

# CITY POSITION SUMMARIES AND SALARY RANGE TABLES

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## CITY POSITION SUMMARIES AND SALARY RANGE TABLES

### Overview and Summary

#### Overview

The "City Position Summaries and Salary Range Tables" Section includes information on the full-time and part-time positions and salary range tables. This section includes graphics showing positions by department and fund, as well as position listings that indicate the allocation of full-time and part-time positions for each department. Information about the staffing of positions is shown for four fiscal years and the indicated positions are funded and authorized.

All full-time and part-time positions are expressed as full-time equivalents (FTE) to reflect the hours budgeted. A full-time position reflects 2,080 hours of paid time for one year, or 1.00 FTE. A part-time position is budgeted for 960 hours, or approximately half-time for one year, which equates to 0.46 FTE ( $960/2,080=0.46$ ).

The Salary Range Tables show the classification titles and salaries authorized to be paid to employees based upon the City Council approved Memorandum of Understanding; Non-Represented Employees' Salaries, Benefits and Related Polices; and Resolutions effective January 1, 2016.

#### Summary of Position Changes included in the 2016-17 Budget

The 2016-17 Budget decreases City staffing by 1%, which is 1.78 FTE, from 319.85 to 318.07 positions. This is made up of full-time position decreases of 5.92 FTE, which is offset by part-time increases of 4.14 FTE.

#### Position Changes Occurring During FY 2015-16:

During the FY 2015-16 First Quarter Budget Review, one Animal Services Manager position was added to Code Compliance – Animal Control. In addition, the Building and Safety Manager in Community Development was reclassified to the Building and Safety Supervisor. Both changes are reflected in the FY 2016-17 Budget.

#### Public Safety Position Changes:

##### Position Changes to Fire (addition of 0.08 FTE):

The City of Hesperia contracts with the San Bernardino County Fire Department for full-service fire protection and ambulance operations. Due to contract reallocation, the Division Chief has been reclassified as the Assistant Chief position, as well as increasing the FTE allocation by 0.02 FTE for a total 0.45 FTE. In addition, the three Battalion Chief positions each increased from 0.43 FTE to 0.45 FTE for a contract total of 1.35 FTE.

##### Position Changes to Police (addition of 1.00 FTE):

The City contracts with the San Bernardino County Sheriff's Department for law enforcement services. With the second year of the Crime Free Rental Program, one Sheriff Deputy position will be added and will work in conjunction with the Sheriff Service Specialist and Office Specialist positions added in the FY 2015-16 Budget.

#### Non-Safety Position Changes (reduction of 2.86 FTE):

The FY 2016-17 Budget proposes to reduce a net seven (7) full-time positions (7.00 FTE) (addition of 6.00 FTE and the reduction of 13.00 FTE), which is offset by the net addition of net nine (9) part-time positions (4.14 FTE), which equates to 2.86 FTE total reduction. In addition, there were six (6) position reclassifications, one (1) position with only a salary range change, and seven (7) FTE redistributions, all of which resulted in no FTE changes. The following are proposed changes by department:

##### City Manager Department – 0.54 FTE net reductions (addition of 1.46 FTE and the reduction of 2.00 FTE):

- Eliminate one vacant Emergency Services Coordinator (1.00 FTE) that had a distribution of 0.50 FTE in the General Fund-City Manager and 0.50 FTE in the Water Operating Fund-Water Administration.
- Add one Secretary to the City Manager and City Council position (1.00 FTE), while one vacant Senior Office Assistant position (1.00 FTE) will be eliminated.
- Add one part-time Administrative Analyst position (0.46 FTE) with a distribution of 0.23 FTE in the General Fund-City Manager and 0.23 FTE in the Water Operating Fund-Water Administration.

## CITY POSITION SUMMARIES AND SALARY RANGE TABLES

### Non-Safety Position Changes (Continued):

#### Management Services Department – 0.00 FTE net changes (addition of 1.00 FTE and the reduction of 1.00 FTE):

- One Budget/Finance Manager position (1.00 FTE) will be added in the Finance Division, while one Senior Financial Analyst position (1.00 FTE) will be eliminated.

#### Economic Development Department – 2.00 FTE net reductions (addition of 1.00 FTE and the reduction of 3.00 FTE):

- Add one Economic Development Manager position (1.00 FTE), with the At-Will classification, while one vacant Economic Director position (1.00 FTE) will be eliminated.
- Eliminate one Management Analyst position (1.00 FTE).
- Eliminate one Administrative Analyst position (1.00 FTE).

#### Development Services Department – 0.32 FTE net reductions (addition of 7.46 FTE and the reduction of 7.46 FTE):

##### Community Development – 0.46 FTE net reductions (addition of 1.00 FTE and the reduction of 1.46 FTE):

- Eliminate one vacant Building and Safety Supervisor position (1.00 FTE) with a distribution of 0.25 FTE in Planning and 0.75 FTE in Building & Safety.
- Add one Building Inspector position (1.00 FTE) in Building & Safety.
- Eliminate one part-time Building Inspector position (0.46 FTE) in Building & Safety.

##### Code Compliance – 0.92 FTE additions (addition of 2.92 FTE and the reduction of 2.00 FTE):

- Continue the Animal Services Manager position (addition to the 2015-16 Budget – First Quarter)
- Eliminate one Animal Control Supervisor position (1.00 FTE) in Animal Control.
- Eliminate one vacant Shelter Supervisor position (1.00 FTE) in Animal Control.
- Add one Animal Care Technician position (1.00 FTE) in Animal Control.
- Add two part-time Animal Care Technician positions (0.92 FTE) in Animal Control.

##### Public Works – 0.24 FTE net reductions (addition of 2.76 FTE and the reduction of 3.00 FTE):

- Eliminate one City Engineer position (1.00 FTE) in Engineering that had a distribution of 0.25 FTE in the General Fund-Engineering, 0.25 FTE in Streets Maintenance Fund, and 0.50 FTE in the Water Operating Fund-Water Administration.
- Eliminate one vacant Senior Office Assistant position (1.00 FTE) in Engineering that had a distribution of 0.35 FTE in the General Fund-Engineering, 0.30 FTE in Streets Maintenance Fund, and 0.35 FTE in the Water Operating Fund-Water Administration.
- Eliminate one vacant Public Works Director (1.00 FTE) that had a distribution of 0.50 FTE in the Streets Maintenance Fund and 0.50 FTE in the Water Operating Fund-Water Administration.
- Add six (6) part-time Maintenance Worker positions, each with a distribution of 0.46 FTE, for a total addition of 2.76 FTE in Streets Maintenance.

##### Water Operating – 0.54 FTE net reductions (addition of 0.46 FTE and the reduction of 1.00 FTE):

- Eliminate one vacant Senior Office Assistant position (1.00 FTE) in Water Administration that had a distribution 0.50 FTE in the Streets Maintenance Fund and 0.50 FTE in the Water Operating Fund-Water Administration.
- Add one part-time Office Assistant position (0.46 FTE) with a distribution of 0.23 FTE in the Streets Maintenance Fund and 0.23 FTE in the Water Operating Fund-Water Administration.

### Six (6) Position Reclassifications and One (1) Salary Change:

- Reclassify the Community Relations and Media Coordinator to the Assistant to the City Manager with a distribution of 0.75 FTE General Fund-City Manager and 0.25 FTE Water Operating Fund-Source of Supply, as well as increasing the salary to Range 43 from a Range 37.
- Reclassify the Senior Human Resources Analyst to the Human Resources Manager in the Management Services Department with an increase of salary to Range 43 from a Range 40.

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Non-Safety Position Changes (Continued):**

**Six (6) Position Reclassifications and One (1) Salary Change (Continued):**

- Reclassify the Building Inspection Supervisor to the Building and Safety Manager. In addition, it is proposed to increase the Building and Safety Manager salary from Range 40 to a Range 43.
- Reclassify the Community Development Coordinator to the Community Development Supervisor and increase the salary from Range 34 to a Range 38. This position will have a distribution of 0.50 FTE Planning and 0.50 FTE Building & Safety, within the General Fund.
- Retitle the Animal Control Technician positions to the Animal Care Technician positions and increase the salary from Range 7 to a Range 8 within General Fund-Animal Control.
- Reclassify the Public Works Supervisor-Streets to a Public Works Manager with a distribution of 0.80 FTE in the Streets Maintenance Fund and 0.20 FTE in the Water Operating Fund-Administration, as well as increasing the salary to a Range 43 from a Range 38.
- Increase the salary range for the Public Works Supervisor/Water from a Range 38 to a Range 40.

