

**CITY OF TUSTIN SALARY SCHEDULE**  
**Full-Time Employees**

Classification	Unit	City Council Action			Previous		Hourly Rate						
		Date	Resolution	Effective Date	Effective Date	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
Accountant	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 35.98	\$ 37.84	\$ 39.77	\$ 41.80	\$ 43.95	\$ 46.14	\$ 48.45	
Accounting Specialist	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 25.43	\$ 26.74	\$ 28.11	\$ 29.55	\$ 31.05	\$ 32.61	\$ 34.24	
Accounting Specialist PT	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 25.43	\$ 26.74	\$ 28.11	\$ 29.55	\$ 31.05	\$ 32.61	\$ 34.24	
Administrative Assistant-CONF	CONF	10/01/24	24-73	06/30/25	09/23/24	\$ 28.17	\$ 29.62	\$ 31.14	\$ 32.73	\$ 34.40	\$ 36.13	\$ 37.94	
Administrative Assistant-TMEA	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 28.18	\$ 29.62	\$ 31.14	\$ 32.73	\$ 34.40	\$ 36.13	\$ 37.94	
Assistant City Clerk	MGMT	06/03/25	25-39	06/30/25	N/A	\$ 52.30	\$ 54.92	\$ 57.66	\$ 60.55	\$ 63.57	\$ 66.75	\$ 70.09	
Assistant City Manager	EMGT	10/01/24	24-72	06/30/25	09/23/24	\$ 110.92	\$ 116.61	\$ 122.59	\$ 128.85	\$ 135.31	\$ 142.07	\$ -	
Assistant Dir of Community Dev-Planning	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 67.67	\$ 71.14	\$ 74.79	\$ 78.61	\$ 82.65	\$ 86.78	\$ 91.12	
Assistant Dir of Public Works	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 77.91	\$ 81.81	\$ 85.90	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.42	
Assistant Engineer	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 43.30	\$ 45.51	\$ 47.84	\$ 50.29	\$ 52.86	\$ 55.52	\$ 58.29	
Assistant Planner	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 35.98	\$ 37.84	\$ 39.77	\$ 41.80	\$ 43.95	\$ 46.14	\$ 48.45	
Assistant to the City Manager	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 61.40	\$ 64.55	\$ 67.86	\$ 71.33	\$ 74.98	\$ 78.71	\$ 82.64	
Associate Engineer	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 49.17	\$ 51.69	\$ 54.33	\$ 57.13	\$ 60.05	\$ 63.05	\$ 66.21	
Associate Planner	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 39.87	\$ 41.91	\$ 44.06	\$ 46.31	\$ 48.69	\$ 51.11	\$ 53.67	
Building Inspector	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 36.81	\$ 38.69	\$ 40.68	\$ 42.76	\$ 44.95	\$ 47.19	\$ 49.55	
Building Official	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 64.10	\$ 67.39	\$ 70.83	\$ 74.46	\$ 78.27	\$ 82.19	\$ 86.30	
City Clerk	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 60.34	\$ 63.43	\$ 66.66	\$ 70.09	\$ 73.67	\$ 77.37	\$ 81.23	
City Manager	EMGT	09/16/25	Am. No. 1	06/09/25	06/10/24	\$ 157.71	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Code Enforcement Officer	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 35.36	\$ 37.17	\$ 39.08	\$ 41.08	\$ 43.19	\$ 45.34	\$ 47.60	
Code Enforcement Officer PT	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 35.36	\$ 37.17	\$ 39.08	\$ 41.08	\$ 43.19	\$ 45.34	\$ 47.60	
Deputy Building Official	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 60.64	\$ 63.74	\$ 67.02	\$ 70.45	\$ 74.06	\$ 77.74	\$ 81.63	
Deputy City Manager - Real Property	EMGT	10/01/24	24-72	06/30/25	09/23/24	\$ 103.94	\$ 109.14	\$ 114.59	\$ 120.32	\$ 126.34	\$ 132.65	\$ -	
Deputy Director of Econ Development	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 67.67	\$ 71.14	\$ 74.79	\$ 78.61	\$ 82.65	\$ 86.78	\$ 91.12	
Deputy Director of Finance	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 67.67	\$ 71.14	\$ 74.79	\$ 78.61	\$ 82.65	\$ 86.78	\$ 91.12	
Deputy Director of Parks & Recreation	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 61.40	\$ 64.55	\$ 67.86	\$ 71.33	\$ 74.98	\$ 78.71	\$ 82.64	
Deputy Director of PW - Engineering	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 73.86	\$ 77.65	\$ 81.62	\$ 85.80	\$ 90.18	\$ 94.70	\$ 99.44	
Deputy Director of PW - Operations	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 71.03	\$ 74.67	\$ 78.49	\$ 82.51	\$ 86.75	\$ 91.06	\$ 95.62	
Deputy Director of PW / City Engineer	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 77.91	\$ 81.81	\$ 85.90	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.42	
Deputy Director of Real Property	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 67.67	\$ 71.14	\$ 74.79	\$ 78.61	\$ 82.65	\$ 86.78	\$ 91.12	
Deputy Police Chief	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 96.93	\$ 101.91	\$ 107.11	\$ 112.48	\$ 118.09	\$ 124.00	\$ 130.20	
Director of Community Development	EMGT	10/01/24	24-72	06/30/25	09/23/24	\$ 90.36	\$ 94.88	\$ 99.62	\$ 104.60	\$ 109.83	\$ 115.33	\$ -	
Director of Finance / City Treasurer	EMGT	10/01/24	24-72	06/30/25	09/23/24	\$ 89.51	\$ 93.98	\$ 98.68	\$ 103.61	\$ 108.79	\$ 114.23	\$ -	
Director of Human Resources	EMGT	10/01/24	24-72	06/30/25	09/23/24	\$ 86.11	\$ 90.41	\$ 94.93	\$ 99.68	\$ 104.66	\$ 109.90	\$ -	
Director of Parks & Recreation	EMGT	10/01/24	24-72	06/30/25	09/23/24	\$ 86.11	\$ 90.41	\$ 94.93	\$ 99.68	\$ 104.66	\$ 109.90	\$ -	
Director of Public Works	EMGT	10/01/24	24-72	06/30/25	09/23/24	\$ 91.91	\$ 96.50	\$ 101.33	\$ 106.40	\$ 111.72	\$ 117.30	\$ -	
Electrician	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 35.31	\$ 37.11	\$ 39.01	\$ 41.01	\$ 43.11	\$ 45.27	\$ 47.53	
Equipment Mechanic	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 31.61	\$ 33.22	\$ 34.92	\$ 36.72	\$ 38.59	\$ 40.53	\$ 42.55	

