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RESOLUTION NO. 2023-100

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY AMENDING THE CITYWIDE SALARY SCHEDULE TO IMPLEMENT THE NEGOTIATED WAGE ADJUSTMENTS FOR EMPLOYEES AND CLASSIFICATIONS REPRESENTED BY THE SUISUN CITY EMPLOYEES' ASSOCIATION (SCEA), SUISUN CITY POLICE OFFICERS' ASSOCIATAION (SCPOA), SUISUN CITY MANAGEMENT AND PROFESSIONAL EMPLOYEES' ASSOCIATION (SCMPEA), INCLUDING WAGE ADJUSTMENTS FOR TEMPORARY, PART-TIME, UNREPRESENTED AND EXECUTIVEMENT MANAGEMENT EMPLOYEES AND THE CITY MANAGER.

WHEREAS, on October 10, 2006, the City Council adopted a goal of achieving 90 percent of the compensation levels of the local labor market benchmark classes that would be pursued within the City's ability to afford such compensation levels within the Financial Policies contained in the Annual Budget with the adoption of Resolution No. 2006-131; and

WHEREAS, Resolution No. 2006-131 adopted the local labor-market cities to be the Cities of American Canyon, Benicia, Davis, Dixon, Fairfield, Hercules, San Pablo, Vacaville, Vallejo, West Sacramento, and Woodland; and

WHEREAS, Resolution No. 2006-131 adopted internal alignment criteria to establish the relationships between all job classes that existed in the City's Classification and Compensation Plan at that time; and

WHEREAS, updates to the City's Classification and Compensation Plan have been is adopted from time to time, as needed, to establish new classes or revise existing classes; and

WHEREAS, on May 2, 2023, the City Council approved amending the Salary Schedule with the adoption of Resolution No. 2023-45 implementing the Second Amendment to the Suisun City Police Officers' Association (SCPOA) MOU 2021-23, the First Amendment to the Suisun City Professional Firefighters' Association (SCPFA) MOU 2022-23 and the Amended and Restated Schedule of Benefits for Unrepresented Employees; and

WHEREAS, on May 23, 2023, the City Council approved the current Salary Schedule with the adoption of Resolution No. 2023-63 implementing the Second Amendment to the Suisun City Employees' Association (SCEA) MOU 2021-23, the Third Amendment to the Suisun City Management and Professional Employees' Association (SCMPEA) MOU 2021-23; and

WHEREAS, the City and authorized labor relations representatives for SCEA, SCPOA, SCMPEA met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act (MMBA)(Gov't Code Sections 3500-3511) for successor MOUs that provide wage adjustments to represented classifications; and

WHEREAS, the City Council desires to provide wage adjustments to Temporary, Part-Time, Unrepresented and Executive Management employees consistent with the adjustments provided to represented employees; and

WHEREAS, the City Manager's employment contract, approved by City Council on March 5, 2019 with the adoption of Resolution No. 2019-20, Section 2.3 provides a base salary

1 adjustment effective July 1st of every year in accordance with any increase in the all-Urban
2 Consumer Price Index for the San Francisco-Oakland-Hayward Area (“CPI”), rounded up to the
3 nearest dollar, based on the April year-to-year change which was 4.2% from April 2022 to April
4 2023; and

5 **WHEREAS**, the negotiated wage adjustments, influenced by the salary survey of base
6 wages for benchmark classifications completed on March 23, 2023, would allow the City to recruit
7 and retain employees consistent with local labor-market conditions, and the City’s ability to pay.

8 **NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF**
9 **SUISUN CITY:**

10 **THAT** consistent with Resolution No. 2006-131, it continues to be the City’s goal to
11 achieve compensation levels for its workforce consistent with 90 percent of the compensation
12 afforded by its local labor-market survey cities for benchmark job classes, provided that the City
13 has the fiscal wherewithal to do so; and

14 **THAT** consistent with Resolution No. 2006-131, the local labor-market survey cities
15 continue to be the Cities of American Canyon, Benicia, Davis, Dixon, Fairfield, Hercules, San
16 Pablo, Vacaville, Vallejo, West Sacramento, and Woodland; and

17 **THAT** consistent with Resolution No. 2006-131, Council adopts the updated internal
18 alignment of job classes that includes new and revised job classes that have occurred over time, as
19 indicated in Exhibit B; and


