

RESOLUTION NO. 4800

A RESOLUTION OF THE CITY OF REDLANDS RESCINDING RESOLUTION NO. 4771 4762, 4753 AND 4738 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 and compensation plan covering all positions in the competitive service,

IT IS HEREBY RESOLVED AS FOLLOWS:

The City Council of the City of Redlands hereby establishes a basic compensation plan for all officers and employees in all of the classifications of employment provided in this resolution;

THAT said classification and salary schedule are hereby incorporated and attached to this resolution;

THAT said salary schedule and compensation plan shall be effective on the 14th day of October 1991.

<u>Department</u>	<u>Full-Time Positions</u>	<u>Range</u>
<u>City Clerk</u>		
City Clerk	1	Flat Rate
Deputy City Clerk	<u>1</u>	M 41 1/2
	2	
<u>City Council</u>		
Secretary	<u>.34</u>	40
	.34	
<u>City Manager</u>		
City Manager	.88	Flat Rate
Executive Assistant	.67	M 45 1/2
Public Information Officer	1	47
Reprographics & Mailing Supervisor	1	39 1/2
Secretary	<u>.33</u>	40
	3.88	
<u>City Treasurer</u>		
Account Clerk II	4	38
Business License Inspector	1	43 1/2
City Treasurer	1	Flat Rate
Treasurer's Assistant	<u>1</u>	MM 41 1/2
	7	

<u>Department</u>	<u>Full-Time Positions</u>	<u>Range</u>
<u>Community Development</u>		
<u>Building Division</u>		
Administrative Clerk	1	36
Building Inspector I	1	43 1/2
Building Inspector II	2	45 1/2
Chief Building Official	1	M 54
Community Development Director	.50	M 59
Plan Check Examiner	1	MM 50 1/2
Secretary	1	40
Seismic Safety Plans Examiner	1	MM 50 1/2
Senior Electrical & Plumbing Inspector	1	47 1/2
	<u>9.50</u>	
<u>Planning Division</u>		
Administrative Clerk	1	36
Asst. Community Development Director	1	M 54
Assistant Planner	1	44 1/2
Associate Planner	3	49 1/2
CDBG Associate Planner	1	49 1/2
Code Enforcement Officer	1	43 1/2
Community Development Director	.50	M 59
Principal Planner	1	M 54
Secretary	1	40
Senior Administrative Clerk	1	38
Senior Planner	1	MM 52
Staff Assistant	1	42
	<u>13.50</u>	
<u>Community Services</u>		
<u>Administration Division</u>		
Community Services Director	.25	M 58
Secretary	.33	40
	<u>.58</u>	
<u>Cemetery Division</u>		
Cemetery Caretaker I	2	38
Cemetery Caretaker II	2	39
Cemetery Services Assistant	1	40
Cemetery Superintendent	1	MM 46 1/2
Community Services Director	.15	M 58
Senior Cemetery Caretaker	1	42 1/2
	<u>7.15</u>	

<u>Department</u>	<u>Full-Time Positions</u>	<u>Range</u>
<u>Community Services (Continued)</u>		
<u>Parks Division</u>		
Community Services Director	.15	M 58
Groundskeeper I	11	38
Groundskeeper II	2	39
Park Maintenance Supervisor	1	45
Park Repair Worker I/II	2	39/40
Senior Groundskeeper	2	41 1/2
	<u>18.15</u>	
<u>Recreation Division</u>		
Community Center Assistant	1	38
Community Center Manager	1	MM 44 1/2
Community Services Director	.30	M 58
Joslyn Senior Center Manager	1	MM 41 1/2
Recreation Assistant	1	38
Recreation Superintendent	1	MM 51 1/2
Recreation Supervisor	2	40
Senior Administrative Clerk	1	38
	<u>8.30</u>	
<u>Street Trees Division</u>		
Community Services Director	.15	M 58
Forester	1	MM 46 1/2
Senior Tree Trimmer	2	42 1/2
Tree Trimmer	3	40 1/2
	<u>6.15</u>	
<u>Finance</u>		
<u>Accounting</u>		
Account Clerk II	3	38
Accounting Manager	1	MM 51
Finance Director	.50	M 58 1/2
Payroll Manager	1	M 41 1/2
Senior Account Clerk	1	40
	<u>6.50</u>	
<u>Data Processing</u>		
Computer Operator	1	37
Computer Programmer	2	MM 44
Data Processing Manager	1	MM 49
	<u>4</u>	

Full Time
Positions

Range

Department
Finance (continued)

Insurance

Insurance Assistant	1	40
Finance Director	.50	M 58 1/2
	<u>1.50</u>	

Utility Billing

Account Clerk II	4	38
Utilities Office Manager	1	MM 41 1/2
	<u>5</u>	

Fire

Fire Battalion Chief	1	MS 57
Fire Captain	12	50 1/2
Fire Chief	1	MS 63 1/2
Fire Division Chief	3	MS 59
Fire Engineer	12	48
Fire Fighter	24	46
Fire Inspector Aide	1	41 1/2
Fire Inspector I	1	43 1/2
Fire Inspector II	1	45 1/2
Senior Administrative Clerk	1	38
Staff Assistant	1	42
	<u>58</u>	

