

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF SOUTH PASADENA, CALIFORNIA,
APPROVING UNREPRESENTED MANAGEMENT
EMPLOYEE BENEFITS LISTING AND MANAGEMENT
SALARY SCHEDULE SUPERSEDING RESOLUTION
NO. 7612 AND APPROVING THE JOB DESCRIPTIONS
FOR DEPUTY POLICE CHIEF AND POLICE LIEUTENANT
AND THE RECLASSIFICATION OF POLICE CAPTAIN TO
DEPUTY POLICE CHIEF**

WHEREAS, the City Council has set a priority to establish salaries at a level that both attracts and retains the most qualified staff while carefully managing scarce resources; and

WHEREAS, the City Manager has reviewed the compensation package applicable to managers and has evaluated it in the context of the current and future fiscal environment; and

WHEREAS, in April 2019, the City conducted a salary survey of compensation for all full-time classifications, which served as the data upon which compensation considerations were made, comparing salary data with nine other comparable cities of similar size, demographics and services to the public and taking into consideration internal alignment of salaries for managers and directors; and

WHEREAS, during this process, a study was also conducted and recommendations were made to reorganize and restructure the Police Department; resulting recommendations included a realignment of certain classifications and the creation of two Police Management classifications, that of Deputy Police Chief and Police Lieutenant; and

WHEREAS, the City Council finds that the salary and benefit adjustments set forth in this resolution are reasonable and address the recruitment, retention, and fiscal needs of the City.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. Management Benefits as set forth in “Exhibit A” and the Management Salary Schedules set forth in “Exhibit B” shall be approved.

SECTION 2. The classifications of Deputy Police Chief and Police Lieutenant shall be added to the list of classifications that are a part of the Unrepresented Management Employees group.

SECTION 3. The classification of Police Captain shall be reclassified to Deputy Police Chief and the classification of Police Captain shall be eliminated.

SECTION 4. The title for classification for Director of Library, Arts & Culture shall be changed to Library Director.

SECTION 5. The City Clerk of the City of South Pasadena shall certify to the passage and adoption of this resolution and its approval by the City Council and shall cause the same to be listed in the records of the City.

PASSED, APPROVED AND ADOPTED ON this 17th day of July, 2019.

Marina Khubesrian, M.D., Mayor

ATTEST:

APPROVED AS TO FORM:

Evelyn G. Zneimer, City Clerk
(seal)

Teresa L. Highsmith, City Attorney

I HEREBY CERTIFY the foregoing resolution was duly adopted by the City Council of the City of South Pasadena, California, at a regular meeting held on the 17th day of July, 2019, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINED:

Evelyn G. Zneimer, City Clerk
(seal)

EXHIBIT A

MANAGEMENT BENEFITS

The following shall be the classifications, compensation and benefit plan for management employees:

SECTION 1. TERM

The following established classifications, salaries and benefits of employment for management employees shall be in effect upon adoption by the City Council.

SECTION 2. CLASSIFICATIONS

Accounting Manager
Assistant City Manager
Assistant Library Director
Assistant to the City Manager
Chief City Clerk
Community Services Director
Community Services Supervisor
Deputy Public Works Director – Engineering & Operations
Deputy Public Works Director – Water Utility & Sustainability
Deputy Fire Chief
Deputy Police Chief
Executive Assistant
Finance Director
Finance Manager
Fire Chief
Fire Division Chief
Human Resources Manager
Library Director
Planning & Community Development Director
Police Chief
Police Lieutenant
Principal Management Analyst
Public Works Director
Public Works Operations Manager
Water Operations Manager

SECTION 3. SALARY

Effective July 1, 2019, eligible classifications, shall be brought to 90% of the average of the salary data as reflected in the recent salary survey.

If the sales tax measure on the November 2019 ballot passes, the following increases will occur:

(a) On January 1, 2020, all eligible classifications shall be brought to 95% of the average of the salary data as reflected in the recent salary survey; and

(b) On July 1, 2020, all classifications shall receive a 2% salary increase; and

(c) On July 1, 2021, all classifications shall receive a 2% salary increase.

