

RESOLUTION NO. 5531

A RESOLUTION OF THE CITY OF REDLANDS RESCINDING RESOLUTION NO'S. 5414, 5458, 5476 AND 5477 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 6/29/98.

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>
<u>City Clerk</u>		
City Clerk	1	Flat Rate
Deputy City Clerk	$\frac{1}{2}$	M 41.5
<u>City Manager's Office</u>		
City Manager	1	Flat Rate
City Attorney	1	Flat Rate
Executive Assistant	1	M 45.5
Deputy City Attorney	1	MM 45.5
Secretary	1	40
Reprographics & Mailing Supervisor	$\frac{1}{6}$	39.5
<u>Personnel</u>		
Personnel Manager	1	M 52.5
Safety Officer	1	43
Personnel Technician	1	42.5
Personnel Assistant	$\frac{1}{4}$	40.5

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>	
<u>City Treasurer</u>			
City Treasurer	1	Flat Rate	
Treasurer's Assistant	1	MM	44
Business License Inspector	1		40
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
Building Inspector II	2		45.5
Building Permit Clerk	<u>1</u>		41
	5		
<u>Planning Division</u>			
City Planner	1	MM	54
Senior Planner	2	MM	52
Associate Planner	2		49.5
Code Enforcement Officer	1		43.5
Secretary	1		40
Senior Administrative Clerk	<u>1</u>		38
	8		
<u>Finance</u>			
<u>Accounting</u>			
Finance Director	1	M	58.5
Accounting Manager	1	M	51.5
Payroll Supervisor	1		42.5
Risk Management Technician	1		42
Senior Account Clerk	1		40
Account Clerk II	<u>2</u>		38
	7		
<u>Purchasing Division</u>			
Purchasing Manager	1	MM	46
Purchasing Assistant	1		40
Senior Storekeeper	1		39.5
Senior Administrative Clerk	1		38
Storekeeper	<u>1</u>		36.5
	5		

<u>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<u>Fire Department</u>			
Fire Chief	1	MS	65.5
Deputy Fire Chief	1	MS	61
Emergency Services Battalion Chief	1	MS	57
Battalion Chief	3	MS	57
Fire Captain	12		50.5
Fire Engineer	12		48
Fire Fighter	24		46
Fire Marshal	1		47.5
Assistant Fire Marshal	1		45.5
Staff Assistant	1		42
Senior Administrative Clerk	2		38
	<u>59</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	5		39
Technical Assistant	1		39
Maintenance Custodian	1		38
Senior Library Clerk	1		37
Library Clerk	4		35
	<u>19</u>		
<u>Municipal Utilities Department</u>			
<u>Administration</u>			
Municipal Utilities Director	1	M	61.5
Chief of Water Resources & Utility Operations	1	M	60.5
Senior Civil Engineer w/R.E.	1	MM	55
Engineering Manager	1	MM	53
Assistant Civil Engineer w/R.E.	1	MM	51.5
Administrative Analyst	1	MM	49.5
Geographic Information Systems Analyst	1	MM	49
Junior Engineer	1		47.5
Geographic Information Systems Technician	1		46
Staff Assistant	1		42
Solid Waste Customer Service Representative	3		38
Senior Administrative Clerk	1		38
	<u>14</u>		

<u>Department</u>	<u>Full-time Positions</u>	<u>Range</u>
<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	5	43
Senior Storekeeper	1	41
Mechanic Assistant	<u>3</u>	39
	15	
<u>Management Information Systems</u>		
Mgmt. Information Systems Administrator	1	MM 54
Management Information Systems Manager	1	MM 48
M.I.S. and Communications Technician	<u>1</u>	42.5
	3	
<u>Solid Waste Division</u>		
Solid Waste Manager	1	M 56
Solid Waste Collection Superintendent	1	MM 51.5
Solid Waste Landfill Supervisor	1	MM 50
Special Collection Coordinator	1	MM 44
Sr. Solid Waste Truck Driver	2	44
Senior Equipment Operator/Landfill	2	43
Welder	1	43
Solid Waste Truck Driver	18	42
Equipment Operator	1	41
Solid Waste Collector	7	38.5
Maintenance Laborer	<u>2</u>	38
	37	
<u>Wastewater Division</u>		
Wastewater Facilities Manager	1	MM 51.5
Regulatory Compliance Officer	1	49
Plant Mechanic II	1	47
Senior Wastewater Facilities Operator	2	45
Supervising Laboratory Technician	1	45
Industrial Waste Inspector	1	44
Laboratory Technician II	2	44
Line Maintenance Leadworker	1	44
Plant Mechanic I	3	43
Waste Facilities Operator I/II	4	42/43
Laboratory Technician I	1	42
Line Maintenance Worker	1	41
Maintenance Laborer	<u>2</u>	38
	21	

