

RESOLUTION NO. 4274

A RESOLUTION OF THE CITY OF REDLANDS RESCINDING RESOLUTION NO. 4230, 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 29, 1987, the City Council of the City of Redlands does hereby rescind Resolution No. 4230 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 41 1/2
	2	
<u>City Council</u>		
Secretary	.33	40
	.33	
<u>City Manager</u>		
City Manager	1	Flat Rate
Executive Secretary	1	M 43 1/2
Secretary	.33	40
	2.33	
<u>City Treasurer</u>		
City Treasurer	1	Flat Rate
Account Clerk II	3	37
Treasurer's Assistant	1	MM 41 1/2
	5	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
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Community Development

Building Division

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	40
Senior Electrical & Plumbing Advisor	1	47 1/2
	<u>6.50</u>	

Planning Division

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	40
Senior Planner	2	MM 52
Staff Assistant	1	42
	<u>7.50</u>	

Community Services

Administration Division

CCC Supervisor	1	42 1/2
Community Services Director	.10	M 58
Management Analyst	1	47
Secretary	.34	40
	<u>2.44</u>	

Corporation Yard

Building Maintenance Worker	1	38
Secretary	.80	40
Solid Waste Systems Manager	.20	MM 51 1/2
	<u>2.00</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Cemetery Division</u>		
Cemetery Caretaker I	2	37
Cemetery Caretaker II	2	38
Cemetery Services Assistant	1	39
Cemetery Supervisor	1	MM 46 1/2
Community Services Director	.10	M 58
Senior Cemetery Caretaker	1	42 1/2
	<u>7.10</u>	

Equipment Maintenance Division

Community Services Director	.10	M 58
Equipment Maintenance Assistant	1	39
Equipment Maintenance Supervisor	1	46
Mechanic	5	41 1/2
Mechanic Assistant	3	37 1/2
Senior Mechanic	1	43 1/2
Shop Superintendent	1	MM 49 1/2
Welder	1	41 1/2
	<u>13.10</u>	

Parks Division

Community Services Director	.20	M 58
Groundskeeper I	10	37
Groundskeeper II	2	38
Park Maintenance Lead Worker	1	42 1/2
Park Maintenance Supervisor	1	MM 46 1/2
Park Repair Worker II	2	40
Senior Groundskeeper	2	40 1/2
	<u>18.20</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>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Sanitation Division</u>		
Administrative Clerk	1	35
Automated Equipment Operator	4	42
Community Services Director	.20	M 58
Equipment Operator	1	40
Maintenance Laborer	1	38
Welder	1	41 1/2
Sanitation Collector	12	38 1/2
Sanitation Supervisor	2	MM 46 1/2
Sanitation Truck Driver	10	40 1/2
Secretary	.20	40
Senior Administrative Clerk	1	37
Senior Equipment Operator	1	42
Solid Waste Systems Manager	.80	MM 51 1/2
	<u>35.20</u>	

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 Engineer	3	MM 51
City Engineer	1	M 58 1/2
Construction Inspector	3	46
Junior Engineer	2	47
Resident Construction Inspector	1	49
Secretary	.50	40
Senior Administrative Clerk	.50	37
Senior Construction Inspector	1	MM 48
Staff Assistant	.50	42
Street Services Manager	.50	M 54 1/2
	<u>13.00</u>	

Airport Division

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

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Electrical Division</u>		
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>Street Division</u>		
Construction Supervisor	1	45
Equipment Operator	2	40
Maintenance Laborer	3	38
Motor Sweeper Operator	4	41
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>18.50</u>	

Fire

Fire Captain	12	50 1/2
Fire Chief	1	MS 63
Fire Division Chief	3	MS 59
Fire Engineer	12	48
Fire Inspector II	1	45 1/2
Fire Prevention Captain	1	50 1/2
Fire Fighter	12	46
Fire Fighter/Paramedic	12	48
Secretary	1	40
Senior Mechanic	1	43 1/2
	<u>56</u>	

