

# 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 the represented employees based upon the City Council approved Memorandum of Understanding effective February 1, 2018.

### Summary of Position Changes:

The 2019-20 Budget decreases staffing by 19% or 60.73 FTE from 322.39 FTE in FY 2018-19 to 261.66 FTE. This reduction is directly attributed to the San Bernardino County Fire (County Fire) annexing all fire services from the Hesperia Fire Protection District, which was overseen by the City of Hesperia.

By removing the Fire related positions, the FY 2019-20 is reducing the positions by 1.92 FTE from the FY 2018-19 non-fire related positions of 263.58 FTE. The following will detail all the position changes in the FY 2019-20 Budget.

#### Fire District Annexation (Reduction of 58.81 FTE):

On November 01, 2018, County Fire annexed the Hesperia Fire Protection District (Fire District). County Fire is now responsible for providing all emergency fire and ambulance related services, as well as all fire prevention services. Prior to the annexation, the Fire District contracted with County Fire for these services and the FTE for the contract staff was included in the citywide budget.

#### Position Changes in the FY 2019-20 Budget (decrease of 1.92 FTE):

The following are proposed changes by department:

#### City Manager Department – 0.00 FTE (addition of 2.46 FTE and the reduction of 2.46 FTE):

Unless otherwise noted, all the positions are funded from the General Fund.

- Add one new Community Relations Specialist (1.00 FTE), which will be a non-represented employee with a salary range 34 and classified as Professional/Supervisory. This position will be funded 75% General Fund and 25% Water Operating.
- Add one Information Systems Specialist (1.00 FTE).
- Add one Part-Time Information Systems Technician (0.46 FTE).
- Eliminate two Information Systems Technician positions.
- Eliminate one Part-Time Administrative Analyst position (0.46 FTE), which is funded 50% from the General Fund and 50% from the Water Operating Fund.
- Retitle the Environmental Programs Coordinator position to the Community Relations Specialist position. This position will retain the same salary range and classification.

#### Economic Development – 2.00 FTE Reduction:

- Eliminate one vacant Senior Management Analyst (1.00 FTE) and one vacant Senior Economic Development Specialist (1.00 FTE), for a total reduction of 2.00 FTE.

#### Development Services – 0.08 Addition FTE (addition of 1.46 FTE and the reduction of 1.38 FTE):

##### *Community Development – 0.00 FTE Change (0.46 addition and 0.46 elimination)*

- Eliminate one Part-Time Building Inspector position (0.46 FTE) and add one Part-Time Plans Examiner position (0.46 FTE).

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Summary of Position Changes (Continued):**

**Development Services (Continued):**

*Code Compliance – 0.00 FTE Change (0.46 addition and 0.46 elimination)*

- Eliminate one Part-Time Administrative Aide position (0.46 FTE) and add one Part-Time Office Assistant position (0.46 FTE).

*Public Works – 0.92 FTE Reduction:*

- Eliminate two Part-Time Maintenance Worker positions (0.92 FTE).
- Change the Public Works Manager salary from a range 43 to a range 44, as well as classifying the position as 'At Will Senior Management' from the previous 'Management' classification. This position will retain the following funding distribution of 80% Streets Maintenance Fund, 17% Water Operating, and 3% Sewer Operating.

*Water Operating – 1.00 FTE Addition:*

- Add one new Fleet/Warehouse Supervisor position (1.00 FTE), which will be a non-represented employee with a salary range 36 and classified as Professional/Supervisory. This position will be funded 30% Streets Maintenance, 65% Water Operating, and 5% Sewer Operating.

**Summary of Salary and Benefits Provisions included in the Fiscal Year 2019-20 Budget:**

The FY 2019-20 Budget includes a Cost of Living Adjustment (COLA) increase of 2.5% that will be effective the first full pay period of July 2019. The 2.5% COLA is the primary reason that the total budgeted salaries are increasing by approximately \$0.4 million from FY 2018-19 Budget of \$12,477,311 to \$12,920,387 in FY 2019-20. The salary range tables are provided at the end of this section.

Additionally, the budget includes a \$100 increase for the City's health contribution, which will start July 1, 2019 for the August 2019 insurance premiums. The FY 2018-19 Contribution is \$1,013, which increases to \$1,113 per month. The Health Insurance expenditure for FY 2019-20 is expected to be \$2,076,649, which is a 4% increase from the FY 2018-19 amount of \$1,997,385.

These increases, as well as any other benefit provided by the City, can be found in the memo of understanding (MOU) with the represented employees as well as in the non-represented compensation and benefit plan.

**Workers' Compensation**

The FY 2019-20 Budget assumes a modest increase of 1.52% for the overall Workers' Compensation budget. This is a favorable rate increase when compared to the FY 2018-19 Budget where Workers' Compensation increased overall by 18.07% or 19.67% for the City and 16.05% for the Water District.

<u>Rating Groups</u>	<u>2018-19 Budget</u>	<u>2019-20 Budget</u>	<u>Change Amount</u>	<u>Percent Change</u>
City of Hesperia	\$390,805	\$414,971	\$24,166	6.18%
Water District	<u>301,272</u>	<u>287,642</u>	<u>(13,630)</u>	<u>(4.52)%</u>
Total	\$692,077	\$702,613	\$10,536	1.52%

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**California Public Employees Retirement System (CalPERS):**

**CalPERS Overview:**

The City oversees a total of six CalPERS pension plans. The FY 2019-20 Budget assumes total pension expenditures of \$3,528,433, which is an approximate 12% or \$0.4 million increase over the FY 2018-19 Budget of \$3,153,672. For FY 2019-20 pension expenditures represent 5.8% of the \$60.4 operating budget. The following details each of the six pension plans:

Plan	Plan Formula	Status	Members			
			Active	Transferred	Separated	Retired
Miscellaneous Plan for the City of Hesperia	2.7% @ 55	Active	74	45	44	116
PEPRA Miscellaneous Plan for the City of Hesperia	2.0% @ 62	Active	41	6	7	0
Miscellaneous Plan for the HWD	2.7% @ 55	Active	47	29	16	39
PEPRA Miscellaneous Plan for the HWD	2.0% @ 62	Active	8	3	0	0
Miscellaneous Plan for the HFPD	2.0% @ 55	Inactive	0	1	4	6
Safety Plan for the HFPD	2.0% @ 50	Inactive	0	40	7	42

Both the City and Water Miscellaneous plans are considered 'Classic' plans. Through retirement of current Classic Employees, these plans will be phased out over the next thirty to forty years, depending on the age of the participant. Classic Plans tend to have a higher retirement cost, as the retirement age is usually lower and the plans have higher retirement benefits. In an effort to control the increasing pension costs, the State passed pension reform legislation that became effective January 1, 2013, with Assembly Bill (AB) 340, or the Public Employees' Pension Reform Act (PEPRA). This mandated that all 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.

The annual pension budget is derived from the Annual Valuation Report received from CalPERS. The FY 2019-20 Budget is based on the information provided in the Annual Valuation Report as of June 30, 2017, which was issued during August 2018. This report details the Normal Cost, which is a portion of the cost of the future pension benefits allocated to the current year. The normal cost assumes a specific rate of return on future earnings, as well as the City's contribution. If CalPERS does not achieve its anticipated rate of return on investments, the unfunded accrued liability (UAL) will increase. During the past decade, the CalPERS unfunded liability has continued to grow. To address this issue, CalPERS has phased in a lowering of the estimated rate of return on investments from 7.5% in 2017 to the current rate of 7%. It should be noted that as the rate of return is lowered, the UAL payment that is due annually increases, as it is assumed that the future earnings will now be less.