<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
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	3		38
Zanjero	<u>1</u>	Flat Rate	
	38		
<u>Utility Billing</u>			
Utility Billing Office Manager	1	MM	44
Account Clerk II	<u>3</u>		38
	4		
<u>Police Department</u>			
Police Chief	1	MS	64.5
Police Captain	2	MS	55
Police Lieutenant	3	MS	53
Cost Recovery Officer	1	MM	52
Police Sergeant	9		50.5
Police Corporal/Investigator	15		48
Crime Analyst	1		47
Police Officer	42		46.5
Support Services Supervisor	1	MM	44
Animal Control Supervisor	1		44
Information Systems Technician	1		42.5
I.D. & Property Technician	1		42
Police Records Supervisor	1		42
Staff Assistant	1		42
Community Services Officer/Dispatcher	19		41.5
Animal Control Officer	2		40
Secretary	2		40
Maintenance Custodian	1		38
Senior Police Records Clerk	1		38

<u>Department</u>	<u>Full-time Positions</u>		<u>Range</u>
<u>Police Department (Continued)</u>			
Parking Control Officer	1		36
Police Records Clerk	6		36
Kennel Attendant	<u>1</u>		33
	113		
<u>Community Services Division</u>			
Community Services Division Manager	1	M	59
Sr. Administrative Clerk	<u>1</u>		38
	2		
<u>D.R.B.A.</u>			
Special Programs Coordinator	<u>1</u>		40
	1		
<u>Housing</u>			
Housing/CDBG Administrator	1	MM	51
Staff Assistant	<u>1</u>		42
	2		
<u>Recreation</u>			
Recreation Superintendent	1	MM	44
Maintenance Laborer	1		38
Special Programs Coordinator	4		38
Administrative Clerk	<u>1</u>		36
	7		
<u>Public Works Department</u>			
<u>Administration</u>			
Public Works Director	1	M	62.5
Assistant Public Works Director	1	M	58
Cost Recovery Administrator	1	MM	46
Staff Assistant	1		42
Senior Administrative Clerk	<u>1</u>		38
	5		
<u>Building Maintenance</u>			
Building Maintenance Leadworker	1		40.5
Building Maintenance Worker	<u>1</u>		38.5
	2		

<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>Electrical</u>		
Communications Manager	1	50.5
Senior Electrician	1	48
Traffic Signal Technician II	2	48
Traffic Signal Technician	<u>1</u>	43.5
	5	
<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	2	49.5
Computer Graphics Engineer	<u>1</u>	47.5
	7	
<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
Asphalt Leadworker	1	42
Concrete Leadworker	1	42
Maintenance Leadworker	1	42
Sign & Paint Leadworker	1	42
Equipment Operator	3	41
Asphalt Worker	1	40
Concrete Worker	1	40
Sign & Paint Worker	1	40
Maintenance Laborer	<u>2</u>	38
	13	

INTER-GOVERNMENT 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
Police Officer (SHO)	1	46.5
Police Officer (RUSD - <i>funded 60%</i>)	1	46.5
Animal Control Officer	<u>1</u>	40
	6	

Fire Department

Communications Coordinator (Confire JPA)	<u>1</u> 1	MS 57
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All grant funded and contract positions are contingent upon continued funding.

TOTAL AUTHORIZED FULL-TIME POSITIONS: 445 *

* (438 + 7 contract)

ADOPTED, SIGNED AND APPROVED this 16th day of June, 1998.


Mayor of the City of Redlands

ATTEST:


City Clerk

TEMPORARY, PART-TIME HOURLY POSITIONS

Effective June 29, 1998

Account Clerk II	\$10.705
Administrative Clerk	\$ 9.772
Business License Inspector	\$18.602
Cemetery Aide	\$ 9.772
Code Enforcement Officer	\$18.602
College Freshman/Sophomore	\$ 5.893
College Junior	\$ 6.623
College Senior	\$ 7.707
College Graduate	\$ 8.831
D.R.B.A. Coordinator	\$ 9.772
Fleet Maintenance Assistant	\$10.957
Joslyn Senior Center Services Aide	\$ 7.751
Kennel Attendant	\$ 8.535
Library Clerk	\$ 9.343
Library Page	\$ 5.893
Lifeguard I	\$ 6.197
Lifeguard II	\$ 7.00
Maintenance Custodian	\$ 7.820
Maintenance Laborer Trainee	\$ 8.166
Museum Attendant	\$ 7.175
Parking Control Officer	\$ 9.772

