

RESOLUTION NO. 6176

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDLANDS ESTABLISHING A SALARY SCHEDULE AND COMPENSATION PLAN FOR CITY EMPLOYEES AND RESCINDING RESOLUTION NO. 6166.

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 FOLLOWED:

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 7/1/03.

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>
<u>City Clerk</u>		
City Clerk	1	M 75
Deputy City Clerk	<u>1</u>	M 54
	2	
<u>City Manager's Office</u>		
City Manager	1	Flat Rate
City Attorney	1	Flat Rate
Assistant City Attorney	1	M 62Y
Executive Assistant	1	M 59
Legal Secretary	1	52
Administrative Secretary	<u>1</u>	47
	6	
<u>City Treasurer</u>		
City Treasurer	1	M 82
Treasurer's Assistant	1	MM 58
Business License Inspector	1 unfunded	
Parking Citation Technician	1	49
Accounting Technician I/II	<u>4</u>	41/45
	8	

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>
<u>Administrative Services Department</u>		
Administrative Services Director	1	M 90
Administrative Secretary	$\frac{1}{2}$	47
	2	
<u>Personnel Services</u>		
Management Analyst	1	MM 67
Workers' Compensation Technician	1	53
Personnel Services Technician	1	53
Personnel Services Assistant	$\frac{1}{4}$	49
	4	
<u>Equipment Maintenance</u>		
Equipment Maintenance Superintendent	1	MM 74
Senior Mechanic	2	60
Senior Mechanic-Landfill	1	56
Senior Welder	1	56
Fire Mechanic	1	56
Mechanic I/II	6	48/52
Administrative Assistant II	1	44Y
Mechanic Assistant	1	44
Senior Storekeeper	$\frac{1}{15}$	41Y
	15	
<u>Building Maintenance</u>		
Senior Building Maintenance Worker	1	53
Building Maintenance Worker	$\frac{1}{2}$	49
	2	
<u>Community Development Department</u>		
Community Development Director	1	M 89
Assistant Community Development Director	$\frac{1}{2}$	M 76
	2	
<u>Building Division</u>		
Chief Building Official	1	MM 76
Plan Check Examiner	1	MM 50.5Y
Building Inspector I/II	3	52/56
Building Permit Technician	$\frac{1}{6}$	50
	6	
<u>D.R.B.A.</u>		
Senior Special Program Coordinator	1	54
Special Program Coordinator	$\frac{1}{2}$	50
	2	

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>	
<u>Community Development Continued</u>			
<u>Planning Division</u>			
Principal Planner/Project Manager	1	MM	76
Senior Planner	2	MM	69
Junior/Assistant/Associate Planner	2	MM	
53/60/64			
Senior Administrative Assistant	1		50
Administrative Secretary	1		47
Administrative Assistant I/II	<u>1</u>		39/43
	8		
<u>Finance Department</u>			
Finance Director	1	M	88
Assistant Finance Director	1	M	80
Accounting Manager	1	MM	72
Risk Management Technician	1		53
Senior Accounting Technician	2		49
Accounting Technician I/II	<u>2</u>		41/45
	8		
<u>Purchasing Division</u>			
Purchasing Supervisor	1		55
Purchasing Assistant	1		49
Senior Storekeeper	1		44
Storekeeper	<u>1</u>		40
	4		
<u>Fire Department</u>			
Fire Chief	1	MS	92
Deputy Fire Chief	1	MS	87
Battalion Chief	4	MS	79
Chief Investigator	1	MM	52Y
Fire Marshal	1		79
Assistant Fire Marshal	1		75
Fire Captain	12	F	60
Fire Engineer	12	F	55
Fire Fighter	24	F	50
Senior Administrative Assistant	1		50
Administrative Assistant I/II	<u>2</u>		39/43
	60		
<u>Library</u>			
Library Director	1	M	86
Archivist Curator	1	M	78
Principal Librarian	2	MM	66
Senior Librarian	1	MM	60

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>
<u>Library Continued</u>		
Associate Archivist	2	54
Library Information Systems Technician	1	51
Senior Administrative Assistant	1	50
Library Specialist I/II	6	44/48
Maintenance Custodian	1	43
Administrative Assistant I/II	1	39/43
Library Clerk	<u>4</u>	37
	21	
<u>Municipal Utilities Department</u>		
<u>Administration</u>		
Municipal Utilities Director	1	M 92
Chief of Water Resources	1	M 88
Senior Civil Engineer w/R.E.	1	MM 77
Civil Engineer w/R.E.	1	MM 74
Assistant/Associate Civil Engineer w/R.E.	1	MM 70/72
Geographic Information Systems Coordinator	1	MM 65
Utilities Project Manager	3	MM 65
Geographic Information Systems Technician	1	59
Utilities Database Technician	1	59
Utilities Resources and Information Specialist	1	59
Junior Engineer	1	58
Senior Administrative Assistant	1	50
Administrative Assistant I/II	<u>1</u>	39/43
	15	
<u>Cemetery Division</u>		
Cemetery Superintendent	1	MM 68
Cemetery Services Assistant	1	50
Senior Cemetery Caretaker	1	42.5Y
Cemetery Caretaker I/II	<u>4</u>	38Y/43
	7	
<u>Solid Waste Division</u>		
Solid Waste Manager	1	M 84
Solid Waste Collection Superintendent	1	MM 74
Solid Waste Landfill Supervisor	1	MM 68
Solid Waste Route Supervisor	1	58
Solid Waste Customer Service Representative Supervisor	1	53
Sr. Solid Waste Truck Driver	1	52
Senior Equipment Operator	2	52
Welder	1	52
Solid Waste Truck Driver	22	48
Solid Waste Truck Driver	2 unfunded	48
Equipment Operator	2	48