Further, starting in June 30, 2019, which will affect the FY 2021-22 Budget, CalPERS lowered its amortization time period of gains and losses on investment earnings from 30 years to 20 years. For example, if there is a year where investments earn less than the estimated rate of return of 7%, CalPERS will spread that loss over 20-years. This action could increase the annual UAL payment; however, it is expected to stabilize the unfunded liability, as the UAL payment essentially increases the funded status.

**CalPERS Individual Plan Details:**

*Hesperia Fire Protection District Plans:*

While County Fire annexed the Fire District, the City of Hesperia retained the outstanding CalPERS liability for both plans. While these plans are inactive, the City annually pays the unfunded accrued liability (UAL). This means that there are annual payments due for the plan retiree. The following chart details the Fire pension plans.

	UAL	Funded Ratio	Projected Last UAL Payment	Years Remaining	Annual UAL Payment	
					FY 2019-20 Budget	FY 2020-21 Projection
Miscellaneous Plan	\$ 989,915	66.80%	June 30, 2030	11	\$ 21,754	\$ 24,000
Safety Plan	\$ 8,495,270	70.70%	June 30, 2033	14	\$ 883,902	\$ 968,000

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**California Public Employees Retirement System (CalPERS) (Continued):**

*City of Hesperia Plans:*

As previously mentioned, there are two City plans: Miscellaneous and PEPRA.

It should be noted that the Normal Cost is different for the Miscellaneous Plan (Classic Plan) and the PEPRA plan. For each plan, the normal cost is determined by the Annual Valuation Report, and this percentage is applied to the biweekly payroll and remitted to CalPERS. For the Miscellaneous Plan, the employee is responsible for their portion of the employee contribution rate, which is a contribution rate of 8%, as well as 1% of the employer's contribution rate for a total employee contribution rate of 9%. For the PEPRA participants, the employee contribution rate is determined annually by CalPERS; for FY 2019-20, the rate is 6.75%. The following table demonstrates the Normal Cost percentage rate for FY 2019-20.

	<b>Miscellaneous</b>	
	<b>Plan</b>	<b>PEPRA Plan</b>
Plan Normal Cost Percentage	21.136%	13.735%
Less: Employee's Contribution Rate	-7.954%	-6.750%
Less: Employee Contribution of the Employer's Rate	-1.000%	0.000%
<i>Total City Normal Contribution Rate</i>	<i>12.182%</i>	<i>6.985%</i>

The following chart demonstrates the unfunded accrued liability. While the Normal Cost is based on payroll, the amount due each fiscal year for the UAL is determined by CalPERS. The following demonstrates the UAL for the two City plans:

	<b>UAL</b>	<b>Funded Ratio</b>	<b>Projected Last UAL Payment</b>	<b>Years Remaining</b>	<b>Annual UAL Payment</b>	
					<b>FY 2019-20 Budget</b>	<b>FY 2020-21 Projection</b>
Miscellaneous Plan	\$ 14,353,661	73.50%	June 30, 2046	27	\$ 1,186,132	\$ 1,317,000
PEPRA	\$ 30,111	95.40%	June 30, 2046	27	\$ 16,193	\$ 18,000

*Hesperia Water District Plans:*

As with the City, the Water District has two active plans, which are the Miscellaneous Plan and PEPRA Plan. Additionally, the Normal Cost for the Miscellaneous and PEPRA plans mirrors the City's plans. The following details the Water District's Normal Cost.

	<b>Miscellaneous</b>	
	<b>Plan</b>	<b>PEPRA Plan</b>
Plan Normal Cost Percentage	21.136%	13.735%
Less: Employee's Contribution Rate	-7.954%	-6.750%
Less: Employee Contribution of the Employer's Rate	-1.000%	0.000%
<i>Total City Normal Contribution Rate</i>	<i>12.182%</i>	<i>6.985%</i>

The following demonstrates the unfunded accrued liability for the Water District.

	<b>UAL</b>	<b>Funded Ratio</b>	<b>Projected Last UAL Payment</b>	<b>Years Remaining</b>	<b>Annual UAL Payment</b>	
					<b>FY 2019-20 Budget</b>	<b>FY 2020-21 Projection</b>
Miscellaneous Plan	\$ 5,091,827	76.00%	June 30, 2046	27	\$ 297,523	\$ 418,000
PEPRA	\$ 5,982	94.70%	June 30, 2046	27	\$ 613	\$ 1,000

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Demonstration of the Citywide Positions:**

The following pages detail the City positions by looking at the data in different ways. First, there is the 10-year history by funding source, which gives a historical perspective to the City's positions. This is followed by the 2019-20 Budget Full-Time and Part-Time by department, which demonstrates the departmental makeup of the City staffing. Next, there is information for the 2019-20 General Fund Staffing, which focus solely on the positions within the General Fund. This is followed by a comprehensive listing of all full-time positions, as well as a listing for all part-time positions. Finally, the salary range tables for the FY 2019-20 Budget is included for both the represented employees, as well as the non-represented employees.

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

**Comments:**

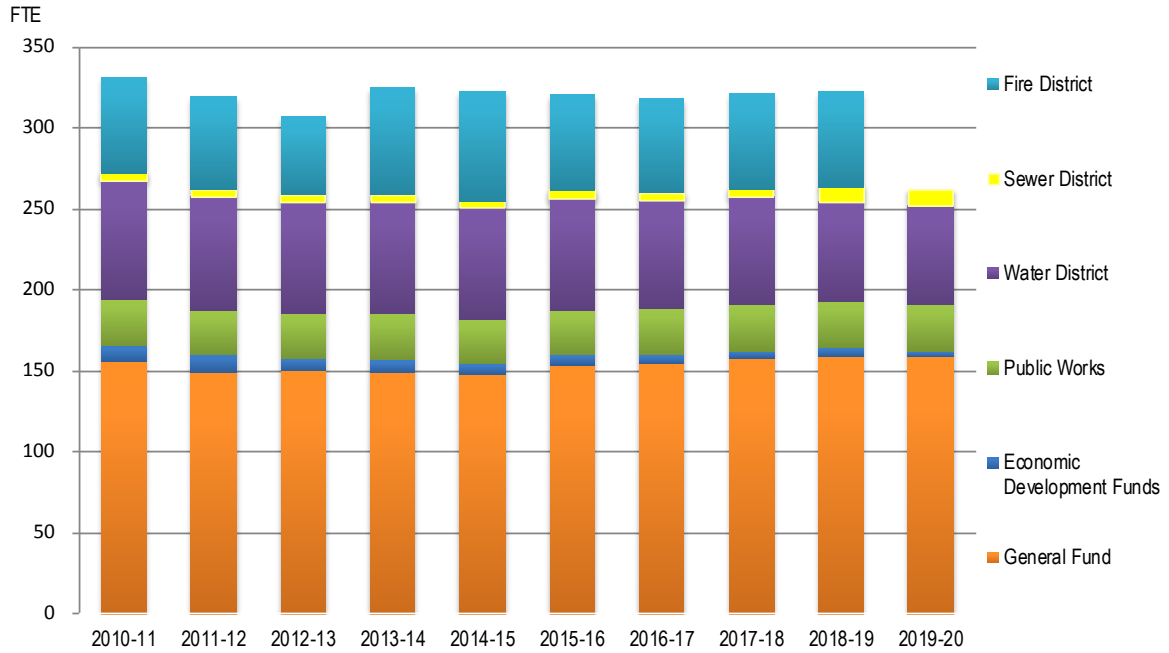
As previously described, the FY 2019-20 Budget proposes to decrease staffing by 60.73 (FTE). This decrease is due to County Fire annexing the Fire District. By factoring out the Fire annexation, with the reduction of contracted fire staff, city staffing is expected to decrease by 1.92 FTE. Two departments comprise over half the City positions, Police, which are contracted staff from the County of San Bernardino, represent 30% of the overall positions, while the Water District represents 24% of the positions.

