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RESOLUTION NO. 2019-106

**AMENDING THE SALARY SCHEDULE ADOPTED BY RESOLUTION NO. 2019-93
TO UPDATE SALARY RANGES FOR NON-EXEMPT FIRE DEPARTMENT
CLASSIFICATIONS**

WHEREAS, Suisun City Code Chapter 2.40 establishes a Personnel System that includes Classifications to group positions with similar duties and responsibilities into categories, and Pay Ranges within a Compensation Plan to establish appropriate compensation for the various Classes; and

WHEREAS, the authority to approve new job Classifications, establish Pay Ranges for each Classification and approve placement of new Classifications in appropriate bargaining units each by resolution is the purview of the City Council; and

WHEREAS, the City Manager is designated as the Personnel Officer with the responsibility to prepare, maintain and propose revisions to the Classification Plan and a Compensation Plan to be effective upon approval by the City Council; and

WHEREAS, the City Council on September 3, 2019, adopted Resolution No. 2019-93 to create within the Fire Department the new Job Classifications of Fire Captain and Fire Engineer with associated Salary Ranges; and

WHEREAS, subsequent to that City Council action, Staff realized an error was made in calculating the hourly rates for those Classifications resulting in potential overpayment for non-scheduled overtime; and

WHEREAS, appropriate bargaining units have been consulted in accordance with the Employer-Employee Relations Resolution (Reso. No. 74-33).

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Suisun City, California, as follows:

- The Salary Schedule adopted by Resolution No. 2019-93 is hereby rescinded and replaced with the updated Salary Schedule attached hereto as Exhibit A to correct and update the hourly rates for Fire Captain and Fire Engineer.

This Resolution shall take effect upon adoption.

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PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 22nd day of October 2019, by the following vote:

AYES:	Councilmembers:	<u>Adams, Day, Segala, Williams, Wilson</u>
NOES:	Councilmembers:	<u>NONE</u>
ABSENT:	Councilmembers:	<u>NONE</u>
ABSTAIN:	Councilmembers:	<u>NONE</u>

WITNESS my hand and the seal of said City this 22nd day of October 2019.



Donna Pock, CMC
Deputy City Clerk

EXHIBIT A

Section No. 1: Executive Management Salary Schedule

Effective: July 30, 2019

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
City Manager* (1)	100	\$ 13,161	\$ 75.93	\$ 17,767	\$ 102.50
Fire Chief*	115	\$ 10,695	\$ 61.70	\$ 13,000	\$ 75.00
Police Chief*	110	\$ 10,695	\$ 61.70	\$ 13,000	\$ 75.00
Administrative Services Director*	108	\$ 8,465	\$ 48.84	\$ 11,428	\$ 65.93
Development Services Director*	128	\$ 8,465	\$ 48.84	\$ 11,428	\$ 65.93
Pub. Wks. & Bldg. Director/City Engineer*	123	\$ 8,465	\$ 48.84	\$ 11,428	\$ 65.93
Recreation, Parks & Marina Director*	140	\$ 8,465	\$ 48.84	\$ 11,428	\$ 65.93
Community Development Director*	130	\$ 7,548	\$ 43.54	\$ 10,189	\$ 58.78
Economic Development Director*	125	\$ 7,548	\$ 43.54	\$ 10,189	\$ 58.78
Chief Building Official*	135	\$ 7,548	\$ 43.54	\$ 10,189	\$ 58.78

***Exempt**

(1) City Manager salary adjustments set by contract and effective July 1.

EXHIBIT A

Section No. 1: Executive Management Salary Schedule

Effective: December 27, 2019

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
City Manager* (1)	100	\$ 13,161	\$ 75.93	\$ 17,767	\$ 102.50
Fire Chief*	115	\$ 11,112	\$ 64.11	\$ 13,507	\$ 77.93
Police Chief*	110	\$ 11,112	\$ 64.11	\$ 13,507	\$ 77.93
Administrative Services Director*	108	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Development Services Director*	128	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Pub. Wks. & Bldg. Director/City Engineer*	123	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Recreation, Parks & Marina Director*	140	\$ 8,795	\$ 50.74	\$ 11,873	\$ 68.50
Community Development Director*	130	\$ 7,842	\$ 45.24	\$ 10,587	\$ 61.08
Economic Development Director*	125	\$ 7,842	\$ 45.24	\$ 10,587	\$ 61.08
Chief Building Official*	135	\$ 7,842	\$ 45.24	\$ 10,587	\$ 61.08

***Exempt**

(1) City Manager salary adjustments set by contract and effective July 1.