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>
<u>Municipal Utilities Department continued</u>		
Solid Waste Customer Service Representative	3	43
Solid Waste Collector	5	42
Maintenance Worker	<u>1</u>	38Y
	44	
<u>Wastewater Division</u>		
Wastewater Treatment & Facilities Superintendent	1	MM 76
Regulatory Compliance Officer	1	66
Supervising Laboratory Technician	1	60
Plant Mechanic I/II	4	52/47Y
Co-Generation Facilities Operator	1	52
Industrial Waste Inspector	1	54
Senior Line Maintenance Worker	1	52
Laboratory Technician I/II	3	50/54
Wastewater Facilities Operator I/II/III/IV	6	49/53/57/59
Line Maintenance Worker	3	48
Maintenance Worker	<u>2</u>	38Y
	24	
<u>Customer Service</u>		
Customer Service Supervisor	1	53
Customer Service Field Technician	1	47
Water Meter Repair Technician	1	47
Water Meter Reader I/II	2	43
Customer Service Technician I/II	<u>3</u>	41/45
	8	
<u>Water Division</u>		
Water Operations Manager	1	MM 80
Water Production Plant Supervisor	1	68
Water Production Maintenance Supervisor	1	68
Regulatory Compliance Officer – Water	1	66
Water Distribution Supervisor	2	61
Water Quality Control Officer	1	59
Cross Connection Control Inspector	1	56
Water Treatment Operator II/III/IV	6	53/57/59
Plant Mechanic I/II	2	52/47Y
Water Quality Technician I/II	3	49/53
Water Distribution Operator in Training/I/II/III/IV/V	12	39/43/47/49/51/53
Water Distribution Operator/Senior Equipment Operator	2	44/48/52/54/56/58
Water Distribution Operator/Welder	1	44/48/52/54/56/58
Water Distribution Operator/ Equipment Operator	1	41/45/49/51/53/55
Senior Grounds Maintenance Worker I	1	47
Maintenance Worker	1	38Y

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>
<u>Municipal Utilities Department continued</u>		
Grounds Maintenance Worker I/II	<u>1</u> 38	38Y/43
<u>Police Department</u>		
Police Chief	1	MS 93
Deputy Police Chief	1	MS 89
Police Captain	1	MS 85
Police Lieutenant	4	MS 81
Police Sergeant	10	70
Police Corporal/Investigator	17	64
Police Officer	52	60
Support Services Supervisor	1	MM 62
Administrative Analyst	1	MM 62
Crime Analyst	1	59
Senior Code Enforcement Officer	1	59
Public Information Officer	1	48.5Y
Animal Control Supervisor	1	56
Police Records Supervisor	1	56
Code Enforcement Officer	1	55
Forensic Services Supervisor (COPS MORE)	1	64
Police Communications Supervisor	1	53
I.D. & Property Technician	1	51
Senior Administrative Assistant	2	50
Building Maintenance Worker	1	49
Community Services Officer/Dispatcher I/II	22	43/47
Administrative Secretary	1	47
Police Customer Service Representative	11	43
Administrative Assistant I/II	3	39/43
Animal Control Officer	3	40Y
Police Parking Control Officer	2	39
Video Technician	1	42
Kennel Attendant	<u>1</u>	35
	144	
<u>Community Services Division</u>		
Community Services Division Manager	1 unfunded	M 89A
Administrative Assistant I/II	<u>1</u> unfunded	39/43
	2	
<u>Housing</u>		
Housing Technician	1	50
<u>Recreation</u>		
Community Services Superintendent	1	MM 69
Senior Recreation Program Coordinator	1	54
Recreation Program Coordinator	5	50

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>	
<u>Police Department continued</u>			
Bus Driver	1		38Y
Maintenance Worker	1		38Y
Administrative Assistant I/II	<u>1</u>		39/43
	10		
<u>Management Information Systems</u>			
Mgmt. Information Systems Administrator	1	MM	56Y
Sr. Information Systems Technician	2		59
M.I.S. Support Technician	<u>1</u>		55
	4		
<u>Public Works Department</u>			
<u>Administration</u>			
Public Works Director	1	M	90
Assistant Public Works Director	1	M	84
Public Works Operations Manager*	1	MM	80
Public Works Program Administrator	1	MM	46Y
Senior Administrative Assistant	1		50
Administrative Assistant I/II	<u>2</u>		39/43
	7		
<u>Electrical</u>			
Senior Communications Specialist/Supervisor*	1		68
Electrician	1		48Y
Traffic Signal Technician I/II	<u>3</u>		51/48Y
	5		
<u>Engineering Services</u>			
Senior Civil Engineer w/R.E.	1	MM	77
Senior Engineer	1	MM	72
Assistant/Associate Engineer	3	MM	64/68
Principal Construction Inspector	1	MM	68
Resident Construction Inspector	2		49.5
N.P.D.E.S. Inspector	<u>1</u>		53
	9		
<u>Parks Division</u>			
Parks Superintendent/Urban Forester	1 unfunded	MM	74
Tree Trimmer II/Supervisor*	1		53
Senior Tree Trimmer	1		52
Senior Grounds Maintenance Worker II	1		51
Tree Trimmer I/II	4		44/48
Park Maintenance Mechanic	2		47
Grounds Maintenance Worker I/II	<u>9</u>		38Y/43
	19		

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>
<u>Public Works Department continued</u>		
<u>Street Division</u>		
Senior Asphalt Worker	1	52
Senior Concrete Worker	1	52
Senior Street Maintenance Worker	1	52
Senior Sign & Paint Worker	1	52
Street Sweeper Operator	2	48
Equipment Operator	3	48
Asphalt Worker	1	48
Concrete Worker	1	48
Sign & Paint Worker	1	48
Maintenance Worker	<u>2</u>	38Y
	14	

- * Temporary Reclassifications expire on or before 6/17/05
- Street Maintenance Superintendent
 - Senior Communications Specialist
 - Tree Trimmer II