**Annual Salary:** Hourly Rate x 2080

**Monthly Salary:** Hourly Rate x 2080 / 12

**CITY OF TUSTIN SALARY SCHEDULE**  
**Full-Time Employees**

Classification	Unit	City Council Action			Previous		Hourly Rate						
		Date	Resolution	Effective Date	Effective Date	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
Equipment Mechanic Leadworker	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 34.93	\$ 36.72	\$ 38.59	\$ 40.53	\$ 42.55	\$ 44.68	\$ 46.91	
Equipment Operator	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 30.30	\$ 31.84	\$ 33.47	\$ 35.19	\$ 36.99	\$ 38.84	\$ 40.78	
Executive Assistant-CONF	CONF	10/01/24	24-73	06/30/25	09/23/24	\$ 32.73	\$ 34.40	\$ 36.16	\$ 38.02	\$ 39.97	\$ 41.96	\$ 44.06	
Executive Assistant-TMEA	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 32.73	\$ 34.40	\$ 36.17	\$ 38.02	\$ 39.97	\$ 41.96	\$ 44.06	
Executive Coordinator	CONF	10/01/24	24-73	06/30/25	09/23/24	\$ 39.99	\$ 42.04	\$ 44.18	\$ 46.45	\$ 48.83	\$ 51.26	\$ 53.82	
Field Services Manager	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 61.40	\$ 64.55	\$ 67.86	\$ 71.33	\$ 74.98	\$ 78.71	\$ 82.64	
Finance Manager	MGMT	10/01/24	24-72	06/30/25	02/18/25	\$ 61.40	\$ 64.55	\$ 67.86	\$ 71.33	\$ 74.98	\$ 78.71	\$ 82.64	
Human Resources Manager	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 61.40	\$ 64.55	\$ 67.86	\$ 71.33	\$ 74.98	\$ 78.71	\$ 82.64	
Information Technology Manager	MGMT	10/01/24	24-72	06/30/25	02/18/25	\$ 64.76	\$ 68.00	\$ 71.40	\$ 74.96	\$ 78.72	\$ 82.65	\$ 86.78	
Information Technology Specialist	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 37.73	\$ 39.67	\$ 41.71	\$ 43.83	\$ 46.09	\$ 48.39	\$ 50.80	
Information Technology Supervisor	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 60.34	\$ 63.43	\$ 66.66	\$ 70.09	\$ 73.67	\$ 77.37	\$ 81.23	
Maintenance Leadworker	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 33.06	\$ 34.75	\$ 36.53	\$ 38.40	\$ 40.36	\$ 42.39	\$ 44.51	
Maintenance Supervisor	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 41.38	\$ 43.51	\$ 45.74	\$ 48.07	\$ 50.53	\$ 53.06	\$ 55.71	
Maintenance Worker	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 25.95	\$ 27.27	\$ 28.68	\$ 30.14	\$ 31.69	\$ 33.27	\$ 34.93	
Management Analyst I - CONF	CONF	10/01/24	24-73	06/30/25	09/23/24	\$ 40.67	\$ 42.75	\$ 44.95	\$ 47.25	\$ 49.66	\$ 52.16	\$ 54.76	
Management Analyst I - TMEA	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 40.68	\$ 42.76	\$ 44.95	\$ 47.25	\$ 49.66	\$ 52.15	\$ 54.76	
Management Analyst I - TPSA	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 41.40	\$ 43.51	\$ 45.73	\$ 48.08	\$ 50.54	\$ 53.07	\$ 55.72	
Management Analyst II - SUPV	SUPV	10/01/24	24-73	06/30/25	09/23/24	\$ 46.45	\$ 48.83	\$ 51.26	\$ 53.89	\$ 56.64	\$ 59.55	\$ 62.53	
