

**City of Rialto Classification and Compensation Plan - Full-Time Compensation**

**Effective July 1, 2021**

*Full-time Equivalents (FTE) reflects authorized, budgeted classifications.*

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>CITY COUNCIL</b>									
<b>Mayor</b>	Elected	Elected	1.00	1120	93				
						48,024.00	4,002.00	23.0885	1,847.08
<b>City Council Members</b>	Elected	Elected	4.00	1100	94				
						19,212.00	1,601.00	9.2365	738.92
<b>CITY MANAGER</b>									
<b>City Manager</b>	Contract	Exempt	1.00	1001	71A				
						275,000.00	22,916.67	132.2115	10,576.92
<b>Deputy City Manager</b>	Executive - At Will	Exempt	1.00	1002	7900				
	Minimum					161,635.89	13,469.66	77.7096	6,216.77
	Maximum					216,613.78	18,051.15	104.1412	8,331.30
<b>City Manager's Executive Assistant</b>	Management - At Will	Exempt	1.00	2101	3600A				
	Step 1					58,696.08	4,891.34	28.2193	2,257.54
	Step 2					61,631.04	5,135.92	29.6303	2,370.42
	Step 3					64,712.88	5,392.74	31.1120	2,488.96
	Step 4					67,948.68	5,662.39	32.6676	2,613.41
	Step 5					71,346.12	5,945.51	34.3010	2,744.08
	Step 6					74,913.48	6,242.79	36.0161	2,881.29
	Step 7					78,658.92	6,554.91	37.8168	3,025.34
<b>City Manager's Assistant</b>	Management - At Will	Exempt	1.00	2102	3200A				
	Step 1					50,644.08	4,220.34	24.3481	1,947.85
	Step 2					53,176.32	4,431.36	25.5655	2,045.24
	Step 3					55,835.04	4,652.92	26.8438	2,147.50
	Step 4					58,626.84	4,885.57	28.1860	2,254.88
	Step 5					61,558.08	5,129.84	29.5952	2,367.62
	Step 6					64,635.96	5,386.33	31.0750	2,486.00
	Step 7					67,867.80	5,655.65	32.6288	2,610.30
<b>Utilities Manager</b>	Management - At Will	Exempt	1.00	8801	6100A				
	Step 1					103,638.12	8,636.51	49.8260	3,986.08
	Step 2					108,820.08	9,068.34	52.3173	4,185.39
	Step 3					114,261.12	9,521.76	54.9332	4,394.66
	Step 4					119,973.96	9,997.83	57.6798	4,614.38
	Step 5					125,972.64	10,497.72	60.5638	4,845.10
	Step 6					132,271.32	11,022.61	63.5920	5,087.36
	Step 7					138,884.88	11,573.74	66.7716	5,341.73
<b>Administrative Analyst</b>	RMMA	Exempt	1.00	2003	3900				
	Step 1					60,199.92	5,016.66	28.9423	2,315.38
	Step 2					63,209.88	5,267.49	30.3894	2,431.15
	Step 3					66,370.44	5,530.87	31.9089	2,552.71
	Step 4					69,688.92	5,807.41	33.5043	2,680.34
	Step 5					73,173.36	6,097.78	35.1795	2,814.36
	Step 6					76,832.04	6,402.67	36.9385	2,955.08
	Step 7					80,673.60	6,722.80	38.7854	3,102.83
<b>Senior Administrative Analyst</b>	RMMA	Exempt	1.00		4500				
	Step 1					69,813.24	5,817.77	33.5641	2,685.12
	Step 2					73,303.92	6,108.66	35.2423	2,819.38
	Step 3					76,969.08	6,414.09	37.0044	2,960.35
	Step 4					80,817.60	6,734.80	38.8546	3,108.37
	Step 5					84,858.48	7,071.54	40.7973	3,263.79
	Step 6					89,077.44	7,423.12	42.8257	3,426.06
	Step 7					93,556.56	7,796.38	44.9791	3,598.33
<b>COMMUNITY COMPLIANCE DIVISION</b>									
<b>Community Compliance Manager</b>	Management - At Will	Exempt	1.00	7301	5600A				
	Step 1					91,606.80	7,633.90	44.0417	3,523.34
	Step 2					96,187.08	8,015.59	46.2438	3,699.50
	Step 3					100,996.44	8,416.37	48.5560	3,884.48
	Step 4					106,046.16	8,837.18	50.9837	4,078.70
	Step 5					111,348.48	9,279.04	53.5329	4,282.63
	Step 6					116,915.88	9,742.99	56.2096	4,496.76
	Step 7					122,761.68	10,230.14	59.0200	4,721.60
<b>Senior Community Compliance Officer</b>	RCEA	Non-Exempt	1.00	7302	3500				
	Step 1					54,537.24	4,544.77	26.2198	2,097.59
	Step 2					57,264.12	4,772.01	27.5308	2,202.47
	Step 3					60,127.32	5,010.61	28.9074	2,312.59
	Step 4					63,133.68	5,261.14	30.3527	2,428.22
	Step 5					66,290.40	5,524.20	31.8704	2,549.63
	Step 6					69,604.92	5,800.41	33.4639	2,677.11
	Step 7					73,085.16	6,090.43	35.1371	2,810.97
<b>Community Compliance Officer</b>	RCEA	Non-Exempt	4.00	7303	3100				
	Step 1					49,409.04	4,117.42	23.7543	1,900.35
	Step 2					51,879.48	4,323.29	24.9421	1,995.36
	Step 3					54,473.52	4,539.46	26.1892	2,095.14
	Step 4					57,197.16	4,766.43	27.4986	2,199.89
	Step 5					60,057.00	5,004.75	28.8736	2,309.88
	Step 6					63,059.88	5,254.99	30.3173	2,425.38
	Step 7					66,212.88	5,517.74	31.8331	2,546.65
<b>CITY CLERK'S OFFICE</b>									
<b>City Clerk</b>	Elected	Elected	1.00		95				
						14,412.00	1,201.00	13.8577	554.31
<b>Management Services Director</b>	Executive - At Will	Exempt	1.00	1101	7000				
	Minimum					129,430.00	10,786	62.2260	4,978.08
	Maximum					173,448.00	14,454	83.3885	6,671.08

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
<b>Deputy City Clerk</b>	RMMA	Exempt	1.00	1102	4000					
						Step 1	61,704.24	5,142.02	29.6655	2,373.24
						Step 2	64,789.44	5,399.12	31.1488	2,491.90
						Step 3	68,028.96	5,669.08	32.7062	2,616.50
						Step 4	71,430.36	5,952.53	34.3415	2,747.32
						Step 5	75,001.92	6,250.16	36.0586	2,884.69
						Step 6	78,752.04	6,562.67	37.8616	3,028.92
						Step 7	82,689.60	6,890.80	39.7546	3,180.37
<b>Records Coordinator</b>	RCEA	Non-Exempt	1.00	1103	3100					
						Step 1	49,409.04	4,117.42	23.7543	1,900.35
						Step 2	51,879.48	4,323.29	24.9421	1,995.36
						Step 3	54,473.52	4,539.46	26.1892	2,095.14
						Step 4	57,197.16	4,766.43	27.4986	2,199.89
						Step 5	60,057.00	5,004.75	28.8736	2,309.88
						Step 6	63,059.88	5,254.99	30.3173	2,425.38
						Step 7	66,212.88	5,517.74	31.8331	2,546.65
<b>Public Relations Officer</b>	Management - At Will	Exempt	0.00	1900	5400A					
						Step 1	87,187.08	7,265.59	41.9169	3,353.35
						Step 2	91,546.32	7,628.86	44.0127	3,521.01
						Step 3	96,123.60	8,010.30	46.2133	3,697.06
						Step 4	100,929.84	8,410.82	48.5240	3,881.92
						Step 5	105,983.04	8,831.92	50.9534	4,076.27
						Step 6	111,275.04	9,272.92	53.4976	4,279.81
						Step 7	116,838.84	9,736.57	56.1725	4,493.80
<b>Broadcast Production Specialist</b>	RCEA	Non-Exempt	2.00	1203	2200					
						Step 1	39,563.28	3,296.94	19.0208	1,521.66
						Step 2	41,541.48	3,461.79	19.9719	1,597.75
						Step 3	43,618.56	3,634.88	20.9705	1,677.64
						Step 4	45,799.44	3,816.62	22.0190	1,761.52
						Step 5	48,089.40	4,007.45	23.1199	1,849.59
						Step 6	50,493.84	4,207.82	24.2759	1,942.07
						Step 7	53,018.52	4,418.21	25.4897	2,039.17
<b>Senior Office Specialist</b>	RCEA	Non-Exempt	2.00	2107	2000					
						Step 1	37,656.60	3,138.05	18.1041	1,448.33
						Step 2	39,539.40	3,294.95	19.0093	1,520.75
						Step 3	41,516.40	3,459.70	19.9598	1,596.78
						Step 4	43,592.28	3,632.69	20.9578	1,676.63
						Step 5	45,771.96	3,814.33	22.0058	1,760.46
						Step 6	48,060.60	4,005.05	23.1061	1,848.48
						Step 7	50,463.60	4,205.30	24.2613	1,940.91
<b>Office Specialist</b>	RCEA	Non-Exempt	2.00	2109	1400					
						Step 1	32,471.04	2,705.92	15.6111	1,248.89
						Step 2	34,094.64	2,841.22	16.3917	1,311.33
						Step 3	35,799.36	2,983.28	17.2112	1,376.90
						Step 4	37,589.28	3,132.44	18.0718	1,445.74
						Step 5	39,468.72	3,289.06	18.9753	1,518.03
						Step 6	41,442.12	3,453.51	19.9241	1,593.93
						Step 7	43,514.28	3,626.19	20.9203	1,673.63
<b>CITY TREASURER'S OFFICE</b>										
<b>City Treasurer (Elected)</b>	Elected	Elected	1.00	1110	95					
						14,412.00	1,201.00	13.8577	554.31	
<b>Assistant Treasurer / Investment Officer</b>	RMMA	Exempt	1.00	1303	4000					
						Step 1	61,704.24	5,142.02	29.6655	2,373.24
						Step 2	64,789.44	5,399.12	31.1488	2,491.90
						Step 3	68,028.96	5,669.08	32.7062	2,616.50
						Step 4	71,430.36	5,952.53	34.3415	2,747.32
						Step 5	75,001.92	6,250.16	36.0586	2,884.69
						Step 6	78,752.04	6,562.67	37.8616	3,028.92
						Step 7	82,689.60	6,890.80	39.7546	3,180.37
<b>Senior Accounting Assistant</b>	RCEA	Non-Exempt	2.00	1409	2100					
						Step 1	38,597.64	3,216.47	18.5566	1,484.52
						Step 2	40,527.48	3,377.29	19.4844	1,558.75
						Step 3	42,553.92	3,546.16	20.4586	1,636.69
						Step 4	44,681.64	3,723.47	21.4816	1,718.52
						Step 5	46,915.68	3,909.64	22.5556	1,804.45
						Step 6	49,261.44	4,105.12	23.6834	1,894.67
						Step 7	51,724.56	4,310.38	24.8676	1,989.41
<b>Office Specialist</b>	RCEA	Non-Exempt	1.00	2109	1400					
						Step 1	32,471.04	2,705.92	15.6111	1,248.89
						Step 2	34,094.64	2,841.22	16.3917	1,311.33
						Step 3	35,799.36	2,983.28	17.2112	1,376.90
						Step 4	37,589.28	3,132.44	18.0718	1,445.74
						Step 5	39,468.72	3,289.06	18.9753	1,518.03
						Step 6	41,442.12	3,453.51	19.9241	1,593.93
						Step 7	43,514.28	3,626.19	20.9203	1,673.63