Police Officer Trainee		\$15.629
Public Safety Dispatcher		\$11.203
Recreation Leader		\$ 5.893
Recreation Coordinator		\$10.134
Senior Recreation Specialist (w/4000 hrs exp)		\$ 7.232
Special Programs Aide (w/1000 hrs exp)		\$ 7.11
Sports Official		\$15.153
Storekeeper		\$ 9.998
SYETP Participant		\$ 5.75
SYETP Job Coach		\$ 7.519
SYETP Program Coordinator		\$15.375
SYETP Remediation Instructor		\$24.60
Therapeutic Swim Instructor		\$ 7.232
Work Study Intern	(grant)	\$ 7.707

**GENERAL
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
				26.5	A	1099	6.315
					B	1154	6.632
					C	1212	6.964
					D	1271	7.305
					E	1331	7.650
					(F)	1391	7.994
27	A	1126	6.474	27.5	A	1154	6.632
	B	1183	6.798		B	1212	6.964
	C	1242	7.137		C	1271	7.305
	D	1301	7.478		D	1331	7.650
	E	1361	7.823		E	1391	7.994
	(F)	1421	8.166		(F)	1453	8.350
28	A	1183	6.798	28.5	A	1212	6.964
	B	1242	7.137		B	1271	7.305
	C	1301	7.478		C	1331	7.650
	D	1361	7.823		D	1391	7.994
	E	1421	8.166		E	1453	8.350
	(F)	1485	8.535		(F)	1519	8.729
29	A	1242	7.137	29.5	A	1271	7.305
	B	1301	7.478		B	1331	7.650
	C	1361	7.823		C	1391	7.994
	D	1421	8.166		D	1453	8.350
	E	1485	8.535		E	1519	8.729
	(F)	1553	8.925		(F)	1589	9.135
30	A	1301	7.478	30.5	A	1331	7.650
	B	1361	7.823		B	1391	7.994
	C	1421	8.166		C	1453	8.350
	D	1485	8.535		D	1519	8.729
	E	1553	8.925		E	1589	9.135
	(F)	1626	9.343		(F)	1663	9.560
31	A	1361	7.823	31.5	A	1391	7.994
	B	1421	8.166		B	1453	8.350
	C	1485	8.535		C	1519	8.729
	D	1553	8.925		D	1589	9.135
	E	1626	9.343		E	1663	9.560
	(F)	1700	9.772		(F)	1740	9.998

**GENERAL
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
32	A	1421	8.166	32.5	A	1453	8.350
	B	1485	8.535		B	1519	8.729
	C	1553	8.925		C	1589	9.135
	D	1626	9.343		D	1663	9.560
	E	1700	9.772		E	1740	9.998
	(F)	1780	10.228		(F)	1821	10.465
33	A	1485	8.535	33.5	A	1519	8.729
	B	1553	8.925		B	1589	9.135
	C	1626	9.343		C	1663	9.560
	D	1700	9.772		D	1740	9.998
	E	1780	10.228		E	1821	10.465
	(F)	1863	10.705		(F)	1907	10.957
34	A	1553	8.925	34.5	A	1589	9.135
	B	1626	9.343		B	1663	9.560
	C	1700	9.772		C	1740	9.998
	D	1780	10.228		D	1821	10.465
	E	1863	10.705		E	1907	10.957
	(F)	1949	11.203		(F)	1995	11.465
35	A	1626	9.343	35.5	A	1663	9.560
	B	1700	9.772		B	1740	9.998
	C	1780	10.228		C	1821	10.465
	D	1863	10.705		D	1907	10.957
	E	1949	11.203		E	1995	11.465
	(F)	2040	11.727		(F)	2090	12.009
36	A	1700	9.772	36.5	A	1740	9.998
	B	1780	10.228		B	1821	10.465
	C	1863	10.705		C	1907	10.957
	D	1949	11.203		D	1995	11.465
	E	2040	11.727		E	2090	12.009
	(F)	2137	12.279		(F)	2186	12.565
37	A	1780	10.228	37.5	A	1821	10.465
	B	1863	10.705		B	1907	10.957
	C	1949	11.203		C	1995	11.465
	D	2040	11.727		D	2090	12.009
	E	2137	12.279		E	2186	12.565
	(F)	2237	12.855		(F)	2289	13.158