20 **THAT** base wage adjustments for employees and classifications represented by SCEA,
21 SCPOA and SCMPEA are effective July 7, 2023; base wage adjustments for Temporary, Part-
22 Time, Unrepresented, and Executive Management Employees are effective July 21, 2023; and the
23 base wage adjustment for the City Manager is effective July 1, 2023; and

24 **THAT** the City Council of the City of Suisun City hereby adopts Resolution No. 2023-
25 100: Amending the Citywide Salary Schedule to Implement the Negotiated Wage Adjustments
26 for Employees and Classifications Represented by the Suisun City Employees’ Association
27 (SCEA), Suisun City Police Officers’ Association (SCPOA), Suisun City Management and
28 Professional Employees’ Association (SCMPEA), Including Wage Adjustments for Temporary,
Part-Time, Unrepresented and Executive Management Employees and the City Manager.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of
Suisun City duly held on Tuesday, the 18th day of July 2023, by the following vote:

AYES: Councilmembers: Dawson, Osum, Washington, Mayor Hernandez
NOES: Councilmembers: None
ABSENT: Councilmembers: Pal
ABSTAIN: Councilmembers: None

WITNESS my hand and the seal of said City this 18th day of July 2023.



Anita Skinner
City Clerk

Attachments: A. Citywide Salary Schedule
B. Internal Alignment Criteria



City of Suisun City
 Salary Schedule
 Resolution Date: 7/18/2023

Job Class	Range	Hourly					E	Monthly Average		Effective Date	B.U.	FLSA
		A	B	C	D			Starting	Ending			
Account Clerk I	268	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$4,116	\$5,003	07/07/23	SCEA	Exempt	
Account Clerk II	291	\$26.12	\$27.43	\$28.80	\$30.24	\$31.75	\$4,527	\$5,503	07/07/23	SCEA	Exempt	
Account Clerk III	313	\$28.73	\$30.17	\$31.68	\$33.26	\$34.92	\$4,980	\$6,053	07/07/23	SCEA	Exempt	
Accountant	362	\$35.68	\$37.46	\$39.33	\$41.30	\$43.37	\$6,184	\$7,517	07/07/23	SCMPEA	Exempt	
Accounting Technician	323	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10	\$5,433	\$6,604	07/07/23	SCEA	Exempt	
Administrative Assistant I	285	\$25.33	\$26.60	\$27.93	\$29.33	\$30.79	\$4,391	\$5,337	07/07/23	SCEA	Exempt	
Administrative Assistant II	307	\$27.87	\$29.26	\$30.72	\$32.26	\$33.87	\$4,830	\$5,871	07/07/23	SCEA	Exempt	
Assistant Engineer	389	\$40.76	\$42.80	\$44.94	\$47.19	\$49.54	\$7,065	\$8,588	07/07/23	SCMPEA	Exempt	
Assistant Planner	361	\$35.53	\$37.31	\$39.18	\$41.13	\$43.19	\$6,159	\$7,486	07/07/23	SCMPEA	Exempt	
Associate Engineer	409	\$44.84	\$47.08	\$49.43	\$51.90	\$54.50	\$7,772	\$9,447	07/07/23	SCMPEA	Exempt	
Associate Planner	380	\$39.09	\$41.04	\$43.09	\$45.25	\$47.51	\$6,775	\$8,235	07/07/23	SCMPEA	Exempt	
Background Investigator	391	-	-	-	-	\$49.92	-	-	12/24/21	Temp/PT	Exempt	