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>COMMUNITY DEVELOPMENT DEPARTMENT</b>									
<b>Director, Community Development</b>	Executive - At Will	Exempt	1.00	4201	7700				
	Minimum					153,847.00	12,820.58	73.9649	5,917.19
	Maximum					206,167.00	17,180.58	99.1188	7,929.50
<b>Community Development Manager</b>	Management - At Will	Exempt	1.00	4202	6100A				
	Step 1					103,638.12	8,636.51	49.8260	3,986.08
	Step 2					108,820.08	9,068.34	52.3173	4,185.39
	Step 3					114,261.12	9,521.76	54.9332	4,394.66
	Step 4					119,973.96	9,997.83	57.6798	4,614.38
	Step 5					125,972.64	10,497.72	60.5638	4,845.10
	Step 6					132,271.32	11,022.61	63.5920	5,087.36
	Step 7					138,884.88	11,573.74	66.7716	5,341.73
<b>Administrative Analyst</b>	RMMA	Exempt	1.00	2003	3900				
	Step 1					60,199.92	5,016.66	28.9423	2,315.38
	Step 2					63,209.88	5,267.49	30.3894	2,431.15
	Step 3					66,370.44	5,530.87	31.9089	2,552.71
	Step 4					69,688.92	5,807.41	33.5043	2,680.34
	Step 5					73,173.36	6,097.78	35.1795	2,814.36
	Step 6					76,832.04	6,402.67	36.9385	2,955.08
	Step 7					80,673.60	6,722.80	38.7854	3,102.83
<b>Development Services Specialist</b>	RCEA	Non-Exempt	0.00	4103	3600				
	Step 1					55,901.16	4,658.43	26.8756	2,150.04
	Step 2					58,696.20	4,891.35	28.2193	2,257.55
	Step 3					61,631.04	5,135.92	29.6303	2,370.42
	Step 4					64,712.70	5,392.73	31.1119	2,488.95
	Step 5					67,948.32	5,662.36	32.6675	2,613.40
	Step 6					71,345.76	5,945.48	34.3008	2,744.07
	Step 7					74,913.00	6,242.75	36.0159	2,881.27
<b>Administrative Assistant</b>	RCEA	Non-Exempt	2.00	2015	2600				
	Step 1					43,670.52	3,639.21	20.9954	1,679.64
	Step 2					45,854.04	3,821.17	22.0452	1,763.62
	Step 3					48,146.76	4,012.23	23.1475	1,851.80
	Step 4					50,554.08	4,212.84	24.3048	1,944.39
	Step 5					53,081.76	4,423.48	25.5201	2,041.61
	Step 6					55,735.80	4,644.65	26.7961	2,143.68
	Step 7					58,522.56	4,876.88	28.1358	2,250.87
<b>Building Official</b>	RMMA	Exempt	1.00	4301	6100				
	Step 1					103,638.00	8,636.50	49.8260	3,986.08
	Step 2					108,819.96	9,068.33	52.3173	4,185.38
	Step 3					114,261.00	9,521.75	54.9332	4,394.65
	Step 4					119,974.08	9,997.84	57.6798	4,614.39
	Step 5					125,972.76	10,497.73	60.5638	4,845.11
	Step 6					132,271.44	11,022.62	63.5920	5,087.36
	Step 7					138,885.00	11,573.75	66.7716	5,341.73
<b>Building &amp; Safety Manager</b>	RMMA	Exempt	1.00	4302	5600				
	Step 1					91,607.04	7,633.92	44.0418	3,523.35
	Step 2					96,187.44	8,015.62	46.2440	3,699.52
	Step 3					100,996.80	8,416.40	48.5562	3,884.49
	Step 4					106,046.64	8,837.22	50.9840	4,078.72
	Step 5					111,348.96	9,279.08	53.5332	4,282.65
	Step 6					116,916.36	9,743.03	56.2098	4,496.78
	Step 7					122,762.16	10,230.18	59.0203	4,721.62
<b>Senior Building Inspector</b>	RCEA	Non-Exempt	1.00	4305	3800				
	Step 1					58,731.48	4,894.29	28.2363	2,258.90
	Step 2					61,668.12	5,139.01	29.6481	2,371.85
	Step 3					64,751.52	5,395.96	31.1305	2,490.44
	Step 4					67,989.12	5,665.76	32.6871	2,614.97
	Step 5					71,388.60	5,949.05	34.3214	2,745.72
	Step 6					74,958.00	6,246.50	36.0375	2,883.00
	Step 7					78,705.96	6,558.83	37.8394	3,027.15
<b>Senior Plans Examiner</b>	RCEA	Non-Exempt	1.00	4309	4200				
	Step 1					64,828.44	5,402.37	31.1675	2,493.40
	Step 2					68,069.88	5,672.49	32.7259	2,618.07
	Step 3					71,473.44	5,956.12	34.3622	2,748.98
	Step 4					75,047.16	6,253.93	36.0804	2,886.43
	Step 5					78,799.56	6,566.63	37.8844	3,030.75
	Step 6					82,739.52	6,894.96	39.7786	3,182.29
	Step 7					86,876.52	7,239.71	41.7676	3,341.40
<b>Plans Examiner</b>	RCEA	Non-Exempt	1.00	4308	3400				
	Step 1					53,208.12	4,434.01	25.5808	2,046.47
	Step 2					55,868.52	4,655.71	26.8599	2,148.79
	Step 3					58,662.00	4,888.50	28.2029	2,256.23
	Step 4					61,595.16	5,132.93	29.6131	2,369.04
	Step 5					64,674.92	5,389.58	31.0937	2,487.50
	Step 6					67,908.66	5,659.06	32.6484	2,611.87
	Step 7					71,304.10	5,942.01	34.2808	2,742.47
<b>Building Inspector</b>	RCEA	Non-Exempt	2.00	4307	3400				
	Step 1					53,208.12	4,434.01	25.5808	2,046.47
	Step 2					55,868.52	4,655.71	26.8599	2,148.79
	Step 3					58,662.00	4,888.50	28.2029	2,256.23
	Step 4					61,595.16	5,132.93	29.6131	2,369.04
	Step 5					64,676.96	5,389.75	31.0947	2,487.58
	Step 6					67,910.81	5,659.23	32.6494	2,611.95
	Step 7					71,304.12	5,942.01	34.2808	2,742.47

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
<b>Business License Inspector</b>	RCEA	Non-Exempt	2.00	1605	2700					
						Step 1	44,762.16	3,730.18	21.5203	1,721.62
						Step 2	47,000.28	3,916.69	22.5963	1,807.70
						Step 3	49,350.36	4,112.53	23.7261	1,898.09
						Step 4	51,817.92	4,318.16	24.9125	1,993.00
						Step 5	54,408.84	4,534.07	26.1581	2,092.65
						Step 6	57,129.24	4,760.77	27.4660	2,197.28
						Step 7	59,985.72	4,998.81	28.8393	2,307.14
<b>Permit Technician</b>	RCEA	Non-Exempt	3.00	4211	2600					
						Step 1	43,670.52	3,639.21	20.9954	1,679.64
						Step 2	45,854.04	3,821.17	22.0452	1,763.62
						Step 3	48,146.76	4,012.23	23.1475	1,851.80
						Step 4	50,554.08	4,212.84	24.3048	1,944.39
						Step 5	53,081.76	4,423.48	25.5201	2,041.61
						Step 6	55,735.80	4,644.65	26.7961	2,143.68
						Step 7	58,522.56	4,876.88	28.1358	2,250.87
<b>Senior Planner</b>	RMMA	Exempt	3.00	4205	5000					
						Step 1	78,983.16	6,581.93	37.9727	3,037.81
						Step 2	82,932.36	6,911.03	39.8713	3,189.71
						Step 3	87,078.96	7,256.58	41.8649	3,349.19
						Step 4	91,432.92	7,619.41	43.9581	3,516.65
						Step 5	96,004.56	8,000.38	46.1560	3,692.48
						Step 6	100,804.80	8,400.40	48.4638	3,877.11
						Step 7	105,845.04	8,820.42	50.8870	4,070.96
<b>Associate Planner</b>	RMMA	Exempt	1.00	4207	4200					
						Step 1	64,828.44	5,402.37	31.1675	2,493.40
						Step 2	68,069.88	5,672.49	32.7259	2,618.07
						Step 3	71,473.44	5,956.12	34.3622	2,748.98
						Step 4	75,047.16	6,253.93	36.0804	2,886.43
						Step 5	78,799.56	6,566.63	37.8844	3,030.75
						Step 6	82,739.52	6,894.96	39.7786	3,182.29
						Step 7	86,876.52	7,239.71	41.7676	3,341.40
<b>Assistant Planner</b>	RCEA	Non-Exempt	0.00	4209	3200					
						Step 1	50,643.96	4,220.33	24.3481	1,947.84
						Step 2	53,176.20	4,431.35	25.5655	2,045.24
						Step 3	55,835.04	4,652.92	26.8438	2,147.50
						Step 4	58,626.84	4,885.57	28.1860	2,254.88
						Step 5	61,558.20	5,129.85	29.5953	2,367.62
						Step 6	64,636.08	5,386.34	31.0750	2,486.00
						Step 7	67,867.92	5,655.66	32.6288	2,610.30
<b>Economic Development Manager</b>	RMMA	Exempt	1.00		5900					
						Step 1	98,643.63	8,220.30	47.4248	3,793.99
						Step 2	103,575.80	8,631.32	49.7961	3,983.68
						Step 3	108,754.65	9,062.89	52.2859	4,182.87
						Step 4	114,192.35	9,516.03	54.9002	4,392.01
						Step 5	119,902.01	9,991.83	57.6452	4,611.62
						Step 6	125,897.09	10,491.42	60.5274	4,842.20
						Step 7	132,192.00	11,016.00	63.5538	5,084.31
<b>Planning Aide</b>	RCEA	Non-Exempt	1.00		2600					
						Step 1	43,670.52	3,639.21	20.9954	1,679.64
						Step 2	45,854.04	3,821.17	22.0452	1,763.62
						Step 3	48,146.76	4,012.23	23.1475	1,851.80
						Step 4	50,554.08	4,212.84	24.3048	1,944.39
						Step 5	53,081.76	4,423.48	25.5201	2,041.61
						Step 6	55,735.80	4,644.65	26.7961	2,143.68
						Step 7	58,522.56	4,876.88	28.1358	2,250.87
<b>City Engineer</b>	Management - At Will	Exempt	1.00	8100	6800					
						Step 1	123,192.96	10,266.08	59.2274	4,738.19
						Step 2	129,352.68	10,779.39	62.1888	4,975.10
						Step 3	135,820.32	11,318.36	65.2982	5,223.86
						Step 4	142,611.36	11,884.28	68.5632	5,485.05
						Step 5	149,742.00	12,478.50	71.9913	5,759.31
						Step 6	157,229.04	13,102.42	75.5909	6,047.27
						Step 7	165,090.48	13,757.54	79.3704	6,349.63
<b>Senior Civil Engineer</b>	RMMA	Exempt	1.00	8101	5400					
						Step 1	87,187.44	7,265.62	41.9170	3,353.36
						Step 2	91,546.80	7,628.90	44.0129	3,521.03
						Step 3	96,124.20	8,010.35	46.2136	3,697.08
						Step 4	100,930.44	8,410.87	48.5243	3,881.94
						Step 5	105,976.92	8,831.41	50.9504	4,076.04
						Step 6	111,275.76	9,272.98	53.4980	4,279.84
						Step 7	116,839.56	9,736.63	56.1729	4,493.83
<b>Civil Engineer</b>	RMMA	Exempt	0.00	8105	5400					
						Step 1	87,187.44	7,265.62	41.9170	3,353.36
						Step 2	91,546.80	7,628.90	44.0129	3,521.03
						Step 3	96,124.20	8,010.35	46.2136	3,697.08
						Step 4	100,930.44	8,410.87	48.5243	3,881.94
						Step 5	105,976.92	8,831.41	50.9504	4,076.04
						Step 6	111,275.76	9,272.98	53.4980	4,279.84
						Step 7	116,839.56	9,736.63	56.1729	4,493.83
<b>Associate Civil Engineer</b>	RMMA	Exempt	2.00	8107	4800					
						Step 1	75,181.08	6,265.09	36.1448	2,891.58
						Step 2	78,940.20	6,578.35	37.9520	3,036.16
						Step 3	82,887.24	6,907.27	39.8496	3,187.97
						Step 4	87,031.56	7,252.63	41.8421	3,347.37
						Step 5	91,383.12	7,615.26	43.9342	3,514.74
						Step 6	95,952.24	7,996.02	46.1309	3,690.47
						Step 7	100,749.84	8,395.82	48.4374	3,874.99

