

City of Rialto Classification and Compensation Plan - Full-Time Compensation
Effective January 1, 2020
Amended December 10, 2019

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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
CITY COUNCIL									
Mayor	Elected	Elected	1.00	1120	93				
						48,024	4,002	23.09	1,847.08
City Council Members	Elected	Elected	4.00	1100	94				
						19,212	1,601	9.24	738.92
CITY ADMINISTRATION									
City Administrator	Contract	Exempt	1.00	1001	71a				
						240,000	20,000	115.38	9,230.77
Deputy City Administrator	Contract - At Will	Exempt	1.00	1002	7900				
Minimum						154,148	12,845.67	74.11	5,928.77
Maximum						206,579	17,214.92	99.32	7,945.35
Executive Assistant to City Administrator	RMMA	Exempt	2.00	2101	3600				
Step 1						53,312	4,443	25.631	2,050.46
Step 2						55,977	4,665	26.912	2,152.96
Step 3						58,776	4,898	28.258	2,260.62
Step 4						61,715	5,143	29.671	2,373.65
Step 5						64,801	5,400	31.154	2,492.35
Step 6						68,041	5,670	32.712	2,616.96
Step 7						71,443	5,954	34.348	2,747.81
Utilities Manager	Contract - At Will	Exempt	1.00	8801	6100				
Step 1						98,837	8,236	47.52	3,801.42
Step 2						103,779	8,648	49.89	3,991.50
Step 3						108,968	9,081	52.39	4,191.08
Step 4						114,416	9,535	55.01	4,400.62
Step 5						120,137	10,011	57.76	4,620.65
Step 6						126,444	10,537	60.79	4,863.23
Step 7						132,451	11,038	63.68	5,094.27
COMMUNITY COMPLIANCE DIVISION									
Community Compliance Manager	Contract - At Will	Exempt	1.00	7301	5600				
Step 1						87,363	7,280.25	42.00	3,360.12
Step 2						91,732	7,644.33	44.10	3,528.15
Step 3						96,318	8,026.50	46.31	3,704.54
Step 4						101,134	8,427.83	48.62	3,889.77
Step 5						106,191	8,849.25	51.05	4,084.27
Step 6						111,500	9,291.67	53.61	4,288.46
Step 7						117,075	9,756.25	56.29	4,502.88
Senior Code Enforcement Officer	RCEA	Non-Exempt	1.00	7302	3500				
Step 1						52,011	4,334.25	25.01	2,000.42
Step 2						54,612	4,551.00	26.26	2,100.46
Step 3						57,343	4,778.58	27.57	2,205.50
Step 4						60,210	5,017.50	28.95	2,315.77
Step 5						63,220	5,268.33	30.39	2,431.54
Step 6						66,381	5,531.75	31.91	2,553.12
Step 7						69,700	5,808.33	33.51	2,680.77
Code Enforcement Officer	RCEA	Non-Exempt	4.00	7303	3100				
Step 1						47,120	3,926.67	22.65	1,812.31
Step 2						49,476	4,123.00	23.79	1,902.92
Step 3						51,950	4,329.17	24.98	1,998.08
Step 4						54,547	4,545.58	26.22	2,097.96
Step 5						57,274	4,772.83	27.54	2,202.85
Step 6						60,138	5,011.50	28.91	2,313.00
Step 7						63,145	5,262.08	30.36	2,428.65
Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
CITY CLERK'S OFFICE									
City Clerk / Management Services Director (Elected)	Elected / Contract - At Will	Elected/Ex	1.00	1101	7000				
Minimum						123,434	10,286	59.34	4,747.46
Maximum						165,413	13,784	79.53	6,362.04
Deputy City Clerk	RMMA	Exempt	1.00	1102	4000				
Step 1						58,846	4,903.83	28.29	2,263.31
Step 2						61,788	5,149.00	29.71	2,376.46
Step 3						64,878	5,406.50	31.19	2,495.31
Step 4						68,122	5,676.83	32.75	2,620.08
Step 5						71,528	5,960.67	34.39	2,751.08
Step 6						75,104	6,258.67	36.11	2,888.62
Step 7						78,859	6,571.58	37.91	3,033.04
Records Coordinator	RCEA	Non-Exempt	1.00	1103	3100				
Step 1						47,120	3,926.67	22.65	1,812.31
Step 2						49,476	4,123.00	23.79	1,902.92
Step 3						51,950	4,329.17	24.98	1,998.08
Step 4						54,547	4,545.58	26.22	2,097.96
Step 5						57,274	4,772.83	27.54	2,202.85
Step 6						60,138	5,011.50	28.91	2,313.00
Step 7						63,145	5,262.08	30.36	2,428.65
Public Relations Officer (At-Will)	Contract - At Will	Exempt	0.00	1900	5400				
Step 1						83,148	6,929.00	39.98	3,198.00
Step 2						87,305	7,275.42	41.97	3,357.88
Step 3						91,671	7,639.25	44.07	3,525.81
Step 4						96,254	8,021.17	46.28	3,702.08
Step 5						101,067	8,422.25	48.59	3,887.19
Step 6						106,120	8,843.33	51.02	4,081.54
Step 7						111,426	9,285.50	53.57	4,285.62

Broadcast Production Specialist	RCEA	Non-Exempt	2.00	1203	2200				
Step 1						37,730	3,144.17	18.14	1,451.15
Step 2						39,617	3,301.42	19.05	1,523.73
Step 3						41,597	3,466.42	20.00	1,599.88
Step 4						43,677	3,639.75	21.00	1,679.88
Step 5						45,861	3,821.75	22.05	1,763.88
Step 6						48,154	4,012.83	23.15	1,852.08
Step 7						50,562	4,213.50	24.31	1,944.69
Senior Office Specialist	RCEA	Non-Exempt	2.00	2107	2000				
Step 1						35,912	2,992.67	17.27	1,381.23
Step 2						37,708	3,142.33	18.13	1,450.31
Step 3						39,593	3,299.42	19.04	1,522.81
Step 4						41,573	3,464.42	19.99	1,598.96
Step 5						43,651	3,637.58	20.99	1,678.88
Step 6						45,834	3,819.50	22.04	1,762.85
Step 7						48,126	4,010.50	23.14	1,851.00
Office Specialist	RCEA	Non-Exempt	1.00	2109	1400				
Step 1						30,967	2,580.58	14.89	1,191.04
Step 2						32,515	2,709.58	15.63	1,250.58
Step 3						34,141	2,845.08	16.41	1,313.12
Step 4						35,848	2,987.33	17.23	1,378.77
Step 5						37,640	3,136.67	18.10	1,447.69
Step 6						39,522	3,293.50	19.00	1,520.08
Step 7						41,499	3,458.25	19.95	1,596.12
Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
CITY TREASURER'S OFFICE									
City Treasurer (Elected) (PT)	Elected	Elected/Ex	1.00	1110	95				
						14,412	1,201	13.86	554.31
Assistant Treasurer / Investment Officer	RMMA	Exempt	1.00	1303	4000				
Step 1						58,846	4,903.83	28.29	2,263.31
Step 2						61,788	5,149.00	29.71	2,376.46
Step 3						64,878	5,406.50	31.19	2,495.31
Step 4						68,122	5,676.83	32.75	2,620.08
Step 5						71,528	5,960.67	34.39	2,751.08
Step 6						75,104	6,258.67	36.11	2,888.62
Step 7						78,859	6,571.58	37.91	3,033.04
Senior Accounting Assistant	RCEA	Non-Exempt	2.00	1409	2100				
Step 1						36,810	3,067.50	17.70	1,415.77
Step 2						38,650	3,220.83	18.58	1,486.54
Step 3						40,583	3,381.92	19.51	1,560.88
Step 4						42,612	3,551.00	20.49	1,638.92
Step 5						44,743	3,728.58	21.51	1,720.88
Step 6						46,980	3,915.00	22.59	1,806.92
Step 7						49,329	4,110.75	23.72	1,897.27
Office Specialist	RCEA	Non-Exempt	1.00	2109	1400				
Step 1						30,967	2,580.58	14.89	1,191.04
Step 2						32,515	2,709.58	15.63	1,250.58
Step 3						34,141	2,845.08	16.41	1,313.12
Step 4						35,848	2,987.33	17.23	1,378.77
Step 5						37,640	3,136.67	18.10	1,447.69
Step 6						39,522	3,293.50	19.00	1,520.08
Step 7						41,499	3,458.25	19.95	1,596.12
Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
COMMUNITY DEVELOPMENT DEPARTMENT									
