

RESOLUTION NO. 6238

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. 6230.

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 1/20/04.

<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
<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
<u>Equipment Maintenance</u>		
Equipment Maintenance Superintendent	1	MM 74
Senior Mechanic	2	60
Senior Welder	1	56
Fire Mechanic	1	56
Heavy Equipment Mechanic	1	52
Mechanic I/II	7	48/52
Administrative Assistant II	1	44Y
Mechanic Assistant	1 unfunded	44
Senior Storekeeper	$\frac{1}{16}$	41Y
<u>Building Maintenance</u>		
Senior Building Maintenance Worker	1	53
Building Maintenance Worker	$\frac{1}{2}$	49
<u>Community Development Department</u>		
Community Development Director	1	M 89
Assistant Community Development Director	$\frac{1}{2}$	M 80
<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
<u>D.R.B.A.</u>		
Senior Special Program Coordinator	1	54
Special Program Coordinator	$\frac{1}{2}$	50

<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	1	MM 69
Junior/Assistant/Associate Planner	3	MM53/60/64
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	MM 60
Administrative Analyst	1	MM 62
Library Information Systems Technician	1	51
Library Specialist I/II	6	44/48
Maintenance Custodian	1	41Y
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 Administrator	1	MM 72
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>	40/43
	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 Rep. 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>
Municipal Utilities Department continued		
Solid Waste Customer Service Representative	3	43
Solid Waste Collector	5	42
Maintenance Worker	<u>1</u>	40
	44	
<u>Wastewater Division</u>		
Laboratory Manager	1	MM 74
Wastewater Facilities Maintenance Supervisor	1	68
Wastewater Facilities Operations Supervisor	1	68
Regulatory Compliance Officer - Wastewater	1	66
Plant Mechanic I/II	3	52/47Y
Co-Generation Facilities Operator	1	52
Industrial Waste Inspector	1	54
Line Maintenance Supervisor	1	58
Laboratory Technician I/II/III/IV	4	50/54/58/60
Wastewater Facilities Operator I/II/III/IV/V	5	49/53/57/59/61
Line Maintenance Worker	3	48
Maintenance Worker	<u>2</u>	40
	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 84
Water Production Operations Supervisor	1	72
Water Production Maintenance Supervisor	1	72
Regulatory Compliance Officer - Water	1	66
Water Distribution Supervisor	2	68
Water Quality Control Officer	1	62
Cross Connection Control Inspector	1	56
Senior Water Treatment Operator	1	63
Water Treatment Operator II/III/IV	5	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 Equip. 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	40

<u>Department</u>	<u>F/T Positions</u>	<u>Range</u>
Municipal Utilities Department continued		
Grounds Maintenance Worker I/II	<u>1</u> 38	40/43
<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
Executive Police Assistant	1	62
Crime Analyst	1	59
Senior Code Enforcement Officer	1	59
Public Information Officer	1	58
Animal Control Supervisor	1	56
Police Records Supervisor	1	56
Code Enforcement Officer	1	55
Forensic Services Supervisor	1	64
Police Communications Supervisor	1	53
I.D. & Property Technician	1	51
Senior Administrative Assistant	1	50
Senior Administrative Assistant	1 unfunded	50
Building Maintenance Worker	1	49
Community Service Officer/Dispatcher I/II	21	43/47
Community Service Officer	1 unfunded	43/47
Administrative Secretary	1	47
Police Customer Service Representative	11	43
Administrative Assistant I/II	3	39/43
Animal Control Officer	3	43
Police Parking Control Officer	2	39
Video Technician	1	42
Kennel Attendant	<u>1</u>	35
	145	
<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>Department</u>	<u>F/T Positions</u>	<u>Range</u>
Police Department continued		
<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
Bus Driver	1	38Y
Building Maintenance Worker	1	49
Administrative Assistant I/II	$\frac{1}{10}$	39/43
<u>Management Information Systems</u>		
Mgmt. Information Systems Administrator	1	MM 56Y
Sr. Information Systems Technician	2	59
M.I.S. Support Technician	$\frac{1}{4}$	55
<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
Cost Recovery/CDBG Administrator	1	MM 46Y
Senior Administrative Assistant	1	50
Administrative Assistant I/II	$\frac{2}{7}$	39/43
<u>Electrical</u>		
Senior Communications Specialist/Supervisor*	1	68
Electrician	1	48Y
Traffic Signal Technician I/II	$\frac{3}{5}$	51/48Y
<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	49.5Y
N.P.D.E.S. Inspector	$\frac{1}{9}$	53
<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>	40/43
	19	
<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>	40
	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)	$\frac{1}{2}$		G44/48
	2		