General Services

Building Maintenance

General Services Director	.33	M 58 1/2
Building Maintenance Lead Worker	1	39
Building Maintenance Worker	1	38 1/2
Maintenance Custodian	1	38
Senior Administrative Clerk	1	38
	<u>4.33</u>	

Equipment Maintenance

Equipment Maintenance Assistant	1	40
Equipment Maintenance Manager	1	MM 50
Fleet Operations Administrative Assistant	1	44
General Services Director	.34	M 58 1/2
Mechanic	6	43
Mechanic Assistant	3	39
Senior Mechanic	3	45
Senior Welder	1	45
Storekeeper	2	36 1/2
	<u>18.34</u>	

Full Time
Positions

Range

Department
General Services (Continued)

Purchasing

Buyer	1	MM 42 1/2
General Services Director	.33	M 58 1/2
Purchasing Assistant	1	40
Senior Storekeeper/Buyer Technician	1	41 1/2
	<u>3.33</u>	

Library

Archivist Curator	1	M 52 1/2
Associate Archivist	1	39
Library Assistant	6	39
Library Clerk	5	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
	<u>20</u>	

Personnel

Personnel Manager	1	M 55
Personnel Technician	1	M 42 1/2
	<u>2</u>	

Police

Animal Control Officer	2	40
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 1/2
Police Corporal	7	48S
Police Investigator	8	48S
Police Lieutenant	4	53
Police Officer	38	46 1/2
Police Records Clerk	5	36
Police Records Supervisor	1	39
Police Sergeant	9	50 1/2
Public Safety Dispatcher	8	39
Secretary	2	40
Senior Public Safety Disptacher	1	40
Staff Assistant	1	42
	<u>94</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Public Works</u>		
<u>Administration</u>		
Assistant City Manager/ Public Works Director	1	M 63 1/2
Deputy Public Works Director	2	M 60 1/2
Executive Secretary	1	M 43 1/2
Staff Assistant	2	42
Utilities Manager	1	M 58
	<u>7</u>	
<u>Electrical Division</u>		
Communication Technician	1	43 1/2
Electrical Superintendent	1	MM 49 1/2
Electrical Supervisor	1	47 1/2
Senior Communication Technician	1	48
Traffic Signal Technician	2	43 1/2
Traffic Signal Technician II	1	48
	<u>7</u>	
<u>Engineering Services</u>		
Associate Engineer	3	MM 51
Contract Administration Engineer	1	MM 52 1/2
Construction Inspector	2	46 1/2
Engineering Manager	1	MM 53
Engineering Technician	1	43 1/2
Junior Engineer	4	47 1/2
Principal Construction Inspector	1	50 1/2
Resident Construction Inspector	1	49 1/2
Secretary	1	40
	<u>15</u>	
<u>Solid Waste Division</u>		
Administrative Clerk	1	36
Automated Equipment Operator	7	42
Maintenance Laborer	1	38
Senior Administrative Clerk	1	38
Senior Equipment Operator	2	43
Solid Waste Collector	8	38 1/2
Solid Waste Route Manager	2	MM 46 1/2
Solid Waste Truck Driver	9	40 1/2
Solid Waste Systems Manager	1	MM 51 1/2
Welder	1	43
	<u>33</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Public Works (Continued)</u>		
<u>Street Division</u>		
Asphalt Leadworker	1	42
Asphalt Worker	1	40
Concrete Leadworker	1	42
Concrete Worker	1	40
Construction Supervisor	1	46
Equipment Operator	2	41
Maintenance Laborer	2	38
Motor Sweeper Operator	4	42
Senior Equipment Operator	2	43
Sign & Paint Leadworker	1	42
Sign & Paint Worker	1	40
Street Maintenance Superintendent	1	MM 50
Street Services Engineer	1	MM 54
	<u>19</u>	
<u>Wastewater Division</u>		
Chemist	1	48
Industrial Waste Inspector	1	46 1/2
Laboratory Technician	3	42
Line Maintenance Lead Worker	1	44
Line Maintenance Worker	1	41
Maintenance Laborer	2	38
Plant Mechanic I	3	43
Plant Mechanic II	1	47
Senior Administrative Clerk	.50	38
Senior Wastewater Facilities Operator I/II	2	45/46
Wastewater Facilities Manager	1	MM 51 1/2
Wastewater Facilities Operator I/II	4	42/43
	<u>20.50</u>	

