	\$11,147.10
		Monthly	\$18,023	\$18,924	\$19,870	\$20,863	\$21,907	\$23,002	\$24,152
		Annual	\$216,272	\$227,085	\$238,439	\$250,361	\$262,879	\$276,023	\$289,824
98	Assistant City Manager	Hourly	\$106,5761	\$111,9048	\$117,4999	\$123,3752	\$129,5440	\$136,0212	\$142,8223
		Bi-weekly	\$8,526.09	\$8,952.38	\$9,399.99	\$9,870.01	\$10,363.52	\$10,881.70	\$11,425.78
		Monthly	\$18,473	\$19,397	\$20,367	\$21,385	\$22,454	\$23,577	\$24,756
		Annual	\$221,678	\$232,762	\$244,400	\$256,620	\$269,452	\$282,924	\$297,070
99		Hourly	\$109,2406	\$114,7024	\$120,4375	\$126,4596	\$132,7825	\$139,4216	\$146,3927
		Bi-weekly	\$8,739.25	\$9,176.19	\$9,635.00	\$10,116.77	\$10,622.60	\$11,153.73	\$11,711.42
		Monthly	\$18,935	\$19,882	\$20,876	\$21,920	\$23,016	\$24,166	\$25,375
		Annual	\$227,220	\$238,581	\$250,510	\$263,036	\$276,188	\$289,997	\$304,497
100		Hourly	\$111,9715	\$117,5700	\$123,4484	\$129,6210	\$136,1020	\$142,9072	\$150,0525
		Bi-weekly	\$8,957.72	\$9,405.60	\$9,875.88	\$10,369.68	\$10,888.16	\$11,432.57	\$12,004.20
		Monthly	\$19,408	\$20,379	\$21,398	\$22,468	\$23,591	\$24,771	\$26,009
		Annual	\$232,901	\$244,546	\$256,773	\$269,612	\$283,092	\$297,247	\$312,109



**CITY OF PERRIS**  
**PAY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)**

**Annual Adjustment (MOU INCREASE) 3.50%**

APPROXIMATELY 2.5% BETWEEN RANGES  
 SEVEN STEPS; APPROXIMATELY 5% BETWEEN STEPS  
 APPROXIMATELY 34% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2026 (EFFECTIVE JULY 5, 2026)  
**Fiscal Year 2026-2027 - WITH 3.5% MOU INCREASE**