Management Analyst II - TPSM	TPSM	11/07/23	23-53	06/30/25	07/01/24	\$ 48.08	\$ 50.54	\$ 53.07	\$ 55.78	\$ 58.64	\$ 61.64	\$ 64.72	
Management Assistant - CONF	CONF	10/01/24	24-73	06/30/25	09/23/24	\$ 32.16	\$ 33.80	\$ 35.55	\$ 37.37	\$ 39.27	\$ 41.25	\$ 43.31	
Management Assistant - TMEA	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 32.16	\$ 33.80	\$ 35.54	\$ 37.37	\$ 39.27	\$ 41.24	\$ 43.31	
Management Assistant - TPSA	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 32.73	\$ 34.40	\$ 36.16	\$ 38.02	\$ 39.96	\$ 41.96	\$ 44.06	
Permit Technician	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 27.41	\$ 28.81	\$ 30.30	\$ 31.84	\$ 33.47	\$ 35.15	\$ 36.90	
Planning Technician	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 31.16	\$ 32.72	\$ 34.35	\$ 36.07	\$ 37.87	\$ 39.77	\$ 41.76	
Plans Examiner	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 43.30	\$ 45.51	\$ 47.84	\$ 50.29	\$ 52.86	\$ 55.52	\$ 58.29	
Police Administrative Services Manager	TPSM	11/07/23	23-53	06/30/25	02/18/25	\$ 65.19	\$ 68.44	\$ 71.86	\$ 75.46	\$ 79.23	\$ 83.19	\$ 87.35	
Police Captain	TPMA	04/15/25	25-30	06/30/25	07/01/24	\$ 91.51	\$ 96.20	\$ 101.11	\$ 106.30	\$ 111.75	\$ 117.32	\$ 123.18	
Police Chief	EMGT	10/01/24	24-72	06/30/25	07/01/24	\$ 105.53	\$ 110.92	\$ 116.61	\$ 122.59	\$ 128.85	\$ 135.31	\$ 142.07	
Police Communications Lead (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 40.43	\$ 42.45	\$ 44.58	\$ 46.80	\$ 49.15	\$ 51.60	\$ 54.18	
Police Communications Officer I (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 33.11	\$ 34.81	\$ 36.59	\$ 38.46	\$ 40.45	\$ 42.45	\$ 44.58	
Police Communications Officer II (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 36.67	\$ 38.51	\$ 40.43	\$ 42.45	\$ 44.58	\$ 46.80	\$ 49.15	
Police Fleet Coordinator	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 36.35	\$ 38.20	\$ 40.16	\$ 42.22	\$ 44.37	\$ 46.61	\$ 48.94	
Police Lieutenant	TPMA	04/15/25	25-30	06/30/25	07/01/24	\$ 77.36	\$ 81.32	\$ 85.49	\$ 89.87	\$ 94.48	\$ 99.20	\$ 104.16	
Police Officer	TPOA	04/15/25	25-29	06/30/25	07/01/24	\$ 48.86	\$ 51.37	\$ 54.01	\$ 56.77	\$ 59.68	\$ 62.72	\$ 65.86	
Police Records Lead (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 29.74	\$ 31.26	\$ 32.86	\$ 34.55	\$ 36.32	\$ 38.14	\$ 40.04	
Police Records Lead (4/10)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 30.44	\$ 32.00	\$ 33.64	\$ 35.36	\$ 37.18	\$ 39.03	\$ 40.98	
Police Records Specialist (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 26.92	\$ 28.29	\$ 29.74	\$ 31.26	\$ 32.86	\$ 34.52	\$ 36.24	
Police Records Specialist (4/10)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 27.55	\$ 28.96	\$ 30.44	\$ 32.00	\$ 33.64	\$ 35.33	\$ 37.09	

