

RESOLUTION NO. 4215

A RESOLUTION OF THE CITY OF REDLANDS RESCINDING RESOLUTION NO. 4182, ESTABLISHING A SALARY SCHEDULE AND COMPENSATION PLAN FOR CITY EMPLOYEES

WHEREAS, the City Council is authorized and directed under Ordinance No. 1089 to prepare, install, revise and maintain a position classification plan and compensation plan covering all positions in the competitive service,

IT IS HEREBY RESOLVED AS FOLLOWS:

Effective June 30, 1986 the City Council of the City of Redlands does hereby rescind Resolution No. 4182 as follows:

<u>Department</u>	<u>Full-Time Positions</u>	<u>Range</u>
<u>City Clerk</u>		
City Clerk	1	Flat Rate
Deputy City Clerk	1	M 40 1/2
	<u>2</u>	
<u>City Council</u>		
Secretary	.33	39
	<u>.33</u>	
<u>City Manager</u>		
City Manager	1	Flat Rate
Executive Secretary	1	M 42 1/2
Secretary	.33	39
<u>Personnel</u>		
Personnel Manager	1	M 51
Administrative Clerk	1	35
	<u>4.33</u>	
<u>City Treasurer</u>		
City Treasurer	1	Flat Rate
Account Clerk II	3	37
Treasurer's Assistant	1	MM 39
	<u>5</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Community Development</u>		
<u>Building Division</u>		
Building Advisor I	1	43 1/2
Building Advisor II	1	45 1/2
Chief Building Official	1	M 54
Community Development Director	.50	M 59
Plan Check Examiner	1	MM 49
Secretary	1	39
Senior Electrical & Plumbing Advisor	1	47 1/2
	<u>6.50</u>	
<u>Planning Division</u>		
Asst. Community Development Director	1	M 54
Associate Planner	1	49 1/2
Code Enforcement Officer	1	43 1/2
Community Development Director	.50	M 59
Secretary	1	39
Senior Planner	2	MM 52
Staff Assistant	1	41
	<u>7.50</u>	
<u>Community Services</u>		
<u>Administration Division</u>		
Community Services Director	.10	M 58
Secretary	.34	39
	<u>.44</u>	
<u>Cemetery Division</u>		
Cemetery Caretaker I	2	37
Cemetery Caretaker II	1	38
Cemetery Services Assistant	1	39
Cemetery Supervisor	1	MM 46 1/2
Community Services Director	.10	M 58
Mechanic	1	41 1/2
Senior Cemetery Caretaker	1	42 1/2
	<u>7.10</u>	

DepartmentFull Time
PositionsRangeEquipment Maintenance Division

Community Services Director	.10	M 58
Equipment Maintenance Supervisor	1	46
Mechanic	4	41 1/2
Mechanic Assistant	2	37 1/2
Senior Administrative Clerk	1	37
Senior Mechanic	1	43 1/2
Shop Superintendent	1	MM 49 1/2
	<u>10.10</u>	

Parks Division

Community Services Director	.20	M 58
Groundskeeper I	10	37
Groundskeeper II	1	38
Park Maintenance Lead Worker	1	42 1/2
Park Maintenance Supervisor	1	MM 46 1/2
Park Repair Worker II	2	39
Senior Groundskeeper	2	39 1/2
	<u>17.20</u>	

Recreation Division

Community Center Assistant	1	37
Community Center Manager	1	MM 44 1/2
Community Services Director	.20	M 58
Joslyn Senior Center Manager	1	MM 41 1/2
Maintenance Custodian	2	38
Recreation Assistant	1	37
Recreation Superintendent	1	MM 51 1/2
Recreation Supervisor	2	40
Senior Administrative Clerk	1	37
	<u>10.20</u>	