The salaries for management employees shall be those contained in Exhibit B, "Management Salary Schedules."

SECTION 4. RETIREMENT

A. The City agrees to participate in the California Public Service Employees' Retirement System (CalPERS). Classic CalPERS safety members (Police Chief, Fire Chief, Deputy Fire Chief, Fire Division Chief and Police Captains) i.e., those that do not qualify as "new" members under the California Public Employees' Pension Reform Act of 2013 ("PEPRA" or "AB 340") shall participate in the 2%@50 plan with single highest year compensation. Per AB 340, new CalPERS safety members shall participate in the 2.7%@57 plan with the highest average annual pensionable compensation earned during a period of 36 consecutive months rather than single highest year. For all non-safety Management employees, Classic CalPERS members shall participate in the 2%@55 plan with single highest year final compensation and per AB 340, new members shall participate in the 2.0%@62 plan with highest average annual pensionable compensation earned during a period of 36 consecutive months.

B. Classic members are statutorily subject to a member contribution rate of 7% (non-safety) or 9% (safety) of compensation and shall pay that rate. New members shall pay 50% of normal cost (as determined by CalPERS) as their member contribution.

C. The City's plan shall provide the sick leave conversion benefit.

SECTION 5. RETIRED EMPLOYEE'S MEDICAL COVERAGE

Employees who became annuitants prior to July 1, 2012 shall receive City payment of 100% of the medical insurance premium for the retired employee only, with said payment not exceeding the premium requirement for insurance programs offered through CalPERS, both prior to and after becoming Medicare eligible.

Effective on July 1, 2020, the City shall restructure the way it funds current employee and retiree medical insurance benefits. The City's goal is to keep all current retirees and employees whole while reducing the future retiree medical benefits of new employees hired on or after July 1, 2020. The City shall do as follows:

(a) Change the City's PEMHCA resolution with CalPERS to reduce the City's PEMHCA contribution to the PEMHCA minimum as it changes from year to year (currently \$136/month but increasing to \$139/month in 2020);

(b) Provide current retirees who are eligible for, and have elected to participate in, CalPERS health insurance as a retiree, and current employees when they become eligible retirees and elect retiree CalPERS medical coverage, with a contribution directly to CalPERS for the PEMHCA minimum contribution, and the difference between the PEMHCA minimum and \$915/month as a contribution to a Health Reimbursement Account that will be directed to the retiree; and

(c) For all employees hired on or after July 1, 2020, who retire from the City in the future and are eligible to, and elect to enroll in, CalPERS' health insurance plans, City retiree medical contributions shall be limited to the PEMHCA minimum employer contribution at the time.

SECTION 6. DEFERRED COMPENSATION

The City shall pay the equivalent of 1% of each management employees' salary into a deferred compensation plan.

SECTION 7. SICK LEAVE

A. Sick leave shall be earned at the rate of eight (8) hours per month of service to the City.

B. Management employees may accrue unlimited sick leave.

C. At the employee's termination, the accumulated sick leave hours shall have no cash value.

SECTION 8. CONVERSION TO CALPERS SERVICE CREDIT

Upon retirement, employees may convert unused accumulated sick leave to service credits based on the formula set forth by CalPERS. According to CalPERS, in order to receive sick leave credit, the employees' retirement date must be within 120 days from the date of separation from the City.

SECTION 9. BEREAVEMENT LEAVE

A. Bereavement leave shall be granted by the City Manager for the death of a spouse, parents, step-parents, child, step-child, grandparents, grandchildren, brothers, and/or sisters, for three work days per each fiscal year.

B. Additional occurrences shall be deducted from the employee's own sick leave.

C. Bereavement leave may be used not only for attendance at funerals, but for time spent in assisting in the preparation of funerals.