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G
63		Hourly	\$46,479.8	\$48,803.8	\$51,244.0	\$53,806.2	\$56,496.5	\$59,321.3	\$62,287.4
		Bi-weekly	\$3,718.38	\$3,904.31	\$4,099.52	\$4,304.50	\$4,519.72	\$4,745.71	\$4,982.99
		Monthly	\$8,056	\$8,459	\$8,882	\$9,326	\$9,793	\$10,282	\$10,796
		Annual	\$96,678	\$101,512	\$106,587	\$111,917	\$117,513	\$123,388	\$129,558
70		Hourly	\$55,250.0	\$58,012.5	\$60,913.1	\$63,958.8	\$67,156.7	\$70,514.6	\$74,040.3
		Bi-weekly	\$4,420.00	\$4,641.00	\$4,873.05	\$5,116.70	\$5,372.54	\$5,641.16	\$5,923.22
		Monthly	\$9,577	\$10,055	\$10,558	\$11,086	\$11,640	\$12,223	\$12,834
		Annual	\$114,920	\$120,666	\$126,699	\$133,034	\$139,686	\$146,670	\$154,004
71		Hourly	\$56,631.1	\$59,462.7	\$62,436.0	\$65,557.8	\$68,835.5	\$72,277.3	\$75,891.2
		Bi-weekly	\$4,530.49	\$4,757.02	\$4,994.88	\$5,244.62	\$5,506.84	\$5,782.18	\$6,071.29
		Monthly	\$9,816	\$10,307	\$10,822	\$11,363	\$11,931	\$12,528	\$13,154
		Annual	\$117,793	\$123,682	\$129,867	\$136,360	\$143,178	\$150,337	\$157,854
72	Accounting Supervisor	Hourly	\$58,046.9	\$60,949.3	\$63,996.8	\$67,196.6	\$70,556.4	\$74,084.2	\$77,788.5
	Animal Control Supervisor	Bi-weekly	\$4,643.75	\$4,875.95	\$5,119.74	\$5,375.73	\$5,644.51	\$5,926.74	\$6,223.08
	Code Compliance Supervisor	Monthly	\$10,061	\$10,565	\$11,093	\$11,647	\$12,230	\$12,841	\$13,483
	Community Services Supervisor	Annual	\$120,738	\$126,775	\$133,113	\$139,769	\$146,757	\$154,095	\$161,800
	Counter Services Supervisor								
	Digital Media Supervisor								
	Human Resources and Risk Supervisor								
	Information Technology Supervisor								
	Operations Supervisor								
	Parks Supervisor								
	Public Health Supervisor								
Public Works Supervisor									
Principal Management Analyst									
Special Districts Supervisor									
73		Hourly	\$59,498.1	\$62,472.9	\$65,596.7	\$68,876.4	\$72,320.4	\$75,936.4	\$79,733.2
		Bi-weekly	\$4,759.85	\$4,997.84	\$5,247.74	\$5,510.11	\$5,785.63	\$6,074.91	\$6,378.66
		Monthly	\$10,313	\$10,829	\$11,370	\$11,939	\$12,536	\$13,162	\$13,820
		Annual	\$123,756	\$129,944	\$136,441	\$143,263	\$150,426	\$157,948	\$165,845
74		Hourly	\$60,985.5	\$64,034.9	\$67,236.6	\$70,598.5	\$74,128.4	\$77,834.8	\$81,726.5
		Bi-weekly	\$4,878.84	\$5,122.79	\$5,378.93	\$5,647.88	\$5,930.27	\$6,226.78	\$6,538.12
		Monthly	\$10,571	\$11,099	\$11,654	\$12,237	\$12,849	\$13,491	\$14,166
		Annual	\$126,850	\$133,193	\$139,852	\$146,845	\$154,187	\$161,896	\$169,991
75		Hourly	\$62,510.1	\$65,635.6	\$68,917.5	\$72,363.4	\$75,981.6	\$79,780.6	\$83,769.7
		Bi-weekly	\$5,000.81	\$5,250.85	\$5,513.40	\$5,789.07	\$6,078.52	\$6,382.45	\$6,701.57
		Monthly	\$10,835	\$11,377	\$11,946	\$12,543	\$13,170	\$13,829	\$14,520
		Annual	\$130,021	\$136,522	\$143,348	\$150,518	\$158,042	\$165,944	\$174,241
76	Principal Planner	Hourly	\$64,072.9	\$67,276.7	\$70,640.4	\$74,172.4	\$77,881.1	\$81,775.2	\$85,863.9
		Bi-weekly	\$5,125.83	\$5,382.13	\$5,651.23	\$5,933.79	\$6,230.49	\$6,542.01	\$6,869.12
		Monthly	\$11,106	\$11,661	\$12,244	\$12,857	\$13,499	\$14,174	\$14,883
		Annual	\$133,272	\$139,936	\$146,932	\$154,279	\$161,993	\$170,092	\$178,597
77		Hourly	\$65,674.8	\$68,958.6	\$72,406.5	\$76,026.8	\$79,828.1	\$83,819.5	\$88,010.4
		Bi-weekly	\$5,253.98	\$5,516.69	\$5,792.52	\$6,082.14	\$6,386.25	\$6,705.56	\$7,040.84
		Monthly	\$11,384	\$11,953	\$12,550	\$13,178	\$13,837	\$14,529	\$15,255
		Annual	\$136,604	\$143,434	\$150,605	\$158,138	\$166,042	\$174,345	\$183,062
78		Hourly	\$67,316.6	\$70,682.5	\$74,216.6	\$77,927.5	\$81,823.7	\$85,914.9	\$90,210.7
		Bi-weekly	\$5,385.33	\$5,654.60	\$5,937.33	\$6,234.20	\$6,545.90	\$6,873.19	\$7,216.85
		Monthly	\$11,668	\$12,252	\$12,864	\$13,507	\$14,183	\$14,892	\$15,637
		Annual	\$140,019	\$147,020	\$154,371	\$162,089	\$170,193	\$178,703	\$187,638
79		Hourly	\$68,999.5	\$72,449.5	\$76,072.0	\$79,875.6	\$83,869.5	\$88,063.0	\$92,466.1
		Bi-weekly	\$5,519.96	\$5,795.96	\$6,085.76	\$6,390.05	\$6,709.56	\$7,045.04	\$7,397.29
		Monthly	\$11,960	\$12,558	\$13,186	\$13,845	\$14,537	\$15,264	\$16,027
		Annual	\$143,519	\$150,695	\$158,230	\$166,141	\$174,449	\$183,171	\$192,330