Police Department

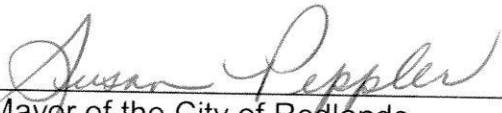
Compass Project Director (COMPASS)	1	MM	75
Crime Analyst (COMPASS)	2	G	59
M.I.S. Support Technician (COMPASS)	1	G	55
Police Customer Service Representative (COMPASS)	1	G	43
Police Officer (School Resource Officer Grant)	3	P	60
Police Officer (VBI Grant)	1	P	60
Housing Technician (NIP)	1	G	50
Community Service Officer/Dispatcher I/II*	$\frac{2}{12}$	G	43/47
* (1) Crimes Against Children Grant;			
(1) OTS Grant			

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

TOTAL AUTHORIZED FULL-TIME POSITIONS: 517***

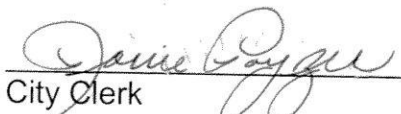
*** (503 + 14 grant funded and reimbursable)

ADOPTED, SIGNED AND APPROVED this 20th day of January, 2004.



Mayor of the City of Redlands

ATTEST:



City Clerk

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

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

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**CITY OF REDLANDS
SALARY SCHEDULE**

APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
33	HOURLY	10.165	10.667	11.204	11.763	12.352	12.969
	MONTHLY	1762	1849	1942	2039	2141	2248
	ANNUAL	21144	22188	23304	24468	25692	26976
34	HOURLY	10.413	10.933	11.481	12.058	12.658	13.292
	MONTHLY	1805	1895	1990	2090	2194	2304
	ANNUAL	21660	22740	23880	25080	26328	27648
35	HOURLY	10.673	11.210	11.769	12.358	12.975	13.621
	MONTHLY	1850	1943	2040	2142	2249	2361
	ANNUAL	22200	23316	24480	25704	26988	28332
36	HOURLY	10.938	11.487	12.063	12.663	13.298	13.962
	MONTHLY	1896	1991	2091	2195	2305	2420
	ANNUAL	22752	23892	25092	26340	27660	29040
37	HOURLY	11.215	11.781	12.369	12.987	13.633	14.319
	MONTHLY	1944	2042	2144	2251	2363	2482
	ANNUAL	23328	24504	25728	27012	28356	29784
38	HOURLY	11.492	12.069	12.675	13.304	13.967	14.671
	MONTHLY	1992	2092	2197	2306	2421	2543
	ANNUAL	23904	25104	26364	27672	29052	30516
39	HOURLY	11.787	12.375	12.992	13.638	14.325	15.040
	MONTHLY	2043	2145	2252	2364	2483	2607
	ANNUAL	24516	25740	27024	28368	29796	31284
40	HOURLY	12.081	12.681	13.315	13.985	14.683	15.415
	MONTHLY	2094	2198	2308	2424	2545	2672
	ANNUAL	25128	26376	27696	29088	30540	32064
41	HOURLY	12.381	12.998	13.644	14.331	15.046	15.802
	MONTHLY	2146	2253	2365	2484	2608	2739
	ANNUAL	25752	27036	28380	29808	31296	32868
42	HOURLY	12.687	13.321	13.990	14.688	15.421	16.194
	MONTHLY	2199	2309	2425	2546	2673	2807
	ANNUAL	26388	27708	29100	30552	32076	33684