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
Project Manager	RMMA	Exempt	1.00		5200					
						Step 1	82,984.92	6,915.41	39.8966	3,191.73
						Step 2	87,134.16	7,261.18	41.8914	3,351.31
						Step 3	91,490.88	7,624.24	43.9860	3,518.88
						Step 4	96,065.40	8,005.45	46.1853	3,694.82
						Step 5	100,868.64	8,405.72	48.4945	3,879.56
						Step 6	105,912.12	8,826.01	50.9193	4,073.54
						Step 7	111,207.72	9,267.31	53.4653	4,277.22
Assistant Civil Engineer	RCEA	Non-Exempt	2.00	8109	4200					
						Step 1	64,828.44	5,402.37	31.1675	2,493.40
						Step 2	68,069.88	5,672.49	32.7259	2,618.07
						Step 3	71,473.44	5,956.12	34.3622	2,748.98
						Step 4	75,047.16	6,253.93	36.0804	2,886.43
						Step 5	78,799.56	6,566.63	37.8844	3,030.75
						Step 6	82,739.52	6,894.96	39.7786	3,182.29
						Step 7	86,876.52	7,239.71	41.7676	3,341.40
Engineering Technician	RCEA	Non-Exempt	2.00	8111	3200					
						Step 1	50,643.96	4,220.33	24.3481	1,947.84
						Step 2	53,176.20	4,431.35	25.5655	2,045.24
						Step 3	55,835.04	4,652.92	26.8438	2,147.50
						Step 4	58,626.84	4,885.57	28.1860	2,254.88
						Step 5	61,558.20	5,129.85	29.5953	2,367.62
						Step 6	64,636.08	5,386.34	31.0750	2,486.00
						Step 7	67,867.92	5,655.66	32.6288	2,610.30
Engineering Aide	RCEA	Non-Exempt	0.00	8113	2600					
						Step 1	43,670.52	3,639.21	20.9954	1,679.64
						Step 2	45,854.04	3,821.17	22.0452	1,763.62
						Step 3	48,146.76	4,012.23	23.1475	1,851.80
						Step 4	50,554.08	4,212.84	24.3048	1,944.39
						Step 5	53,081.76	4,423.48	25.5201	2,041.61
						Step 6	55,735.80	4,644.65	26.7961	2,143.68
						Step 7	58,522.56	4,876.88	28.1358	2,250.87
Senior Construction Inspector	RCEA	Non-Exempt	1.00	8114	4000					
						Step 1	61,704.24	5,142.02	29.6655	2,373.24
						Step 2	64,789.44	5,399.12	31.1488	2,491.90
						Step 3	68,028.96	5,669.08	32.7062	2,616.50
						Step 4	71,430.36	5,952.53	34.3415	2,747.32
						Step 5	75,001.92	6,250.16	36.0586	2,884.69
						Step 6	78,752.04	6,562.67	37.8616	3,028.92
						Step 7	82,689.60	6,890.80	39.7546	3,180.37
Construction Inspector	RCEA	Non-Exempt	2.00	8115	3500					
						Step 1	54,537.24	4,544.77	26.2198	2,097.59
						Step 2	57,264.12	4,772.01	27.5308	2,202.47
						Step 3	60,127.32	5,010.61	28.9074	2,312.59
						Step 4	63,133.68	5,261.14	30.3527	2,428.22
						Step 5	66,290.40	5,524.20	31.8704	2,549.63
						Step 6	69,604.92	5,800.41	33.4639	2,677.11
						Step 7	73,085.16	6,090.43	35.1371	2,810.97
Accounting Technician	RCEA	Non-Exempt	1.00	1406	3100					
						Step 1	49,409.04	4,117.42	23.7543	1,900.35
						Step 2	51,879.48	4,323.29	24.9421	1,995.36
						Step 3	54,473.52	4,539.46	26.1892	2,095.14
						Step 4	57,197.16	4,766.43	27.4986	2,199.89
						Step 5	60,057.00	5,004.75	28.8736	2,309.88
						Step 6	63,059.88	5,254.99	30.3173	2,425.38
						Step 7	66,212.88	5,517.74	31.8331	2,546.65
Administrative Assistant	RCEA	Non-Exempt	1.00	2105	2600					
						Step 1	43,670.52	3,639.21	20.9954	1,679.64
						Step 2	45,854.04	3,821.17	22.0452	1,763.62
						Step 3	48,146.76	4,012.23	23.1475	1,851.80
						Step 4	50,554.08	4,212.84	24.3048	1,944.39
						Step 5	53,081.76	4,423.48	25.5201	2,041.61
						Step 6	55,735.80	4,644.65	26.7961	2,143.68
						Step 7	58,522.56	4,876.88	28.1358	2,250.87
<b>COMMUNITY SERVICES DEPARTMENT</b>										
Director, Community Services	Executive - At Will	Exempt	1.00	9001	7000					
						Minimum	129,430.00	10,786	62,2260	4,978.08
						Maximum	173,448.00	14,454	83,3885	6,671.08
Recreation & Community Services Manager	RMMA	Exempt	0.00	9003	5200					
						Step 1	82,984.92	6,915.41	39.8966	3,191.73
						Step 2	87,134.16	7,261.18	41.8914	3,351.31
						Step 3	91,490.88	7,624.24	43.9860	3,518.88
						Step 4	96,065.40	8,005.45	46.1853	3,694.82
						Step 5	100,868.64	8,405.72	48.4945	3,879.56
						Step 6	105,912.12	8,826.01	50.9193	4,073.54
						Step 7	111,207.72	9,267.31	53.4653	4,277.22
Recreation & Community Services Supervisor	RMMA	Exempt	1.00	9005	3800					
						Step 1	58,731.48	4,894.29	28.2363	2,258.90
						Step 2	61,668.12	5,139.01	29.6481	2,371.85
						Step 3	64,751.52	5,395.96	31.1305	2,490.44
						Step 4	67,989.12	5,665.76	32.6871	2,614.97
						Step 5	71,388.60	5,949.05	34.3214	2,745.72
						Step 6	74,958.00	6,246.50	36.0375	2,883.00
						Step 7	78,705.96	6,558.83	37.8394	3,027.15
Recreation Programmer	RCEA	Non-Exempt	6.00	9007	2800					
						Step 1	45,880.32	3,823.36	22.0578	1,764.63
						Step 2	48,174.36	4,014.53	23.1608	1,852.86
						Step 3	50,583.12	4,215.26	24.3188	1,945.50
						Step 4	53,112.24	4,426.02	25.5347	2,042.78
						Step 5	55,767.84	4,647.32	26.8115	2,144.92
						Step 6	58,556.28	4,879.69	28.1521	2,252.16
						Step 7	61,484.16	5,123.68	29.5597	2,364.78

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>Administrative Assistant</b>	RCEA	Non-Exempt	1.00	2015	2600				
Step 1						43,670.52	3,639.21	20.9954	1,679.64
Step 2						45,854.04	3,821.17	22.0452	1,763.62
Step 3						48,146.76	4,012.23	23.1475	1,851.80
Step 4						50,554.08	4,212.84	24.3048	1,944.39
Step 5						53,081.76	4,423.48	25.5201	2,041.61
Step 6						55,735.80	4,644.65	26.7961	2,143.68
Step 7						58,522.56	4,876.88	28.1358	2,250.87
<b>Senior Field Services Worker</b>	RCEA	Non-Exempt	5.00		2500				
Step 1						42,604.56	3,550.38	20.4830	1,638.64
Step 2						44,734.80	3,727.90	21.5071	1,720.57
Step 3						46,971.60	3,914.30	22.5825	1,806.60
Step 4						49,320.24	4,110.02	23.7117	1,896.93
Step 5						51,786.24	4,315.52	24.8972	1,991.78
Step 6						54,375.60	4,531.30	26.1421	2,091.37
Step 7						57,094.44	4,757.87	27.4493	2,195.94
<b>Field Service Worker</b>	RCEA	Non-Exempt	8.00		1900				
Step 1						36,738.00	3,061.50	17.6625	1,413.00
Step 2						38,574.96	3,214.58	18.5457	1,483.65
Step 3						40,503.72	3,375.31	19.4729	1,557.84
Step 4						42,528.96	3,544.08	20.4466	1,635.73
Step 5						44,655.36	3,721.28	21.4689	1,717.51
Step 6						46,888.08	3,907.34	22.5423	1,803.39
Step 7						49,232.52	4,102.71	23.6695	1,893.56
<b>Lead Field Service Worker</b>	RCEA	Non-Exempt	1.00		3100				
Step 1						49,409.04	4,117.42	23.7543	1,900.35
Step 2						51,879.48	4,323.29	24.9421	1,995.36
Step 3						54,473.52	4,539.46	26.1892	2,095.14
Step 4						57,197.16	4,766.43	27.4986	2,199.89
Step 5						60,057.00	5,004.75	28.8736	2,309.88
Step 6						63,059.88	5,254.99	30.3173	2,425.38
Step 7						66,212.88	5,517.74	31.8331	2,546.65
<b>Landscape Contract Specialist</b>	RCEA	Non-Exempt	1.00	8601	3100				
Step 1						49,409.04	4,117.42	23.7543	1,900.35
Step 2						51,879.48	4,323.29	24.9421	1,995.36
Step 3						54,473.52	4,539.46	26.1892	2,095.14
Step 4						57,197.16	4,766.43	27.4986	2,199.89
Step 5						60,057.00	5,004.75	28.8736	2,309.88
Step 6						63,059.88	5,254.99	30.3173	2,425.38
Step 7						66,212.88	5,517.74	31.8331	2,546.65
<b>Administrative Analyst</b>	RMMA	Exempt	1.00	2003	3900				
Step 1						60,199.92	5,016.66	28.9423	2,315.38
Step 2						63,209.88	5,267.49	30.3894	2,431.15
Step 3						66,370.44	5,530.87	31.9089	2,552.71
Step 4						69,688.92	5,807.41	33.5043	2,680.34
Step 5						73,173.36	6,097.78	35.1795	2,814.36
Step 6						76,832.04	6,402.67	36.9385	2,955.08
Step 7						80,673.60	6,722.80	38.7854	3,102.83
<b>FINANCE DEPARTMENT</b>									
<b>Director, Finance</b>	Executive - At Will	Exempt	1.00	1400	7500				
Minimum						146,438.00	12,203.17	70.4029	5,632.23
Maximum						196,241.00	16,353.42	94.3466	7,547.73
<b>Deputy Finance Director</b>	Management - At Will	Exempt	1.00		6000				
Step 1						101,109.72	8,425.81	48.6104	3,888.84
Step 2						106,165.20	8,847.10	51.0410	4,083.28
Step 3						111,473.52	9,289.46	53.5930	4,287.44
Step 4						117,047.16	9,753.93	56.2727	4,501.81
Step 5						122,899.56	10,241.63	59.0863	4,726.91
Step 6						129,044.52	10,753.71	62.0406	4,963.25
Step 7						135,496.80	11,291.40	65.1427	5,211.42
<b>Finance Manager</b>	Management - At Will	Exempt	0.00	1401	6000				
Step 1						101,109.72	8,425.81	48.6104	3,888.84
Step 2						106,165.20	8,847.10	51.0410	4,083.28
Step 3						111,473.52	9,289.46	53.5930	4,287.44
Step 4						117,047.16	9,753.93	56.2727	4,501.81
Step 5						122,899.56	10,241.63	59.0863	4,726.91
Step 6						129,044.52	10,753.71	62.0406	4,963.25
Step 7						135,496.80	11,291.40	65.1427	5,211.42
<b>Principal Budget and Financial Analyst</b>	Management - At Will	Exempt	1.00	1402	6000a				
Step 1						101,109.96	8,425.83	48.6106	3,888.84
Step 2						106,165.68	8,847.14	51.0412	4,083.30
Step 3						111,473.76	9,289.48	53.5932	4,287.45
Step 4						117,047.52	9,753.96	56.2728	4,501.83
Step 5						122,899.92	10,241.66	59.0865	4,726.92
Step 6						129,044.88	10,753.74	62.0408	4,963.26
Step 7						135,497.16	11,291.43	65.1429	5,211.43
<b>Senior Administrative Analyst</b>	RMMA	Exempt	1.00	2001	4500				
Step 1						69,813.24	5,817.77	33.5641	2,685.12
Step 2						73,303.92	6,108.66	35.2423	2,819.38
Step 3						76,969.08	6,414.09	37.0044	2,960.35
Step 4						80,817.60	6,734.80	38.8546	3,108.37
Step 5						84,858.48	7,071.54	40.7973	3,263.79
Step 6						89,077.44	7,423.12	42.8257	3,426.06
Step 7						93,556.56	7,796.38	44.9791	3,598.33