Battalion Chief (2912 annual hours)	375	\$37.97	\$39.87	\$41.87	\$43.96	\$46.16	\$9,462	\$11,501	07/21/23	Unrep	Exempt	
Building Inspection Services Manager	407	\$44.46	\$46.68	\$49.02	\$51.47	\$54.04	\$7,707	\$9,367	07/07/23	SCMPEA	Exempt	
Building Inspector I	320	\$29.63	\$31.11	\$32.66	\$34.30	\$36.01	\$5,135	\$6,242	07/07/23	SCEA	Exempt	
Building Inspector II	341	\$32.59	\$34.22	\$35.93	\$37.73	\$39.61	\$5,649	\$6,866	07/07/23	SCEA	Exempt	
Building Maintenance Worker I	272	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42	\$4,196	\$5,100	07/07/23	SCEA	Exempt	
Building Maintenance Worker II	296	\$26.63	\$27.96	\$29.36	\$30.83	\$32.37	\$4,616	\$5,610	07/07/23	SCEA	Exempt	
Chief Building Official	469	\$61.33	\$64.39	\$67.61	\$70.99	\$74.54	\$10,630	\$12,921	07/21/23	Unrep EM	Exempt	
City Engineer	467	\$60.67	\$63.70	\$66.89	\$70.23	\$73.75	\$10,516	\$12,783	07/07/23	SCMPEA	Exempt	
City Manager	595	-	-	-	-	\$134.00	-	\$23,227	07/01/23	Unrep EM	Exempt	
Code Enforcement Officer I	310	\$28.28	\$29.69	\$31.17	\$32.73	\$34.37	\$4,901	\$5,958	07/07/23	SCEA	Exempt	
Code Enforcement Officer II	330	\$31.10	\$32.66	\$34.29	\$36.01	\$37.81	\$5,391	\$6,553	07/07/23	SCEA	Exempt	
Community Services Officer I	284	\$25.21	\$26.47	\$27.79	\$29.18	\$30.64	\$4,370	\$5,311	07/07/23	SCEA	Exempt	
Community Services Officer II	305	\$27.73	\$29.12	\$30.57	\$32.10	\$33.71	\$4,807	\$5,843	07/07/23	SCEA	Exempt	
Computer Systems Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Exempt	
Computer Technician	358	\$35.09	\$36.84	\$38.68	\$40.62	\$42.65	\$6,082	\$7,392	07/07/23	SCEA	Exempt	
Deputy City Clerk (C)	363	\$35.89	\$37.69	\$39.57	\$41.55	\$43.63	\$6,221	\$7,562	07/07/23	SCMPEA	Exempt	
Deputy Fire Chief	470	\$61.67	\$64.76	\$67.99	\$71.39	\$74.96	\$10,690	\$12,994	07/07/23	SCMPEA	Exempt	
Development Services Director	498	\$70.53	\$74.05	\$77.76	\$81.64	\$85.73	\$12,225	\$14,859	07/21/23	Unrep EM	Exempt	
Dispatch/Records Supervisor	377	\$38.36	\$40.27	\$42.29	\$44.40	\$46.62	\$6,648	\$8,081	07/07/23	SCMPEA	Exempt	
Division Fire Chief	445	\$54.59	\$57.32	\$60.18	\$63.19	\$66.35	\$9,462	\$11,501	07/07/23	SCMPEA	Exempt	
Economic Development Consultant	441	-	-	-	-	\$65.00	-	-	12/24/21	Temp/PT	Exempt	
Finance Director	498	\$70.53	\$74.05	\$77.76	\$81.64	\$85.73	\$12,225	\$14,859	07/21/23	Unrep EM	Exempt	
Finance Manager	436	\$52.26	\$54.87	\$57.62	\$60.50	\$63.52	\$9,058	\$11,011	07/07/23	SCMPEA	Exempt	
Financial Services Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Exempt	
Fire Captain (2,912 annual hours)	A350	\$34.85	\$36.29	\$37.81	\$39.40	\$41.07	\$8,683	\$10,233	05/12/23	IAFF	Exempt	
Fire Captain * (2,912 annual hours)	350	\$33.79	\$35.48	\$37.25	\$39.11	\$41.07	\$8,418	\$10,233	05/12/23	IAFF	Exempt	
Fire Chief	514	\$76.03	\$79.84	\$83.83	\$88.02	\$92.42	\$13,179	\$16,019	07/21/23	Unrep EM	Exempt	