Sanitation Division

Community Services Director	.20	M 58
Equipment Operator	1	40
Maintenance Laborer	1	38
Welder	1	41 1/2
Sanitation Collector	17	38 1/2
Sanitation Supervisor	2	MM 46 1/2
Sanitation Truck Driver	10	40 1/2
Secretary	1	39
Senior Administrative Clerk	1	37
Senior Equipment Operator	1	42
Senior Mechanic	1	43 1/2
Solid Waste Systems Manager	1	MM 51 1/2
	<u>37.20</u>	

Department

Full Time
Positions

Range

Street Tree Division

Community Services Director	.10	M 58
Forester	1	MM 46 1/2
Senior Tree Trimmer	3	42 1/2
Tree Trimmer	5	40 1/2
	<u>9.10</u>	

Engineering Services

Administration/Engineering Division

Associate Civil Engineer	3	MM 51
City Engineer	1	M 58 1/2
Construction Inspector	.50	46
Junior Engineer	2	47
Secretary	.50	39
Staff Assistant	.50	41
Street Services Manager	.50	M 54 1/2
	<u>8</u>	

Airport Division

Airport Manager	<u>1</u>	MM 52 1/2
	1	

Electrical Division

Electrical Supervisor	1	47 1/2
Electrician I	1	40 1/2
Electrician II	1	43 1/2
Electronic Technician I	1	43 1/2
Electronic Technician II	1	45 1/2
Electrical Superintendent	1	MM 49 1/2
	<u>6</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Street Division</u>		
Construction Supervisor	1	45
Equipment Operator	2	40
Maintenance Laborer	3	38
Senior Equipment Operator	2	42
Street Maintenance Lead Worker	3	42
Street Maintenance Worker	2	40
Street Maintenance Superintendent	1	MM 48
Street Services Manager	.50	M 54 1/2
	<u>14.50</u>	

Fire

Fire Captain	12	50 1/2
Fire Chief	1	MS 63
Fire Division Chief	3	MS 59
Fire Engineer	12	48
Fire Prevention Captain	1	50 1/2
Fire Fighter	12	46
Fire Fighter/Paramedic	12	48
Secretary	1	39
Senior Mechanic	<u>1</u>	43 1/2
	55	

Library

Archivist Curator	1	M 52 1/2
Library Assistant	7	39
Library Clerk	4	35
Library Director	1	M 55 1/2
Maintenance Custodian	1	38
Principal Librarian	2	MM 46 1/2
Senior Librarian	1	MM 44 1/2
Senior Library Clerk	1	37
Staff Assistant	<u>1</u>	41
	19	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Management Services</u>		
Computer Programmer	1	MM 44
Data Processing Manager	1	MM 49
Management Services Director	1	M 59
Purchasing Agent	1	MM 51
Purchasing Assistant	1	39
Storekeeper	1	39 1/2
	<u>6</u>	
<u>Finance Division</u>		
Account Clerk II	2	37
Accounting Supervisor	1	MM 46
Finance Director	1	M 57
Senior Account Clerk/Payables	1	39
Senior Account Clerk/Payroll	1	39
	<u>6</u>	
<u>Utilities Division</u>		
Account Clerk II	4	37
Utilities Office Supervisor	1	MM 41 1/2
	<u>5</u>	
<u>Municipal Utilities</u>		
<u>Wastewater Division</u>		
Assistant Utilities Engineer	.30	MM 51
Construction Inspector	.30	46
Industrial Waste Inspector	1	45 1/2
Maintenance Laborer	1	38
Motor Sweeper Operator	4	41
Plant Mechanic	1	43 1/2
Principal Laboratory Technician	1	45 1/2
Secretary	.10	39
Sr. Wastewater Facilities Operator	2	44
Staff Assistant	.10	41
Utilities Director	.30	M 58 1/2
Utilities Engineer	.30	M 54 1/2
Wastewater Facilities Operator I	2	41
Wastewater Facilities Operator II	2	42
Wastewater Facilities Superintendent	1	MM 49 1/2
	<u>16.40</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Water Division</u>		
Assistant Utilities Engineer	.70	MM 51
Construction Inspector	.20	46
Engineering Technician I	1	41
Groundskeeper II	1	38
Junior Engineer	1	47
Plant Mechanic	1	43 1/2
Secretary	.40	39
Senior Equipment Operator	2	42 1/2
Senior Water Service Worker	4	40 1/2
Staff Assistant	.40	41
Utilities Director	.70	M 58 1/2
Utilities Engineer	.70	M 54 1/2
Water Automation Technician	1	45 1/2
Water Line/Fire Specialist	2	41 1/2
Water Distribution Superintendent	1	MM 48
Water Distribution Supervisor	2	46
Water Meter Reader	2	38 1/2
Water Operation Technician	5	43
Water Production Supervisor	1	47 1/2
Water Production Superintendent	1	MM 49 1/2
Water Quality Control Officer	1	45 1/2
Water Service Worker	6	38 1/2
Welder	1	41 1/2
Zanjero	1	Flat Rate
	<u>37.10</u>	