EXHIBIT A

Section No. 2: Police Management Salary Schedule

Effective: July 30, 2019

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
Police Chief*	110	\$ 10,695	\$ 61.70	\$ 13,000	\$ 75.00
Police Commander*	255	\$ 7,525	\$ 43.42	\$ 10,159	\$ 58.61

*Exempt

EXHIBIT A

Section No. 2: Police Management Salary Schedule

Effective: December 27, 2019

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
Police Chief*	110	\$ 11,112	\$ 64.11	\$ 13,507	\$ 77.93
Police Commander*	255	\$ 7,819	\$ 45.11	\$ 10,555	\$ 60.90

*Exempt

EXHIBIT A

Section No. 3: Professional/Technical Salary Schedule

Effective: October 18, 2019

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
City Engineer*	267	\$ 7,547	\$ 43.54	\$ 10,189	\$ 58.78
Police Commander*	255	\$ 7,525	\$ 43.42	\$ 10,159	\$ 58.61
Fire Division Chief*	237	\$ 6,899	\$ 39.80	\$ 9,314	\$ 53.73
Public Works Superintendent*	265	\$ 6,849	\$ 39.51	\$ 9,246	\$ 53.34
Financial Services Manager*	225	\$ 6,288	\$ 36.28	\$ 8,489	\$ 48.98
Accounting Services Manager*	207	\$ 6,035	\$ 34.82	\$ 8,148	\$ 47.01
Building Inspection Services Manager*	216	\$ 6,035	\$ 34.82	\$ 8,148	\$ 47.01
IT Services Manager*	276	\$ 6,035	\$ 34.82	\$ 8,148	\$ 47.01
Police Support Services Manager*	270	\$ 6,035	\$ 34.82	\$ 8,148	\$ 47.01
Assistant/Associate Engineer-Associate*	221	\$ 6,035	\$ 34.82	\$ 8,148	\$ 47.01
Fire Captain (2,912 annual hours)	202	\$ 5,342	\$ 23.26	\$ 7,823	\$ 31.40
Senior Management Analyst*	238	\$ 5,754	\$ 33.20	\$ 7,768	\$ 44.82
Senior Planner*	239	\$ 5,754	\$ 33.20	\$ 7,768	\$ 44.82
Project Manager*	260	\$ 5,492	\$ 31.69	\$ 7,415	\$ 42.78
Senior Accountant*	205	\$ 5,492	\$ 31.69	\$ 7,415	\$ 42.78
Senior Building Inspector*	215	\$ 5,492	\$ 31.69	\$ 7,415	\$ 42.78
Assistant/Associate Engineer-Assistant*	220	\$ 5,486	\$ 31.65	\$ 7,406	\$ 42.73
Assistant/Associate Planner-Associate*	251	\$ 5,231	\$ 30.18	\$ 7,062	\$ 40.74
Management Analyst I/II-II*	236	\$ 5,231	\$ 30.18	\$ 7,062	\$ 40.74
Marina & Waterfront Events Manager*	240	\$ 5,231	\$ 30.18	\$ 7,062	\$ 40.74
Housing Manager*	230	\$ 5,029	\$ 29.01	\$ 6,789	\$ 39.17
Marketing Manager*	245	\$ 4,775	\$ 27.55	\$ 6,446	\$ 37.19
Accountant*	200	\$ 4,755	\$ 27.43	\$ 6,420	\$ 37.04
Assistant/Associate Planner-Assistant*	250	\$ 4,755	\$ 27.43	\$ 6,420	\$ 37.04
Management Analyst I/II-I*	235	\$ 4,755	\$ 27.43	\$ 6,420	\$ 37.04
Dispatch/Records Supervisor*	223	\$ 4,462	\$ 25.74	\$ 6,023	\$ 34.75
Public Works Supervisor*	222	\$ 4,440	\$ 25.62	\$ 5,994	\$ 34.58
Sec to City Mgr/Dep City Clerk*	300	\$ 4,171	\$ 24.06	\$ 5,630	\$ 32.48
Recreation Supervisor*	241	\$ 3,796	\$ 21.90	\$ 5,125	\$ 29.57

