

RESOLUTION NO. 4305

A RESOLUTION OF THE CITY OF REDLANDS RESCINDING RESOLUTION NO. 4274, 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:

The City Council of the City of Redlands does hereby rescind Resolution No. 4274 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	

DepartmentFull Time
PositionsRangeCommunity DevelopmentBuilding Division

Administrative Clerk	1	35
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/Plan Check Assistant	1	41
Senior Electrical & Plumbing Advisor	1	47 1/2
	<u>7.50</u>	

Planning Division

Administrative Clerk	1	35
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>8.50</u>	

Community ServicesAdministration 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>	
<u>Equipment Maintenance Division</u>		
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>	
<u>Parks Division</u>		
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>	
<u>Recreation Division</u>		
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	<u>1</u>	MM 52 1/2
	1	

DepartmentFull Time
PositionsRangeElectrical 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>	

Street Division

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>	

Finance

Account Clerk II	5	37
Accounting Manager	1	MM 51
Computer Programmer	1	MM 44
Data Processing Manager	1	MM 49
Finance Director	1	M 59
Public Information Officer	1	47
Purchasing Agent	1	MM 51
Purchasing Assistant	1	37
Reprographics Technician	1	37
Senior Accounts Clerk/Payables	1	39
Senior Account Clerk/Payroll	1	37
Storekeeper	1	39 1/2
Storekeeper Helper	1	36 1/2
	<u>17</u>	

Utility Billing Division

Account Clerk II	4	35
Utilities Office Supervisor	1	MM 41 1/2
	<u>5</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Fire</u>		
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	24	46
Secretary	1	40
Senior Mechanic	1	43 1/2
	56	

<u>Library</u>		
Archivist Curator	1	M 52 1/2
Library Assistant	7	39
Library Clerk	4	35
Library Director	1	M 58 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
	19	

Municipal Utilities

Wastewater Division

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	2	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>43.95</u>	

Personnel

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

<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
	<u>87</u>	
<u>Redevelopment Agency</u>		
Administrative Clerk	1	35
Assistant Director/Project Planning & Implementation	1	M 51
Staff Assistant	1	42
Redevelopment Director & Asst. Executive Director	<u>1</u>	M 58
	4	

Total Authorized Full Time Positions: 415

PERMANENT PART-TIME POSITIONS

<u>Department</u>	<u>Positions</u>	<u>Range</u>
<u>City Treasurer</u>		
Account Clerk II	2	37
<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: 16

ADOPTED, SIGNED AND APPROVED this 20th day of October, 1987.


Mayor of the City of Redlands

ATTEST:


City Clerk

August 23, 1987

GENERAL EMPLOYEE

RANGE	STEP-A	A	B	C	D	E
325	6. 7400	1173	1226	1283	1343	1404
330	6. 8900	1199	1254	1312	1373	1437
335	7. 0470	1226	1283	1343	1404	1470
340	7. 2050	1254	1312	1373	1437	1504
345	7. 3740	1283	1343	1404	1470	1539
350	7. 5410	1312	1373	1437	1504	1574
355	7. 7170	1343	1404	1470	1539	1610
360	7. 8890	1373	1437	1504	1574	1647
365	8. 0710	1404	1470	1539	1610	1687
370	8. 2580	1437	1504	1574	1647	1725
375	8. 4480	1470	1539	1610	1687	1765
380	8. 6410	1504	1574	1647	1725	1805
385	8. 8450	1539	1610	1687	1765	1848
390	9. 0430	1574	1647	1725	1805	1891
395	9. 2550	1610	1687	1765	1848	1936
400	9. 4660	1647	1725	1805	1891	1980
405	9. 6940	1687	1765	1848	1936	2028
410	9. 9120	1725	1805	1891	1980	2074
415	10. 1430	1765	1848	1936	2028	2124
420	10. 3760	1805	1891	1980	2074	2173
425	10. 6230	1848	1936	2028	2124	2225
430	10. 8690	1891	1980	2074	2173	2276
435	11. 1270	1936	2028	2124	2225	2333
440	11. 3810	1980	2074	2173	2276	2386
445	11. 6540	2028	2124	2225	2333	2444
450	11. 9200	2074	2173	2276	2386	2500