Director, Community Development	Contract - At Will	Exempt	1.00	4201	7700				
Minimum						146,720	12,226.67	70.54	5,643.08
Maximum						196,616	16,384.67	94.53	7,562.15
Development Services Coordinator	RCEA	Exempt	1.00	4101	4000				
Step 1						58,846	4,903.83	28.29	2,263.31
Step 2						61,788	5,149.00	29.71	2,376.46
Step 3						64,878	5,406.50	31.19	2,495.31
Step 4						68,122	5,676.83	32.75	2,620.08
Step 5						71,528	5,960.67	34.39	2,751.08
Step 6						75,104	6,258.67	36.11	2,888.62
Step 7						78,859	6,571.58	37.91	3,033.04
Development Services Specialist	RCEA	Non-Exempt	1.00	4103	3600				
Step 1						53,312	4,442.67	25.63	2,050.46
Step 2						55,977	4,664.75	26.91	2,152.96
Step 3						58,776	4,898.00	28.26	2,260.62
Step 4						61,715	5,142.92	29.67	2,373.65
Step 5						64,801	5,400.08	31.15	2,492.35
Step 6						68,041	5,670.08	32.71	2,616.96
Step 7						71,443	5,953.58	34.35	2,747.81
Economic Development Manager	RMMA	Exempt	0.00	4003	5900				
Step 1						94,074	7,839.50	45.23	3,618.23
Step 2						98,778	8,231.50	47.49	3,799.15
Step 3						103,717	8,643.08	49.86	3,989.12
Step 4						108,903	9,075.25	52.36	4,188.58
Step 5						114,348	9,529.00	54.98	4,398.00
Step 6						120,065	10,005.42	57.72	4,617.88
Step 7						126,069	10,505.75	60.61	4,848.81
Economic Development Associate	RMMA	Exempt	0.00	4004	4200				
Step 1						61,825	5,152.08	29.72	2,377.88
Step 2						64,916	5,409.67	31.21	2,496.77
Step 3						68,162	5,680.17	32.77	2,621.62
Step 4						71,570	5,964.17	34.41	2,752.69
Step 5						75,149	6,262.42	36.13	2,890.35
Step 6						78,906	6,575.50	37.94	3,034.85
Step 7						82,852	6,904.33	39.83	3,186.62
Project Manager	RMMA	Exempt	1.00	8117	5200				
Step 1						79,141	6,595.08	38.05	3,043.88
Step 2						83,099	6,924.92	39.95	3,196.12
Step 3						87,253	7,271.08	41.95	3,355.88
Step 4						91,616	7,634.67	44.05	3,523.69
Step 5						96,197	8,016.42	46.25	3,699.88
Step 6						101,007	8,417.25	48.56	3,884.88
Step 7						106,057	8,838.08	50.99	4,079.12

Administrative Assistant	RCEA	Non-Exempt	2.00	2105	2600				
Step 1						41,647	3,470.58	20.02	1,601.81
Step 2						43,729	3,644.08	21.02	1,681.88
Step 3						45,916	3,826.33	22.08	1,766.00
Step 4						48,212	4,017.67	23.18	1,854.31
Step 5						50,622	4,218.50	24.34	1,947.00
Step 6						53,153	4,429.42	25.55	2,044.35
Step 7						55,811	4,650.92	26.83	2,146.58
Chief Building Official	RMMA	Exempt	0.00	4301	6100				
Step 1						98,837	8,236.42	47.52	3,801.42
Step 2						103,779	8,648.25	49.89	3,991.50
Step 3						108,968	9,080.67	52.39	4,191.08
Step 4						114,416	9,534.67	55.01	4,400.62
Step 5						120,137	10,011.42	57.76	4,620.65
Step 6						126,144	10,512.00	60.65	4,851.69
Step 7						132,451	11,037.58	63.68	5,094.27
Building & Safety Manager	RMMA	Exempt	1.00	4302	5600				
Step 1						87,363	7,280.25	42.00	3,360.12
Step 2						91,732	7,644.33	44.10	3,528.15
Step 3						96,318	8,026.50	46.31	3,704.54
Step 4						101,134	8,427.83	48.62	3,889.77
Step 5						106,191	8,849.25	51.05	4,084.27
Step 6						111,500	9,291.67	53.61	4,288.46
Step 7						117,075	9,756.25	56.29	4,502.88
Senior Building Inspector	RCEA	Non-Exempt	1.00	4305	3800				
Step 1						56,011	4,667.58	26.93	2,154.27
Step 2						54,612	4,551.00	26.26	2,100.46
Step 3						57,343	4,778.58	27.57	2,205.50
Step 4						60,210	5,017.50	28.95	2,315.77
Step 5						63,220	5,268.33	30.39	2,431.54
Step 6						66,381	5,531.75	31.91	2,553.12
Step 7						69,700	5,808.33	33.51	2,680.77
Lead Building Inspector	RCEA	Non-Exempt	1.00	4303	4200				
Step 1						61,825	5,152.08	29.72	2,377.88
Step 2						64,916	5,409.67	31.21	2,496.77
Step 3						68,162	5,680.17	32.77	2,621.62
Step 4						71,570	5,964.17	34.41	2,752.69
Step 5						75,149	6,262.42	36.13	2,890.35
Step 6						78,906	6,575.50	37.94	3,034.85
Step 7						82,852	6,904.33	39.83	3,186.62
Building Inspector	RCEA	Non-Exempt	1.00	4307	3400				
Step 1						50,743	4,228.58	24.40	1,951.65
Step 2						53,280	4,440.00	25.62	2,049.23
Step 3						55,944	4,662.00	26.90	2,151.69
Step 4						58,741	4,895.08	28.24	2,259.27
Step 5						61,678	5,139.83	29.65	2,372.23
Step 6						64,762	5,396.83	31.14	2,490.85
Step 7						68,001	5,666.75	32.69	2,615.42
Business License Inspector	RCEA	Non-Exempt	1.00	1605	2700				
Step 1						42,688	3,557.33	20.52	1,641.85
Step 2						44,823	3,735.25	21.55	1,723.96
Step 3						47,064	3,922.00	22.63	1,810.15
Step 4						49,471	4,122.58	23.78	1,902.73
Step 5						51,888	4,324.00	24.95	1,995.69
Step 6						54,482	4,540.17	26.19	2,095.46
Step 7						57,206	4,767.17	27.50	2,200.23
Permit Technician	RCEA	Non-Exempt	2.00	4211	2600				
Step 1						41,647	3,470.58	20.02	1,601.81
Step 2						43,729	3,644.08	21.02	1,681.88
Step 3						45,916	3,826.33	22.08	1,766.00
Step 4						48,212	4,017.67	23.18	1,854.31
Step 5						50,622	4,218.50	24.34	1,947.00
Step 6						53,153	4,429.42	25.55	2,044.35
Step 7						106,057	8,838.08	50.99	4,079.12
Planning Manager	RMMA	Exempt	1.00	4203	5500				
Step 1						85,227	7,102.25	40.97	3,277.96
Step 2						89,488	7,457.33	43.02	3,441.85
Step 3						93,962	7,830.17	45.17	3,613.92
Step 4						98,661	8,221.75	47.43	3,794.65
Step 5						103,594	8,632.83	49.80	3,984.38
Step 6						108,773	9,064.42	52.29	4,183.58
Step 7						114,212	9,517.67	54.91	4,392.77
Senior Planner	RMMA	Exempt	1.00	4205	4800				
Step 1						71,698	5,974.83	34.47	2,757.62
Step 2						75,283	6,273.58	36.19	2,895.50
Step 3						79,047	6,587.25	38.00	3,040.27
Step 4						83,000	6,916.67	39.90	3,192.31
Step 5						87,150	7,262.50	41.90	3,351.92
Step 6						91,507	7,625.58	43.99	3,519.50
Step 7						96,083	8,006.92	46.19	3,695.50
Associate Planner	RMMA	Exempt	1.00	4207	4200				
Step 1						61,825	5,152.08	29.72	2,377.88
Step 2						64,916	5,409.67	31.21	2,496.77
Step 3						68,162	5,680.17	32.77	2,621.62
Step 4						71,570	5,964.17	34.41	2,752.69
Step 5						75,149	6,262.42	36.13	2,890.35
Step 6						78,906	6,575.50	37.94	3,034.85
Step 7						82,852	6,904.33	39.83	3,186.62
Assistant Planner	RCEA	Non-Exempt	2.00	4209	3200				
Step 1						48,298	4,024.83	23.22	1,857.62
Step 2						50,713	4,226.08	24.38	1,950.50
Step 3						53,248	4,437.33	25.60	2,048.00
Step 4						55,911	4,659.25	26.88	2,150.42
Step 5						58,706	4,892.17	28.22	2,257.92
Step 6						61,642	5,136.83	29.64	2,370.85
Step 7						64,724	5,393.67	31.12	2,489.38

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
COMMUNITY SERVICES DEPARTMENT									
Director, Community Services	CGMA	Exempt	1.00	9001	7000				
Minimum						123,434	10,286.17	59.34	4,747.46