<u>Department</u>	<u>Full Time Positions</u>	<u>Range</u>
<u>Public Works (Continued)</u>		
<u>Water Division</u>		
Cross Connection Control Inspector	1	45 1/2
Groundskeeper II	1	39
Laboratory Technician	1	42
Lead Meter Reader	1	41 1/2
Maintenance Laborer	1	38
Plant Mechanic II	1	47
Senior Administrative Clerk	.50	38
Senior Equipment Operator	2	43 1/2
Senior Water Service Worker	5	40 1/2
Water Automation Technician	1	45 1/2
Water Construction Supervisor	1	46
Water Line/Fire Specialist	2	41 1/2
Water Superintendent	1	MM 51 1/2
Water Distribution Supervisor	2	47
Water Meter Reader	2	38 1/2
Water Operation Technician	6	44
Water Production Supervisor	1	50 1/2
Water Quality Control Officer	1	46 1/2
Water Quality Technician	2	42
Water Service Worker	7	38 1/2
Welder	1	43
Zanjero	1	Flat Rate
	41.50	

Redevelopment Agency

City Manager	.12	Flat Rate
Executive Assistant	.33	M 45 1/2
Redevelopment Director & Assistant Executive Director	1	M 58
Redevelopment Project Manager	1	MM 49 1/2
	2.45	

Town Center

Town Center Assistant	1	33 1/2
Town Center Manager	1	MM 51
	2	

Total Authorized Full Time Positions: 441

INTER-GOVERNMENT CONTRACT EMPLOYEES

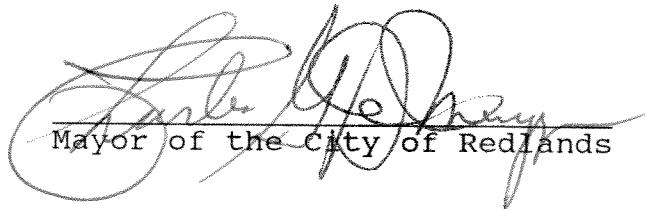
Police Department

Animal Control Officer	1	40
Police Officer (IRNET)	1	46 1/2
Senior Animal Control Officer	1	41
	3	

PERMANENT PART-TIME POSITIONS

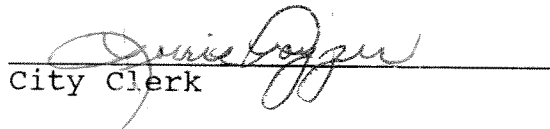
<u>Department</u>	<u>Positions</u>	<u>Range</u>
City Treasurer		
Account Clerk II	2	38
Community Services		
<u>Cemetery Division</u>		
Administrative Clerk	1	36
<u>Recreation</u>		
Child Care Coordinator	1	40
Finance		
<u>Utility Billing</u>		
Account Clerk II	2	38
Fire		
Senior Administrative Clerk	1	38
General Services		
<u>Equipment Maintenance</u>		
Storekeeper	1	36 1/2
Mechanic Assistant	1	37 1/2
Library		
Library Clerk	1	35
Personnel		
Administrative Clerk	1	36
Police		
Police Records Clerk	1	36
Public Safety Dispatcher	2	39
Redevelopment Agency		
Administrative Clerk	1	36
Total Authorized Permanent Part-Time Positions:	15	

ADOPTED, SIGNED AND APPROVED this 1st day of October, 1991.



Mayor of the City of Redlands

ATTEST:



City Clerk

GENERAL

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>	<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
32	A	1287	7.397	32.5	A	1316	7.563
	B	1345	7.731		B	1376	7.907
	C	1407	8.084		C	1440	8.274
	D	1473	8.463		D	1507	8.659
	E	1540	8.851		E	1576	9.056
	(F)	1612	9.265		(F)	1649	9.479
33	A	1345	7.731	33.5	A	1376	7.907
	B	1407	8.084		B	1440	8.274
	C	1473	8.463		C	1507	8.659
	D	1540	8.851		D	1576	9.056
	E	1612	9.265		E	1649	9.479
	(F)	1687	9.696		(F)	1727	9.924
34	A	1407	8.084	34.5	A	1440	8.274
	B	1473	8.463		B	1507	8.659
	C	1540	8.851		C	1576	9.056
	D	1612	9.265		D	1649	9.479
	E	1687	9.696		E	1727	9.924
	(F)	1766	10.147		(F)	1807	10.384
35	A	1473	8.463	35.5	A	1507	8.659
	B	1540	8.851		B	1576	9.056
	C	1612	9.265		C	1649	9.479
	D	1687	9.696		D	1727	9.924
	E	1766	10.147		E	1807	10.384
	(F)	1848	10.622		(F)	1893	10.877
36	A	1540	8.851	36.5	A	1576	9.056
	B	1612	9.265		B	1649	9.479
	C	1687	9.696		C	1727	9.924
	D	1766	10.147		D	1807	10.384
	E	1848	10.622		E	1893	10.877
	(F)	1935	11.122		(F)	1980	11.381
37	A	1612	9.265	37.5	A	1649	9.479
	B	1687	9.696		B	1727	9.924
	C	1766	10.147		C	1807	10.384
	D	1848	10.622		D	1893	10.877
	E	1935	11.122		E	1980	11.381
	(F)	2026	11.643		(F)	2074	11.919
38	A	1687	9.696	38.5	A	1727	9.924
	B	1766	10.147		B	1807	10.384
	C	1848	10.622		C	1893	10.877
	D	1935	11.122		D	1980	11.381
	E	2026	11.643		E	2074	11.919
	(F)	2122	12.195		(F)	2172	12.485