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GENERAL EMPLOYEE

RANGE	STEP-A	A	B	C	D	E
455	12. 2080	2124	2225	2333	2444	2562
460	12. 4890	2173	2276	2386	2500	2620
465	12. 7890	2225	2333	2444	2562	2685
470	13. 0820	2276	2386	2500	2620	2746
475	13. 4050	2333	2444	2562	2685	2814
480	13. 7110	2386	2500	2620	2746	2879
485	14. 0460	2444	2562	2685	2814	2949
490	14. 3670	2500	2620	2746	2879	3017
495	14. 7240	2562	2685	2814	2949	3094
500	15. 0570	2620	2746	2879	3017	3164
505	15. 4330	2685	2814	2950	3094	3243
510	15. 7840	2746	2879	3017	3164	3317
515	16. 1720	2814	2949	3094	3243	3400
520	16. 5480	2879	3017	3164	3317	3478
525	16. 9500	2949	3094	3243	3400	3565
530	17. 3410	3017	3164	3317	3478	3647
535	17. 7800	3094	3243	3400	3565	3739
540	18. 1830	3164	3317	3478	3647	3824

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MID-MANAGEMENT

RANGE	STEP-A	A	B	C	D	E
45 1/2	12.646	2200	2305	2416	2532	2654
46	12.935	2251	2358	2472	2590	2715
46 1/2	13.247	2305	2416	2532	2654	2782
47	13.551	2358	2472	2590	2715	2845
47 1/2	13.885	2416	2532	2654	2782	2915
48	14.203	2472	2590	2715	2845	2983
48 1/2	14.550	2532	2654	2782	2915	3055
49	14.883	2590	2715	2845	2983	3126
49 1/2	15.251	2654	2782	2915	3055	3205
50	15.598	2715	2845	2983	3126	3277
50 1/2	15.987	2782	2915	3055	3205	3360
51	16.348	2845	2983	3126	3277	3436
51 1/2	16.752	2915	3055	3205	3360	3523
52	17.141	2983	3126	3277	3436	3602
52 1/2	17.558	3055	3205	3360	3523	3693
53	17.962	3126	3277	3436	3602	3777
53 1/2	18.417	3205	3360	3523	3693	3873
54	18.833	3277	3436	3602	3777	3961
54 1/2	19.307	3360	3523	3693	3873	4062
55	19.745	3436	3602	3777	3961	4155
55 1/2	20.242	3523	3693	3873	4062	4260

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MANAGEMENT

RANGE	STEP-A	A	B	C	D	E
425	11.0570	1924	2016	2111	2211	2317
430	11.3130	1968	2061	2159	2262	2369
435	11.5850	2016	2111	2211	2317	2428
440	11.8470	2061	2159	2262	2369	2484
445	12.1311	2111	2211	2317	2428	2544
450	12.4080	2159	2262	2369	2484	2603
455	12.7090	2211	2317	2428	2544	2667
460	13.0000	2262	2369	2484	2603	2728
465	13.3130	2317	2428	2544	2667	2796
470	13.6190	2369	2484	2603	2728	2859
475	13.9540	2428	2544	2667	2796	2929
480	14.2730	2484	2603	2728	2859	2998
485	14.6230	2544	2667	2796	2929	3070
490	14.9570	2603	2728	2859	2998	3141
495	15.3270	2667	2796	2929	3070	3221
500	15.6750	2728	2859	2998	3141	3294
505	16.0660	2796	2929	3070	3221	3376
510	16.4300	2859	2998	3141	3294	3453
515	16.8360	2929	3070	3221	3376	3540
520	17.2270	2998	3141	3294	3453	3620
525	17.6460	3070	3221	3376	3540	3712
530	18.0520	3141	3294	3453	3620	3796
535	18.5080	3221	3376	3540	3712	3893
540	18.9260	3294	3453	3620	3796	3980
545	19.4030	3376	3540	3712	3893	4082
550	19.8430	3453	3620	3796	3980	4175

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MANAGEMENT

RANGE	STEP-A	A	B	C	D	E
555	20.3420	3540	3712	3893	4082	4281
560	20.8050	3620	3796	3980	4175	4377
565	21.3320	3712	3893	4082	4281	4490
570	21.8160	3796	3980	4175	4377	4592
575	22.3700	3893	4082	4281	4490	4710
580	22.8750	3980	4175	4377	4592	4817
585	23.4600	4082	4281	4490	4710	4946
590	23.9950	4175	4377	4592	4817	5057
595	24.6050	4281	4490	4710	4946	5192
600	25.1590	4377	4592	4817	5057	5311
605	25.8090	4490	4710	4946	5192	5452
610	26.3920	4592	4817	5057	5311	5576
615	27.0690	4710	4946	5192	5452	5725
620	27.6790	4817	5057	5311	5576	5855
625	28.4240	4946	5192	5452	5725	6106
630	29.0630	5057	5311	5576	5855	6147