GRANT FUNDED AND REIMBURSABLE POSITIONS

Library

Sr. Librarian, Literacy Coordinator (Adult Literacy Grant)	1	MM	60
Library Specialist I/II (Adult Literacy Grant)	<u>1</u>	G	44/48
	2		

Police Department

Compass Project Director (COMPASS)	1	MM	75
Crime Analyst (COMPASS)	2	G	59
M.I.S. Support Technician (COMPASS)	1	G	55
Police Customer Service Representative (COMPASS)	1	G	43
Police Officer (School Resource Officer Grant)	3		60
Housing Technician (NIP)	1	G	50
Community Service Officer/Dispatcher I/II*	3	G	43/47
* (1) Crimes Against Children Grant; (1) VBI Grant (1) OTS Grant			
Building A Generation Executive Director **	1	MM	62
Administrative Assistant I **	<u>1</u>	G	39
CFC Grant Clerk (part time) **	14		

All grant funded and reimbursable positions are contingent upon continued funding.

TOTAL AUTHORIZED FULL-TIME POSITIONS: **517*****

*** (501 + 16 grant funded and reimbursable)

ADOPTED, SIGNED AND APPROVED this 1st day of July, 2003.



Mayor of the City of Redlands

ATTEST:



City Clerk

**GENERAL UNIT
MID-MANAGEMENT UNIT**

**CITY OF REDLANDS
SALARY SCHEDULE**

APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
33	HOURLY	9.963	10.461	10.984	11.533	12.110	12.715
	MONTHLY	1727	1813	1904	1999	2099	2204
	ANNUAL	20723	21759	22847	23989	25189	26448
34	HOURLY	10.211	10.722	11.258	11.821	12.412	13.033
	MONTHLY	1770	1858	1951	2049	2151	2259
	ANNUAL	21240	22302	23417	24588	25817	27108
35	HOURLY	10.465	10.988	11.537	12.114	12.720	13.356
	MONTHLY	1814	1905	2000	2100	2205	2315
	ANNUAL	21766	22855	23997	25197	26457	27780
36	HOURLY	10.727	11.263	11.826	12.418	13.038	13.690
	MONTHLY	1859	1952	2050	2152	2260	2373
	ANNUAL	22312	23427	24599	25829	27120	28476
37	HOURLY	10.998	11.548	12.125	12.732	13.368	14.037
	MONTHLY	1906	2002	2102	2207	2317	2433
	ANNUAL	22876	24020	25221	26482	27806	29196
38	HOURLY	11.269	11.833	12.424	13.046	13.698	14.383
	MONTHLY	1953	2051	2154	2261	2374	2493
	ANNUAL	23440	24612	25843	27135	28491	29916
39	HOURLY	11.554	12.132	12.738	13.375	14.044	14.746
	MONTHLY	2003	2103	2208	2318	2434	2556
	ANNUAL	24032	25234	26496	27820	29211	30672
40	HOURLY	11.843	12.435	13.057	13.710	14.396	15.115
	MONTHLY	2053	2155	2263	2376	2495	2620
	ANNUAL	24634	25866	27159	28517	29943	31440
41	HOURLY	12.137	12.744	13.381	14.050	14.753	15.490
	MONTHLY	2104	2209	2319	2435	2557	2685
	ANNUAL	25245	26507	27833	29224	30686	32220
42	HOURLY	12.440	13.062	13.715	14.401	15.121	15.877
	MONTHLY	2156	2264	2377	2496	2621	2752
	ANNUAL	25875	27169	28527	29954	31451	33024

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APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
43	HOURLY	12.752	13.389	14.059	14.762	15.500	16.275
	MONTHLY	2210	2321	2437	2559	2687	2821
	ANNUAL	26524	27850	29243	30705	32240	33852
44	HOURLY	13.073	13.726	14.413	15.133	15.890	16.685
	MONTHLY	2266	2379	2498	2623	2754	2892
	ANNUAL	27191	28551	29979	31478	33051	34704
45	HOURLY	13.398	14.068	14.772	15.510	16.286	17.100
	MONTHLY	2322	2438	2560	2688	2823	2964
	ANNUAL	27868	29262	30725	32261	33874	35568
46	HOURLY	13.733	14.419	15.140	15.897	16.692	17.527
	MONTHLY	2380	2499	2624	2756	2893	3038
	ANNUAL	28564	29992	31492	33067	34720	36456
47	HOURLY	14.076	14.780	15.519	16.295	17.110	17.925
	MONTHLY	2440	2562	2690	2824	2966	3114
	ANNUAL	29279	30743	32280	33894	35589	37368
48	HOURLY	14.429	15.150	15.908	16.703	17.538	18.415
	MONTHLY	2501	2626	2757	2895	3040	3192
	ANNUAL	30012	31513	33088	34743	36480	38304
49	HOURLY	14.786	15.525	16.302	17.117	17.973	18.871
	MONTHLY	2563	2691	2826	2967	3115	3271
	ANNUAL	30755	32293	33907	35603	37383	39252
50	HOURLY	15.157	15.915	16.710	17.546	18.423	19.344
	MONTHLY	2627	2759	2896	3041	3193	3353
	ANNUAL	31526	33102	34757	36495	38320	40236
51	HOURLY	15.536	16.313	17.129	17.985	18.885	19.829
	MONTHLY	2693	2828	2969	3117	3273	3437
	ANNUAL	32316	33932	35628	37410	39280	41244
52	HOURLY	15.925	16.721	17.557	18.435	19.357	20.325
	MONTHLY	2760	2898	3043	3195	3355	3523
	ANNUAL	33124	34781	36520	38346	40263	42276