Maximum						165,413	13,784.42	79.53	6,362.04
Recreation & Community Services Manager	RMMA	Exempt	0.00	9003	5200				
Step 1						79,141	6,595.08	38.05	3,043.88
Step 2						83,099	6,924.92	39.95	3,196.12
Step 3						87,253	7,271.08	41.95	3,355.88
Step 4						91,616	7,634.67	44.05	3,523.69
Step 5						96,197	8,016.42	46.25	3,699.88
Step 6						101,007	8,417.25	48.56	3,884.88
Step 7						106,057	8,838.08	50.99	4,079.12
Recreation & Community Services Supervisor	RMMA	Exempt	1.00	9005	3800				
Step 1						56,011	4,667.58	26.93	2,154.27
Step 2						58,811	4,900.92	28.27	2,261.96
Step 3						61,752	5,146.00	29.69	2,375.08
Step 4						64,839	5,403.25	31.17	2,493.81
Step 5						68,081	5,673.42	32.73	2,618.50
Step 6						71,485	5,957.08	34.37	2,749.42
Step 7						75,060	6,255.00	36.09	2,886.92
Recreation Programmer	RCEA	Non-Exempt	6.00	9007	2800				
Step 1						43,755	3,646.25	21.04	1,682.88
Step 2						45,943	3,828.58	22.09	1,767.04
Step 3						48,240	4,020.00	23.19	1,855.38
Step 4						50,652	4,221.00	24.35	1,948.15
Step 5						53,185	4,432.08	25.57	2,045.58
Step 6						55,844	4,653.67	26.85	2,147.85
Step 7						58,636	4,886.33	28.19	2,255.23
Administrative Assistant	RCEA	Non-Exempt	1.00	2105	2600				
Step 1						41,647	3,470.58	20.02	1,601.81
Step 2						43,729	3,644.08	21.02	1,681.88
Step 3						45,916	3,826.33	22.08	1,766.00
Step 4						48,212	4,017.67	23.18	1,854.31
Step 5						50,622	4,218.50	24.34	1,947.00
Step 6						53,153	4,429.42	25.55	2,044.35
Step 7						55,811	4,650.92	26.83	2,146.58
Facility Maintenance Assistant	RCEA	Non-Exempt	3.00	8405	2000				
Step 1						35,912	2,992.67	17.27	1,381.23
Step 2						37,708	3,142.33	18.13	1,450.31
Step 3						39,593	3,299.42	19.04	1,522.81
Step 4						41,573	3,464.42	19.99	1,598.96
Step 5						43,651	3,637.58	20.99	1,678.88
Step 6						45,834	3,819.50	22.04	1,762.85
Step 7						48,126	4,010.50	23.14	1,851.00
Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
FINANCE DEPARTMENT									
Director, Finance	Contract - At Will	Exempt	1.00	1400	7500				
Minimum						139,654	11,637.83	67.14	5,371.31
Maximum						187,150	15,595.83	89.98	7,198.08
Finance Manager	RMMA	Exempt	1.00	1401	6000				
Step 1						96,426	8,035.50	46.36	3,708.69
Step 2						101,248	8,437.33	48.68	3,894.15
Step 3						106,310	8,859.17	51.11	4,088.85
Step 4						111,625	9,302.08	53.67	4,293.27
Step 5						117,207	9,767.25	56.35	4,507.96
Step 6						123,067	10,255.58	59.17	4,733.35
Step 7						129,220	10,768.33	62.13	4,970.00
Senior Administrative Analyst	RMMA	Exempt	1.00	2001	4500				
Step 1						66,579	5,548.25	32.01	2,560.73
Step 2						69,908	5,825.67	33.61	2,688.77
Step 3						73,403	6,116.92	35.29	2,823.19
Step 4						77,073	6,422.75	37.05	2,964.35
Step 5						80,927	6,743.92	38.91	3,112.58
Step 6						89,974	7,497.83	43.26	3,460.54
Step 7						89,222	7,435.17	42.90	3,431.62
Administrative Analyst (Payroll)	RMMA	Exempt	1.00	2003	3900				
Step 1						57,411	4,784.25	27.60	2,208.12
Step 2						60,281	5,023.42	28.98	2,318.50
Step 3						63,295	5,274.58	30.43	2,434.42
Step 4						66,460	5,538.33	31.95	2,556.15
Step 5						69,783	5,815.25	33.55	2,683.96
Step 6						73,272	6,106.00	35.23	2,818.15
Step 7						76,936	6,411.33	36.99	2,959.08
Accounting Supervisor	RMMA	Exempt	1.00	1403	4700				
Step 1						69,950	5,829.17	33.63	2,690.38
Step 2						73,447	6,120.58	35.31	2,824.88
Step 3						77,119	6,426.58	37.08	2,966.12
Step 4						80,975	6,747.92	38.93	3,114.42
Step 5						85,024	7,085.33	40.88	3,270.15
Step 6						89,275	7,439.58	42.92	3,433.65
Step 7						93,739	7,811.58	45.07	3,605.35
Senior Accountant	RMMA	Exempt	0.00	1404	4100				
Step 1						60,317	5,026.42	29.00	2,319.88
Step 2						63,333	5,277.75	30.45	2,435.88
Step 3						66,500	5,541.67	31.97	2,557.69
Step 4						69,825	5,818.75	33.57	2,685.58
Step 5						73,316	6,109.67	35.25	2,819.85
Step 6						76,982	6,415.17	37.01	2,960.85
Step 7						80,831	6,735.92	38.86	3,108.88
Accountant	RMMA	Exempt	3.00	1405	3700				
Step 1						54,644	4,553.67	26.27	2,101.69
Step 2						57,377	4,781.42	27.59	2,206.81
Step 3						60,246	5,020.50	28.96	2,317.15
Step 4						63,258	5,271.50	30.41	2,433.00
Step 5						66,241	5,520.08	31.85	2,547.73
Step 6						69,742	5,811.83	33.53	2,682.38
Step 7						73,229	6,102.42	35.21	2,816.50

Accounting Technician		RCEA	Non-Exempt	5.00	1406	3100				
	Step 1						47,120	3,926.67	22.65	1,812.31
	Step 2						49,476	4,123.00	23.79	1,902.92
	Step 3						51,950	4,329.17	24.98	1,998.08
	Step 4						54,547	4,545.58	26.22	2,097.96
	Step 5						57,274	4,772.83	27.54	2,202.85
	Step 6						60,138	5,011.50	28.91	2,313.00
	Step 7						63,145	5,262.08	30.36	2,428.65
Accounting Specialist		RCEA	Non-Exempt	0.00	1407	2500				
	Step 1						40,631	3,385.92	19.53	1,562.73
	Step 2						42,663	3,555.25	20.51	1,640.88
	Step 3						44,796	3,733.00	21.54	1,722.92
	Step 4						47,036	3,919.67	22.61	1,809.08
	Step 5						49,388	4,115.67	23.74	1,899.54
	Step 6						51,857	4,321.42	24.93	1,994.50
	Step 7						54,450	4,537.50	26.18	2,094.23
Senior Accounting Assistant		RCEA	Non-Exempt	1.00	1409	2100				
	Step 1						36,810	3,067.50	17.70	1,415.77
	Step 2						38,650	3,220.83	18.58	1,486.54
	Step 3						40,583	3,381.92	19.51	1,560.88
	Step 4						42,612	3,551.00	20.49	1,638.92
	Step 5						44,743	3,728.58	21.51	1,720.88
	Step 6						46,980	3,915.00	22.59	1,806.92
	Step 7						49,329	4,110.75	23.72	1,897.27
Accounting Assistant		RCEA	Non-Exempt	0.00	1411	1600				
	Step 1						32,535	2,711.25	15.64	1,251.35
	Step 2						34,161	2,846.75	16.42	1,313.88
	Step 3						35,869	2,989.08	17.24	1,379.58
	Step 4						37,663	3,138.58	18.11	1,448.58
	Step 5						39,546	3,295.50	19.01	1,521.00
	Step 6						41,523	3,460.25	19.96	1,597.04
	Step 7						43,599	3,633.25	20.96	1,676.88
Purchasing Manager		RMMA	Exempt	1.00	1701	4800				
	Step 1						71,698	5,974.83	34.47	2,757.62
	Step 2						75,283	6,273.58	36.19	2,895.50
	Step 3						79,047	6,587.25	38.00	3,040.27
	Step 4						83,000	6,916.67	39.90	3,192.31
	Step 5						87,150	7,262.50	41.90	3,351.92
	Step 6						91,507	7,625.58	43.99	3,519.50
	Step 7						96,083	8,006.92	46.19	3,695.50
Buyer		RCEA	Non-Exempt	1.00						
	Step 1						-	-	-	-
	Step 2						-	-	-	-
	Step 3						-	-	-	-
	Step 4						-	-	-	-
	Step 5						-	-	-	-
	Step 6						-	-	-	-
	Step 7						-	-	-	-
Mail and Warehouse Clerk		RCEA	Non-Exempt	0.00	2111	1200				
	Step 1						29,475	2,456.25	14.17	1,133.65
	Step 2						30,948	2,579.00	14.88	1,190.31