**Annual Salary:** Hourly Rate x 2080

**Monthly Salary:** Hourly Rate x 2080 / 12

**CITY OF TUSTIN SALARY SCHEDULE**  
**Full-Time Employees**

Classification	Unit	City Council Action			Previous		Hourly Rate						
		Date	Resolution	Effective Date	Effective Date	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
Police Recruit	TPOA	04/15/25	25-29	06/30/25	07/01/24	\$ 36.22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Police Sergeant	TPMA	04/15/25	25-30	06/30/25	07/01/24	\$ 64.79	\$ 68.12	\$ 71.61	\$ 75.26	\$ 79.12	\$ 83.08	\$ 87.24	
Police Services Officer I (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 30.95	\$ 32.53	\$ 34.21	\$ 35.96	\$ 37.80	\$ 39.70	\$ 41.68	
Police Services Officer I (4/10)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 31.68	\$ 33.30	\$ 35.01	\$ 36.80	\$ 38.68	\$ 40.62	\$ 42.65	
Police Services Officer II (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 34.29	\$ 36.01	\$ 37.81	\$ 39.70	\$ 41.68	\$ 43.76	\$ 45.95	
Police Services Officer II (4/10)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 35.09	\$ 36.85	\$ 38.69	\$ 40.62	\$ 42.65	\$ 44.79	\$ 47.03	
Police Services Officer III (3/12.5)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 37.81	\$ 39.70	\$ 41.68	\$ 43.76	\$ 45.95	\$ 48.25	\$ 50.66	
Police Services Officer III (4/10)	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 38.69	\$ 40.62	\$ 42.65	\$ 44.79	\$ 47.03	\$ 49.38	\$ 51.85	
Police Support Services Manager	TPSM	11/07/23	23-53	06/30/25	07/01/24	\$ 54.99	\$ 57.81	\$ 60.75	\$ 63.87	\$ 67.14	\$ 70.50	\$ 74.02	
Police Support Services Supervisor	TPSM	11/07/23	23-53	06/30/25	07/01/24	\$ 46.80	\$ 49.15	\$ 51.60	\$ 54.18	\$ 56.89	\$ 59.74	\$ 62.72	
Principal Engineer	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 60.64	\$ 63.74	\$ 67.02	\$ 70.45	\$ 74.06	\$ 77.74	\$ 81.63	
Principal Planner	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 59.29	\$ 62.33	\$ 65.52	\$ 68.88	\$ 72.39	\$ 76.01	\$ 79.81	
Property & Evidence Specialist	TPSA	11/07/23	23-52	06/30/25	07/01/24	\$ 32.16	\$ 33.80	\$ 35.53	\$ 37.36	\$ 39.27	\$ 41.24	\$ 43.31	
Public Works Inspector	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 36.99	\$ 38.88	\$ 40.87	\$ 42.96	\$ 45.16	\$ 47.43	\$ 49.80	
Public Works Manager	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 58.71	\$ 61.70	\$ 64.86	\$ 68.18	\$ 71.68	\$ 75.26	\$ 79.03	
Real Property Manager	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 62.80	\$ 66.02	\$ 69.38	\$ 72.95	\$ 76.68	\$ 80.52	\$ 84.54	
Recreation Coordinator	SUPV	10/01/24	24-73	06/30/25	09/23/24	\$ 33.99	\$ 35.73	\$ 37.58	\$ 39.49	\$ 41.51	\$ 43.59	\$ 45.77	
Recreation Facilities Lead	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 26.80	\$ 28.18	\$ 29.62	\$ 31.14	\$ 32.73	\$ 34.37	\$ 36.09	