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
<b>Administrative Analyst (Payroll)</b>	RMMA	Exempt	0.00	2003	3900					
						Step 1	60,199.92	5,016.66	28.9423	2,315.38
						Step 2	63,209.88	5,267.49	30.3894	2,431.15
						Step 3	66,370.44	5,530.87	31.9089	2,552.71
						Step 4	69,688.92	5,807.41	33.5043	2,680.34
						Step 5	73,173.36	6,097.78	35.1795	2,814.36
						Step 6	76,832.04	6,402.67	36.9385	2,955.08
						Step 7	80,673.60	6,722.80	38.7854	3,102.83
<b>Accounting Supervisor</b>	RMMA	Exempt	1.00	1403	4700					
						Step 1	73,348.08	6,112.34	35.2635	2,821.08
						Step 2	77,015.52	6,417.96	37.0267	2,962.14
						Step 3	80,866.32	6,738.86	38.8780	3,110.24
						Step 4	84,909.60	7,075.80	40.8219	3,265.75
						Step 5	89,155.08	7,429.59	42.8630	3,429.04
						Step 6	93,612.84	7,801.07	45.0062	3,600.49
						Step 7	98,173.44	8,181.12	47.1988	3,775.90
<b>Senior Accountant</b>	RMMA	Exempt	0.00	1404	4100					
						Step 1	63,247.32	5,270.61	30.4074	2,432.59
						Step 2	66,409.68	5,534.14	31.9277	2,554.22
						Step 3	69,730.20	5,810.85	33.5241	2,681.93
						Step 4	73,218.68	6,101.56	35.2013	2,816.10
						Step 5	76,877.52	6,406.46	36.9603	2,956.83
						Step 6	80,721.36	6,726.78	38.8083	3,104.67
						Step 7	84,757.44	7,063.12	40.7488	3,259.90
<b>Accountant</b>	RMMA	Exempt	3.00	1405	3700					
						Step 1	57,297.96	4,774.83	27.5471	2,203.77
						Step 2	60,162.84	5,013.57	28.9244	2,313.96
						Step 3	63,171.00	5,264.25	30.3707	2,429.65
						Step 4	66,329.52	5,527.46	31.8892	2,551.14
						Step 5	69,645.96	5,803.83	33.4836	2,678.69
						Step 6	73,128.24	6,094.02	35.1578	2,812.62
						Step 7	76,784.64	6,398.72	36.9157	2,953.26
<b>Accounting Technician</b>	RCEA	Non-Exempt	4.00	1406	3100					
						Step 1	49,409.04	4,117.42	23.7543	1,900.35
						Step 2	51,879.48	4,323.29	24.9421	1,995.36
						Step 3	54,473.52	4,539.46	26.1892	2,095.14
						Step 4	57,197.16	4,766.43	27.4986	2,199.89
						Step 5	60,057.00	5,004.75	28.8736	2,309.88
						Step 6	63,059.88	5,254.99	30.3173	2,425.38
						Step 7	66,212.88	5,517.74	31.8331	2,546.65
<b>Accounting Specialist</b>	RCEA	Non-Exempt	0.00	1407	2500					
						Step 1	42,604.56	3,550.38	20.4830	1,638.64
						Step 2	44,734.80	3,727.90	21.5071	1,720.57
						Step 3	46,971.60	3,914.30	22.5825	1,806.60
						Step 4	49,320.24	4,110.02	23.7117	1,896.93
						Step 5	51,786.24	4,315.52	24.8972	1,991.78
						Step 6	54,375.60	4,531.30	26.1421	2,091.37
						Step 7	57,094.44	4,757.87	27.4493	2,195.94
<b>Senior Accounting Assistant</b>	RCEA	Non-Exempt	1.00	1409	2100					
						Step 1	38,597.64	3,216.47	18.5566	1,484.52
						Step 2	40,527.48	3,377.29	19.4844	1,558.75
						Step 3	42,553.92	3,546.16	20.4586	1,636.69
						Step 4	44,681.64	3,723.47	21.4816	1,718.52
						Step 5	46,915.68	3,909.64	22.5556	1,804.45
						Step 6	49,261.44	4,105.12	23.6834	1,894.67
						Step 7	51,724.56	4,310.38	24.8676	1,989.41
<b>Accounting Assistant</b>	RCEA	Non-Exempt	0.00	1411	1600					
						Step 1	34,115.64	2,842.97	16.4018	1,312.14
						Step 2	35,821.44	2,985.12	17.2218	1,377.75
						Step 3	37,612.56	3,134.38	18.0830	1,446.64
						Step 4	39,493.20	3,291.10	18.9871	1,518.97
						Step 5	41,467.92	3,455.66	19.9365	1,594.92
						Step 6	43,541.28	3,628.44	20.9333	1,674.66
						Step 7	45,718.32	3,809.86	21.9800	1,758.40
<b>Grants Coordinator</b>	RMMA	Exempt	0.00	4105	4000					
						Step 1	61,704.24	5,142.02	29.6655	2,373.24
						Step 2	64,789.44	5,399.12	31.1488	2,491.90
						Step 3	68,028.96	5,669.08	32.7062	2,616.50
						Step 4	71,430.36	5,952.53	34.3415	2,747.32
						Step 5	75,001.92	6,250.16	36.0586	2,884.69
						Step 6	78,752.04	6,562.67	37.8616	3,028.92
						Step 7	82,689.60	6,890.80	39.7546	3,180.37
<b>Purchasing Manager</b>	RMMA	Exempt	1.00	1701	4800					
						Step 1	75,181.08	6,265.09	36.1448	2,891.58
						Step 2	78,940.20	6,578.35	37.9520	3,036.16
						Step 3	82,887.24	6,907.27	39.8496	3,187.97
						Step 4	87,031.56	7,252.63	41.8421	3,347.37
						Step 5	91,383.12	7,615.26	43.9342	3,514.74
						Step 6	95,952.24	7,996.02	46.1309	3,690.47
						Step 7	100,749.84	8,395.82	48.4374	3,874.99
<b>Information Technology Systems Manager</b>	RMMA	Exempt	1.00	3001	6000					
						Step 1	101,109.72	8,425.81	48.6104	3,888.84
						Step 2	106,165.20	8,847.10	51.0410	4,083.28
						Step 3	111,473.52	9,289.46	53.5930	4,287.44
						Step 4	117,047.16	9,753.93	56.2727	4,501.81
						Step 5	122,899.56	10,241.63	59.0863	4,726.91
						Step 6	129,044.52	10,753.71	62.0406	4,963.25
						Step 7	135,496.80	11,291.40	65.1427	5,211.42

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
<b>Information Systems Analyst</b>	RMMA	Exempt	1.00	3003	4100					
						Step 1	63,247.32	5,270.61	30.4074	2,432.59
						Step 2	66,409.68	5,534.14	31.9277	2,554.22
						Step 3	69,730.20	5,810.85	33.5241	2,681.93
						Step 4	73,218.68	6,101.56	35.2013	2,816.10
						Step 5	76,877.52	6,406.46	36.9603	2,956.83
						Step 6	80,721.36	6,726.78	38.8083	3,104.67
						Step 7	84,757.44	7,063.12	40.7488	3,259.90
<b>Information Technology Specialist</b>	RCEA	Non-Exempt	3.00	3002	3300					
						Step 1	51,909.60	4,325.80	24.9565	1,996.52
						Step 2	54,505.08	4,542.09	26.2044	2,096.35
						Step 3	57,230.40	4,769.20	27.5146	2,201.17
						Step 4	60,091.92	5,007.66	28.8903	2,311.23
						Step 5	63,096.48	5,258.04	30.3348	2,426.79
						Step 6	66,251.28	5,520.94	31.8516	2,548.13
						Step 7	69,563.88	5,796.99	33.4442	2,675.53
<b>FIRE DEPARTMENT</b>										
<b>Fire Chief</b>	Executive - At Will	Exempt	1.00	6001	7800					
						Minimum	157,693	13,141.08	75.81	6,065.12
						Maximum	211,331	17,610.92	101.60	8,128.12
<b>Fire Division Chief</b>	RFMA	Exempt	1.00	6004	6900					
						Step 1	126,272.52	10,522.71	43.2440	4,856.64
						Step 2	132,586.20	11,048.85	45.4062	5,099.47
						Step 3	139,215.48	11,601.29	47.6765	5,354.44
						Step 4	146,176.32	12,181.36	50.0604	5,622.17
						Step 5	153,485.16	12,790.43	52.5634	5,903.28
						Step 6	161,159.40	13,429.95	55.1916	6,198.44
						Step 7	169,217.40	14,101.45	57.9512	6,508.36
<b>Fire Battalion Chief</b>	RFMA	Exempt	4.00	6005	6300					
						Step 1	108,883.92	9,073.66	37.2890	4,187.84
						Step 2	114,328.08	9,527.34	39.1535	4,397.23
						Step 3	120,044.52	10,003.71	41.1111	4,617.10
						Step 4	126,046.80	10,503.90	43.1667	4,847.95
						Step 5	132,349.20	11,029.10	45.3251	5,090.35
						Step 6	138,966.72	11,580.56	47.5913	5,344.87
						Step 7	145,915.08	12,159.59	49.9709	5,612.12
<b>Fire Captain</b>	3688	Non-Exempt	15.00	6007	5200FF					
						Step 1	90,055.00	7,504.58	30.8408	3,463.65
						Step 2	94,557.00	7,879.75	32.3825	3,636.81
						Step 3	99,285.00	8,273.75	34.0017	3,818.65
						Step 4	104,249.00	8,687.42	35.7017	4,009.58
						Step 5	109,462.00	9,121.83	37.4870	4,210.08
						Step 6	114,935.00	9,577.92	39.3613	4,420.58
						Step 7	120,682.00	10,056.83	41.3295	4,641.62
<b>Firefighter Paramedic</b>	3688	Non-Exempt	18.00	6011	4400FF					
						Step 1	69,745.00	5,812.08	23.8853	2,682.50
						Step 2	73,232.00	6,102.67	25.0795	2,816.62
						Step 3	76,894.00	6,407.83	26.3336	2,957.46
						Step 4	80,739.00	6,728.25	27.6503	3,105.35
						Step 5	84,776.00	7,064.67	29.0329	3,260.62
						Step 6	89,014.00	7,417.83	30.4842	3,423.62
						Step 7	93,465.00	7,788.75	32.0086	3,594.81
<b>Fire Engineer</b>	3688	Non-Exempt	15.00	6009	4600FF					
						Step 1	78,775.00	6,564.58	26.9777	3,029.81
						Step 2	82,714.00	6,892.83	28.3267	3,181.31
						Step 3	86,849.00	7,237.42	29.7428	3,340.35
						Step 4	91,192.00	7,599.33	31.2301	3,507.38
						Step 5	95,751.00	7,979.25	32.7914	3,682.73
						Step 6	100,539.00	8,378.25	34.4312	3,866.88
						Step 7	105,566.00	8,797.17	36.1527	4,060.23
<b>Firefighter</b>	3688	Non-Exempt	0.00	6013	3800FF					
						Step 1	60,141.00	5,011.75	20.5962	2,313.12
						Step 2	63,148.00	5,262.33	21.6260	2,428.77
						Step 3	66,305.00	5,525.42	22.7072	2,550.19
						Step 4	69,621.00	5,801.75	23.8428	2,677.73
						Step 5	73,102.00	6,091.83	25.0349	2,811.62
						Step 6	76,757.00	6,396.42	26.2866	2,952.19
						Step 7	80,595.00	6,716.25	27.6010	3,099.81
<b>Paramedic (Non-Safety)</b>	3688	Non-Exempt	12.00	6016	1100FF					
						Step 1	30,857.00	2,571.42	14.8351	1,186.81
						Step 2	32,400.00	2,700.00	15.5769	1,246.15
						Step 3	34,020.00	2,835.00	16.3558	1,308.46
						Step 4	35,721.00	2,976.75	17.1736	1,373.88
						Step 5	37,507.00	3,125.58	18.0322	1,442.58
						Step 6	39,382.00	3,281.83	18.9337	1,514.69
						Step 7	41,351.00	3,445.92	19.8803	1,590.42
<b>Emergency Medical Technician (Non-Safety)</b>	3688	Non-Exempt	12.00	6017	900FF					
						Step 1	29,334.00	2,444.50	14.1029	1,128.23
						Step 2	30,801.00	2,566.75	14.8082	1,184.65
						Step 3	32,341.00	2,695.08	15.5486	1,243.88
						Step 4	33,958.00	2,829.83	16.3260	1,306.08
						Step 5	35,656.00	2,971.33	17.1423	1,371.38
						Step 6	37,439.00	3,119.92	17.9995	1,439.96
						Step 7	39,311.00	3,275.92	18.8995	1,511.96