	Step 3						32,496	2,708.00	15.62	1,249.85
	Step 4						34,121	2,843.42	16.40	1,312.35
	Step 5						35,827	2,985.58	17.22	1,377.96
	Step 6						37,618	3,134.83	18.09	1,446.85
	Step 7						39,499	3,291.58	18.99	1,519.19
Information Technology Systems Manager		RMMA	Exempt	1.00	3001	6000				
	Step 1						96,426	8,035.50	46.36	3,708.69
	Step 2						101,248	8,437.33	48.68	3,894.15
	Step 3						106,310	8,859.17	51.11	4,088.85
	Step 4						111,625	9,302.08	53.67	4,293.27
	Step 5						117,207	9,767.25	56.35	4,507.96
	Step 6						123,067	10,255.58	59.17	4,733.35
	Step 7						129,220	10,768.33	62.13	4,970.00
Information Systems Analyst		RMMA	Non-Exempt	1.00	3003	4100				
	Step 1						60,317	5,026.42	29.00	2,319.88
	Step 2						63,333	5,277.75	30.45	2,435.88
	Step 3						66,500	5,541.67	31.97	2,557.69
	Step 4						69,825	5,818.75	33.57	2,685.58
	Step 5						73,316	6,109.67	35.25	2,819.85
	Step 6						76,982	6,415.17	37.01	2,960.85
	Step 7						80,831	6,735.92	38.86	3,108.88
Information Technology Specialist		RCEA	Non-Exempt	3.00	3002	3300				
	Step 1						49,505	4,125.42	23.80	1,904.04
	Step 2						51,980	4,331.67	24.99	1,999.23
	Step 3						54,579	4,548.25	26.24	2,099.19
	Step 4						57,308	4,775.67	27.55	2,204.15
	Step 5						60,174	5,014.50	28.93	2,314.38
	Step 6						63,183	5,265.25	30.38	2,430.12
	Step 7						66,342	5,528.50	31.90	2,551.62
Grants Coordinator		RMMA	Exempt	0.00	4105	4000				
	Step 1						58,846	4,903.83	28.29	2,263.31
	Step 2						61,788	5,149.00	29.71	2,376.46
	Step 3						64,878	5,406.50	31.19	2,495.31
	Step 4						68,122	5,676.83	32.75	2,620.08
	Step 5						71,528	5,960.67	34.39	2,751.08
	Step 6						75,104	6,258.67	36.11	2,888.62
	Step 7						78,859	6,571.58	37.91	3,033.04
Department / Division		Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
FIRE DEPARTMENT										
Fire Chief		CGMA	Exempt	1.00	6001	7800				
	Minimum						150,388	12,532.33	72.30	5,784.15
	Maximum						201,541	16,795.08	96.89	7,751.58
Fire Division Chief		RFMA	Exempt	1.00	6004	6900				
	Step 1						120,423	10,035.25	57.90	4,631.65
	Step 2						126,444	10,537.00	60.79	4,863.23
	Step 3						132,767	11,063.92	63.83	5,106.42
	Step 4						139,405	11,617.08	67.02	5,361.73
	Step 5						146,375	12,197.92	70.37	5,629.81
	Step 6						153,694	12,807.83	73.89	5,911.31
	Step 7						161,379	13,448.25	77.59	6,206.88

Fire Battalion Chief	RFMA	Non-Exempt	3.00	6005	6300				
Step 1						103,840	8,653.33	49.92	3,993.85
Step 2						109,033	9,086.08	52.42	4,193.58
Step 3						114,484	9,540.33	55.04	4,403.23
Step 4						120,208	10,017.33	57.79	4,623.38
Step 5						126,219	10,518.25	60.68	4,854.58
Step 6						132,530	11,044.17	63.72	5,097.31
Step 7						139,156	11,596.33	66.90	5,352.15
Fire Captain	3688	Non-Exempt	15.00	6007	5200FF				
Step 1						82,624	6,885.33	39.72	3,177.85
Step 2						86,755	7,229.58	41.71	3,336.73
Step 3						91,093	7,591.08	43.79	3,503.58
Step 4						95,647	7,970.58	45.98	3,678.73
Step 5						100,430	8,369.17	48.28	3,862.69
Step 6						105,451	8,787.58	50.70	4,055.81
Step 7						110,724	9,227.00	53.23	4,258.62
Firefighter Paramedic	3688	Non-Exempt	18.00	6011	4400FF				
Step 1						66,514	5,542.83	31.98	2,558.23
Step 2						69,840	5,820.00	33.58	2,686.15
Step 3						73,332	6,111.00	35.26	2,820.46
Step 4						76,998	6,416.50	37.02	2,961.46
Step 5						80,848	6,737.33	38.87	3,109.54
Step 6						84,891	7,074.25	40.81	3,265.04
Step 7						89,135	7,427.92	42.85	3,428.27
Fire Engineer	3688	Non-Exempt	15.00	6009	4600FF				
Step 1						71,587	5,965.58	34.42	2,753.35
Step 2						75,167	6,263.92	36.14	2,891.04
Step 3						78,925	6,577.08	37.94	3,035.58
Step 4						82,871	6,905.92	39.84	3,187.35
Step 5						87,015	7,251.25	41.83	3,346.73
Step 6						91,366	7,613.83	43.93	3,514.08
Step 7						95,394	7,949.50	45.86	3,669.00
Firefighter	3688	Non-Exempt	0.00	6013	3800FF				
Step 1						57,355	4,779.58	27.57	2,205.96
Step 2						60,223	5,018.58	28.95	2,316.27
Step 3						63,234	5,269.50	30.40	2,432.08
Step 4						66,395	5,532.92	31.92	2,553.65
Step 5						69,715	5,809.58	33.52	2,681.35
Step 6						73,201	6,100.08	35.19	2,815.42
Step 7						76,861	6,405.08	36.95	2,956.19
Paramedic (Non-Safety)	3688	Non-Exempt	12.00	6016	1100FF				
Step 1						29,428	2,452.33	14.15	1,131.85
Step 2						30,899	2,574.92	14.86	1,188.42
Step 3						32,444	2,703.67	15.60	1,247.85
Step 4						34,066	2,838.83	16.38	1,310.23
Step 5						35,769	2,980.75	17.20	1,375.73
Step 6						37,558	3,129.83	18.06	1,444.54
Step 7						39,436	3,286.33	18.96	1,516.77
Emergency Medical Technician (Non-Safety)	3688	Non-Exempt	12.00	6017	900FF				
Step 1						27,975	2,331.25	13.45	1,075.96
Step 2						29,374	2,447.83	14.12	1,129.77
Step 3						30,843	2,570.25	14.83	1,186.27
Step 4						32,385	2,698.75	15.57	1,245.58
Step 5						34,004	2,833.67	16.35	1,307.85
Step 6						35,704	2,975.33	17.17	1,373.23
Step 7						37,490	3,124.17	18.02	1,441.92
Fire Marshall	RFMA	Exempt	0.00	6101	5200				
Step 1						79,141	6,595.08	38.05	3,043.88
Step 2						83,099	6,924.92	39.95	3,196.12
Step 3						87,253	7,271.08	41.95	3,355.88
Step 4						91,616	7,634.67	44.05	3,523.69
Step 5						96,197	8,016.42	46.25	3,699.88
Step 6						101,007	8,417.25	48.56	3,884.88
Step 7						106,057	8,838.08	50.99	4,079.12
Assistant Fire Marshall	RMMA	Exempt	1.00	6102	5000				
Step 1						75,324	6,277.00	36.21	2,897.08
Step 2						79,095	6,591.25	38.03	3,042.12
Step 3						83,048	6,920.67	39.93	3,194.15
Step 4						87,208	7,267.33	41.93	3,354.15
Step 5						91,562	7,630.17	44.02	3,521.62
Step 6						96,137	8,011.42	46.22	3,697.58
Step 7						100,945	8,412.08	48.53	3,882.50
Fire Inspector	RCEA	Non-Exempt	0.00	6103	3800				
Step 1						56,011	4,667.58	26.93	2,154.27
Step 2						58,811	4,900.92	28.27	2,261.96
Step 3						61,752	5,146.00	29.69	2,375.08
Step 4						64,839	5,403.25	31.17	2,493.81
Step 5						68,081	5,673.42	32.73	2,618.50
Step 6						71,485	5,957.08	34.37	2,749.42
Step 7						75,060	6,255.00	36.09	2,886.92
Emergency Medical Services Coordinator	RFMA	Exempt	1.00	6201	5200				
Step 1						79,141	6,595.08	38.05	3,043.88
Step 2						83,099	6,924.92	39.95	3,196.12
Step 3						87,253	7,271.08	41.95	3,355.88
Step 4						91,616	7,634.67	44.05	3,523.69
Step 5						96,197	8,016.42	46.25	3,699.88
Step 6						101,007	8,417.25	48.56	3,884.88
Step 7						106,057	8,838.08	50.99	4,079.12
Emergency Medical Services Quality Improvement Coord.	RCEA	Non-Exempt	1.00	6202	4300				
Step 1						63,371	5,280.92	30.47	2,437.35