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APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
53	HOURLY	16.323	17.139	17.996	18.896	19.841	20.833
	MONTHLY	2829	2971	3119	3275	3439	3611
	ANNUAL	33952	35649	37432	39303	41269	43332
54	HOURLY	16.730	17.566	18.445	19.367	20.335	21.352
	MONTHLY	2900	3045	3197	3357	3525	3701
	ANNUAL	34798	36538	38365	40283	42297	44412
55	HOURLY	17.150	18.008	18.908	19.853	20.846	21.888
	MONTHLY	2973	3121	3277	3441	3613	3794
	ANNUAL	35672	37456	39329	41295	43360	45528
56	HOURLY	17.580	18.459	19.382	20.351	21.368	22.437
	MONTHLY	3047	3199	3359	3527	3704	3889
	ANNUAL	36566	38394	40314	42329	44446	46668
57	HOURLY	18.018	18.919	19.865	20.858	21.901	22.996
	MONTHLY	3123	3279	3443	3615	3796	3986
	ANNUAL	37478	39352	41319	43385	45554	47832
58	HOURLY	18.470	19.394	20.363	21.381	22.451	23.573
	MONTHLY	3201	3362	3530	3706	3891	4086
	ANNUAL	38418	40339	42356	44473	46697	49032
59	HOURLY	18.931	19.878	20.872	21.915	23.011	24.162
	MONTHLY	3281	3445	3618	3799	3989	4188
	ANNUAL	39377	41346	43413	45584	47863	50256
60	HOURLY	19.401	20.371	21.390	22.459	23.582	24.762
	MONTHLY	3363	3531	3708	3893	4088	4292
	ANNUAL	40355	42372	44491	46716	49051	51504
61	HOURLY	19.890	20.884	21.928	23.025	24.176	25.385
	MONTHLY	3448	3620	3801	3991	4190	4400
	ANNUAL	41370	43439	45611	47891	50286	52800
62	HOURLY	20.387	21.406	22.476	23.600	24.780	26.019
	MONTHLY	3534	3710	3896	4091	4295	4510
	ANNUAL	42404	44525	46751	49088	51543	54120

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APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
63	HOURLY	20.898	21.942	23.040	24.192	25.401	26.671
	MONTHLY	3622	3803	3994	4193	4403	4623
	ANNUAL	43467	45640	47922	50318	52834	55476
64	HOURLY	21.417	22.488	23.613	24.793	26.033	27.335
	MONTHLY	3712	3898	4093	4298	4512	4738
	ANNUAL	44548	46776	49114	51570	54149	56856
65	HOURLY	21.955	23.053	24.206	25.416	26.687	28.021
	MONTHLY	3806	3996	4196	4405	4626	4857
	ANNUAL	45667	47950	50348	52865	55509	58284
66	HOURLY	22.502	23.627	24.809	26.049	27.352	28.719
	MONTHLY	3900	4095	4300	4515	4741	4978
	ANNUAL	46805	49145	51602	54182	56891	59736
67	HOURLY	23.063	24.216	25.427	26.698	28.033	29.435
	MONTHLY	3998	4197	4407	4628	4859	5102
	ANNUAL	47971	50369	52888	55532	58309	61224
68	HOURLY	23.641	24.823	26.065	27.368	28.736	30.173
	MONTHLY	4098	4303	4518	4744	4981	5230
	ANNUAL	49174	51633	54214	56925	59771	62760
69	HOURLY	24.234	25.445	26.718	28.053	29.456	30.929
	MONTHLY	4200	4411	4631	4863	5106	5361
	ANNUAL	50406	52926	55572	58351	61269	64332
70	HOURLY	24.839	26.081	27.385	28.755	30.192	31.702
	MONTHLY	4305	4521	4747	4984	5233	5495
	ANNUAL	51666	54249	56961	59810	62800	65940
71	HOURLY	25.459	26.732	28.068	29.471	30.945	32.492
	MONTHLY	4413	4633	4865	5108	5364	5632
	ANNUAL	52954	55602	58382	61301	64366	67584
72	HOURLY	26.096	27.401	28.771	30.209	31.720	33.306
	MONTHLY	4523	4749	4987	5236	5498	5773
	ANNUAL	54280	56994	59843	62835	65977	69276

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APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
73	HOURLY	26.747	28.084	29.488	30.963	32.511	34.137
	MONTHLY	4636	4868	5111	5367	5635	5917
	ANNUAL	55633	58415	61336	64403	67623	71004
74	HOURLY	27.416	28.787	30.226	31.737	33.324	34.990
	MONTHLY	4752	4990	5239	5501	5776	6065
	ANNUAL	57025	59876	62870	66014	69314	72780
75	HOURLY	28.103	29.508	30.984	32.533	34.159	35.867
	MONTHLY	4871	5115	5370	5639	5921	6217
	ANNUAL	58454	61377	64446	67668	71051	74604
76	HOURLY	28.804	30.244	31.756	33.344	35.011	36.762
	MONTHLY	4993	5242	5504	5780	6069	6372
	ANNUAL	59912	62907	66052	69355	72823	76464
77	HOURLY	29.527	31.003	32.553	34.181	35.890	37.685
	MONTHLY	5118	5374	5643	5925	6221	6532
	ANNUAL	61416	64487	67711	71097	74651	78384
78	HOURLY	30.264	31.777	33.366	35.034	36.786	38.625
	MONTHLY	5246	5508	5783	6073	6376	6695
	ANNUAL	62948	66096	69401	72871	76514	80340
79	HOURLY	31.019	32.570	34.198	35.908	37.703	39.588
	MONTHLY	5377	5645	5928	6224	6535	6862
	ANNUAL	64519	67745	71132	74688	78423	82344
80	HOURLY	31.796	33.386	35.055	36.808	38.648	40.581
	MONTHLY	5511	5787	6076	6380	6699	7034
	ANNUAL	66136	69443	72915	76561	80389	84408
81	HOURLY	32.592	34.221	35.932	37.729	39.615	41.596
	MONTHLY	5649	5932	6228	6540	6867	7210
	ANNUAL	67791	71180	74739	78476	82400	86520
82	HOURLY	33.405	35.076	36.829	38.671	40.604	42.635
	MONTHLY	5790	6080	6384	6703	7038	7390
	ANNUAL	69483	72957	76605	80435	84457	88680

