

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIALTO, CALIFORNIA, ADOPTING A CLASSIFICATION AND COMPENSATION PLAN FOR FISCAL YEAR 2021 – 2022; AND ADOPTING THE PUBLICLY AVAILABLE PAY SCHEDULES

WHEREAS, the City of Rialto (“City”) contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual payrate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, Section 2.12.070 of the Rialto Municipal Code requires that the offices and positions in the City employment be fixed and established by resolution of the City Council; and

WHEREAS, Rule IV of the City’s Personnel Rules, as adopted by the City Council in Resolution No. 4092 on January 3, 1995, states that the Personnel Officer shall submit a salary resolution that establishes the minimum through maximum salary rates of pay for employee classifications, which shall be adopted by the City Council (“Classification/Compensation Plan”); and

WHEREAS, the City negotiated Memorandums of Understanding (MOU's) with the Rialto Fire Management Association, the Rialto Mid-Management & Confidential Employees Association, the Rialto City Employee's Association, the Rialto Professional Firefighters of California Local 3688, the Rialto Police Benefit Association – Management, and the Rialto Police Benefit Association – General; and

WHEREAS, the City has given appropriate notice and an opportunity to meet and confer over all matters within the scope of representation to all bargaining units affected by these changes; and

WHEREAS, the City Council desires for this resolution to supersede Resolution No. 7665, which was adopted on August 11, 2020, and Resolution No. 7717 adopted March 9, 2021; and

1 **WHEREAS**, the City Council now desires to adopt a publicly available pay schedule to reflect
2 the payrates of the above- mentioned employee classifications, in accordance with the requirements of
3 California Code of Regulations, Title 2, Section 570.5.

4 **NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF RIALTO DOES**
5 **HEREBY FIND, DETERMINE, AND RESOLVE AS FOLLOWS:**

6 **Section 1:** The Classification and Compensation Plan attached to this resolution as Exhibit
7 “A”, is hereby adopted and shall become effective on July 1, 2021. For the purpose of this Resolution,
8 the Classification and Compensation Plan shall be deemed to include the provisions of any applicable
9 Memorandum of Understanding, contract, ordinance, rule, or past practice that applies to any person
10 holding an allocated position. The hourly rates applicable to part-time positions shall be automatically
11 adjusted as necessary to comply with the California minimum wage rate.

12 **Section 2:** The City Manager is authorized to modify the Classification and Compensation
13 Plan during the fiscal year 2021 – 2022 for modifications the City Manager determines are reasonably
14 necessary or appropriate for business necessity including, without limitation, the implementation of;
15 provisions for any approved Memorandum of Understanding, use of over-hires for training or vacancies,
16 modification due to any changes in federal or state laws, titles and responsibility changes, changes related
17 to non-represented employees, and personnel rules, regulations or procedures in so far as such
18 modifications do not exceed the total number of positions adopted Fiscal Year 2021 – 2022 budget.

19 **Section 3:** The Benefits Profile for Management (Unrepresented) as approved and adopted
20 pursuant to Resolution No. 7665 shall remain in full force and effect.

21 **Section 4:** Where applicable, the City has or is currently engaging in the meet and confer
22 process with the representatives of the affected bargaining groups. Any changes approved by this
23 resolution will not be effective until the meet and confer process is completed.

24 **Section 5:** The Classification and Compensation Plan shall be made available for public
25 viewing via the City website for no less than five (5) years.

1 **WHEREFORE,** this Resolution is passed, approved and adopted this ____ day of _____, 2021.

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DEBORAH ROBERTSON, Mayor

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5 **ATTEST:**

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BARBARA McGEE, City Clerk

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11 **APPROVED AS TO FORM:**

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ERIC VAIL, City Attorney

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1 **STATE OF CALIFORNIA**)
2 **COUNTY OF SAN BERNARDINO**) ss
3 **CITY OF RIALTO**)

4 I, Barbara McGee, City Clerk of the City of Rialto, do hereby certify that the foregoing
5 Resolution No. _____ was duly passed and adopted at a regular meeting of the City Council of the City
6 of Rialto held on the _____ day of _____, 2021.

7 Upon motion of Councilmember _____, seconded by Councilmember
8 _____, the foregoing Resolution No. _____ was duly passed and adopted.

9 Vote on the motion:

10 AYES:

11 NOES:

12 ABSENT:

13 IN WITNESS WHEREOF, I have hereunto set my hand and the Official Seal of the City of
14 Rialto this _____ day of _____, 2021.

