

RESOLUTION NO. 5164

A RESOLUTION OF THE CITY OF REDLANDS RESCINDING RESOLUTION NO. 5120
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 3/21/95.

<u>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<u>Administrative Services</u>			
Administrative Services Director	1	M	58
Senior Administrative Clerk	$\frac{1}{2}$		38
<u>Housing</u>			
Housing/CDBG Administrator	1	MM	51
Staff Assistant	$\frac{1}{2}$		42
<u>D.R.B.A.</u>			
Town Center Assistant	$\frac{1}{1}$		40
<u>Recreation Division</u>			
Sr. Recreation Supervisor	1		44
Recreation Supervisor	1		40
Recreation Assistant	$\frac{1}{3}$		38
<u>Senior Center</u>			
Senior Center Manager	1	MM	44
Senior Administrative Clerk	$\frac{1}{2}$		38

<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
Executive Assistant	1	M	45.5
Information Systems Coordinator	1	MM	46
Information Systems Technician	1		40
Secretary	1		40
Reprographics & Mailing Supervisor	<u>1</u>		39.5
	7		
<u>Personnel</u>			
Personnel Manager	1	M	51
Safety Officer	1		43
Personnel Technician	1		42.5
Administrative Clerk	<u>1</u>		36
	4		
<u>Purchasing</u>			
Purchasing Manager	1	MM	44
Senior Storekeeper/Buyer Technician	1		41.5
Buyer	1		41
Senior Administrative Clerk	1		38
Storekeeper	<u>1</u>		36.5
	5		
<u>City Treasurer</u>			
City Treasurer	1		Flat Rate
Business License Inspector	1		43.5
Treasurer's Assistant	1		42.5
Account Clerk II	<u>4</u>		38
	7		

<u>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<u>Community Development</u>			
Community Development Director	<u>1</u> 1	M	59
<u>Building Division</u>			
Chief Building Official	1	M	54
Plan Check Examiner	1	MM	50.5
Building Inspector II	2		45.5
Building Permit Clerk	<u>1</u> 5		41
<u>Planning Division</u>			
Principal Planner	1	M	54
Senior Planner	1	MM	52
Associate Planner	2		49.5
Assistant Planner	1		44.5
Secretary	1		40
Senior Administrative Clerk	<u>1</u> 7		38
<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> 7		38
<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	24		46
Assistant Fire Marshal	1		45.5
Fire Inspector I	1		43.5
Staff Assistant	1		42
Senior Administrative Clerk	<u>2</u> 60		38

<u>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<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>Equipment Maintenance</u>			
Equipment Maintenance Manager	1	MM	51.5
Senior Mechanic	3		45
Senior Welder	1		45
Fleet Operations Admin. Assist.	1		44
Mechanic	6		43
Mechanic Assistant	3		39
Senior Administrative Clerk	1		38
Storekeeper	<u>1</u>		36.5
	17		
<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	16		42
Equipment Operator	1		41
Solid Waste Collector	7		38.5
Maintenance Laborer	<u>2</u>		38
	34		

<u>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<u>Utility Billing</u>			
Utility Billing Office Manager	1	MM	44
Account Clerk II	<u>4</u>		38
	5		
<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>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 Welder	2		43.5
	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>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<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	1		42
Police Records Supervisor	1		42
Staff Assistant	1		42
Community Services Officer	6		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		

Public Works

Administration

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		

Building Maintenance

Building Maintenance Leadworker	1		40.5
Building Maintenance Worker	<u>1</u>		38.5
	2		

Electrical

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>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<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>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>		38
	13		

INTER-GOVERNMENTAL CONTRACT EMPLOYEES

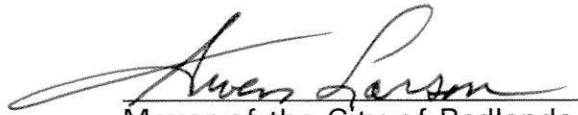
<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>
<u>Police Department</u>		
Police Officer (IRNET)	1	46.5
Police Officer (COPS AHEAD) *	2	46.5
Crime Analyst (OCJP)	1	47
Animal Control Officer	1	40
Senior Police Records Clerk (OCJP)	<u>1</u>	38
	6	
<u>Fire Department</u>		
Communications Coordinator (Confire JPA)	<u>1</u> 1	MS 57

* (Pending final approval from COPS AHEAD.)