Recreation Program Specialist	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 25.37	\$ 26.67	\$ 28.04	\$ 29.47	\$ 30.98	\$ 32.54	\$ 34.16	
Recreation Superintendent	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 53.52	\$ 56.26	\$ 59.14	\$ 62.17	\$ 65.36	\$ 68.61	\$ 72.04	
Recreation Supervisor	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 40.99	\$ 43.08	\$ 45.29	\$ 47.60	\$ 50.03	\$ 52.53	\$ 55.16	
Senior Accountant	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 43.08	\$ 45.29	\$ 47.60	\$ 50.03	\$ 52.59	\$ 55.22	\$ 57.99	
Senior Accounting Specialist	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 30.98	\$ 32.57	\$ 34.23	\$ 35.98	\$ 37.84	\$ 39.72	\$ 41.71	
Senior Building Inspector	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 43.30	\$ 45.51	\$ 47.84	\$ 50.29	\$ 52.86	\$ 55.52	\$ 58.29	
Senior Code Enforcement Officer	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 41.08	\$ 43.19	\$ 45.34	\$ 47.60	\$ 49.99	\$ 52.49	\$ 55.11	
Senior Engineer	MGMT	10/01/24	24-72	06/30/25	02/18/25	\$ 54.46	\$ 57.19	\$ 60.05	\$ 63.06	\$ 66.21	\$ 69.51	\$ 73.00	
Senior Executive Coordinator	CONF	10/01/24	24-73	06/30/25	09/23/24	\$ 42.04	\$ 44.18	\$ 46.45	\$ 48.83	\$ 51.26	\$ 53.82	\$ 56.51	
Senior Information Technology Specialist	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 43.72	\$ 45.97	\$ 48.31	\$ 50.78	\$ 53.39	\$ 56.07	\$ 58.87	
Senior Maintenance Worker	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 28.53	\$ 29.99	\$ 31.53	\$ 33.14	\$ 34.84	\$ 36.58	\$ 38.41	
Senior Management Analyst-MGMT	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 56.64	\$ 59.55	\$ 62.60	\$ 65.79	\$ 69.18	\$ 72.72	\$ 76.35	
Senior Management Analyst-TPSM	TPSM	11/07/23	23-53	06/30/25	07/01/24	\$ 58.64	\$ 61.64	\$ 64.80	\$ 68.11	\$ 71.60	\$ 75.26	\$ 79.02	
Senior Management Assistant-CONF	CONF	10/01/24	24-73	06/30/25	09/23/24	\$ 37.37	\$ 39.27	\$ 41.29	\$ 43.40	\$ 45.62	\$ 47.90	\$ 50.30	
Senior Management Assistant-TMEA	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 37.37	\$ 39.27	\$ 41.29	\$ 43.40	\$ 45.63	\$ 47.90	\$ 50.30	
Senior Permit Technician	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 31.88	\$ 33.47	\$ 35.15	\$ 36.90	\$ 38.74	\$ 40.68	\$ 42.71	
Senior Planner	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 47.72	\$ 50.17	\$ 52.73	\$ 55.44	\$ 58.27	\$ 61.18	\$ 64.24	
Senior Public Works Inspector	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 43.30	\$ 45.51	\$ 47.84	\$ 50.29	\$ 52.86	\$ 55.52	\$ 58.29	
Transportation Coordinator	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 21.63	\$ 22.73	\$ 23.89	\$ 25.12	\$ 26.40	\$ 27.73	\$ 29.11	