**Seven (7) Position FTE Redistributions:**

The reallocation resulted in change of FTE. For complete detail of the FTE distribution, refer to Section (F) Department & Program Expenditures.

- The Director of Development Services, Administrative Secretary, and Management Analyst of the Development Services Department FTE redistributions to accurately reflect current duties.
- The FTE allocation for the Senior Management Analyst, Management Analyst, Administrative Analyst, and Administrative Secretary were redistributed within the Economic Development Department.

**Summary of Salary and Benefits Provisions included in the Fiscal Year 2016-17 Budget**

On April 19, 2016, City Council approved by resolution a 2.5% salary increase, along with a 1.4% Cost of Living Adjustment (COLA) for total salary increase of 3.9% effective the first full pay period of FY 2016-17. In addition, effective July 1, 2016, the salary step schedule will be unfrozen. All represented employees (other than those on Step E) are eligible to advance one-step (5%) based on merit on their anniversary date. All non-represented employees are eligible to advance three 2% step increases for a total of 6% until step 11 is reached, which is based on merit on their anniversary date. As for medical benefits, starting July 1, 2016 for the August 2016 insurance premiums, the City shall pay up to \$844 per month, which is an increase of 7.5% or \$59 over the prior monthly amount of \$785.

With the exception of the following two employee benefits, all benefits are calculated at the rates approved in City Resolutions effective July 1, 2016.

**Workers' Compensation**

Workers' Compensation rates are expected to increase overall by 1.49%:

<u>Rating Groups</u>	<u>2015-16 Budget</u>	<u>2016-17 Budget</u>	<u>Change Amount</u>	<u>Percent Change</u>
City of Hesperia	\$315,713	\$329,492	\$13,779	4.36%
Water District	<u>227,887</u>	<u>222,181</u>	<u>-5,706</u>	<u>-2.50%</u>
Total	\$543,600	\$551,673	\$8,073	1.86%

Note: While the Fire District is not charged rates, payments are made on open claims filed prior to June 2004, as costs are incurred until the claims are closed.

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

California Public Employees Retirement System (CalPERS)

Recent historical CalPERS retirement rates and the FY 2016-17 Budget rates are indicated below. The City FY 2016-17 Budget rates increased by 5.7% from Fiscal Year 2015-16. The Water District FY 2016-17 rates increased 9.5%. Since July 1, 2012, the employees have been responsible for the full eight percent (8%) employee rate for CalPERS and starting on the first full pay period after July 1, 2015, the employees are required to pay one percent (1%) of reportable earnings by payroll deduction as cost sharing of the City's normal employer costs (employer's share). The table below shows both the full CalPERS rate changes, as well as the City's share with the 1% reduction for the Classic CalPERS plans.

Furthermore, effective January 1, 2013, Assembly Bill (AB) 340, or the Public Employees' Pension Reform Act (PEPRA), required the addition of a second Miscellaneous two percent (2%) at age 62 retirement benefit formula to the City's retirement plan. Employees hired on or after January 1, 2013 who are new to CalPERS, or a CalPERS member with a break in service greater than six months, will participate in the Miscellaneous two percent (2%) at age 62 CalPERS plan.

<u>City CalPERS Plans – Employer Costs</u>	<u>2013-14 Budget</u>	<u>2014-15 Budget</u>	<u>2015-16 Budget</u>	<u>2016-17 Budget</u>
<u>Classic CalPERS Rate</u>				
Full Rate - City Miscellaneous Plan – 2.7% @ 55	19.080	20.408	19.841	20.967
Full Rate - Percent Change	5.2%	7.0%	-2.8%	5.7%
<i>City Share-City Miscellaneous Plan – 2.7% @ 55</i>	<i>19.080</i>	<i>20.408</i>	<i>18.841</i>	<i>19.967</i>
<i>City Share Rate - Percent Change</i>	<i>5.2%</i>	<i>7.0%</i>	<i>-7.7%</i>	<i>6.0%</i>
Full Rate - Water District Miscellaneous Plan – 2.7% @ 55	13.624	14.544	14.764	16.168
Percent Change	1.7%	6.8%	1.54%	9.5%
<i>Water District Share-City Miscellaneous Plan – 2.7% @ 55</i>	<i>13.624</i>	<i>14.544</i>	<i>13.764</i>	<i>15.168</i>
<i>Water District Rate - Percent Change</i>	<i>1.7%</i>	<i>6.8%</i>	<i>-5.4%</i>	<i>10.2%</i>
<u>PEPRA CalPERS Rate</u>				
City Miscellaneous Plan – 2.0% @ 62	6.250	6.250	6.237	6.555
Percent Change	0%	0%	-0.2%	5.1%
Water District Miscellaneous Plan – 2.0% @ 62	6.250	6.250	6.237	6.555
Percent Change	0.0%	0%	-0.2%	5.1%

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**10-YEAR HISTORY OF FULL-TIME AND PART-TIME STAFF BY FUND**

**Comments:**

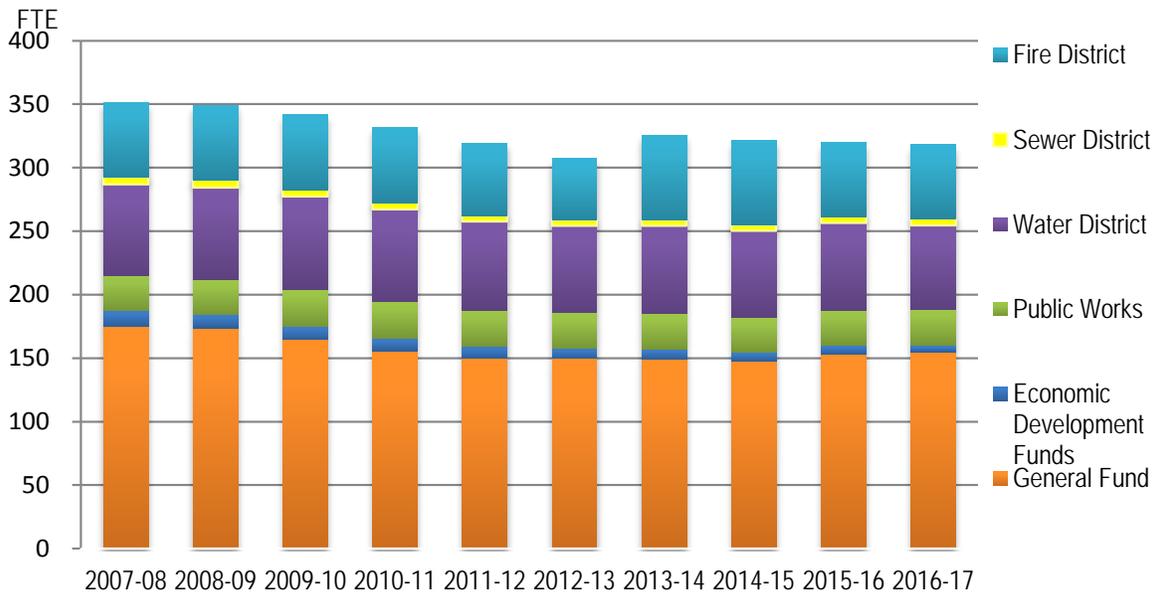
The FY 2016-17 Budget decreases City staffing by 1.78 (FTE) or 0.1% from the FY 2015-16 Budget. By comparing the proposed budget to FY 2007-08, which was the high point in terms of FTE, the City has reduced staffing by 33.35 FTE or 9.0%. Of the total staffing, Police and Fire (Public Safety) represent 43% of the overall FTE count. Furthermore, Police totals 50% of the General Fund FTE count and 25% of the overall FTE count, while Fire totals 18%.