**CITY OF PERRIS**  
**PAY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)**

**Annual Adjustment (MOU INCREASE) 3.50%**

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 APPROXIMATELY 34% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2026 (EFFECTIVE JULY 5, 2026)  
**Fiscal Year 2026-2027 - WITH 3.5% MOU INCREASE**

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G
90		Hourly	\$90,5335	\$95,0601	\$99,8132	\$104,8038	\$110,0440	\$115,5462	\$121,3235
		Bi-weekly	\$7,242.68	\$7,604.81	\$7,985.05	\$8,384.31	\$8,803.52	\$9,243.70	\$9,705.88
		Monthly	\$15,692	\$16,477	\$17,301	\$18,166	\$19,074	\$20,028	\$21,029
		Annual	\$188,310	\$197,725	\$207,611	\$217,992	\$228,892	\$240,336	\$252,353
91		Hourly	\$92,7967	\$97,4366	\$102,3085	\$107,4238	\$112,7951	\$118,4349	\$124,3566
		Bi-weekly	\$7,423.74	\$7,794.93	\$8,184.68	\$8,593.91	\$9,023.61	\$9,474.79	\$9,948.53
		Monthly	\$16,085	\$16,889	\$17,733	\$18,620	\$19,551	\$20,529	\$21,555
		Annual	\$193,017	\$202,668	\$212,802	\$223,442	\$234,614	\$246,345	\$258,662
92		Hourly	\$95,1167	\$99,8725	\$104,8661	\$110,1094	\$115,6149	\$121,3957	\$127,4655
		Bi-weekly	\$7,609.33	\$7,989.80	\$8,389.28	\$8,808.75	\$9,249.20	\$9,711.65	\$10,197.24
		Monthly	\$16,487	\$17,311	\$18,177	\$19,086	\$20,040	\$21,042	\$22,094
		Annual	\$197,843	\$207,735	\$218,121	\$229,027	\$240,479	\$252,503	\$265,128
93		Hourly	\$97,4946	\$102,3694	\$107,4878	\$112,8623	\$118,5054	\$124,4307	\$130,6522
		Bi-weekly	\$7,799.57	\$8,189.55	\$8,599.03	\$9,028.98	\$9,480.43	\$9,954.45	\$10,452.18
		Monthly	\$16,899	\$17,744	\$18,631	\$19,563	\$20,541	\$21,568	\$22,646
		Annual	\$202,789	\$212,928	\$223,575	\$234,753	\$246,491	\$258,816	\$271,757
94	Chief Information Officer	Hourly	\$99,9320	\$104,9285	\$110,1749	\$115,6838	\$121,4679	\$127,5413	\$133,9184
	City Engineer	Bi-weekly	\$7,994.56	\$8,394.28	\$8,813.99	\$9,254.71	\$9,717.43	\$10,203.30	\$10,713.47
	Director of Administrative Services	Monthly	\$17,322	\$18,188	\$19,097	\$20,052	\$21,054	\$22,107	\$23,213
	Director of Building and Code Enforcement	Annual	\$207,858	\$218,251	\$229,164	\$240,622	\$252,653	\$265,286	\$278,550
	Director of Parks and Community Services								
	Director of Development Services								