(C) Denotes Confidential Class
 ** City Manager's Salary is set by Contract

Job Class	Range	Hourly					Monthly Average		Effective Date	B.U.	FLSA
		A	B	C	D	E	Starting	Ending			
Fire Engineer (2912 annual hours)	333	\$31.38	\$32.95	\$34.60	\$36.33	\$38.15	\$7,820	\$9,505	05/12/23	IAFF	
Fire Engineer (2912 annual hours)	A333	\$32.45	\$33.77	\$35.16	\$36.62	\$38.15	\$8,085	\$9,505	05/12/23	IAFF	
Fire Marshal	445	\$54.59	\$57.32	\$60.18	\$63.19	\$66.35	\$9,462	\$11,501	07/07/23	SCMPEA	Exempt
Firefighter	292	\$26.15	\$27.46	\$28.83	\$30.27	\$31.79	-	-	07/21/23	Temp/PT	
Fleet Mechanic	288	\$25.76	\$27.05	\$28.40	\$29.82	\$31.32	\$4,466	\$5,428	07/07/23	SCEA	Exempt
Housing Programs Manager	412	\$46.28	\$48.59	\$51.02	\$53.57	\$56.25	\$8,021	\$9,750	07/07/23	SCMPEA	
Housing Specialist I	306	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$4,815	\$5,853	07/07/23	SCEA	
Housing Specialist II	326	\$30.56	\$32.08	\$33.69	\$35.37	\$37.14	\$5,297	\$6,438	07/07/23	SCEA	
Human Resources Administrator	478	\$64.11	\$67.32	\$70.69	\$74.22	\$77.93	\$11,113	\$13,508	07/21/23	Unrep EM	Exempt
Human Resources Technician (C)	323	\$31.34	\$32.91	\$34.56	\$36.28	\$38.10	\$5,433	\$6,604	07/07/23	SCEA	
IT Services Manager	443	\$53.99	\$56.69	\$59.52	\$62.50	\$65.62	\$9,358	\$11,374	07/07/23	SCMPEA	Exempt
Maintenance Worker I	300	\$27.16	\$28.52	\$29.95	\$31.45	\$33.02	\$4,708	\$5,723	07/07/23	SCEA	
Maintenance Worker II	322	\$29.88	\$31.37	\$32.94	\$34.59	\$36.32	\$5,179	\$6,295	07/07/23	SCEA	
Management Analyst I	361	\$35.53	\$37.31	\$39.18	\$41.13	\$43.19	\$6,159	\$7,486	07/07/23	SCMPEA	Exempt
Management Analyst II	380	\$39.09	\$41.04	\$43.09	\$45.25	\$47.51	\$6,775	\$8,235	07/07/23	SCMPEA	Exempt
Marketing Manager	379	\$38.82	\$40.76	\$42.80	\$44.94	\$47.18	\$6,728	\$8,178	07/07/23	SCMPEA	Exempt
Office Assistant	263	\$23.22	\$24.38	\$25.60	\$26.88	\$28.23	\$4,025	\$4,892	07/07/23	SCEA	
Permit Technician I	303	\$27.48	\$28.86	\$30.30	\$31.82	\$33.41	\$4,764	\$5,791	07/07/23	SCEA	
Permit Technician II	324	\$30.23	\$31.74	\$33.33	\$35.00	\$36.75	\$5,240	\$6,370	07/07/23	SCEA	
Planning Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	
Police Chief	547	\$88.56	\$92.99	\$97.64	\$102.52	\$107.64	\$15,350	\$18,658	07/21/23	Unrep EM	Exempt
Police Commander	498	\$70.53	\$74.05	\$77.76	\$81.64	\$85.73	\$12,225	\$14,859	07/07/23	SCMPEA	Exempt
Police Evidence and Property Technician I	284	\$25.21	\$26.47	\$27.79	\$29.18	\$30.64	\$4,370	\$5,311	07/07/23	SCEA	
Police Evidence and Property Technician II	305	\$27.73	\$29.12	\$30.57	\$32.10	\$33.71	\$4,807	\$5,843	07/07/23	SCEA	
Police Officer	411	\$45.21	\$47.47	\$49.84	\$52.34	\$54.95	\$7,836	\$9,525	07/07/23	SCPOA	
Police Officer Trainee	276	-	-	-	\$28.63	\$30.06	-	-	12/24/21	Temp/PT	
Police Sergeant	444	\$54.25	\$56.96	\$59.81	\$62.80	\$65.94	\$9,404	\$11,430	07/07/23	SCPOA	
Police Support Services Manager	413	\$46.48	\$48.81	\$51.25	\$53.81	\$56.50	\$8,057	\$9,793	07/07/23	SCMPEA	Exempt
Principal Planner	433	\$51.59	\$54.17	\$56.88	\$59.73	\$62.71	\$8,943	\$10,870	07/07/23	SCMPEA	Exempt
Project Manager	408	\$44.64	\$46.87	\$49.22	\$51.68	\$54.26	\$7,738	\$9,405	07/07/23	SCMPEA	Exempt
Public Safety Dispatcher I	314	\$28.82	\$30.26	\$31.77	\$33.36	\$35.03	\$4,995	\$6,071	07/07/23	SCPOA	
Public Safety Dispatcher II	335	\$31.70	\$33.28	\$34.95	\$36.70	\$38.53	\$5,494	\$6,679	07/07/23	SCPOA	
Public Works Director/City Engineer	514	\$76.03	\$79.84	\$83.83	\$88.02	\$92.42	\$13,179	\$16,019	07/21/23	Unrep EM	Exempt
Public Works Inspector	351	\$33.89	\$35.59	\$37.37	\$39.24	\$41.20	\$5,875	\$7,141	07/07/23	SCEA	
Public Works Specialist	222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	
Public Works Superintendent	432	\$51.08	\$53.63	\$56.31	\$59.13	\$62.08	\$8,853	\$10,761	07/07/23	SCMPEA	Exempt
Public Works Supervisor	370	\$37.07	\$38.93	\$40.87	\$42.92	\$45.06	\$6,426	\$7,811	07/07/23	SCMPEA	Exempt
Recreation Coordinator	302	\$27.38	\$28.75	\$30.19	\$31.70	\$33.28	\$4,746	\$5,769	07/07/23	SCEA	
Recreation Manager	399	\$42.69	\$44.83	\$47.07	\$49.42	\$51.89	\$7,400	\$8,995	07/07/23	SCMPEA	Exempt
Recreation Specialist I	200	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	-	-	07/21/23	Temp/PT	
Recreation Specialist II	220	\$19.80	\$20.39	\$21.01	\$21.64	\$22.29	-	-	07/21/23	Temp/PT	
Recreation Specialist III	250	\$21.78	\$22.43	\$23.11	\$23.80	\$24.51	-	-	07/21/23	Temp/PT	
Recreation Supervisor	343	\$32.86	\$34.50	\$36.23	\$38.04	\$39.94	\$5,696	\$6,923	07/07/23	SCMPEA	Exempt

