

RESOLUTION NO. 5102

A RESOLUTION OF THE CITY OF REDLANDS RESCINDING RESOLUTION NOS. 5047 AND 5070 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 07/4/94.

<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 41.5
	2	
<u>City Manager's Office</u>		
City Manager	1	Flat Rate
City Attorney	1	Flat Rate
Management Assistant	1	M 52
Executive Assistant	1	M 45.5
Information Systems Coordinator	1	MM 46
Housing Specialist	1	45
Information Systems Technician	1	40
Secretary	1	40
Reprographics & Mailing Supervisor	<u>1</u>	39.5
	9	
<u>D.R.B.A.</u>		
Town Center Assistant	<u>1</u>	40
	1	

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>
<u>City Manager's Office</u> (Continued)		
<u>Personnel</u>		
Personnel Analyst	1	M 51
Safety Officer	1	43
Personnel Technician	1	42.5
Administrative Clerk	<u>1</u>	36
	4	
<u>Purchasing</u>		
Senior Buyer	1	MM 44
Senior Storekeeper/Buyer Technician	1	41.5
Junior Buyer	1	41
Senior Administrative Clerk	1	38
Storekeeper	<u>1</u>	36.5
	5	
<u>Senior Center</u>		
Senior Center Manager	1	MM 44
Senior Administrative Clerk	<u>1</u>	38
	2	
<u>City Treasurer</u>		
City Treasurer	1	Flat Rate
Treasurer's Assistant	1	MM 41.5
Business License Inspector	1	43.5
Account Clerk II	<u>4</u>	38
	7	
<u>Community Development</u>		
Community Development Director	<u>1</u>	M 59
	1	
<u>Building Division</u>		
Chief Building Official	1	M 54
Plan Check Examiner	1	MM 50.5
Senior Electrical & Plumbing Inspector	1	47.5
Building Inspector II	1	45.5
Building Permit Clerk	<u>1</u>	41
	5	
<u>Planning Division</u>		
Principal Planner	1	M 54
Senior Planner	1	MM 52
Associate Planner	2	49.5
Associate Planner (CDBG)	1	49.5
Assistant Planner	1	44.5
Secretary	1	40
Senior Administrative Clerk	<u>1</u>	38
	8	

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>	
<u>Finance</u>			
<u>Accounting</u>			
Finance Director	1	M	58.5
Accounting Manager	1	MM	51.5
Payroll Supervisor	1		42.5
Senior Account Clerk	1		40
Account Clerk II	<u>3</u>		38
	7		
<u>Fire</u>			
Fire Chief	1	MS	65.5
Fire Division Chief	2	MS	61
Fire Battalion Chief	3	MS	57
Cost Recovery Officer	1	MM	52
Fire Captain	12		50.5
Fire Engineer	12		48
Fire Fighter	27		46
Assistant Fire Marshal	1		45.5
Fire Inspector I	1		43.5
Staff Assistant	1		42
Senior Administrative Clerk	<u>2</u>		38
	63		
<u>Library</u>			
Library Director	1	M	58.5
Archivist Curator	1	M	52.5
Principal Librarian	2	MM	46.5
Senior Librarian	1	MM	44.5
Staff Assistant	1		42
Associate Archivist	1		39
Library Assistant	6		39
Maintenance Custodian	1		38
Senior Library Clerk	1		37
Library Clerk	<u>4</u>		35
	19		
<u>Municipal Utilities</u>			
<u>Administration</u>			
Municipal Utilities Director	1	M	61.5
Assistant Municipal Utilities Director	1	M	58
Engineering Manager	1	MM	53
Assistant Civil Engineer w/R.E.	1	MM	49.5
Junior Engineer	1		47.5
Staff Assistant	1		42
Secretary	1		40
Senior Administrative Clerk	<u>2</u>		38
	9		

<u>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<u>Equipment Maintenance</u>			
Equipment Maintenance Manager	1	MM	50
Senior Mechanic	3		45
Senior Welder	1		45
Fleet Operations Admin. Assist.	1		44
Mechanic	6		43
Mechanic Assistant	3		39
Storekeeper	<u>1</u>		36.5
	16		
<u>Solid Waste Division</u>			
Solid Waste Manager	1	M	56
Solid Waste Collection Superintendent	1	MM	51.5
Special Collection Manager	1	MM	49.5
Senior Solid Waste Truck Driver	2		44
Senior Equipment Operator/Landfill	2		43
Welder	1		43
Solid Waste Truck Driver	15		42
Equipment Operator	1		41
Solid Waste Collector	8		38.5
Maintenance Laborer	<u>2</u>		38
	34		
<u>Utility Billing</u>			
Utility Billing Office Manager	1	MM	44
Account Clerk II	<u>5</u>		38
	6		
<u>Wastewater Division</u>			
Wastewater Facilities Manager	1	MM	51.5
Chemist	1		48
Plant Mechanic II	1		47
Industrial Waste Inspector	1		46.5
Senior Wastewater Facilities			
Operator	2		45
Laboratory Technician II	3		44
Line Maintenance Leadworker	1		44
Plant Mechanic I	3		43
Wastewater Facilities Operator I/II	4		42/43
Laboratory Technician I	1		42
Line Maintenance Worker	1		41
Maintenance Laborer	<u>1</u>		38
	20		