Police

Animal Control Officer	2	39
I.D. & Property Technician	2	42
Maintenance Custodian	1	38
Parking Control Officer	1	36
Police Captain	2	55
Police Chief	1	MS 64
Police Records Clerk	5	36
Police Records Supervisor	1	39
Police Corporal	7	48S
Police Investigator	8	48S
Police Lieutenant	4	53
Police Officer	32	46 1/2
Police Sergeant	9	50 1/2
Public Safety Dispatcher	8	39
Secretary	1	39
Senior Public Safety Dispatcher	1	40
Staff Assistant	1	41
	<u>86</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Redevelopment Agency</u>		
Administrative Clerk	1	35
Redevelopment Planner	1	49 1/2
Staff Assistant	1	41
Redevelopment Director & Asst. Executive Director	1	M 58
	<u>4</u>	

Total Authorized Full Time Positions: 381

PERMANENT PART-TIME POSITIONS

<u>Department</u>	<u>Positions</u>	<u>Range</u>
<u>City Treasurer</u>		
Account Clerk II	2	37
<u>Finance</u>		
Account Clerk II	2	37
<u>Fire</u>		
Senior Administrative Clerk	1	37
Fire Prevention Assistant	1	43 1/2
<u>Library</u>		
Library Clerk	3	35
<u>Personnel</u>		
Administrative Clerk	1	35
<u>Planning</u>		
Administrative Clerk	1	35

<u>Department</u>	<u>Positions</u>	<u>Range</u>
<u>Police</u>		
Police Records Clerk	1	36
Public Safety Dispatcher	2	39

Public Works

Administrative Clerk	1	35
Engineering Technician I	1	41

Total Authorized Permanent Part-Time Positions: 16

ADOPTED, SIGNED AND APPROVED this 6th day of January, 1987.


 Mayor of the City of Redlands

ATTEST:


 City Clerk

GENERAL EMPLOYEES

STEP	A STEP ANNUAL	A STEP HOURLY RATE	A	B	C	D	E
32 1/2	13,349	6.393	1112	1163	1217	1274	1332
33	13,647	6.536	1137	1189	1245	1302	1363
33 1/2	13,956	6.684	1163	1217	1274	1332	1394
34	14,269	6.834	1189	1245	1302	1363	1426
34 1/2	14,606	6.995	1217	1274	1332	1394	1460
35	14,935	7.153	1245	1302	1363	1426	1493
35 1/2	15,284	7.320	1274	1332	1394	1460	1528
36	15,625	7.483	1302	1363	1426	1493	1562
36 1/2	15,986	7.656	1332	1394	1460	1528	1600
37	16,355	7.833	1363	1426	1493	1562	1636
37 1/2	16,731	8.013	1394	1460	1528	1600	1674
38	17,113	8.196	1426	1493	1562	1636	1713
38 1/2	17,518	8.390	1460	1528	1600	1674	1753
39	17,911	8.578	1493	1562	1636	1713	1794
39 1/2	18,331	8.779	1528	1600	1674	1753	1837
40	18,748	8.979	1562	1636	1713	1794	1878
40 1/2	19,199	9.195	1600	1674	1753	1837	1923
41	19,631	9.402	1636	1713	1794	1878	1967
41 1/2	20,089	9.621	1674	1753	1837	1923	2015
42	20,551	9.842	1713	1794	1878	1967	2061
42 1/2	21,039	10.076	1753	1837	1923	2015	2111
43	21,527	10.310	1794	1878	1967	2061	2159
43 1/2	22,039	10.555	1837	1923	2015	2111	2212
44	22,540	10.795	1878	1967	2061	2159	2263
44 1/2	23,081	11.054	1923	2015	2111	2212	2318