**GENERAL UNIT
MID-MANAGEMENT UNIT**

**CITY OF REDLANDS
SALARY SCHEDULE**

APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
83	HOURLY	34.242	35.954	37.751	39.639	41.621	43.702
	MONTHLY	5935	6232	6544	6871	7214	7575
	ANNUAL	71223	74784	78523	82449	86571	90900
84	HOURLY	35.096	36.851	38.693	40.628	42.659	44.792
	MONTHLY	6083	6387	6707	7042	7394	7764
	ANNUAL	73000	76650	80482	84506	88731	93168
85	HOURLY	35.973	37.772	39.660	41.643	43.725	45.912
	MONTHLY	6235	6547	6874	7218	7579	7958
	ANNUAL	74824	78565	82493	86618	90949	95496
86	HOURLY	36.872	38.716	40.652	42.684	44.819	47.060
	MONTHLY	6391	6711	7046	7399	7769	8157
	ANNUAL	76695	80529	84556	88784	93223	97884
87	HOURLY	37.795	39.684	41.669	43.752	45.940	48.237
	MONTHLY	6551	6879	7223	7584	7963	8361
	ANNUAL	78613	82543	86671	91004	95554	100332
88	HOURLY	38.739	40.676	42.710	44.846	47.088	49.442
	MONTHLY	6715	7051	7403	7773	8162	8570
	ANNUAL	80578	84607	88837	93279	97943	102840
89	HOURLY	39.707	41.692	43.777	45.965	48.264	50.677
	MONTHLY	6882	7227	7588	7967	8366	8784
	ANNUAL	82590	86719	91055	95608	100389	105408
90	HOURLY	40.701	42.736	44.873	47.117	49.473	51.946
	MONTHLY	7055	7408	7778	8167	8575	9004
	ANNUAL	84658	88891	93336	98003	102903	108048
91	HOURLY	41.719	43.805	45.995	48.295	50.709	53.245
	MONTHLY	7231	7593	7972	8371	8790	9229
	ANNUAL	86775	91114	95669	100453	105475	110749
92	HOURLY	42.762	44.900	47.145	49.502	51.977	54.576
	MONTHLY	7412	7783	8172	8580	9009	9460
	ANNUAL	88944	93391	98061	102964	108112	113518

**GENERAL UNIT
MID-MANAGEMENT UNIT**

**CITY OF REDLANDS
SALARY SCHEDULE**

APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
93	HOURLY	43.831	46.022	48.323	50.740	53.277	55.940
	MONTHLY	7597	7977	8376	8795	9235	9696
	ANNUAL	91168	95726	100513	105538	110815	116356
94	HOURLY	44.926	47.173	49.531	52.008	54.608	57.339
	MONTHLY	7787	8177	8585	9015	9465	9939
	ANNUAL	93447	98119	103025	108177	113586	119265
95	HOURLY	46.050	48.352	50.770	53.308	55.974	58.772
	MONTHLY	7982	8381	8800	9240	9702	10187
	ANNUAL	95783	100572	105601	110881	116425	122246
96	HOURLY	47.201	49.561	52.039	54.641	57.373	60.242
	MONTHLY	8181	8591	9020	9471	9945	10442
	ANNUAL	98178	103087	108241	113653	119336	125303
97	HOURLY	48.381	50.800	53.340	56.007	58.807	61.748
	MONTHLY	8386	8805	9246	9708	10193	10703
	ANNUAL	100632	105664	110947	116494	122319	128435
98	HOURLY	49.590	52.070	54.673	57.407	60.277	63.291
	MONTHLY	8596	9025	9477	9951	10448	10970
	ANNUAL	103148	108305	113721	119407	125377	131646
99	HOURLY	50.830	53.372	56.040	58.842	61.784	64.874
	MONTHLY	8811	9251	9714	10199	10709	11245
	ANNUAL	105727	111013	116564	122392	128512	134937
100	HOURLY	52.101	54.706	57.441	60.313	63.329	66.495
	MONTHLY	9031	9482	9956	10454	10977	11526
	ANNUAL	108370	113788	119478	125452	131724	138311