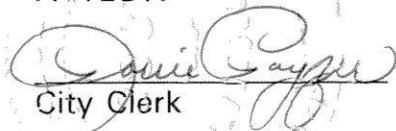
All Grant Funded and contract positions are contingent upon continued funding.

TOTAL AUTHORIZED FULL-TIME POSITIONS: 419 + 7 Contract

ADOPTED, SIGNED AND APPROVED this 21st day of March, 1995.


Mayor of the City of Redlands

ATTEST:


City Clerk

TEMPORARY, PART-TIME HOURLY POSITIONS

Effective 2-13-95

Administrative Clerk	\$ 9.028
Administrative Clerk Trainee	\$ 8.245
Assistant Public Safety Dispatcher (grant)	\$ 7.14
Cashier	\$ 5.30
College Freshman/Sophomore	\$ 5.10
College Junior	\$ 6.12
College Senior	\$ 7.14
College Graduate	\$ 8.16
Diving Instructor	\$ 5.30
Flash Instructor	\$17.85 - \$22.95
Fleet Maintenance Assistant	\$ 10.122
High School Student	\$ 4.59
Joslyn Senior Center Clerk	\$ 8.29
Joslyn Senior Center Services Aide	\$ 6.961
Joslyn Senior Center Services Cord.	\$ 6.961
Joslyn Senior Center Receptionist	\$ 7.226
Kennel Attendant	\$ 7.885
Library Page	\$ 4.84
Lifeguard I	\$ 5.30
Lifeguard II	\$ 5.86

Maintenance Custodian	\$ 7.226
Maintenance Laborer Trainee	\$ 7.544
Market Night Coordinator	\$ 7.14
Parking Control Officer	\$ 9.028
Peer Counselor/SYETP	\$10.20
Police Records Clerk	\$ 9.028
Pool Manager	\$ 7.21
Public Safety Dispatcher	\$10.350
Recreation Aide	\$ 4.79
Recreation Leader (w/1000 hrs exp)	\$ 5.04
Recreation Specialist (w/3000 hrs exp)	\$ 6.17
School Crossing Guard	\$ 5.685
Scorekeeper	\$ 6.17
Senior Admin. Clerk	\$ 9.89
Senior Recreation Leader (w/2000 hrs exp)	\$ 5.55
Senior Recreation Specialist (w/4000 hrs exp)	\$ 6.68
Sports Official	\$14.00/hour
Storekeeper	\$ 9.056
Summer Youth Empl. Program Coordinator	\$15.30
SYETP Recreation Aide	\$ 4.59

SYETP Remedial Educ. Teacher	\$22.44
Therapeutic Swim Instructor	\$ 6.68
Wading Pool Attendant	\$ 4.59

**GENERAL
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
				26.5	A	1015	5.834
					B	1066	6.126
					C	1119	6.433
					D	1174	6.749
					E	1230	7.068
					(F)	1285	7.386
27	A	1041	5.981	27.5	A	1066	6.126
	B	1093	6.280		B	1119	6.433
	C	1147	6.594		C	1174	6.749
	D	1202	6.909		D	1230	7.068
	E	1257	7.068		E	1285	7.386
	(F)	1313	7.545		(F)	1342	7.714
28	A	1093	6.280	28.5	A	1119	6.433
	B	1147	6.594		B	1174	6.749
	C	1202	6.909		C	1230	7.068
	D	1257	7.068		D	1285	7.386
	E	1313	7.545		E	1342	7.714
	(F)	1372	7.886		(F)	1403	8.065
29	A	1147	6.594	29.5	A	1174	6.749
	B	1202	6.909		B	1230	7.068
	C	1257	7.068		C	1285	7.386
	D	1313	7.545		D	1342	7.714
	E	1372	7.886		E	1403	8.065
	(F)	1435	8.246		(F)	1469	8.440
30	A	1202	6.909	30.5	A	1230	7.068
	B	1257	7.068		B	1285	7.386
	C	1313	7.545		C	1342	7.714
	D	1372	7.886		D	1403	8.065
	E	1435	8.246		E	1469	8.440
	(F)	1502	8.632		(F)	1537	8.832
31	A	1257	7.068	31.5	A	1285	7.386
	B	1313	7.545		B	1342	7.714
	C	1372	7.886		C	1403	8.065
	D	1435	8.246		D	1469	8.440
	E	1502	8.632		E	1537	8.832
	(F)	1571	9.028		(F)	1607	9.237