<b>Major Funds</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
General Fund					
City Manager	8.34	12.60	13.60	13.60	13.60
Management Services	23.46	18.26	17.26	16.26	16.26
Development Services:					
Community Development	17.73	17.27	16.03	15.95	14.76
Code Compliance	23.78	23.78	23.78	23.78	23.92
Public Works	6.85	7.11	6.61	6.61	6.26
Police	75.50	70.50	72.50	73.00	73.00
<b>General Fund Total</b>	<b>155.66</b>	<b>149.52</b>	<b>149.78</b>	<b>149.20</b>	<b>147.80</b>
Economic Development Funds	10.33	10.00	8.00	8.00	7.00
Public Works Fund	28.55	28.25	27.75	27.75	27.40
Water District Fund	72.54	69.77	68.77	69.23	67.98
Sewer District Fund	5.50	4.50	4.50	4.50	4.50
Fire District Fund	59.00	57.40	48.40	66.73	67.60
<b>Total Full &amp; Part-Time By Fund</b>	<b>331.58</b>	<b>319.44</b>	<b>307.20</b>	<b>325.41</b>	<b>322.28</b>

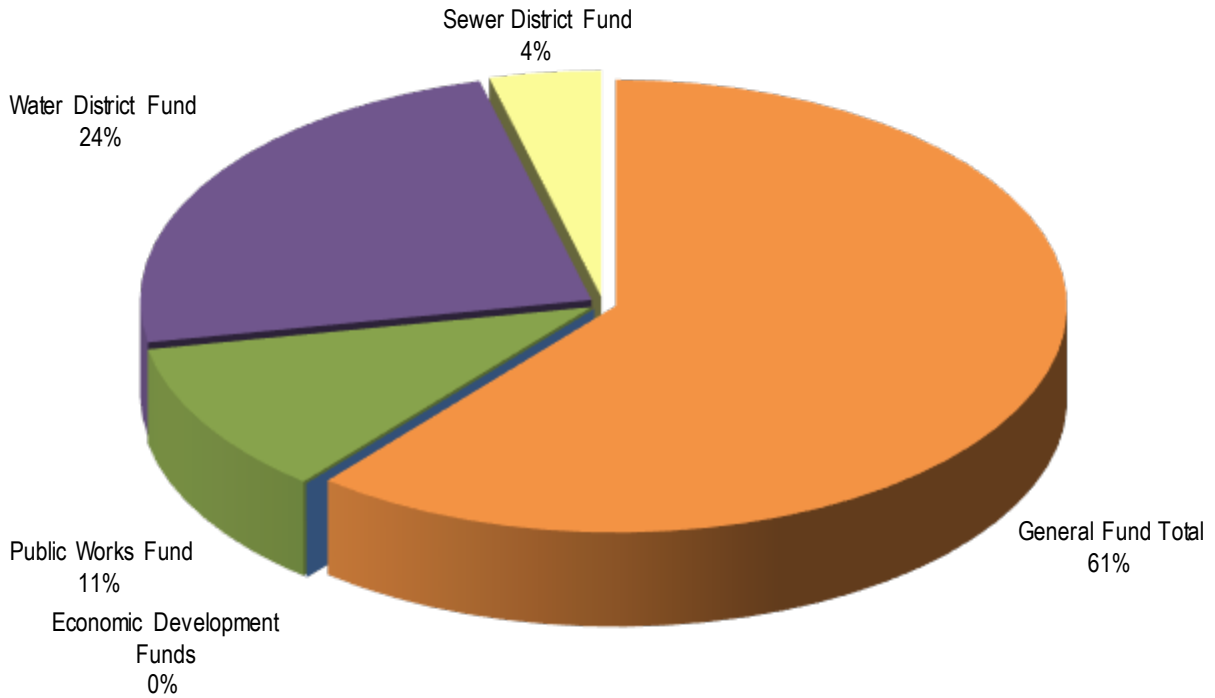
<b>Major Funds</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>
General Fund					
City Manager	13.60	13.48	14.48	15.20	15.18
Management Services	16.26	16.26	16.26	17.36	17.36
Development Services:					
Community Development	15.68	15.38	16.38	16.42	16.42
Code Compliance	23.92	25.28	25.28	25.74	25.74
Public Works	6.76	6.51	6.97	6.70	6.70
Police	77.00	78.00	78.00	78.00	78.00
<b>General Fund Total</b>	<b>153.22</b>	<b>154.91</b>	<b>157.37</b>	<b>159.42</b>	<b>159.40</b>
Economic Development Funds	7.00	5.00	5.00	5.00	3.00
Public Works Fund	27.60	28.79	28.79	28.56	27.94
Water District Fund	68.58	65.84	66.30	61.21	61.88
Sewer District Fund	5.20	5.20	5.20	9.39	9.44
Fire District Fund	58.75	58.83	58.81	58.81	0.00
<b>Total Full &amp; Part-Time By Fund</b>	<b>320.35</b>	<b>318.57</b>	<b>321.47</b>	<b>322.39</b>	<b>261.66</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

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



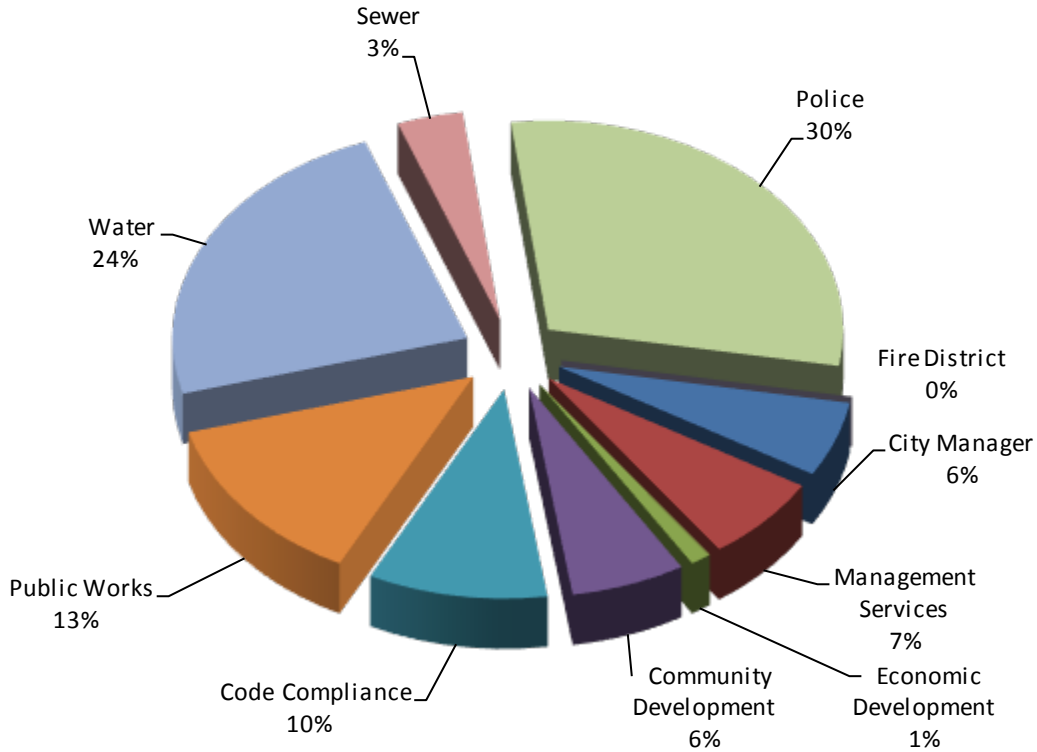
**2019-20 FULL-TIME AND PART-TIME STAFF BY FUND**