**CLASSIFICATIONS
WITH A "Y" DESIGNATION**

**CITY OF REDLANDS
SALARY SCHEDULE**

EFFECTIVE 7/1/2001

Range		A	B	C	D	E	F
G 38Y	HOURLY	11.971	12.525	13.108	13.725	14.371	15.052
	MONTHLY	2075	2171	2272	2379	2491	2609
	ANNUAL	24900	26052	27264	28548	29892	31308
G 40Y	HOURLY	13.108	13.725	14.371	15.052	15.767	16.506
	MONTHLY	2272	2379	2491	2609	2733	2861
	ANNUAL	27264	28548	29892	31308	32796	34332
G 41Y	HOURLY	13.725	14.371	15.052	15.767	16.506	17.296
	MONTHLY	2379	2491	2609	2733	2861	2998
	ANNUAL	28548	29892	31308	32796	34332	35976
G 42.5Y	HOURLY	14.712	15.410	16.142	16.904	17.712	18.560
	MONTHLY	2550	2671	2798	2930	3070	3217
	ANNUAL	30600	32052	33576	35160	36840	38604
G 44Y	HOURLY	15.767	16.506	17.296	18.121	18.987	19.898
	MONTHLY	2733	2861	2998	3141	3291	3449
	ANNUAL	32796	34332	35976	37692	39492	41388
G 47Y	HOURLY	18.121	18.987	19.898	20.850	21.854	22.921
	MONTHLY	3141	3291	3449	3614	3788	3973
	ANNUAL	37692	39492	41388	43368	45456	47676
G 48Y	HOURLY	18.987	19.898	20.850	21.854	22.921	24.017
	MONTHLY	3291	3449	3614	3788	3973	4163
	ANNUAL	39492	41388	43368	45456	47676	49956
G 48.5Y	HOURLY	19.448	20.388	21.369	22.396	23.469	24.623
	MONTHLY	3371	3534	3704	3882	4068	4268
	ANNUAL	40452	42408	44448	46584	48816	51216
G 49.5Y	HOURLY	20.388	21.369	22.396	23.469	24.623	25.817
	MONTHLY	3534	3704	3882	4068	4268	4475
	ANNUAL	42408	44448	46584	48816	51216	53700
G 50.5Y	HOURLY	21.369	22.396	23.469	24.623	25.817	27.110
	MONTHLY	3704	3882	4068	4268	4475	4699
	ANNUAL	44448	46584	48816	51216	53700	56388
MM 44Y	HOURLY	16.592	17.481	18.300	19.177	20.100	21.063
	MONTHLY	2876	3030	3172	3324	3484	3651
	ANNUAL	34512	36360	38064	39888	41808	43812
MM 46Y	HOURLY	18.300	19.177	20.100	21.063	22.073	23.135
	MONTHLY	3172	3324	3484	3651	3826	4010
	ANNUAL	38064	39888	41808	43812	45912	48120

**CLASSIFICATIONS
WITH A "Y" DESIGNATION**

**CITY OF REDLANDS
SALARY SCHEDULE**

EFFECTIVE 7/1/2001

Range		A	B	C	D	E	F
MM 50.5Y	HOURLY	22.627	23.706	24.848	26.060	27.329	28.644
	MONTHLY	3922	4109	4307	4517	4737	4965
	ANNUAL	47064	49308	51684	54204	56844	59580
MM 51Y	HOURLY	23.135	24.260	25.419	26.654	27.940	29.342
	MONTHLY	4010	4205	4406	4620	4843	5086
	ANNUAL	48120	50460	52872	55440	58116	61032
MM 52Y	HOURLY	24.260	25.419	26.654	27.940	29.342	30.802
	MONTHLY	4205	4406	4620	4843	5086	5339
	ANNUAL	50460	52872	55440	58116	61032	64068
MM 56Y	HOURLY	29.342	30.802	32.348	33.969	35.665	37.442
	MONTHLY	5086	5339	5607	5888	6182	6490
	ANNUAL	61032	64068	67284	70656	74184	77880
M 62Y *	HOURLY	41.132	43.191	45.348	47.613	49.994	52.490
	MONTHLY	7130	7486	7860	8253	8666	9098
	ANNUAL	85555	89837	94324	99035	103988	109179

* Effective 7/1/2002

MANAGEMENT UNIT

CITY OF REDLANDS
SALARY SCHEDULEAPPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
54	HOURLY	18.440	19.362	20.330	21.347	22.414	23.535
	MONTHLY	3196	3356	3524	3700	3885	4079
	ANNUAL	38355	40273	42287	44401	46621	48952
55	HOURLY	18.908	19.853	20.846	21.888	22.983	24.132
	MONTHLY	3277	3441	3613	3794	3984	4183
	ANNUAL	39329	41295	43360	45528	47804	50194
56	HOURLY	19.382	20.351	21.369	22.437	23.559	24.737
	MONTHLY	3360	3528	3704	3889	4084	4288
	ANNUAL	40315	42330	44447	46669	49003	51453
57	HOURLY	19.865	20.858	21.901	22.996	24.146	25.353
	MONTHLY	3443	3615	3796	3986	4185	4395
	ANNUAL	41319	43385	45554	47832	50224	52735
58	HOURLY	20.364	21.382	22.451	23.574	24.753	25.990
	MONTHLY	3530	3706	3892	4086	4290	4505
	ANNUAL	42357	44475	46699	49034	51485	54060
59	HOURLY	20.872	21.916	23.011	24.162	25.370	26.639
	MONTHLY	3618	3799	3989	4188	4397	4617
	ANNUAL	43414	45584	47864	50257	52770	55408
60	HOURLY	21.390	22.460	23.582	24.762	26.000	27.300
	MONTHLY	3708	3893	4088	4292	4507	4732
	ANNUAL	44491	46716	49052	51504	54079	56783
61	HOURLY	21.929	23.025	24.177	25.386	26.655	27.988
	MONTHLY	3801	3991	4191	4400	4620	4851
	ANNUAL	45612	47893	50288	52802	55442	58214
62	HOURLY	22.477	23.601	24.781	26.020	27.321	28.687
	MONTHLY	3896	4091	4295	4510	4736	4972
	ANNUAL	46752	49090	51544	54121	56828	59669