Bold denotes benchmark class

***Exempt**

EXHIBIT A

Section No. 3: Professional/Technical Salary Schedule

Effective: December 27, 2019

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
City Engineer*	267	\$ 7,842	\$ 45.24	\$ 10,586	\$ 61.07
Police Commander*	255	\$ 7,819	\$ 45.11	\$ 10,555	\$ 60.90
Fire Division Chief*	237	\$ 7,168	\$ 41.35	\$ 9,677	\$ 55.83
Public Works Superintendent*	265	\$ 7,116	\$ 41.05	\$ 9,606	\$ 55.42
Financial Services Manager*	225	\$ 6,534	\$ 37.69	\$ 8,820	\$ 50.89
Accounting Services Manager*	207	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
Building Inspection Services Manager*	216	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
IT Services Manager*	276	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
Police Support Services Manager*	270	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
Assistant/Associate Engineer-Associate*	221	\$ 6,271	\$ 36.18	\$ 8,465	\$ 48.84
Fire Captain (2,912 annual hours)	202	\$ 6,021	\$ 24.16	\$ 8,128	\$ 32.62
Senior Management Analyst*	238	\$ 5,979	\$ 34.49	\$ 8,071	\$ 46.57
Senior Planner*	239	\$ 5,979	\$ 34.49	\$ 8,071	\$ 46.57
Project Manager*	260	\$ 5,707	\$ 32.92	\$ 7,704	\$ 44.45
Senior Accountant*	205	\$ 5,707	\$ 32.92	\$ 7,704	\$ 44.45
Senior Building Inspector*	215	\$ 5,707	\$ 32.92	\$ 7,704	\$ 44.45
Assistant/Associate Engineer-Assistant*	220	\$ 5,700	\$ 32.89	\$ 7,695	\$ 44.39
Assistant/Associate Planner-Associate*	251	\$ 5,435	\$ 31.36	\$ 7,338	\$ 42.33
Management Analyst I/II-II*	236	\$ 5,435	\$ 31.36	\$ 7,338	\$ 42.33
Marina & Waterfront Events Manager*	240	\$ 5,435	\$ 31.36	\$ 7,338	\$ 42.33
Housing Manager*	230	\$ 5,225	\$ 30.15	\$ 7,054	\$ 40.70
Marketing Manager*	245	\$ 4,961	\$ 28.62	\$ 6,698	\$ 38.64
Accountant*	200	\$ 4,941	\$ 28.50	\$ 6,670	\$ 38.48
Assistant/Associate Planner-Assistant*	250	\$ 4,941	\$ 28.50	\$ 6,670	\$ 38.48
Management Analyst I/II-I*	235	\$ 4,941	\$ 28.50	\$ 6,670	\$ 38.48
Dispatch/Records Supervisor*	223	\$ 4,636	\$ 26.74	\$ 6,258	\$ 36.11
Public Works Supervisor*	222	\$ 4,613	\$ 26.62	\$ 6,228	\$ 35.93
Sec to City Mgr/Dep City Clerk*	300	\$ 4,333	\$ 25.00	\$ 5,850	\$ 33.75
Recreation Supervisor*	241	\$ 3,944	\$ 22.75	\$ 5,324	\$ 30.72

Bold denotes benchmark class

*Exempt

EXHIBIT A

Section No. 4: Police Non-Management Salary Schedule

Effective: December 28, 2018

Job Class w/ Incentive &/or Assignment Pay	Range	A Step		B Step		C Step		D Step		E Step		F Step		G Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Police Officer	400	\$5,253	\$30.31	\$5,516	\$31.82	\$5,792	\$33.41	\$6,081	\$35.08	\$6,385	\$36.84	N/A	N/A	N/A	N/A
Police Officer w/ POST Basic Certificate	403	\$5,306	\$30.61	\$5,571	\$32.14	\$5,850	\$33.75	\$6,142	\$35.43	\$6,449	\$37.21	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. Certificate	401	\$5,571	\$32.14	\$5,850	\$33.75	\$6,142	\$35.43	\$6,449	\$37.21	\$6,772	\$39.07	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. & Adv Certs	402	\$5,850	\$33.75	\$6,142	\$35.43	\$6,449	\$37.21	\$6,772	\$39.07	\$7,110	\$41.02	N/A	N/A	N/A	N/A
Police Corporal	415	N/A	N/A	N/A	N/A	\$5,850	\$33.75	\$6,142	\$35.43	\$6,449	\$37.21	\$6,772	\$39.07	N/A	N/A
Police Corporal w/ POST Int. Cert.	416	N/A	N/A	N/A	N/A	\$6,142	\$35.43	\$6,449	\$37.21	\$6,772	\$39.07	\$7,110	\$41.02	N/A	N/A
Police Corporal w/ POST Int. & Adv.	417	N/A	N/A	N/A	N/A	\$6,449	\$37.21	\$6,772	\$39.07	\$7,110	\$41.02	\$7,466	\$43.07	N/A	N/A
Police Sergeant	450	\$6,603	\$38.09	\$6,933	\$40.00	\$7,279	\$42.00	\$7,643	\$44.10	\$8,026	\$46.30	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. Certificate	451	\$6,933	\$40.00	\$7,279	\$42.00	\$7,643	\$44.10	\$8,026	\$46.30	\$8,427	\$48.62	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. & Adv.	452	\$7,279	\$42.00	\$7,643	\$44.10	\$8,026	\$46.30	\$8,427	\$48.62	\$8,848	\$51.05	N/A	N/A	N/A	N/A