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APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
43	HOURLY	13.004	13.656	14.342	15.058	15.813	16.598
	MONTHLY	2254	2367	2486	2610	2741	2877
	ANNUAL	27048	28404	29832	31320	32892	34524
44	HOURLY	13.333	14.002	14.700	15.433	16.206	17.019
	MONTHLY	2311	2427	2548	2675	2809	2950
	ANNUAL	27732	29124	30576	32100	33708	35400
45	HOURLY	13.662	14.348	15.063	15.819	16.610	17.440
	MONTHLY	2368	2487	2611	2742	2879	3023
	ANNUAL	28416	29844	31332	32904	34548	36276
46	HOURLY	14.008	14.706	15.438	16.217	17.025	17.879
	MONTHLY	2428	2549	2676	2811	2951	3099
	ANNUAL	29136	30588	32112	33732	35412	37188
47	HOURLY	14.360	15.075	15.831	16.615	17.452	17.925
	MONTHLY	2489	2613	2744	2880	3025	3176
	ANNUAL	29868	31356	32928	34560	36300	38112
48	HOURLY	14.717	15.456	16.223	17.037	17.890	18.785
	MONTHLY	2551	2679	2812	2953	3101	3256
	ANNUAL	30612	32148	33744	35436	37212	39072
49	HOURLY	15.081	15.837	16.633	17.458	18.329	19.246
	MONTHLY	2614	2745	2883	3026	3177	3336
	ANNUAL	31368	32940	34596	36312	38124	40032
50	HOURLY	15.462	16.235	17.042	17.896	18.790	19.731
	MONTHLY	2680	2814	2954	3102	3257	3420
	ANNUAL	32160	33768	35448	37224	39084	41040
51	HOURLY	15.848	16.644	17.469	18.340	19.258	20.227
	MONTHLY	2747	2885	3028	3179	3338	3506
	ANNUAL	32964	34620	36336	38148	40056	42072
52	HOURLY	16.240	17.054	17.908	18.802	19.742	20.729
	MONTHLY	2815	2956	3104	3259	3422	3593
	ANNUAL	33780	35472	37248	39108	41064	43116

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**CITY OF REDLANDS
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APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
53	HOURLY	16.650	17.481	18.352	19.275	20.238	21.248
	MONTHLY	2886	3030	3181	3341	3508	3683
	ANNUAL	34632	36360	38172	40092	42096	44196
54	HOURLY	17.065	17.919	18.813	19.754	20.746	21.779
	MONTHLY	2958	3106	3261	3424	3596	3775
	ANNUAL	35496	37272	39132	41088	43152	45300
55	HOURLY	17.492	18.363	19.287	20.250	21.260	22.327
	MONTHLY	3032	3183	3343	3510	3685	3870
	ANNUAL	36384	38196	40116	42120	44220	46440
56	HOURLY	17.931	18.825	19.765	20.642	21.796	22.887
	MONTHLY	3108	3263	3426	3578	3778	3967
	ANNUAL	37296	39156	41112	42936	45336	47604
57	HOURLY	18.375	19.298	20.279	21.271	22.338	23.458
	MONTHLY	3185	3345	3515	3687	3872	4066
	ANNUAL	38220	40140	42180	44244	46464	48792
58	HOURLY	18.837	19.783	20.775	21.808	22.898	24.046
	MONTHLY	3265	3429	3601	3780	3969	4168
	ANNUAL	39180	41148	43212	45360	47628	50016
59	HOURLY	19.310	20.273	21.288	22.356	23.475	24.646
	MONTHLY	3347	3514	3690	3875	4069	4272
	ANNUAL	40164	42168	44280	46500	48828	51264
60	HOURLY	19.788	20.781	21.819	22.910	24.058	25.258
	MONTHLY	3430	3602	3782	3971	4170	4378
	ANNUAL	41160	43224	45384	47652	50040	52536
61	HOURLY	20.290	21.300	22.367	23.487	24.658	25.892
	MONTHLY	3517	3692	3877	4071	4274	4488
	ANNUAL	42204	44304	46524	48852	51288	53856
62	HOURLY	20.798	21.831	22.927	24.075	25.275	26.538
	MONTHLY	3605	3784	3974	4173	4381	4600
	ANNUAL	43260	45408	47688	50076	52572	55200