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**Full-Time Employees**

Classification	Unit	City Council Action			Previous		Hourly Rate					
		Date	Resolution	Effective Date	Effective Date	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Water Distribution Leadworker	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 35.98	\$ 37.84	\$ 39.77	\$ 41.80	\$ 43.95	\$ 46.14	\$ 48.45
Water Distribution Operator I	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 26.87	\$ 28.25	\$ 29.69	\$ 31.22	\$ 32.82	\$ 34.45	\$ 36.17
Water Distribution Operator II	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 29.99	\$ 31.53	\$ 33.14	\$ 34.84	\$ 36.63	\$ 38.45	\$ 40.38
Water Equipment Operator	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 32.48	\$ 34.16	\$ 35.91	\$ 37.73	\$ 39.67	\$ 41.65	\$ 43.74
Water Maint & Construction Supervisor	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 45.51	\$ 47.84	\$ 50.28	\$ 52.86	\$ 55.57	\$ 58.34	\$ 61.26
Water Meter Reader	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 29.99	\$ 31.53	\$ 33.14	\$ 34.84	\$ 36.63	\$ 38.45	\$ 40.38
Water Services Manager	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 68.02	\$ 71.50	\$ 75.16	\$ 79.02	\$ 83.08	\$ 87.22	\$ 91.59
Water Treatment Leadworker	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 40.47	\$ 42.54	\$ 44.72	\$ 46.97	\$ 49.31	\$ 51.79	\$ 54.38
Water Treatment Operator I	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 34.06	\$ 35.81	\$ 37.64	\$ 39.57	\$ 41.60	\$ 43.68	\$ 45.87
Water Treatment Operator II	TMEA	09/17/24	24-65	06/30/25	07/01/24	\$ 36.63	\$ 38.51	\$ 40.47	\$ 42.54	\$ 44.71	\$ 46.96	\$ 49.31
Water Treatment Supervisor	MGMT	10/01/24	24-72	06/30/25	09/23/24	\$ 51.96	\$ 54.61	\$ 57.40	\$ 60.34	\$ 63.43	\$ 66.59	\$ 69.92

**Notes**

\*Units are abbreviated as follows: CONF = Confidential, EMGT = Executive Management, MGMT = Management, SUPV = Supervisory, TMEA = Tustin Municipal Employees Association, TPMA = Tustin Police Officers Association - Management Unit, TPOA = Tustin Police Officers Association - Police Officer Unit, TPSA = Tustin Police Support Services Association, TPSM = Tustin Police Support Services Management Association

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**CITY OF TUSTIN SALARY SCHEDULE**  
**Part-Time Non-Benefitted Employees**