<b>Major Funds</b>	<b><u>2007-08</u></b>	<b><u>2008-09</u></b>	<b><u>2009-10</u></b>	<b><u>2010-11</u></b>	<b><u>2011-12</u></b>
General Fund					
City Manager	9.84	9.84	9.03	8.34	12.60
Management Services	27.00	27.00	24.75	23.46	18.26
Development Services:					
Community Development	23.95	22.95	21.49	17.73	17.27
Code Compliance	30.64	28.78	26.78	23.78	23.78
Public Works	9.98	9.75	7.05	6.85	7.11
Police	73.50	75.50	75.50	75.50	70.50
<b>General Fund Total</b>	<b><u>174.91</u></b>	<b><u>173.82</u></b>	<b><u>164.60</u></b>	<b><u>155.66</u></b>	<b><u>149.52</u></b>
Economic Development Funds	12.33	10.33	10.73	10.33	10.00
Public Works Fund	27.93	27.93	28.85	28.55	28.25
Water District Fund	71.56	72.33	73.06	72.54	69.77
Sewer District Fund	5.69	5.69	5.50	5.50	4.50
Fire District Fund	59.00	59.00	59.33	59.00	57.40
<b>Total Full &amp; Part-Time By Fund</b>	<b><u>351.42</u></b>	<b><u>349.10</u></b>	<b><u>342.07</u></b>	<b><u>331.58</u></b>	<b><u>319.44</u></b>

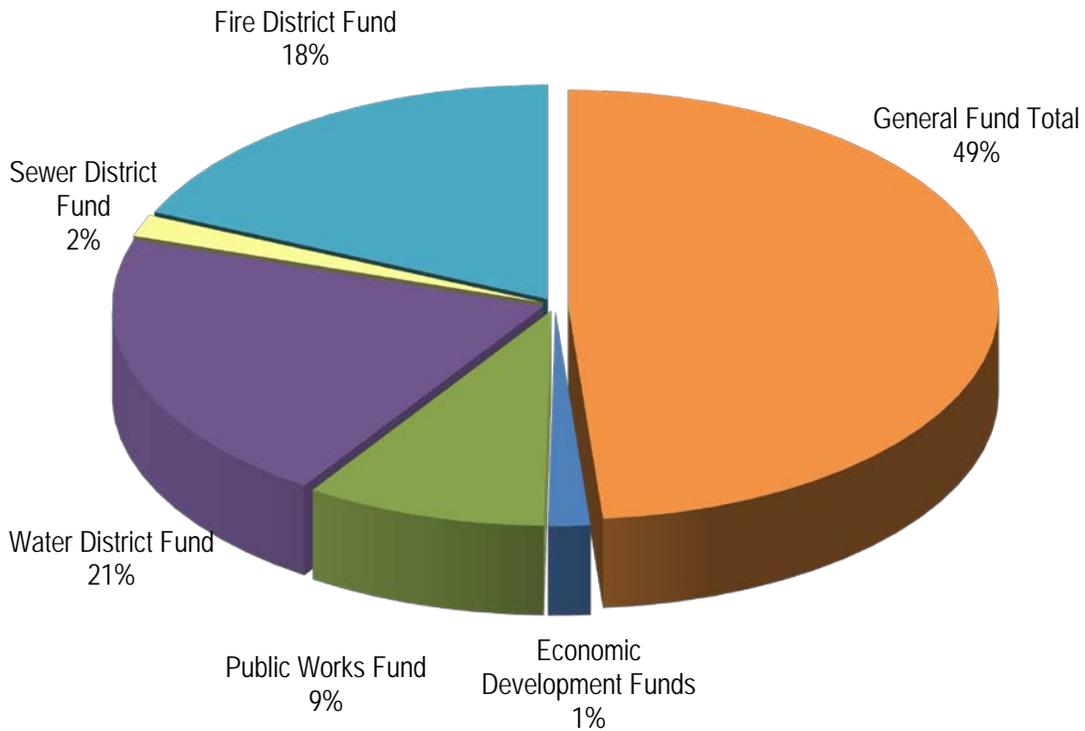
<b>Major Funds</b>	<b><u>2012-13</u></b>	<b><u>2013-14</u></b>	<b><u>2014-15</u></b>	<b><u>2015-16</u></b>	<b><u>2016-17</u></b>
General Fund					
City Manager	13.60	13.60	13.60	13.60	13.48
Management Services	17.26	16.26	16.26	16.26	16.26
Development Services:					
Community Development	16.03	15.95	14.76	15.68	15.38
Code Compliance	23.78	23.78	23.92	23.92	25.28
Public Works	6.61	6.61	6.26	6.76	6.51
Police	72.50	73.00	73.00	77.00	78.00
<b>General Fund Total</b>	<b><u>149.78</u></b>	<b><u>149.20</u></b>	<b><u>147.80</u></b>	<b><u>153.22</u></b>	<b><u>154.91</u></b>
Economic Development Funds	8.00	8.00	7.00	7.00	5.00
Public Works Fund	27.75	27.75	27.40	27.60	28.79
Water District Fund	68.77	69.23	67.98	68.58	65.84
Sewer District Fund	4.50	4.50	4.50	5.20	5.20
Fire District Fund	48.40	66.73	67.10	58.25	58.33
<b>Total Full &amp; Part-Time By Fund</b>	<b><u>307.20</u></b>	<b><u>325.41</u></b>	<b><u>321.78</u></b>	<b><u>319.85</u></b>	<b><u>318.07</u></b>