**GENERAL
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
38	A	1863	10.705	38.5	A	1907	10.957
	B	1949	11.203		B	1995	11.465
	C	2040	11.727		C	2090	12.009
	D	2137	12.279		D	2186	12.565
	E	2237	12.855		E	2289	13.158
	(F)	2343	13.463		(F)	2398	13.784
39	A	1949	11.203	39.5	A	1995	11.465
	B	2040	11.727		B	2090	12.009
	C	2137	12.279		C	2186	12.565
	D	2237	12.855		D	2289	13.158
	E	2343	13.463		E	2398	13.784
	(F)	2453	14.099		(F)	2512	14.438
40	A	2040	11.727	40.5	A	2090	12.009
	B	2137	12.279		B	2186	12.565
	C	2237	12.855		C	2289	13.158
	D	2343	13.463		D	2398	13.784
	E	2453	14.099		E	2512	14.438
	(F)	2569	14.765		(F)	2632	15.125
41	A	2137	12.279	41.5	A	2186	12.565
	B	2237	12.855		B	2289	13.158
	C	2343	13.463		C	2398	13.784
	D	2453	14.099		D	2512	14.438
	E	2569	14.765		E	2632	15.125
	(F)	2692	15.471		(F)	2757	15.842
42	A	2237	12.855	42.5	A	2289	13.158
	B	2343	13.463		B	2398	13.784
	C	2453	14.099		C	2512	14.438
	D	2569	14.765		D	2632	15.125
	E	2692	15.471		E	2757	15.842
	(F)	2751	15.812		(F)	2890	16.607
43	A	2343	13.463	43.5	A	2398	13.784
	B	2453	14.099		B	2512	14.438
	C	2569	14.765		C	2632	15.125
	D	2692	15.471		D	2757	15.842
	E	2820	16.207		E	2890	16.607
	(F)	2955	16.985		(F)	3028	17.400

**GENERAL
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
44	A	2453	14.099	44.5	A	2512	14.438
	B	2569	14.765		B	2632	15.125
	C	2692	15.471		C	2757	15.842
	D	2820	16.207		D	2890	16.607
	E	2955	16.985		E	3028	17.400
	(F)	3097	17.797		(F)	3174	18.239
45	A	2569	14.765	45.5	A	2632	15.125
	B	2692	15.471		B	2757	15.842
	C	2820	16.207		C	2890	16.607
	D	2955	16.985		D	3028	17.400
	E	3097	17.797		E	3174	18.239
	(F)	3246	18.653		(F)	3326	19.117
46	A	2692	15.471	46.5	A	2757	15.842
	B	2820	16.207		B	2890	16.607
	C	2955	16.985		C	3028	17.400
	D	3097	17.797		D	3174	18.239
	E	3246	18.653		E	3326	18.016
	(F)	3402	19.551		(F)	3486	20.034
47	A	2820	16.207	47.5	A	2890	16.607
	B	2955	16.985		B	3028	17.400
	C	3097	17.797		C	3174	18.239
	D	3246	18.653		D	3326	19.117
	E	3402	19.551		E	3486	20.034
	(F)	3567	20.499		(F)	3653	20.997
48	A	2955	16.985	48.5	A	3028	17.400
	B	3097	17.797		B	3174	18.239
	C	3246	18.653		C	3326	19.117
	D	3402	19.551		D	3486	20.034
	E	3567	20.499		E	3653	20.997
	(F)	3738	21.480		(F)	3832	22.025
49	A	3097	17.797	49.5	A	3174	18.239
	B	3246	18.653		B	3326	19.117
	C	3402	19.551		C	3486	20.034
	D	3567	20.499		D	3653	20.997
	E	3738	21.480		E	3832	22.025
	(F)	3919	22.524		(F)	4019	23.096

**GENERAL
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
50	A	3246	18.653	50.5	A	3326	19.117
	B	3402	19.551		B	3486	20.034
	C	3567	20.499		C	3653	20.997
	D	3738	21.480		D	3832	22.025
	E	3919	22.524		E	4019	23.096
	(F)	4111	23.624		(F)	0	0.000
51	A	3402	19.551	51.5	A	3486	20.034
	B	3567	20.499		B	3653	20.997
	C	3738	21.480		C	3832	22.025
	D	3919	22.524		D	4019	23.096
	E	4111	23.624		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
52	A	3567	20.499	52.5	A	3653	20.997
	B	3738	21.480		B	3832	22.025
	C	3919	22.524		C	4019	23.096
	D	4111	23.624		D	0	0.000
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
53	A	3738	21.480	53.5	A	3832	22.025
	B	3919	22.524		B	4019	23.096
	C	4111	23.624		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	3919	22.524	54.5	A	4019	23.096
	B	4111	23.624		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	4111	23.624	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