**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**2019-20 BUDGET FULL-TIME AND PART-TIME STAFF BY DEPARTMENT**

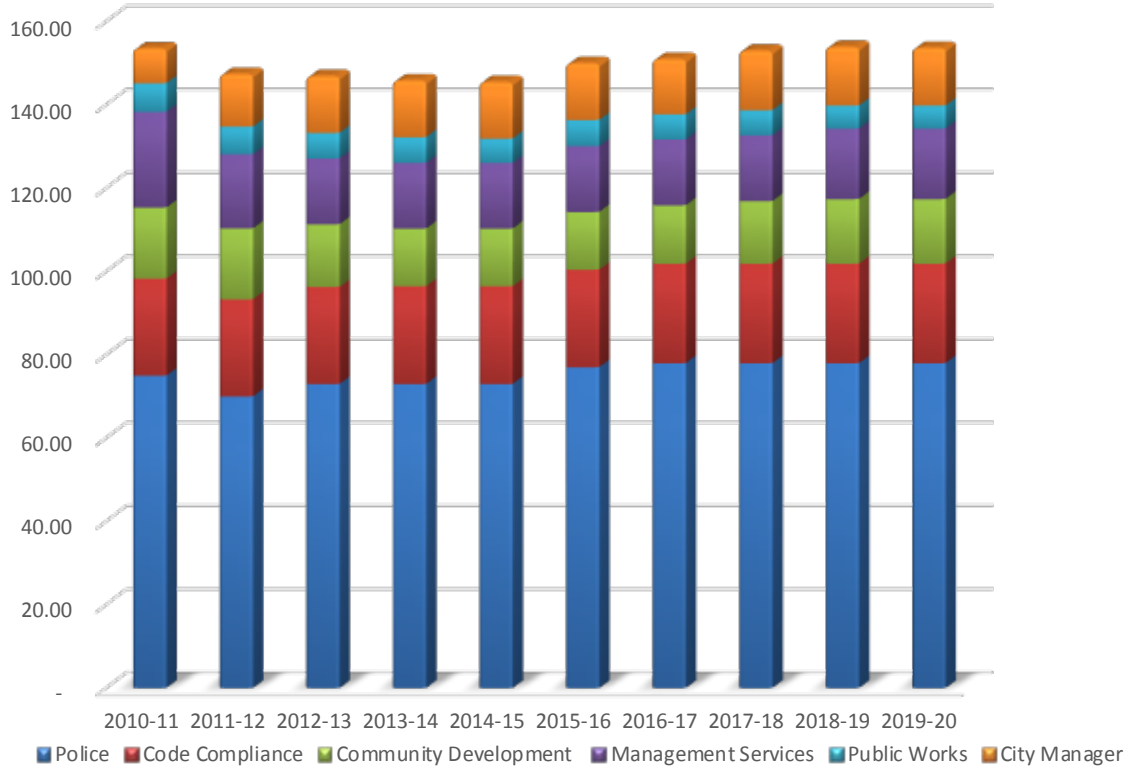


**% Change  
From  
2018-19**

<u>Departments</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>Budget</u>
City Manager	13.48	14.48	15.20	15.18	0%
Management Services	16.26	16.26	17.36	17.36	0%
Economic Development	5.00	5.00	5.00	3.00	-40%
Development Services:					
Community Development	15.38	16.38	16.42	16.42	0%
Code Compliance	25.28	25.28	25.74	25.74	0%
Public Works	35.30	35.76	35.26	34.64	-2%
Water	65.84	66.30	61.21	61.88	1%
Sewer	5.20	5.20	9.39	9.44	1%
Development Services Total	147.00	148.92	148.02	148.12	0%
<b>Sub-Total Non-Police &amp; Fire District</b>	<b>181.74</b>	<b>184.66</b>	<b>185.58</b>	<b>183.66</b>	<b>-1%</b>
Police	78.00	78.00	78.00	78.00	0%
Fire District	58.83	58.81	58.81	0.00	-100%
<b>Sub-Total Police &amp; Fire District</b>	<b>136.83</b>	<b>136.81</b>	<b>136.81</b>	<b>78.00</b>	<b>-43%</b>
<b>Total Full &amp; Part-Time Staff</b>	<b>318.57</b>	<b>321.47</b>	<b>322.39</b>	<b>261.66</b>	<b>-19%</b>
Change Amount	n/a	2.90	0.92	-60.73	
Percentage	n/a	0.9%	0.3%	-18.8%	

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**2019-20 BUDGET GENERAL FUND FULL-TIME POSITIONS**



<b>General Fund</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
City Manager	8.34	12.60	13.60	13.60	13.60
Management Services	23.00	17.80	15.80	15.80	15.80
Development Services:					
Community Development	17.03	17.03	15.03	13.84	13.84
Code Compliance	23.32	23.32	23.32	23.46	23.46
Public Works	6.85	6.65	6.15	6.15	5.80
Police	75.00	70.00	73.00	73.00	73.00
<b>General Fund Total</b>	<b>153.54</b>	<b>147.40</b>	<b>146.90</b>	<b>145.85</b>	<b>145.50</b>

<b>General Fund</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>
City Manager	13.60	13.25	14.25	14.05	13.80
Management Services	15.80	15.80	15.80	16.90	16.90
Development Services:					
Community Development	13.84	14.00	15.00	15.50	15.50
Code Compliance	23.46	23.90	23.90	23.90	23.90
Public Works	6.30	6.05	6.05	5.55	5.55
Police	77.00	78.00	78.00	78.00	78.00
<b>General Fund Total</b>	<b>150.00</b>	<b>151.00</b>	<b>153.00</b>	<b>153.90</b>	<b>153.65</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