NOTE: "F" Step after 25 years continuous service only

GENERAL (continued)

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>	<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
39	A	1766	10.147	39.5	A	1807	10.384
	B	1848	10.622		B	1893	10.877
	C	1935	11.122		C	1980	11.381
	D	2026	11.643		D	2074	11.919
	E	2122	12.195		E	2172	12.485
	(F)	2222	12.770		(F)	2275	13.077
40	A	1848	10.622	40.5	A	1893	10.877
	B	1935	11.122		B	1980	11.381
	C	2026	11.643		C	2074	11.919
	D	2122	12.195		D	2172	12.485
	E	2222	12.770		E	2275	13.077
	(F)	2327	13.374		(F)	2384	13.699
41	A	1935	11.122	41.5	A	1980	11.381
	B	2026	11.643		B	2074	11.919
	C	2122	12.195		C	2172	12.485
	D	2222	12.770		D	2275	13.077
	E	2327	13.374		E	2384	13.699
	(F)	2438	14.014		(F)	2497	14.350
42	A	2026	11.643	42.5	A	2074	11.919
	B	2122	12.195		B	2172	12.485
	C	2222	12.770		C	2275	13.077
	D	2327	13.374		D	2384	13.699
	E	2438	14.014		E	2497	14.350
	(F)	2554	14.679		(F)	2617	15.042
43	A	2122	12.195	43.5	A	2172	12.485
	B	2222	12.770		B	2275	13.077
	C	2327	13.374		C	2384	13.699
	D	2438	14.014		D	2497	14.350
	E	2554	14.679		E	2617	15.042
	(F)	2677	15.385		(F)	2742	15.761
44	A	2222	12.770	44.5	A	2275	13.077
	B	2327	13.374		B	2384	13.699
	C	2438	14.014		C	2497	14.350
	D	2554	14.679		D	2617	15.042
	E	2677	15.385		E	2742	15.761
	(F)	2805	16.120		(F)	2875	16.521
45	A	2327	13.374	45.5	A	2384	13.699
	B	2438	14.014		B	2497	14.350
	C	2554	14.679		C	2617	15.042
	D	2677	15.385		D	2742	15.761
	E	2805	16.120		E	2875	16.521
	(F)	2940	16.895		(F)	3013	17.317

NOTE: "F" Step after 25 years continuous service only

TEMPORARY POSITIONSHOURLY SALARY

School Crossing Guard	\$ 5.574
Library Page	\$ 4.750
Maintenance Laborer Trainee	\$ 7.397
Groundskeeper I Trainee	\$ 9.265
Maintenance Custodian	\$ 7.085
Receptionist TPT	\$ 7.085
High School Student	\$ 4.50
College Freshman/Sophomore	\$ 5.00
College Junior	\$ 6.00
College Senior	\$ 7.00
College Graduate	\$ 8.00
Recreation Aide	\$ 4.70
Recreation Leader	\$ 4.95
Senior Recreation Leader	\$ 5.45
Recreation Specialist (w/3000 hrs. exp.)	\$ 6.00
(w/4000 hrs. exp.)	\$ 6.55
Senior Recreation Specialist	\$ 6.55
Therapeutic Swim Instructor	\$ 6.55
Diving Instructor	\$ 5.20
Pool Manager	\$ 7.07
Lifeguard I	\$ 5.20
Lifeguard II	\$ 5.75
Scorekeeper	\$ 6.00/game
Official	\$10.00/game
FLASH Instructor	\$17.50 - \$22.50/hr
Cashier	\$ 5.20
Daycare Aide	\$ 4.70
Daycare Teacher	\$ 6.00
Market Night Coordinator	\$ 6.578/hr - \$8.552/hr

GENERAL (continued)

