

BARSTOW FIRE PROTECTION DISTRICT
FY 2025-2026 / Full-Time
Employee Classification / Compensation Program
Effective July 1, 2025

Amendment #5 - Council Approved December 16, 2025, effective July 1, 2025

Classification	Salary Range	Minimum Monthly	Maximum Monthly
Firefighter Trainee	11230	\$4,857.61	\$6,199.68
Firefighter / EMT	11540	\$6,612.80	\$8,439.80
Firefighter / Paramedic	11540	\$6,612.80	\$8,439.80
Fire Engineer	11640	\$7,304.64	\$9,322.79
Fire Captain	11860	\$9,092.21	\$11,604.22
Fire Battalion Chief	11940	\$9,845.56	\$12,565.70
Assistant Fire Chief	11950	\$9,944.01	\$12,691.36
Fire Division Chief	12110	\$11,660.14	\$14,881.62
Fire Chief	12320	\$14,369.86	\$18,339.99

BARSTOW FIRE PROTECTION DISTRICT PART TIME POSITIONS - FY 25/26

Amendment #6 - Council Approved December 16, 2025, Effective December 21, 2025

Classification	Salary Range	Minimum Hourly	Maximum Hourly
Paid Call Firefigher	10730	\$17.04	\$21.75

CITY OF BARSTOW
FY 2025-2026 / Full-Time
Employee Classification / Compensation Program
Effective July 1, 2025

- Amendment #1 - Council Approved November 4, 2025, effective July 1, 2025**
- Amendment #2 - Council Approved November 4, 2025, effective July 1, 2025**
- Amendment #3 - Council Approved November 4, 2025, effective July 1, 2025**
- Amendment #4 - Council Approved November 04, 2025, effective November 04, 2025**
- Amendment #5 - Council Approved December 16, 2025, effective July 1, 2025**
- Amendment #6 - Council Approved December 16, 2025, effective December 21, 2025**
- Amendment #7 - Council Approved January 6, 2026, effective July 1, 2025**
- Amendment #8 - Council Approved January 6, 2026, effective February 1, 2026**

Tier I Salary Range includes 6% premium for all full time employees with last hire date prior to July 1, 2010.

Unit	Classification	Salary Range (Tier I) Monthly	Minimum (Tier I) Monthly	Maximum (Tier I) Monthly	Salary Range (Tier II)	Minimum (Tier II) Monthly	Maximum (Tier II) Monthly
1	Public Services Assistant I	11120	\$4,353.99	\$5,556.92	11060	\$4,101.66	\$5,234.87
1	Environmental Services Assistant I	11120	\$4,353.99	\$5,556.92	11060	\$4,101.66	\$5,234.87
1	Wastewater Plant Operator In Training	11120	\$4,353.99	\$5,556.92	11060	\$4,101.66	\$5,234.87
2	Office Assistant	11170	\$4,576.09	\$5,840.38	11110	\$4,310.88	\$5,501.90
2	Kennel Technician	11170	\$4,576.09	\$5,840.38	11110	\$4,310.88	\$5,501.90
2	Recreation Program Assistant	11170	\$4,576.09	\$5,840.38	11110	\$4,310.88	\$5,501.90
2	Code Compliance Officer I	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
2	Animal Control Officer	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
2	Police Services Assistant	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
2	Public Services Assistant II	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
1	Environmental Services Assistant II	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
2	Senior Office Assistant	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
1	Mechanic in Training - WW	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
1	Wastewater Treatment Plant Operator	11220	\$4,809.51	\$6,138.29	11160	\$4,530.78	\$5,782.55
2	Code Compliance Officer II	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
2	Community Service Officer	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
2	Crime Scene Evidence Technician	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
2	Dispatcher	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
2	Information Technology Technician	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
1	Public Services Assistant III	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
1	Environmental Services Assistant III	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
2	Accounting Technician	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
2	Administrative Assistant	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
2	Senior Police Services Assistant	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
1	Senior Wastewater Treatment Plant Operator	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
1	Street Sweeper Operator	11320	\$5,312.70	\$6,780.50	11260	\$5,004.80	\$6,387.54
3	Police Officer Trainee	11370	\$5,583.70	\$7,126.37	11310	\$5,260.10	\$6,713.36
2	Code Compliance Officer III	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Fire Inspector / Arson Investigator	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Emergency Medical Specialist	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Senior Administrative Assistant	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Senior Accounting Technician	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Engineering Technician / Inspector	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
1	Mechanic	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
1	Mechanic - Wastewater	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Administrative Coordinator	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Recreation Program Coordinator	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Senior Dispatcher	11420	\$5,868.52	\$7,489.88	11360	\$5,528.41	\$7,055.81
2	Community Development Inspector I	11470	\$6,167.88	\$7,871.95	11410	\$5,810.42	\$7,415.73
2	Senior Code Compliance Officer	11470	\$6,167.88	\$7,871.95	11410	\$5,810.42	\$7,415.73
1	Senior Mechanic	11470	\$6,167.88	\$7,871.95	11410	\$5,810.42	\$7,415.73
1	Senior Mechanic - Wastewater	11470	\$6,167.88	\$7,871.95	11410	\$5,810.42	\$7,415.73