**GENERAL
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
32	A	1313	7.545	32.5	A	1342	7.714
	B	1372	7.886		B	1403	8.065
	C	1435	8.246		C	1469	8.440
	D	1502	8.632		D	1537	8.832
	E	1571	9.028		E	1607	9.237
	(F)	1644	9.450		(F)	1682	9.669
33	A	1372	7.886	33.5	A	1403	8.065
	B	1435	8.246		B	1469	8.440
	C	1502	8.632		C	1537	8.832
	D	1571	9.028		D	1607	9.237
	E	1644	9.450		E	1682	9.669
	(F)	1721	9.890		(F)	1761	10.123
34	A	1435	8.246	34.5	A	1469	8.440
	B	1502	8.632		B	1537	8.832
	C	1571	9.028		C	1607	9.237
	D	1644	9.450		D	1682	9.669
	E	1721	9.890		E	1761	10.123
	(F)	1801	10.350		(F)	1843	10.592
35	A	1502	8.632	35.5	A	1537	8.832
	B	1571	9.028		B	1607	9.237
	C	1644	9.450		C	1682	9.669
	D	1721	9.890		D	1761	10.123
	E	1801	10.350		E	1843	10.592
	(F)	1885	10.834		(F)	1931	11.095
36	A	1571	9.028	36.5	A	1607	9.237
	B	1644	9.450		B	1682	9.669
	C	1721	9.890		C	1761	10.123
	D	1801	10.350		D	1843	10.592
	E	1885	10.834		E	1931	11.095
	(F)	1974	11.344		(F)	2020	11.609
37	A	1644	9.450	37.5	A	1682	9.669
	B	1721	9.890		B	1761	10.123
	C	1801	10.350		C	1843	10.592
	D	1885	10.834		D	1931	11.095
	E	1974	11.344		E	2020	11.609
	(F)	2066	11.876		(F)	2115	12.157

**GENERAL
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
38	A	1721	9.890	38.5	A	1761	10.123
	B	1801	10.350		B	1843	10.592
	C	1885	10.834		C	1931	11.095
	D	1974	11.344		D	2020	11.609
	E	2066	11.876		E	2115	12.157
	(F)	2164	12.439		(F)	2216	12.735
39	A	1801	10.350	39.5	A	1843	10.592
	B	1885	10.834		B	1931	11.095
	C	1974	11.344		C	2020	11.609
	D	2066	11.876		D	2115	12.157
	E	2164	12.439		E	2216	12.735
	(F)	2266	13.025		(F)	2321	13.339
40	A	1885	10.834	40.5	A	1931	11.095
	B	1974	11.344		B	2020	11.609
	C	2066	11.876		C	2115	12.157
	D	2164	12.439		D	2216	12.735
	E	2266	13.025		E	2321	13.339
	(F)	2374	13.642		(F)	2431	13.973
41	A	1974	11.344	41.5	A	2020	11.609
	B	2066	11.876		B	2115	12.157
	C	2164	12.439		C	2216	12.735
	D	2266	13.025		D	2321	13.339
	E	2374	13.642		E	2431	13.973
	(F)	2487	14.294		(F)	2547	14.637
42	A	2066	11.876	42.5	A	2115	12.157
	B	2164	12.439		B	2216	12.735
	C	2266	13.025		C	2321	13.339
	D	2374	13.642		D	2431	13.973
	E	2487	14.294		E	2547	14.637
	(F)	2605	14.973		(F)	2670	15.343
43	A	2164	12.439	43.5	A	2216	12.735
	B	2266	13.025		B	2321	13.339
	C	2374	13.642		C	2431	13.973
	D	2487	14.294		D	2547	14.637
	E	2605	14.973		E	2670	15.343
	(F)	2731	15.693		(F)	2797	16.076