SECTION 10. MANAGEMENT LEAVE

A. Employees shall receive 80 hours of management leave each fiscal year.

B. Employees may cash out up to sixty (60) hours of unused Management Leave during a fiscal year. Consistent with the City's practice of granting Administrative or Management Leave prospectively, cash out of unused Management Leave is an annual compensation benefit for management staff, and as such will be distributed prospectively during the course of each fiscal year in accordance with this resolution.

C. Beginning July 1, 2014, employees can cash out up to thirty (30) hours of Management Leave, should they elect to do so, during a special payroll that will occur between the first and second regular payrolls in July of each year, and may cash out another thirty (30) hours of Management Leave, should they elect to do so, during a special payroll that will occur between the first and second regular payrolls in December of each year.

D. Unused or non-cashed out management leave may not at any time be carried over to the next fiscal year.

E. Beginning December 2019, employees shall qualify to cash out up to 60 hours of Management Leave. This cash out opportunity shall take place once a year and shall replace the previous procedure that allowed for two opportunities to cash out up to 30 hours each time throughout the year. To qualify to cash out Management Leave, the employee must irrevocably elect in writing, in December, the number of hours of Management Leave they elect to cash out in the next calendar year. Subject to a sixty (60) hour maximum. Employees must elect (12 months prior) via an election form to cash out up to 60 hours of Management Leave. The cash out of those hours will take place once a year in December of the calendar year after the election is made. The City will make a form available to make the irrevocable election. The form must be submitted to the City's Finance Department in December.

SECTION 11. VACATION

A. Vacation shall be accrued based on the years of service as follows:

1 – 5 years	120 hours
6 – 10 years	128 hours
11 – 15 years	136 hours
16 – 20 years	152 hours

Over 20 years 160 hours

B. Employees who have achieved more than twenty years of service with the City as of the date of this resolution and whose vacation benefits are subject to the terms of this resolution as of July 7, 1999 shall be allowed to accrue vacation pursuant to the schedule contained in City Council Resolution No. 6558.

C. Employees with twenty years of service with South Pasadena and who are appointed to management positions after July 7, 1999 shall receive vacation benefits in accordance with the provisions of Section 11A above.

D. Employees subject to this resolution shall endeavor to take annual vacation leave equal to the time accrued. An employee's accrued vacation shall be capped at two years' worth of vacation hours. Employees will cease accruing vacation hours until the accrued hours fall below the maximum accumulation allowed. Employees may carry over up to two (2) years accumulation of vacation time.

E. Beginning December 2019, employees shall qualify to cash out up to 80 hours of Vacation Leave. To qualify to cash out Vacation Leave, the employee must irrevocably elect in writing, in December, the number of hours of Vacation Leave they elect to cash out in the next calendar year. Subject to a eighty (80) hour maximum. Employees must elect (12 months prior) via an election form to cash out up to 80 hours of Vacation Leave. The cash out of those hours will take place once a year in December of the calendar year after the election is made. The City will make a form available to make the irrevocable election. The form must be submitted to the City's Finance Department in December.

SECTION 12. HOLIDAYS

Employees shall receive the following fourteen (14) paid holidays per fiscal year:

If any of the below listed holidays (listed as #1 to #11) falls on Friday that City Hall is closed, the employee will receive a floating holiday to use within the following 12 months. That floating holiday is not subject to cash out, nor can it be rolled over beyond the initial 12 months.

1. January 1 – New Year's Day
2. 3rd Monday in January – Martin Luther King, Jr. Birthday
3. 3rd Monday in February – President's Day
4. Last Monday in May – Memorial Day
5. July 4 – Independence Day
6. 1st Monday in September – Labor Day
7. 2nd Monday in October – Columbus Day

8. November 11 – Veteran’s Day
9. 4th Thursday in November – Thanksgiving Day
10. Friday after Thanksgiving – Substitute for Admission’s Day
11. December 25 – Christmas Day
12. Winter Holiday Closure – three additional paid days between December 25th to January 1

Winter Holiday Closure – City Hall shall close each year from December 25 to January 1. Employees shall receive three additional days off with pay during that period, in addition to December 25 and January 1.