CITY OF BARSTOW
FY 2025-2026 / Full-Time
Employee Classification / Compensation Program
Effective July 1, 2025

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- Amendment #5 - Council Approved December 16, 2025, effective July 1, 2025**
- Amendment #6 - Council Approved December 16, 2025, effective December 21, 2025**
- Amendment #7 - Council Approved January 6, 2026, effective July 1, 2025**
- Amendment #8 - Council Approved January 6, 2026, effective February 1, 2026**

Tier I Salary Range includes 6% premium for all full time employees with last hire date prior to July 1, 2010.

Unit	Classification	Salary Range (Tier I) Monthly	Minimum (Tier I) Monthly	Maximum (Tier I) Monthly	Salary Range (Tier II)	Minimum (Tier II) Monthly	Maximum (Tier II) Monthly
1	Public Services Assistant I	11120	\$4,353.99	\$5,556.92	11060	\$4,101.66	\$5,234.87
6	Executive Assistant	11520	\$6,482.51	\$8,273.50	11460	\$6,106.82	\$7,794.01
2	Senior Engineering Technician / Inspector	11520	\$6,482.51	\$8,273.50	11460	\$6,106.82	\$7,794.01
2	Senior Crime Scene Evidence Technician	11520	\$6,482.51	\$8,273.50	11460	\$6,106.82	\$7,794.01
6	Code Compliance Supervisor	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Multi Media Coordinator	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Facilities Maintenance Supervisor	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Parks & Open Space Supervisor	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Field Services Supervisor	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Community Development Inspector II	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
1	Lead Plant Operator	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Recreation Activity Coordinator	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Personnel Services Coordinator	11570	\$6,813.18	\$8,695.53	11510	\$6,418.32	\$8,191.58
6	Administrative Analyst	11600	\$7,019.62	\$8,959.02	11540	\$6,612.80	\$8,439.80
3	Police Officer	11680	\$7,601.24	\$9,701.33	11620	\$7,160.71	\$9,139.09
6	Senior Community Development Supervisor	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Facilities Supervisor	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Fleet Maintenance Supervisor	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
2	Information Technology Coordinator	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Police Services Supervisor	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Project Coordinator - Field Inspection	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Project Coordinator - Industrial Pretreatment	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Project Coordinator - Office	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Recreation Program Supervisor	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Senior Administrative Analyst	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
2	Senior Community Development Inspector	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Wastewater Treatment Plant Supervisor	11700	\$7,754.02	\$9,896.33	11640	\$7,304.64	\$9,322.79
6	Economic Development Administrator	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Public Works Administrator	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Transportation Services Administrator	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Engineering Services Administrator	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Environmental Services Administrator	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Public Information Officer	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Accountant	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Planning & Community Development Administrator	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
6	Planning & Environmental Services Administrator	11750	\$8,149.56	\$10,401.12	11690	\$7,677.25	\$9,798.33
3	Police Corporal	11780	\$8,396.50	\$10,716.30	11720	\$7,909.88	\$10,095.24
3	Police Detective	11780	\$8,396.50	\$10,716.30	11720	\$7,909.88	\$10,095.24
6	Animal Service Manager	11810	\$8,650.92	\$11,041.00	11750	\$8,149.56	\$10,401.12
6	Industrial Pretreatment Superintendent	11850	\$9,002.19	\$11,489.32	11790	\$8,480.47	\$10,823.46
6	Economic Development Specialist	11850	\$9,002.19	\$11,489.32	11790	\$8,480.47	\$10,823.46
6	IT Superintendent	11850	\$9,002.19	\$11,489.32	11790	\$8,480.47	\$10,823.46
6	Public Works Superintendent	11850	\$9,002.19	\$11,489.32	11790	\$8,480.47	\$10,823.46
6	Wastewater Treatment Plant Superintendent	11850	\$9,002.19	\$11,489.32	11790	\$8,480.47	\$10,823.46
6	Senior Accountant	11850	\$9,002.19	\$11,489.32	11790	\$8,480.47	\$10,823.46
6	Parks & Recreation Superintendent	11850	\$9,002.19	\$11,489.32	11790	\$8,480.47	\$10,823.46
6	Principal Accountant	11890	\$9,367.71	\$11,955.84	11830	\$8,824.81	\$11,262.94
6	Human Resources Manager	11920	\$9,651.56	\$12,318.11	11860	\$9,092.21	\$11,604.22
6	Information Technology Manager	11920	\$9,651.56	\$12,318.11	11860	\$9,092.21	\$11,604.22