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17 BARBARA McGEE, City Clerk
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**“ATTACHMENT A”
FOLLOWS THIS PAGE**

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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
CITY COUNCIL									
Mayor	Elected	Elected	1.00	1120	93				
						48,024.00	4,002.00	23.0885	1,847.08
City Council Members	Elected	Elected	4.00	1100	94				
						19,212.00	1,601.00	9.2365	738.92
CITY MANAGER									
City Manager	Contract	Exempt	1.00	1001	71A				
						275,000.00	22,916.67	132.2115	10,576.92
Deputy City Manager	Executive - At Will	Exempt	1.00	1002	7900				
Minimum						154,148.00	12,845.67	74.1096	5,928.77
Maximum						206,579.00	17,214.92	99.3168	7,945.35
City Manager's Executive Assistant	Management - At Will	Exempt	1.00	2101	3600A				
Step 1						55,977.00	4,664.75	26.9120	2,152.96
Step 2						58,776.00	4,898.00	28.2577	2,260.62
Step 3						61,715.00	5,142.92	29.6707	2,373.65
Step 4						64,801.00	5,400.08	31.1543	2,492.35
Step 5						68,041.00	5,670.08	32.7120	2,616.96
Step 6						71,443.00	5,953.58	34.3476	2,747.81
Step 7						75,015.00	6,251.25	36.0649	2,885.19
City Manager's Assistant	Management - At Will	Exempt	1.00	2102	3200				
Step 1						48,298.00	4,024.83	23.2202	1,857.62
Step 2						50,713.00	4,226.08	24.3813	1,950.50
Step 3						53,248.00	4,437.33	25.6000	2,048.00
Step 4						55,911.00	4,659.25	26.8803	2,150.42
Step 5						58,706.00	4,892.17	28.2240	2,257.92
Step 6						61,642.00	5,136.83	29.6356	2,370.85
Step 7						64,724.00	5,393.67	31.1173	2,489.38
Utilities Manager	Management - At Will	Exempt	1.00	8801	6100				
Step 1						98,837.00	8,236.42	47.5178	3,801.42
Step 2						103,779.00	8,648.25	49.8938	3,991.50
Step 3						108,968.00	9,080.67	52.3885	4,191.08
Step 4						114,416.00	9,534.67	55.0077	4,400.62
Step 5						120,137.00	10,011.42	57.7582	4,620.65
Step 6						126,444.00	10,537.00	60.7904	4,863.23
Step 7						132,451.00	11,037.58	63.6784	5,094.27
Senior Administrative Analyst	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
COMMUNITY COMPLIANCE DIVISION									
Community Compliance Manager	Management - At Will	Exempt	1.00	7301	5600				
Step 1						87,363.00	7,280.25	42.0014	3,360.12
Step 2						91,732.00	7,644.33	44.1019	3,528.15
Step 3						96,318.00	8,026.50	46.3067	3,704.54
Step 4						101,134.00	8,427.83	48.6221	3,889.77
Step 5						106,191.00	8,849.25	51.0534	4,084.27
Step 6						111,500.00	9,291.67	53.6058	4,288.46
Step 7						117,075.00	9,756.25	56.2861	4,502.88
Senior Community Compliance Officer	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
Community Compliance Officer	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
CITY CLERK'S OFFICE									
City Clerk	Elected	Elected	1.00		95				
						14,412.00	1,201.00	13.8577	554.31
Management Services Director	Contract - At Will	Exempt	1.00	1101	7000				
Minimum						123,434.00	10,286	59.3433	4,747.46
Maximum						165,413.00	13,784	79.5255	6,362.04
Deputy City Clerk	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
Records Coordinator	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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Public Relations Officer (At-Will)	Management - At Will	Exempt	0.00	1900	5400				
Step 1						83,148.00	6,929.00	39.9750	3,198.00
Step 2						87,305.00	7,275.42	41.9736	3,357.88
Step 3						91,671.00	7,639.25	44.0726	3,525.81
Step 4						96,254.00	8,021.17	46.2760	3,702.08
Step 5						101,067.00	8,422.25	48.5899	3,887.19
Step 6						106,120.00	8,843.33	51.0192	4,081.54
Step 7						111,426.00	9,285.50	53.5702	4,285.62
Broadcast Production Specialist	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
Senior Office Specialist	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
Office Specialist	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
Records Assistant	RCEA	Non-Exempt	1.00		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
CITY TREASURER'S OFFICE									
City Treasurer (Elected) (PT)	Elected	Elected/Ex	1.00	1110	95				
						14,412.00	1,201.00	13.8577	554.31
Assistant Treasurer / Investment Officer	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
Senior Accounting Assistant	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
Office Specialist	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