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

10 YEAR HISTORY OF FULL-TIME AND PART-TIME STAFF BY FUND

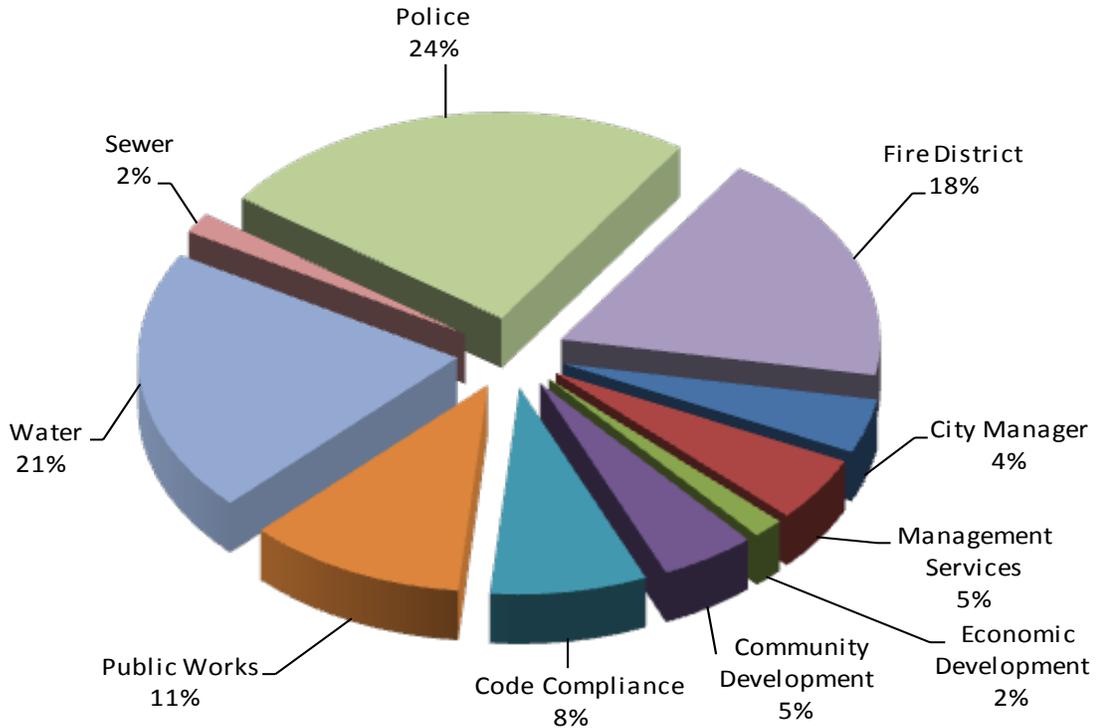


2016-17 FULL-TIME AND PART-TIME STAFF BY FUND



CITY POSITION SUMMARIES AND SALARY RANGE TABLES

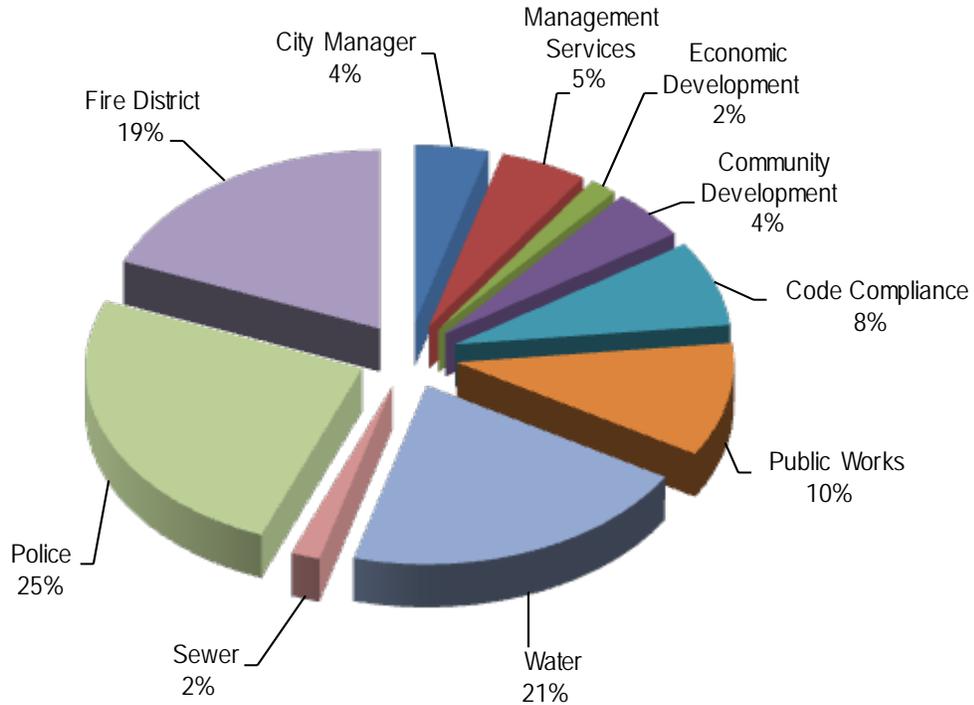
2016-17 BUDGET FULL-TIME AND PART-TIME STAFF BY DEPARTMENT



<u>Departments</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>% Change From 2015-16 Budget</u>
City Manager	13.60	13.60	13.60	13.48	-1%
Management Services	16.26	16.26	16.26	16.26	0%
Economic Development	8.00	7.00	7.00	5.00	-29%
Development Services:					0%
Community Development	15.95	14.76	15.68	15.38	-2%
Code Compliance	23.78	23.92	23.92	25.28	6%
Public Works	34.36	33.66	34.36	35.30	3%
Water	69.23	67.98	68.58	65.84	-4%
Sewer	4.50	4.50	5.20	5.20	0%
Development Services Total	147.82	144.82	147.74	147.00	-1%
<b>Sub-Total Non-Police &amp; Fire District</b>	<b>185.68</b>	<b>181.68</b>	<b>184.60</b>	<b>181.74</b>	<b>-2%</b>
Police	73.00	73.00	77.00	78.00	1%
Fire District	66.73	67.10	58.25	58.33	0%
<b>Sub-Total Police &amp; Fire District</b>	<b>139.73</b>	<b>140.10</b>	<b>135.25</b>	<b>136.33</b>	<b>1%</b>
<b>Total Full &amp; Part-Time Staff</b>	<b>325.41</b>	<b>321.78</b>	<b>319.85</b>	<b>318.07</b>	<b>-1%</b>
Change Amount	n/a	-3.63	-1.93	-1.78	
Percentage	n/a	-1.1%	-0.6%	-0.6%	

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

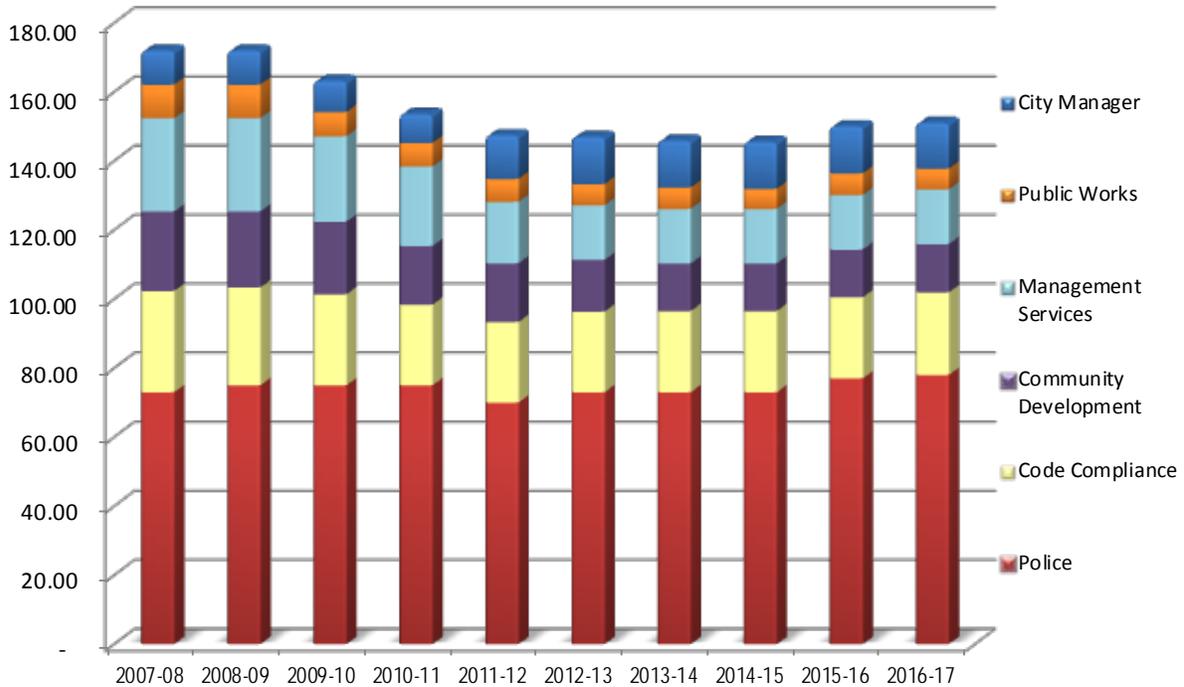
2016-17 BUDGET FULL-TIME STAFF BY DEPARTMENT



<u>Departments</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>% Change From 2015-16 Budget</u>
City Manager	13.60	13.60	13.60	13.25	-3%
Management Services	15.80	15.80	15.80	15.80	0%
Economic Development	8.00	7.00	7.00	5.00	-29%
Development Services:					0%
Community Development	15.03	13.84	13.84	14.00	1%
Code Compliance	23.32	23.46	23.46	23.90	2%
Public Works	33.90	33.20	33.90	31.85	-6%
Water	67.85	66.60	67.20	64.00	-5%
Sewer	4.50	4.50	5.20	5.20	0%
Development Services Total	144.60	141.60	143.60	138.95	3%
<b>Sub-Total Non-Police &amp; Fire District</b>	<b>182.00</b>	<b>178.00</b>	<b>180.00</b>	<b>173.00</b>	<b>-4%</b>
Police	73.00	73.00	77.00	78.00	1%
Fire District	66.73	67.10	58.25	58.33	0%
<b>Sub-Total Police &amp; Fire District</b>	<b>139.73</b>	<b>140.10</b>	<b>135.25</b>	<b>136.33</b>	<b>1%</b>
<b>Total Full-Time Staff</b>	<b>321.73</b>	<b>318.10</b>	<b>315.25</b>	<b>309.33</b>	<b>-2%</b>
Change Amount	n/a	-3.63	-2.85	-5.92	
Percentage	n/a	-1.1%	-0.9%	-1.9%	

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

2016-17 BUDGET GENERAL FUND FULL-TIME POSITIONS



<u>General Fund</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>
City Manager	9.84	9.84	9.03	8.34	12.60
Management Services	27.00	27.00	24.75	23.00	17.80
Development Services:					
Community Development	23.03	22.03	21.03	17.03	17.03
Code Compliance	29.32	28.32	26.32	23.32	23.32
Public Works	9.75	9.75	7.05	6.85	6.65
Police	73.00	75.00	75.00	75.00	70.00
<b>General Fund Total</b>	<b>171.94</b>	<b>171.94</b>	<b>163.18</b>	<b>153.54</b>	<b>147.40</b>

<u>General Fund</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
City Manager	13.60	13.60	13.60	13.60	13.25
Management Services	15.80	15.80	15.80	15.80	15.80
Development Services:					
Community Development	15.03	13.84	13.84	13.84	14.00
Code Compliance	23.32	23.46	23.46	23.46	23.90
Public Works	6.15	6.15	5.80	6.30	6.05
Police	73.00	73.00	73.00	77.00	78.00
<b>General Fund Total</b>	<b>146.90</b>	<b>145.85</b>	<b>145.50</b>	<b>150.00</b>	<b>151.00</b>

Comments:

The FY 2016-17 Budget reflects a net increase of 1.00 FTE from the FY 2015-16 Budget. The increase is primarily due to reallocating FTE distributions from other funds to General Fund to reflect current duties. Additionally, one new Sheriff Deputy position (1.00 FTE) is added to monitor the second year of the Crime Free Rental Housing Program. The General Fund increases are offset by the following eliminations: 1. Emergency Coordinator position (0.50 FTE General Fund & 0.50 FTE Water Operating), 2. Senior Office Assistant (0.35 FTE – General Fund, 0.30 FTE- Streets Maintenance, & 0.35 FTE - Water Operating), and 3. City Engineer (0.25 FTE – General Fund, 0.25 FTE- Streets Maintenance, & 0.50 FTE - Water Operating).

