

**DIVISION 4
SALARY SCHEDULE**

(Approved June 19, 2019 / Effective July 1, 2019)

SEC. 4003 REGULAR (FULL TIME) EMPLOYEE CLASSIFICATIONS-MONTHLY SALARY

SECTION A - ADMINISTRATION

TOTAL POSITIONS AUTHORIZED (5)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
City Manager	(1)	13,598-17,425	*	*	*	*	*	*
Human Resources Director	(1)	8,074-10,309	*	*	*	*	*	*
Assistant City Clerk/HR Analyst	(1)	*	5,325	5,591	5,871	6,165	6,473	6,797
HR Technician I	(2)	*	3,572	3,751	3,939	4,136	4,343	4,560
<u>Admin Clerk</u>	(0)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

* Comment: Promotions to skill levels within the Admin Clerk job classifications are made by the Human Resources Director with concurrence of the City Manager.

SECTION B - FINANCE

TOTAL POSITIONS AUTHORIZED (9)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Finance Director	(1)	9,209-11,758						
Accounting & Budget Supervisor	(1)	*	6,406	6,726	7,062	7,415	7,786	8,175
<u>Accountant</u>	(2)							
Accountant II	*	*	5,325	5,591	5,871	6,165	6,473	6,797
Accountant I	*	*	4,340	4,557	4,785	5,024	5,275	5,539
<u>Accounting Technician</u>	(1)	*	3,642	3,824	4,015	4,216	4,427	4,648
<u>Accounting Clerk</u>	(4)							
Accounting Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Accounting Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

* Comment: Promotions to skill levels within the Accountant and Accounting Clerk job classifications are made by the Finance Director with concurrence of the City Manager.

SECTION C - COMMUNITY & ECONOMIC DEVELOPMENT

TOTAL POSITIONS AUTHORIZED (3)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Community & Economic Development Director	(1)	8,074-10,309						
<u>Planner</u>	(1)							
Senior Planner	*	*	6,182	6,491	6,816	7,157	7,515	7,891
Associate Planner	*	*	5,325	5,591	5,871	6,165	6,473	6,797
Assistant Planner	*	*	4,340	4,557	4,785	5,024	5,275	5,539
<u>Planning Technician</u>	(1)	*	3,572	3,751	3,939	4,136	4,343	4,560

* Comment: Promotions to skill levels within the Planner job classifications are made by the Community & Economic Development Director with concurrence of the City Manager.

SEC. 4003 REGULAR (FULL TIME) EMPLOYEE CLASSIFICATIONS-MONTHLY SALARY-Continued

SECTION D - INFORMATION TECHNOLOGY

TOTAL POSITIONS AUTHORIZED (3)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Information Technology Manager	(1)	*	6,406	6,726	7,062	7,415	7,786	8,175
Information Technology Technician	(2)	*	4,157	4,365	4,583	4,812	5,053	5,306

SECTION E - PUBLIC WORKS

TOTAL POSITIONS AUTHORIZED (58)

Public Works Director/City Engineer	(1)	12,441-15,887						
Assistant Public Works Director	(1)	*	8,244	8,656	9,089	9,543	10,020	10,521
Public Works Operations Manager	(1)	*	6,406	6,726	7,062	7,415	7,786	8,175
Parks & Rec Operations Manager	(1)	*	5,986	6,286	6,600	6,930	7,277	7,641
Supervisor	(1)	*	4,807	5,047	5,299	5,564	5,842	6,134
Water Quality Specialist	(1)	*	4,713	4,949	5,196	5,456	5,729	6,015
Fleet Maintenance Coordinator	(1)	*	4,601	4,831	5,073	5,327	5,593	5,873
Administrative Coordinator	(1)	*	4,511	4,737	4,974	5,223	5,484	5,758
Foreman	(4)	*	4,511	4,737	4,974	5,223	5,484	5,758
Administrative Assistant	(2)	*	3,687	3,872	4,066	4,269	4,482	4,706
Engineering Technician	(1)	*	3,642	3,824	4,015	4,216	4,427	4,648
Recreation Coordinator II	(1)	*	3,376	3,545	3,722	3,908	4,103	4,308
Recreation Coordinator I	(2)	*	2,667	2,800	2,940	3,087	3,241	3,403
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403
** Inspector I	(1)	*	4,254	4,466	4,689	4,923	5,169	5,427
** Maintenance Mechanic I	(1)	*	2,997	3,147	3,304	3,469	3,642	3,824
** Sweeper Operator I	(2)	*	2,997	3,147	3,304	3,469	3,642	3,824
*** Custodian	(1)	*	2,400	2,520	2,646	2,778	2,917	3,063
<u>Environmental Control/Utilities Maintenance</u>	(13)							
** Environmental Control Specialist III	*	*	3,911	4,107	4,312	4,528	4,754	4,992
** Environmental Control Specialist II	*	*	3,430	3,601	3,781	3,970	4,169	4,377
** Environmental Control Specialist I	*	*	3,266	3,429	3,600	3,780	3,969	4,167
** Environmental Control Specialist Trainee	*	*	3,110	3,265	3,428	3,599	3,779	3,968
** Utilities Maintenance III	*	*	3,677	3,861	4,054	4,257	4,470	4,694
** Utilities Maintenance II	*	*	3,343	3,510	3,686	3,870	4,064	4,267
** Utilities Maintenance I	*	*	2,997	3,147	3,304	3,469	3,642	3,824
<u>Maintenance</u>	(21)							
** Maintenance Worker III	*	*	3,668	3,852	4,045	4,247	4,459	4,682
** Maintenance Worker II	*	*	3,321	3,487	3,661	3,844	4,036	4,238
** Maintenance Worker I	*	*	2,997	3,147	3,304	3,469	3,642	3,824
** Maintenance Worker Trainee	*	*	2,365	2,483	2,607	2,737	2,874	3,018

* Comment: Promotions to skill levels (Trainee/I/II/III) within the Environmental Control Specialist, Utilities Maintenance, Maintenance Worker and Admin Clerk job classifications are made by the Public Works Director/City Engineer with concurrence of the City Manager.