**MANAGEMENT
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
40	A	2163	12.431	40.5	A	2215	12.732
	B	2271	13.051		B	2326	13.367
	C	2381	13.683		C	2436	13.998
	D	2492	14.321		D	2552	14.666
	E	2609	14.997		E	2672	15.357
	(F)	2733	15.708		(F)	2799	16.087
41	A	2271	13.051	41.5	A	2326	13.367
	B	2381	13.683		B	2436	13.998
	C	2492	14.321		C	2552	14.666
	D	2609	14.997		D	2672	15.357
	E	2733	15.708		E	2799	16.087
	(F)	2863	16.456		(F)	2932	16.852
42	A	2381	13.683	42.5	A	2436	13.998
	B	2492	14.321		B	2552	14.666
	C	2609	14.997		C	2672	15.357
	D	2733	15.708		D	2799	16.087
	E	2863	16.456		E	2932	16.852
	(F)	3000	17.241		(F)	3074	17.664
43	A	2492	14.321	43.5	A	2552	14.666
	B	2609	14.997		B	2672	15.357
	C	2733	15.708		C	2799	16.087
	D	2863	16.456		D	2932	16.852
	E	3000	17.241		E	3074	17.664
	(F)	3144	18.067		(F)	3220	18.508
44	A	2609	14.997	44.5	A	2672	15.357
	B	2733	15.708		B	2799	16.087
	C	2863	16.456		C	2932	16.852
	D	3000	17.241		D	3074	17.664
	E	3144	18.067		E	3220	18.508
	(F)	3295	18.934		(F)	3376	19.403
45	A	2733	15.708	45.5	A	2799	16.087
	B	2863	16.456		B	2932	16.852
	C	3000	17.241		C	3074	17.664
	D	3144	18.067		D	3220	18.508
	E	3295	18.934		E	3376	19.403
	(F)	3453	19.844		(F)	3539	20.338

**MANAGEMENT
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
46	A	2863	16.456	46.5	A	2932	16.852
	B	3000	17.241		B	3074	17.664
	C	3144	18.067		C	3220	18.508
	D	3295	18.934		D	3376	19.403
	E	3453	19.844		E	3539	20.338
	(F)	3619	20.798		(F)	3708	21.313
47	A	3000	17.241	47.5	A	3074	17.664
	B	3144	18.067		B	3220	18.508
	C	3295	18.934		C	3376	19.403
	D	3453	19.844		D	3539	20.338
	E	3619	20.798		E	3708	21.313
	(F)	3795	21.808		(F)	3887	22.339
48	A	3144	18.067	48.5	A	3220	18.508
	B	3295	18.934		B	3376	19.403
	C	3453	19.844		C	3539	20.338
	D	3619	20.798		D	3708	21.313
	E	3795	21.808		E	3887	22.339
	(F)	3976	22.294		(F)	4077	23.430
49	A	3295	18.934	49.5	A	3376	19.403
	B	3453	19.844		B	3539	20.338
	C	3619	20.798		C	3708	21.313
	D	3795	21.808		D	3887	22.339
	E	3976	22.851		E	4077	23.430
	(F)	4169	23.958		(F)	4274	24.564
50	A	3453	19.844	50.5	A	3539	20.338
	B	3619	20.798		B	3708	21.313
	C	3795	21.808		C	3887	22.339
	D	3976	22.851		D	4077	23.430
	E	4169	23.958		E	4274	24.564
	(F)	4371	25.120		(F)	4481	25.752
51	A	3619	20.798	51.5	A	3708	21.313
	B	3795	21.808		B	3887	22.339
	C	3976	22.851		C	4077	23.430
	D	4169	23.958		D	4274	24.564
	E	4371	25.120		E	4481	25.752
	(F)	4582	26.336		(F)	4699	27.006