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

Full-Time and Part-Time Position Listing Summary by Department

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
<b><u>City Manager Department</u></b>				
Total Full-Time Staff	13.60	13.60	13.60	13.25
Total Part-Time Staff	0.00	0.00	0.00	0.23
<b>Total City Manager Staff</b>	<b>13.60</b>	<b>13.60</b>	<b>13.60</b>	<b>13.48</b>
<b><u>Management Services Department</u></b>				
Total Full-Time Staff	15.80	15.80	15.80	15.80
Total Part-Time Staff	0.46	0.46	0.46	0.46
<b>Total Management Services Staff</b>	<b>16.26</b>	<b>16.26</b>	<b>16.26</b>	<b>16.26</b>
<b><u>Economic Development Department</u></b>				
<b>Total Economic Development Staff</b>	<b>8.00</b>	<b>7.00</b>	<b>7.00</b>	<b>5.00</b>
<b><u>D.S.-Community Development</u></b>				
Total Full-Time Staff	15.03	13.84	13.84	14.00
Total Part-Time Staff	0.92	0.92	1.84	1.38
<b>Total D.S.-Community Development Staff</b>	<b>15.95</b>	<b>14.76</b>	<b>15.68</b>	<b>15.38</b>
<b><u>D.S.-Code Compliance</u></b>				
Total Full-Time Staff	23.32	23.46	23.46	23.90
Total Part-Time Staff	0.46	0.46	0.46	1.38
<b>Total D.S.-Code Compliance Staff</b>	<b>23.78</b>	<b>23.92</b>	<b>23.92</b>	<b>25.28</b>
<b><u>D.S.-Public Works Department</u></b>				
Total Full-Time Staff	33.90	33.20	33.90	31.85
Total Part-Time Staff	0.46	0.46	0.46	3.45
<b>Total D.S.-Public Works Staff</b>	<b>34.36</b>	<b>33.66</b>	<b>34.36</b>	<b>35.30</b>
<b><u>D.S.-Water</u></b>				
Total Full-Time Staff	67.85	66.60	67.20	64.00
Total Part-Time Staff	1.38	1.38	1.38	1.84
<b>Total D.S.-Water Staff</b>	<b>69.23</b>	<b>67.98</b>	<b>68.58</b>	<b>65.84</b>
<b><u>D.S.-Sewer</u></b>				
<b>Total D.S.-Sewer Staff</b>	<b>4.50</b>	<b>4.50</b>	<b>5.20</b>	<b>5.20</b>
<b>Total Development Services</b>	<b>147.82</b>	<b>144.82</b>	<b>147.74</b>	<b>147.00</b>
<b><u>Police Department</u></b>				
Total Full-Time Staff	73.00	73.00	77.00	78.00
Total Part-Time Staff	0.00	0.00	0.00	0.00
<b>Total Police Staff</b>	<b>73.00</b>	<b>73.00</b>	<b>77.00</b>	<b>78.00</b>
<b><u>Fire District</u></b>				
<b>Total Fire District Staff (Contract)</b>	<b>66.73</b>	<b>67.10</b>	<b>58.25</b>	<b>58.33</b>
<b>TOTAL FULL-TIME CITY STAFF</b>	<b>321.73</b>	<b>318.10</b>	<b>315.25</b>	<b>309.33</b>
<b>TOTAL PART-TIME CITY STAFF</b>	<b>3.68</b>	<b>3.68</b>	<b>4.60</b>	<b>8.74</b>
<b>TOTAL CITY STAFF</b>	<b>325.41</b>	<b>321.78</b>	<b>319.85</b>	<b>318.07</b>

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

Full-Time Position Listing by Department

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
<b><u>City Manager Department</u></b>				
Assistant City Clerk	1.00	1.00	1.00	1.00
Assistant to the City Manager	0.00	0.00	0.00	0.75
City Clerk	1.00	1.00	1.00	1.00
City Manager	1.00	1.00	1.00	1.00
Community Relations and Media Coordinator	0.60	0.60	0.60	0.00
Deputy City Manager	1.00	0.00	0.00	0.00
Emergency Services Coordinator	0.50	0.50	0.50	0.00
Environmental Programs Coordinator	0.50	0.50	0.50	0.50
Executive Secretary	0.00	1.00	1.00	1.00
Information Systems Manager	0.00	0.00	1.00	1.00
Information Systems Specialist	4.00	4.00	3.00	3.00
Information Systems Technician	1.00	1.00	1.00	1.00
Secretary to the City Manager and City Council	0.00	0.00	0.00	1.00
Management Analyst	2.00	2.00	2.00	2.00
Senior Office Assistant	1.00	1.00	1.00	0.00
<b>Total City Manager Full-Time Staff</b>	<b>13.60</b>	<b>13.60</b>	<b>13.60</b>	<b>13.25</b>
<b><u>Management Services Department</u></b>				
Accountant	2.00	2.00	2.00	2.00
Accounting Technician	1.00	1.00	2.00	2.00
Assistant City Manager/Management Services	0.90	0.90	0.90	0.90
Budget/Finance Manager	0.00	0.00	0.00	1.00
Deputy Finance Director	0.90	0.90	0.90	0.90
Executive Secretary	1.00	1.00	1.00	1.00
Financial Analyst	2.00	2.00	2.00	2.00
Human Resources Manager	0.00	0.00	0.00	1.00
Human Resources Specialist	1.00	1.00	1.00	1.00
Personnel Technician	1.00	1.00	1.00	1.00
Senior Account Clerk	1.00	1.00	0.00	0.00
Senior Accountant	1.00	1.00	1.00	1.00
Senior Financial Analyst	2.00	2.00	2.00	1.00
Senior Human Resources Analyst	1.00	1.00	1.00	0.00
Senior Office Assistant	1.00	1.00	1.00	1.00
<b>Total Management Services Full-Time Staff</b>	<b>15.80</b>	<b>15.80</b>	<b>15.80</b>	<b>15.80</b>

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

Full-Time Position Listing by Department (Continued)

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
<b><u>Economic Development Department</u></b>				
Administrative Aide	1.00	0.00	0.00	0.00
Administrative Analyst	2.00	2.00	2.00	1.00
Administrative Secretary	1.00	1.00	1.00	1.00
Deputy Economic Development Director	1.00	0.00	0.00	0.00
Economic Development Director	0.00	1.00	1.00	0.00
Economic Development Manager	0.00	0.00	0.00	1.00
Management Analyst	2.00	2.00	2.00	1.00
Senior Management Analyst	1.00	1.00	1.00	1.00
<b>Total Economic Development Full-Time Staff</b>	<b>8.00</b>	<b>7.00</b>	<b>7.00</b>	<b>5.00</b>
<b><u>D.S.-Community Development</u></b>				
Administrative Analyst	0.00	0.85	0.85	0.85
Administrative Secretary	0.00	0.10	0.10	0.20
Assistant Planner	1.00	1.00	0.00	0.00
Associate Planner	0.00	0.00	1.00	1.00
Building and Safety Manager*	0.00	0.00	0.00	1.00
Building and Safety Supervisor*	1.00	1.00	1.00	0.00
Building Inspector	1.00	1.00	1.00	2.00
Building Inspection Supervisor	1.00	1.00	1.00	0.00
Community Development Coordinator	1.00	1.00	1.00	0.00
Community Development Supervisor	0.00	0.00	0.00	1.00
Community Development Technician	0.75	0.75	0.75	0.75
Director of Development Services	0.14	0.14	0.14	0.20
Executive Secretary	0.14	0.00	0.00	0.00
Plans Examiner	2.00	2.00	2.00	2.00
Principal Planner	1.00	1.00	1.00	1.00
Senior Community Development Technician	2.00	1.00	1.00	1.00
Senior Office Assistant	1.00	0.00	0.00	0.00
Senior Office Specialist	1.00	1.00	1.00	1.00
Senior Planner	2.00	2.00	2.00	2.00
<b>Total D.S.-Community Development Full-Time Staff</b>	<b>15.03</b>	<b>13.84</b>	<b>13.84</b>	<b>14.00</b>