Step 2						66,539	5,544.92	31.99	2,559.19
Step 3						69,866	5,822.17	33.59	2,687.15
Step 4						73,360	6,113.33	35.27	2,821.54
Step 5						77,028	6,419.00	37.03	2,962.62
Step 6						80,879	6,739.92	38.88	3,110.73
Step 7						84,923	7,076.92	40.83	3,266.27

Fire Prevention Specialist	RCEA	Non-Exempt	2.00	6104	3000				
Step 1						45,970	3,830.83	22.10	1,768.08
Step 2						48,276	4,023.00	23.21	1,856.77
Step 3						50,682	4,223.50	24.37	1,949.31
Step 4						53,217	4,434.75	25.59	2,046.81
Step 5						55,877	4,656.42	26.86	2,149.12
Step 6						58,671	4,889.25	28.21	2,256.58
Step 7						61,612	5,134.33	29.62	2,369.69
Executive Assistant	RMMA	Exempt	1.00	2103	3200				
Step 1						48,298	4,024.83	23.22	1,857.62
Step 2						50,713	4,226.08	24.38	1,950.50
Step 3						53,248	4,437.33	25.60	2,048.00
Step 4						55,911	4,659.25	26.88	2,150.42
Step 5						58,706	4,892.17	28.22	2,257.92
Step 6						61,642	5,136.83	29.64	2,370.85
Step 7						64,724	5,393.67	31.12	2,489.38
Senior Office Specialist	RCEA	Non-Exempt	1.00	2107	2000				
Step 1						35,912	2,992.67	17.27	1,381.23
Step 2						37,708	3,142.33	18.13	1,450.31
Step 3						39,593	3,299.42	19.04	1,522.81
Step 4						41,573	3,464.42	19.99	1,598.96
Step 5						43,651	3,637.58	20.99	1,678.88
Step 6						45,834	3,819.50	22.04	1,762.85
Step 7						48,126	4,010.50	23.14	1,851.00
Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
HUMAN RESOURCES / RISK MANAGEMENT DEPARTMENT									
Director, Human Resources / Risk Management	Contract - At Will	Exempt	1.00	1801	7000				
Minimum						123,434	10,286.17	59.34	4,747.46
Maximum						165,413	13,784.42	79.53	6,362.04
Human Resources Manager	RMMA	Exempt	1.00	1802	5400				
Step 1						83,148	6,929.00	39.98	3,198.00
Step 2						87,305	7,275.42	41.97	3,357.88
Step 3						91,671	7,639.25	44.07	3,525.81
Step 4						96,254	8,021.17	46.28	3,702.08
Step 5						101,067	8,422.25	48.59	3,887.19
Step 6						106,120	8,843.33	51.02	4,081.54
Step 7						111,426	9,285.50	53.57	4,285.62
Administrative Analyst (Human Resources)	RMMA	Exempt	1.00	2003	3900				
Step 1						57,411	4,784.25	27.60	2,208.12
Step 2						60,281	5,023.42	28.98	2,318.50
Step 3						63,295	5,274.58	30.43	2,434.42
Step 4						66,460	5,538.33	31.95	2,556.15
Step 5						69,783	5,815.25	33.55	2,683.96
Step 6						73,272	6,106.00	35.23	2,818.15
Step 7						76,936	6,411.33	36.99	2,959.08
Human Resources Analyst	RMMA	Exempt	0.00	1803	3900				
Step 1						57,411	4,784.25	27.60	2,208.12
Step 2						60,281	5,023.42	28.98	2,318.50
Step 3						63,295	5,274.58	30.43	2,434.42
Step 4						66,460	5,538.33	31.95	2,556.15
Step 5						69,783	5,815.25	33.55	2,683.96
Step 6						73,272	6,106.00	35.23	2,818.15
Step 7						76,936	6,411.33	36.99	2,959.08
Human Resources Specialist	RCEA	Non-Exempt	1.00	1805	2900				
Step 1						44,849	3,737.42	21.56	1,724.96
Step 2						47,092	3,924.33	22.64	1,811.23
Step 3						49,446	4,120.50	23.77	1,901.77
Step 4						51,919	4,326.58	24.96	1,996.88
Step 5						54,515	4,542.92	26.21	2,096.73
Step 6						57,240	4,770.00	27.52	2,201.54
Step 7						60,102	5,008.50	28.90	2,311.62
Human Resources Assistant	RCEA	Non-Exempt	1.00	1807	1900				
Step 1						35,036	2,919.67	16.84	1,347.54
Step 2						36,788	3,065.67	17.69	1,414.92
Step 3						38,627	3,218.92	18.57	1,485.65
Step 4						40,559	3,379.92	19.50	1,559.96
Step 5						42,587	3,548.92	20.47	1,637.96
Step 6						44,716	3,726.33	21.50	1,719.85
Step 7						46,952	3,912.67	22.57	1,805.85
Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
POLICE DEPARTMENT									
Police Chief	Contract - At Will	Exempt	1.00	7001	72a				
Minimum						172,645	14,387.08	83.00	6,640.19
Maximum						231,367	19,280.58	111.23	8,898.73
Police Captain	RPBA-M	Exempt	2.00	7003	6900pdm				
Step 1						120,423	10,035.25	57.90	4,631.65
Step 2						126,444	10,537.00	60.79	4,863.23
Step 3						132,767	11,063.92	63.83	5,106.42
Step 4						139,405	11,617.08	67.02	5,361.73
Step 5						146,375	12,197.92	70.37	5,629.81
Step 6						153,694	12,807.83	73.89	5,911.31
Step 7						161,379	13,448.25	77.59	6,206.88
Police Lieutenant	RPBA-M	Exempt	5.00	7005	6100pdm				
Step 1						98,837	8,236.42	47.52	3,801.42
Step 2						103,779	8,648.25	49.89	3,991.50
Step 3						108,968	9,080.67	52.39	4,191.08
Step 4						114,416	9,534.67	55.01	4,400.62
Step 5						120,137	10,011.42	57.76	4,620.65
Step 6						126,144	10,512.00	60.65	4,851.69
Step 7						132,451	11,037.58	63.68	5,094.27

Police Sergeant		PRBA-M	Non-Exempt	12.00	7007	5300pdm				
	Step 1						81,120	6,760.00	39.00	3,120.00
	Step 2						85,176	7,098.00	40.95	3,276.00
	Step 3						89,435	7,452.92	43.00	3,439.81
	Step 4						93,907	7,825.58	45.15	3,611.81
	Step 5						98,602	8,216.83	47.40	3,792.38
	Step 6						103,532	8,627.67	49.78	3,982.00
	Step 7						108,709	9,059.08	52.26	4,181.12
Police Corporal		RPBA-G	Non-Exempt	12.00	7009	4700pd				
	Step 1						71,446	5,953.83	34.35	2,747.92
	Step 2						75,018	6,251.50	36.07	2,885.31
	Step 3						78,769	6,564.08	37.87	3,029.58
	Step 4						82,707	6,892.25	39.76	3,181.04
	Step 5						86,843	7,236.92	41.75	3,340.12
	Step 6						91,185	7,598.75	43.84	3,507.12
	Step 7						95,744	7,978.67	46.03	3,682.46
Police Officer		RPBA-G	Non-Exempt	84.00	7011	4100pd				
	Step 1						62,127	5,177.25	29.87	2,389.50
	Step 2						65,233	5,436.08	31.36	2,508.96
	Step 3						68,495	5,707.92	32.93	2,634.42
	Step 4						71,920	5,993.33	34.58	2,766.15
	Step 5						75,516	6,293.00	36.31	2,904.46
	Step 6						79,291	6,607.58	38.12	3,049.65
	Step 7						83,256	6,938.00	40.03	3,202.15
Police Officer Trainee		RPBA-G	Non-Exempt	0.00	7013	2800pd				
	Step 1						45,068	3,755.67	21.67	1,733.38
	Step 2						47,321	3,943.42	22.75	1,820.04
	Step 3						49,688	4,140.67	23.89	1,911.08
	Step 4						52,172	4,347.67	25.08	2,006.62
	Step 5						54,780	4,565.00	26.34	2,106.92
	Step 6						57,520	4,793.33	27.65	2,212.31
	Step 7						60,395	5,032.92	29.04	2,322.88
Emergency Dispatch Supervisor		RPBA-M	Exempt	1.00	7501	3300pdm				
	Step 1						49,505	4,125.42	23.80	1,904.04
	Step 2						51,980	4,331.67	24.99	1,999.23
	Step 3						54,579	4,548.25	26.24	2,099.19
	Step 4						57,308	4,775.67	27.55	2,204.15
	Step 5						60,174	5,014.50	28.93	2,314.38
	Step 6						63,183	5,265.25	30.38	2,430.12
	Step 7						66,342	5,528.50	31.90	2,551.62
Lead Emergency Dispatcher		RPBA-G	Non-Exempt	2.00	7502	2900pd				
	Step 1						46,195	3,849.58	22.21	1,776.73
	Step 2						48,504	4,042.00	23.32	1,865.54
	Step 3						50,930	4,244.17	24.49	1,958.85