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MANAGEMENT SAFETY
FIRE CHIEF AND POLICE CHIEF

RANGE	STEP-A	A	B	C	D	E
63	24.923	4337	4556	4786	5030	5283
63 1/2	25.543	4445	4670	4907	5154	5414
64	26.183	4556	4786	5030	5283	5548
64 1/2	26.840	4670	4907	5154	5414	5686
65	27.510	4786	5030	5283	5548	5829
65 1/2	28.198	4907	5154	5414	5686	
66	28.905	5030	5283	5548	5829	
66 1/2	29.623	5154	5414	5686		
67	30.366	5283	5548	5829		
67 1/2	31.115	5414	5686			
68	31.883	5548	5829			
68 1/2	32.680	5686				
69	33.496	5829				

FIRE DIVISION CHIEFS

RANGE	STEP-A	A	B	C	D	E
59	19.940	3469	3646	3830	4024	4228
59 1/2	20.438	3556	3737	3926	4125	
60	20.949	3646	3830	4024	4228	
60 1/2	21.474	3737	3926	4125		
61	22.001	3830	4024	4228		
61 1/2	22.560	3926	4125			
62	23.124	4024	4228			
62 1/2	23.704	4125				
63	24.296	4228				

POLICE OFFICER

RANGE	STEP-A	A	B	C	D	E
46 1/2	12.838	2234	2346	2463	2587	2717
47	13.146	2287	2402	2522	2648	2780
47 1/2	13.485	2346	2463	2587	2717	2851
48	13.806	2402	2522	2648	2780	2920
48 1/2	14.157	2463	2587	2717	2851	2994
49	14.495	2522	2648	2780	2920	3065
49 1/2	14.868	2587	2717	2851	2994	3146
50	15.219	2648	2780	2920	3065	3219
50 1/2	15.614	2717	2851	2994	3146	3302

POLICE INVESTIGATOR AND CORPORAL

RANGE	STEP-A	A	B	C	D	E
48S	14.102	2453	2577	2706	2841	2983
	14.809	2577				
	15.549	2706				
	16.327	2841				
	17.143	2983				

POLICE SERGEANT

RANGE	STEP-A	A	B	C	D	E
50 1/2	15.917	2769	2906	3052	3207	3366
51	16.287	2834	2977	3125	3281	
51 1/2	16.701	2906	3052	3207	3366	
52	17.109	2977	3125	3281		
52 1/2	17.540	3052	3207	3366		
53	17.960	3125	3281			
53 1/2	18.431	3207	3366			
54	18.856	3281				
54 1/2	19.345	3366				

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POLICE LIEUTENANT

RANGE	STEP-A	A	B	C	D	E
53	18.540	3226	3387	3557	3734	3921
53 1/2	19.023	3310	3476	3649	3832	
54	19.468	3387	3557	3734	3921	
54 1/2	19.974	3476	3649	3832		
55	20.441	3557	3734	3921		
55 1/2	20.969	3649	3832			
56	21.462	3734	3921			
56 1/2	22.018	3832				
57	22.533	3921				

POLICE CAPTAIN

RANGE	STEP-A	A	B	C	D	E
55	20.894	3636	3817	4008	4207	4419
55 1/2	21.435	3729	3917	4112	4317	
56	21.938	3817	4008	4207	4419	
56 1/2	22.508	3917	4112	4317		
57	23.034	4008	4207	4419		
57 1/2	23.634	4112	4317			
58	24.184	4207	4419			
58 1/2	24.817	4317				
59	25.395	4419				

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FIREFIGHTER, FIREFIGHTER/PARAMEDIC, FIRE ENGINEER

RANGE	STEP-A	A	B	C	D	E
460	8.6100	2096	2200	2310	2426	2547
465	8.8280	2149	2257	2370	2489	2613
470	9.0390	2200	2310	2426	2547	2675
475	9.2700	2257	2370	2489	2613	2742
480	9.4920	2310	2426	2547	2675	2809
485	9.7340	2370	2489	2613	2742	2880
490	9.9670	2426	2547	2675	2809	2949
495	10.2230	2489	2613	2742	2880	3026
500	10.4640	2547	2675	2809	2949	3095
505	10.7360	2613	2742	2880	3026	3176
510	10.9880	2675	2809	2949	3095	3250
515	11.2680	2742	2880	3026	3176	3335
520	11.5400	2809	2949	3095	3250	3412

FIRE CAPTAIN

RANGE	STEP-A	A	B	C	D	E
50 1/2	10.987	2674	2806	2947	3096	3250
51	11.246	2736	2873	3016	3168	3326
51 1/2	11.533	2806	2947	3096	3250	3411
52	11.812	2873	3016	3168	3326	3492
52 1/2	12.107	2947	3096	3250	3411	3583
53	12.396	3016	3168	3326	3492	3666
53 1/2	12.721	3096	3250	3411	3583	3762
54	13.016	3168	3326	3492	3666	3849
54 1/2	13.353	3250	3411	3583	3762	3949