\*Note - The position Building & Safety Supervisor was previously shown as the Building & Safety Manager in FY 2013-14, FY 2014-15, and FY 2015-16 Budget documents. The position was reclassified as the Building and Safety Supervisor during the FY 2015-16 First Quarter Budget review. In the FY 2016-17 Budget, the position is being eliminated, as it is vacant due to a retirement.

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

Full-Time Position Listing by Department (Continued)

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
<b><u>D.S.-Code Compliance</u></b>				
Administrative Secretary	0.00	0.30	0.30	0.45
Animal Care Technician	0.00	0.00	0.00	5.00
Animal Control Officer	3.00	3.00	3.00	3.00
Animal Control Supervisor	1.00	1.00	1.00	0.00
Animal Control Technician	4.00	4.00	4.00	0.00
Animal Services Manager	0.00	0.00	0.00	1.00
Code Enforcement Officer	4.00	4.00	4.00	4.00
Code Enforcement Supervisor	1.00	1.00	1.00	1.00
Director of Development Services	0.16	0.16	0.16	0.45
Executive Secretary	0.16	0.00	0.00	0.00
Office Assistant	4.00	4.00	4.00	4.00
Senior Animal Control Officer	1.00	1.00	1.00	1.00
Senior Code Enforcement Officer	2.00	2.00	2.00	2.00
Senior Office Assistant	2.00	2.00	2.00	2.00
Shelter Supervisor	1.00	1.00	1.00	0.00
<b>Total D.S.-Code Compliance Full-Time Staff</b>	<b>23.32</b>	<b>23.46</b>	<b>23.46</b>	<b>23.90</b>
<b><u>D.S.-Public Works</u></b>				
Administrative Analyst	0.50	0.50	0.50	0.50
Administrative Secretary	0.50	0.80	0.80	0.70
Assistant Engineer	0.35	0.35	0.35	0.35
City Engineer	0.50	0.50	0.50	0.00
Community Development Technician	0.25	0.25	0.25	0.25
Construction Inspection Supervisor	0.35	0.35	0.35	0.35
Construction Inspector	1.45	1.15	1.15	1.15
Custodian	1.00	1.00	1.00	1.00
Director of Development Services	0.30	0.30	0.30	0.20
Engineering Technician	0.40	0.40	0.40	0.40
Equipment Operator	4.30	4.30	4.30	4.30
Executive Secretary	0.30	0.00	0.00	0.00
Facilities Supervisor	0.50	0.50	0.50	0.50
Geographical Information Systems Manager	0.30	0.30	0.30	0.30
Geographical Information Systems Technician	0.30	0.30	0.30	0.30
Maintenance Crew Supervisor	2.30	2.30	2.30	2.30
Maintenance Worker	9.10	9.10	9.40	9.40
Management Analyst	0.00	0.00	0.50	1.00
Office Assistant	1.00	1.00	1.00	1.00
Project Construction Manager	0.75	0.75	0.75	0.75
Public Works Director	0.50	0.50	0.50	0.00
Public Works Manager	0.00	0.00	0.00	0.80
Public Works Supervisor-Streets	1.00	1.00	1.00	0.00
Senior Custodian	0.50	0.50	0.50	0.50
Senior Engineering Technician	0.40	0.00	0.00	0.00
Senior Maintenance Worker	5.90	5.90	5.80	5.80
Senior Office Assistant	1.15	1.15	1.15	0.00
<b>Total D.S.-Public Works Full-Time Staff</b>	<b>33.90</b>	<b>33.20</b>	<b>33.90</b>	<b>31.85</b>

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

Full-Time Position Listing by Department (Continued)

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
<u>D.S.-Water</u>				
Assistant to the City Manager	0.00	0.00	0.00	0.25
Administrative Secretary	0.50	0.80	0.80	0.65
Administrative Analyst	0.50	0.65	0.65	0.65
Assistant City Manager/Management Services	0.05	0.05	0.05	0.05
Assistant Engineer	0.65	0.65	0.65	0.65
City Engineer	0.50	0.50	0.50	0.00
Community Development Technician	2.00	2.00	2.00	2.00
Community Relations and Media Coordinator	0.40	0.40	0.40	0.00
Construction Inspection Supervisor	0.65	0.65	0.65	0.65
Construction Inspector	1.55	0.85	0.85	0.85
Custodian	2.00	2.00	2.00	2.00
Customer Service Representative	5.00	5.00	5.00	5.00
Customer Service Supervisor	1.00	1.00	1.00	1.00
Deputy Finance Director	0.10	0.10	0.10	0.10
Director of Development Services	0.40	0.40	0.40	0.15
Emergency Services Coordinator	0.50	0.50	0.50	0.00
Engineering Technician	0.60	0.60	0.60	0.60
Environmental Programs Coordinator	0.50	0.50	0.50	0.50
Equipment Operator	2.70	2.70	2.70	2.70
Executive Secretary	0.40	0.00	0.00	0.00
Facilities Supervisor	0.50	0.50	0.50	0.50
Geographical Information Systems Manager	0.70	0.70	0.70	0.70
Geographical Information Systems Technician	0.70	0.70	0.70	0.70
Maintenance Crew Supervisor	4.00	4.00	4.00	4.00
Maintenance Worker	13.00	13.00	13.00	13.00
Management Analyst	1.00	1.00	1.50	1.00
Meter Reader	4.00	4.00	4.00	4.00
Office Assistant	1.00	1.00	1.00	1.00
Project Construction Manager	0.25	0.25	0.25	0.25
Public Works Director	0.50	0.50	0.50	0.00
Public Works Manager	0.00	0.00	0.00	0.20
Public Works Supervisor-Water	1.00	1.00	1.00	1.00
Pump Maintenance Worker	0.95	0.95	0.00	0.00
Pump Operator	1.95	1.95	1.95	1.95
Senior Account Clerk	2.00	2.00	2.00	2.00
Senior Custodian	0.50	0.50	0.50	0.50
Senior Customer Service Representative	2.00	2.00	2.00	2.00
Senior Engineering Technician	0.60	0.00	0.00	0.00
Senior Maintenance Worker	6.40	6.40	6.50	6.50
Senior Office Assistant	0.85	0.85	0.85	0.00
Senior Pump Maintenance Worker	0.00	0.00	0.95	0.95
Senior Pump Operator	0.95	0.95	0.95	0.95
Senior Warehouse Technician	1.00	1.00	1.00	1.00
Utility Line Locator	1.00	1.00	1.00	1.00
Warehouse Technician	1.00	1.00	1.00	1.00
Water Conservation Specialist	1.00	1.00	1.00	1.00
Water Quality Technician	1.00	1.00	1.00	1.00
<b>Total D.S.-Water Full-Time Staff</b>	<b>67.85</b>	<b>66.60</b>	<b>67.20</b>	<b>64.00</b>

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

Full-Time Position Listing by Department (Continued)