	Step 4						53,476	4,456.33	25.71	2,056.77
	Step 5						56,150	4,679.17	27.00	2,159.62
	Step 6						58,957	4,913.08	28.34	2,267.58
	Step 7						61,905	5,158.75	29.76	2,380.96
Emergency Dispatcher II		RPBA-G	Non-Exempt	12.00	7503	2700pd				
	Step 1						43,969	3,664.08	21.14	1,691.12
	Step 2						46,167	3,847.25	22.20	1,775.65
	Step 3						48,476	4,039.67	23.31	1,864.46
	Step 4						50,899	4,241.58	24.47	1,957.65
	Step 5						53,444	4,453.67	25.69	2,055.54
	Step 6						56,117	4,676.42	26.98	2,158.35
	Step 7						58,922	4,910.17	28.33	2,266.23
Emergency Dispatcher I		RPBA-G	Non-Exempt	0.00	7505	2100pd				
	Step 1						37,914	3,159.50	18.23	1,458.23
	Step 2						39,810	3,317.50	19.14	1,531.15
	Step 3						41,800	3,483.33	20.10	1,607.69
	Step 4						43,890	3,657.50	21.10	1,688.08
	Step 5						46,085	3,840.42	22.16	1,772.50
	Step 6						48,389	4,032.42	23.26	1,861.12
	Step 7						50,809	4,234.08	24.43	1,954.19
Police Records Supervisor		RPBA-M	Exempt	1.00	7101	3000pdm				
	Step 1						45,970	3,830.83	22.10	1,768.08
	Step 2						48,276	4,023.00	23.21	1,856.77
	Step 3						50,682	4,223.50	24.37	1,949.31
	Step 4						53,217	4,434.75	25.59	2,046.81
	Step 5						55,877	4,656.42	26.86	2,149.12
	Step 6						58,671	4,889.25	28.21	2,256.58
	Step 7						61,612	5,134.33	29.62	2,369.69
Lead Police Records Assistant		RPBA-G	Non-Exempt	1.00	7102	2000pd				
	Step 1						36,041	3,003.42	17.33	1,386.19
	Step 2						37,843	3,153.58	18.19	1,455.50
	Step 3						39,736	3,311.33	19.10	1,528.31
	Step 4						41,722	3,476.83	20.06	1,604.69
	Step 5						43,808	3,650.67	21.06	1,684.92
	Step 6						45,999	3,833.25	22.11	1,769.19
	Step 7						48,299	4,024.92	23.22	1,857.65
Police Records Assistant II		RPBA-G	Non-Exempt	6.00	7103	1600pd				
	Step 1						33,505	2,792.08	16.11	1,288.65
	Step 2						35,187	2,932.25	16.92	1,353.35
	Step 3						36,949	3,079.08	17.76	1,421.12
	Step 4						38,792	3,232.67	18.65	1,492.00
	Step 5						40,727	3,393.92	19.58	1,566.42
	Step 6						42,770	3,564.17	20.56	1,645.00
	Step 7						44,905	3,742.08	21.59	1,727.12
Police Records Assistant I		RPBA-G	Non-Exempt	0.00	7105	1200pd				
	Step 1						30,359	2,529.92	14.60	1,167.65
	Step 2						31,877	2,656.42	15.33	1,226.04
	Step 3						33,471	2,789.25	16.09	1,287.35
	Step 4						35,144	2,928.67	16.90	1,351.69
	Step 5						36,902	3,075.17	17.74	1,419.31
	Step 6						38,747	3,228.92	18.63	1,490.27
	Step 7						40,684	3,390.33	19.56	1,564.77

Crime Analyst		RPBA-M	Exempt	1.00	7411	3800pdm				
Step 1							56,011	4,667.58	26.93	2,154.27
Step 2							58,811	4,900.92	28.27	2,261.96
Step 3							61,752	5,146.00	29.69	2,375.08
Step 4							64,839	5,403.25	31.17	2,493.81
Step 5							68,081	5,673.42	32.73	2,618.50
Step 6							71,485	5,957.08	34.37	2,749.42
Step 7							75,060	6,255.00	36.09	2,886.92
Crime Analysis Assistant		RPBA-G	Non-Exempt	1.00	7412	3200pd				
Step 1							49,747	4,145.58	23.92	1,913.35
Step 2							52,234	4,352.83	25.11	2,009.00
Step 3							54,846	4,570.50	26.37	2,109.46
Step 4							57,588	4,799.00	27.69	2,214.92
Step 5							60,467	5,038.92	29.07	2,325.65
Step 6							63,491	5,290.92	30.52	2,441.96
Step 7							66,665	5,555.42	32.05	2,564.04
Animal Control Supervisor		RPBA-M	Exempt	0.00	7401	3000dpm				
Step 1							45,970	3,830.83	22.10	1,768.08
Step 2							48,276	4,023.00	23.21	1,856.77
Step 3							50,682	4,223.50	24.37	1,949.31
Step 4							53,217	4,434.75	25.59	2,046.81
Step 5							55,877	4,656.42	26.86	2,149.12
Step 6							58,671	4,889.25	28.21	2,256.58
Step 7							61,612	5,134.33	29.62	2,369.69
Animal Control Officer II		RPBA-G	Non-Exempt	3.00	7403	2400pd				
Step 1							40,829	3,402.42	19.63	1,570.35
Step 2							42,871	3,572.58	20.61	1,648.88
Step 3							45,014	3,751.17	21.64	1,731.31
Step 4							47,265	3,938.75	22.72	1,817.88
Step 5							49,628	4,135.67	23.86	1,908.77
Step 6							52,110	4,342.50	25.05	2,004.23
Step 7							54,715	4,559.58	26.31	2,104.42
Animal Control Officer I		RPBA-G	Non-Exempt	0.00	7408	2000pd				
Step 1							36,989	3,082.42	17.78	1,422.65
Step 2							38,839	3,236.58	18.67	1,493.81
Step 3							40,781	3,398.42	19.61	1,568.50
Step 4							42,820	3,568.33	20.59	1,646.92
Step 5							44,961	3,746.75	21.62	1,729.27
Step 6							47,209	3,934.08	22.70	1,815.73
Step 7							49,569	4,130.75	23.83	1,906.50
Animal Control Licensing Inspector		RCEA	Non-Exempt	1.00	7405	2400				
Step 1							39,640	3,303.33	19.06	1,524.62
Step 2							41,622	3,468.50	20.01	1,600.85
Step 3							43,703	3,641.92	21.01	1,680.88
Step 4							45,889	3,824.08	22.06	1,764.96
Step 5							48,183	4,015.25	23.16	1,853.19
Step 6							50,592	4,216.00	24.32	1,945.85
Step 7							53,122	4,426.83	25.54	2,043.15
Property Evidence Technician		RPBA-G	Non-Exempt	2.00	7108	2600pd				
Step 1							42,896	3,574.67	20.62	1,649.85
Step 2							45,041	3,753.42	21.65	1,732.35
Step 3							47,293	3,941.08	22.74	1,818.96
Step 4							49,658	4,138.17	23.87	1,909.92
Step 5							52,141	4,345.08	25.07	2,005.42
Step 6							54,748	4,562.33	26.32	2,105.69
Step 7							57,485	4,790.42	27.64	2,210.96
Law Enforcement Technician		RPBA-G	Non-Exempt	5.00	7107	2600pd				
Step 1							42,896	3,574.67	20.62	1,649.85
Step 2							45,041	3,753.42	21.65	1,732.35
Step 3							47,293	3,941.08	22.74	1,818.96
Step 4							49,658	4,138.17	23.87	1,909.92
Step 5							52,141	4,345.08	25.07	2,005.42
Step 6							54,748	4,562.33	26.32	2,105.69
Step 7							57,485	4,790.42	27.64	2,210.96
Executive Assistant		RMMA	Exempt	1.00	2103	3200				
Step 1							48,298	4,024.83	23.22	1,857.62
Step 2							50,713	4,226.08	24.38	1,950.50
Step 3							53,248	4,437.33	25.60	2,048.00
Step 4							55,911	4,659.25	26.88	2,150.42
Step 5							58,706	4,892.17	28.22	2,257.92
Step 6							61,642	5,136.83	29.64	2,370.85
Step 7							64,724	5,393.67	31.12	2,489.38
Senior Office Specialist (PD)		RPBA-G	Non-Exempt	2.00	2107pd	2000pds				
Step 1							36,041	3,003.42	17.33	1,386.19
Step 2							37,843	3,153.58	18.19	1,455.50
Step 3							39,736	3,311.33	19.10	1,528.31
Step 4							41,722	3,476.83	20.06	1,604.69
Step 5							43,808	3,650.67	21.06	1,684.92
Step 6							45,999	3,833.25	22.11	1,769.19
Step 7							48,299	4,024.92	23.22	1,857.65
Office Specialist (PD)		RPBA-G	Non-Exempt	0.00	2109 pd	1400pd				
Step 1							31,896	2,658.00	15.33	1,226.77
Step 2							33,491	2,790.92	16.10	1,288.12
Step 3							35,165	2,930.42	16.91	1,352.50
Step 4							36,923	3,076.92	17.75	1,420.12