COMMUNITY DEVELOPMENT DEPARTMENT									
Director, Community Development	Executive - At Will	Exempt	1.00	4201	7500				
Minimum						146,720.00	12,226.67	70.5385	5,643.08
Maximum						196,616.00	16,384.67	94.5269	7,562.15
Community Development Manager	Management - At Will	Exempt	1.00	4202	6100				
Step 1						98,837.00	8,236.42	47.5178	3,801.42
Step 2						103,779.00	8,648.25	49.8938	3,991.50
Step 3						108,968.00	9,080.67	52.3885	4,191.08
Step 4						114,416.00	9,534.67	55.0077	4,400.62
Step 5						120,137.00	10,011.42	57.7582	4,620.65
Step 6						126,144.00	10,512.00	60.6462	4,851.69
Step 7						132,451.00	11,037.58	63.6784	5,094.27
Administrative Analyst	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
Development Services Specialist	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
Administrative Assistant	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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Building Official	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
Building & Safety Manager	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
Senior Building Inspector	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
Senior Plans Examiner	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
Plans Examiner	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						64,676.96	5,389.75	31,0947	2,487.58
Step 6						68,268.72	5,689.06	32,8215	2,625.72
Step 7						71,304.12	5,942.01	34,2808	2,742.47
Building Inspector	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	31,0937	2,487.50
Step 6						68,268.72	5,689.06	32,8215	2,625.72
Step 7						71,304.12	5,942.01	34,2808	2,742.47
Business License Inspector	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
Permit Technician	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
Senior Planner	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
Associate Planner	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
Assistant Planner	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
Economic Development Manager	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
Planning Aide	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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
COMMUNITY SERVICES DEPARTMENT									
Director, Community Services	CONTRACT	Exempt	1.00	9001	7000				
Minimum						123,434.00	10,286.17	59.3433	4,747.46
Maximum						165,413.00	13,784.42	79.5255	6,362.04
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
Administrative Assistant	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
Senior Field Services Worker	RCEA	Non-Exempt	6.00		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
Field Service Worker	RCEA	Non-Exempt	7.00		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
Lead Field Service Worker	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
FINANCE DEPARTMENT									
Director, Finance	Executive - At Will	Exempt	1.00	1400	7500				
Minimum						146,720.00	12,226.67	70.5385	5,643.08
Maximum						196,616.00	16,384.67	94.5269	7,562.15
Deputy Finance Director	Conf-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
Finance Manager	RMMA	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
Principal Budget and Financial Analyst	Management - At Will	Exempt	1.00	1402	6000a				
Step 1						96,426.00	8,035.50	46.3587	3,708.69
Step 2						101,248.00	8,437.33	48.6769	3,894.15
Step 3						106,310.00	8,859.17	51.1106	4,088.85
Step 4						111,625.00	9,302.08	53.6659	4,293.27
Step 5						117,207.00	9,767.25	56.3495	4,507.96
Step 6						123,067.00	10,255.58	59.1668	4,733.35
Step 7						129,220.00	10,768.33	62.1250	4,970.00
Senior Administrative Analyst	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
Administrative Analyst (Payroll)	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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Accounting Supervisor	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
Senior Accountant	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						73,216.68	6,101.39	35.2003	2,816.03
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
Accountant	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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Accounting Technician	RCEA	Non-Exempt	4.00	1406	3100				
Step 1						49,409.04	4,117.42	23,754.3	1,900.35
Step 2						51,879.48	4,323.29	24,942.1	1,995.36