MANAGEMENT UNIT

CITY OF REDLANDS
SALARY SCHEDULEAPPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
63	HOURLY	23.040	24.192	25.402	26.672	28.005	29.406
	MONTHLY	3994	4193	4403	4623	4854	5097
	ANNUAL	47923	50319	52835	55477	58251	61163
64	HOURLY	23.612	24.793	26.032	27.334	28.701	30.136
	MONTHLY	4093	4297	4512	4738	4975	5223
	ANNUAL	49113	51569	54147	56854	59697	62682
65	HOURLY	24.206	25.416	26.687	28.021	29.423	30.894
	MONTHLY	4196	4405	4626	4857	5100	5355
	ANNUAL	50348	52866	55509	58285	61199	64259
66	HOURLY	24.809	26.049	27.352	28.720	30.155	31.663
	MONTHLY	4300	4515	4741	4978	5227	5488
	ANNUAL	51603	54183	56892	59737	62723	65860
67	HOURLY	25.428	26.699	28.034	29.436	30.908	32.453
	MONTHLY	4408	4628	4859	5102	5357	5625
	ANNUAL	52890	55535	58311	61227	64288	67503
68	HOURLY	26.064	27.367	28.736	30.172	31.681	33.265
	MONTHLY	4518	4744	4981	5230	5491	5766
	ANNUAL	54213	56924	59770	62758	65896	69191
69	HOURLY	26.718	28.054	29.457	30.929	32.476	34.100
	MONTHLY	4631	4863	5106	5361	5629	5911
	ANNUAL	55573	58352	61270	64333	67550	70927
70	HOURLY	27.385	28.754	30.192	31.702	33.287	34.951
	MONTHLY	4747	4984	5233	5495	5770	6058
	ANNUAL	56961	59809	62799	65939	69236	72698
71	HOURLY	28.069	29.472	30.946	32.493	34.118	35.824
	MONTHLY	4865	5109	5364	5632	5914	6209
	ANNUAL	58384	61303	64368	67586	70966	74514
72	HOURLY	28.771	30.210	31.720	33.306	34.971	36.720
	MONTHLY	4987	5236	5498	5773	6062	6365
	ANNUAL	59844	62836	65978	69277	72740	76377

MANAGEMENT UNIT

CITY OF REDLANDS
SALARY SCHEDULEAPPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
73	HOURLY	29.489	30.963	32.512	34.137	35.844	37.636
	MONTHLY	5111	5367	5635	5917	6213	6524
	ANNUAL	61337	64404	67624	71005	74556	78283
74	HOURLY	30.226	31.737	33.324	34.990	36.740	38.577
	MONTHLY	5239	5501	5776	6065	6368	6687
	ANNUAL	62870	66014	69314	72780	76419	80240
75	HOURLY	30.984	32.533	34.160	35.868	37.661	39.544
	MONTHLY	5371	5639	5921	6217	6528	6854
	ANNUAL	64447	67669	71053	74605	78335	82252
76	HOURLY	31.757	33.345	35.012	36.763	38.601	40.531
	MONTHLY	5505	5780	6069	6372	6691	7025
	ANNUAL	66055	69357	72825	76466	80290	84304
77	HOURLY	32.554	34.182	35.891	37.685	39.570	41.548
	MONTHLY	5643	5925	6221	6532	6859	7202
	ANNUAL	67712	71098	74653	78385	82305	86420
78	HOURLY	33.367	35.035	36.787	38.626	40.558	42.586
	MONTHLY	5784	6073	6376	6695	7030	7382
	ANNUAL	69403	72874	76517	80343	84360	88578
79	HOURLY	34.199	35.909	37.704	39.590	41.569	43.648
	MONTHLY	5928	6224	6535	6862	7205	7566
	ANNUAL	71134	74691	78425	82346	86464	90787
80	HOURLY	35.055	36.808	38.648	40.581	42.610	44.740
	MONTHLY	6076	6380	6699	7034	7386	7755
	ANNUAL	72914	76560	80388	84408	88628	93059
81	HOURLY	35.933	37.730	39.616	41.597	43.677	45.861
	MONTHLY	6228	6540	6867	7210	7571	7949
	ANNUAL	74741	78478	82402	86522	90848	95390
82	HOURLY	36.830	38.672	40.605	42.635	44.767	47.005
	MONTHLY	6384	6703	7038	7390	7760	8148
	ANNUAL	76606	80437	84459	88681	93116	97771

MANAGEMENT UNIT

CITY OF REDLANDS
SALARY SCHEDULEAPPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
83	HOURLY	37.753	39.641	41.623	43.704	45.889	48.183
	MONTHLY	6544	6871	7215	7575	7954	8352
	ANNUAL	78526	82453	86575	90904	95449	100222
84	HOURLY	38.694	40.629	42.660	44.793	47.033	49.384
	MONTHLY	6707	7042	7394	7764	8152	8560
	ANNUAL	80484	84508	88733	93170	97828	102720
85	HOURLY	39.661	41.644	43.726	45.913	48.208	50.619
	MONTHLY	6875	7218	7579	7958	8356	8774
	ANNUAL	82495	86620	90951	95498	100273	105287
86	HOURLY	40.652	42.685	44.819	47.060	49.413	51.883
	MONTHLY	7046	7399	7769	8157	8565	8993
	ANNUAL	84556	88784	93223	97884	102779	107917
87	HOURLY	41.669	43.752	45.940	48.237	50.649	53.181
	MONTHLY	7223	7584	7963	8361	8779	9218
	ANNUAL	86672	91005	95555	100333	105350	110617
88	HOURLY	42.710	44.846	47.088	49.442	51.914	54.510
	MONTHLY	7403	7773	8162	8570	8998	9448
	ANNUAL	88837	93279	97943	102840	107982	113381
89	HOURLY	43.778	45.967	48.265	50.679	53.212	55.873
	MONTHLY	7588	7968	8366	8784	9223	9685
	ANNUAL	91058	95611	100392	105411	110682	116216
89 A	HOURLY	42.735	44.872	47.115	49.471	51.945	54.542
	MONTHLY	7407	7778	8167	8575	9004	9454
	ANNUAL	88889	93333	98000	102900	108045	113447
90	HOURLY	44.873	47.117	49.472	51.946	54.543	57.271
	MONTHLY	7778	8167	8575	9004	9454	9927
	ANNUAL	93336	98003	102903	108048	113450	119123
91	HOURLY	45.995	48.295	50.709	53.245	55.907	58.703
	MONTHLY	7972	8371	8790	9229	9691	10175
	ANNUAL	95670	100453	105476	110750	116287	122101