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APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
63	HOURLY	21.312	22.379	23.504	24.675	25.910	27.202
	MONTHLY	3694	3879	4074	4277	4491	4715
	ANNUAL	44328	46548	48888	51324	53892	56580
64	HOURLY	21.842	22.938	24.087	25.292	26.550	27.883
	MONTHLY	3786	3976	4175	4384	4602	4833
	ANNUAL	45432	47712	50100	52608	55224	57996
65	HOURLY	22.396	23.515	27.577	25.921	27.190	28.581
	MONTHLY	3882	4076	4780	4493	4713	4954
	ANNUAL	46584	48912	57360	53916	56556	59448
66	HOURLY	22.950	24.098	25.304	26.567	27.900	29.296
	MONTHLY	3978	4177	4386	4605	4836	5078
	ANNUAL	47736	50124	52632	55260	58032	60936
67	HOURLY	23.527	24.698	25.933	27.237	28.592	30.023
	MONTHLY	4078	4281	4495	4721	4956	5204
	ANNUAL	48936	51372	53940	56652	59472	62448
68	HOURLY	24.115	25.321	26.585	27.917	29.313	30.779
	MONTHLY	4180	4389	4608	4839	5081	5335
	ANNUAL	50160	52668	55296	58068	60972	64020
69	HOURLY	24.715	25.956	27.254	28.615	30.046	31.546
	MONTHLY	4284	4499	4724	4960	5208	5468
	ANNUAL	51408	53988	56688	59520	62496	65616
70	HOURLY	25.333	26.602	27.935	29.331	30.796	32.337
	MONTHLY	4391	4611	4842	5084	5338	5605
	ANNUAL	52692	55332	58104	61008	64056	67260
71	HOURLY	25.967	27.265	28.633	30.058	31.563	33.144
	MONTHLY	4501	4726	4963	5210	5471	5745
	ANNUAL	54012	56712	59556	62520	65652	68940
72	HOURLY	26.613	27.946	29.348	30.813	32.354	33.969
	MONTHLY	4613	4844	5087	5341	5608	5888
	ANNUAL	55356	58128	61044	64092	67296	70656

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APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
73	HOURLY	27.283	28.644	30.075	31.581	33.162	34.817
	MONTHLY	4729	4965	5213	5474	5748	6035
	ANNUAL	56748	59580	62556	65688	68976	72420
74	HOURLY	27.963	29.365	30.831	32.371	33.992	35.688
	MONTHLY	4847	5090	5344	5611	5892	6186
	ANNUAL	58164	61080	64128	67332	70704	74232
75	HOURLY	28.662	30.098	31.598	33.185	34.840	36.583
	MONTHLY	4968	5217	5477	5752	6039	6341
	ANNUAL	59616	62604	65724	69024	72468	76092
76	HOURLY	29.383	30.848	32.388	34.015	35.712	37.494
	MONTHLY	5093	5347	5614	5896	6190	6499
	ANNUAL	61116	64164	67368	70752	74280	77988
77	HOURLY	30.115	31.621	33.208	34.869	36.606	38.440
	MONTHLY	5220	5481	5756	6044	6345	6663
	ANNUAL	62640	65772	69072	72528	76140	79956
78	HOURLY	30.871	32.412	34.033	35.735	37.523	39.398
	MONTHLY	5351	5618	5899	6194	6504	6829
	ANNUAL	64212	67416	70788	74328	78048	81948
79	HOURLY	31.644	33.219	34.887	36.623	38.458	40.379
	MONTHLY	5485	5758	6047	6348	6666	6999
	ANNUAL	65820	69096	72564	76176	79992	83988
80	HOURLY	32.429	34.056	35.758	37.546	39.421	41.394
	MONTHLY	5621	5903	6198	6508	6833	7175
	ANNUAL	67452	70836	74376	78096	81996	86100
81	HOURLY	33.242	34.910	36.652	38.487	40.408	42.427
	MONTHLY	5762	6051	6353	6671	7004	7354
	ANNUAL	69144	72612	76236	80052	84048	88248
82	HOURLY	34.073	35.781	37.569	39.444	41.417	43.488
	MONTHLY	5906	6202	6512	6837	7179	7538
	ANNUAL	70872	74424	78144	82044	86148	90456