Step 3						54,473.52	4,539.46	26,189.2	2,095.14
Step 4						57,197.16	4,766.43	27,498.6	2,199.89
Step 5						60,057.00	5,004.75	28,873.6	2,309.88
Step 6						63,059.88	5,254.99	30,317.3	2,425.38
Step 7						66,212.88	5,517.74	31,833.1	2,546.65
Accounting Specialist	RCEA	Non-Exempt	0.00	1407	2500				
Step 1						42,604.56	3,550.38	20,483.0	1,638.64
Step 2						44,734.80	3,727.90	21,507.1	1,720.57
Step 3						46,971.60	3,914.30	22,582.5	1,806.60
Step 4						49,320.24	4,110.02	23,711.7	1,896.93
Step 5						51,786.24	4,315.52	24,897.2	1,991.78
Step 6						54,375.60	4,531.30	26,142.1	2,091.37
Step 7						57,094.44	4,757.87	27,449.3	2,195.94
Senior Accounting Assistant	RCEA	Non-Exempt	1.00	1409	2100				
Step 1						38,597.64	3,216.47	18,556.6	1,484.52
Step 2						40,527.48	3,377.29	19,484.4	1,558.75
Step 3						42,553.92	3,546.16	20,458.6	1,636.69
Step 4						44,681.64	3,723.47	21,481.6	1,718.52
Step 5						46,915.68	3,909.64	22,555.6	1,804.45
Step 6						49,261.44	4,105.12	23,683.4	1,894.67
Step 7						51,724.56	4,310.38	24,867.6	1,989.41
Accounting Assistant	RCEA	Non-Exempt	0.00	1411	1600				
Step 1						34,115.64	2,842.97	16,401.8	1,312.14
Step 2						35,821.44	2,985.12	17,221.8	1,377.75
Step 3						37,612.56	3,134.38	18,083.0	1,446.64
Step 4						39,493.20	3,291.10	18,987.1	1,518.97
Step 5						41,467.92	3,455.66	19,936.5	1,594.92
Step 6						43,541.28	3,628.44	20,933.3	1,674.66
Step 7						45,718.32	3,809.86	21,980.0	1,758.40
Grants Coordinator	RMMA	Exempt	0.00	4105	4000				
Step 1						61,704.24	5,142.02	29,665.5	2,373.24
Step 2						64,789.44	5,399.12	31,148.8	2,491.90
Step 3						68,028.96	5,669.08	32,706.2	2,616.50
Step 4						71,430.36	5,952.53	34,341.5	2,747.32
Step 5						75,001.92	6,250.16	36,058.6	2,884.69
Step 6						78,752.04	6,562.67	37,861.6	3,028.92
Step 7						82,689.60	6,890.80	39,754.6	3,180.37
Purchasing Manager	RMMA	Exempt	1.00	1701	4800				
Step 1						75,181.08	6,265.09	36,144.8	2,891.58
Step 2						78,940.20	6,578.35	37,952.0	3,036.16
Step 3						82,887.24	6,907.27	39,849.6	3,187.97
Step 4						87,031.56	7,252.63	41,842.1	3,347.37
Step 5						91,383.12	7,615.26	43,934.2	3,514.74
Step 6						95,952.24	7,996.02	46,130.9	3,690.47
Step 7						100,749.84	8,395.82	48,437.4	3,874.99
Information Technology Systems Manager	RMMA	Exempt	1.00	3001	6000				
Step 1						101,109.72	8,425.81	48,610.4	3,888.84
Step 2						106,165.20	8,847.10	51,041.0	4,083.28
Step 3						111,473.52	9,289.46	53,593.0	4,287.44
Step 4						117,047.16	9,753.93	56,272.7	4,501.81
Step 5						122,899.56	10,241.63	59,086.3	4,726.91
Step 6						129,044.52	10,753.71	62,040.6	4,963.25
Step 7						135,496.80	11,291.40	65,142.7	5,211.42
Information Systems Analyst	RMMA	Exempt	1.00	3003	4100				
Step 1						63,247.32	5,270.61	30,407.4	2,432.59
Step 2						66,409.68	5,534.14	31,927.7	2,554.22
Step 3						69,730.20	5,810.85	33,524.1	2,681.93
Step 4						73,218.68	6,101.56	35,201.3	2,816.10
Step 5						76,877.52	6,406.46	36,960.3	2,956.83
Step 6						80,721.36	6,726.78	38,808.3	3,104.67
Step 7						84,757.44	7,063.12	40,748.8	3,259.90
Information Technology Specialist	RCEA	Non-Exempt	3.00	3002	3300				
Step 1						51,909.60	4,325.80	24,956.5	1,996.52
Step 2						54,505.08	4,542.09	26,204.4	2,096.35
Step 3						57,230.40	4,769.20	27,514.6	2,201.17
Step 4						60,091.92	5,007.66	28,890.3	2,311.23
Step 5						63,096.48	5,258.04	30,334.8	2,426.79
Step 6						66,251.28	5,520.94	31,851.6	2,548.13
Step 7						69,563.88	5,796.99	33,444.2	2,675.53
FIRE DEPARTMENT									
Fire Chief	Contract	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						126,272.52	10,522.71	60,707.9	4,856.64
Step 2						132,586.20	11,048.85	63,743.4	5,099.47
Step 3						139,215.48	11,601.29	66,930.5	5,354.44
Step 4						146,176.32	12,181.36	70,277.1	5,622.17
Step 5						153,485.16	12,790.43	73,790.9	5,903.28
Step 6						161,159.40	13,429.95	77,480.5	6,198.44
Step 7						169,217.40	14,101.45	81,354.5	6,508.36
Fire Battalion Chief	RFMA	Exempt	4.00	6005	6300				
Step 1						108,883.92	9,073.66	37,289.0	4,187.84
Step 2						114,328.08	9,527.34	39,153.5	4,397.23
Step 3						120,044.52	10,003.71	41,111.1	4,617.10
Step 4						126,046.80	10,503.90	43,166.7	4,847.95
Step 5						132,349.20	11,029.10	45,325.1	5,090.35
Step 6						138,966.72	11,580.56	47,591.3	5,344.87
Step 7						145,915.08	12,159.59	49,970.9	5,612.12