If a recognized holiday (December 25 and/or January 1) falls on a Saturday, the employee shall receive the prior Friday as a day off with pay. If that Friday is the employee’s regular day off, the employee will receive a floating holiday to use within the following 12 months. That floating holiday is not subject to cash out, nor can it be rolled over beyond the initial 12 months.

If the recognized holiday (December 25 and/or January 1) falls on a Sunday, employees shall receive the following Monday as a day off with pay. If that Monday is the employee’s regular day off, employees will receive a floating holiday to use within the following 12 months. That floating holiday is not subject to cash out, nor can it be rolled over beyond the initial 12 months.

If the recognized holiday (December 25 and/or January 1) falls on the employee’s regular day off, the employee will receive either: 1) in the case of a regularly scheduled Monday off, Tuesday off with pay; or 2) in the case of a regularly scheduled Friday off, then Thursday off with pay.

A. Fire Division Chiefs and Police Lieutenants only –Fire Division Chiefs shall be paid at the rate of twelve (12) hours of the employee’s hourly rate for each City designated paid holiday. Police Lieutenants shall be paid at the rate of ten (10) hours of the employee’s hourly rate for each City designated paid holiday.

B. Management employees shall receive two (2) floating holidays per fiscal year. Floating holidays may not be carried over to the next fiscal year.

SECTION 13. INSURANCE

A. City paid medical insurance coverage is provided as follows:

The City's monthly contributions to the medical premium contribution plan shall be as follows to the maximum stated, depending on the level of coverage selected:

Employee only	= \$ 715
Employee + 1	= \$ 1,115
Employee + family	= \$ 1,290

Beginning July 1, 2020 the City's monthly contributions to the medical premium contribution plan shall be increased as follows to the maximum stated, depending on the level of coverage selected:

Employee only	\$ 200 = \$ 915
Employee + 1	\$ 0 = \$ 1,115
Employee + family	\$ 0 = \$ 1,290

For employee only coverage, the additional \$200 per month represents a maximum contribution made only if needed to pay for the employee's chosen medical insurance plan coverage, and may not be used as any form of cash in lieu.

- B. City paid dental coverage is provided up to \$75 per month.
- C. City paid vision care coverage is provided up to \$20 per month.
- D. City paid life insurance policy in the sum of \$50,000 provided.
- E. City paid accidental death & dismemberment insurance policy in the sum of \$50,000 provided. Additional coverage up to \$500,000 available at employee's expense.
- F. Optional Supplemental Insurance Plans available through AFLAC at the employee's expense.

SECTION 14. LONG TERM DISABILITY

A. For full-time employees who have been employed by the City for six months, the City shall provide long-term disability coverage under a self-insured status. The City may require reasonable proof of the disabling illness and retains the right to define "long term disability." The City will pay two-thirds of the employee's monthly salary effective the day disability is approved and for the duration the employee continues to be disabled or for one year, whichever is less.

B. There is a 30-day elimination period during which the employee must use his or her accrued sick leave. If the employee has less than 30 days of accrued sick leave, the employee may choose to use other accrued leave or take the remaining days unpaid.

C. Benefits shall be paid for one year for the approved disability. The City Manager may, upon review of the nature of the disability, grant up to one additional year of disability benefits.

D. The City shall continue to pay all of the insurance premiums listed in Section 13 during the City-recognized period of long term disability.

SECTION 15. UNIFORMS

Full-time Fire Chief, Police Chief, Deputy Police Chief and Deputy Fire Chief shall receive \$1,000 annually for the cleaning of and maintenance of their uniforms. Full-time Fire Division Chief and Police Lieutenant shall receive \$675 annually for the cleaning of and maintenance of their uniforms.

SECTION 16. WORK SCHEDULE

Beginning September 2019, City Hall employees shall operate on a 4/10 work schedule. All other departments shall if feasible transition to a 4/10 work schedule by December 31, 2019.