Bold denotes benchmark class

EXHIBIT A

Section No. 4: Police Non-Management Salary Schedule

Effective: December 27, 2019

Job Class w/ Incentive &/or Assignment Pay	Range	A Step		B Step		C Step		D Step		E Step		F Step		G Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Police Officer	400	\$5,458	\$31.49	\$5,731	\$33.06	\$6,017	\$34.72	\$6,318	\$36.45	\$6,634	\$38.27	N/A	N/A	N/A	N/A
Police Officer w/ POST Basic Certificate	403	\$5,567	\$32.12	\$5,846	\$33.72	\$6,138	\$35.41	\$6,445	\$37.18	\$6,767	\$39.04	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. Certificate	401	\$5,846	\$33.72	\$6,138	\$35.41	\$6,445	\$37.18	\$6,767	\$39.04	\$7,105	\$40.99	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. & Adv Certs	402	\$6,138	\$35.41	\$6,445	\$37.18	\$6,767	\$39.04	\$7,105	\$40.99	\$7,461	\$43.04	N/A	N/A	N/A	N/A
Police Corporal	415	N/A	N/A	N/A	N/A	\$6,138	\$35.41	\$6,445	\$37.18	\$6,767	\$39.04	\$7,105	\$40.99	N/A	N/A
Police Corporal w/ POST Int. Cert.	416	N/A	N/A	N/A	N/A	\$6,445	\$37.18	\$6,767	\$39.04	\$7,105	\$40.99	\$7,461	\$43.04	N/A	N/A
Police Corporal w/ POST Int. & Adv.	417	N/A	N/A	N/A	N/A	\$6,767	\$39.04	\$7,105	\$40.99	\$7,461	\$43.04	\$7,834	\$45.19	N/A	N/A
Police Sergeant	450	\$6,928	\$39.97	\$7,274	\$41.97	\$7,638	\$44.07	\$8,020	\$46.27	\$8,421	\$48.58	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. Certificate	451	\$7,274	\$41.97	\$7,638	\$44.07	\$8,020	\$46.27	\$8,421	\$48.58	\$8,842	\$51.01	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. & Adv.	452	\$7,638	\$44.07	\$8,020	\$46.27	\$8,421	\$48.58	\$8,842	\$51.01	\$9,284	\$53.56	N/A	N/A	N/A	N/A