Step 5							38,770	3,230.83	18.64	1,491.15
Step 6							40,708	3,392.33	19.57	1,565.69
Step 7							42,744	3,562.00	20.55	1,644.00
Information Systems Analyst (Police)		RMMA	Non-Exempt	2.00	3003	4100				
Step 1							60,317	5,026.42	29.00	2,319.88
Step 2							63,333	5,277.75	30.45	2,435.88
Step 3							66,500	5,541.67	31.97	2,557.69
Step 4							69,825	5,818.75	33.57	2,685.58
Step 5							73,316	6,109.67	35.25	2,819.85
Step 6							76,982	6,415.17	37.01	2,960.85
Step 7							80,831	6,735.92	38.86	3,108.88

Administrative Assistant (Police)		RPBA-G	Non-Exempt	1.00	2105pd	2600pd				
	Step 1						42,896	3,574.67	20.62	1,649.85
	Step 2						45,041	3,753.42	21.65	1,732.35
	Step 3						47,293	3,941.08	22.74	1,818.96
	Step 4						49,658	4,138.17	23.87	1,909.92
	Step 5						52,141	4,345.08	25.07	2,005.42
	Step 6						54,748	4,562.33	26.32	2,105.69
	Step 7						57,485	4,790.42	27.64	2,210.96
Police Transcriptionist		RPBA-G	Non-Exempt	1.00	7407	1600pd				
	Step 1						33,505	2,792.08	16.11	1,288.65
	Step 2						35,187	2,932.25	16.92	1,353.35
	Step 3						36,949	3,079.08	17.76	1,421.12
	Step 4						38,792	3,232.67	18.65	1,492.00
	Step 5						40,727	3,393.92	19.58	1,566.42
	Step 6						42,700	3,558.33	20.53	1,642.31
	Step 7						44,905	3,742.08	21.59	1,727.12
Accounting Technician		RPBA-G	Non-Exempt	1.00	1406pd	3100pd				
	Step 1						47,120	3,926.67	22.65	1,812.31
	Step 2						49,476	4,123.00	23.79	1,902.92
	Step 3						51,950	4,329.17	24.98	1,998.08
	Step 4						54,547	4,545.58	26.22	2,097.96
	Step 5						57,274	4,772.83	27.54	2,202.85
	Step 6						60,138	5,011.50	28.91	2,313.00
	Step 7						63,145	5,262.08	30.36	2,428.65
Senior Accounting Assistant (PD)		RPBA-G	Non-Exempt	0.00	1409pd	2100pds				
	Step 1						36,942	3,078.50	17.76	1,420.85
	Step 2						38,790	3,232.50	18.65	1,491.92
	Step 3						40,729	3,394.08	19.58	1,566.50
	Step 4						42,765	3,563.75	20.56	1,644.81
	Step 5						44,904	3,742.00	21.59	1,727.08
	Step 6						47,149	3,929.08	22.67	1,813.42
	Step 7						49,506	4,125.50	23.80	1,904.08
Department / Division		Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
PUBLIC WORKS DEPARTMENT										
Director, Public Works/City Engineer		Contract - At Will	Exempt	1.00	8001	7500				
	Minimum						139,654	11,637.83	67.14	5,371.31
	Maximum						187,150	15,595.83	89.98	7,198.08
Public Works Superintendent		RMMA	Exempt	1.00	8501	5300				
	Step 1						81,120	6,760.00	39.00	3,120.00
	Step 2						85,176	7,098.00	40.95	3,276.00
	Step 3						89,435	7,452.92	43.00	3,439.81
	Step 4						93,907	7,825.58	45.15	3,611.81
	Step 5						98,602	8,216.83	47.40	3,792.38
	Step 6						103,532	8,627.67	49.78	3,982.00
	Step 7						108,709	9,059.08	52.26	4,181.12
Public Works Supervisor		RMMA	Exempt	0.00	8503	4300				
	Step 1						63,371	5,280.92	30.47	2,437.35
	Step 2						66,539	5,544.92	31.99	2,559.19
	Step 3						69,866	5,822.17	33.59	2,687.15
	Step 4						73,360	6,113.33	35.27	2,821.54
	Step 5						77,028	6,419.00	37.03	2,962.62
	Step 6						80,879	6,739.92	38.88	3,110.73
	Step 7						84,923	7,076.92	40.83	3,266.27
Lead Field Service Worker		RCEA	Non-Exempt	2.00	8507	3100				
	Step 1						47,120	3,926.67	22.65	1,812.31
	Step 2						49,476	4,123.00	23.79	1,902.92
	Step 3						51,950	4,329.17	24.98	1,998.08
	Step 4						54,547	4,545.58	26.22	2,097.96
	Step 5						57,274	4,772.83	27.54	2,202.85
	Step 6						60,138	5,011.50	28.91	2,313.00
	Step 7						63,145	5,262.08	30.36	2,428.65
Senior Field Services Worker		RCEA	Non-Exempt	7.00	8509	2500				
	Step 1						40,631	3,385.92	19.53	1,562.73
	Step 2						42,663	3,555.25	20.51	1,640.88
	Step 3						44,796	3,733.00	21.54	1,722.92
	Step 4						47,036	3,919.67	22.61	1,809.08
	Step 5						49,388	4,115.67	23.74	1,899.54
	Step 6						57,857	4,821.42	27.82	2,225.27
	Step 7						54,450	4,537.50	26.18	2,094.23
Field Services Worker		RCEA	Non-Exempt	9.00	8515	1900				
	Step 1						35,036	2,919.67	16.84	1,347.54
	Step 2						36,788	3,065.67	17.69	1,414.92
	Step 3						38,627	3,218.92	18.57	1,485.65
	Step 4						40,559	3,379.92	19.50	1,559.96
	Step 5						42,587	3,548.92	20.47	1,637.96
	Step 6						44,716	3,726.33	21.50	1,719.85
	Step 7						46,952	3,912.67	22.57	1,805.85
Lead Facility Maintenance Technician		RCEA	Non-Exempt	1.00	8401	3000				
	Step 1						45,970	3,830.83	22.10	1,768.08
	Step 2						48,276	4,023.00	23.21	1,856.77
	Step 3						50,682	4,223.50	24.37	1,949.31
	Step 4						53,217	4,434.75	25.59	2,046.81
	Step 5						55,877	4,656.42	26.86	2,149.12
	Step 6						58,671	4,889.25	28.21	2,256.58
	Step 7						61,612	5,134.33	29.62	2,369.69
Facility Maintenance Technician		RCEA	Non-Exempt	4.00	8403	2600				
	Step 1						41,647	3,470.58	20.02	1,601.81
	Step 2						43,729	3,644.08	21.02	1,681.88
	Step 3						45,916	3,826.33	22.08	1,766.00
	Step 4						48,212	4,017.67	23.18	1,854.31
	Step 5						50,622	4,218.50	24.34	1,947.00
	Step 6						53,153	4,429.42	25.55	2,044.35
	Step 7						55,811	4,650.92	26.83	2,146.58

Landscape Contract Specialist	RCEA	Non-Exempt	1.00	8601	3100				
Step 1						47,120	3,926.67	22.65	1,812.31
Step 2						49,476	4,123.00	23.79	1,902.92
Step 3						51,950	4,329.17	24.98	1,998.08
Step 4						54,547	4,545.58	26.22	2,097.96
Step 5						57,274	4,772.83	27.54	2,202.85
Step 6						60,138	5,011.50	28.91	2,313.00
Step 7						63,145	5,262.08	30.36	2,428.65
Fleet Services Coordinator	RCEA	Non-Exempt	1.00	8202	3200				
Step 1						48,298	4,024.83	23.22	1,857.62
Step 2						50,713	4,226.08	24.38	1,950.50
Step 3						53,248	4,437.33	25.60	2,048.00
Step 4						55,911	4,659.25	26.88	2,150.42
Step 5						58,706	4,892.17	28.22	2,257.92
Step 6						61,642	5,136.83	29.64	2,370.85
Step 7						64,724	5,393.67	31.12	2,489.38
Lead Equipment Mechanic	RCEA	Non-Exempt	1.00	8201	3600				
Step 1						53,312	4,442.67	25.63	2,050.46
Step 2						55,977	4,664.75	26.91	2,152.96
Step 3						58,776	4,898.00	28.26	2,260.62
Step 4						61,715	5,142.92	29.67	2,373.65
Step 5						64,801	5,400.08	31.15	2,492.35
Step 6						68,041	5,670.08	32.71	2,616.96
Step 7						71,443	5,953.58	34.35	2,747.81
Senior Equipment Mechanic	RCEA	Non-Exempt	1.00	8203	3200				
Step 1						48,298	4,024.83	23.22	1,857.62
Step 2						50,713	4,226.08	24.38	1,950.50
Step 3						53,248	4,437.33	25.60	2,048.00
Step 4						55,911	4,659.25	26.88	2,150.42
Step 5						58,706	4,892.17	28.22	2,257.92
Step 6						61,642	5,136.83	29.64	2,370.85
Step 7						64,724	5,393.67	31.12	2,489.38
Equipment Mechanic	RCEA	Non-Exempt	2.00	8205	2800				
Step 1						43,755	3,646.25	21.04	1,682.88