**MANAGEMENT
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
52	A	3795	21.808	52.5	A	3887	22.339
	B	3976	22.851		B	4077	23.430
	C	4169	23.958		C	4274	24.564
	D	4371	25.120		D	4481	25.752
	E	4582	26.336		E	4699	27.006
	(F)	4805	27.616		(F)	4927	28.317
53	A	3976	22.851	53.5	A	4077	23.430
	B	4169	23.958		B	4274	24.564
	C	4371	25.120		C	4481	25.752
	D	4582	26.336		D	4699	27.006
	E	4805	27.616		E	4927	28.317
	(F)	5039	28.958		(F)	5167	29.698
54	A	4169	23.958	54.5	A	4274	24.564
	B	4371	25.120		B	4481	25.752
	C	4582	26.336		C	4699	27.006
	D	4805	27.616		D	4927	28.317
	E	5039	27.290		E	5167	29.698
	(F)	5285	29.633		(F)	5420	31.149
55	A	4371	25.120	55.5	A	4481	25.752
	B	4582	26.336		B	4699	27.006
	C	4805	27.616		C	4927	28.317
	D	5039	28.958		D	5167	29.698
	E	5285	30.374		E	5420	31.149
	(F)	5542	31.849		(F)	5685	32.673
56	A	4582	26.336	56.5	A	4699	27.006
	B	4805	27.616		B	4927	28.317
	C	5039	28.958		C	5167	29.698
	D	5285	30.374		D	5420	31.149
	E	5542	31.849		E	5685	32.673
	(F)	5813	33.408		(F)	5962	34.266
57	A	4805	27.616	57.5	A	4927	28.317
	B	5039	28.958		B	5167	29.698
	C	5285	30.374		C	5420	31.149
	D	5542	31.849		D	5685	32.673
	E	5813	33.408		E	5962	34.266
	(F)	6097	35.038		(F)	6261	35.982

**MANAGEMENT
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
58	A	5039	28.958	58.5	A	5167	29.698
	B	5285	30.374		B	5420	31.149
	C	5542	31.849		C	5685	32.673
	D	5813	33.408		D	5962	34.266
	E	6097	35.038		E	6261	35.982
	(F)	6402	36.792		(F)	6574	37.781
59	A	5285	30.374	59.5	A	5420	31.149
	B	5542	31.849		B	5685	32.673
	C	5813	33.408		C	5962	34.266
	D	6097	35.038		D	6261	35.982
	E	6402	36.792		E	6574	37.781
	(F)	6722	38.630		(F)	6902	39.669
60	A	5542	31.849	60.5	A	5685	32.673
	B	5813	33.408		B	5962	34.266
	C	6097	35.038		C	6261	35.982
	D	6402	36.792		D	6574	37.781
	E	6722	38.630		E	6902	39.669
	(F)	7058	40.562		(F)	7248	41.653
61	A	5813	33.408	61.5	A	5962	34.266
	B	6097	35.038		B	6261	35.982
	C	6402	36.792		C	6574	37.781
	D	6722	38.630		D	6902	39.669
	E	7058	40.562		E	7248	41.653
	(F)	7411	42.591		(F)	7610	43.736
62	A	6097	35.038	62.5	A	6261	35.982
	B	6402	36.792		B	6574	37.781
	C	6722	38.630		C	6902	39.669
	D	7058	40.562		D	7248	41.653
	E	7411	42.591		E	7610	43.736
	(F)	7781	44.718		(F)	7991	45.925
63	A	6402	36.792	63.5	A	6574	37.781
	B	6722	38.630		B	6902	39.669
	C	7058	40.562		C	7248	41.653
	D	7411	42.591		D	7610	43.736
	E	7781	44.718		E	7991	45.925
	(F)	8170	46.954		(F)	8390	48.218

**MANAGEMENT
SALARY MATRIX**

Effective May 4, 1998

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	
64	A	6722	38.630	64.5	A	6902	39.669
	B	7058	40.562		B	7248	41.653
	C	7411	42.591		C	7610	0.000
	D	7781	0.000		D	7991	0.000
	E	8170	0.000		E	8390	0.000
	(F)	8578	0.000		(F)	0	0.000
65	A	7058	40.562	65.5	A	7248	41.653
	B	7411	42.591		B	7610	0.000
	C	7781	0.000		C	7991	0.000
	D	8170	0.000		D	8390	0.000
	E	8578	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
66	A	7411	42.591				
	B	7781	0.000				
	C	8170	0.000				
	D	8578	0.000				
	E	0	0.000				
	(F)	0	0.000				