EXHIBIT B

MANAGEMENT MONTHLY SALARY SCHEDULE

	A	B	C	D	E	F	G
Accounting Manager	\$6,612	\$6,942	\$7,289	\$7,654	\$8,036	\$8,438	\$8,860
Assistant City Manager	\$10,531	\$11,057	\$11,610	\$12,190	\$12,800	\$13,440	\$14,112
Assistant Library Director	\$7,075	\$7,429	\$7,800	\$8,190	\$8,600	\$9,029	\$9,481
Assistant to the City Manager	\$7,654	\$8,037	\$8,439	\$8,861	\$9,304	\$9,769	\$10,258
Chief City Clerk	\$7,654	\$8,037	\$8,439	\$8,861	\$9,304	\$9,769	\$10,258
Community Services Director	\$8,894	\$9,338	\$9,805	\$10,295	\$10,810	\$11,351	\$11,918
Community Services Supervisor	\$4,652	\$4,885	\$5,129	\$5,385	\$5,654	\$5,937	\$6,234
Deputy Director of Public Works – Engineering & Operations	\$7,911	\$8,307	\$8,722	\$9,158	\$9,616	\$10,097	\$10,602
Deputy Director of Public Works – Water Utility & Sustainability	\$7,911	\$8,307	\$8,722	\$9,158	\$9,616	\$10,097	\$10,602
Deputy Fire Chief	\$9,391	\$9,861	\$10,354	\$10,871	\$11,415	\$11,986	\$12,585
Deputy Police Chief	\$9,391	\$9,861	\$10,354	\$10,871	\$11,415	\$11,986	\$12,585
Director of Library, Arts & Culture	\$7,919	\$8,314	\$8,730	\$9,167	\$9,625	\$10,106	\$10,612
Executive Assistant	\$5,319	\$5,585	\$5,865	\$6,158	\$6,466	\$6,789	\$7,128
Finance Director	\$9,788	\$10,278	\$10,791	\$11,331	\$11,898	\$12,492	\$13,117
Finance Manager	\$6,612	\$6,942	\$7,289	\$7,654	\$8,036	\$8,438	\$8,860
Fire Chief	\$10,669	\$11,202	\$11,762	\$12,350	\$12,968	\$13,616	\$14,297
Fire Division Chief *	\$8,470	\$8,893	\$9,338	\$9,805	\$10,295	\$10,810	\$11,350
Human Resources Manager	\$7,858	\$8,251	\$8,664	\$9,097	\$9,552	\$10,030	\$10,531
Planning & Community Development Director	\$9,844	\$10,336	\$10,853	\$11,396	\$11,966	\$12,564	\$13,192
Police Chief	\$11,563	\$12,142	\$12,749	\$13,386	\$14,055	\$14,758	\$15,496
Police Lieutenant**	\$7,826	\$8,217	\$8,628	\$9,059	\$9,512	\$9,988	\$10,487
Principal Management Analyst	\$7,654	\$8,037	\$8,439	\$8,861	\$9,304	\$9,769	\$10,258
Public Works Director	\$9,788	\$10,277	\$10,791	\$11,331	\$11,897	\$12,492	\$13,117
Public Works Operations Manager	\$6,612	\$6,942	\$7,289	\$7,654	\$8,036	\$8,438	\$8,860
Water Operations Manager	\$7,090	\$7,444	\$7,816	\$8,207	\$8,618	\$9,049	\$9,501
*Special arrangement for additional hours for Fire Division Chief	\$48.87/hr	\$51.31/hr	\$53.88/hr	\$56.57/hr	\$59.40/hr	\$62.37/hr	\$65.49/hr
**Special arrangement for additional hours for Police Lieutenant	\$42.03/hr	44.13/hr	\$46.34/hr	\$48.66/hr	\$51.09/hr	\$53.64/hr	\$56.32/hr