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Fire Captain	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
Firefighter Paramedic	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
Fire Engineer	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
Firefighter	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
Paramedic (Non-Safety)	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	19.8903	1,590.42
Emergency Medical Technician (Non-Safety)	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
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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Executive Assistant	RMMA	Non-Exempt	1.00	2103	3200				
Step 1						50,643.96	4,220.33	24,348.1	1,947.84
Step 2						53,176.20	4,431.35	25,565.5	2,045.24
Step 3						55,835.04	4,652.92	26,843.8	2,147.50
Step 4						58,626.84	4,885.57	28,186.0	2,254.88
Step 5						61,558.20	5,129.85	29,595.3	2,367.62
Step 6						64,636.08	5,386.34	31,075.0	2,486.00
Step 7						67,867.92	5,655.66	32,628.8	2,610.30
Senior Office Specialist	RCEA	Non-Exempt	1.00	2107	2000				
Step 1						37,656.60	3,138.05	18,104.1	1,448.33
Step 2						39,539.40	3,294.95	19,009.3	1,520.75
Step 3						41,516.40	3,459.70	19,959.8	1,596.78
Step 4						43,592.28	3,632.69	20,957.8	1,676.63
Step 5						45,771.96	3,814.33	22,005.8	1,760.46
Step 6						48,060.60	4,005.05	23,106.1	1,848.48
Step 7						50,463.60	4,205.30	24,261.3	1,940.91
HUMAN RESOURCES / RISK MANAGEMENT DEPARTMENT									
Director, Human Resources / Risk Management	Executive - 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
Deputy Director of Human Resources and Risk Management	CONF-At Will	Exempt	1.00		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
Human Resources/Risk Manager	Management - At Will	Exempt	0.00	1802	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 Human Resources Analyst	RMMA	Exempt	1.00	1803	5200				
Step 1						82,984.92	6,915.41	39,896.6	3,191.73
Step 2						87,134.16	7,261.18	41,891.4	3,351.31
Step 3						91,490.88	7,624.24	43,986.0	3,518.88
Step 4						96,065.40	8,005.45	46,185.3	3,694.82
Step 5						100,868.64	8,405.72	48,494.5	3,879.56
Step 6						105,912.12	8,826.01	50,919.3	4,073.54
Step 7						111,207.72	9,267.31	53,465.3	4,277.22
Human Resources/Risk Management Analyst	RMMA	Exempt	1.00	1804	3900				
Step 1						60,199.92	5,016.66	28,942.3	2,315.38
Step 2						63,209.88	5,267.49	30,389.4	2,431.15
Step 3						66,370.44	5,530.87	31,908.9	2,552.71
Step 4						69,688.92	5,807.41	33,504.3	2,680.34
Step 5						73,173.36	6,097.78	35,179.5	2,814.36
Step 6						76,832.04	6,402.67	36,938.5	2,955.08
Step 7						80,673.60	6,722.80	38,785.4	3,102.83