**MID MANAGEMENT
SALARY MATRIX**

Effective December 29, 1997

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
40	A	2075	11.927	40.5	A	2129	12.233
	B	2177	12.512		B	2236	12.850
	C	2284	13.128		C	2347	13.488
	D	2399	13.787		D	2464	14.161
	E	2520	14.481		E	2587	14.869
	(F)	2655	15.257		(F)	2717	15.617
41	A	2177	12.512	41.5	A	2236	12.850
	B	2284	13.128		B	2347	13.488
	C	2399	13.787		C	2464	14.161
	D	2520	14.481		D	2587	14.869
	E	2655	15.257		E	2717	15.617
	(F)	2780	15.975		(F)	2847	16.360
42	A	2284	13.128	42.5	A	2347	13.488
	B	2399	13.787		B	2464	14.161
	C	2520	14.481		C	2587	14.869
	D	2655	15.257		D	2717	15.617
	E	2780	15.975		E	2847	16.360
	(F)	2912	16.736		(F)	2984	17.148
43	A	2399	13.787	43.5	A	2464	14.161
	B	2520	14.481		B	2587	14.869
	C	2655	15.257		C	2717	15.617
	D	2780	15.975		D	2847	16.360
	E	2912	16.736		E	2984	17.148
	(F)	3052	17.540		(F)	3127	17.970
44	A	2520	14.481	44.5	A	2587	14.869
	B	2655	15.257		B	2717	15.617
	C	2780	15.975		C	2847	16.360
	D	2912	16.736		D	2984	17.148
	E	3052	17.540		E	3127	17.970
	(F)	3198	18.380		(F)	3277	18.834
45	A	2655	15.257	45.5	A	2717	15.617
	B	2780	15.975		B	2847	16.360
	C	2912	16.736		C	2984	17.148
	D	3052	17.540		D	3127	17.970
	E	3198	18.380		E	3277	18.834
	(F)	3352	19.262		(F)	3435	19.744

**MID MANAGEMENT
SALARY MATRIX**

Effective December 29, 1997

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
46	A	2780	15.975	46.5	A	2847	16.360
	B	2912	16.736		B	2984	17.148
	C	3052	17.540		C	3127	17.970
	D	3198	18.380		D	3277	18.834
	E	3352	19.262		E	3435	19.744
	(F)	3513	20.189		(F)	3600	20.690
47	A	2912	16.736	47.5	A	2984	17.148
	B	3052	17.540		B	3127	17.970
	C	3198	18.380		C	3277	18.834
	D	3352	19.262		D	3435	19.744
	E	3513	20.189		E	3600	20.690
	(F)	3683	21.169		(F)	3773	21.684
48	A	3052	17.540	48.5	A	3127	17.970
	B	3198	18.380		B	3277	18.834
	C	3352	19.262		C	3435	19.744
	D	3513	20.189		D	3600	20.690
	E	3683	21.169		E	3773	21.684
	(F)	3860	22.183		(F)	3957	22.744
49	A	3198	18.380	49.5	A	3277	18.834
	B	3352	19.262		B	3435	19.744
	C	3513	20.189		C	3600	20.690
	D	3683	21.169		D	3773	21.684
	E	3860	22.183		E	3957	22.744
	(F)	4047	23.260		(F)	4149	23.845
50	A	3352	19.262	50.5	A	3435	19.744
	B	3513	20.189		B	3600	20.690
	C	3683	21.169		C	3773	21.684
	D	3860	22.183		D	3957	22.744
	E	4047	23.260		E	4149	23.845
	(F)	4243	24.386		(F)	4350	24.999
51	A	3513	20.189	51.5	A	3600	20.690
	B	3683	21.169		B	3773	21.684
	C	3860	22.183		C	3957	22.744
	D	4047	23.260		D	4149	23.845
	E	4243	24.386		E	4350	24.999
	(F)	4455	25.605		(F)	4567	26.247

**MID MANAGEMENT
SALARY MATRIX**

Effective December 29, 1997

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
52	A	3683	21.169	52.5	A	3773	21.684
	B	3860	22.183		B	3957	22.744
	C	4047	23.260		C	4149	23.845
	D	4243	24.386		D	4350	24.999
	E	4455	25.605		E	4567	26.247
	(F)	4678	26.888		(F)	4795	27.560
53	A	3860	22.183	53.5	A	3957	22.744
	B	4047	23.260		B	4149	23.845
	C	4243	24.386		C	4350	24.999
	D	4455	25.605		D	4567	26.247
	E	4678	26.888		E	4795	27.560
	(F)	4912	28.230		(F)	5035	28.935
54	A	4047	23.260	54.5	A	4149	23.845
	B	4243	24.386		B	4350	24.999
	C	4455	25.605		C	4567	26.247
	D	4678	26.888		D	4795	27.560
	E	4912	28.230		E	5035	28.935
	(F)	5158	29.642		(F)	5286	30.379
55	A	4243	24.386	55.5	A	4350	24.999
	B	4455	25.605		B	4567	26.247
	C	4678	26.888		C	4795	27.560
	D	4912	28.230		D	5035	28.935
	E	5158	29.642		E	5286	30.379
	(F)	0	0.000		(F)	0	0.000
56	A	4455	25.605	56.5	A	4567	26.247
	B	4677	26.888		B	4795	27.560
	C	4912	28.230		C	5035	28.935
	D	5158	29.642		D	5286	30.379
	E	0	0.000		E	0	0.000
	(F)	0	0.000		(F)	0	0.000
57	A	4677	26.888	57.5	A	4795	27.560
	B	4912	28.230		B	5035	28.935
	C	5158	29.642		C	5286	30.379
	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 December 29, 1997