Effective July 1, 2019 – *If sales tax measure scheduled for the November 2019 election is not passed by the electorate, salaries as listed in this schedule (that is effective July 1, 2019) shall remain in effect*

MANAGEMENT MONTHLY SALARY SCHEDULE

	A	B	C	D	E	F	G
Accounting Manager	\$6,612	\$6,942	\$7,289	\$7,654	\$8,036	\$8,438	\$8,860
Assistant City Manager	\$11,116	\$11,671	\$12,255	\$12,868	\$13,511	\$14,187	\$14,896
Assistant Library Director	\$7,075	\$7,429	\$7,800	\$8,190	\$8,600	\$9,029	\$9,481
Assistant to the City Manager	\$7,654	\$8,037	\$8,439	\$8,861	\$9,304	\$9,769	\$10,258
Chief City Clerk	\$7,654	\$8,037	\$8,439	\$8,861	\$9,304	\$9,769	\$10,258
Community Services Director	\$9,082	\$9,536	\$10,013	\$10,514	\$11,039	\$11,591	\$12,171
Community Services Supervisor	\$4,911	\$5,156	\$5,414	\$5,685	\$5,969	\$6,268	\$6,581
Deputy Director of Public Works – Engineering & Operations	\$8,121	\$8,527	\$8,953	\$9,401	\$9,871	\$10,365	\$10,883
Deputy Director of Public Works – Water Utility & Sustainability	\$8,121	\$8,527	\$8,953	\$9,401	\$9,871	\$10,365	\$10,883
Deputy Fire Chief	\$9,816	\$10,307	\$10,823	\$11,364	\$11,932	\$12,529	\$13,155
Deputy Police Chief	\$9,816	\$10,307	\$10,823	\$11,364	\$11,932	\$12,529	\$13,155
Director of Library, Arts & Culture	\$8,287	\$8,702	\$9,137	\$9,594	\$10,073	\$10,577	\$11,106
Executive Assistant	\$5,319	\$5,585	\$5,865	\$6,158	\$6,466	\$6,789	\$7,128
Finance Director	\$10,246	\$10,759	\$11,297	\$11,861	\$12,454	\$13,077	\$13,731
Finance Manager	\$6,612	\$6,942	\$7,289	\$7,654	\$8,036	\$8,438	\$8,860
Fire Chief	\$11,248	\$11,810	\$12,401	\$13,021	\$13,672	\$14,355	\$15,073
Fire Division Chief *	\$8,940	\$9,387	\$9,856	\$10,349	\$10,866	\$11,410	\$11,980
Human Resources Manager	\$8,295	\$8,710	\$9,145	\$9,602	\$10,083	\$10,587	\$11,116
Planning & Community Development Director	\$10,246	\$10,759	\$11,297	\$11,861	\$12,454	\$13,077	\$13,731
Police Chief	\$12,206	\$12,816	\$13,457	\$14,130	\$14,836	\$15,578	\$16,357
Police Lieutenant**	\$8,181	\$8,590	\$9,019	\$9,470	\$9,944	\$10,441	\$10,963
Principal Management Analyst	\$7,654	\$8,037	\$8,439	\$8,861	\$9,304	\$9,769	\$10,258
Public Works Director	\$10,246	\$10,759	\$11,297	\$11,861	\$12,454	\$13,077	\$13,731
Public Works Operations Manager	\$6,972	\$7,320	\$7,687	\$8,071	\$8,474	\$8,898	\$9,343
Water Operations Manager	\$7,484	\$7,858	\$8,251	\$8,663	\$9,097	\$9,551	\$10,029
*Special arrangement for additional hours for Fire Division Chief	\$51.58/hr	\$54.16/hr	\$56.87/hr	\$59.71/hr	\$62.70/hr	\$65.84/hr	\$69.13/hr
**Special arrangement for additional hours for Police Lieutenant	\$47.20/hr	\$49.56/hr	\$52.04/hr	\$54.64/hr	\$57.37/hr	\$60.24/hr	\$63.25/hr