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
Fire Marshal	RFMA	Exempt	0.00	6101	5200					
						Step 1	82,984.92	6,915.41	39.8966	3,191.73
						Step 2	87,134.16	7,261.18	41.8914	3,351.31
						Step 3	91,490.88	7,624.24	43.9860	3,518.88
						Step 4	96,065.40	8,005.45	46.1853	3,694.82
						Step 5	100,868.64	8,405.72	48.4945	3,879.56
						Step 6	105,912.12	8,826.01	50.9193	4,073.54
						Step 7	111,207.72	9,267.31	53.4653	4,277.22
Assistant Fire Marshal	RMMA	Exempt	1.00	6102	5000					
						Step 1	78,983.16	6,581.93	37.9727	3,037.81
						Step 2	82,932.36	6,911.03	39.8713	3,189.71
						Step 3	87,078.96	7,256.58	41.8649	3,349.19
						Step 4	91,432.92	7,619.41	43.9581	3,516.65
						Step 5	96,004.56	8,000.38	46.1560	3,692.48
						Step 6	100,804.80	8,400.40	48.4638	3,877.11
						Step 7	105,845.04	8,820.42	50.8870	4,070.96
Fire Inspector	RCEA	Non-Exempt	0.00	6103	3800					
						Step 1	58,731.48	4,894.29	28.2363	2,258.90
						Step 2	61,668.12	5,139.01	29.6481	2,371.85
						Step 3	64,751.52	5,395.96	31.1305	2,490.44
						Step 4	67,989.12	5,665.76	32.6871	2,614.97
						Step 5	71,388.60	5,949.05	34.3214	2,745.72
						Step 6	74,958.00	6,246.50	36.0375	2,883.00
						Step 7	78,705.96	6,558.83	37.8394	3,027.15
Emergency Medical Services Coordinator	RFMA	Exempt	1.00	6201	5200					
						Step 1	82,984.92	6,915.41	39.8966	3,191.73
						Step 2	87,134.16	7,261.18	41.8914	3,351.31
						Step 3	91,490.88	7,624.24	43.9860	3,518.88
						Step 4	96,065.40	8,005.45	46.1853	3,694.82
						Step 5	100,868.64	8,405.72	48.4945	3,879.56
						Step 6	105,912.12	8,826.01	50.9193	4,073.54
						Step 7	111,207.72	9,267.31	53.4653	4,277.22
Emergency Medical Services Quality Improvement Coord.	RCEA	Non-Exempt	1.00	6202	4300					
						Step 1	66,449.40	5,537.45	31.9468	2,555.75
						Step 2	69,771.84	5,814.32	33.5442	2,683.53
						Step 3	73,260.48	6,105.04	35.2214	2,817.71
						Step 4	76,923.48	6,410.29	36.9824	2,958.60
						Step 5	80,769.72	6,730.81	38.8316	3,106.53
						Step 6	84,808.20	7,067.35	40.7732	3,261.85
						Step 7	89,048.64	7,420.72	42.8118	3,424.95
Fire Prevention Specialist	RCEA	Non-Exempt	2.00	6104	3000					
						Step 1	48,202.80	4,016.90	23.1744	1,853.95
						Step 2	50,613.00	4,217.75	24.3332	1,946.65
						Step 3	53,143.68	4,428.64	25.5498	2,043.99
						Step 4	55,800.84	4,650.07	26.8273	2,146.19
						Step 5	58,590.84	4,882.57	28.1687	2,253.49
						Step 6	61,520.40	5,126.70	29.5771	2,366.17
						Step 7	64,596.48	5,383.04	31.0560	2,484.48
Executive Assistant	RMMA	Non-Exempt	1.00	2103	3200					
						Step 1	50,643.96	4,220.33	24.3481	1,947.84
						Step 2	53,176.20	4,431.35	25.5655	2,045.24
						Step 3	55,835.04	4,652.92	26.8438	2,147.50
						Step 4	58,626.84	4,885.57	28.1860	2,254.88
						Step 5	61,558.20	5,129.85	29.5953	2,367.62
						Step 6	64,636.08	5,386.34	31.0750	2,486.00
						Step 7	67,867.92	5,655.66	32.6288	2,610.30
Senior Office Specialist	RCEA	Non-Exempt	1.00	2107	2000					
						Step 1	37,656.60	3,138.05	18.1041	1,448.33
						Step 2	39,539.40	3,294.95	19.0093	1,520.75
						Step 3	41,516.40	3,459.70	19.9598	1,596.78
						Step 4	43,592.28	3,632.69	20.9578	1,676.63
						Step 5	45,771.96	3,814.33	22.0058	1,760.46
						Step 6	48,060.60	4,005.05	23.1061	1,848.48
						Step 7	50,463.60	4,205.30	24.2613	1,940.91
<b>HUMAN RESOURCES / RISK MANAGEMENT DEPARTMENT</b>										
Director, Human Resources / Risk Management	Executive - At Will	Exempt	1.00	1801	7000					
						Minimum	129,430.00	10,786	62,2260	4,978.08
						Maximum	173,448.00	14,454	83,3885	6,671.08
Deputy Director of Human Resources and Risk Management	Management - At Will	Exempt	1.00		5600a					
						Step 1	91,606.80	7,633.90	44.04	3,523.34
						Step 2	96,187.08	8,015.59	46.24	3,699.50
						Step 3	100,996.44	8,416.37	48.56	3,884.48
						Step 4	106,046.16	8,837.18	50.98	4,078.70
						Step 5	111,348.48	9,279.04	53.53	4,282.63
						Step 6	116,915.88	9,742.99	56.21	4,496.76
						Step 7	122,761.68	10,230.14	59.02	4,721.60
Human Resources/Risk Manager	Management - At Will	Exempt	0.00	1802	5600a					
						Step 1	91,606.80	7,633.90	44.04	3,523.34
						Step 2	96,187.08	8,015.59	46.24	3,699.50
						Step 3	100,996.44	8,416.37	48.56	3,884.48
						Step 4	106,046.16	8,837.18	50.98	4,078.70
						Step 5	111,348.48	9,279.04	53.53	4,282.63
						Step 6	116,915.88	9,742.99	56.21	4,496.76
						Step 7	122,761.68	10,230.14	59.02	4,721.60
Senior Human Resources Analyst	RMMA	Exempt	1.00	1803	5200					
						Step 1	82,984.92	6,915.41	39.8966	3,191.73
						Step 2	87,134.16	7,261.18	41.8914	3,351.31
						Step 3	91,490.88	7,624.24	43.9860	3,518.88
						Step 4	96,065.40	8,005.45	46.1853	3,694.82
						Step 5	100,868.64	8,405.72	48.4945	3,879.56
						Step 6	105,912.12	8,826.01	50.9193	4,073.54
						Step 7	111,207.72	9,267.31	53.4653	4,277.22

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>Human Resources/Risk Management Analyst</b>	RMMA	Exempt	1.00	1804	3900				
Step 1						60,199.92	5,016.66	28.9423	2,315.38
Step 2						63,209.88	5,267.49	30.3894	2,431.15
Step 3						66,370.44	5,530.87	31.9089	2,552.71
Step 4						69,688.92	5,807.41	33.5043	2,680.34
Step 5						73,173.36	6,097.78	35.1795	2,814.36
Step 6						76,832.04	6,402.67	36.9385	2,955.08
Step 7						80,673.60	6,722.80	38.7854	3,102.83
<b>Human Resources/Risk Management Specialist</b>	RCEA	Non-Exempt	2.00	1805	2900				
Step 1						47,027.16	3,918.93	22.6092	1,808.74
Step 2						49,378.56	4,114.88	23.7397	1,899.18
Step 3						51,847.44	4,320.62	24.9267	1,994.13
Step 4						54,439.80	4,536.65	26.1730	2,093.84
Step 5						57,161.76	4,763.48	27.4816	2,198.53
Step 6						60,019.80	5,001.65	28.8557	2,308.45
Step 7						63,020.76	5,251.73	30.2984	2,423.88
<b>Human Resources/Risk Management Assistant</b>	RCEA	Non-Exempt	0.00	1807	1900				
Step 1						36,738.00	3,061.50	17.6625	1,413.00
Step 2						38,574.96	3,214.58	18.5457	1,483.65
Step 3						40,503.72	3,375.31	19.4729	1,557.84
Step 4						42,528.96	3,544.08	20.4466	1,635.73
Step 5						44,655.36	3,721.28	21.4689	1,717.51
Step 6						46,888.08	3,907.34	22.5423	1,803.39
Step 7						49,232.52	4,102.71	23.6695	1,893.56
<b>POLICE DEPARTMENT</b>									
<b>Police Chief</b>	Executive - At Will	Exempt	1.00	7001	72a				
Minimum						181,031	15,085.92	87.03	6,962.73
Maximum						248,525	20,710.42	119.48	9,558.65
<b>Police Captain</b>	RPBA-M	Exempt	2.00	7003	6900pdm				
Step 1						127,752.00	10,646.00	61.4192	4,913.54
Step 2						134,139.60	11,178.30	64.4902	5,159.22
Step 3						140,846.64	11,737.22	67.7147	5,417.18
Step 4						147,888.96	12,324.08	71.1005	5,688.04
Step 5						155,283.36	12,940.28	74.6555	5,972.44
Step 6						163,047.48	13,587.29	78.3882	6,271.06
Step 7						171,199.92	14,266.66	82.3077	6,584.61
<b>Police Lieutenant</b>	RPBA-M	Exempt	6.00	7005	6100pdm				
Step 1						104,856.00	8,738.00	50.4115	4,032.92
Step 2						110,098.80	9,174.90	52.9321	4,234.57
Step 3						115,603.80	9,633.65	55.5788	4,446.30
Step 4						121,383.96	10,115.33	58.3577	4,668.61
Step 5						127,453.20	10,621.10	61.2756	4,902.05
Step 6						133,825.92	11,152.16	64.3394	5,147.15
Step 7						140,517.24	11,709.77	67.5564	5,404.51
<b>Police Sergeant</b>	RPBA-M	Non-Exempt	12.00	7007	5300pdm				
Step 1						86,064.00	7,172.00	41.3769	3,310.15
Step 2						90,367.20	7,530.60	43.4458	3,475.66
Step 3						94,885.56	7,907.13	45.6181	3,649.44
Step 4						99,629.88	8,302.49	47.8990	3,831.92
Step 5						104,611.44	8,717.62	50.2940	4,023.52
Step 6						109,842.00	9,153.50	52.8087	4,224.69
Step 7						115,334.16	9,611.18	55.4491	4,435.93
<b>Police Corporal</b>	RPBA-G	Non-Exempt	12.00	7009	4700pd				
Step 1						75,792.00	6,316.00	36.4385	2,915.08
Step 2						79,581.60	6,631.80	38.2604	3,060.83
Step 3						83,560.68	6,963.39	40.1734	3,213.87
Step 4						87,738.72	7,311.56	42.1821	3,374.57
Step 5						92,125.68	7,677.14	44.2912	3,543.30
Step 6						96,732.00	8,061.00	46.5058	3,720.46
Step 7						101,568.60	8,464.05	48.8311	3,906.48
<b>Police Officer</b>	RPBA-G	Non-Exempt	92.00	7011	4100pd				
Step 1						65,916.00	5,493.00	31.6904	2,535.23
Step 2						69,091.80	5,757.65	33.2172	2,657.38
Step 3						72,672.36	6,056.03	34.9386	2,795.09
Step 4						76,305.96	6,358.83	36.6856	2,934.84
Step 5						80,121.24	6,676.77	38.5198	3,081.59
Step 6						84,127.32	7,010.61	40.4458	3,235.67
Step 7						88,333.68	7,361.14	42.4681	3,397.45
<b>Police Officer Trainee</b>	RPBA-G	Non-Exempt	0.00	7013	2800pd				
Step 1						47,808.00	3,984.00	22.9846	1,838.77
Step 2						50,198.40	4,183.20	24.1338	1,930.71
Step 3						52,708.32	4,392.36	25.3405	2,027.24
Step 4						55,343.76	4,611.98	26.6076	2,128.61
Step 5						58,110.96	4,842.58	27.9380	2,235.04
Step 6						61,016.52	5,084.71	29.3349	2,346.79
Step 7						64,067.40	5,338.95	30.8016	2,464.13
<b>Emergency Dispatch Supervisor</b>	RPBA-M	Exempt	1.00	7501	3300pdm				
Step 1						52,524.00	4,377.00	25.2519	2,020.15
Step 2						55,150.20	4,595.85	26.5145	2,121.16
Step 3						57,907.68	4,825.64	27.8402	2,227.22
Step 4						60,803.04	5,066.92	29.2322	2,338.58
Step 5						63,843.24	5,320.27	30.6939	2,455.51
Step 6						67,035.36	5,586.28	32.2285	2,578.28
Step 7						70,387.08	5,865.59	33.8399	2,707.20