**GENERAL
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
44	A	2266	13.025	44.5	A	2321	13.339
	B	2374	13.642		B	2431	13.973
	C	2487	14.294		C	2547	14.637
	D	2605	14.973		D	2670	15.343
	E	2731	15.693		E	2797	16.076
	(F)	2861	16.442		(F)	2932	16.851
45	A	2374	13.642	45.5	A	2431	13.973
	B	2487	14.294		B	2547	14.637
	C	2605	14.973		C	2670	15.343
	D	2731	15.693		D	2797	16.076
	E	2861	16.442		E	2932	16.851
	(F)	2999	17.233		(F)	3073	17.663
46	A	2487	14.294	46.5	A	2547	14.637
	B	2605	14.973		B	2670	15.343
	C	2731	15.693		C	2797	16.076
	D	2861	16.442		D	2932	16.851
	E	2999	17.233		E	3073	17.663
	(F)	3143	18.064		(F)	3221	18.509
47	A	2605	14.973	47.5	A	2670	15.343
	B	2731	15.693		B	2797	16.076
	C	2861	16.442		C	2932	16.851
	D	2999	17.233		D	3073	17.663
	E	3143	18.064		E	3221	18.509
	(F)	3295	18.939		(F)	3375	19.399
48	A	2731	15.693	48.5	A	2797	16.076
	B	2861	16.442		B	2932	16.851
	C	2999	17.233		C	3073	17.663
	D	3143	18.064		D	3221	18.509
	E	3295	18.939		E	3375	19.399
	(F)	3453	19.846		(F)	3541	20.349
49	A	2861	16.442	49.5	A	2932	16.851
	B	2999	17.233		B	3073	17.663
	C	3143	18.064		C	3221	18.509
	D	3295	18.939		D	3375	19.399
	E	3453	19.846		E	3541	20.349
	(F)	3621	20.811		(F)	3713	21.338

**GENERAL
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
50	A	2999	17.233	50.5	A	3073	17.663
	B	3143	18.064		B	3221	18.509
	C	3295	18.939		C	3375	19.399
	D	3453	19.846		D	3541	20.349
	E	3621	20.811		E	3713	21.338
	(F)	3798	21.826		(F)	0	0.000
51	A	3143	18.064	51.5	A	3221	18.509
	B	3295	18.939		B	3375	19.399
	C	3453	19.846		C	3541	20.349
	D	3621	20.811		D	3713	21.338
	E	3798	21.826		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
52	A	3295	18.939	52.5	A	3375	19.399
	B	3453	19.846		B	3541	20.349
	C	3621	20.811		C	3713	21.338
	D	3798	21.826		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
53	A	3453	19.846	53.5	A	3541	20.349
	B	3621	20.811		B	3713	21.338
	C	3798	21.826		C	0	0.000
	D	0	0.000		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
54	A	3621	20.811	54.5	A	3713	21.338
	B	3798	21.826		B	0	0.000
	C	0	0.000		C	0	0.000
	D	0	0.000		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
55	A	3798	21.826	55.5	A	0	0.000
	B	0	0.000		B	0	0.000
	C	0	0.000		C	0	0.000
	D	0	0.000		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000