Human Resources/Risk Management Specialist	RCEA	Non-Exempt	2.00	1805	2900				
Step 1						47,027.16	3,918.93	22,609.2	1,808.74
Step 2						49,378.56	4,114.88	23,739.7	1,899.18
Step 3						51,847.44	4,320.62	24,926.7	1,994.13
Step 4						54,439.80	4,536.65	26,173.0	2,093.84
Step 5						57,161.76	4,763.48	27,481.6	2,198.53
Step 6						60,019.80	5,001.65	28,855.7	2,308.45
Step 7						63,020.76	5,251.73	30,298.4	2,423.88
Human Resources/Risk Management Assistant	RCEA	Non-Exempt	0.00	1807	1900				
Step 1						36,738.00	3,061.50	17,662.5	1,413.00
Step 2						38,574.96	3,214.58	18,545.7	1,483.65
Step 3						40,503.72	3,375.31	19,472.9	1,557.84
Step 4						42,528.96	3,544.08	20,446.6	1,635.73
Step 5						44,655.36	3,721.28	21,468.9	1,717.51
Step 6						46,888.08	3,907.34	22,542.3	1,803.39
Step 7						49,232.52	4,102.71	23,669.5	1,893.56
POLICE DEPARTMENT									
Police Chief	Executive - At Will	Exempt	1.00	7001	72a				
Minimum						172,645	14,387.08	83.00	6,640.19
Maximum						237,012	19,751.00	113.95	9,115.85
Police Captain	RPBA-M	Exempt	2.00	7003	6900pdm				
Step 1						127,752.00	10,646.00	61,419.2	4,913.54
Step 2						134,139.60	11,178.30	64,490.2	5,159.22
Step 3						140,846.64	11,737.22	67,714.7	5,417.18
Step 4						147,888.96	12,324.08	71,100.5	5,688.04
Step 5						155,283.36	12,940.28	74,655.5	5,972.44
Step 6						163,047.48	13,587.29	78,388.2	6,271.06
Step 7						171,199.92	14,266.66	82,307.7	6,584.61
Police Lieutenant	RPBA-M	Exempt	6.00	7005	6100pdm				
Step 1						104,856.00	8,738.00	50,411.5	4,032.92
Step 2						110,098.80	9,174.90	52,932.1	4,234.57
Step 3						115,603.80	9,633.65	55,578.8	4,446.30
Step 4						121,383.96	10,115.33	58,357.7	4,668.61
Step 5						127,453.20	10,621.10	61,275.6	4,902.05
Step 6						133,825.92	11,152.16	64,339.4	5,147.15
Step 7						140,517.24	11,709.77	67,556.4	5,404.51
Police Sergeant	RPBA-M	Non-Exempt	12.00	7007	5300pdm				
Step 1						86,064.00	7,172.00	41,376.9	3,310.15
Step 2						90,367.20	7,530.60	43,445.8	3,475.66
Step 3						94,885.56	7,907.13	45,618.1	3,649.44
Step 4						99,629.88	8,302.49	47,899.0	3,831.92
Step 5						104,611.44	8,717.62	50,294.0	4,023.52
Step 6						109,842.00	9,153.50	52,808.7	4,224.69
Step 7						115,334.16	9,611.18	55,449.1	4,435.93
Police Corporal	RPBA-G	Non-Exempt	12.00	7009	4700pd				
Step 1						75,792.00	6,316.00	36,438.5	2,915.08
Step 2						79,581.60	6,631.80	38,260.4	3,060.83
Step 3						83,560.68	6,963.39	40,173.4	3,213.87
Step 4						87,738.72	7,311.56	42,182.1	3,374.57
Step 5						92,125.68	7,677.14	44,291.2	3,543.30
Step 6						96,732.00	8,061.00	46,505.8	3,720.46
Step 7						101,568.60	8,464.05	48,831.1	3,906.48