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
Lead Emergency Dispatcher	RPBA-G	Non-Exempt	2.00	7502	2900pd					
						Step 1	49,008.00	4,084.00	23,561.5	1,884.92
						Step 2	51,458.40	4,288.20	24,739.6	1,979.17
						Step 3	54,067.32	4,505.61	25,993.9	2,079.51
						Step 4	56,732.88	4,727.74	27,275.4	2,182.03
						Step 5	59,569.56	4,964.13	28,639.2	2,291.14
						Step 6	62,548.08	5,212.34	30,071.2	2,405.70
						Step 7	65,675.52	5,472.96	31,574.8	2,525.98
Emergency Dispatcher II	RPBA-G	Non-Exempt	15.00	7503	2700pd					
						Step 1	46,644.00	3,887.00	22,425.0	1,794.00
						Step 2	48,976.20	4,081.35	23,546.3	1,883.70
						Step 3	51,425.04	4,285.42	24,723.6	1,977.89
						Step 4	53,996.28	4,499.69	25,959.8	2,076.78
						Step 5	56,696.16	4,724.68	27,257.8	2,180.62
						Step 6	59,530.92	4,960.91	28,620.6	2,289.65
						Step 7	62,507.52	5,208.96	30,051.7	2,404.14
Emergency Dispatcher I	RPBA-G	Non-Exempt	0.00	7505	2100pd					
						Step 1	40,224.00	3,352.00	19,338.5	1,547.08
						Step 2	42,235.20	3,519.60	20,305.4	1,624.43
						Step 3	44,346.96	3,695.58	21,320.7	1,705.65
						Step 4	46,564.32	3,880.36	22,386.7	1,790.94
						Step 5	48,892.56	4,074.38	23,506.0	1,880.48
						Step 6	51,337.20	4,278.10	24,681.3	1,974.51
						Step 7	53,904.12	4,492.01	25,915.4	2,073.24
Police Records Supervisor	RPBA-M	Exempt	1.00	7101	3000pdm					
						Step 1	48,768.00	4,064.00	23,446.2	1,875.69
						Step 2	51,206.40	4,267.20	24,618.5	1,969.48
						Step 3	53,766.72	4,480.56	25,849.4	2,067.95
						Step 4	56,455.08	4,704.59	27,141.9	2,171.35
						Step 5	59,277.84	4,939.82	28,499.0	2,279.92
						Step 6	62,241.72	5,186.81	29,923.9	2,393.91
						Step 7	65,355.80	5,446.32	31,421.1	2,513.68
Lead Police Records Assistant	RPBA-G	Non-Exempt	1.00	7102	2000pds					
						Step 1	38,232.00	3,186.00	18,380.8	1,470.46
						Step 2	40,143.60	3,345.30	19,299.8	1,543.98
						Step 3	42,150.84	3,512.57	20,264.8	1,621.19
						Step 4	44,258.40	3,688.20	21,278.1	1,702.25
						Step 5	46,471.32	3,872.61	22,342.0	1,787.36
						Step 6	48,794.88	4,066.24	23,459.1	1,876.73
						Step 7	51,234.60	4,269.55	24,632.0	1,970.56
Police Records Assistant II	RPBA-G	Non-Exempt	9.00	7103	1600pd					
						Step 1	35,544.00	2,962.00	17,088.5	1,367.08
						Step 2	37,321.20	3,110.10	17,942.9	1,435.43
						Step 3	39,188.04	3,265.67	18,840.4	1,507.23
						Step 4	41,146.68	3,428.89	19,782.1	1,582.56
						Step 5	43,204.08	3,600.34	20,771.2	1,661.70
						Step 6	45,364.32	3,780.36	21,809.8	1,744.78
						Step 7	47,632.56	3,969.38	22,900.3	1,832.02
Police Records Assistant I	RPBA-G	Non-Exempt	0.00	7105	1200pd					
						Step 1	32,208.00	2,684.00	15,484.6	1,238.77
						Step 2	33,818.40	2,818.20	16,258.8	1,300.71
						Step 3	35,509.32	2,959.11	17,071.8	1,365.74
						Step 4	37,284.84	3,107.07	17,925.4	1,434.03
						Step 5	39,149.04	3,262.42	18,821.7	1,505.73
						Step 6	41,106.48	3,425.54	19,762.7	1,581.02
						Step 7	43,161.84	3,596.82	20,750.9	1,660.07
Crime Analyst Supervisor	RPBA-M	Exempt	1.00	7411	3800pdm					
						Step 1	59,424.00	4,952.00	28,569.2	2,285.54
						Step 2	62,395.20	5,199.60	29,997.7	2,399.82
						Step 3	65,514.96	5,459.58	31,497.6	2,519.81
						Step 4	68,790.72	5,732.56	33,072.5	2,645.80
						Step 5	72,230.28	6,019.19	34,726.1	2,778.09
						Step 6	75,841.80	6,320.15	36,462.4	2,916.99
						Step 7	79,633.92	6,636.16	38,285.5	3,062.84
Crime Analyst Assistant	RPBA-G	Non-Exempt	1.00	7412	3200pd					
						Step 1	52,776.00	4,398.00	25,373.1	2,029.85
						Step 2	55,414.80	4,617.90	26,641.7	2,131.34
						Step 3	58,185.60	4,848.80	27,973.8	2,237.91
						Step 4	61,094.88	5,091.24	29,372.5	2,349.80
						Step 5	64,149.60	5,345.80	30,841.2	2,467.29
						Step 6	67,357.08	5,613.09	32,383.2	2,590.66
						Step 7	70,725.00	5,893.75	34,002.4	2,720.19
Animal Control Supervisor	RPBA-M	Exempt	0.00	7401	3000pdm					
						Step 1	48,768.00	4,064.00	23,446.2	1,875.69
						Step 2	51,206.40	4,267.20	24,618.5	1,969.48
						Step 3	53,766.72	4,480.56	25,849.4	2,067.95
						Step 4	56,455.08	4,704.59	27,141.9	2,171.35
						Step 5	59,277.84	4,939.82	28,499.0	2,279.92
						Step 6	62,241.72	5,186.81	29,923.9	2,393.91
						Step 7	65,355.80	5,446.32	31,421.1	2,513.68
Animal Control Officer II	RPBA-G	Non-Exempt	3.00	7403	2400pd					
						Step 1	43,320.00	3,610.00	20,826.9	1,666.15
						Step 2	45,486.00	3,790.50	21,868.3	1,749.46
						Step 3	47,760.36	3,980.03	22,961.7	1,836.94
						Step 4	50,148.36	4,179.03	24,109.8	1,928.78
						Step 5	52,655.76	4,387.98	25,315.3	2,025.22
						Step 6	55,288.56	4,607.38	26,581.0	2,126.48
						Step 7	58,053.00	4,837.75	27,910.1	2,232.81

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
<b>Animal Control Officer I</b>	RPBA-G	Non-Exempt	0.00	7408	2000pd					
						Step 1	39,240.00	3,270.00	18.8654	1,509.23
						Step 2	41,202.00	3,433.50	19.8087	1,584.69
						Step 3	43,262.16	3,605.18	20.7991	1,663.93
						Step 4	45,425.28	3,785.44	21.8391	1,747.13
						Step 5	47,696.52	3,974.71	22.9310	1,834.48
						Step 6	50,081.40	4,173.45	24.0776	1,926.21
					52,585.44	4,382.12	25.2815	2,022.52		
<b>Animal Control Licensing Inspector</b>	RPBA-G	Non-Exempt	1.00	7405	2400pds					
						Step 1	42,048.00	3,504.00	20.2154	1,617.23
						Step 2	44,150.40	3,679.20	21.2262	1,698.09
						Step 3	46,357.92	3,863.16	22.2875	1,783.00
						Step 4	48,675.84	4,056.32	23.4018	1,872.15
						Step 5	51,109.68	4,259.14	24.5720	1,965.76
						Step 6	53,665.20	4,472.10	25.8006	2,064.05
					56,348.52	4,695.71	27.0906	2,167.25		
<b>Community Outreach Specialist</b>	RPBA-G	Non-Exempt	2.00	7014	2800pd					
						Step 1	47,808.00	3,984.00	22.9846	1,838.77
						Step 2	50,198.40	4,183.20	24.1338	1,930.71
						Step 3	52,708.32	4,392.36	25.3405	2,027.24
						Step 4	55,343.76	4,611.98	26.6076	2,128.61
						Step 5	58,110.96	4,842.58	27.9380	2,235.04
						Step 6	61,016.52	5,084.71	29.3349	2,346.79
					64,067.40	5,338.95	30.8016	2,464.13		
<b>Property Evidence Technician</b>	RPBA-G	Non-Exempt	2.00	7108	2600pd					
						Step 1	45,504.00	3,792.00	21.8769	1,750.15
						Step 2	47,779.20	3,981.60	22.9708	1,837.66
						Step 3	50,168.16	4,180.68	24.1193	1,929.54
						Step 4	52,676.52	4,389.71	25.3253	2,026.02
						Step 5	55,310.40	4,609.20	26.5915	2,127.32
						Step 6	58,075.92	4,839.66	27.9211	2,233.69
					60,979.68	5,081.64	29.3172	2,345.37		
<b>Law Enforcement Technician</b>	RPBA-G	Non-Exempt	5.00	7107	2600pd					
						Step 1	45,504.00	3,792.00	21.8769	1,750.15
						Step 2	47,779.20	3,981.60	22.9708	1,837.66
						Step 3	50,168.16	4,180.68	24.1193	1,929.54
						Step 4	52,676.52	4,389.71	25.3253	2,026.02
						Step 5	55,310.40	4,609.20	26.5915	2,127.32
						Step 6	58,075.92	4,839.66	27.9211	2,233.69
					60,979.68	5,081.64	29.3172	2,345.37		
<b>Executive Assistant to Chief of Police</b>	RPBA-M	Non-Exempt	1.00	7002	3200pds					
						Step 1	51,240.00	4,270.00	24.6346	1,970.77
						Step 2	53,802.00	4,483.50	25.8663	2,069.31
						Step 3	56,492.16	4,707.68	27.1597	2,172.78
						Step 4	59,316.72	4,943.06	28.5177	2,281.41
						Step 5	62,282.52	5,190.21	29.9435	2,395.48
						Step 6	65,396.64	5,449.72	31.4407	2,515.26
					68,666.52	5,722.21	33.0128	2,641.02		
<b>Senior Office Specialist (PD)</b>	RPBA-G	Non-Exempt	2.00	2107pd	2000pds					
						Step 1	38,232.00	3,186.00	18.3808	1,470.46
						Step 2	40,143.60	3,345.30	19.2998	1,543.98
						Step 3	42,150.84	3,512.57	20.2648	1,621.19
						Step 4	44,258.40	3,688.20	21.2781	1,702.25
						Step 5	46,471.32	3,872.61	22.3420	1,787.36
						Step 6	48,794.88	4,066.24	23.4591	1,876.73
					51,234.60	4,269.55	24.6320	1,970.56		
<b>Office Specialist (PD)</b>	RPBA-G	Non-Exempt	0.00	2109pd	1400pd					
						Step 1	33,840.00	2,820.00	16.2692	1,301.54
						Step 2	35,532.00	2,961.00	17.0827	1,366.62
						Step 3	37,308.60	3,109.05	17.9368	1,434.95
						Step 4	39,174.00	3,264.50	18.8337	1,506.69
						Step 5	41,132.76	3,427.73	19.7754	1,582.03
						Step 6	43,189.44	3,599.12	20.7642	1,661.13
					45,348.96	3,779.08	21.8024	1,744.19		
<b>Information Systems Analyst</b>	RMMA	Non-Exempt	2.00	3003	4100					
						Step 1	63,247.32	5,270.61	30.4074	2,432.59
						Step 2	66,409.68	5,534.14	31.9277	2,554.22
						Step 3	69,730.20	5,810.85	33.5241	2,681.93
						Step 4	73,218.68	6,101.56	35.2013	2,816.10
						Step 5	76,877.52	6,406.46	36.9603	2,956.83
						Step 6	80,721.36	6,726.78	38.8083	3,104.67
					84,757.44	7,063.12	40.7488	3,259.90		
<b>Information Systems Supervisor</b>	RMMA	Non-Exempt	1.00		5000					
						Step 1	78,983.16	6,581.93	37.9727	3,037.81
						Step 2	82,932.36	6,911.03	39.8713	3,189.71
						Step 3	87,078.96	7,256.58	41.8649	3,349.19
						Step 4	91,432.92	7,619.41	43.9581	3,516.65
						Step 5	96,004.56	8,000.38	46.1560	3,692.48
						Step 6	100,804.80	8,400.40	48.4638	3,877.11
					105,845.04	8,820.42	50.8870	4,070.96		
<b>Administrative Assistant (PD)</b>	RPBA-G	Non-Exempt	1.00	2105pd	2600pd					
						Step 1	45,504.00	3,792.00	21.8769	1,750.15
						Step 2	47,779.20	3,981.60	22.9708	1,837.66
						Step 3	50,168.16	4,180.68	24.1193	1,929.54
						Step 4	52,676.52	4,389.71	25.3253	2,026.02
						Step 5	55,310.40	4,609.20	26.5915	2,127.32
						Step 6	58,075.92	4,839.66	27.9211	2,233.69
					60,979.68	5,081.64	29.3172	2,345.37		