STEP	A STEP ANNUAL	A STEP HOURLY RATE	A	B	C	D	E
45	23,609	11.307	1967	2061	2159	2263	2371
45 1/2	24,179	11.580	2015	2111	2212	2318	2430
46	24,734	11.846	2061	2159	2263	2371	2485
46 1/2	25,330	12.131	2111	2212	2318	2430	2547
47	25,910	12.409	2159	2263	2371	2485	2605
47 1/2	26,549	12.715	2212	2318	2430	2547	2669
48	27,157	13.006	2263	2371	2485	2605	2731
48 1/2	27,818	13.323	2318	2430	2547	2669	2798
49	28,455	13.628	2371	2485	2605	2731	2862
49 1/2	29,161	13.966	2430	2547	2567	2798	2934
50	29,821	14.282	2485	2605	2731	2862	3001
50 1/2	30,566	14.639	2547	2669	2798	2934	3076
51	31,262	14.972	2605	2731	2862	3001	3146
51 1/2	32,030	15.340	2669	2798	2934	3076	3225
52	32,775	15.697	2731	2862	3001	3146	3299
52 1/2	33,571	16.078	2798	2935	3076	3225	3382
53	34,346	16.449	2862	3001	3146	3299	3459
53 1/2	35,214	16.865	2935	3076	3225	3382	3547
54	36,012	17.247	3001	3146	3299	3459	3627

RANGE	A STEP ANNUAL	A STEP HOURLY RATE	A	B	C	D	E
36 1/2	16,560	7.931	1380	1444	1512	1582	1657
37	16,942	8.114	1412	1477	1546	1619	1695
37 1/2	17,330	8.300	1444	1512	1582	1657	1734
38	17,727	8.490	1477	1546	1619	1695	1774
38 1/2	18,145	8.690	1512	1582	1657	1734	1816
39	18,554	8.886	1546	1619	1695	1774	1858
39 1/2	18,988	9.094	1582	1657	1734	1816	1903
40	19,423	9.302	1619	1695	1774	1858	1946
40 1/2	19,884	9.523	1657	1734	1816	1903	1992
41	20,335	9.739	1695	1774	1858	1946	2038
41 1/2	20,809	9.966	1734	1816	1903	1992	2087
42	21,285	10.194	1774	1858	1946	2038	2135
42 1/2	21,792	10.437	1816	1903	1992	2087	2186
43	22,296	10.678	1858	1946	2038	2135	2237
43 1/2	22,830	10.934	1903	1992	2087	2186	2292
44	23,348	11.182	1946	2038	2135	2237	2344
44 1/2	23,908	11.450	1992	2087	2186	2292	2402
45	24,453	11.711	2038	2135	2237	2344	2456
45 1/2	25,046	11.995	2087	2186	2292	2402	2517
46	25,620	12.270	2135	2237	2344	2456	2574
46 1/2	26,236	12.565	2186	2292	2402	2517	2639
47	26,839	12.854	2237	2344	2456	2574	2698
47 1/2	27,501	13.171	2292	2402	2517	2639	2765
48	28,130	13.472	2344	2456	2574	2698	2829
48 1/2	28,819	13.802	2402	2517	2639	2765	2898
49	29,476	14.117	2456	2574	2698	2829	2965
49 1/2	30,205	14.466	2517	2639	2765	2898	3040
50	30,892	14.795	2574	2698	2829	2965	3108
50 1/2	31,662	15.164	2639	2765	2898	3040	3187
51	32,379	15.507	2698	2829	2965	3108	3259
51 1/2	33,178	15.890	2765	2898	3040	3187	3340
52	33,949	16.259	2829	2965	3108	3259	3417
52 1/2	34,776	16.655	2898	3040	3187	3340	3503
53	35,575	17.038	2965	3108	3259	3417	3583
53 1/2	36,475	17.469	3040	3187	3340	3503	3674