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
46	A	2438	14.014	46.5	A	2497	14.350
	B	2554	14.679		B	2617	15.042
	C	2677	15.385		C	2742	15.761
	D	2805	16.120		D	2875	16.521
	E	2940	16.895		E	3013	17.317
	(F)	3082	17.710		(F)	3157	18.146
47	A	2554	14.679	47.5	A	2617	15.042
	B	2677	15.385		B	2742	15.761
	C	2805	16.120		C	2875	16.521
	D	2940	16.895		D	3013	17.317
	E	3082	17.710		E	3157	18.146
	(F)	3231	18.568		(F)	3309	19.019
48	A	2677	15.385	48.5	A	2742	15.761
	B	2805	16.120		B	2875	16.521
	C	2940	16.895		C	3013	17.317
	D	3082	17.710		D	3157	18.146
	E	3231	18.568		E	3309	19.019
	(F)	3386	19.457		(F)	3471	19.950
49	A	2805	16.120	49.5	A	2875	16.521
	B	2940	16.895		B	3013	17.317
	C	3082	17.710		C	3157	18.146
	D	3231	18.568		D	3309	19.019
	E	3386	19.457		E	3471	19.950
	(F)	3550	20.403		(F)	3640	20.920
50	A	2940	16.895	50.5	A	3013	17.317
	B	3082	17.710		B	3157	18.146
	C	3231	18.568		C	3309	19.019
	D	3386	19.457		D	3471	19.950
	E	3550	20.403		E	3640	20.920
	(F)				(F)		
51	A	3082	17.710	51.5	A	3157	18.146
	B	3231	18.568		B	3309	19.019
	C	3386	19.457		C	3471	19.950
	D	3550	20.403		D	3640	20.920
	E	3723	21.398		E		
	(F)				(F)		
52	A	3231	18.568	52.5	A	3309	19.019
	B	3386	19.457		B	3471	19.950
	C	3550	20.403		C	3640	20.920
	D	3723	21.398		D		
	E				E		
53	A	3386	19.457	53.5	A	3471	19.950
	B	3550	20.403		B	3640	20.920
	C	3723	21.398		C		

NOTE: "F" Step after 25 years continuous service only

MID-MANAGEMENT

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>	<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
40	A	1908	10.968	40.5	A	1957	11.249
	B	2002	11.506		B	2056	11.817
	C	2101	12.073		C	2158	12.404
	D	2206	12.679		D	2266	13.023
	E	2317	13.316		E	2379	13.673
41	A	2002	11.506	41.5	A	2056	11.817
	B	2101	12.073		B	2158	12.404
	C	2206	12.679		C	2266	13.023
	D	2317	13.316		D	2379	13.673
	E	2441	14.030		E	2499	14.361
42	A	2101	12.073	42.5	A	2158	12.404
	B	2206	12.679		B	2266	13.023
	C	2317	13.316		C	2379	13.673
	D	2441	14.030		D	2499	14.361
	E	2556	14.690		E	2618	15.045
43	A	2206	12.679	43.5	A	2266	13.023
	B	2317	13.316		B	2379	13.673
	C	2441	14.030		C	2499	14.361
	D	2556	14.690		D	2618	15.045
	E	2678	15.390		E	2744	15.770
44	A	2317	13.316	44.5	A	2379	13.673
	B	2441	14.030		B	2499	14.361
	C	2556	14.690		C	2618	15.045
	D	2678	15.390		D	2744	15.770
	E	2807	16.130		E	2875	16.525
45	A	2441	14.030	45.5	A	2499	14.361
	B	2556	14.690		B	2618	15.045
	C	2678	15.390		C	2744	15.770
	D	2807	16.130		D	2875	16.525
	E	2941	16.903		E	3014	17.320
46	A	2556	14.690	46.5	A	2618	15.045
	B	2678	15.390		B	2744	15.770
	C	2807	16.130		C	2875	16.525
	D	2941	16.903		D	3014	17.320
	E	3082	17.714		E	3159	18.156
47	A	2678	15.390	47.5	A	2744	15.770
	B	2807	16.130		B	2875	16.525
	C	2941	16.903		C	3014	17.320
	D	3082	17.714		D	3159	18.156
	E	3230	18.566		E	3311	19.026

48	A	2807	16.130	48.5	A	2875	16.525
	B	2941	16.903		B	3014	17.320
	C	3082	17.714		C	3159	18.156
	D	3230	18.566		D	3311	19.026
	E	3387	19.467		E	3470	19.941
49	A	2941	16.903	49.5	A	3014	17.320
	B	3082	17.714		B	3159	18.156
	C	3230	18.566		C	3311	19.026
	D	3387	19.467		D	3470	19.941
	E	3550	20.400		E	3639	20.915
50	A	3082	17.714	50.5	A	3159	18.156
	B	3230	18.566		B	3311	19.026
	C	3387	19.467		C	3470	19.941
	D	3550	20.400		D	3639	20.915
	E	3722	21.390		E	3815	21.927
51	A	3230	18.566	51.5	A	3311	19.026
	B	3387	19.467		B	3470	19.941
	C	3550	20.400		C	3639	20.915
	D	3722	21.390		D	3815	21.927
	E	3902	22.425		E	4000	22.989
52	A	3387	19.467	52.5	A	3470	19.941
	B	3550	20.400		B	3639	20.915
	C	3722	21.390		C	3815	21.927
	D	3902	22.425		D	4000	22.989
	E	4097	23.546		E	4199	24.132
53	A	3550	20.400	53.5	A	3639	20.915
	B	3722	21.390		B	3815	21.927
	C	3902	22.425		C	4000	22.989
	D	4097	23.546		D	4199	24.132
	E	4301	24.718		E	4410	25.345
54	A	3722	21.390	54.5	A	3815	21.927
	B	3902	22.425		B	4000	22.989
	C	4097	23.546		C	4199	24.132
	D	4301	24.718		D	4410	25.345
	E	4517	25.960		E	4630	26.609
55	A	3902	22.425	55.5	A	4000	22.989
	B	4097	23.546		B	4199	24.132
	C	4301	24.718		C	4410	25.345
	D	4517	25.960		D	4630	26.609
	E	4743	27.259		E	4861	27.937
56	A	4097	23.546	56.5	A	4199	24.132
	B	4301	24.718		B	4410	25.345
	C	4517	25.960		C	4630	26.609
	D	4743	27.259		D	4861	27.937