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>
<u>Water Division</u>		
Water Superintendent	1	MM 51.5
Water Operations Supervisor	1	49.5
Water Production Maintenance Supervisor	1	49.5
Water Distribution Supervisor	2	47
Water Quality Control Officer	1	46.5
Water Construction Supervisor	1	46
Cross Connection Control Inspector	1	45.5
Water Operation Technician	6	44
Senior Equipment Operator/Water	2	43.5
Welder	1	43
Water Quality Technician	2	42
Water Line/Fire Specialist	2	41.5
Lead Meter Reader	1	41.5
Senior Water Service Worker	4	40.5
Groundskeeper II	1	39
Water Meter Reader	2	38.5
Water Service Worker	6	38.5
Maintenance Laborer	1	38
Zanjero	<u>1</u>	Flat Rate
	37	
<u>Police</u>		
Police Chief	1	MS 64.5
Police Captain	2	MS 55
Police Lieutenant	3	MS 53
Police Sergeant	9	50.5
Police Corporal/Investigator	15	48
Police Officer	42	46.5
Animal Control Supervisor	1	44
I.D. & Property Technician	2	42
Police Records Supervisor	1	42
Staff Assistant	1	42
Community Services Officer	5	41.5
Animal Control Officer	2	40
Information Systems Technician	1	40
Secretary	2	40
Senior Public Safety Dispatcher	1	40
Public Safety Dispatcher	9	39
Maintenance Custodian	1	38
Parking Control Officer	1	36
Police Records Clerk	6	36
Kennel Attendant	<u>1</u>	33
	106	

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>
<u>Public Works</u>		
<u>Administration</u>		
Public Works Director	1	M 62.5
Assistant Public Works Director	1	M 58
Staff Assistant	1	42
Senior Administrative Clerk	<u>1</u>	38
	4	
<u>Building Maintenance</u>		
Building Maintenance Leadworker	1	39
Building Maintenance Worker	<u>1</u>	38.5
	2	
<u>Electrical</u>		
Electrical Supervisor	1	48.5
Senior Communication Technician	1	48
Traffic Signal Technician II	1	48
Traffic Signal Technician	<u>1</u>	43.5
	4	
<u>Cemetery Division</u>		
Cemetery Superintendent	1	MM 46.5
Senior Cemetery Caretaker	1	42.5
Cemetery Services Assistant	1	40
Cemetery Caretaker II	2	39
Cemetery Caretaker I	<u>2</u>	38
	7	
<u>Engineering Services</u>		
Contract Administration Engineer	1	MM 52.5
Associate Engineer	2	MM 51
Principal Construction Inspector	1	MM 50.5
Resident Construction Inspector	1	49.5
Computer Graphics Engineer	1	47.5
Resident Construction Inspector Tr.	1	46.5
Secretary	<u>1</u>	40
	8	
<u>Parks Division</u>		
Park Maintenance Superintendent	1	MM 46.5
Senior Tree Trimmer	1	42.5
Senior Groundskeeper	1	41.5
Tree Trimmer II	2	40.5
Tree Trimmer I	3	39.5
Park Repair Worker I/II	2	39/40
Groundskeeper II	2	39
Groundskeeper I	<u>7</u>	38
	19	

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>
<u>Recreation Division</u>		
Sr. Recreation Supervisor	1	44
Recreation Supervisor	1	40
Recreation Assistant	<u>1</u> 3	38
<u>Street Division</u>		
Street Maintenance Superintendent	1	MM 51.5
Construction Supervisor	1	46
Senior Equipment Operator/Streets	1	43
Asphalt Leadworker	1	42
Concrete Leadworker	1	42
Sign & Paint Leadworker	1	42
Equipment Operator	2	41
Asphalt Worker	1	40
Concrete Worker	1	40
Sign & Paint Worker	1	40
Maintenance Laborer	<u>2</u> 13	38

INTER-GOVERNMENT CONTRACT EMPLOYEES

Police Department

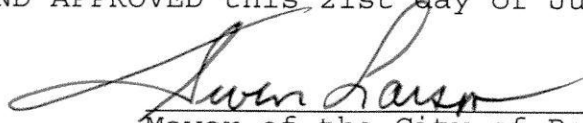
Police Officer (IRNET)	1	46.5
Crime Analyst (OCJP)	1	47
Animal Control Officer	1	40
Senior Police Records Clerk (OCJP)	<u>1</u> 4	38

Fire Department

Communications Coordinator (Confire JPA)	<u>1</u> 1	MS 57
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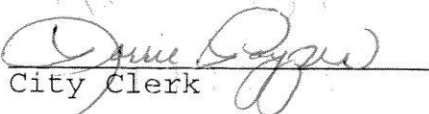
TOTAL AUTHORIZED FULL-TIME POSITIONS: 421 + 5 Contract

ADOPTED, SIGNED AND APPROVED this 21st day of June, 1994.