Bold denotes benchmark class

EXHIBIT A

Section No. 5: General City Service

Effective: October 18, 2019

Job Class	Range	A Step		B Step		C Step		D Step		E Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Computer Technician	545	\$5,190	\$29.94	\$5,449	\$31.44	\$5,722	\$33.01	\$6,008	\$34.66	\$6,308	\$36.39
Building Inspector I/II-II	521	\$4,937	\$28.48	\$5,184	\$29.91	\$5,443	\$31.40	\$5,715	\$32.97	\$6,001	\$34.62
Public Works Inspector	570	\$5,189	\$29.94	\$5,449	\$31.44	\$5,721	\$33.01	\$6,007	\$34.66	\$6,308	\$36.39
Youth Services Specialist	590	\$4,606	\$26.57	\$4,836	\$27.90	\$5,078	\$29.30	\$5,332	\$30.76	\$5,599	\$32.30
Senior Public Safety Dispatcher	530	\$4,504	\$25.99	\$4,730	\$27.29	\$4,966	\$28.65	\$5,214	\$30.08	\$5,475	\$31.59
Building Inspector I/II-I	520	\$4,489	\$25.90	\$4,714	\$27.20	\$4,950	\$28.56	\$5,197	\$29.98	\$5,457	\$31.48
Human Resources Technician	519	\$4,401	\$25.39	\$4,621	\$26.66	\$4,853	\$28.00	\$5,095	\$29.40	\$5,350	\$30.87
Permit Technician	518	\$4,401	\$25.39	\$4,621	\$26.66	\$4,853	\$28.00	\$5,095	\$29.40	\$5,350	\$30.87
Housing Specialist I/II-II	561	\$4,200	\$24.23	\$4,410	\$25.44	\$4,631	\$26.72	\$4,862	\$28.05	\$5,105	\$29.45
Public Safety Dispatcher I/II-II	526	\$4,095	\$23.63	\$4,300	\$24.81	\$4,515	\$26.05	\$4,741	\$27.35	\$4,978	\$28.72
Housing Specialist I/II-I	560	\$4,001	\$23.08	\$4,201	\$24.24	\$4,411	\$25.45	\$4,632	\$26.72	\$4,863	\$28.06
Administrative Assistant II	511	\$4,001	\$23.08	\$4,201	\$24.24	\$4,411	\$25.45	\$4,632	\$26.72	\$4,863	\$28.06
Recreation Coordinator	580	\$3,900	\$22.50	\$4,095	\$23.63	\$4,300	\$24.81	\$4,515	\$26.05	\$4,741	\$27.35
Accounting Technician	508	\$3,885	\$22.41	\$4,080	\$23.54	\$4,283	\$24.71	\$4,498	\$25.95	\$4,723	\$27.25
Senior Account Clerk	505	\$3,885	\$22.41	\$4,080	\$23.54	\$4,283	\$24.71	\$4,498	\$25.95	\$4,723	\$27.25
Senior Maintenance Worker	568	\$3,825	\$22.07	\$4,017	\$23.17	\$4,217	\$24.33	\$4,428	\$25.55	\$4,650	\$26.82
Fleet Mechanic	555	\$3,825	\$22.07	\$4,017	\$23.17	\$4,217	\$24.33	\$4,428	\$25.55	\$4,650	\$26.82
Public Safety Dispatcher I/II-I	525	\$3,825	\$22.07	\$4,017	\$23.17	\$4,217	\$24.33	\$4,428	\$25.55	\$4,650	\$26.82
Administrative Assistant I	510	\$3,737	\$21.56	\$3,924	\$22.64	\$4,121	\$23.77	\$4,327	\$24.96	\$4,543	\$26.21
Rec. Prog. & Admin. Coordinator	581	\$3,737	\$21.56	\$3,924	\$22.64	\$4,121	\$23.77	\$4,327	\$24.96	\$4,543	\$26.21
Maintenance Worker I/II-II	566	\$3,644	\$21.02	\$3,826	\$22.08	\$4,018	\$23.18	\$4,219	\$24.34	\$4,430	\$25.56
Community Services Officer I/II-II	536	\$3,608	\$20.81	\$3,788	\$21.85	\$3,978	\$22.95	\$4,176	\$24.10	\$4,385	\$25.30
Account Clerk III	503	\$3,481	\$20.09	\$3,655	\$21.09	\$3,838	\$22.14	\$4,030	\$23.25	\$4,232	\$24.41
Maintenance Worker I/II-I	565	\$3,313	\$19.11	\$3,479	\$20.07	\$3,653	\$21.07	\$3,835	\$22.13	\$4,027	\$23.23
Bldg Maintenance Worker I/II-II	516	\$3,313	\$19.11	\$3,479	\$20.07	\$3,653	\$21.07	\$3,835	\$22.13	\$4,027	\$23.23
Community Services Officer I/II-I	535	\$3,278	\$18.91	\$3,442	\$19.86	\$3,614	\$20.85	\$3,795	\$21.89	\$3,984	\$22.99
Account Clerk I/II-II	501	\$3,165	\$18.26	\$3,324	\$19.17	\$3,490	\$20.13	\$3,664	\$21.14	\$3,848	\$22.20
Office Assistant	509	\$3,127	\$18.04	\$3,283	\$18.94	\$3,447	\$19.89	\$3,620	\$20.88	\$3,801	\$21.93
Bldg Maintenance Worker I/II-I	515	\$3,011	\$17.37	\$3,162	\$18.24	\$3,320	\$19.15	\$3,486	\$20.11	\$3,660	\$21.12
Account Clerk I/II-I	500	\$2,877	\$16.60	\$3,021	\$17.43	\$3,172	\$18.30	\$3,331	\$19.22	\$3,497	\$20.18