MANAGEMENT & MID-MANAGEMENT

RANGE	A STEP ANNUAL	A STEP FOURLY RATE	A	B	C	D	E
54	37,300	17.864	3108	3259	3417	3583	3751
54 1/2	38,240	18.314	3187	3340	3503	3674	3851
55	39,106	18.729	3259	3417	3583	3757	3941
55 1/2	40,090	19.200	3340	3503	3674	3853	4041
56	41,002	19.637	3417	3583	3757	3941	4132
56 1/2	42,040	20.134	3503	3674	3853	4041	4238
57	42,994	20.591	3583	3757	3941	4132	4334
57 1/2	44,086	21.114	3674	3853	4041	4238	4446
58	45,082	21.591	3757	3941	4132	4334	4546
58 1/2	46,235	22.143	3853	4041	4238	4446	4668
59	47,287	22.647	3941	4132	4334	4546	4773
59 1/2	48,490	23.223	4041	4238	4446	4668	4901
60	49,582	23.746	4132	4334	4546	4773	5012
60 1/2	50,862	24.359	4238	4446	4668	4901	5146
61	52,012	24.910	4334	4546	4773	5012	5263
61 1/2	53,346	25.549	4446	4668	4901	5146	5403
62	54,549	26.125	4546	4773	5012	5263	5526
62 1/2	56,016	26.828	4668	4901	5146	5403	5763
63	57,276	27.431	4773	5012	5263	5526	5802

MANAGEMENT SAFETY
FIRE CHIEF AND POLICE CHIEF

RANGE	A STEP ANNUAL	A STEP HOURLY RATE					
63	49,116	23.523	4093	4300	4518	4747	4987
63 1/2	50,340	24.109	4195	4408	4631	4865	5110
64	51,600	24.713	4300	4523	4750	4987	5236
64 1/2	52,896	25.333	4408	4631	4865	5110	5367
65	54,216	25.966	4518	4747	4987	5236	5501
65 1/2	55,572	26.615	4631	4865	5110	5367	
66	56,964	27.282	4747	4987	5236	5501	
66 1/2	58,380	27.960	4865	5110	5367		
67	59,844	28.661	4987	5236	5501		
67 1/2	61,320	29.368	5110	5367			
68	62,832	30.092	5236	5501			
68 1/2	64,404	30.845	5367				
69	66,012	31.615	5501				

FIRE DIVISION CHIEFS

<u>RANGE</u>	<u>ANNUAL</u>	<u>A STEP HOURLY RATE</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
59	39,298	18.821	3275	3441	3615	3798	3990
59 1/2	40,280	19.291	3357	3527	3705	3893	
60	41,286	19.773	3441	3615	3798	3990	
60 1/2	42,320	20.268	3527	3705	3893		
61	43,376	20.774	3615	3798	3990		
61 1/2	44,462	21.294	3705	3893			
62	45,573	21.826	3798	3990			
62 1/2	46,713	22.372	3893				
63	47,880	22.931	3990				