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

	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<b><u>City Manager Department</u></b>				
Total Full-Time Staff	13.25	14.25	14.05	13.80
Total Part-Time Staff	0.23	0.23	1.15	1.38
<b>Total City Manager Staff</b>	<b>13.48</b>	<b>14.48</b>	<b>15.20</b>	<b>15.18</b>
<b><u>Management Services Department</u></b>				
Total Full-Time Staff	15.80	15.80	16.90	16.90
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>17.36</b>	<b>17.36</b>
<b><u>Economic Development Department</u></b>				
<b>Total Full-Time Staff</b>	<b>5.00</b>	<b>5.00</b>	<b>5.00</b>	<b>3.00</b>
<b><u>D.S.-Community Development</u></b>				
Total Full-Time Staff	14.00	15.00	15.50	15.50
Total Part-Time Staff	1.38	1.38	0.92	0.92
<b>Total D.S.-Community Development Staff</b>	<b>15.38</b>	<b>16.38</b>	<b>16.42</b>	<b>16.42</b>
<b><u>D.S.-Code Compliance</u></b>				
Total Full-Time Staff	23.90	23.90	23.90	23.90
Total Part-Time Staff	1.38	1.38	1.84	1.84
<b>Total D.S.-Code Compliance Staff</b>	<b>25.28</b>	<b>25.28</b>	<b>25.74</b>	<b>25.74</b>
<b><u>D.S.-Public Works Department</u></b>				
Total Full-Time Staff	31.85	31.85	31.35	31.65
Total Part-Time Staff	3.45	3.91	3.91	2.99
<b>Total D.S.-Public Works Staff</b>	<b>35.30</b>	<b>35.76</b>	<b>35.26</b>	<b>34.64</b>
<b><u>D.S.-Water</u></b>				
Total Full-Time Staff	64.00	64.00	59.05	59.95
Total Part-Time Staff	1.84	2.30	2.16	1.93
<b>Total D.S.-Water Staff</b>	<b>65.84</b>	<b>66.30</b>	<b>61.21</b>	<b>61.88</b>
<b><u>D.S.-Sewer</u></b>				
Total Full-Time Staff	5.20	5.20	9.25	9.30
Total Part-Time Staff	0.00	0.00	0.14	0.14
<b>Total D.S.-Sewer Staff</b>	<b>5.20</b>	<b>5.20</b>	<b>9.39</b>	<b>9.44</b>
<b>Total Development Services</b>	<b>147.00</b>	<b>148.92</b>	<b>148.02</b>	<b>148.12</b>
<b><u>Police Department</u></b>				
<b>Total Full-Time Staff</b>	<b>78.00</b>	<b>78.00</b>	<b>78.00</b>	<b>78.00</b>
<b><u>Fire District</u></b>				
<b>Total Fire District Staff (Contract)</b>	<b>58.83</b>	<b>58.81</b>	<b>58.81</b>	<b>0.00</b>
TOTAL FULL-TIME CITY STAFF	309.83	311.81	311.81	252.00
TOTAL PART-TIME CITY STAFF	8.74	9.66	10.58	9.66
<b>TOTAL CITY STAFF</b>	<b>318.57</b>	<b>321.47</b>	<b>322.39</b>	<b>261.66</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Full-Time Position Listing by Department**

	<b><u>2016-17</u></b>	<b><u>2017-18</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>
<b><u>City Manager Department</u></b>				
Administrative Aide	0.00	0.00	1.00	1.00
Assistant City Clerk	1.00	1.00	1.00	1.00
Assistant to the City Manager	0.75	0.75	0.75	0.75
City Clerk	1.00	1.00	1.00	1.00
City Manager	1.00	1.00	0.80	0.80
Community Relations Specialist	0.00	0.00	0.00	1.25
Deputy City Clerk	0.00	1.00	1.00	1.00
Environmental Programs Coordinator	0.50	0.50	0.50	0.00
Executive Secretary	1.00	1.00	0.00	0.00
Information Systems Manager	1.00	1.00	1.00	1.00
Information Systems Specialist	3.00	3.00	3.00	4.00
Information Systems Technician	1.00	2.00	2.00	0.00
Management Analyst	2.00	1.00	1.00	1.00
Secretary to the City Manager and City Council	1.00	1.00	1.00	1.00
<b>Total City Manager Full-Time Staff</b>	<b>13.25</b>	<b>14.25</b>	<b>14.05</b>	<b>13.80</b>
<b><u>Management Services Department</u></b>				
Accountant	2.00	2.00	2.00	2.00
Accounting Technician	2.00	2.00	4.00	4.00
Assistant City Manager/Management Services	0.90	0.90	0.00	0.00
Budget/Finance Manager	1.00	1.00	0.00	0.00
Budget/Finance Specialist	0.00	1.00	1.00	1.00
Deputy Finance Director	0.90	0.90	0.90	0.90
Director of Finance	0.00	0.00	1.00	1.00
Executive Secretary	1.00	1.00	0.00	0.00
Financial Analyst	2.00	2.00	2.00	2.00
Human Resources Manager	1.00	1.00	1.00	1.00
Human Resources Specialist	1.00	1.00	1.00	1.00
Personnel Technician	1.00	1.00	2.00	2.00
Senior Accountant	1.00	1.00	1.00	1.00
Senior Financial Analyst	1.00	1.00	1.00	1.00
Senior Office Assistant	1.00	0.00	0.00	0.00
<b>Total Management Services Full-Time Staff</b>	<b>15.80</b>	<b>15.80</b>	<b>16.90</b>	<b>16.90</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Full-Time Position Listing by Department**

	<b><u>2016-17</u></b>	<b><u>2017-18</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>
<b><u>Economic Development Department</u></b>				
Administrative Analyst	1.00	1.00	1.00	1.00
Administrative Secretary	1.00	1.00	1.00	1.00
Economic Development Manager	1.00	1.00	1.00	1.00
Management Analyst	1.00	0.00	0.00	0.00
Senior Economic Development Specialist	0.00	1.00	1.00	0.00
Senior Management Analyst	1.00	1.00	1.00	0.00
<b>Total Economic Development Full-Time Staff</b>	<b><u>5.00</u></b>	<b><u>5.00</u></b>	<b><u>5.00</u></b>	<b><u>3.00</u></b>
<b><u>D.S.-Community Development</u></b>				
Administrative Analyst	0.85	0.85	0.85	0.85
Administrative Secretary	0.20	0.20	0.00	0.00
Assistant City Manager	0.00	0.00	0.20	0.20
Associate Planner	0.00	0.00	1.00	1.00
Building and Safety Manager	1.00	1.00	0.00	0.00
Building and Safety Supervisor*	1.00	1.00	0.00	0.00
Building Inspector	0.00	0.00	3.00	3.00
Building Inspection Supervisor	2.00	3.00	0.00	0.00
Building Official	0.00	0.00	1.00	1.00
Community Development Supervisor	1.00	1.00	1.00	1.00
Community Development Technician	0.75	0.75	1.25	1.25
Director of Development Services	0.20	0.20	0.00	0.00
Executive Secretary	0.00	0.00	0.20	0.20
Plans Examiner	2.00	2.00	2.00	2.00
Principal Planner	1.00	1.00	1.00	1.00
Senior Community Development Technician	1.00	1.00	1.00	1.00
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><u>14.00</u></b>	<b><u>15.00</u></b>	<b><u>15.50</u></b>	<b><u>15.50</u></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>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<b><u>D.S.-Code Compliance</u></b>				
Administrative Secretary	0.45	1.45	1.00	1.00
Animal Care Technician	5.00	5.00	4.00	4.00
Animal Control Officer	3.00	3.00	3.00	3.00
Animal Services Manager	1.00	1.00	1.00	1.00
Assistant City Manager	0.00	0.00	0.45	0.45
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	0.45	0.45	0.00	0.00
Executive Secretary	0.00	0.00	0.45	0.45
Office Assistant	4.00	4.00	4.00	4.00
Senior Animal Care Technician	0.00	0.00	1.00	1.00
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	1.00	1.00	1.00
<b>Total D.S.-Code Compliance Full-Time Staff</b>	<b>23.90</b>	<b>23.90</b>	<b>23.90</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	0.70	0.70	0.50	0.50
Assistant City Manager	0.00	0.00	0.20	0.20
Assistant Engineer	0.35	0.35	0.35	0.35
Community Development Technician	0.25	0.25	0.25	0.25
Construction Inspection Supervisor	0.35	0.35	0.35	0.35
Construction Inspector	1.15	1.15	1.15	1.15
Custodian	1.00	1.00	1.00	1.00
Director of Development Services	0.20	0.20	0.00	0.00
Engineering Technician	0.40	0.40	0.40	0.40
Equipment Operator	4.30	4.30	4.30	4.30
Executive Secretary	0.00	0.00	0.20	0.20
Facilities Supervisor	0.50	0.50	0.50	0.50
Fleet/Warehouse Supervisor	0.00	0.00	0.00	0.30
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	9.40	9.40	9.40	9.40
Management Analyst	1.00	1.00	0.00	0.00
Office Assistant	1.00	1.00	1.00	1.00
Project Construction Manager	0.75	0.75	0.75	0.75
Public Works Manager	0.80	0.80	0.80	0.80
Senior Custodian	0.50	0.50	0.50	0.50
Senior Maintenance Worker	5.80	5.80	5.80	5.80
Senior Management Analyst	0.00	0.00	0.50	0.50
<b>Total D.S.-Public Works Full-Time Staff</b>	<b>31.85</b>	<b>31.85</b>	<b>31.35</b>	<b>31.65</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Full-Time Position Listing by Department (Continued)**