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
Police Transcriptionist	RPBA-G	Non-Exempt	1.00	7407	1600pd					
						Step 1	35,544.00	2,962.00	17.0885	1,367.08
						Step 2	37,321.20	3,110.10	17.9429	1,435.43
						Step 3	39,188.04	3,265.67	18.8404	1,507.23
						Step 4	41,146.68	3,428.89	19.7821	1,582.56
						Step 5	43,204.08	3,600.34	20.7712	1,661.70
						Step 6	45,364.32	3,780.36	21.8098	1,744.78
						Step 7	47,632.56	3,969.38	22.9003	1,832.02
Accounting Technician (PD)	RPBA-G	Non-Exempt	1.00	1406pd	3100pds					
						Step 1	49,992.00	4,166.00	24.0346	1,922.77
						Step 2	52,491.60	4,374.30	25.2363	2,018.91
						Step 3	55,116.24	4,593.02	26.4982	2,119.86
						Step 4	57,872.04	4,822.67	27.8231	2,225.85
						Step 5	60,765.60	5,063.80	29.2142	2,337.14
						Step 6	63,803.88	5,316.99	30.6749	2,454.00
						Step 7	66,994.08	5,582.84	32.2087	2,576.70
Senior Accounting Assistant (PD)	RPBA-G	Non-Exempt	0.00	1409pd	2100pds					
						Step 1	39,192.00	3,266.00	18.8423	1,507.38
						Step 2	41,151.60	3,429.30	19.7844	1,582.75
						Step 3	43,209.24	3,600.77	20.7737	1,661.89
						Step 4	45,369.72	3,780.81	21.8124	1,744.99
						Step 5	47,638.20	3,969.85	22.9030	1,832.24
						Step 6	50,020.80	4,168.40	24.0485	1,923.88
						Step 7	52,521.12	4,376.76	25.2505	2,020.04
Park Ranger	RCEA	Non-Exempt	2.00		3100					
						Step 1	49,409.04	4,117.42	23.7543	1,900.35
						Step 2	51,879.48	4,323.29	24.9421	1,995.36
						Step 3	54,473.52	4,539.46	26.1892	2,095.14
						Step 4	57,197.16	4,766.43	27.4986	2,199.89
						Step 5	60,057.00	5,004.75	28.8736	2,309.88
						Step 6	63,059.88	5,254.99	30.3173	2,425.38
						Step 7	66,212.88	5,517.74	31.8331	2,546.65
<b>MAINTENANCE AND FACILITIES</b>										
Director, Public Works	Executive - At Will	Exempt	0.00	8002	7500					
						Minimum	146,438.00	12,203.17	70.4029	5,632.23
						Maximum	196,241.00	16,353.42	94.3466	7,547.73
Director of Maintenance and Facilities	Executive - At Will	Exempt	1.00		7000					
						Minimum	129,430.00	10,786	62.2260	4,978.08
						Maximum	173,448.00	14,454	83.3885	6,671.08
Deputy Director of Maintenance and Facilities	Management - At Will	Exempt	1.00		6000					
						Step 1	101,109.72	8,425.81	48.6104	3,888.84
						Step 2	106,165.20	8,847.10	51.0410	4,083.28
						Step 3	111,473.52	9,289.46	53.5930	4,287.44
						Step 4	117,047.16	9,753.93	56.2727	4,501.81
						Step 5	122,899.56	10,241.63	59.0863	4,726.91
						Step 6	129,044.52	10,753.71	62.0406	4,963.25
						Step 7	135,496.80	11,291.40	65.1427	5,211.42
Public Works Superintendent	RMMA	Exempt	0.00	8501	5300					
						Step 1	85,060.56	7,088.38	40.8945	3,271.56
						Step 2	89,313.60	7,442.80	42.9392	3,435.14
						Step 3	93,779.28	7,814.94	45.0862	3,606.90
						Step 4	98,468.28	8,205.69	47.3405	3,787.24
						Step 5	103,391.76	8,615.98	49.7076	3,976.61
						Step 6	108,561.36	9,046.78	52.1930	4,175.44
						Step 7	113,989.44	9,499.12	54.8026	4,384.21
Public Works Supervisor	RMMA	Exempt	0.00	8503	4300					
						Step 1	66,449.40	5,537.45	31.9468	2,555.75
						Step 2	69,771.84	5,814.32	33.5442	2,683.53
						Step 3	73,260.48	6,105.04	35.2214	2,817.71
						Step 4	76,923.48	6,410.29	36.9824	2,958.60
						Step 5	80,769.72	6,730.81	38.8316	3,106.53
						Step 6	84,808.20	7,067.35	40.7732	3,261.85
						Step 7	89,048.64	7,420.72	42.8118	3,424.95
Lead Field Service Worker	RCEA	Non-Exempt	1.00	8507	3100					
						Step 1	49,409.04	4,117.42	23.7543	1,900.35
						Step 2	51,879.48	4,323.29	24.9421	1,995.36
						Step 3	54,473.52	4,539.46	26.1892	2,095.14
						Step 4	57,197.16	4,766.43	27.4986	2,199.89
						Step 5	60,057.00	5,004.75	28.8736	2,309.88
						Step 6	63,059.88	5,254.99	30.3173	2,425.38
						Step 7	66,212.88	5,517.74	31.8331	2,546.65
Senior Field Service Worker	RCEA	Non-Exempt	5.00	8509	2500					
						Step 1	42,604.56	3,550.38	20.4830	1,638.64
						Step 2	44,734.80	3,727.90	21.5071	1,720.57
						Step 3	46,971.60	3,914.30	22.5825	1,806.60
						Step 4	49,320.24	4,110.02	23.7117	1,896.93
						Step 5	51,786.24	4,315.52	24.8972	1,991.78
						Step 6	54,375.60	4,531.30	26.1421	2,091.37
						Step 7	57,094.44	4,757.87	27.4493	2,195.94
Field Service Worker	RCEA	Non-Exempt	5.00	8515	1900					
						Step 1	36,738.00	3,061.50	17.6625	1,413.00
						Step 2	38,574.96	3,214.58	18.5457	1,483.65
						Step 3	40,503.72	3,375.31	19.4729	1,557.84
						Step 4	42,528.96	3,544.08	20.4466	1,635.73
						Step 5	44,655.36	3,721.28	21.4689	1,717.51
						Step 6	46,888.08	3,907.34	22.5423	1,803.39
						Step 7	49,232.52	4,102.71	23.6695	1,893.56