 Mayor of the City of Redlands

ATTEST:



 City Clerk

HOURLY POSITIONS

Administrative Clerk	\$ 8.851
Administrative Clerk Trainee	\$ 8.084
Adult Sports Official	\$14.00/game
Cashier	\$ 5.20
Childcare Aide I (1000)	\$ 5.25
Childcare Aide II (1300)	\$ 5.75
Childcare Coordinator	\$10.622
Childcare Site Director (1700)	\$ 8.084
Childcare Teacher I (1450)	\$ 6.407
Childcare Teacher II (1450)	\$ 6.90
College Freshman/Sophomore	\$ 5.00
College Junior	\$ 6.00
College Senior	\$ 7.00
College Graduate	\$ 8.00
Diving Instructor	\$ 5.20
Flash Instructor	\$17.50 - \$22.50
Fleet Maintenance Assistant	\$ 9.924
High School Student	\$ 4.50
Joslyn Senior Center Clerk	\$ 8.13
Joslyn Senior Center Services Aide	\$ 6.825
Joslyn Senior Center Services Cord.	\$ 6.825

Joslyn Senior Center Receptionist	\$ 7.085
Kennel Attendant	\$ 7.731
Library Page	\$ 4.75
Lifeguard I	\$ 5.20
Lifeguard II	\$ 5.75
Maintenance Custodian	\$ 7.085
Maintenance Laborer Trainee	\$ 7.397
Market Night Coordinator	\$ 7.00
Parking Control Officer	\$ 8.851
Peer Counselor/SYETP	\$10.00
Police Records Clerk	\$ 8.851
Pool Manager	\$ 7.07
Public Safety Dispatcher	\$10.147
Recreation Aide	\$ 4.70
Recreation Leader (w/1000 hrs exp)	\$ 4.95
Recreation Specialist (w/3000 hrs exp)	\$ 6.05
School Crossing Guard	\$ 5.574
Scorekeeper	\$ 6.00/game
Senior Admin. Clerk	\$ 9.696
Senior Recreation Leader (w/2000 hrs exp)	\$ 5.45

Senior Recreation Specialist (w/4000 hrs exp)	\$ 6.55
Storekeeper	\$ 9.056
Summer Youth Empl. Program Coordinator	\$15.00
SYETP Recreation Aide	\$ 4.50
SYETP Remedial Educ. Teacher	\$22.00
Therapeutic Swim Instructor	\$ 6.55
Youth Basketball Scorekeeper	\$ 8.00/game
Youth Sports Official	\$12.00/game
Wading Pool Attendant	\$ 4.50

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

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>
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)	3723	21.398		(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		
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
	(F)	2441	14.030		(F)	2499	14.361
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
	(F)	2556	14.690		(F)	2618	15.045
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
	(F)	2678	15.390		(F)	2744	15.770
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
	(F)	2807	16.130		(F)	2875	16.525
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
	(F)	2941	16.903		(F)	3014	17.320
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
	(F)	3082	17.714		(F)	3159	18.156
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
	(F)	3230	18.566		(F)	3311	19.026

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>	<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
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
	(F)	3387	19.467		(F)	3470	19.941
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
	(F)	3550	20.400		(F)	3639	20.915
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
	(F)	3722	21.390		(F)	3815	21.927
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
	(F)	3902	22.425		(F)	4000	22.989
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
	(F)	4097	23.546		(F)	4199	24.132
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
	(F)	4301	24.718		(F)	4410	25.345
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
	(F)	4517	25.960		(F)	4630	26.609
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
	(F)	4743	27.259		(F)	4861	27.937

MANAGEMENT/CONFIDENTIAL

<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	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)

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>	<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
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

MANAGEMENT/CONFIDENTIAL (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>
54	A	3776	21.701	54.5	A	3871	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)

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>	<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
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

POLICE

POLICE OFFICER

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

INVESTIGATOR/CORPORAL

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

SERGEANT

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

POLICE LIEUTENANT

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
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

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
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

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
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 (continued)

CAPTAIN

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
50.5	A	3076	12.641
	B	3229	13.270
	C	3390	13.930
	D	3561	14.636
	E	3738	15.363
	(F)	3925	

BATTALION

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
57	A	3609	14.831
	B	3789	15.571
	C	3978	16.347
	D	4180	17.178
	E	4390	18.041
	(F)	4609	18.941

DIVISION CHIEF

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
61	A	4390	25.230
	B	4614	26.517
	C	4844	27.839
	D	5092	29.264
	E	5349	30.741
	(F)	5618	32.287

FIRE CHIEF

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
65.5	A	5618	32.287
	B	5906	33.942
	C	6200	35.632
	D	6518	37.460
	E	6848	39.356
	(F)	7191	41.327

NOTE: (F) Step after 25 years of service only

INSPECTOR I

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

INSPECTOR II

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 YEAR)

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

ENGINEER

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