	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<b><u>D.S.-Water</u></b>				
Administrative Secretary	0.65	0.65	0.41	0.41
Administrative Analyst	0.65	0.65	0.56	0.56
Assistant City Manager	0.00	0.00	0.12	0.12
Assistant City Manager/Management Services	0.05	0.05	0.00	0.00
Assistant Engineer	0.65	0.65	0.52	0.52
Assistant to the City Manager	0.25	0.25	0.25	0.25
City Manager	0.00	0.00	0.16	0.16
Community Development Technician	2.00	2.00	2.00	2.00
Community Relations Specialist	0.00	0.00	0.00	0.75
Construction Inspection Supervisor	0.65	0.65	0.52	0.52
Construction Inspector	0.85	0.85	0.68	0.68
Custodian	2.00	2.00	2.00	2.00
Customer Service Representative	5.00	5.00	4.20	4.20
Customer Service Supervisor	1.00	1.00	0.84	0.84
Deputy Finance Director	0.10	0.10	0.08	0.08
Director of Development Services	0.15	0.15	0.00	0.00
Engineering Technician	0.60	0.60	0.48	0.48
Environmental Programs Coordinator	0.50	0.50	0.50	0.00
Equipment Operator	2.70	2.70	2.70	2.70
Executive Secretary	0.00	0.00	0.12	0.12
Facilities Supervisor	0.50	0.50	0.50	0.50
Fleet/Warehouse Supervisor	0.00	0.00	0.00	0.65
Geographical Information Systems Manager	0.70	0.70	0.56	0.56
Geographical Information Systems Technician	0.70	0.70	0.56	0.56
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	0.00	0.00
Meter Reader	4.00	4.00	4.00	4.00
Office Assistant	1.00	1.00	0.81	0.81
Project Construction Manager	0.25	0.25	0.20	0.20
Public Works Manager	0.20	0.20	0.17	0.17
Public Works Supervisor/Water	1.00	1.00	0.83	0.83
Pump Operator	1.95	1.95	1.95	1.95
Senior Account Clerk	2.00	2.00	1.68	1.68
Senior Custodian	0.50	0.50	0.50	0.50
Senior Customer Service Representative	2.00	2.00	1.68	1.68
Senior Maintenance Worker	6.50	6.50	6.50	6.50
Senior Management Analyst	0.00	0.00	0.41	0.41
Senior Pump Maintenance Worker	0.95	0.95	0.95	0.95
Senior Pump Operator	0.95	0.95	0.95	0.95
Senior Warehouse Technician	1.00	1.00	0.83	0.83
Utility Line Locator	1.00	1.00	1.00	1.00
Warehouse Technician	1.00	1.00	0.83	0.83
Water Conservation Specialist	1.00	1.00	0.00	0.00
Water Quality Specialist	0.00	0.00	1.00	1.00
Water Quality Technician	1.00	1.00	0.00	0.00
<b>Total D.S.-Water Full-Time Staff</b>	<b>64.00</b>	<b>64.00</b>	<b>59.05</b>	<b>59.95</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Full-Time Position Listing by Department (Continued)**

	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<b><u>D.S.-Sewer</u></b>				
Administrative Analyst	0.00	0.00	0.09	0.09
Administrative Secretary	0.00	0.00	0.09	0.09
Assistant City Manager	0.00	0.00	0.03	0.03
Assistant City Manager/Management Services	0.05	0.05	0.00	0.00
Assistant Engineer	0.00	0.00	0.13	0.13
City Manager	0.00	0.00	0.04	0.04
Community Development Technician	0.00	0.00	0.50	0.50
Construction Inspection Supervisor	0.00	0.00	0.13	0.13
Construction Inspector	0.00	0.00	0.17	0.17
Customer Service Representative	0.00	0.00	0.80	0.80
Customer Service Supervisor	0.00	0.00	0.16	0.16
Deputy Finance Director	0.00	0.00	0.02	0.02
Engineering Technician	0.00	0.00	0.12	0.12
Executive Secretary	0.00	0.00	0.03	0.03
Fleet/Warehouse Supervisor	0.00	0.00	0.00	0.05
Geographical Information Systems Manager	0.00	0.00	0.14	0.14
Geographical Information Systems Technician	0.00	0.00	0.14	0.14
Maintenance Crew Supervisor	0.70	0.70	0.70	0.70
Maintenance Worker	3.60	3.60	3.60	3.60
Office Assistant	0.00	0.00	0.19	0.19
Project Construction Manager	0.00	0.00	0.05	0.05
Public Works Manager	0.00	0.00	0.03	0.03
Public Works Supervisor/Water	0.00	0.00	0.17	0.17
Pump Operator	0.05	0.05	0.05	0.05
Senior Account Clerk	0.00	0.00	0.32	0.32
Senior Customer Service Representative	0.00	0.00	0.32	0.32
Senior Maintenance Worker	0.70	0.70	0.70	0.70
Senior Management Analyst	0.00	0.00	0.09	0.09
Senior Pump Maintenance Worker	0.05	0.05	0.05	0.05
Senior Pump Operator	0.05	0.05	0.05	0.05
Senior Warehouse Technician	0.00	0.00	0.17	0.17
Warehouse Technician	0.00	0.00	0.17	0.17
<b>Total D.S.-Sewer Full-Time Staff</b>	<b>5.20</b>	<b>5.20</b>	<b>9.25</b>	<b>9.30</b>



**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Full-Time Position Listing by Department (Continued)**

	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<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	44.00	44.00	44.00	44.00
Total Sworn Officers	<u>58.00</u>	<u>58.00</u>	<u>58.00</u>	<u>58.00</u>
<b><u>Non-Sworn Staff (Contract)</u></b>				
Sheriff's Service Specialist	10.00	10.00	10.00	10.00
Secretary	2.00	2.00	2.00	2.00
Office Specialist	8.00	8.00	8.00	8.00
Total Non-Sworn Staff	<u>20.00</u>	<u>20.00</u>	<u>20.00</u>	<u>20.00</u>
<b>Total Police Sworn &amp; Non-Sworn Full-Time Staff</b>	<b>78.00</b>	<b>78.00</b>	<b>78.00</b>	<b>78.00</b>
<b><u>Fire District</u></b>				
<b><u>County Safety Staff (Contract)</u></b>				
Assistant Chief	0.45	0.45	0.45	0.00
Battalion Chief	1.35	1.36	1.36	0.00
Captain	6.00	6.00	6.00	0.00
Engineer	9.00	9.00	9.00	0.00
Firefighter/Paramedic	6.00	6.00	6.00	0.00
Ambulance Operator/EMT	15.00	15.00	15.00	0.00
Ambulance Operator/PM	15.00	15.00	15.00	0.00
Total County Full-Time Safety Staff	<u>52.80</u>	<u>52.81</u>	<u>52.81</u>	<u>0.00</u>
<b><u>County Non-Safety Staff (Contract)</u></b>				
Collection Officer	2.00	2.00	2.00	0.00
Deputy Fire Marshall	0.03	0.00	0.00	0.00
Fire Prevention Officer	0.50	0.50	0.50	0.00
Fire Prevention Officer/Arson	0.50	0.50	0.50	0.00
Fire Prevention Specialist	0.50	0.50	0.50	0.00
Fire Prevention Supervisor	0.50	0.50	0.50	0.00
Front Counter Technician (Account Clerk I)	0.50	0.50	0.50	0.00
Office Assistant III	0.50	0.50	0.50	0.00
Public Service Employee	1.00	1.00	1.00	0.00
Total County Full-Time Non-Safety Staff	<u>6.03</u>	<u>6.00</u>	<u>6.00</u>	<u>0.00</u>
<b>Total Safety &amp; Non-Safety Staff</b>	<b>58.83</b>	<b>58.81</b>	<b>58.81</b>	<b>0.00</b>
<b>TOTAL FULL-TIME CITY STAFF</b>	<b>309.83</b>	<b>311.81</b>	<b>311.81</b>	<b>252.00</b>

