

MID-MANAGEMENT/MANAGEMENT AND UNREPRESENTED EMPLOYEES

ANNUAL STEPS 1-7

Job Title	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
City Manager (Contract Employee)	2080	\$184,624.00	-	-	-	-	-	-
Assistant City Manager	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Fire Chief	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Finance Director	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Planning and Community Development Director	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Municipal Services Director/City Engineer	2080	\$114,996.00	\$120,744.00	\$123,252.00	\$129,420.00	\$135,888.00	\$142,680.00	\$149,820.00
Public Works Supervisor	2080	\$81,215.00	\$85,276.00	\$89,540.00	\$94,017.00	\$98,718.00	\$103,654.00	\$108,837.00
Assistant Finance Director	2080	\$75,229.00	\$78,990.00	\$82,940.00	\$87,087.00	\$91,442.00	\$96,014.00	\$100,815.00
Senior Planner	2080	\$75,229.00	\$78,990.00	\$82,940.00	\$87,087.00	\$91,441.00	\$96,014.00	\$100,815.00
Fire Captain	2080	\$68,949.00	\$72,396.00	\$76,016.00	\$79,817.00	\$83,808.00	\$87,998.00	\$92,398.00
Human Resources Director/Deputy City Clerk	2080	\$67,544.00	\$70,921.00	\$74,467.00	\$78,190.00	\$82,100.00	\$86,205.00	\$90,515.00
Building Inspector/Code Enforcement	2080	\$66,519.00	\$69,845.00	\$73,337.00	\$77,004.00	\$80,854.00	\$84,897.00	\$89,142.00
Fire Engineer (Safer)	2080	\$54,848.00	\$57,601.00	\$60,481.00	\$63,505.00	\$66,680.00	\$70,014.00	\$73,515.00
Community Services Supervisor	1885	\$51,550.00	\$54,127.00	\$56,833.00	\$59,675.00	\$62,659.00	\$65,792.00	\$69,082.00
Finance Administrator	2080	\$51,282.00	\$53,846.00	\$56,538.00	\$59,365.00	\$62,333.00	\$65,450.00	\$68,723.00
Information Technology Technician	2080	\$36,254.00	\$38,067.00	\$39,970.00	\$41,969.00	\$44,067.00	\$46,270.00	\$48,583.00
Administrative Assistant (Confidential)	1885	\$35,378.00	\$37,147.00	\$39,004.00	\$40,954.00	\$43,002.00	\$45,152.00	\$47,410.00

CLASSIFIED/REPRESENTED EMPLOYEES

ANNUAL STEPS 1-5

Job Title	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5
Senior Maintenance Worker	2080	\$43,524.28	\$45,699.89	\$47,985.67	\$50,384.29	\$52,904.45
Planning Tech	1885	\$40,156.65	\$42,164.47	\$44,272.69	\$46,486.30	\$48,810.64
Maintenance Worker II	2080	\$39,466.84	\$41,440.49	\$43,513.56	\$45,689.17	\$47,973.38
Maintenance Worker I	2080	\$37,607.93	\$39,489.77	\$41,463.43	\$43,536.52	\$45,713.66
Finance Technician	1885	\$34,794.04	\$36,532.65	\$38,359.30	\$40,277.25	\$42,291.11
Fiscal Asst II	1885	\$34,794.04	\$36,532.65	\$38,359.30	\$40,277.25	\$42,291.11
Meter Reader	2080	\$33,510.66	\$35,274.37	\$37,130.92	\$39,085.18	\$41,142.29
Facilities Maintenance Worker	2080	\$32,646.26	\$34,278.71	\$35,991.76	\$37,793.04	\$39,682.52
PW Admin Clerk	1885	\$31,120.49	\$32,676.51	\$34,310.32	\$36,025.84	\$37,827.14

PART-TIME UNREPRESENTED EMPLOYEES**HOURLY RATE**

Job Title		Min	Max
Active Adult Coordinator		\$17.00	
Administrative Assistant		\$18.00	
CATV Coordinator		\$15.00	
Civilian Police Officer		\$20.55	
Draftsperson/Engineer		\$20.00	\$21.00
Engineer		\$33.75	
Engineering Inspector		\$45.15	
Finance Admin		\$35.00	
Financial Analyst		\$57.20	
Fiscal Assistant I		\$15.75	
Janitor		\$10.00	\$12.00
Office Aide		\$10.00	\$12.00
Pool Lifeguard I		\$10.00	
Pool Lifeguard II		\$12.00	
Pool Manager		\$14.00	\$15.00
School Crossing Guard		\$10.00	
Senior Center Nutrition		\$11.00	
Sidewalk Grinder/Maintainer		\$13.00	

PAID FIRE VOLUNTEER PERSONNEL**HOURLY****PER SHIFT**

Job Title		
Volunteer FF/EMT		\$54.63
Volunteer Paramedic		\$250.00
CERT Program Instructor	\$45.75	
Safety Movie Officer	\$60.00	
Vacation/Relief Fire Captain		\$600.00
Vacation/Relief Fire Chief (non management position)		\$600.00

CALPERS REPORTABLE SPECIAL COMPENSATION	UNIT and/or DEPT. ELIGIBLE	AMOUNT PER PAY PERIOD
Uniform Allowance: 5 sets-shirts/pants, 1 set coveralls	Classified/Union Represented Maintenance Workers,	\$17.92
Educational Incentive: For completion of thirty (30) units of acceptable college credits, including 18 unites required toward the employee's declared major, and are consistent with the position for which he/she is employed and are approved by the City Manager	All Classified/Union Represented Employees Meeting the Criteria	\$42.00
Certification Pay: Grade II or Grade III Water Treatment Operator or Grade II or Grade III Water Distribution Opeartor	Classified/Union Represented Maintenance Workers	\$45.00
Certification Pay: Playground Equipment Certificate	Classified/Union Represented	\$45.00
Certification Pay: Pest Control Certificate	Classified/Union Represented	\$45.00
Certification Pay: Back Flow Certificate	Classified/Union Represented	\$45.00
Bi-Lingual Pay: Employees receiving a pass score on a bilingual proficiency test approved by the City and the Union. Total number member unit employees eligible to receive bilingual pay at any one time shall be nine (9) unit employees	All Classified/Union Represented Employees Meeting the Criteria	\$42.00
Paying and Reporting the value of Employer Paid CalPERS Member Contributions for Management/Mid-Management Employees in accordance with Government Code Section §20636 (c) (4).	Unrepresented Management/Mid Management Employees (Classic CalPERS Members Only)	7% of base salary for misc and 9% of base salary for safety