* Additionally, the Public Works Director/City Engineer with concurrence of the City Manager, may temporarily or permanently reassign certain employees in accordance with the following guidelines: 1) Supervisor level positions -- Employees serving in capacity of Supervisor may be reassigned to an equivalent pay grade within any of the Supervisor level positions; and 2) Maintenance -- Employees assigned to any one of these three broad employment classifications may be reassigned to an equivalent pay grade of one of the other two classifications.

**** New Union - still in labor negotiations**

SEC. 4003 REGULAR (FULL TIME) EMPLOYEE CLASSIFICATIONS-MONTHLY SALARY-Continued

SECTION F - FIRE & BUILDING
TOTAL POSITIONS AUTHORIZED (20)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Fire Chief	(1)	10,815-13,805						
Asst Fire Chief	(1)	*	8,166	8,574	9,003	9,453	9,926	10,422
Fire Captain	(3)	*	5,599	5,879	6,173	6,482	6,806	6,976
Fire Engineer	(6)	*	5,334	5,494	5,659	5,829	6,004	6,154
Fire Fighter	(7)	*	4,387	4,606	4,836	5,078	5,332	5,465
Administrative Coordinator	(1)	*	4,511	4,737	4,974	5,223	5,484	5,758
<u>Admin Clerk</u>	(1)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

* Comment: Promotions to skill levels within the Admin Clerk job classifications are made by the Fire Chief with concurrence of the City Manager.

SECTION G - POLICE
TOTAL POSITIONS AUTHORIZED (80)

<u>EMPLOYEE CLASSIFICATION</u>	<u>AUTHORIZED</u>	<u>RANGE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Police Chief	(1)	11,809-15,073						
Police Commander	(2)	*	8,876	9,319	9,785	10,274	10,788	11,327
Police Sergeant	(8) ¹	*	6,883	7,228	7,589	7,968	8,366	8,575
Police Services Manager	(1)	*	6,177	6,486	6,810	7,151	7,509	7,884
Dispatch Supervisor	(1)	*	4,845	5,087	5,341	5,608	5,888	6,182
Code Enforcement Officer	(4)	*	4,076	4,279	4,493	4,718	4,954	5,202
Public Safety Dispatcher	(11)	*	3,726	3,912	4,108	4,313	4,529	4,755
Crime Analyst	(1)	*	3,575	3,754	3,942	4,139	4,346	4,563
Property Evidence Technician	(1)	*	3,142	3,299	3,464	3,637	3,819	4,010
Community Services Officer	(8)	*	2,736	2,872	3,016	3,167	3,325	3,491
		*	2,736	2,872	3,016	3,167	3,325	3,491
Public Safety Custodian	(1)	*	2,472	2,596	2,726	2,862	3,005	3,155
<u>Police Officer</u>	(37) ²	*	5,159	5,417	5,688	5,972	6,271	6,428
		*	5,159	5,417	5,688	5,972	6,271	6,428
Police Trainee	*	*	2,422	2,543	2,670	2,804	2,944	3,091
<u>Admin Clerk</u>	(4)							
Admin Clerk II	*	*	3,179	3,338	3,505	3,680	3,864	4,057
Admin Clerk I	*	*	2,667	2,800	2,940	3,087	3,241	3,403

¹ The 8th Police Sergeant to be filled after the six (6) Measure H Police Officers are hired.

² The Police Trainee position may be filled in lieu of Police Officer positions. The total number of Police Officers and Police Trainees shall not exceed the total number authorized for Police Officer.

* Comment: Promotions to skill levels within the Admin Clerk job classifications are made by the Police Chief with concurrence of the City Manager.

SEC. 4004 PART TIME & ELECTED EMPLOYEE CLASSIFICATIONS

Public Works Department -- Hourly Salary

<u>EMPLOYEE CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Admin Clerk	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>
Recreation Assistant	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>

Public Safety Department -- Hourly Salary

<u>EMPLOYEE CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Maintenance Worker	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>
Police Officer	21.00	22.05	23.15	24.31	25.53	26.16
Code Enforcement Officer	18.00	18.90	19.85	20.84	21.88	22.43
Fire Fighter	15.11	15.87	16.66	17.49	18.37	18.83
Dispatcher	14.10	14.81	15.55	16.32	17.14	17.57
Admin Clerk	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>
Custodian	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>
Community Services Officer	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>

City Hall Division -- Hourly Salary

<u>EMPLOYEE CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Admin Clerk	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>
Custodian	12.00	12.60	13.23	13.89	14.59	14.95
	<u>Jan 1, 2020</u>	<u>13.00</u>	<u>13.65</u>	<u>14.33</u>	<u>15.05</u>	<u>15.80</u>

Elected Officials -- Monthly Salary

Mayor	400.00 monthly
Council Members	300.00 monthly
City Clerk	100.00 monthly
City Treasurer	100.00 monthly