Step 2						45,943	3,828.58	22.09	1,767.04
Step 3						48,240	4,020.00	23.19	1,855.38
Step 4						50,652	4,221.00	24.35	1,948.15
Step 5						53,185	4,432.08	25.57	2,045.58
Step 6						55,844	4,653.67	26.85	2,147.85
Step 7						58,636	4,886.33	28.19	2,255.23
Equipment Mechanic Assistant	RCEA	Non-Exempt	0.00	8207	2400				
Step 1						39,640	3,303.33	19.06	1,524.62
Step 2						41,622	3,468.50	20.01	1,600.85
Step 3						43,703	3,641.92	21.01	1,680.88
Step 4						45,889	3,824.08	22.06	1,764.96
Step 5						48,183	4,015.25	23.16	1,853.19
Step 6						50,592	4,216.00	24.32	1,945.85
Step 7						53,122	4,426.83	25.54	2,043.15
Equipment Operator	RCEA	Non-Exempt	1.00	8301	2600				
Step 1						41,647	3,470.58	20.02	1,601.81
Step 2						43,729	3,644.08	21.02	1,681.88
Step 3						45,916	3,826.33	22.08	1,766.00
Step 4						48,212	4,017.67	23.18	1,854.31
Step 5						50,622	4,218.50	24.34	1,947.00
Step 6						53,153	4,429.42	25.55	2,044.35
Step 7						55,811	4,650.92	26.83	2,146.58
Civil Engineer	RMMA	Exempt	0.00	8105	5400				
Step 1						83,148	6,929.00	39.98	3,198.00
Step 2						87,305	7,275.42	41.97	3,357.88
Step 3						91,671	7,639.25	44.07	3,525.81
Step 4						96,254	8,021.17	46.28	3,702.08
Step 5						101,067	8,422.25	48.59	3,887.19
Step 6						106,120	8,843.33	51.02	4,081.54
Step 7						111,426	9,285.50	53.57	4,285.62
Principal Civil Engineer	RMMA	Exempt	1.00	8103	6000				
Step 1						96,426	8,035.50	46.36	3,708.69
Step 2						101,248	8,437.33	48.68	3,894.15
Step 3						106,310	8,859.17	51.11	4,088.85
Step 4						111,625	9,302.08	53.67	4,293.27
Step 5						117,207	9,767.25	56.35	4,507.96
Step 6						123,067	10,255.58	59.17	4,733.35
Step 7						129,220	10,768.33	62.13	4,970.00
Associate Civil Engineer	RMMA	Exempt	3.00	8107	4800				
Step 1						71,698	5,974.83	34.47	2,757.62
Step 2						75,283	6,273.58	36.19	2,895.50
Step 3						79,047	6,587.25	38.00	3,040.27
Step 4						83,000	6,916.67	39.90	3,192.31
Step 5						87,150	7,262.50	41.90	3,351.92
Step 6						91,507	7,625.58	43.99	3,519.50
Step 7						96,083	8,006.92	46.19	3,695.50
Assistant Engineer	RCEA	Non-Exempt	2.00	8109	4200				
Step 1						61,825	5,152.08	29.72	2,377.88
Step 2						64,916	5,409.67	31.21	2,496.77
Step 3						68,162	5,680.17	32.77	2,621.62
Step 4						71,570	5,964.17	34.41	2,752.69
Step 5						75,149	6,262.42	36.13	2,890.35
Step 6						78,906	6,575.50	37.94	3,034.85
Step 7						82,852	6,904.33	39.83	3,186.62
Engineering Technician	RCEA	Non-Exempt	2.00	8111	3200				
Step 1						48,928	4,077.33	23.52	1,881.85
Step 2						50,713	4,226.08	24.38	1,950.50
Step 3						53,248	4,437.33	25.60	2,048.00
Step 4						55,911	4,659.25	26.88	2,150.42
Step 5						58,706	4,892.17	28.22	2,257.92
Step 6						61,642	5,136.83	29.64	2,370.85
Step 7						64,724	5,393.67	31.12	2,489.38

Engineering Aide	RCEA	Non-Exempt	0.00	8113	2600				
Step 1						41,647	3,470.58	20.02	1,601.81
Step 2						43,729	3,644.08	21.02	1,681.88
Step 3						45,916	3,826.33	22.08	1,766.00
Step 4						48,212	4,017.67	23.18	1,854.31
Step 5						50,622	4,218.50	24.34	1,947.00
Step 6						53,153	4,429.42	25.55	2,044.35
Step 7						55,811	4,650.92	26.83	2,146.58
Environmental Technician	RCEA	Non-Exempt	0.00	5011	3300				
Step 1						49,505	4,125.42	23.80	1,904.04
Step 2						51,980	4,331.67	24.99	1,999.23
Step 3						54,579	4,548.25	26.24	2,099.19
Step 4						57,308	4,775.67	27.55	2,204.15
Step 5						60,174	5,014.50	28.93	2,314.38
Step 6						63,183	5,265.25	30.38	2,430.12
Step 7						66,342	5,528.50	31.90	2,551.62
Environmental Program Specialist	RCEA	Non-Exempt	0.00	5009	2700				
Step 1						42,688	3,557.33	20.52	1,641.85
Step 2						44,823	3,735.25	21.55	1,723.96
Step 3						47,064	3,922.00	22.63	1,810.15
Step 4						49,417	4,118.08	23.76	1,900.65
Step 5						51,888	4,324.00	24.95	1,995.69
Step 6						54,482	4,540.17	26.19	2,095.46
Step 7						57,206	4,767.17	27.50	2,200.23
Senior Construction Inspector	RCEA	Non-Exempt	1.00	8114	4000				
Step 1						58,846	4,903.83	28.29	2,263.31
Step 2						61,778	5,148.17	29.70	2,376.08
Step 3						64,878	5,406.50	31.19	2,495.31
Step 4						68,122	5,676.83	32.75	2,620.08
Step 5						71,528	5,960.67	34.39	2,751.08
Step 6						75,104	6,258.67	36.11	2,888.62
Step 7						78,859	6,571.58	37.91	3,033.04
Construction Inspector	RCEA	Non-Exempt	1.00	8115	3500				
Step 1						52,011	4,334.25	25.01	2,000.42
Step 2						54,612	4,551.00	26.26	2,100.46
Step 3						57,343	4,778.58	27.57	2,205.50
Step 4						60,210	5,017.50	28.95	2,315.77
Step 5						63,220	5,268.33	30.39	2,431.54
Step 6						66,381	5,531.75	31.91	2,553.12
Step 7						69,700	5,808.33	33.51	2,680.77
Public Works Program Coordinator	RMMA	Exempt	1.00	8003	4800				
Step 1						71,698	5,974.83	34.47	2,757.62
Step 2						75,283	6,273.58	36.19	2,895.50
Step 3						79,047	6,587.25	38.00	3,040.27
Step 4						83,000	6,916.67	39.90	3,192.31
Step 5						87,150	7,262.50	41.90	3,351.92
Step 6						91,507	7,625.58	43.99	3,519.50
Step 7						96,083	8,006.92	46.19	3,695.50
Executive Assistant	RMMA	Exempt	1.00	2103	3200				
Step 1						48,298	4,024.83	23.22	1,857.62
Step 2						50,713	4,228.08	24.38	1,950.50
Step 3						53,248	4,437.33	25.60	2,048.00
Step 4						55,911	4,659.25	26.88	2,150.42
Step 5						58,706	4,892.17	28.22	2,257.92
Step 6						61,642	5,136.83	29.64	2,370.85
Step 7						64,724	5,393.67	31.12	2,489.38
Administrative Analyst	RMMA	Exempt	2.00	2003	3900				
Step 1						57,411	4,784.25	27.60	2,208.12
Step 2						60,281	5,023.42	28.98	2,318.50
Step 3						63,295	5,274.58	30.43	2,434.42
Step 4						66,460	5,538.33	31.95	2,556.15
Step 5						69,783	5,815.25	33.55	2,683.96
Step 6						73,272	6,106.00	35.23	2,818.15
Step 7						76,936	6,411.33	36.99	2,959.08
Administrative Assistant	RCEA	Non-Exempt	2.00	2105	2600				
Step 1						41,647	3,470.58	20.02	1,601.81
Step 2						43,729	3,644.08	21.02	1,681.88
Step 3						45,916	3,826.33	22.08	1,766.00
Step 4						48,212	4,017.67	23.18	1,854.31
Step 5						50,622	4,218.50	24.34	1,947.00
Step 6						53,153	4,429.42	25.55	2,044.35
Step 7						55,811	4,650.92	26.83	2,146.58
Accounting Technician	RCEA	Non-Exempt	1.00	1406	3100				
Step 1						47,120	3,926.67	22.65	1,812.31
Step 2						49,476	4,123.00	23.79	1,902.92
Step 3						51,950	4,329.17	24.98	1,998.08
Step 4						54,547	4,545.58	26.22	2,097.96
Step 5						57,274	4,772.83	27.54	2,202.85
Step 6						60,138	5,011.50	28.91	2,313.00
Step 7						63,145	5,262.08	30.36	2,428.65
Total Authorized FTE's			377.00						