Effective January 1, 2020 – *If sales tax measure scheduled for the November 2019 election is passed by the electorate*

MANAGEMENT MONTHLY SALARY SCHEDULE

	A	B	C	D	E	F	G
Accounting Manager	\$6,744	\$7,081	\$7,436	\$7,807	\$8,198	\$8,608	\$9,038
Assistant City Manager	\$11,338	\$11,905	\$12,500	\$13,125	\$13,781	\$14,470	\$15,194
Assistant Library Director	\$7,217	\$7,577	\$7,956	\$8,354	\$8,772	\$9,210	\$9,671
Assistant to the City Manager	\$7,807	\$8,197	\$8,607	\$9,038	\$9,490	\$9,964	\$10,462
Chief City Clerk	\$7,807	\$8,197	\$8,607	\$9,038	\$9,490	\$9,964	\$10,462
Community Services Director	\$9,264	\$9,727	\$10,213	\$10,724	\$11,260	\$11,823	\$12,414
Community Services Supervisor	\$5,009	\$5,260	\$5,522	\$5,799	\$6,089	\$6,393	\$6,713
Deputy Director of Public Works – Engineering & Operations	\$8,283	\$8,698	\$9,133	\$9,589	\$10,069	\$10,572	\$11,101
Deputy Director of Public Works – Water Utility & Sustainability	\$8,283	\$8,698	\$9,133	\$9,589	\$10,069	\$10,572	\$11,101
Deputy Fire Chief	\$10,013	\$10,513	\$11,039	\$11,591	\$12,171	\$12,779	\$13,418
Deputy Police Chief	\$10,013	\$10,513	\$11,039	\$11,591	\$12,171	\$12,779	\$13,418
Director of Library, Arts & Culture	\$8,453	\$8,876	\$9,320	\$9,786	\$10,275	\$10,789	\$11,328
Executive Assistant	\$5,425	\$5,697	\$5,982	\$6,281	\$6,595	\$6,924	\$7,271
Finance Director	\$10,451	\$10,974	\$11,522	\$12,099	\$12,704	\$13,339	\$14,006
Finance Manager	\$6,744	\$7,081	\$7,436	\$7,807	\$8,198	\$8,608	\$9,038
Fire Chief	\$11,487	\$12,061	\$12,665	\$13,298	\$13,963	\$14,661	\$15,394
Fire Division Chief *	\$9,118	\$9,574	\$10,053	\$10,556	\$11,084	\$11,638	\$12,220
Human Resources Manager	\$8,461	\$8,884	\$9,328	\$9,794	\$10,284	\$10,798	\$11,338
Planning & Community Development Director	\$10,451	\$10,974	\$11,522	\$12,099	\$12,704	\$13,339	\$14,006
Police Chief	\$12,450	\$13,072	\$13,726	\$14,412	\$15,133	\$15,890	\$16,684
Police Lieutenant	\$8,345	\$8,762	\$9,200	\$9,660	\$10,143	\$10,650	\$11,183
Principal Management Analyst	\$7,807	\$8,197	\$8,607	\$9,038	\$9,490	\$9,964	\$10,462
Public Works Director	\$10,451	\$10,974	\$11,522	\$12,099	\$12,704	\$13,339	\$14,006
Public Works Operations Manager	\$7,111	\$7,467	\$7,840	\$8,232	\$8,644	\$9,076	\$9,530
Water Operations Manager	\$7,633	\$8,015	\$8,416	\$8,837	\$9,279	\$9,742	\$10,230
*Special arrangement for additional hours for Fire Division Chief	\$52.61/hr	\$55.24/hr	\$58.00/hr	\$60.90/hr	\$63.95/hr	\$67.15/hr	\$70.51/hr
**Special arrangement for additional hours for Police Lieutenant	\$48.14/hr	\$49.56/hr	\$52.04/hr	\$54.64/hr	\$57.37/hr	\$60.24/hr	\$63.25/hr

Effective July 1, 2020 – *If sales tax measure scheduled for the November 2019 election is passed by the electorate*