**MID MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
40	A	1966	11.297	40.5	A	2016	11.587
	B	2062	11.851		B	2118	12.172
	C	2164	12.435		C	2223	12.776
	D	2272	13.059		D	2334	13.414
	E	2387	13.716		E	2450	14.083
	(F)	2514	14.451		(F)	2574	14.792
41	A	2062	11.851	41.5	A	2118	12.172
	B	2164	12.435		B	2223	12.776
	C	2272	13.059		C	2334	13.414
	D	2387	13.716		D	2450	14.083
	E	2514	14.451		E	2574	14.792
	(F)	2633	15.131		(F)	2696	15.496
42	A	2164	12.435	42.5	A	2223	12.776
	B	2272	13.059		B	2334	13.414
	C	2387	13.716		C	2450	14.083
	D	2514	14.451		D	2574	14.792
	E	2633	15.131		E	2696	15.496
	(F)	2758	15.852		(F)	2826	16.243
43	A	2272	13.059	43.5	A	2334	13.414
	B	2387	13.716		B	2450	14.083
	C	2514	14.451		C	2574	14.792
	D	2633	15.131		D	2696	15.496
	E	2758	15.852		E	2826	16.243
	(F)	2891	16.614		(F)	2962	17.021
44	A	2387	13.716	44.5	A	2450	14.083
	B	2514	14.451		B	2574	14.792
	C	2633	15.131		C	2696	15.496
	D	2758	15.852		D	2826	16.243
	E	2891	16.614		E	2962	17.021
	(F)	3029	17.410		(F)	3104	17.840
45	A	2514	14.451	45.5	A	2574	14.792
	B	2633	15.131		B	2696	15.496
	C	2758	15.852		C	2826	16.243
	D	2891	16.614		D	2962	17.021
	E	3029	17.410		E	3104	17.840
	(F)	3175	18.245		(F)	3254	18.701

**MID MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
46	A	2633	15.131	46.5	A	2696	15.496
	B	2758	15.852		B	2826	16.243
	C	2891	16.614		C	2962	17.021
	D	3029	17.410		D	3104	17.840
	E	3175	18.245		E	3254	18.701
	(F)	3327	19.123		(F)	3410	19.597
47	A	2758	15.852	47.5	A	2826	16.243
	B	2891	16.614		B	2962	17.021
	C	3029	17.410		C	3104	17.840
	D	3175	18.245		D	3254	18.701
	E	3327	19.123		E	3410	19.597
	(F)	3489	20.051		(F)	3571	20.539
48	A	2891	16.614	48.5	A	2962	17.021
	B	3029	17.410		B	3104	17.840
	C	3175	18.245		C	3254	18.701
	D	3327	19.123		D	3410	19.597
	E	3489	20.051		E	3571	20.539
	(F)	3656	21.012		(F)	3748	21.543
49	A	3029	17.410	49.5	A	3104	17.840
	B	3175	18.245		B	3254	18.701
	C	3327	19.123		C	3410	19.597
	D	3489	20.051		D	3571	20.539
	E	3656	21.012		E	3748	21.543
	(F)	3834	22.032		(F)	3930	22.585
50	A	3175	18.245	50.5	A	3254	18.701
	B	3327	19.123		B	3410	19.597
	C	3489	20.051		C	3571	20.539
	D	3656	21.012		D	3748	21.543
	E	3834	22.032		E	3930	22.585
	(F)	4019	23.098		(F)	4120	23.679
51	A	3327	19.123	51.5	A	3410	19.597
	B	3489	20.051		B	3571	20.539
	C	3656	21.012		C	3748	21.543
	D	3834	22.032		D	3930	22.585
	E	4019	23.098		E	4120	23.679
	(F)	4220	24.252		(F)	4325	24.856

**MID MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
52	A	3489	20.051	52.5	A	3571	20.539
	B	3656	21.012		B	3748	21.543
	C	3834	22.032		C	3930	22.585
	D	4019	23.098		D	4120	23.679
	E	4220	24.252		E	4325	24.856
	(F)	4431	25.460		(F)	4542	26.105
53	A	3656	21.012	53.5	A	3748	21.543
	B	3834	22.032		B	3930	22.585
	C	4019	23.098		C	4120	23.679
	D	4220	24.252		D	4325	24.856
	E	4431	25.460		E	4542	26.105
	(F)	4653	23.739		(F)	4769	27.407
54	A	3834	22.032	54.5	A	3930	22.585
	B	4019	23.098		B	4120	23.679
	C	4220	24.252		C	4325	24.856
	D	4431	25.460		D	4542	26.105
	E	4653	23.739		E	4769	27.407
	(F)	4885	28.077		(F)	5007	28.775
55	A	4019	23.098	55.5	A	4120	23.679
	B	4220	24.252		B	4325	24.856
	C	4431	25.460		C	4542	26.105
	D	4653	23.739		D	4769	27.407
	E	4885	28.077		E	5007	28.775
	(F)	0	0.000		(F)	0	0.000
56	A	4220	24.252	56.5	A	4325	24.856
	B	4431	25.460		B	4542	26.105
	C	4653	23.739		C	4769	27.407
	D	4885	28.077		D	5007	28.775
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
57	A	4431	25.460	57.5	A	4542	26.105
	B	4653	23.739		B	4769	27.407
	C	4885	28.077		C	5007	28.775
	D	0	0.000		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000