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APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
83	HOURLY	34.927	36.675	38.510	40.431	42.450	44.579
	MONTHLY	6054	6357	6675	7008	7358	7727
	ANNUAL	72648	76284	80100	84096	88296	92724
84	HOURLY	35.798	37.587	39.467	41.440	43.512	45.687
	MONTHLY	6205	6515	6841	7183	7542	7919
	ANNUAL	74460	78180	82092	86196	90504	95028
85	HOURLY	36.692	38.527	40.448	42.473	44.602	46.829
	MONTHLY	6360	6678	7011	7362	7731	8117
	ANNUAL	76320	80136	84132	88344	92772	97404
86	HOURLY	37.610	39.490	41.463	43.540	45.715	48.000
	MONTHLY	6519	6845	7187	7547	7924	8320
	ANNUAL	78228	82140	86244	90564	95088	99840
87	HOURLY	38.550	40.483	42.502	44.631	46.858	49.200
	MONTHLY	6682	7017	7367	7736	8122	8528
	ANNUAL	80184	84204	88404	92832	97464	102336
88	HOURLY	39.513	41.492	43.563	45.738	48.029	50.429
	MONTHLY	6849	7192	7551	7928	8325	8741
	ANNUAL	82188	86304	90612	95136	99900	104892
89	HOURLY	40.500	42.531	44.654	46.881	49.229	51.692
	MONTHLY	7020	7372	7740	8126	8533	8960
	ANNUAL	84240	88464	92880	97512	102396	107520
90	HOURLY	41.515	43.592	45.773	48.058	50.463	52.985
	MONTHLY	7196	7556	7934	8330	8747	9184
	ANNUAL	86352	90672	95208	99960	104964	110208
91	HOURLY	42.554	44.683	46.910	49.258	51.727	54.312
	MONTHLY	7376	7745	8131	8538	8966	9414
	ANNUAL	88512	92940	97572	102456	107592	112968
92	HOURLY	43.615	45.802	48.087	50.492	53.013	55.667
	MONTHLY	7560	7939	8335	8752	9189	9649
	ANNUAL	90720	95268	100020	105024	110268	115788

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APPROXIMATELY 2.5% BETWEEN RANGES
APPROXIMATELY 5% BETWEEN STEPS

Range		A	B	C	D	E	F
93	HOURLY	44.602	46.944	49.292	51.756	54.346	57.058
	MONTHLY	7731	8137	8544	8971	9420	9890
	ANNUAL	92772	97644	102528	107652	113040	118680
94	HOURLY	45.825	48.121	50.521	53.048	55.696	58.488
	MONTHLY	7943	8341	8757	9195	9654	10138
	ANNUAL	95316	100092	105084	110340	115848	121656
95	HOURLY	46.973	49.321	51.785	54.375	57.092	59.948
	MONTHLY	8142	8549	8976	9425	9896	10391
	ANNUAL	97704	102588	107712	113100	118752	124692
96	HOURLY	48.144	50.556	53.077	55.731	58.523	61.448
	MONTHLY	8345	8763	9200	9660	10144	10651
	ANNUAL	100140	105156	110400	115920	121728	127812
97	HOURLY	49.350	51.817	54.408	57.129	59.985	62.984
	MONTHLY	8554	8982	9431	9902	10397	10917
	ANNUAL	102648	107780	113169	118827	124769	131007
98	HOURLY	50.584	53.113	55.768	58.557	61.485	64.559
	MONTHLY	8768	9206	9667	10150	10657	11190
	ANNUAL	105214	110475	115998	121798	127888	134282
99	HOURLY	51.848	54.441	57.163	60.021	63.022	66.173
	MONTHLY	8987	9436	9908	10404	10924	11470
	ANNUAL	107844	113236	118898	124843	131085	137640
100	HOURLY	53.144	55.802	58.592	61.521	64.597	67.827
	MONTHLY	9212	9672	10156	10664	11197	11757
	ANNUAL	110540	116067	121871	127964	134362	141081