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
<b><u>D.S.-Sewer</u></b>				
Assistant City Manager-Management Services	0.05	0.05	0.05	0.05
Maintenance Crew Supervisor	0.70	0.70	0.70	0.70
Maintenance Worker	2.90	2.90	3.60	3.60
Pump Maintenance Worker	0.05	0.05	0.00	0.00
Pump Operator	0.05	0.05	0.05	0.05
Senior Maintenance Worker	0.70	0.70	0.70	0.70
Senior Pump Maintenance Worker	0.00	0.00	0.05	0.05
Senior Pump Operator	0.05	0.05	0.05	0.05
<b>Total D.S.-Sewer Full-Time Staff</b>	<b>4.50</b>	<b>4.50</b>	<b>5.20</b>	<b>5.20</b>
<b><u>Police Department</u></b>				
<b><u>Sworn Officers (Contract)</u></b>				
Captain	1.00	1.00	1.00	1.00
Lieutenant	1.00	1.00	1.00	1.00
Sergeant	7.00	7.00	7.00	7.00
Detective/Corporal	5.00	5.00	5.00	5.00
Sheriff Deputy	41.00	41.00	43.00	44.00
Total Sworn Officers	55.00	55.00	57.00	58.00
<b><u>Non-Sworn Staff (Contract)</u></b>				
Sheriff's Service Specialist	8.00	8.00	10.00	10.00
Secretary	1.00	1.00	2.00	2.00
Office Specialist	9.00	9.00	8.00	8.00
Total Non-Sworn Staff	18.00	18.00	20.00	20.00
<b>Total Police Sworn &amp; Non-Sworn Full-Time Staff</b>	<b>73.00</b>	<b>73.00</b>	<b>77.00</b>	<b>78.00</b>
<b><u>Fire District</u></b>				
<b><u>County Safety Staff (Contract)</u></b>				
Assistant Chief	0.00	0.00	0.00	0.45
Division Chief	0.43	0.39	0.43	0.00
Battalion Chief	1.30	1.18	1.29	1.35
Captain	9.00	9.00	6.00	6.00
Engineer	12.00	12.00	9.00	9.00
Firefighter/Paramedic	9.00	9.00	6.00	6.00
Ambulance Operator/EMT	0.00	0.00	15.00	15.00
Ambulance Operator/PM	0.00	0.00	15.00	15.00
Firefighter/Paramedic - Limited Term	15.00	15.00	0.00	0.00
Firefighter - Limited Term	15.00	15.00	0.00	0.00
Total County Full-Time Safety Staff	61.73	61.57	52.72	52.80
<b><u>County Non-Safety Staff (Contract)</u></b>				
Deputy Fire Marshall	0.00	0.03	0.03	0.03
Fire Prevention Supervisor	0.50	0.50	0.50	0.50
Fire Prevention Officer/Arson	0.50	0.50	0.50	0.50
Fire Prevention Specialist	0.50	0.50	0.50	0.50
Front Counter Technician (Account Clerk I)	0.50	0.50	0.50	0.50
Account Representative	2.00	0.00	0.00	0.00
Collection Officer	0.00	2.00	2.00	2.00
Office Assistant III	0.00	0.50	0.50	0.50
Public Service Employee	1.00	1.00	1.00	1.00
Total County Full-Time Non-Safety Staff	5.00	5.53	5.53	5.53
<b>Total Safety &amp; Non-Safety Staff</b>	<b>66.73</b>	<b>67.10</b>	<b>58.25</b>	<b>58.33</b>
<b>TOTAL FULL-TIME CITY STAFF</b>	<b>321.73</b>	<b>318.10</b>	<b>315.25</b>	<b>309.33</b>

CITY POSITION SUMMARIES AND SALARY RANGE TABLES

Part-Time Position Listing by Department

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
<b><u>City Manager Department</u></b>				
Administrative Analyst	0.00	0.00	0.00	0.23
<b>Total Management Services Department</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.23</b>
<b><u>Management Services Department</u></b>				
Office Assistant	0.00	0.00	0.46	0.46
Senior Account Clerk	0.46	0.46	0.00	0.00
<b>Total Management Services Department</b>	<b>0.46</b>	<b>0.46</b>	<b>0.46</b>	<b>0.46</b>
<b><u>D.S.-Community Development</u></b>				
Building Inspector	0.00	0.00	0.92	0.46
Receptionist	0.92	0.92	0.92	0.92
<b>Total D.S.-Community Development Part-Time Staff</b>	<b>0.92</b>	<b>0.92</b>	<b>1.84</b>	<b>1.38</b>
<b><u>D.S.-Code Compliance</u></b>				
Animal Care Technician	0.00	0.00	0.00	1.38
Animal Control Technician	0.46	0.46	0.46	0.00
<b>Total D.S.-Code Compliance Part-Time Staff</b>	<b>0.46</b>	<b>0.46</b>	<b>0.46</b>	<b>1.38</b>
<b><u>D.S.-Public Works</u></b>				
Custodian	0.46	0.46	0.46	0.46
Maintenance Worker	0.00	0.00	0.00	2.76
Office Assistant	0.00	0.00	0.00	0.23
<b>Total D.S.-Public Works Part-Time Staff</b>	<b>0.46</b>	<b>0.46</b>	<b>0.46</b>	<b>3.45</b>
<b><u>D.S.-Water</u></b>				
Administrative Analyst	0	0	0	0.23
Custodian	0.46	0.46	0.46	0.46
Customer Service Representative	0.92	0.92	0.92	0.92
Office Assistant	0.00	0.00	0.00	0.23
<b>Total D.S.-Water Part-Time Staff</b>	<b>1.38</b>	<b>1.38</b>	<b>1.38</b>	<b>1.84</b>
<b>Total Part-Time City Staff</b>	<b>3.68</b>	<b>3.68</b>	<b>4.60</b>	<b>8.74</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Salary Range Tables**

The following Range Tables for represented and non-represented positions are the basis for calculation of the 2016-17 Budget Salaries.

**REPRESENTED FULL-TIME POSITIONS**

**TEAMSTERS LOCAL 1932**

**2016-17 Fiscal Year (Salaries Effective the First Full Pay Period After July 1, 2016)**

**3.9% Increase (2.5% Increase plus 1.4% COLA)**

<u>CLASSIFICATION TITLE</u>	<u>RANGE #</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Account Clerk	9	3271	3435	3607	3787	3976
Animal Care Technician	8	3115	3271	3435	3607	3787
Animal Control Officer	12	3787	3976	4175	4384	4603
Animal Control Technician	7	2967	3115	3271	3435	3607
Building Inspector	17	4833	5075	5329	5596	5876
Code Enforcement Officer	16	4603	4833	5075	5329	5596
Community Development Technician	12	3787	3976	4175	4384	4603
Custodian	8	3115	3271	3435	3607	3787
Customer Service Representative	10	3435	3607	3787	3976	4175
Engineering Aide	11	3607	3787	3976	4175	4384
Engineering Technician	12	3787	3976	4175	4384	4603
Equipment Operator	12	3787	3976	4175	4384	4603
Equipment Operator/Water	12.5	3882	4076	4280	4494	4719
Maintenance Worker	10	3435	3607	3787	3976	4175
Maintenance Worker/Water	10.5	3521	3697	3882	4076	4280
Meter Reader	10	3435	3607	3787	3976	4175
Pump Maintenance Worker	12	3787	3976	4175	4384	4603
Pump Operator	12	3787	3976	4175	4384	4603
Receptionist	6	2826	2967	3115	3271	3435
Registered Veterinary Technician	10	3435	3607	3787	3976	4175
Senior Account Clerk	12	3787	3976	4175	4384	4603
Senior Animal Control Officer	14	4175	4384	4603	4833	5075
Senior Custodian	10	3435	3607	3787	3976	4175
Senior Customer Service Representative	12	3787	3976	4175	4384	4603
Senior Maintenance Worker	13	3976	4175	4384	4603	4833
Senior Maintenance Worker/Water*	13.5	4076	4280	4494	4719	4955
Senior Pump Maintenance Worker	14	4175	4384	4603	4833	5075
Senior Pump Operator	14	4175	4384	4603	4833	5075
Senior Warehouse Technician	12	3787	3976	4175	4384	4603
Utility Line Locator	10	3435	3607	3787	3976	4175
Warehouse Technician	10	3435	3607	3787	3976	4175
Water Conservation Specialist	14	4175	4384	4603	4833	5075
Water Quality Technician	12	3787	3976	4175	4384	4603
Water Resource Specialist	19	5329	5596	5876	6170	6479

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Salary Range Tables (Continued)**

**NON-REPRESENTED FULL-TIME & PART-TIME POSITIONS**

2016-17 Fiscal Year (Salaries Effective the First Full Pay Period After July 1, 2016)