CITY OF BARSTOW
FY 2025-2026 / Full-Time
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- Amendment #7 - Council Approved January 6, 2026, effective July 1, 2025**
- Amendment #8 - Council Approved January 6, 2026, effective February 1, 2026**

Tier I Salary Range includes 6% premium for all full time employees with last hire date prior to July 1, 2010.

Unit	Classification	Salary Range (Tier I) Monthly	Minimum (Tier I) Monthly	Maximum (Tier I) Monthly	Salary Range (Tier II)	Minimum (Tier II) Monthly	Maximum (Tier II) Monthly
1	Public Services Assistant I	11120	\$4,353.99	\$5,556.92	11060	\$4,101.66	\$5,234.87
8	Police Sergeant	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	Administrative Services Manager	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	Community Development Manager	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	Assistant Finance Director	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	Public Works Manager	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	Chief Waste Water Plant Operator	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	City Clerk Services Manager	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	City Planner	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	Economic Development Manager	12020	\$10,661.32	\$13,606.85	11960	\$10,043.45	\$12,818.27
6	City Engineer	12170	\$12,377.47	\$15,797.14	12110	\$11,660.14	\$14,881.62
6	City Building Official/Fire Marshal	12170	\$12,377.47	\$15,797.14	12110	\$11,660.14	\$14,881.62
6	Assistant to the City Manager	12170	\$12,377.47	\$15,797.14	12110	\$11,660.14	\$14,881.62
6	General Manager Enviro SVCS	12170	\$12,377.47	\$15,797.14	12110	\$11,660.14	\$14,881.62
6	Economic Development & Planning Manager	12170	\$12,377.47	\$15,797.14	12110	\$11,660.14	\$14,881.62
8	Police Lieutenant	12190	\$12,626.26	\$16,114.66	12130	\$11,894.51	\$15,180.74
8	Police Captain	12295	\$14,016.98	\$17,889.62	12235	\$13,204.63	\$16,852.83
Exec Mgt	Finance Director	12380	\$15,253.90	\$19,468.27	12320	\$14,369.86	\$18,339.99
Exec Mgt	Community Development Director	12380	\$15,253.90	\$19,468.27	12320	\$14,369.86	\$18,339.99
Exec Mgt	Administrative Services Director	12380	\$15,253.90	\$19,468.27	12320	\$14,369.86	\$18,339.99
Exec Mgt	Economic Development Director	12380	\$15,253.90	\$19,468.27	12320	\$14,369.86	\$18,339.99
Exec Mgt	Police Chief	12480		<u>Min: \$16,849.79</u>		<u>Max: \$21,505.08</u>	*Police Chief's salary is a single range, not Tier 1 or Tier 2
Exec Mgt	Assistant City Manager	12400	\$15,560.49	\$19,859.58	12340	\$14,658.69	\$18,708.62

CITY OF BARSTOW - CONTRACT EMPLOYEES

FY 2025-2026 / Contract

Employee Classification / Compensation Program

Effective July 1, 2025

Classification	Salary Range	Minimum Monthly	Maximum Monthly
City Manager	001	\$22,833.33	\$22,833.33

*Salary ranges are determined by negotiated contracts.

CITY OF BARSTOW

FY 2025-2026 / Part-Time - Casual

Employee Classification / Compensation Program

**Amendment #6 - Council Approved December 16, 2025, Effective
December 21, 2025**

Classification	Salary Range	Minimum Hourly	Maximum Hourly
PT-RecLeader/Lifeguard (&)	10730	\$17.04	\$21.75
PT-Rec Leader	10730	\$17.04	\$21.75
PT-Maintenance Worker I	10730	\$17.04	\$21.75
PT-Senior RecLeader/Senior Lifeguard (&)	10850	\$19.20	\$24.51
PT-Senior RecLeader	10850	\$19.20	\$24.51
PT-Pool Manager	11020	\$22.74	\$29.02

& PT Rec Leader/Lifeguard and PT-Rec Leader/Senior Lifeguard positions shall receive an additional \$2.50