**MID MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
58	A	4653	23.739	58.5	A	4769	27.407
	B	4885	28.077		B	5007	28.775
	C	0	0.000		C	0	0.000
	D	0	0.000		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
59	A	4885	28.077	59.5	A	5007	28.775
	B	0	0.000		B	0	0.000
	C	0	0.000		C	0	0.000
	D	0	0.000		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000

**MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
40	A	1998	11.485	40.5	A	2047	11.763
	B	2098	11.851		B	2149	13.350
	C	2200	12.435		C	2250	12.933
	D	2302	13.059		D	2358	13.550
	E	2411	13.716		E	2469	14.188
	(F)	2525	14.451		(F)	2586	14.863
41	A	2098	11.851	41.5	A	2149	13.350
	B	2200	12.435		B	2250	12.933
	C	2302	13.059		C	2358	13.550
	D	2411	13.716		D	2469	14.188
	E	2525	14.451		E	2586	14.863
	(F)	2645	15.204		(F)	2709	15.570
42	A	2200	12.435	42.5	A	2250	12.933
	B	2302	13.059		B	2358	13.550
	C	2411	13.716		C	2469	14.188
	D	2525	14.451		D	2586	14.863
	E	2645	15.204		E	2709	15.570
	(F)	2771	15.928		(F)	2840	16.320
43	A	2302	13.059	43.5	A	2358	13.550
	B	2411	13.716		B	2469	14.188
	C	2525	14.451		C	2586	14.863
	D	2645	15.204		D	2709	15.570
	E	2771	15.928		E	2840	16.320
	(F)	2904	16.692		(F)	2976	17.101
44	A	2411	13.716	44.5	A	2469	14.188
	B	2525	14.451		B	2586	14.863
	C	2645	15.204		C	2709	15.570
	D	2771	15.928		D	2840	16.320
	E	2904	16.692		E	2976	17.101
	(F)	3044	17.493		(F)	3119	17.926
45	A	2525	14.451	45.5	A	2586	14.863
	B	2645	15.204		B	2709	15.570
	C	2771	15.928		C	2840	16.320
	D	2904	16.692		D	2976	17.101
	E	3044	17.493		E	3119	17.926
	(F)	3190	18.334		(F)	3269	18.790

**MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
46	A	2645	15.204	46.5	A	2709	15.570
	B	2771	15.928		B	2840	16.320
	C	2904	16.692		C	2976	17.101
	D	3044	17.493		D	3119	17.926
	E	3190	18.334		E	3269	18.790
	(F)	3344	19.216		(F)	3426	19.691
47	A	2771	15.928	47.5	A	2840	16.320
	B	2904	16.692		B	2976	17.101
	C	3044	17.493		C	3119	17.926
	D	3190	18.334		D	3269	18.790
	E	3344	19.216		E	3426	19.691
	(F)	3506	20.148		(F)	3591	20.638
48	A	2904	16.692	48.5	A	2976	17.101
	B	3044	17.493		B	3119	17.926
	C	3190	18.334		C	3269	18.790
	D	3344	19.216		D	3426	19.691
	E	3506	20.148		E	3591	20.638
	(F)	3674	21.113		(F)	3766	21.646
49	A	3044	17.493	49.5	A	3119	17.926
	B	3190	18.334		B	3269	18.790
	C	3344	19.216		C	3426	19.691
	D	3506	20.148		D	3591	20.638
	E	3674	21.113		E	3766	21.646
	(F)	3851	22.135		(F)	3949	22.694
50	A	3190	18.334	50.5	A	3269	18.790
	B	3344	19.216		B	3426	19.691
	C	3506	20.148		C	3591	20.638
	D	3674	21.113		D	3766	21.646
	E	3851	22.135		E	3949	22.694
	(F)	4038	23.208		(F)	4140	23.792
51	A	3344	19.216	51.5	A	3426	19.691
	B	3506	20.148		B	3591	20.638
	C	3674	21.113		C	3766	21.646
	D	3851	22.135		D	3949	22.694
	E	4038	23.208		E	4140	23.792
	(F)	4234	24.332		(F)	4341	24.950

**MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
52	A	3506	20.148	52.5	A	3591	20.638
	B	3674	21.113		B	3766	21.646
	C	3851	22.135		C	3949	22.694
	D	4038	23.208		D	4140	23.792
	E	4234	24.332		E	4341	24.950
	(F)	4440	25.150		(F)	4552	26.162
53	A	3674	21.113	53.5	A	3766	21.646
	B	3851	22.135		B	3949	22.694
	C	4038	23.208		C	4140	23.792
	D	4234	24.332		D	4341	24.950
	E	4440	25.150		E	4552	26.162
	(F)	4655	26.755		(F)	4774	27.438
54	A	3851	22.135	54.5	A	3949	22.694
	B	4038	23.208		B	4140	23.792
	C	4234	24.332		C	4341	24.950
	D	4440	25.150		D	4552	26.162
	E	4655	26.755		E	4774	27.438
	(F)	4883	28.063		(F)	5007	28.778
55	A	4038	23.208	55.5	A	4140	23.792
	B	4234	24.332		B	4341	24.950
	C	4440	25.150		C	4552	26.162
	D	4655	26.755		D	4774	27.438
	E	4883	28.063		E	5007	28.778
	(F)	5252	30.186		(F)	5371	30.866
56	A	4234	24.332	56.5	A	4341	24.950
	B	4440	25.150		B	4552	26.162
	C	4655	26.755		C	4774	27.438
	D	4883	28.063		D	5007	28.778
	E	5252	30.186		E	5371	30.866
	(F)	5371	30.866		(F)	5509	31.659
57	A	4440	25.150	57.5	A	4552	26.162
	B	4655	26.755		B	4774	27.438
	C	4883	28.063		C	5007	28.778
	D	5252	30.186		D	5371	30.866
	E	5371	30.866		E	5509	31.659
	(F)	5633	32.372		(F)	5784	33.244

**MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
58	A	4655	26.755	58.5	A	4774	27.438
	B	4883	28.063		B	5007	28.778
	C	5252	30.186		C	5371	30.866
	D	5371	30.866		D	5509	31.659
	E	5633	32.372		E	5784	33.244
	(F)	5915	33.992		(F)	6074	34.906
59	A	4883	28.063	59.5	A	5007	28.778
	B	5252	30.186		B	5371	30.866
	C	5371	30.866		C	5509	31.659
	D	5633	32.372		D	5784	33.244
	E	5915	33.992		E	6074	34.906
	(F)	6210	35.691		(F)	6377	36.650
60	A	5252	30.186	60.5	A	5371	30.866
	B	5371	30.866		B	5509	31.659
	C	5633	32.372		C	5784	33.244
	D	5915	33.992		D	6074	34.906
	E	6210	35.691		E	6377	36.650
	(F)	6521	37.476		(F)	6696	38.483
61	A	5371	30.866	61.5	A	5509	31.659
	B	5633	32.372		B	5784	33.244
	C	5915	33.992		C	6074	34.906
	D	6210	35.691		D	6377	36.650
	E	6521	37.476		E	6696	38.483
	(F)	6847	39.350		(F)	7031	40.408
62	A	5633	32.372	62.5	A	5784	33.244
	B	5915	33.992		B	6074	34.906
	C	6210	35.691		C	6377	36.650
	D	6521	37.476		D	6696	38.483
	E	6847	39.350		E	7031	40.408
	(F)	7189	41.316		(F)	7383	42.431
63	A	5915	33.992	63.5	A	6074	34.906
	B	6210	35.691		B	6377	36.650
	C	6521	37.476		C	6696	38.483
	D	6847	39.350		D	7031	40.408
	E	7189	41.316		E	7383	42.431
	(F)	7548	43.379		(F)	7752	44.552