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Part-Time Position Listing by Department**

	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
<b><u>City Manager Department</u></b>				
Administrative Analyst	0.23	0.23	0.23	0.00
Information Systems Technician	0.00	0.00	0.00	0.46
Receptionist	0.00	0.00	0.92	0.92
<b>Total Management Services Department</b>	<b>0.23</b>	<b>0.23</b>	<b>1.15</b>	<b>1.38</b>
<b><u>Management Services Department</u></b>				
Office Assistant	0.46	0.46	0.46	0.46
<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	0.46	0.46	0.92	0.46
Plans Examiner	0.00	0.00	0.00	0.46
Receptionist	0.92	0.92	0.00	0.00
<b>Total D.S.-Community Development Part-Time Staff</b>	<b>1.38</b>	<b>1.38</b>	<b>0.92</b>	<b>0.92</b>
<b><u>D.S.-Code Compliance</u></b>				
Administrative Aide	0.00	0.00	0.46	0.00
Animal Care Technician	1.38	1.38	0.92	0.92
Office Assistant	0.00	0.00	0.46	0.92
<b>Total D.S.-Code Compliance Part-Time Staff</b>	<b>1.38</b>	<b>1.38</b>	<b>1.84</b>	<b>1.84</b>
<b><u>D.S.-Public Works</u></b>				
Administrative Intern	0.00	0.00	0.23	0.23
Custodian	0.46	0.46	0.46	0.46
Facilities Electrician	0.00	0.23	0.23	0.23
Facilities Maintenance Technician	0.00	0.23	0.23	0.23
Maintenance Worker	2.76	2.76	2.76	1.84
Office Assistant	0.23	0.23	0.00	0.00
<b>Total D.S.-Public Works Part-Time Staff</b>	<b>3.45</b>	<b>3.91</b>	<b>3.91</b>	<b>2.99</b>
<b><u>D.S.-Water</u></b>				
Administrative Analyst	0.23	0.23	0.23	0.00
Administrative Intern	0.00	0.00	0.23	0.23
Custodian	0.46	0.46	0.46	0.46
Customer Service Representative	0.92	0.92	0.78	0.78
Facilities Electrician	0.00	0.23	0.23	0.23
Facilities Maintenance Technician	0.00	0.23	0.23	0.23
Office Assistant	0.23	0.23	0.00	0.00
<b>Total D.S.-Water Part-Time Staff</b>	<b>1.84</b>	<b>2.30</b>	<b>2.16</b>	<b>1.93</b>
<b><u>D.S.-Sewer</u></b>				
Customer Service Representative	0.00	0.00	0.14	0.14
<b>Total D.S.-Sewer Part-Time Staff</b>	<b>0.00</b>	<b>0.00</b>	<b>0.14</b>	<b>0.14</b>
<b>Total Part-Time City Staff</b>	<b>8.74</b>	<b>9.66</b>	<b>10.58</b>	<b>9.66</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 2019-20 Budget Salaries.

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**REPRESENTED FULL-TIME POSITIONS**

**TEAMSTERS LOCAL 1932**

**2019-20 Fiscal Year (Salaries Effective the First Full Pay Period After 7/1/2019 )**

**2.5%COLA Increase**

<b><u>CLASSIFICATION TITLE</u></b>	<b><u>RANGE #</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>
Account Clerk	9	3,517	3,693	3,878	4,072	4,276
Animal Care Technician	8	3,349	3,517	3,693	3,878	4,072
Animal Control Officer	12	4,072	4,276	4,490	4,715	4,951
Building Inspector	17	5,199	5,459	5,732	6,019	6,320
Code Enforcement Officer	16	4,951	5,199	5,459	5,732	6,019
Community Development Technician	12	4,072	4,276	4,490	4,715	4,951
Custodian	8	3,349	3,517	3,693	3,878	4,072
Customer Service Representative	10	3,693	3,878	4,072	4,276	4,490
Engineering Technician	12	4,072	4,276	4,490	4,715	4,951
Equipment Operator	12	4,072	4,276	4,490	4,715	4,951
Equipment Operator/Water*	12.5	4,173	4,382	4,601	4,831	5,073
Maintenance Worker	10	3,693	3,878	4,072	4,276	4,490
Maintenance Worker/Water*	10.5	3,785	3,974	4,173	4,382	4,601
Meter Reader	10	3,693	3,878	4,072	4,276	4,490
Pump Maintenance Worker	12	4,072	4,276	4,490	4,715	4,951
Pump Operator	12	4,072	4,276	4,490	4,715	4,951
Receptionist	6	3,037	3,189	3,349	3,517	3,693
Senior Account Clerk	12	4,072	4,276	4,490	4,715	4,951
Senior Animal Care Technician	10	3,693	3,878	4,072	4,276	4,490
Senior Animal Control Officer	14	4,490	4,715	4,951	5,199	5,459
Senior Custodian	10	3,693	3,878	4,072	4,276	4,490
Senior Customer Service Representative	12	4,072	4,276	4,490	4,715	4,951
Senior Maintenance Worker	13	4,276	4,490	4,715	4,951	5,199
Senior Maintenance Worker/Water*	13.5	4,382	4,601	4,831	5,073	5,327
Senior Pump Maintenance Worker	14	4,490	4,715	4,951	5,199	5,459
Senior Pump Operator	14	4,490	4,715	4,951	5,199	5,459
Senior Warehouse Technician	12	4,072	4,276	4,490	4,715	4,951
Utility Line Locator	10	3,693	3,878	4,072	4,276	4,490
Warehouse Technician	10	3,693	3,878	4,072	4,276	4,490
Water Quality Specialist	14	4,490	4,715	4,951	5,199	5,459
Water Resource Specialist	19	5,732	6,019	6,320	6,636	6,968

\*Plus 2.5% - Provided employee has and maintains the required certifications as defined in the job description.