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period	
<b>Lead Facility Maintenance Technician</b>	RCEA	Non-Exempt	1.00	8401	3000					
						Step 1	48,202.80	4,016.90	23.1744	1,853.95
						Step 2	50,613.00	4,217.75	24.3332	1,946.65
						Step 3	53,143.68	4,428.64	25.5498	2,043.99
						Step 4	55,800.84	4,650.07	26.8273	2,146.19
						Step 5	58,590.84	4,882.57	28.1687	2,253.49
						Step 6	61,520.40	5,126.70	29.5771	2,366.17
						Step 7	64,596.48	5,383.04	31.0560	2,484.48
<b>Facility Maintenance Technician</b>	RCEA	Non-Exempt	4.00	8403	2600					
						Step 1	43,670.52	3,639.21	20.9954	1,679.64
						Step 2	45,854.04	3,821.17	22.0452	1,763.62
						Step 3	48,146.76	4,012.23	23.1475	1,851.80
						Step 4	50,554.08	4,212.84	24.3048	1,944.39
						Step 5	53,081.76	4,423.48	25.5201	2,041.61
						Step 6	55,735.80	4,644.65	26.7961	2,143.68
						Step 7	58,522.56	4,876.88	28.1358	2,250.87
<b>Facility Maintenance Assistant</b>	RCEA	Non-Exempt	3.00	8405	2000					
						Step 1	37,656.60	3,138.05	18.1041	1,448.33
						Step 2	39,539.40	3,294.95	19.0093	1,520.75
						Step 3	41,516.40	3,459.70	19.9598	1,596.78
						Step 4	43,592.28	3,632.69	20.9578	1,676.63
						Step 5	45,771.96	3,814.33	22.0058	1,760.46
						Step 6	48,060.60	4,005.05	23.1061	1,848.48
						Step 7	50,463.60	4,205.30	24.2613	1,940.91
<b>Fleet Services Coordinator</b>	RCEA	Non-Exempt	1.00	8202	3200					
						Step 1	50,643.96	4,220.33	24.3481	1,947.84
						Step 2	53,176.20	4,431.35	25.5655	2,045.24
						Step 3	55,835.04	4,652.92	26.8438	2,147.50
						Step 4	58,626.84	4,885.57	28.1860	2,254.88
						Step 5	61,558.20	5,129.85	29.5953	2,367.62
						Step 6	64,636.08	5,386.34	31.0750	2,486.00
						Step 7	67,867.92	5,655.66	32.6288	2,610.30
<b>Fleet Maintenance Lead</b>	RCEA	Non-Exempt	1.00		3600					
						Step 1	55,901.16	4,658.43	26.8756	2,150.04
						Step 2	58,696.20	4,891.35	28.2193	2,257.55
						Step 3	61,631.04	5,135.92	29.6303	2,370.42
						Step 4	64,712.70	5,392.73	31.1119	2,488.95
						Step 5	67,948.32	5,662.36	32.6675	2,613.40
						Step 6	71,345.76	5,945.48	34.3008	2,744.07
						Step 7	74,913.00	6,242.75	36.0159	2,881.27
<b>Lead Equipment Mechanic</b>	RCEA	Non-Exempt	0.00	8201	3600					
						Step 1	55,901.16	4,658.43	26.8756	2,150.04
						Step 2	58,696.20	4,891.35	28.2193	2,257.55
						Step 3	61,631.04	5,135.92	29.6303	2,370.42
						Step 4	64,712.70	5,392.73	31.1119	2,488.95
						Step 5	67,948.32	5,662.36	32.6675	2,613.40
						Step 6	71,345.76	5,945.48	34.3008	2,744.07
						Step 7	74,913.00	6,242.75	36.0159	2,881.27
<b>Senior Equipment Mechanic</b>	RCEA	Non-Exempt	1.00	8203	3200					
						Step 1	50,643.96	4,220.33	24.3481	1,947.84
						Step 2	53,176.20	4,431.35	25.5655	2,045.24
						Step 3	55,835.04	4,652.92	26.8438	2,147.50
						Step 4	58,626.84	4,885.57	28.1860	2,254.88
						Step 5	61,558.20	5,129.85	29.5953	2,367.62
						Step 6	64,636.08	5,386.34	31.0750	2,486.00
						Step 7	67,867.92	5,655.66	32.6288	2,610.30
<b>Equipment Mechanic</b>	RCEA	Non-Exempt	2.00	8205	2800					
						Step 1	45,880.32	3,823.36	22.0578	1,764.63
						Step 2	48,174.36	4,014.53	23.1608	1,852.86
						Step 3	50,583.12	4,215.26	24.3188	1,945.50
						Step 4	53,112.24	4,426.02	25.5347	2,042.78
						Step 5	55,767.84	4,647.32	26.8115	2,144.92
						Step 6	58,556.28	4,879.69	28.1521	2,252.16
						Step 7	61,484.16	5,123.68	29.5597	2,364.78
<b>Equipment Mechanic Assistant</b>	RCEA	Non-Exempt	0.00	8207	2400					
						Step 1	41,565.24	3,463.77	19.9833	1,598.66
						Step 2	43,643.52	3,636.96	20.9825	1,678.60
						Step 3	45,825.72	3,818.81	22.0316	1,762.53
						Step 4	48,117.00	4,009.75	23.1332	1,850.65
						Step 5	50,522.88	4,210.24	24.2898	1,943.19
						Step 6	53,049.00	4,420.75	25.5043	2,040.35
						Step 7	55,701.48	4,641.79	26.7796	2,142.36
<b>Equipment Operator</b>	RCEA	Non-Exempt	1.00	8301	2600					
						Step 1	43,670.52	3,639.21	20.9954	1,679.64
						Step 2	45,854.04	3,821.17	22.0452	1,763.62
						Step 3	48,146.76	4,012.23	23.1475	1,851.80
						Step 4	50,554.08	4,212.84	24.3048	1,944.39
						Step 5	53,081.76	4,423.48	25.5201	2,041.61
						Step 6	55,735.80	4,644.65	26.7961	2,143.68
						Step 7	58,522.56	4,876.88	28.1358	2,250.87
<b>Environmental Technician</b>	RCEA	Non-Exempt	0.00	5011	3300					
						Step 1	51,909.60	4,325.80	24.9565	1,996.52
						Step 2	54,505.08	4,542.09	26.2044	2,096.35
						Step 3	57,230.40	4,769.20	27.5146	2,201.17
						Step 4	60,091.92	5,007.66	28.8903	2,311.23
						Step 5	63,096.48	5,258.04	30.3348	2,426.79
						Step 6	66,251.28	5,520.94	31.8516	2,548.13
						Step 7	69,563.88	5,796.99	33.4442	2,675.53

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>Environmental Program Specialist</b>	RCEA	Non-Exempt	0.00	5009	2700				
Step 1						44,762.16	3,730.18	21.5203	1,721.62
Step 2						47,000.28	3,916.69	22.5963	1,807.70
Step 3						49,350.36	4,112.53	23.7261	1,898.09
Step 4						51,817.92	4,318.16	24.9125	1,993.00
Step 5						54,408.84	4,534.07	26.1581	2,092.65
Step 6						57,129.24	4,760.77	27.4660	2,197.28
Step 7						59,985.72	4,998.81	28.8393	2,307.14
<b>Executive Assistant</b>	RMMA	Exempt	1.00	2103	3200				
Step 1						50,643.96	4,220.33	24.3481	1,947.84
Step 2						53,176.20	4,431.35	25.5655	2,045.24
Step 3						55,835.04	4,652.92	26.8438	2,147.50
Step 4						58,626.84	4,885.57	28.1860	2,254.88
Step 5						61,558.20	5,129.85	29.5953	2,367.62
Step 6						64,636.08	5,386.34	31.0750	2,486.00
Step 7						67,867.92	5,655.66	32.6288	2,610.30
<b>Principal Budget &amp; Financial Analyst</b>	Management - At-Will	Exempt	1.00	1402	6000a				
Step 1						101,109.96	8,425.83	48.6106	3,888.84
Step 2						106,165.68	8,847.14	51.0412	4,083.30
Step 3						111,473.76	9,289.48	53.5932	4,287.45
Step 4						117,047.52	9,753.96	56.2728	4,501.83
Step 5						122,899.92	10,241.66	59.0865	4,726.92
Step 6						129,044.88	10,753.74	62.0408	4,963.26
Step 7						135,497.16	11,291.43	65.1429	5,211.43
<b>Administrative Analyst</b>	RMMA	Exempt	1.00	2003	3900				
Step 1						60,199.92	5,016.66	28.9423	2,315.38
Step 2						63,209.88	5,267.49	30.3894	2,431.15
Step 3						66,370.44	5,530.87	31.9089	2,552.71
Step 4						69,688.92	5,807.41	33.5043	2,680.34
Step 5						73,173.36	6,097.78	35.1795	2,814.36
Step 6						76,832.04	6,402.67	36.9385	2,955.08
Step 7						80,673.60	6,722.80	38.7854	3,102.83
<b>Administrative Assistant</b>	RCEA	Non-Exempt	1.00	2105	2600				
Step 1						43,670.52	3,639.21	20.9954	1,679.64
Step 2						45,854.04	3,821.17	22.0452	1,763.62
Step 3						48,146.76	4,012.23	23.1475	1,851.80
Step 4						50,554.08	4,212.84	24.3048	1,944.39
Step 5						53,081.76	4,423.48	25.5201	2,041.61
Step 6						55,735.80	4,644.65	26.7961	2,143.68
Step 7						58,522.56	4,876.88	28.1358	2,250.87
<b>Total Authorized FTE's</b>			<b>417.00</b>						

**CITY OF RIALTO, CALIFORNIA**  
**ALL PART-TIME CLASSIFICATIONS AND SALARIES - EFFECTIVE JANUARY 1, 2021**

Salary Effective Date:	Updated Salary:	Employment Status:	Classification Title:	Bargaining Unit:	FLSA:	Pay Grade:	Step 1:	Step 2:	Step 3:	Step 4:	Step 5:	Step 6:	Step 7:	Minimum:	Maximum:
1/1/2021		Part-Time	Aerobics Instructor	PT	NE	20840	\$ 17.0200	\$ 17.8700	\$ 18.7600						
1/1/2021		Part-Time	Aerobics Instructor II	PT	NE	20870	\$ 19.7000	\$ 20.6800	\$ 21.7200						
1/1/2021		Part-Time	Assistant Pool Manager	PT	NE	20840	\$ 17.0200	\$ 17.8700	\$ 18.7600						
1/1/2021		Part-Time	Daycare Site Supervisor	PT	NE	20900	\$ 22.8000	\$ 23.9400	\$ 25.1400						
1/1/2021		Part-Time	Extra Help - Retired Annuitant	PT	NE	5500								\$ 31,200.00	\$ 156,000.00
1/1/2021		Part-Time	Field Service Assistant	PT	NE	20860	\$ 18.7600	\$ 19.7000	\$ 20.6800						
1/1/2021		Part-Time	Fire Prevention Assistant	PT	NE	20900	\$ 22.8000	\$ 23.9400	\$ 25.1400						
1/1/2021		Part-Time	Fitness Instructor	PT	NE	20840	\$ 17.0200	\$ 17.8700	\$ 18.7600						
1/1/2021		Part-Time	Fitness Instructor II	PT	NE	20870	\$ 19.7000	\$ 20.6800	\$ 21.7200						
1/1/2021		Part-Time	Instructor	PT	NE	20840	\$ 17.0200	\$ 17.8700	\$ 18.7600						
1/1/2021		Part-Time	Instructor Aide	PT	NE	20800	\$ 14.0000	\$ 14.7000	\$ 15.4400						
1/1/2021		Part-Time	Intern	PT	NE	20820	\$ 15.4400	\$ 16.2000	\$ 17.2000						
1/1/2021		Part-Time	Lifeguard	PT	NE	20800	\$ 14.0000	\$ 14.7000	\$ 15.4400						
1/1/2021		Part-Time	Lifeguard/WSI	PT	NE	20820	\$ 15.4400	\$ 16.2000	\$ 17.2000						
1/1/2021		Part-Time	Mail Clerk	PT	NE	20820	\$ 15.4400	\$ 16.2000	\$ 17.2000						
1/1/2021		Part-Time	Parking Enforcement Officer (PD)	PT	NE	20860	\$ 18.7600	\$ 19.7000	\$ 20.6800						
1/1/2021		Part-Time	Police Cadet (PD)	PT	NE	20820	\$ 15.4400	\$ 16.2000	\$ 17.2000						
1/1/2021		Part-Time	Pool Manager	PT	NE	20860	\$ 18.7600	\$ 19.7000	\$ 20.6800						
1/1/2021		Part-Time	Administrative Aide (.50)	PT	NE	20880	\$ 20.6800	\$ 21.7200	\$ 22.8000						
1/1/2021		Part-Time	Clerical Aide (.50)	PT	NE	20820	\$ 15.4400	\$ 16.2000	\$ 17.2000						
1/1/2021		Part-Time	Dispatcher (PD)	PT	NE	20940	\$ 27.7200	\$ 29.1100	\$ 30.5600						
1/1/2021		Part-Time	Human Resources/Risk Management Assistant	PT	NE	1900pt	\$ 17.2486	\$ 18.1111	\$ 19.0163	\$ 19.9673	\$ 20.9659	\$ 22.0139	\$ 23.1149		
1/1/2021		Part-Time	Technical Assistant (.50)	PT	NE	20840	\$ 17.0200	\$ 17.8700	\$ 18.7600						
1/1/2021		Part-Time	Recreation Aide	PT	NE	20840	\$ 17.0200	\$ 17.8700	\$ 18.7600						
1/1/2021		Part-Time	Recreation Leader	PT	NE	20800	\$ 14.0000	\$ 14.7000	\$ 15.4400						
1/1/2021		Part-Time	Recreation Specialist	PT	NE	20820	\$ 15.4400	\$ 16.2000	\$ 17.2000						
1/1/2021		Part-Time	Senior Investment Officer	PT	NE	20940	\$ 27.7200	\$ 29.1100	\$ 30.5600						
1/1/2021		Part-Time	Senior Lifeguard	PT	NE	20830	\$ 16.2000	\$ 17.0200	\$ 17.8700						
1/1/2021		Part-Time	Senior Planner	PT	NE	4800	\$ 36.1447	\$ 37.9520	\$ 39.8500	\$ 41.8430	\$ 43.9350	\$ 46.1320	\$ 48.4390		
1/1/2021		Part-Time	Waste Management Technician	PT	NE	21400	\$ 17.0200	\$ 17.8700	\$ 18.7600						

\*Hourly rates multiplied by 1,040 hours equates to an estimated annual part-time salary.