**MANAGEMENT
SALARY MATRIX**

Effective January 1, 1995

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
64	A	6210	35.691	64.5	A	6377	36.650
	B	6521	37.476		B	6696	38.483
	C	6847	39.350		C	7031	40.408
	D	7189	39.350		D	7383	42.431
	E	7548	43.379		E	7752	44.552
	(F)	7925	45.546		(F)	0	0.000
65	A	6521	37.476	65.5	A	6696	38.483
	B	6847	39.350		B	7031	40.408
	C	7189	41.316		C	7383	42.431
	D	7548	43.379		D	7752	44.552
	E	7925	45.546		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
66	A	6847	39.350				
	B	7189	41.316				
	C	7548	43.379				
	D	7925	45.546				
	E	0	0.000				
	(F)	0	0.000				

**FIRE DEPARTMENT
SALARY MATRIX**

Effective 1/31/95

INSPECTOR I

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
43.5	A	2232	12.826
	B	2343	13.465
	C	2461	14.145
	D	2584	14.849
	E	2713	15.593
	F	2849	16.373

ASSISTANT FIRE MARSHAL

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
45.5	A	2461	14.145
	B	2584	14.849
	C	2713	15.593
	D	2849	16.373
	E	2992	17.193
	F	3141	18.049

FIREFIGHTER

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
46	A	2422	9.953
	B	2543	10.450
	C	2670	10.974
	D	2804	11.523
	E	2944	12.097
	F	3092	12.705

ENGINEER

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
48	A	2670	10.974
	B	2804	11.523
	C	2944	12.097
	D	3092	12.705
	E	3247	13.342
	F	3408	14.005

CAPTAIN**FIRE DEPARTMENT
SALARY MATRIX**

Effective 1/31/95

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
50.5	A	3138	12.894
	B	3294	13.535
	C	3458	14.210
	D	3632	14.927
	E	3813	15.669
	F	4004	16.453

BATTALION CHIEF

Effective January 2, 1995

57	A	3681	15.128
	B	3865	15.883
	C	4058	16.675
	D	4264	17.522
	E	4478	18.402
	F	4701	19.320

COMM. COORDINATOR

Effective January 2, 1995

57	A	3681	21.156
	B	3865	22.211
	C	4058	23.319
	D	4264	24.503
	E	4478	25.734
	F	4701	27.018

DIVISION CHIEF

Effective January 2, 1995

61	A	4478	25.734
	B	4706	27.048
	C	4941	28.396
	D	5194	29.850
	E	5456	31.356
	F	5730	32.933

FIRE CHIEF

65.5	A	5730	32.933
	B	6024	34.621
	C	6324	36.345
	D	6648	38.209
	E	6985	40.143
	F	7335	42.154

POLICE

Effective February 27, 1995

POLICE OFFICER

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
46.5	A	2576	14.801
	B	2705	15.546
	C	2840	16.321
	D	2982	17.140
	E	3132	18.001
	F	3289	18.900

INVESTIGATOR/CORPORAL

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
48	A	2829	16.258
	B	2971	17.073
	C	3064	17.609
	D	3275	18.822
	E	3439	19.763
	F	3611	20.752

POLICE SERGEANT

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
50.5	A	3193	18.349
	B	3350	19.254
	C	3518	20.220
	D	3697	21.248
	E	3880	22.301
	F	4074	23.414

POLICE LIEUTENANT

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
53	A	4277	24.580
	B	4491	25.811
	C	4715	27.099
	D	4951	28.454
	E	5198	29.874
	(F)	5561	31.368

POLICE

Effective February 27, 1995

POLICE CAPTAIN

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
55	A	4610	26.497
	B	4841	27.822
	C	5082	29.210
	D	5336	30.667
	E	5604	32.204
	(F)	5881	33.801

POLICE CHIEF

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
	A	5735	32.961
	B	6025	34.627
	C	6330	36.379
	D	6649	38.215
	E	6949	39.938
	(F)	7316	42.048