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Officer	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
Police Officer Trainee	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
Emergency Dispatch Supervisor	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
Lead Emergency Dispatcher	RPBA-G	Non-Exempt	2.00	7502	2900pd				
Step 1						49,008.00	4,084.00	23.5615	1,884.92
Step 2						51,458.40	4,288.20	24.7396	1,979.17
Step 3						54,067.32	4,505.61	25.9939	2,079.51
Step 4						56,732.88	4,727.74	27.2754	2,182.03
Step 5						59,569.56	4,964.13	28.6392	2,291.14
Step 6						62,548.08	5,212.34	30.0712	2,405.70
Step 7						65,675.52	5,472.96	31.5748	2,525.98
Emergency Dispatcher II	RPBA-G	Non-Exempt	15.00	7503	2700pd				
Step 1						46,644.00	3,887.00	22.4250	1,794.00
Step 2						48,976.20	4,081.35	23.5463	1,883.70
Step 3						51,425.04	4,285.42	24.7236	1,977.89
Step 4						53,996.28	4,499.69	25.9598	2,076.78
Step 5						56,696.16	4,724.68	27.2578	2,180.62
Step 6						59,530.92	4,960.91	28.6206	2,289.65
Step 7						62,507.52	5,208.96	30.0517	2,404.14
Emergency Dispatcher I	RPBA-G	Non-Exempt	0.00	7505	2100pd				
Step 1						40,224.00	3,352.00	19.3385	1,547.08
Step 2						42,235.20	3,519.60	20.3054	1,624.43
Step 3						44,346.96	3,695.58	21.3207	1,705.65
Step 4						46,564.32	3,880.36	22.3867	1,790.94
Step 5						48,892.56	4,074.38	23.5060	1,880.48
Step 6						51,337.20	4,278.10	24.6813	1,974.51
Step 7						53,904.12	4,492.01	25.9154	2,073.24
Police Records Supervisor	RPBA-M	Exempt	1.00	7101	3000pdm				
Step 1						48,768.00	4,064.00	23.4462	1,875.69
Step 2						51,206.40	4,267.20	24.6185	1,969.48
Step 3						53,765.72	4,480.56	25.8494	2,067.95
Step 4						56,455.08	4,704.59	27.1419	2,171.35
Step 5						59,277.84	4,939.82	28.4990	2,279.92
Step 6						62,241.72	5,186.81	29.9239	2,393.91
Step 7						65,355.80	5,446.32	31.4211	2,513.68
Lead Police Records Assistant	RPBA-G	Non-Exempt	1.00	7102	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
Step 7						51,234.60	4,269.55	24.6320	1,970.56
Police Records Assistant II	RPBA-G	Non-Exempt	9.00	7103	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
Police Records Assistant I	RPBA-G	Non-Exempt	0.00	7105	1200pd				
Step 1						32,208.00	2,684.00	15.4846	1,238.77
Step 2						33,818.40	2,818.20	16.2588	1,300.71
Step 3						35,509.32	2,959.11	17.0718	1,365.74
Step 4						37,284.84	3,107.07	17.9254	1,434.03
Step 5						39,149.04	3,262.42	18.8217	1,505.73
Step 6						41,106.48	3,425.54	19.7627	1,581.02
Step 7						43,161.84	3,596.82	20.7509	1,660.07
Crime Analyst Supervisor	RPBA-M	Exempt	1.00	7411	3800pdm				
Step 1						59,424.00	4,952.00	28.5692	2,285.54
Step 2						62,395.20	5,199.60	29.9977	2,399.82
Step 3						65,514.96	5,459.58	31.4976	2,519.81
Step 4						68,790.72	5,732.56	33.0725	2,645.80
Step 5						72,230.28	6,019.19	34.7261	2,778.09
Step 6						75,841.80	6,320.15	36.4624	2,916.99
Step 7						79,633.92	6,636.16	38.2855	3,062.84
Crime Analyst Assistant	RPBA-G	Non-Exempt	1.00	7412	3200pd				
Step 1						52,776.00	4,398.00	25.3731	2,029.85
Step 2						55,414.80	4,617.90	26.6417	2,131.34
Step 3						58,185.60	4,848.80	27.9738	2,237.91
Step 4						61,094.88	5,091.24	29.3725	2,349.80
Step 5						64,149.60	5,345.80	30.8412	2,467.29
Step 6						67,357.08	5,613.09	32.3832	2,590.66
Step 7						70,725.00	5,893.75	34.0024	2,720.19