Bold denotes benchmark class

*Exempt

EXHIBIT A

Section No. 5: General City Service

Effective: December 27, 2019

Job Class	Range	A Step		B Step		C Step		D Step		E Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Computer Technician	545	\$5,392	\$31.11	\$5,662	\$32.67	\$5,945	\$34.30	\$6,242	\$36.01	\$6,554	\$37.81
Public Works Inspector	570	\$5,392	\$31.11	\$5,661	\$32.66	\$5,944	\$34.29	\$6,242	\$36.01	\$6,554	\$37.81
Building Inspector I/II-II	521	\$5,130	\$29.59	\$5,386	\$31.07	\$5,656	\$32.63	\$5,938	\$34.26	\$6,235	\$35.97
Youth Services Specialist	590	\$4,786	\$27.61	\$5,025	\$28.99	\$5,276	\$30.44	\$5,540	\$31.96	\$5,817	\$33.56
Senior Public Safety Dispatcher	530	\$4,680	\$27.00	\$4,914	\$28.35	\$5,160	\$29.77	\$5,418	\$31.26	\$5,689	\$32.82
Building Inspector I/II-I	520	\$4,664	\$26.91	\$4,898	\$28.26	\$5,143	\$29.67	\$5,400	\$31.15	\$5,670	\$32.71
Human Resources Technician	519	\$4,573	\$26.38	\$4,802	\$27.70	\$5,042	\$29.09	\$5,294	\$30.54	\$5,559	\$32.07
Permit Technician	518	\$4,573	\$26.38	\$4,802	\$27.70	\$5,042	\$29.09	\$5,294	\$30.54	\$5,559	\$32.07
Housing Specialist I/II-II	561	\$4,364	\$25.18	\$4,582	\$26.44	\$4,811	\$27.76	\$5,052	\$29.15	\$5,304	\$30.60
Public Safety Dispatcher I/II-II	526	\$4,255	\$24.55	\$4,468	\$25.77	\$4,691	\$27.06	\$4,926	\$28.42	\$5,172	\$29.84
Housing Specialist I/II-I	560	\$4,157	\$23.98	\$4,365	\$25.18	\$4,583	\$26.44	\$4,812	\$27.76	\$5,053	\$29.15
Administrative Assistant II	511	\$4,157	\$23.98	\$4,365	\$25.18	\$4,583	\$26.44	\$4,812	\$27.76	\$5,053	\$29.15
Recreation Coordinator	580	\$4,052	\$23.38	\$4,255	\$24.55	\$4,468	\$25.78	\$4,691	\$27.06	\$4,926	\$28.42
Accounting Technician	508	\$4,037	\$23.29	\$4,239	\$24.45	\$4,451	\$25.68	\$4,673	\$26.96	\$4,907	\$28.31
Senior Account Clerk	505	\$4,037	\$23.29	\$4,239	\$24.45	\$4,451	\$25.68	\$4,673	\$26.96	\$4,907	\$28.31
Senior Maintenance Worker	568	\$3,974	\$22.93	\$4,173	\$24.08	\$4,382	\$25.28	\$4,601	\$26.54	\$4,831	\$27.87
Fleet Mechanic	555	\$3,974	\$22.93	\$4,173	\$24.08	\$4,382	\$25.28	\$4,601	\$26.54	\$4,831	\$27.87
Public Safety Dispatcher I/II-I	525	\$3,974	\$22.93	\$4,173	\$24.08	\$4,382	\$25.28	\$4,601	\$26.54	\$4,831	\$27.87
Administrative Assistant I	510	\$3,883	\$22.40	\$4,077	\$23.52	\$4,281	\$24.70	\$4,495	\$25.93	\$4,720	\$27.23
Rec. Prog. & Admin. Coordinator	581	\$3,883	\$22.40	\$4,077	\$23.52	\$4,281	\$24.70	\$4,495	\$25.93	\$4,720	\$27.23
Maintenance Worker I/II-II	566	\$3,786	\$21.84	\$3,976	\$22.94	\$4,174	\$24.08	\$4,383	\$25.29	\$4,602	\$26.55
Community Services Officer I/II-II	536	\$3,749	\$21.63	\$3,936	\$22.71	\$4,133	\$23.84	\$4,339	\$25.03	\$4,556	\$26.29
Account Clerk III	503	\$3,617	\$20.87	\$3,798	\$21.91	\$3,988	\$23.01	\$4,187	\$24.16	\$4,397	\$25.37
Maintenance Worker I/II-I	565	\$3,442	\$19.86	\$3,615	\$20.85	\$3,795	\$21.90	\$3,985	\$22.99	\$4,184	\$24.14
Bldg Maintenance Worker I/II-II	516	\$3,442	\$19.86	\$3,615	\$20.85	\$3,795	\$21.90	\$3,985	\$22.99	\$4,184	\$24.14
Community Services Officer I/II-I	535	\$3,406	\$19.65	\$3,576	\$20.63	\$3,755	\$21.66	\$3,943	\$22.75	\$4,140	\$23.88
Account Clerk I/II-II	501	\$3,289	\$18.97	\$3,453	\$19.92	\$3,626	\$20.92	\$3,807	\$21.96	\$3,998	\$23.06
Office Assistant	509	\$3,249	\$18.74	\$3,411	\$19.68	\$3,582	\$20.66	\$3,761	\$21.70	\$3,949	\$22.78
Bldg Maintenance Worker I/II-I	515	\$3,129	\$18.05	\$3,285	\$18.95	\$3,449	\$19.90	\$3,622	\$20.89	\$3,803	\$21.94
Account Clerk I/II-I	500	\$2,989	\$17.25	\$3,139	\$18.11	\$3,296	\$19.01	\$3,461	\$19.97	\$3,634	\$20.96