MANAGEMENT/CONFIDENTIAL

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
40	A	1959	11.260	40.5	A	2007	11.532
	B	2057	11.822		B	2107	12.108
	C	2156	12.393		C	2206	12.679
	D	2257	12.972		D	2311	13.284
	E	2364	13.584		E	2420	13.910
	(F)	2476	14.228		(F)	2536	14.572
41	A	2057	11.822	41.5	A	2107	12.108
	B	2156	12.393		B	2206	12.679
	C	2257	12.972		C	2311	13.284
	D	2364	13.584		D	2420	13.910
	E	2476	14.228		E	2536	14.572
	(F)	2594	14.906		(F)	2656	15.265
42	A	2156	12.393	42.5	A	2206	12.679
	B	2257	12.972		B	2311	13.284
	C	2364	13.584		C	2420	13.910
	D	2476	14.228		D	2536	14.572
	E	2594	14.906		E	2656	15.265
	(F)	2717	15.616		(F)	2784	16.000
43	A	2257	12.972	43.5	A	2311	13.284
	B	2364	13.584		B	2420	13.910
	C	2476	14.228		C	2536	14.572
	D	2594	14.906		D	2656	15.265
	E	2717	15.616		E	2784	16.000
	(F)	2848	16.365		(F)	2917	16.766
44	A	2364	13.584	44.5	A	2420	13.910
	B	2476	14.228		B	2536	14.572
	C	2594	14.906		C	2656	15.265
	D	2717	15.616		D	2784	16.000
	E	2848	16.365		E	2917	16.766
	(F)	2984	17.150		(F)	3058	17.574
45	A	2476	14.228	45.5	A	2536	14.572
	B	2594	14.906		B	2656	15.265
	C	2717	15.616		C	2784	16.000
	D	2848	16.365		D	2917	16.766
	E	2984	17.150		E	3058	17.574
	(F)	3127	17.974		(F)	3205	18.422
46	A	2594	14.906	46.5	A	2656	15.265
	B	2717	15.616		B	2784	16.000
	C	2848	16.365		C	2917	16.766
	D	2984	17.150		D	3058	17.574
	E	3127	17.974		E	3205	18.422
	(F)	3278	18.839		(F)	3359	19.305

NOTE: "F" Step after 25 years continuous service only

MANAGEMENT/CONFIDENTIAL (continued)

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
47	A	2717	15.616	47.5	A	2784	16.000
	B	2848	16.365		B	2917	16.766
	C	2984	17.150		C	3058	17.574
	D	3127	17.974		D	3205	18.422
	E	3278	18.839		E	3359	19.305
	(F)	3437	19.753		(F)	3521	20.233
48	A	2848	16.365	48.5	A	2917	16.766
	B	2984	17.150		B	3058	17.574
	C	3127	17.974		C	3205	18.422
	D	3278	18.839		D	3359	19.305
	E	3437	19.753		E	3521	20.233
	(F)	3602	20.699		(F)	3693	21.222
49	A	2984	17.150	49.5	A	3058	17.574
	B	3127	17.974		B	3205	18.422
	C	3278	18.839		C	3359	19.305
	D	3437	19.753		D	3521	20.233
	E	3602	20.699		E	3693	21.222
	(F)	3776	21.701		(F)	3871	22.249
50	A	3127	17.974	50.5	A	3205	18.422
	B	3278	18.839		B	3359	19.305
	C	3437	19.753		C	3521	20.233
	D	3602	20.699		D	3693	21.222
	E	3776	21.701		E	3871	22.249
	(F)	3959	22.753		(F)	4059	23.325
51	A	3278	18.839	51.5	A	3359	19.305
	B	3437	19.753		B	3521	20.233
	C	3602	20.699		C	3693	21.222
	D	3776	21.701		D	3871	22.249
	E	3959	22.753		E	4059	23.325
	(F)	4151	23.855		(F)	4256	24.461
52	A	3437	19.753	52.5	A	3521	20.233
	B	3602	20.699		B	3693	21.222
	C	3776	21.701		C	3871	22.249
	D	3959	22.753		D	4059	23.325
	E	4151	23.855		E	4256	24.461
	(F)	4353	25.015		(F)	4463	25.649
53	A	3602	20.699	53.5	A	3693	21.222
	B	3776	21.701		B	3871	22.249
	C	3959	22.753		C	4059	23.325
	D	4151	23.855		D	4256	24.461
	E	4353	25.015		E	4463	25.649
	(F)	4564	26.230		(F)	4681	26.900