3.9% Increase (2.5% Increase plus 1.4% COLA)

<u>CLASSIFICATION TITLE</u>	<u>RANGE#</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>
<b>GENERAL</b>												
Accountant	33	4668	4761	4856	4953	5052	5153	5256	5361	5468	5577	5689
Accounting Technician	31	4234	4319	4405	4493	4583	4675	4769	4864	4961	5060	5161
Administrative Aide	27	3483	3553	3624	3697	3771	3846	3923	4002	4082	4164	4247
Administrative Secretary	30	4032	4113	4195	4279	4365	4452	4541	4632	4725	4820	4916
Construction Inspector	34	4902	5000	5100	5202	5306	5412	5520	5630	5743	5858	5975
Deputy City Clerk	28	3657	3730	3805	3881	3959	4038	4119	4201	4285	4371	4458
Executive Secretary	33	4668	4761	4856	4953	5052	5153	5256	5361	5468	5577	5689
Geographical Information Systems Technician	31	4234	4319	4405	4493	4583	4675	4769	4864	4961	5060	5161
Information Systems Technician	31	4234	4319	4405	4493	4583	4675	4769	4864	4961	5060	5161
Maintenance Crew Supervisor	36	5405	5513	5623	5736	5851	5968	6087	6209	6333	6460	6589
Office Assistant	24	3008	3068	3129	3192	3256	3321	3387	3455	3524	3595	3667
Payroll Analyst	32	4446	4535	4626	4719	4813	4909	5007	5107	5209	5313	5419
Personnel Technician	32	4446	4535	4626	4719	4813	4909	5007	5107	5209	5313	5419
Purchasing Analyst	33	4668	4761	4856	4953	5052	5153	5256	5361	5468	5577	5689
Senior Code Enforcement Officer	34	4902	5000	5100	5202	5306	5412	5520	5630	5743	5858	5975
Senior Community Development Technician	32	4446	4535	4626	4719	4813	4909	5007	5107	5209	5313	5419
Senior Engineering Technician	34	4902	5000	5100	5202	5306	5412	5520	5630	5743	5858	5975
Senior Office Assistant	28	3657	3730	3805	3881	3959	4038	4119	4201	4285	4371	4458
Senior Office Specialist	28	3657	3730	3805	3881	3959	4038	4119	4201	4285	4371	4458
<b>PROFESSIONAL/SUPERVISORY</b>												
Administrative Analyst	34	4902	5000	5100	5202	5306	5412	5520	5630	5743	5858	5975
Animal Control Supervisor	35	5147	5250	5355	5462	5571	5682	5796	5912	6030	6151	6274
Assistant City Clerk	35	5147	5250	5355	5462	5571	5682	5796	5912	6030	6151	6274
Assistant Engineer	38	5959	6078	6200	6324	6451	6580	6712	6846	6983	7123	7266
Assistant Planner	35	5147	5250	5355	5462	5571	5682	5796	5912	6030	6151	6274
Associate Planner	38	5959	6078	6200	6324	6451	6580	6712	6846	6983	7123	7266
Building Inspection Supervisor	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
Building and Safety Supervisor	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
Code Enforcement Supervisor	36	5405	5513	5623	5736	5851	5968	6087	6209	6333	6460	6589
Community Development Coordinator	34	4902	5000	5100	5202	5306	5412	5520	5630	5743	5858	5975
Community Development Supervisor	38	5959	6078	6200	6324	6451	6580	6712	6846	6983	7123	7266
Construction Inspection Supervisor	39	6257	6382	6510	6640	6773	6909	7047	7188	7332	7479	7629
Customer Service Supervisor	36	5405	5513	5623	5736	5851	5968	6087	6209	6333	6460	6589
Emergency Services Coordinator	38	5959	6078	6200	6324	6451	6580	6712	6846	6983	7123	7266
Environmental Programs Coordinator	34	4902	5000	5100	5202	5306	5412	5520	5630	5743	5858	5975
Facilities Supervisor	36	5405	5513	5623	5736	5851	5968	6087	6209	6333	6460	6589
Financial Analyst	35	5147	5250	5355	5462	5571	5682	5796	5912	6030	6151	6274
Human Resources Analyst	37	5675	5789	5905	6023	6144	6267	6392	6520	6650	6783	6919
Human Resources Specialist	35	5147	5250	5355	5462	5571	5682	5796	5912	6030	6151	6274
Management Analyst	37	5675	5789	5905	6023	6144	6267	6392	6520	6650	6783	6919
Plans Examiner	37	5675	5789	5905	6023	6144	6267	6392	6520	6650	6783	6919
Public Works Supervisor/Streets	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
Public Works Supervisor/Water	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
Secretary to the City Manager	34	4902	5000	5100	5202	5306	5412	5520	5630	5743	5858	5975
Secretary to the City Manager and City Council	35	5147	5250	5355	5462	5571	5682	5796	5912	6030	6151	6274
Shelter Supervisor	35	5147	5250	5355	5462	5571	5682	5796	5912	6030	6151	6274

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Salary Range Tables (Continued)**

**NON-REPRESENTED FULL-TIME & PART-TIME POSITIONS**

2016-17 Fiscal Year (Salaries Effective the First Full Pay Period After July 1, 2016)

3.9% Increase (2.5% Increase plus 1.4% COLA)

<u>CLASSIFICATION TITLE</u>	<u>RANGE#</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>
<b>MANAGEMENT</b>												
Assistant to the City Manager	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Animal Services Manager	41	6898	7036	7177	7321	7467	7616	7768	7923	8082	8244	8409
Budget/Finance Manager	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Building and Safety Manager	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Code Compliance Manager	41	6898	7036	7177	7321	7467	7616	7768	7923	8082	8244	8409
Community Relations and Media Coordinator	37	5675	5789	5905	6023	6144	6267	6392	6520	6650	6783	6919
Geographical Information Systems Manager	41	6898	7036	7177	7321	7467	7616	7768	7923	8082	8244	8409
Human Resources Manager	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Information Systems Manager	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Information Systems Specialist	37	5675	5789	5905	6023	6144	6267	6392	6520	6650	6783	6919
Principal Planner	44	7986	8146	8309	8475	8645	8818	8994	9174	9358	9545	9736
Project Construction Manager	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Public Works Manager	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Purchasing Supervisor	38	5959	6078	6200	6324	6451	6580	6712	6846	6983	7123	7266
Senior Accountant	38	5959	6078	6200	6324	6451	6580	6712	6846	6983	7123	7266
Senior Engineer	43	7606	7758	7913	8071	8232	8397	8565	8736	8911	9089	9271
Senior Financial Analyst	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
Senior Human Resources Analyst	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
Senior Management Analyst	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
Senior Planner	41	6898	7036	7177	7321	7467	7616	7768	7923	8082	8244	8409
Senior Plans Examiner	40	6570	6701	6835	6972	7111	7253	7398	7546	7697	7851	8008
<b>SENIOR MANAGEMENT</b>												
City Engineer	48	9707	9901	10099	10301	10507	10717	10931	11150	11373	11601	11833
Deputy Director of Development Services/Community Development	48	9707	9901	10099	10301	10507	10717	10931	11150	11373	11601	11833
Deputy Director of Economic Development	48	9707	9901	10099	10301	10507	10717	10931	11150	11373	11601	11833
Deputy Finance Director	46	8805	8981	9161	9344	9531	9722	9916	10114	10316	10522	10732
Deputy Human Resources/Risk Management Director	46	8805	8981	9161	9344	9531	9722	9916	10114	10316	10522	10732
Public Works Director	46	8805	8981	9161	9344	9531	9722	9916	10114	10316	10522	10732
<b>AT WILL SENIOR MANAGEMENT</b>												
Assistant City Manager/Management Services	52	11800	12036	12277	12523	12774	13030	13291	13557	13828	14105	14387
City Clerk	45	8385	8553	8724	8899	9077	9259	9444	9633	9826	10023	10224
Deputy City Manager	47	9245	9430	9619	9811	10007	10207	10411	10619	10831	11048	11269
Director of Development Services	51	11238	11463	11692	11926	12165	12408	12656	12909	13167	13430	13699
Director of Economic Development	51	11238	11463	11692	11926	12165	12408	12656	12909	13167	13430	13699
Economic Development Manager	44	7986	8146	8309	8475	8645	8818	8994	9174	9358	9545	9736

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