Classification	Unit	City Council Action		Effective Date	Previous Effective Date	Hourly Rate
		Date	Resolution			Step A
Administrative Intern PT	UNRP	02/18/25	25-11	12/29/25	01/01/25	\$ 16.90
Graduate Intern PT	UNRP	11/20/2018	18-87	12/20/21	12/21/20	\$ 20.00
Maintenance Aide PT	UNRP	02/18/25	25-11	12/29/25	01/01/25	\$ 16.90
Master Reserve Officer PT	UNRP	11/20/2018	18-87	06/30/25	07/01/24	\$ 48.86
Office Assistant PT	UNRP	9/21/2021	22-53	12/19/22	12/24/18	\$ 19.00
Parking Control Officer PT	UNRP	11/20/2018	18-87	12/24/18	06/30/14	\$ 19.00
Police Cadet PT	UNRP	02/18/25	25-11	12/29/25	01/01/25	\$ 16.90
Police Reserve Off I PT	UNRP	11/20/2018	18-87	12/24/18	01/01/08	\$ 24.00
Police Reserve Off II PT	UNRP	11/20/2018	18-87	12/24/18	01/01/08	\$ 19.00
Police Reserve Off III PT	UNRP	02/18/25	25-11	12/29/25	01/01/25	\$ 16.90
Recreation Facilities Ast PT	UNRP	9/21/2021	22-53	12/19/22	12/20/21	\$ 18.00
Recreation Leader I PT	UNRP	02/18/25	25-11	12/29/25	01/01/25	\$ 16.90
Recreation Leader II PT	UNRP	9/21/2021	22-53	12/19/22	12/20/21	\$ 17.00
Recreation Program Assist PT	UNRP	9/21/2021	22-53	12/19/22	12/20/21	\$ 20.00

Step A	Step B	Step C	Step D	Step E	Step F	Step G
\$ 16.90	\$ 20.00	\$ 25.00	\$ 30.00	\$ 35.00	\$ 40.00	\$ 45.00
Step H	Step I	Step J	Step K	Step L	Step M	Step N
\$ 50.00	\$ 55.00	\$ 60.00	\$ 65.00	\$ 70.00	\$ 75.00	\$ 80.00
Step O	Step P	Step Q	Step R	Step S	Step T	Step U
\$ 85.00	\$ 90.00	\$ 95.00	\$ 100.00	\$ 105.00	\$ 110.00	\$ 115.00
Step V						

Temporary Employee	UNRP	02/18/25	25-11	12/29/25	01/01/25	\$ 120.00
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**Notes**

\*Units are abbreviated as follows: UNRP = Part-Time Non-Benefitted Employees

\*\*The hourly salary rate for any Part-Time Non-Benefitted employee in a job classification with a full-time equivalent is the same as the hourly salary rate of the full-time job classification

\*\*\*Reflects changes due to the increase in the State of California Minimum Wage in 2026

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**CITY OF TUSTIN SALARY SCHEDULE  
Officials**

**ELECTED OFFICIALS**

Position	City Council Action			Monthly Salary	Previous Effective Date
	Date	Ordinance	Effective Date		
Council Member	12/01/20	1511	12/03/24	\$ 1,900.00	12/06/22
Mayor	12/01/20	1511	12/03/24	\$ 1,900.00	12/06/22

**APPOINTED OFFICIALS**

Position	City Council Action			Monthly Salary	Previous Effective Date
	Date	Ordinance / Resolution	Effective Date		
Audit Commissioner	12/06/99	99-102	12/06/99	\$ 100.00	N/A
Building Board of Appeals Member	03/07/18	1492	03/07/18	\$ 150.00	N/A
Community Services Commissioner	04/17/07	07-40	05/01/07	\$ 100.00	12/06/99
Planning Commissioner	04/17/07	07-40	05/01/07	\$ 150.00	12/06/99
Public Art Committee Member	03/20/18	18-17	03/20/18	\$ 100.00	N/A

**Notes**

\*Typically, the Planning Commission meets up to two (2) times per month, the Community Services Commission meets one (1) time per month, and the Audit Commission meets six (6) times per year. The Building Board of Appeals and Public Art Committee meet as necessary on a project-oriented basis.

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