	Director of Economic Development and Housing								
	Director of Finance								
	Director of Municipal Enforcement Services								
Director of Public Services									
Director of Public Works									
95		Hourly	\$102,4302	\$107,5518	\$112,9294	\$118,5759	\$124,5046	\$130,7298	\$137,2663
		Bi-weekly	\$8,194.42	\$8,604.14	\$9,034.35	\$9,486.07	\$9,960.36	\$10,458.38	\$10,981.30
		Monthly	\$17,755	\$18,642	\$19,574	\$20,553	\$21,581	\$22,660	\$23,793
		Annual	\$213,055	\$223,708	\$234,893	\$246,638	\$258,969	\$271,918	\$285,514
96	Deputy City Manager	Hourly	\$104,9911	\$110,2405	\$115,7525	\$121,5403	\$127,6174	\$133,9982	\$140,6981
		Bi-weekly	\$8,399.29	\$8,819.24	\$9,260.20	\$9,723.22	\$10,209.39	\$10,719.86	\$11,255.85
		Monthly	\$18,198	\$19,108	\$20,064	\$21,067	\$22,120	\$23,226	\$24,388
		Annual	\$218,362	\$229,300	\$240,765	\$252,804	\$265,444	\$278,716	\$292,652
97		Hourly	\$107,6161	\$112,9965	\$118,6463	\$124,5789	\$130,8078	\$137,3481	\$144,2155
		Bi-weekly	\$8,609.29	\$9,039.72	\$9,491.71	\$9,966.31	\$10,464.62	\$10,987.85	\$11,537.24
		Monthly	\$18,653	\$19,586	\$20,565	\$21,594	\$22,673	\$23,807	\$24,997
		Annual	\$223,841	\$235,033	\$246,784	\$259,124	\$272,080	\$285,684	\$299,968
98	Assistant City Manager	Hourly	\$110,3062	\$115,8214	\$121,6124	\$127,6933	\$134,0780	\$140,7819	\$147,8210
		Bi-weekly	\$8,824.50	\$9,265.72	\$9,728.99	\$10,215.46	\$10,726.24	\$11,262.55	\$11,825.68
		Monthly	\$19,120	\$20,076	\$21,079	\$22,134	\$23,240	\$24,402	\$25,622
		Annual	\$229,437	\$240,909	\$252,954	\$265,602	\$278,882	\$292,826	\$307,468
99		Hourly	\$113,0640	\$118,7169	\$124,6528	\$130,8857	\$137,4299	\$144,3014	\$151,5165
		Bi-weekly	\$9,045.12	\$9,497.35	\$9,972.22	\$10,470.85	\$10,994.39	\$11,544.11	\$12,121.32
		Monthly	\$19,598	\$20,578	\$21,606	\$22,687	\$23,821	\$25,012	\$26,263
		Annual	\$235,173	\$246,931	\$259,278	\$272,242	\$285,854	\$300,147	\$315,154
100		Hourly	\$115,8905	\$121,6849	\$127,7691	\$134,1577	\$140,8656	\$147,9089	\$155,3043
		Bi-weekly	\$9,271.24	\$9,734.80	\$10,221.53	\$10,732.62	\$11,269.25	\$11,832.71	\$12,424.35
		Monthly	\$20,088	\$21,092	\$22,147	\$23,254	\$24,417	\$25,638	\$26,919
		Annual	\$241,052	\$253,105	\$265,760	\$279,048	\$293,000	\$307,651	\$323,033