NOTE: "F" Step after 25 years continuous service only

MANAGEMENT /CONFIDENTIAL (continued)

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
54	A	3776	21.701	54.5	A	3671	22.249
	B	3959	22.753		B	4059	23.325
	C	4151	23.855		C	4256	24.461
	D	4353	25.015		D	4463	25.649
	E	4564	26.230		E	4681	26.900
	(F)	4787	27.513		(F)	4909	28.214
55	A	3959	22.753	55.5	A	4059	23.325
	B	4151	23.855		B	4256	24.461
	C	4353	25.015		C	4463	25.649
	D	4564	26.230		D	4681	26.900
	E	4787	27.513		E	4909	28.214
	(F)	5020	28.848		(F)	5149	29.594
56	A	4151	23.855	56.5	A	4256	24.461
	B	4353	25.015		B	4463	25.649
	C	4564	26.230		C	4681	26.900
	D	4787	27.513		D	4909	28.214
	E	5020	28.848		E	5149	29.594
	(F)	5265	30.261		(F)	5401	31.038
57	A	4353	25.015	57.5	A	4463	25.649
	B	4564	26.230		B	4681	26.900
	C	4787	27.513		C	4909	28.214
	D	5020	28.848		D	5149	29.594
	E	5265	30.261		E	5401	31.038
	(F)	5522	31.737		(F)	5671	32.592
58	A	4564	26.230	58.5	A	4681	26.900
	B	4787	27.513		B	4909	28.214
	C	5020	28.848		C	5149	29.594
	D	5265	30.261		D	5401	31.038
	E	5522	31.737		E	5671	32.592
	(F)	5799	33.325		(F)	5955	34.222
59	A	4787	27.513	59.5	A	4909	28.214
	B	5020	28.848		B	5149	29.594
	C	5265	30.261		C	5401	31.038
	D	5522	31.737		D	5671	32.592
	E	5799	33.325		E	5955	34.222
	(F)	6088	34.991		(F)	6252	35.931
60	A	5020	28.848	60.5	A	5149	29.594
	B	5265	30.261		B	5401	31.038
	C	5522	31.737		C	5671	32.592
	D	5799	33.325		D	5955	34.222
	E	6088	34.991		E	6252	35.931
	(F)	6393	36.741		(F)	6565	37.728

NOTE: "F" Step after 25 years continuous service only

MANAGEMENT/CONFIDENTIAL (continued)

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
61	A	5265	30.261	61.5	A	5401	31.038
	B	5522	31.737		B	5671	32.592
	C	5799	33.325		C	5955	34.222
	D	6088	34.991		D	6252	35.931
	E	6393	36.741		E	6565	37.728
	(F)	6713	38.578		(F)	6893	39.614
62	A	5522	31.737	62.5	A	5671	32.592
	B	5799	33.325		B	5955	34.222
	C	6088	34.991		C	6252	35.931
	D	6393	36.741		D	6565	37.728
	E	6713	38.578		E	6893	39.614
	(F)	7048	40.505		(F)	7238	41.597
63	A	5799	33.325	63.5	A	5955	34.222
	B	6088	34.991		B	6252	35.931
	C	6393	36.741		C	6565	37.728
	D	6713	38.578		D	6893	39.614
	E	7048	40.505		E	7238	41.597
	(F)	7400	42.528		(F)	7600	43.678
64	A	6088	34.991	64.5	A	6252	35.931
	B	6393	36.741		B	6565	37.728
	C	6713	38.578		C	6893	39.614
	D	7048	40.505		D	7238	41.597
	E	7400	42.528		E	7600	43.678
	(F)	7770	44.655				

NOTE: "F" Step after 25 years continuous service only

NOTE: "F" Step after 25 years continuous service only

POLICE OFFICER

RANGE	STEP	MONTHLY	HOURLY
46.5	A	2525	14.511
	B	2652	15.241
	C	2784	16.001
	D	2924	16.804
	E	3071	17.648

INVESTIGATOR/CORPORAL

RANGE	STEP	MONTHLY	HOURLY
48	A	2773	15.939
	B	2912	16.738
	C	3058	17.574
	D	3211	18.453
	E	3371	19.375

SERGEANT

RANGE	STEP	MONTHLY	HOURLY
50.5	A	3130	17.989
	B	3284	18.876
	C	3449	19.824
	D	3625	20.831
	E	3804	21.864

POLICE LIEUTENANT

RANGE	STEP	MONTHLY	HOURLY
53	A	4193	24.098
	B	4403	25.305
	C	4623	26.568
	D	4854	27.896
	E	5096	29.288
	(F)	5351	30.753

POLICE CAPTAIN

RANGE	STEP	MONTHLY	HOURLY
55	A	4520	25.977
	B	4726	27.276
	C	4983	28.637
	D	5231	30.066
	E	5494	31.573
	(F)	5766	33.138

POLICE CHIEF

RANGE	STEP	MONTHLY	HOURLY
64.5	A	5623	32.315
	B	5907	33.948
	C	6206	35.666
	D	6519	37.466
	E	6831	39.155
	(F)	7173	41.224

