

EXHIBIT A
City of Orland
General Unit Salary Schedules
For the Period Beginning October 15, 2026 and Ending June 30, 2027
Effective Date: October 15, 2026 Revision Date: October 6, 2026

	Step 1	Step 2	Step 3	Step 4	Step 5
Public Works Lead Foreman					
Annual	\$60,591.64	\$63,621.21	\$66,802.27	\$70,142.38	\$73,649.51
Monthly	\$5,049.30	\$5,301.77	\$5,566.86	\$5,845.20	\$6,137.46
Bi-Weekly	\$2,330.45	\$2,446.97	\$2,569.32	\$2,697.78	\$2,832.67
Hourly	\$29.13	\$30.59	\$32.12	\$33.72	\$35.41
Waste Water Treatment Operator					
Annual	\$55,011.42	\$57,761.99	\$60,650.09	\$63,682.59	\$66,866.73
Monthly	\$4,584.29	\$4,813.50	\$5,054.17	\$5,306.88	\$5,572.23
Bi-Weekly	\$2,115.82	\$2,221.62	\$2,332.70	\$2,449.33	\$2,571.80
Hourly	\$26.45	\$27.77	\$29.16	\$30.62	\$32.15
Equipment Mechanic - Lead					
Annual	\$64,217.13	\$67,427.99	\$70,799.38	\$74,339.35	\$78,056.32
Monthly	\$5,351.43	\$5,619.00	\$5,899.95	\$6,194.95	\$6,504.69
Bi-Weekly	\$2,469.89	\$2,593.38	\$2,723.05	\$2,859.21	\$3,002.17
Hourly	\$30.87	\$32.42	\$34.04	\$35.74	\$37.53
Equipment Mechanic					
Annual	\$52,721.10	\$55,357.16	\$58,125.01	\$61,031.26	\$64,082.82
Monthly	\$4,393.43	\$4,613.10	\$4,843.75	\$5,085.94	\$5,340.24
Bi-Weekly	\$2,027.73	\$2,129.12	\$2,235.58	\$2,347.36	\$2,464.72
Hourly	\$25.35	\$26.61	\$27.94	\$29.34	\$30.81
Equipment Operator					
Annual	\$50,035.35	\$52,537.11	\$55,163.97	\$57,922.16	\$60,818.27
Monthly	\$4,169.61	\$4,378.09	\$4,597.00	\$4,826.85	\$5,068.19
Bi-Weekly	\$1,924.44	\$2,020.66	\$2,121.69	\$2,227.78	\$2,339.16
Hourly	\$24.06	\$25.26	\$26.52	\$27.85	\$29.24
Maintenance Worker					
Annual	\$48,822.13	\$51,263.24	\$53,826.40	\$56,517.72	\$59,343.61
Monthly	\$4,068.51	\$4,271.94	\$4,485.53	\$4,709.81	\$4,945.30
Bi-Weekly	\$1,877.77	\$1,971.66	\$2,070.25	\$2,173.76	\$2,282.45
Hourly	\$23.47	\$24.65	\$25.88	\$27.17	\$28.53
Library Tech II					
Annual	\$38,257.05	\$40,169.90	\$42,178.40	\$44,287.32	\$46,501.69
Monthly	\$3,188.09	\$3,347.49	\$3,514.87	\$3,690.61	\$3,875.14
Bi-Weekly	\$1,471.43	\$1,545.00	\$1,622.25	\$1,703.36	\$1,788.53
Hourly	\$18.39	\$19.31	\$20.28	\$21.29	\$22.36
Library Tech III					
Annual	\$45,189.97	\$47,449.48	\$49,821.95	\$52,313.05	\$54,928.70
Monthly	\$3,765.83	\$3,954.12	\$4,151.83	\$4,359.42	\$4,577.39
Bi-Weekly	\$1,738.08	\$1,824.98	\$1,916.23	\$2,012.04	\$2,112.64
Hourly	\$21.73	\$22.81	\$23.95	\$25.15	\$26.41
Childrens' Librarian					
Annual	\$45,189.97	\$47,449.48	\$49,821.95	\$52,313.05	\$54,928.70
Monthly	\$3,765.83	\$3,954.12	\$4,151.83	\$4,359.42	\$4,577.39
Bi-Weekly	\$1,738.08	\$1,824.98	\$1,916.23	\$2,012.04	\$2,112.64
Hourly	\$21.73	\$22.81	\$23.95	\$25.15	\$26.41

	Step 1	Step 2	Step 3	Step 4	Step 5
Building Inspector					
Annual	\$70,445.24	\$73,967.50	\$77,665.88	\$81,549.17	\$85,626.63
Monthly	\$5,870.44	\$6,163.96	\$6,472.16	\$6,795.76	\$7,135.55
Bi-Weekly	\$2,709.43	\$2,844.90	\$2,987.15	\$3,136.51	\$3,293.33
Hourly	\$33.87	\$35.56	\$37.34	\$39.21	\$41.17
Administrative Technician					
Annual	\$49,128.41	\$51,584.83	\$54,164.07	\$56,872.27	\$59,715.88
Monthly	\$4,094.03	\$4,298.74	\$4,513.67	\$4,739.36	\$4,976.32
Bi-Weekly	\$1,889.55	\$1,984.03	\$2,083.23	\$2,187.40	\$2,296.76
Hourly	\$23.62	\$24.80	\$26.04	\$27.34	\$28.71
Accounting Technician I					
Annual	\$45,693.31	\$47,977.99	\$50,376.88	\$52,895.72	\$55,540.51
Monthly	\$3,807.78	\$3,998.17	\$4,198.07	\$4,407.98	\$4,628.38
Bi-Weekly	\$1,757.44	\$1,845.31	\$1,937.57	\$2,034.45	\$2,136.17
Hourly	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70
Accounting Technician II					
Annual	\$59,673.90	\$62,657.60	\$65,790.48	\$69,080.00	\$72,534.00
Monthly	\$4,972.83	\$5,221.47	\$5,482.54	\$5,756.67	\$6,044.50
Bi-Weekly	\$2,295.15	\$2,409.91	\$2,530.40	\$2,656.92	\$2,789.77
Hourly	\$28.69	\$30.12	\$31.63	\$33.21	\$34.87
City Treasurer / Accounting Analyst					
Annual	\$60,166.97	\$63,175.32	\$66,334.09	\$69,650.78	\$73,133.33
Monthly	\$5,013.91	\$5,264.61	\$5,527.84	\$5,804.23	\$6,094.44
Bi-Weekly	\$2,314.11	\$2,429.82	\$2,551.31	\$2,678.88	\$2,812.82
Hourly	\$28.93	\$30.37	\$31.89	\$33.49	\$35.16
City Clerk / PW Admin Tech					
Annual	\$68,590.35	\$72,019.86	\$75,620.85	\$79,401.89	\$83,371.98
Monthly	\$5,715.86	\$6,001.66	\$6,301.74	\$6,616.82	\$6,947.67
Bi-Weekly	\$2,638.09	\$2,769.99	\$2,908.49	\$3,053.92	\$3,206.61
Hourly	\$32.98	\$34.62	\$36.36	\$38.17	\$40.08

All classifications are full-time, based on 2,080 hours annually. Monthly, bi-weekly, and hourly rates are derived from the annual rate and are shown for reference; the annual rate governs.

This schedule supersedes the General Unit Salary Schedule effective July 1, 2026. The only change from that schedule is the amended salary range for the Accounting Technician II classification, effective October 15, 2026. All other classifications are restated without change.

Adopted by the City Council of the City of Orland on _____, 2026, by Resolution No. 2026-_____.