Bold denotes benchmark class

*Exempt

EXHIBIT A

Section No. 6: Unrepresented General Service Salary Schedule

Effective: October 18, 2019

Job Class	Range	A Step		B Step		C Step		D Step		E Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Fire Engineer	203	\$ 5,900	\$ 23.68	\$ 6,195	\$ 24.86	\$ 6,504	\$ 26.10	\$ 6,830	\$ 27.41	\$ 7,171	\$ 28.78

Bold denotes benchmark class

***Exempt**

EXHIBIT A

Section No. 6: Unrepresented General Service Salary Schedule

Effective: December 27, 2019

Job Class	Range	A Step		B Step		C Step		D Step		E Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Fire Engineer	203	\$ 6,130	\$ 24.60	\$ 6,436	\$ 25.83	\$ 6,758	\$ 27.12	\$ 7,096	\$ 28.48	\$ 7,451	\$ 29.90

Bold denotes benchmark class

*Exempt

Exhibit B: Temporary/Hourly Employees

Effective: December 28, 2018

Minimum \$ 12.00

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Police Officer Trainee	906	\$27.55	\$28.93			
Engineering Technician - Temp	900	\$20.50	\$21.53	\$22.60	\$23.73	\$24.92
Maintenance Worker II - Temp	916	\$17.77	\$18.66	\$19.59	\$20.57	\$21.60
Police Officer - Temp	905	\$17.52	\$18.39	\$19.31	\$20.28	\$21.29
Firefighter - Temp	910	\$17.52	\$18.39	\$19.31	\$20.28	\$21.29
Computer Systems Specialist	917	\$16.95	\$17.80	\$18.69	\$19.63	\$20.61
Financial Services Specialist	918	\$16.95	\$17.80	\$18.69	\$19.63	\$20.61
Planning Specialist	919	\$16.95	\$17.80	\$18.69	\$19.63	\$20.61
Public Works Specialist	914	\$16.95	\$17.80	\$18.69	\$19.63	\$20.61
Communications & Records Tech I - Temp	920	\$16.95	\$17.80	\$18.69	\$19.63	\$20.61
Administrative Assistant I - Temp	925	\$16.61	\$17.44	\$18.32	\$19.23	\$20.19
Community Services Officer I/II-I - Temp	930	\$15.92	\$16.72	\$17.56	\$18.43	\$19.36
Maintenance Worker I - Temp	915	\$16.16	\$16.96	\$17.81	\$18.70	\$19.64
Building Maintenance Worker I/II-I - Temp	914	\$15.23	\$16.00	\$16.80	\$17.64	\$18.52
Office Assistant - Temp	926	\$14.37	\$15.09	\$15.85	\$16.64	\$17.47
Recreation Specialist Supervisor	939	\$15.81	\$16.60	\$17.43	\$18.30	\$19.22
Recreation Specialist III	937	\$14.37	\$15.09	\$15.85	\$16.64	\$17.47
Recreation Specialist II	936	\$13.07	\$13.72	\$14.41	\$15.13	\$15.88
Recreation Specialist I	935		\$12.47	\$13.10	\$13.75	\$14.44

Exhibit B: Temporary/Hourly Employees

Effective: December 27, 2019

Minimum \$ 13.00

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Police Officer Trainee	906	\$28.63	\$30.06			
Engineering Technician - Temp	900	\$21.32	\$22.39	\$23.51	\$24.68	\$25.92
Maintenance Worker II - Temp	916	\$18.66	\$19.59	\$20.57	\$21.60	\$22.68
Police Officer - Temp	905	\$18.22	\$19.13	\$20.09	\$21.09	\$22.15
Firefighter - Temp	910	\$18.22	\$19.13	\$20.09	\$21.09	\$22.15
Computer Systems Specialist	917	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Financial Services Specialist	918	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Planning Specialist	919	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Public Works Specialist	921	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Communications & Records Tech I - Temp	920	\$17.63	\$18.51	\$19.44	\$20.41	\$21.43
Administrative Assistant I - Temp	925	\$17.28	\$18.14	\$19.05	\$20.00	\$21.00
Community Services Officer I/II-I - Temp	930	\$16.56	\$17.39	\$18.26	\$19.17	\$20.13
Maintenance Worker I - Temp	915	\$16.96	\$17.81	\$18.70	\$19.64	\$20.62
Building Maintenance Worker I/II-I - Temp	914	\$16.00	\$16.80	\$17.64	\$18.52	\$19.44
Office Assistant - Temp	926	\$15.38	\$16.15	\$16.96	\$17.81	\$18.70
Recreation Specialist Supervisor	939	\$16.92	\$17.77	\$18.65	\$19.59	\$20.57
Recreation Specialist III	937	\$15.38	\$16.15	\$16.96	\$17.81	\$18.70
Recreation Specialist II	936	\$13.98	\$14.68	\$15.42	\$16.19	\$17.00
Recreation Specialist I	935		\$13.35	\$14.01	\$14.72	\$15.45