MANAGEMENT MONTHLY SALARY SCHEDULE

	A	B	C	D	E	F	G
Accounting Manager	\$6,879	\$7,223	\$7,584	\$7,963	\$8,361	\$8,779	\$9,218
Assistant City Manager	\$11,565	\$12,143	\$12,750	\$13,388	\$14,057	\$14,760	\$15,498
Assistant Library Director	\$7,361	\$7,729	\$8,115	\$8,521	\$8,947	\$9,394	\$9,864
Assistant to the City Manager	\$7,963	\$8,361	\$8,779	\$9,218	\$9,679	\$10,163	\$10,671
Chief City Clerk	\$7,963	\$8,361	\$8,779	\$9,218	\$9,679	\$10,163	\$10,671
Community Services Director	\$9,449	\$9,922	\$10,418	\$10,939	\$11,485	\$12,060	\$12,663
Community Services Supervisor	\$5,109	\$5,365	\$5,633	\$5,915	\$6,210	\$6,521	\$6,847
Deputy Director of Public Works – Engineering & Operations	\$8,449	\$8,872	\$9,315	\$9,781	\$10,270	\$10,783	\$11,323
Deputy Director of Public Works – Water Utility & Sustainability	\$8,449	\$8,872	\$9,315	\$9,781	\$10,270	\$10,783	\$11,323
Deputy Fire Chief	\$10,213	\$10,724	\$11,260	\$11,823	\$12,414	\$13,035	\$13,686
Deputy Police Chief	\$10,213	\$10,724	\$11,260	\$11,823	\$12,414	\$13,035	\$13,686
Director of Library, Arts & Culture	\$8,622	\$9,053	\$9,506	\$9,981	\$10,480	\$11,004	\$11,555
Executive Assistant	\$5,534	\$5,811	\$6,101	\$6,406	\$6,727	\$7,063	\$7,416
Finance Director	\$10,660	\$11,193	\$11,753	\$12,341	\$12,958	\$13,605	\$14,286
Finance Manager	\$6,879	\$7,223	\$7,584	\$7,963	\$8,361	\$8,779	\$9,218
Fire Chief	\$11,717	\$12,303	\$12,918	\$13,564	\$14,242	\$14,954	\$15,702
Fire Division Chief *	\$9,301	\$9,766	\$10,254	\$10,767	\$11,305	\$11,870	\$12,464
Human Resources Manager	\$8,630	\$9,062	\$9,515	\$9,990	\$10,490	\$11,014	\$11,565
Planning & Community Development Director	\$10,660	\$11,193	\$11,753	\$12,341	\$12,958	\$13,605	\$14,286
Police Chief	\$12,699	\$13,334	\$14,001	\$14,701	\$15,436	\$16,207	\$17,018
Police Lieutenant	\$8,512	\$8,937	\$9,384	\$9,854	\$10,346	\$10,864	\$11,407
Principal Management Analyst	\$7,963	\$8,361	\$8,779	\$9,218	\$9,679	\$10,163	\$10,671
Public Works Director	\$10,660	\$11,193	\$11,753	\$12,341	\$12,958	\$13,605	\$14,286
Public Works Operations Manager	\$7,254	\$7,616	\$7,997	\$8,397	\$8,817	\$9,258	\$9,720
Water Operations Manager	\$7,786	\$8,175	\$8,584	\$9,013	\$9,464	\$9,937	\$10,434
*Special arrangement for additional hours for Fire Division Chief	\$53.66/hr	\$56.34/hr	\$59.16/hr	\$62.12/hr	\$65.23/hr	\$68.49/hr	\$71.91/hr
**Special arrangement for additional hours for Police Lieutenant	\$49.11/hr	\$51.57/hr	\$54.14/hr	\$56.85/hr	\$59.69/hr	\$62.68/hr	\$65.81/hr

Effective July 1, 2021 – *If sales tax measure scheduled for the November 2019 election is passed by the electorate*