Job Class	Range	Hourly					Monthly Average		Effective Date		B. U.	FLSA
		A	B	C	D	E	Starting	Ending				
Recreation, Parks & Marina Director	498	\$70.53	\$74.05	\$77.76	\$81.64	\$85.73	\$12,225	\$14,859	07/21/23	Unrep EM	Exempt	
Senior Accountant	390	\$41.03	\$43.08	\$45.24	\$47.50	\$49.87	\$7,112	\$8,644	07/07/23	SCMPEA	Exempt	
Senior Associate Engineer	425	\$49.32	\$51.79	\$54.38	\$57.09	\$59.95	\$8,549	\$10,391	07/07/23	SCMPEA	Exempt	
Senior Building Inspector	381	\$39.11	\$41.07	\$43.12	\$45.27	\$47.54	\$6,779	\$8,240	07/07/23	SCMPEA	Exempt	
Senior Maintenance Worker	344	\$32.87	\$34.51	\$36.24	\$38.05	\$39.95	\$5,697	\$6,925	07/07/23	SCEA		
Senior Management Analyst	400	\$42.99	\$45.14	\$47.40	\$49.77	\$52.26	\$7,452	\$9,059	07/07/23	SCMPEA	Exempt	
Senior Planner	400	\$42.99	\$45.14	\$47.40	\$49.77	\$52.26	\$7,452	\$9,059	07/07/23	SCMPEA	Exempt	
Senior Public Safety Dispatcher	357	\$34.87	\$36.61	\$38.44	\$40.37	\$42.38	\$6,044	\$7,346	07/07/23	SCPOA		
Youth Services Specialist	356	\$34.66	\$36.40	\$38.22	\$40.13	\$42.13	\$6,008	\$7,303	07/07/23	SCEA		