Exhibit B: Temporary/Hourly Employees

Effective: December 25, 2020

Minimum \$ 14.00

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Police Officer Trainee	906	\$28.63	\$30.06			
Engineering Technician - Temp	900	\$22.18	\$23.28	\$24.45	\$25.67	\$26.95
Maintenance Worker II - Temp	916	\$19.59	\$20.57	\$21.60	\$22.68	\$23.82
Police Officer - Temp	905	\$18.95	\$19.90	\$20.89	\$21.93	\$23.03
Firefighter - Temp	910	\$18.95	\$19.90	\$20.89	\$21.93	\$23.03
Computer Systems Specialist	917	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Financial Services Specialist	918	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Planning Specialist	919	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Public Works Specialist	921	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Communications & Records Tech I - Temp	920	\$18.34	\$19.25	\$20.22	\$21.23	\$22.29
Administrative Assistant I - Temp	925	\$17.97	\$18.87	\$19.81	\$20.80	\$21.84
Community Services Officer I/II-I - Temp	930	\$17.22	\$18.09	\$18.99	\$19.94	\$20.94
Maintenance Worker I - Temp	915	\$17.81	\$18.70	\$19.64	\$20.62	\$21.65
Building Maintenance Worker I/II-I - Temp	914	\$16.80	\$17.64	\$18.52	\$19.44	\$20.42
Office Assistant - Temp	926	\$16.46	\$17.28	\$18.14	\$19.05	\$20.00
Recreation Specialist Supervisor	939	\$18.10	\$19.01	\$19.96	\$20.96	\$22.00
Recreation Specialist III	937	\$16.46	\$17.28	\$18.14	\$19.05	\$20.00
Recreation Specialist II	936	\$14.96	\$15.71	\$16.50	\$17.32	\$18.19
Recreation Specialist I	935		\$14.28	\$15.00	\$15.75	\$16.53

Exhibit B: Temporary/Hourly Employees

Effective: Decmber 24, 2021

Minimum \$ 15.00

Job Class	Range	A	B	C	D	E
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Police Officer Trainee	906	\$28.63	\$30.06			
Engineering Technician - Temp	900	\$23.06	\$24.22	\$25.43	\$26.70	\$28.03
Maintenance Worker II - Temp	916	\$20.57	\$21.60	\$22.68	\$23.82	\$25.01
Police Officer - Temp	905	\$19.71	\$20.69	\$21.73	\$22.81	\$23.95
Firefighter - Temp	910	\$19.71	\$20.69	\$21.73	\$22.81	\$23.95
Computer Systems Specialist	917	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Financial Services Specialist	918	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Planning Specialist	919	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Public Works Specialist	921	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Communications & Records Tech I - Temp	920	\$19.07	\$20.02	\$21.02	\$22.08	\$23.18
Administrative Assistant I - Temp	925	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72
Community Services Officer I/II-I - Temp	930	\$17.91	\$18.81	\$19.75	\$20.74	\$21.77
Maintenance Worker I - Temp	915	\$18.70	\$19.64	\$20.62	\$21.65	\$22.73
Building Maintenance Worker I/II-I - Temp	914	\$17.64	\$18.52	\$19.44	\$20.42	\$21.44
Office Assistant - Temp	926	\$17.61	\$18.49	\$19.41	\$20.39	\$21.40
Recreation Specialist Supervisor	939	\$19.37	\$20.34	\$21.36	\$22.42	\$23.55
Recreation Specialist III	937	\$17.61	\$18.49	\$19.41	\$20.39	\$21.40
Recreation Specialist II	936	\$16.01	\$16.81	\$17.65	\$18.53	\$19.46
Recreation Specialist I	935		\$15.28	\$16.05	\$16.85	\$17.69