**PLUS 2% CERTIFICATION INCENTIVE PAY (For Certifications above the required level of the position)**

**C-1/D-1 Required:**

Maintenance Worker-2%	10	3,767	3,955	4,153	4,361	4,579
Maintenance Worker/Water-2%	10.5	3,861	4,054	4,257	4,470	4,694
Meter Reader-2%	10	3,767	3,955	4,153	4,361	4,579
Utility Line Locator-2%	10	3,767	3,955	4,153	4,361	4,579

**D-2 Required:**

Equipment Operator-2%	12	4,153	4,361	4,579	4,808	5,048
Equipment Operator/Water-2%	12.5	4,257	4,470	4,694	4,929	5,176
Pump Maintenance Worker-2%	12	4,153	4,361	4,579	4,808	5,048
Pump Operator-2%	12	4,153	4,361	4,579	4,808	5,048
Water Quality Specialist-2%	14	4,579	4,808	5,048	5,300	5,565

**C-2/D-3 Required:**

Senior Maintenance Worker-2%	13	4,361	4,579	4,808	5,048	5,300
Senior Maintenance Worker/Water-2%	13.5	4,470	4,694	4,929	5,176	5,435
Senior Pump Maintenance Worker-2%	14	4,579	4,808	5,048	5,300	5,565
Senior Pump Operator-2%	14	4,579	4,808	5,048	5,300	5,565

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Salary Range Tables (Continued)**

CITY POSITION SUMMARIES AND SALARY RANGE TABLES  
 NON-REPRESENTED FULL-TIME & PART-TIME POSITIONS  
 2019-20 Fiscal Year (Salaries Effective the First Full Pay Period After 07/01/19)  
 2.5% COLA Increase

<b><u>CLASSIFICATION TITLE / RANGE</u></b>	<b><u>NR RANGE#</u></b>	<b><u>NR</u></b>										
		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>
<b><u>GENERAL</u></b>												
Accountant	33	5,018	5,118	5,220	5,324	5,431	5,540	5,651	5,764	5,879	5,997	6,117
Accounting Technician	31	4,551	4,642	4,735	4,830	4,927	5,026	5,127	5,230	5,335	5,442	5,551
Administrative Aide	27	3,744	3,819	3,895	3,973	4,053	4,134	4,217	4,301	4,387	4,475	4,565
Administrative Secretary	30	4,334	4,421	4,509	4,599	4,691	4,785	4,881	4,979	5,079	5,181	5,285
Budget/Finance Specialist	33	5,018	5,118	5,220	5,324	5,431	5,540	5,651	5,764	5,879	5,997	6,117
Construction Inspector	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Deputy City Clerk	28	3,931	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792
Executive Secretary	33	5,018	5,118	5,220	5,324	5,431	5,540	5,651	5,764	5,879	5,997	6,117
Geographical Information Systems Technician	31	4,551	4,642	4,735	4,830	4,927	5,026	5,127	5,230	5,335	5,442	5,551
Information Systems Technician	31	4,551	4,642	4,735	4,830	4,927	5,026	5,127	5,230	5,335	5,442	5,551
Maintenance Crew Supervisor	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Office Assistant	26	3,566	3,637	3,710	3,784	3,860	3,937	4,016	4,096	4,178	4,262	4,347
Personnel Technician	32	4,779	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829
Senior Code Enforcement Officer	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Senior Community Development Technician	32	4,779	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829
Senior Office Assistant	28	3,931	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792
Senior Office Specialist	28	3,931	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792
<b><u>PROFESSIONAL/SUPERVISORY</u></b>												
Administrative Analyst	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Assistant City Clerk	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Assistant Engineer	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Associate Planner	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Code Enforcement Supervisor	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Community Development Supervisor	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Community Relations Specialist	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Construction Inspection Supervisor	39	6,726	6,861	6,998	7,138	7,281	7,427	7,576	7,728	7,883	8,041	8,202
Customer Service Supervisor	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Facilities Supervisor	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Financial Analyst	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Fleet Warehouse Supervisor	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Human Resources Specialist	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Management Analyst	37	6,101	6,223	6,348	6,475	6,605	6,737	6,872	7,009	7,149	7,292	7,438
Plans Examiner	37	6,101	6,223	6,348	6,475	6,605	6,737	6,872	7,009	7,149	7,292	7,438
Public Works Supervisor/Water	40	7,062	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609
Secretary to the City Manager and City Council	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Senior Economic Development Specialist	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES**

**Salary Range Tables (Continued)**

**CITY POSITION SUMMARIES AND SALARY RANGE TABLES  
NON-REPRESENTED FULL-TIME & PART-TIME POSITIONS  
2019-20 Fiscal Year (Salaries Effective the First Full Pay Period After 07/01/19)  
2.5% COLA Increase**

<u>CLASSIFICATION TITLE / RANGE</u>	<u>NR 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><u>MANAGEMENT</u></b>												
Animal Services Manager	41	7,415	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038
Building Official	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
Geographical Information Systems Manager	41	7,415	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038
Human Resources Manager	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
Information Systems Manager	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
Information Systems Specialist	37	6,101	6,223	6,348	6,475	6,605	6,737	6,872	7,009	7,149	7,292	7,438
Principal Planner	44	8,584	8,756	8,931	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,464
Project Construction Manager	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
Senior Accountant	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Senior Financial Analyst	40	7,062	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609
Senior Management Analyst	40	7,062	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609
Senior Planner	41	7,415	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038
<b><u>SENIOR MANAGEMENT</u></b>												
Deputy Finance Director	46	9,464	9,653	9,846	10,043	10,244	10,449	10,658	10,871	11,088	11,310	11,536
<b><u>AT WILL SENIOR MANAGEMENT</u></b>												
Assistant City Manager	52	12,683	12,937	13,196	13,460	13,729	14,004	14,284	14,570	14,861	15,158	15,461
Assistant to the City Manager	45	9,013	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986
City Clerk	45	9,013	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986
Director of Development Services	51	12,079	12,321	12,567	12,818	13,074	13,336	13,603	13,875	14,153	14,436	14,725
Director of Finance	50	11,504	11,734	11,969	12,208	12,452	12,701	12,955	13,214	13,478	13,748	14,023
Economic Development Manager	44	8,584	8,756	8,931	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,464
Public Works Manager	44	8,584	8,756	8,931	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,464

City Manager	<u>Contract</u>	<u>COLA</u>	<u>COLA</u>	<u>COLA</u>	<u>COLA</u>	<u>COLA</u>
Effective:	1/9/2016*	7/9/2016	3/18/2017	2/21/2018	7/7/2018	7/6/2019
Annual	189,000	196,371	199,906	230,000	236,900	242,823
Monthly	15,750	16,364	16,659	19,167	19,742	20,235

\*Employment Agreement approved by City Council February 20, 2018. City Manager receives the same benefits as the Non-Represented At-Will Management employees with the exception of the City's contribution to the deferred compensation plan of maximum allowable by law.

<u>PART-TIME (NON-REPRESENTED)</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>
Administrative Analyst-PT	34	30.40	31.00	31.63	32.26	32.91	33.57	34.24	34.92	35.62	36.34	37.06
Administrative Aide-PT	27	21.60	22.03	22.47	22.92	23.38	23.85	24.33	24.81	25.31	25.82	26.34
Administrative Intern-PT		12.00	13.00	14.00	15.00							
Animal Care Technician-PT	8	19.32	20.29	21.31	22.37	23.49						
Building Inspector-PT	17	29.99	31.49	33.07	34.73	36.46						
Custodian-PT	8	19.32	20.29	21.31	22.37	23.49						
Customer Service Representative-PT	10	21.31	22.37	23.49	24.67	25.90						
Facilities Electrician-PT	35	31.92	32.56	33.21	33.88	34.55	35.24	35.95	36.67	37.40	38.15	38.91
Facilities Maintenance Technician-PT	32	27.57	28.13	28.69	29.27	29.86	30.46	31.07	31.69	32.33	32.97	33.63
Information Systems Technician-PT	31	26.26	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.78	31.40	32.03
Maintenance Worker-PT	10	21.31	22.37	23.49	24.67	25.90						
Office Assistant-PT	26	20.57	20.98	21.40	21.83	22.27	22.71	23.17	23.63	24.10	24.59	25.08
Plans Examiner-PT	37	35.20	35.90	36.62	37.36	38.11	38.87	39.65	40.44	41.24	42.07	42.91
Receptionist-PT	6	17.52	18.40	19.32	20.29	21.31						