MANAGEMENT UNIT

CITY OF REDLANDS
SALARY SCHEDULEAPPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
92	HOURLY	47.146	49.503	51.978	54.577	57.306	60.172
	MONTHLY	8172	8581	9010	9460	9933	10430
	ANNUAL	98064	102967	108115	113521	119197	125157
93	HOURLY	48.324	50.740	53.277	55.941	58.738	61.675
	MONTHLY	8376	8795	9235	9696	10181	10690
	ANNUAL	100514	105540	110817	116357	122175	128284
94	HOURLY	49.532	52.009	54.609	57.339	60.206	63.217
	MONTHLY	8586	9015	9466	9939	10436	10958
	ANNUAL	103027	108178	113587	119266	125229	131491
95	HOURLY	50.771	53.310	55.975	58.774	61.712	64.798
	MONTHLY	8800	9240	9702	10187	10697	11232
	ANNUAL	105604	110884	116428	122249	128362	134780
96	HOURLY	52.039	54.641	57.373	60.242	63.254	66.416
	MONTHLY	9020	9471	9945	10442	10964	11512
	ANNUAL	108241	113653	119336	125303	131568	138146
97	HOURLY	53.340	56.007	58.807	61.748	64.835	68.077
	MONTHLY	9246	9708	10193	10703	11238	11800
	ANNUAL	110947	116495	122319	128435	134857	141600
98	HOURLY	54.674	57.408	60.278	63.292	66.457	69.779
	MONTHLY	9477	9951	10448	10971	11519	12095
	ANNUAL	113722	119408	125378	131647	138230	145141
99	HOURLY	56.041	58.843	61.785	64.874	68.118	71.524
	MONTHLY	9714	10199	10709	11245	11807	12398
	ANNUAL	116565	122394	128513	134939	141686	148770
100	HOURLY	57.441	60.313	63.329	66.495	69.820	73.311
	MONTHLY	9956	10454	10977	11526	12102	12707
	ANNUAL	119477	125451	131724	138310	145225	152487

Title	Range		A	B	C	D	E	F
Police Officer	60	HOURLY	21.870	22.964	24.112	25.317	26.583	27.912
		MONTHLY	3791	3980	4179	4388	4608	4838
		ANNUAL	45490	47764	50152	52660	55293	58058
Police Corporal	64	HOURLY	24.147	25.354	26.622	27.953	29.351	30.818
		MONTHLY	4185	4395	4614	4845	5087	5342
		ANNUAL	50226	52737	55374	58143	61050	64102
Police Detective	64	HOURLY	24.147	25.354	26.622	27.953	29.351	30.818
		MONTHLY	4185	4395	4614	4845	5087	5342
		ANNUAL	50226	52737	55374	58143	61050	64102
Police Sergeant	70	HOURLY	28.006	29.406	30.877	32.420	34.041	35.744
		MONTHLY	4854	5097	5352	5620	5901	6196
		ANNUAL	58252	61165	64223	67435	70806	74347
Police Lieutenant	81	HOURLY	36.747	38.584	40.514	42.539	44.666	46.900
		MONTHLY	6369	6688	7022	7373	7742	8129
		ANNUAL	76434	80255	84268	88482	92906	97551
Police Captain	85	HOURLY	40.559	42.587	44.716	46.952	49.300	51.765
		MONTHLY	7030	7382	7751	8138	8545	8973
		ANNUAL	84363	88581	93010	97660	102543	107671
Deputy Police Chief	89	HOURLY	44.770	47.009	49.359	51.827	54.418	57.139
		MONTHLY	7760	8148	8556	8983	9432	9904
		ANNUAL	93122	97778	102667	107800	113190	118849
Police Chief	93	HOURLY	49.419	51.890	54.484	57.209	60.069	63.073
		MONTHLY	8566	8994	9444	9916	10412	10933
		ANNUAL	102792	107931	113328	118994	124944	131191

**CITY OF REDLANDS
SALARY SCHEDULE**

FIRE DEPARTMENT

Title	Range		A	B	C	D	E	F
Firefighter	50	HOURLY	14.896	15.641	16.423	17.244	18.106	19.011
		MONTHLY	3615	3796	3985	4185	4394	4613
		ANNUAL	43377	45546	47823	50214	52725	55361
Fire Engineer	55	HOURLY	17.459	18.332	19.249	20.211	21.222	22.283
		MONTHLY	4237	4449	4671	4905	5150	5407
		ANNUAL	50841	53383	56052	58854	61797	64887
Fire Captain	60	HOURLY	21.657	22.740	23.877	25.071	26.324	27.640
		MONTHLY	5255	5518	5794	6084	6388	6707
		ANNUAL	63065	66218	69529	73006	76656	80489
Assistant Fire Marshal	75	HOURLY	31.686	33.270	34.934	36.681	38.515	40.440
		MONTHLY	5492	5767	6055	6358	6676	7010
		ANNUAL	65907	69202	72662	76295	80110	84116
Fire Marshal	79	HOURLY	34.970	36.719	38.554	40.482	42.506	44.632
		MONTHLY	6061	6365	6683	7017	7368	7736
		ANNUAL	72738	76374	80193	84203	88413	92834
Battalion Chief (40 hour week)	79	HOURLY	34.970	36.719	38.554	40.482	42.506	44.632
		MONTHLY	6061	6365	6683	7017	7368	7736
		ANNUAL	72738	76374	80193	84203	88413	92834
Battalion Chief (56 hour week)	79	HOURLY	24.981	26.230	27.542	28.919	30.365	31.883
		MONTHLY	6062	6365	6683	6380	7368	7034
		ANNUAL	72745	69439	72910	76556	80384	84402
Deputy Fire Chief	87	HOURLY	42.610	44.741	46.978	49.326	51.793	54.382
		MONTHLY	7386	7755	8143	8550	8977	9426
		ANNUAL	88629	93060	97713	102599	107729	113115
Fire Chief	92	HOURLY	48.214	50.625	53.156	55.814	58.604	61.535
		MONTHLY	8357	8775	9214	9674	10158	10666
		ANNUAL	100285	105299	110564	116093	121897	127992