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	1	42
	<u>19</u>	

<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
Public Information Officer	1	47
Purchasing Agent	1	MM 51
Purchasing Assistant	1	39
Reprographics Technician	1	37
Storekeeper	1	39 1/2
Storekeeper Helper	1	36 1/2
	9	
<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
	6	
<u>Utility Billing Division</u>		
Account Clerk II	4	37
Utilities Office Supervisor	1	MM 41 1/2
	5	
<u>Municipal Utilities</u>		
<u>Wastewater Division</u>		
Assistant Utilities Engineer	.30	MM 51
Associate Engineer	.30	MM 51
Engineering Technician I	.30	41
Industrial Waste Inspector	1	45 1/2
Junior Engineer	.30	47
Laboratory Technician	2	41
Line Maintenance Lead Worker	1	43
Line Maintenance Worker	1	40
Maintenance Laborer	1	38
Plant Mechanic I	2	41 1/2
Plant Mechanic II	1	45 1/2
Principal Laboratory Technician	1	46
Resident Construction Inspector	.30	49
Secretary	.15	40
Senior Administrative Clerk	.15	37
Sr. Wastewater Facilities Operator I/II	2	45
Staff Assistant	.15	42
Utilities Director	.30	M 58 1/2
Utilities Engineer	.30	M 54 1/2
Wastewater Facilities Operator I/II	4	42
Wastewater Facilities Superintendent	1	MM 49 1/2
	19.55	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Water Division</u>		
Associate Engineer	.70	MM 51
Assistant Utilities Engineer	.70	MM 51
Engineering Technician I	.70	41
Groundskeeper II	1	38
Junior Engineer	.70	47
Lead Meter Reader	1	41 1/2
Maintenance Laborer	1	38
Plant Mechanic II	1	45 1/2
Resident Construction Inspector	.70	49
Secretary	.35	40
Senior Administrative Clerk	.35	37
Senior Equipment Operator	2	42 1/2
Senior Water Service Worker	4	40 1/2
Staff Assistant	.35	42
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	1	38 1/2
Water Operation Technician	6	43
Water Production Supervisor	1	47 1/2
Water Production Superintendent	1	MM 51 1/2
Water Quality Control Officer	1	45 1/2
Water Quality Technician	1	41
Water Service Worker	8	38 1/2
Welder	1	41 1/2
Zanjero	1	Flat Rate
	<u>42.95</u>	

Personnel

Personnel Manager	1	M 51
Personnel Technician	1	M 42 1/2
	<u>2</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Police</u>		
Animal Control Officer	2	39
I.D. & Property Technician	2	42
Kennel Attendant	1	33
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	40
Senior Public Safety Dispatcher	1	40
Staff Assistant	1	42
	87	

Redevelopment Agency

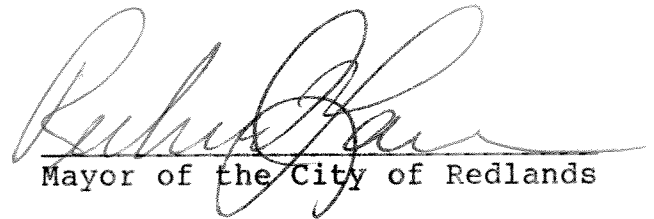
Administrative Clerk	1	35
Assistant Director/Project Planning & Implementation	1	M 51
Staff Assistant	1	42
Redevelopment Director & Asst. Executive Director	1	M 58
	4	

Total Authorized Full Time Positions: 410

PERMANENT PART-TIME POSITIONS

<u>Department</u>	<u>Positions</u>	<u>Range</u>
<u>City Treasurer</u>		
Account Clerk II	2	37
<u>Community Development</u>		
<u>Building Division</u>		
Administrative Clerk	1	35
<u>Planning Division</u>		
Administrative Clerk	1	35
<u>Fire</u>		
Administrative Clerk	1	35
Senior Administrative Clerk	1	37
Fire Prevention Assistant	1	43 1/2
<u>Library</u>		
Library Clerk	3	35
<u>Management Services</u>		
Account Clerk II	2	37
<u>Personnel</u>		
Administrative Clerk	1	35
<u>Police</u>		
Police Records Clerk	1	36
Public Safety Dispatcher	2	39
<u>Redevelopment Agency</u>		
Administrative Clerk	2	35
Total Authorized Permanent Part-Time Position: 18		

ADOPTED, SIGNED AND APPROVED this 21st day of July, 1987.


Mayor of the City of Redlands

ATTEST:


City Clerk

GENERAL EMPLOYEE

RANGE	STEP-A	A	B	C	D	E
325	6. 7060	1167	1220	1277	1336	1397
330	6. 8560	1193	1247	1306	1366	1430
335	7. 0120	1220	1277	1336	1397	1463
340	7. 1690	1247	1306	1366	1430	1496
345	7. 3380	1277	1336	1397	1463	1531
350	7. 5030	1306	1366	1430	1496	1566
355	7. 6790	1336	1397	1463	1531	1602
360	7. 8500	1366	1430	1496	1566	1639
365	8. 0310	1397	1463	1531	1602	1678
370	8. 2170	1430	1496	1566	1639	1716
375	8. 4060	1463	1531	1602	1678	1756
380	8. 5980	1496	1566	1639	1716	1796
385	8. 8010	1531	1602	1678	1756	1839
390	8. 9980	1566	1639	1716	1796	1882
395	9. 2090	1602	1678	1756	1839	1927
400	9. 4190	1639	1716	1796	1882	1970
405	9. 6460	1678	1756	1839	1927	2018
410	9. 8630	1716	1796	1882	1970	2064
415	10. 0920	1756	1839	1927	2018	2114
420	10. 3240	1796	1882	1970	2064	2162
425	10. 5700	1839	1927	2018	2114	2214
430	10. 8150	1882	1970	2064	2162	2265
435	11. 0720	1927	2018	2114	2214	2321
440	11. 3240	1970	2064	2162	2265	2374
445	11. 5960	2018	2114	2214	2321	2432
450	11. 8610	2064	2162	2265	2374	2488