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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 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 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

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Range		A	B	C	D	E	F
MM 44Y	HOURLY	16.927	17.833	18.663	19.563	20.504	21.485
	MONTHLY	2934	3091	3235	3391	3554	3724
	ANNUAL	35208	37092	38820	40692	42648	44688
MM 46Y	HOURLY	18.663	19.563	20.504	21.485	22.517	23.596
	MONTHLY	3235	3391	3554	3724	3903	4090
	ANNUAL	38820	40692	42648	44688	46836	49080
MM 50.5Y	HOURLY	23.077	24.179	25.344	26.579	27.877	29.215
	MONTHLY	4000	4191	4393	4607	4832	5064
	ANNUAL	48000	50292	52716	55284	57984	60768
MM 51Y	HOURLY	23.596	24.744	25.927	27.185	28.500	29.931
	MONTHLY	4090	4289	4494	4712	4940	5188
	ANNUAL	49080	51468	53928	56544	59280	62256
MM 52Y	HOURLY	24.744	25.927	27.185	28.500	29.931	31.419
	MONTHLY	4289	4494	4712	4940	5188	5446
	ANNUAL	51468	53928	56544	59280	62256	65352
MM 56Y	HOURLY	29.931	31.419	32.994	34.650	36.381	38.192
	MONTHLY	5188	5446	5719	6006	6306	6620
	ANNUAL	62256	65352	68628	72072	75672	79440
M 62Y	HOURLY	45.347	47.617	49.995	52.492	55.117	57.869
	MONTHLY	7860	8254	8666	9099	9554	10031
	ANNUAL	94322	99048	103990	109183	114643	120368
F55Y	HOURLY	0	0	0	0	0	23
	MONTHLY	0	0	0	0	0	5487
	ANNUAL	0	0	0	0	0	65844

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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

Redlands Professional Firefighters Association
Redlands Assoc. of Safety Mgmt. Employees

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	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	92843
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

TEMPORARY, PART-TIME HOURLY POSITIONS

Effective July 1, 2003

<u>Title</u>	<u>Range</u>	<u>Hourly Rate</u>
Account Clerk II	05	\$11.922
Administrative Clerk	10	\$10.882
Archival Technician	15	\$11.391
Background Investigator	17	\$32.592
Business License Inspector	20	\$20.716
Bus Driver	25	\$10.045
Cemetery Aide	30	\$10.882
High School Intern	35	\$ 6.750
College Intern	40	\$ 8.583
C.S.O./Dispatcher I/II	45/47	\$12.752/\$14.076
D.R.B.A. Coordinator	50	\$10.882
Fleet Maintenance Assistant	55	\$12.249
Kennel Attendant	60	\$ 9.505
Library Clerk	65	\$10.406
Library Page	70	\$ 6.750
Lifeguard I	75	\$ 6.901
Lifeguard II	80	\$ 7.801
Maintenance Custodian	85	\$ 8.714
Maintenance Laborer Trainee	90	\$ 9.094

Part-Time Salaries (continued)
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Museum Attendant	95	\$ 7.995
Parking Control Officer	100	\$10.882
Police Cadet	105	\$10.756
Police Officer Trainee	110	\$18.930
Recreation Aide	117	\$ 6.750
Recreation Coordinator	115	\$11.876
Recreation Leader	120	\$ 7.000
Senior Library Clerk	125	\$11.391
Special Programs Aide (w/1000 hrs exp)	135	\$ 8.508
Sports Official	140	\$17.466
Training Coordinator	145	\$14.669
Utilities Database Intern	150	\$ 9.225
Video Production Technician	155	\$13.060
Work Study Intern (<i>grant</i>)	160	\$ 8.583
Zanjero	165	\$14.688