Internal Alignment Criteria

Resolution Date: July 18, 2023

Job Class	Group	Internal Alignment Criteria
Account Clerk I	SCEA	10% below Account Clerk II
Account Clerk II	SCEA	Benchmark
Account Clerk III	SCEA	10% above Account Clerk II
Accountant	SCMPEA	Benchmark
Accounting Technician	SCEA	20% above Account Clerk II
Administrative Assistant I	SCEA	10% Below Admin Assistant II
Administrative Assistant II	SCEA	Benchmark
Assistant Engineer	SCMPEA	10% below Assoc Engineer
Assistant Planner	SCMPEA	10% below Assoc Planner
Associate Engineer	SCMPEA	Benchmark
Associate Planner	SCMPEA	Benchmark
Battalion Chief (2912 annual hours)	Unrep	10% Above Monthly Average of Fire Captain
Building Inspection Services Manager	SCMPEA	Benchmark
Building Inspector I	SCEA	10% below Bldg Insp II
Building Inspector II	SCEA	Benchmark
Building Maintenance Worker I	SCEA	10% below Building Maintenance Worker II
Building Maintenance Worker II	SCEA	Benchmark
Chief Building Official	Unrep	Benchmark
City Engineer	SCMPEA	Benchmark
City Manager	Unrep	Benchmark
Code Enforcement Officer I	SCEA	10% below Code Enforcement Officer II
Code Enforcement Officer II	SCEA	Benchmark
Community Services Officer I	SCEA	10% below Community Services Officer II
Community Services Officer II	SCEA	Benchmark
Computer Technician	SCEA	Benchmark
Deputy City Clerk (C)	SCMPEA	Benchmark
Deputy Fire Chief	SCMPEA	10% Above Division Fire Chief
Development Services Director	Unrep	Tier 1 Executive
Dispatch/Records Supervisor	SCMPEA	Benchmark
Division Fire Chief	SCMPEA	10% Above Monthly Average of Fire Captain
Finance Director	Unrep	Tier 1 Executive
Finance Manager	SCMPEA	Benchmark
Fire Captain	SCPFA	Pending
Fire Chief	Unrep	Tier 2 Executive
Fire Engineer	SCPFA	Benchmark
Fire Marshal	SCMPEA	10% Above Monthly Average of Fire Captain
Fleet Mechanic	SCEA	Benchmark
Housing Programs Manager	SCMPEA	Benchmark
Housing Specialist I	SCEA	10% below Housing Specialist II
Housing Specialist II	SCEA	Benchmark
Human Resources Administrator	Unrep	10% below Tier 1 Executive
Human Resources Technician (C)	SCEA	Match Acct Tech
IT Services Manager	SCMPEA	Benchmark
Maintenance Worker I	SCEA	10% below Maintenance Worker II
Maintenance Worker II	SCEA	Benchmark
Management Analyst I	SCMPEA	10% below Management Analyst II
Management Analyst II	SCMPEA	Benchmark
Marketing Manager	SCMPEA	15% below Project Manager
Office Assistant	SCEA	20% below Admin Asst II
Permit Technician I	SCEA	10% below Permit Technician II
Permit Technician II	SCEA	Benchmark
Police Chief	Unrep	Tier 3 Executive
Police Commander	SCMPEA	30% above Sergeants
Police Evidence and Property Technician I	SCEA	10% below Evidence Prop Tech II

Internal Alignment Criteria

Resolution Date: July 18, 2023

Job Class	Group	Internal Alignment Criteria
Police Evidence and Property Technician II	SCEA	Match Community Services Officer II
Police Officer	POA	Benchmark
Police Sergeant	POA	Benchmark
Police Support Services Manager	SCMPEA	Benchmark
Principal Planner	SCMPEA	20% above Sr. Planner
Project Manager	SCMPEA	Benchmark
Public Safety Dispatcher I	POA	10% below Public Safety Dispatcher II
Public Safety Dispatcher II	POA	Benchmark
Public Works Director/City Engineer	Unrep	Tier 2 Executive
Public Works Inspector	SCEA	Benchmark
Public Works Superintendent	SCMPEA	Benchmark
Public Works Supervisor	SCMPEA	Benchmark
Recreation Coordinator	SCEA	20% below Recreation Supervisor
Recreation Manager	SCMPEA	Benchmark
Recreation Supervisor	SCMPEA	Benchmark
Recreation, Parks & Marina Director	Unrep	Tier 1 Executive
Senior Accountant	SCMPEA	15% above Accountant
Senior Associate Engineer	SCMPEA	10% above Assoc Engineer
Senior Building Inspector	SCEA	20% above Bldg Insp II
Senior Maintenance Worker	SCEA	10% above Maintenance Worker II
Senior Management Analyst	SCMPEA	10% above Management Analyst II
Senior Planner	SCMPEA	10% above Assoc Planner
Senior Public Safety Dispatcher	POA	10% above Public Safety Dispatcher II
Youth Services Specialist	SCEA	25% above Community Services Officer II