GENERAL EMPLOYEE

RANGE	STEP-A	A	B	C	D	E
455	12. 1470	2114	2214	2321	2432	2549
460	12. 4260	2162	2265	2374	2488	2607
465	12. 7250	2214	2321	2432	2549	2672
470	13. 0170	2265	2374	2488	2607	2733
475	13. 3380	2321	2432	2549	2672	2800
480	13. 6430	2374	2488	2607	2733	2865
485	13. 9760	2432	2549	2672	2800	2935
490	14. 2960	2488	2607	2733	2865	3002
495	14. 6500	2549	2672	2800	2935	3078
500	14. 9820	2607	2733	2865	3002	3148
505	15. 3560	2672	2800	2935	3078	3227
510	15. 7060	2733	2865	3002	3148	3300
515	16. 0920	2800	2935	3078	3227	3383
520	16. 4660	2865	3002	3148	3300	3461
525	16. 8660	2935	3078	3227	3383	3548
530	17. 2550	3002	3148	3300	3461	3628
535	17. 6910	3078	3227	3383	3548	3721
540	18. 0920	3148	3300	3461	3628	3805

MANAGEMENT/MID-MANAGEMENT

RANGE	STEP-A	A	B	C	D	E
390	9. 3210	1622	1698	1778	1861	1949
395	9. 5400	1660	1738	1819	1905	1996
400	9. 7580	1698	1778	1861	1949	2041
405	9. 9900	1738	1819	1905	1996	2090
410	10. 2160	1778	1861	1949	2041	2138
415	10. 4540	1819	1905	1996	2090	2189
420	10. 6940	1861	1949	2041	2138	2240
425	10. 9480	1905	1996	2090	2189	2294
430	11. 2010	1949	2041	2138	2240	2346
435	11. 4700	1996	2090	2189	2294	2404
440	11. 7300	2041	2138	2240	2346	2459
445	12. 0110	2090	2189	2294	2404	2519
450	12. 2850	2138	2240	2346	2459	2577
455	12. 5830	2189	2294	2404	2519	2641
460	12. 8710	2240	2346	2459	2577	2701
465	13. 1810	2294	2404	2519	2641	2768
470	13. 4840	2346	2459	2577	2701	2831
475	13. 8160	2404	2519	2641	2768	2900
480	14. 1320	2459	2577	2701	2831	2968
485	14. 4780	2519	2641	2768	2900	3040
490	14. 8090	2577	2701	2831	2968	3110
495	15. 1750	2641	2768	2900	3040	3189
500	15. 5200	2701	2831	2968	3110	3261
505	15. 9070	2768	2900	3040	3189	3343
510	16. 2670	2831	2968	3110	3261	3419
515	16. 6690	2900	3040	3189	3343	3505

MANAGEMENT/MID-MANAGEMENT

RANGE	STEP-A	A	B	C	D	E
520	17.0560	2968	3110	3261	3419	3584
525	17.4710	3040	3189	3343	3505	3675
530	17.8730	3110	3261	3419	3584	3758
535	18.3250	3189	3343	3505	3675	3854
540	18.7390	3261	3419	3584	3758	3941
545	19.2110	3343	3505	3675	3854	4042
550	19.6470	3419	3584	3758	3941	4134
555	20.1410	3505	3675	3854	4042	4239
560	20.5990	3584	3758	3941	4134	4334
565	21.1210	3675	3854	4042	4239	4446
570	21.6000	3758	3941	4134	4334	4547
575	22.1490	3854	4042	4239	4446	4663
580	22.6490	3941	4134	4334	4547	4769
585	23.2280	4042	4239	4446	4663	4897
590	23.7570	4134	4334	4547	4769	5007
595	24.3610	4239	4446	4663	4897	5141
600	24.9100	4334	4547	4769	5007	5258
605	25.5530	4446	4663	4897	5141	5398
610	26.1310	4547	4769	5007	5258	5521
615	26.8010	4663	4897	5141	5398	5668
620	27.4050	4769	5007	5258	5521	5797
625	28.1430	4897	5141	5398	5668	6046
630	28.7750	5007	5258	5521	5797	6086