RANGE	STEP	MONTHLY	HOURLY	RANGE	STEP	MONTHLY	HOURLY
58	A	4912	28.230	58.5	A	5035	28.935
	B	5158	29.642		B	5286	30.379
	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	5158	29.642	59.5	A	5286	30.379
	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

**FIRE DEPARTMENT
SALARY MATRIX**

Effective May 4, 1998

ASSISTANT FIRE MARSHAL

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
45.5	A	2664	15.309
	B	2796	16.071
	C	2937	16.879
	D	3084	17.724
	E	3238	18.156
	F	3400	18.609

FIRE MARSHAL

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
47.5	A	2931	16.842
	B	3076	17.678
	C	3230	18.563
	D	3393	19.500
	E	3562	20.471
	F	3739	21.489

FIREFIGHTER

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
46	A	2622	10.775
	B	2753	11.312
	C	2891	11.880
	D	3036	12.475
	E	3186	13.094
	F	3346	13.751

ENGINEER

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
48.5	A	2964	12.182
	B	3113	12.793
	C	3269	13.436
	D	3432	14.103
	E	3600	14.795
	F	3781	15.538

**FIRE DEPARTMENT
SALARY MATRIX**

Effective May 4, 1998

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
CAPTAIN 50.5	A	3396	13.956
	B	3565	14.650
	C	3742	15.379
	D	3932	16.159
	E	4127	16.961
	F	4334	17.811

BATTALION CHIEF

Effective August 25, 1997

57	A	3887	15.974
	B	4081	16.771
	C	4285	17.610
	D	4502	18.501
	E	4728	19.430
	F	4968	20.416

COMM. COORDINATOR/EMERG. SVCS. B.C.

Effective August 25, 1997

57	A	3887	22.341
	B	4081	23.456
	C	4285	24.625
	D	4502	25.876
	E	4728	27.175
	F	4968	28.552

DIVISION CHIEF

Effective August 25, 1997

61	A	4728	27.173
	B	4969	28.560
	C	5221	30.006
	D	5485	31.523
	E	5761	33.109
	F	6048	34.759

FIRE CHIEF

Effective May 4, 1998

65.5	A	6211	35.698
	B	6524	37.494
	C	6853	39.385
	D	7198	41.368
	E	7558	43.437
	F	7940	45.632

POLICE OFFICER

Effective June 16, 1997

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
46.5	A	2719	15.629
	B	2856	16.416
	C	2999	17.234
	D	3149	18.100
	E	3308	19.009
	F	3473	19.960

INVESTIGATOR/CORPORAL

Effective June 16, 1997

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
48	A	2987	17.168
	B	3137	18.029
	C	3294	18.930
	D	3458	19.875
	E	3631	20.869
	F	3813	21.914

POLICE SERGEANT

Effective June 16, 1997

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
50.5	A	3371	19.376
	B	3538	20.331
	C	3715	21.352
	D	3904	22.437
	E	4098	23.549
	F	4301	24.718

POLICE LIEUTENANT

Effective August 25, 1997

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
53	A	4516	25.956
	B	4742	27.255
	C	4979	28.615
	D	5228	30.046
	E	5489	31.546
	(F)	5763	33.121

POLICE CAPTAIN

Effective August 25, 1997

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
55	A	4868	27.979
	B	5112	29.379
	C	5367	30.844
	D	5635	32.383
	E	5917	34.008
	(F)	6211	35.695

DEPUTY POLICE CHIEF

Effective May 5, 1998

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
56	A	5111	29.374
	B	5368	30.851
	C	5635	32.385
	D	5917	34.006
	E	6213	35.707
	(F)	6522	37.483

POLICE CHIEF

Effective May 4, 1998

<u>RANGE</u>	<u>STEP</u>	<u>MONTHLY</u>	<u>HOURLY</u>
64.5	A	6208	35.680
	B	6521	37.477
	C	6852	39.379
	D	7196	41.356
	E	7521	43.224
	(F)	7918	45.506