POLICE OFFICER, POLICE SERGEANT

<u>RANGE</u>	<u>ANNUAL</u>	A STEP HOURLY RATE	A	B	C	D	E
46 1/2	24,810	11.882	2067	2172	2280	2394	2514
47	25,405	12.167	2117	2223	2334	2451	2573
47 1/2	26,058	12.480	2172	2280	2394	2514	2639
48	26,680	12.778	2223	2334	2451	2573	2703
48 1/2	27,359	13.103	2280	2394	2514	2639	2771
49	28,013	13.416	2334	2451	2573	2703	2837
49 1/2	28,733	13.761	2394	2514	2639	2771	2911
50	29,412	14.086	2451	2573	2703	2837	2979
50 1/2	30,174	14.451	2514	2639	2771	2911	3056

POLICE INVESTIGATOR AND CORPORAL

<u>RANGE</u>	<u>ANNUAL</u>	A STEP HOURLY RATE	A	B	C	D	E
48S	26,992	12.927	2249	2362	2480	2604	2734
	28,343	13.574	2362				
	29,760	14.253	2480				
	31,249	14.966	2604				
	32,811	15.714	2734				

POLICE LIEUTENANT

RANGE	A STEP ANNUAL	A STEP HOURLY RATE	A	B	C	D	E
53	34,815	16.674	2901	3046	3199	3358	3526
53 1/2	35,722	17.108	2977	3126	3281	3446	
54	36,557	17.508	3046	3199	3358	3526	
54 1/2	37,507	17.963	3126	3281	3446		
55	38,384	18.383	3199	3358	3526		
55 1/2	39,376	18.858	3281	3446			
56	40,300	19.301	3358	3526			
56 1/2	41,347	19.802	3446				
57	42,313	20.265	3526				

POLICE CAPTAIN

RANGE	A STEP ANNUAL	A STEP HOURLY RATE	A	B	C	D	E
55	39,236	18.791	3270	3433	3604	3784	3974
55 1/2	40,250	19.277	3354	3522	3698	3883	
56	41,194	19.729	3433	3604	3784	3974	
56 1/2	42,265	20.242	3522	3698	3883		
57	43,253	20.715	3604	3784	3974		
57 1/2	44,380	21.255	3698	3883			
58	45,412	21.749	3784	3974			
58 1/2	46,600	22.318	3883				
59	47,688	22.839	3974				

FIREFIGHTER, FIREFIGHTER/PARAMEDIC, FIRE ENGINEER

RANGE	A STEP ANNUAL	A STEP HOURLY RATE	A	B	C	D	E
46	23,789	8.147	1982	2081	2185	2295	2409
46 1/2	24,391	8.353	2033	2134	2241	2354	2472
47	24,975	8.553	2081	2185	2295	2409	2530
47 1/2	25,611	8.771	2134	2241	2354	2472	2594
48	26,225	8.981	2185	2295	2409	2530	2657
48 1/2	26,896	9.211	2241	2354	2472	2594	2724
49	27,539	9.431	2295	2409	2530	2657	2789
49 1/2	28,245	9.673	2354	2472	2594	2724	2862
50	28,911	9.901	2409	2530	2657	2789	2928
50 1/2	29,661	10.158	2472	2594	2724	2862	3004
51	30,359	10.397	2530	2657	2789	2928	3075
51 1/2	31,133	10.662	2594	2724	2862	3004	3154
52	31,883	10.919	2657	2789	2928	3075	3228

FIRE CAPTAIN

RANGE	A STEP ANNUAL	A STEP HOURLY RATE	A	B	C	D	E
50 1/2	30,356	10.396	2530	2655	2788	2929	3075
51	31,072	10.641	2589	2719	2854	2997	3147
51 1/2	31,863	10.912	2655	2788	2929	3075	3228
52	32,634	11.176	2719	2854	2997	3147	3304
52 1/2	33,452	11.456	2788	2929	3075	3228	3390
53	34,249	11.729	2854	2997	3147	3304	3469
53 1/2	35,145	12.036	2929	3075	3228	3390	3560
54	35,963	12.316	2997	3147	3304	3469	3642
54 1/2	36,894	12.635	3075	3228	3390	3560	3737