NOTE: "F" Step after 25 years continuous service only

FIRE

INSPECTOR AID

RANGE	STEP	MONTHLY	HOURLY
41.5	A	1985	11.409
	B	2084	11.977
	C	2188	12.575
	D	2297	13.201
	E	2413	13.868

INSPECTOR I

RANGE	STEP	MONTHLY	HOURLY
43.5	A	2188	12.575
	B	2297	13.201
	C	2413	13.868
	D	2533	14.557
	E	2660	15.287

INSPECTOR II

RANGE	STEP	MONTHLY	HOURLY
45.5	A	2413	13.868
	B	2533	14.557
	C	2660	15.287
	D	2793	16.052
	E	2933	16.855

FIREFIGHTER (2920 HOUR WORK WEEK)

RANGE	STEP	MONTHLY	HOURLY
46	A	2375	9.750
	B	2493	10.246
	C	2618	10.759
	D	2749	11.299
	E	2886	11.861

ENGINEER

RANGE	STEP	MONTHLY	HOURLY
48	A	2618	10.760
	B	2749	11.299
	C	2886	11.861
	D	3031	12.450
	E	3183	13.081

FIRE (continued)

CAPTAIN

RANGE	STEP	MONTHLY	HOURLY
50.5	A	3076	12.641
	B	3229	13.270
	C	3390	13.930
	D	3561	14.636
	E	3738	15.363

BATTALION

RANGE	STEP	MONTHLY	HOURLY
57	A	3609	20.741
	B	3789	21.777
	C	3978	22.863
	D	4180	24.024
	E	4390	25.229
	(F) *	4609	26.489

DIVISION CHIEF

RANGE	STEP	MONTHLY	HOURLY
59	A	3978	22.863
	B	4180	24.021
	C	4389	25.227
	D	4614	26.516
	E	4847	27.859
	(F) *	5090	29.253

FIRE CHIEF

RANGE	STEP	MONTHLY	HOURLY
63.5	A	5096	29.287
	B	5355	30.776
	C	5626	32.333
	D	5910	33.967
	E	6208	35.677
	(F) *	6520	37.471

* NOTE: "F" Step after 25 years continuous service only

TEMPORARY POSITIONSHOURLY SALARY

School Crossing Guard	\$ 5.574
Library Page	\$ 4.750
Maintenance Laborer Trainee	\$ 7.397
Groundskeeper I Trainee	\$ 9.265
Maintenance Custodian	\$ 7.085
Receptionist TPT	\$ 7.085
High School Student	\$ 4.50
College Freshman/Sophomore	\$ 5.00
College Junior	\$ 6.00
College Senior	\$ 7.00
College Graduate	\$ 8.00
Recreation Aide	\$ 4.70
Recreation Leader	\$ 4.95
Senior Recreation Leader	\$ 5.45
Recreation Specialist (w/3000 hrs. exp.)	\$ 6.00
(w/4000 hrs. exp.)	\$ 6.55
Senior Recreation Specialist	\$ 6.55
Therapeutic Swim Instructor	\$ 6.55
Diving Instructor	\$ 5.20
Pool Manager	\$ 7.07
Lifeguard I	\$ 5.20
Lifeguard II	\$ 5.75
Scorekeeper	\$ 6.00/game
Official	\$10.00/game
FLASH Instructor	\$17.50 - \$22.50/hr
Cashier	\$ 5.20

TEMPORARY POSITIONSHOURLY SALARY

School Crossing Guard	\$ 5.574
Library Page	\$ 4.750
Maintenance Laborer Trainee	\$ 7.397
Groundskeeper I Trainee	\$ 9.265
Maintenance Custodian	\$ 7.085
Receptionist TPT	\$ 7.085
High School Student	\$ 4.50
College Freshman/Sophomore	\$ 5.00
College Junior	\$ 6.00
College Senior	\$ 7.00
College Graduate	\$ 8.00
Recreation Aide	\$ 4.70
Recreation Leader	\$ 4.95
Senior Recreation Leader	\$ 5.45
Recreation Specialist (w/3000 hrs. exp.)	\$ 6.00
(w/4000 hrs. exp.)	\$ 6.55
Senior Recreation Specialist	\$ 6.55
Therapeutic Swim Instructor	\$ 6.55
Diving Instructor	\$ 5.20
Pool Manager	\$ 7.07
Lifeguard I	\$ 5.20
Lifeguard II	\$ 5.75
Scorekeeper	\$ 6.00/game
Official	\$10.00/game
FLASH Instructor	\$17.50 - \$22.50/hr
Cashier	\$ 5.20