Department / Division		Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Animal Control Supervisor	Step 1	RPBA-M	Exempt	0.00	7401	3000pdm	48,768.00	4,064.00	23.4462	1,875.69
	Step 2						51,206.40	4,267.20	24.6185	1,969.48
	Step 3						53,766.72	4,480.56	25.8494	2,067.95
	Step 4						56,455.08	4,704.59	27.1419	2,171.35
	Step 5						59,277.84	4,939.82	28.4990	2,279.92
	Step 6						62,241.72	5,186.81	29.9239	2,393.91
	Step 7						65,353.80	5,446.15	31.4201	2,513.61
Animal Control Officer II	Step 1	RPBA-G	Non-Exempt	3.00	7403	2400pd	43,320.00	3,610.00	20.8269	1,666.15
	Step 2						45,486.00	3,790.50	21.8683	1,749.46
	Step 3						47,760.36	3,980.03	22.9617	1,836.94
	Step 4						50,148.36	4,179.03	24.1098	1,928.78
	Step 5						52,655.76	4,387.98	25.3153	2,025.22
	Step 6						55,288.56	4,607.38	26.5810	2,126.48
	Step 7						58,053.00	4,837.75	27.9101	2,232.81
Animal Control Officer I	Step 1	RPBA-G	Non-Exempt	0.00	7408	2000pd	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
	Step 7						52,585.44	4,382.12	25.2815	2,022.52
Animal Control Licensing Inspector	Step 1	RPBA-G	Non-Exempt	1.00	7405	2400pds	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
	Step 7						56,348.52	4,695.71	27.0906	2,167.25
Community Outreach Specialist	Step 1	RPBA-G	Non-Exempt	2.00	7014	2800pd	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						50,708.32	4,225.69	24.3790	1,950.32
	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
Property Evidence Technician	Step 1	RPBA-G	Non-Exempt	2.00	7108	2600pd	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
	Step 7						60,979.68	5,081.64	29.3172	2,345.37
Law Enforcement Technician	Step 1	RPBA-G	Non-Exempt	5.00	7107	2600pd	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
	Step 7						60,979.68	5,081.64	29.3172	2,345.37
Executive Assistant to Chief of Police	Step 1	RPBA-M	Non-Exempt	1.00	7002	3200pds	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
	Step 7						68,666.52	5,722.21	33.0128	2,641.02
Senior Office Specialist (PD)	Step 1	RPBA-G	Non-Exempt	2.00	2107pd	2000pds	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
	Step 7						51,234.60	4,269.55	24.6320	1,970.56
Office Specialist (PD)	Step 1	RPBA-G	Non-Exempt	0.00	2109pd	1400pd	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
	Step 7						45,348.96	3,779.08	21.8024	1,744.19
Information Systems Analyst	Step 1	RMMA	Non-Exempt	2.00	3003	4100	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						73,216.68	6,101.39	35.2003	2,816.03
	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
Information Systems Supervisor	Step 1	RMMA	Non-Exempt	1.00		5000	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
Administrative Assistant (PD)	Step 1	RPBA-G	Non-Exempt	1.00	2105pd	2600pd	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
	Step 7						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
PUBLIC WORKS DEPARTMENT									
Director, Public Works	Executive - At Will	Exempt	0.00	8002	7500				
Minimum						146,720.00	12,226.67	70.5385	5,643.08
Maximum						196,616.00	16,384.67	94.5269	7,562.15
Director of Maintenance and Facilities	Contract	Exempt	1.00		7000				
Minimum						123,434.00	10,286.17	59.3433	4,747.46
Maximum						165,413.00	13,784.42	79.5255	6,362.04
Deputy Director of Maintenance and Facilities	CONF - 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	4,063.28
Step 3						111,473.52	9,289.46	53.5930	4,267.44
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	4.00	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	6.00	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
Lead Facility Maintenance Technician	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
Facility Maintenance Technician	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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Facility Maintenance Assistant	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
Landscape Contract Specialist	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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Fleet Services Coordinator	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
Fleet Maintenance Lead	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
Lead Equipment Mechanic	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
Senior Equipment Mechanic	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
Equipment Mechanic	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
Equipment Mechanic Assistant	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
Equipment Operator	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
City Engineer	Management - At-Will	Exempt	1.00	8100	6800				
Step 1						117,486.00	9,790.50	56.4837	4,518.69
Step 2						123,360.00	10,280.00	59.3077	4,744.62
Step 3						129,528.00	10,794.00	62.2731	4,981.85
Step 4						136,005.00	11,333.75	65.3870	5,230.96
Step 5						142,805.00	11,900.42	68.6563	5,492.50
Step 6						149,945.00	12,495.42	72.0889	5,767.12
Step 7						157,442.00	13,120.17	75.6933	6,055.46
Senior Civil Engineer	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
Civil Engineer	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
Associate Civil Engineer	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
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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
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

Department / Division	Bargaining Group:	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
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
Environmental Technician	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						66,251.48	5,520.96	31.8517	2,548.13
Step 7						69,563.88	5,796.99	33.4442	2,675.53
Environmental Program Specialist	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
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
Executive Assistant	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
Principal Budget & Financial Analyst	Management - At-Will	Exempt	1.00	1402	6000a				
Step 1						96,426.00	8,035.50	46.3587	3,708.69
Step 2						101,248.00	8,437.33	48.6769	3,894.15
Step 3						106,310.00	8,859.17	51.1106	4,088.85
Step 4						111,625.00	9,302.08	53.6659	4,293.27
Step 5						117,207.00	9,767.25	56.3495	4,507.96
Step 6						123,067.00	10,255.58	59.1688	4,733.35
Step 7						129,220.00	10,768.33	62.1250	4,970.00
Administrative Analyst	RMMA	Exempt	3.00	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
Administrative Assistant	RCEA	Non-Exempt	2.00	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
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						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
Total Authorized FTE's			417.00						

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.