MANAGEMENT SAFETY
FIRE CHIEF AND POLICE CHIEF

RANGE	A STEP HOURLY RATE	A	B	C	D	E
63	24.676	4294	4511	4739	4980	5231
63 1/2	25.290	4401	4624	4858	5103	5360
64	25.924	4511	4739	4980	5231	5493
64 1/2	26.574	4624	4858	5103	5360	5630
65	27.238	4739	4980	5231	5493	5771
65 1/2	27.919	4858	5103	5360	5630	
66	28.619	4980	5231	5493	5771	
66 1/2	29.330	5103	5360	5630		
67	30.065	5231	5493	5771		
67 1/2	30.807	5360	5630			
68	31.567	5493	5771			
68 1/2	32.356	5630				
69	33.164	5771				

FIRE DIVISION CHIEFS

RANGE	A STEP HOURLY RATE	A	B	C	D	E
59	19.743	3435	3610	3792	3984	4186
59 1/2	20.236	3521	3700	3887	4084	
60	20.742	3610	3792	3984	4186	
60 1/2	21.261	3700	3887	4084		
61	21.792	3792	3984	4186		
61 1/2	22.337	3887	4084			
62	22.895	3984	4186			
62 1/2	23.468	4084				
63	24.055	4186				

FIREFIGHTER, FIREFIGHTER/PARAMEDIC, FIRE ENGINEER

RANGE	STEP-A	A	B	C	D	E
460	8. 5460	2080	2184	2293	2408	2528
465	8. 7620	2133	2240	2352	2470	2594
470	8. 9720	2184	2293	2408	2528	2655
475	9. 2010	2240	2352	2470	2594	2722
480	9. 4210	2293	2408	2528	2655	2788
485	9. 6620	2352	2470	2594	2722	2859
490	9. 8930	2408	2528	2655	2788	2927
495	10. 1470	2470	2594	2722	2859	3003
500	10. 3860	2528	2655	2788	2927	3072
505	10. 6560	2594	2722	2859	3003	3152
510	10. 9060	2655	2788	2927	3072	3227
515	11. 1810	2722	2859	3003	3152	3310
520	11. 4540	2788	2927	3072	3227	3387

FIRE CAPTAIN

RANGE	A STEP HOURLY RATE	A	B	C	D	E
50 ½	10.905	2654	2785	2925	3073	3226
51	11.162	2716	2852	2994	3144	3301
51 ½	11.447	2785	2925	3073	3226	3386
52	11.724	2852	2994	3144	3301	3466
52 ½	12.017	2925	3073	3226	3386	3556
53	12.304	2994	3144	3301	3466	3639
53 ½	12.626	3073	3226	3386	3556	3734
54	12.919	3144	3301	3466	3639	3820

POLICE LIEUTENANT

RANGE	A STEP HOURLY RATE	A	B	C	D	E
53	17.491	3043	3195	3356	3523	3699
53 ½	17.946	3123	3279	3442	3615	
54	18.366	3195	3356	3523	3699	
54 ½	18.843	3279	3442	3615		
55	19.284	3356	3523	3699		
55 ½	19.782	3442	3615			
56	20.247	3523	3699			
56 ½	20.772	3615				
57	21.258	3699				

POLICE CAPTAIN

RANGE	A STEP HOURLY RATE	A	B	C	D	E
55	19.712	3430	3601	3781	3969	4169
55 ½	20.222	3518	3695	3879	4073	
56	20.696	3601	3781	3969	4169	
56 ½	21.234	3695	3879	4073		
57	21.730	3781	3969	4169		
57 ½	22.296	3879	4073			
58	22.815	3969	4169			
58 1/2	23.412	4073				
59	23.958	4169				

POLICE OFFICER, POLICE SERGEANT

RANGE	A STEP HOURLY RATE	A	B	C	D	E
46 1/2	12.464	2168	2278	2392	2511	2637
47	12.763	2221	2332	2448	2571	2699
47 1/2	13.092	2278	2392	2511	2637	2768
48	13.404	2332	2448	2571	2699	2835
48 1/2	13.745	2392	2511	2637	2768	2907
49	14.073	2448	2571	2699	2835	2976
49 1/2	14.435	2511	2637	2768	2907	3054
50	14.776	2571	2699	2835	2976	3125
50 1/2	15.159	2637	2768	2907	3054	3206

POLICE INVESTIGATOR AND CORPORAL

RANGE	A STEP HOURLY RATE	A	B	C	D	E
48S	13.560	2359	2478	2602	2732	2868
	14.239	2478				
	14.951	2602				
	15.699	2732				
	16.484	2868				