

- D7.** Consideration to Approve a Resolution Adopting a Side Letter of Agreement Between the City of Rancho Cucamonga and the Rancho Cucamonga City Employees Association and Salary Schedules for Job Classifications Employed by the City of Rancho Cucamonga for Fiscal Year 2022-23, and Approve a Resolution Adopting Salary Schedules for Job Classifications Employed by the Rancho Cucamonga Fire Protection District for Fiscal Year 2022-23. **(RESOLUTION NO. 2022-157) (RESOLUTION NO. FD 2022-038) (CITY/FIRE)**



DATE: December 14, 2022

TO: Mayor and Members of the City Council
President and Members of the Boards of Directors

FROM: John R. Gillison, City Manager

INITIATED BY: Robert Neiuber, Human Resources Director
Lucy Alvarez-Nunez, Management Analyst I
Darci Vogel, Fire Business Manager

SUBJECT: Consideration to Approve a Resolution Adopting a Side Letter of Agreement Between the City of Rancho Cucamonga and the Rancho Cucamonga City Employees Association and Salary Schedules for Job Classifications Employed by the City of Rancho Cucamonga for Fiscal Year 2022-23, and Approve a Resolution Adopting Salary Schedules for Job Classifications Employed by the Rancho Cucamonga Fire Protection District for Fiscal Year 2022-23. **(RESOLUTION NO. 2022-157)**
(RESOLUTION NO. FD 2022-038) (CITY/FIRE).

RECOMMENDATION:

Staff recommends the City Council approve a resolution adopting a side letter of agreement between the City of Rancho Cucamonga and the Rancho Cucamonga City Employees Association (RCCEA) and salary schedules for job classifications employed by the City of Rancho Cucamonga for fiscal year 2022-23 and approve a resolution adopting salary schedules for job classifications employed by the Rancho Cucamonga Fire Protection District for fiscal year 2022-23.

BACKGROUND:

The City Council/ Fire Board traditionally adopts salary resolutions biannually for classifications employed by the City of Rancho Cucamonga and the Rancho Cucamonga Fire Protection District. These resolutions are updated to reflect changes in salaries, additions and deletions of classifications, changes in job titles, and other terms of employment. The proposed changes in the attached resolutions reflect the following circumstances:

- Effective January 1, 2023, the State of California minimum wage will increase from \$15.00 per hour to \$15.50 per hour.
- Equity reviews and adjustments showed significant discrepancies between some salaries and the prevailing salaries of comparable positions in other organizations within the same geographic area. Difficulties in recruitment and retention support the need for equity adjustments.

- For several years, there has been a growing shortage of skilled and qualified workers. The COVID-19 pandemic has intensified the effect. Contributing factors include Baby Boomers retiring and leaving the workplace without enough employees to backfill, dwindling apprenticeship programs, and a lack of interest in trades and STEM careers.
- The City entered into a Memorandum of Understanding (MOU) with the Rancho Cucamonga City Employees Association (RCCEA), effective July 1, 2022, to December 31, 2024. The Parties met and conferred in good faith in November and December of 2022. The Parties agreed to amend Section 4 of the current MOU, "Equity Adjustment" for certain RCCEA covered Engineering positions.

ANALYSIS:

In order to comply with the State of California minimum wage law, the attached resolutions include updates to the City and Fire District part-time salary schedules, increasing those steps below the minimum wage.

Updates to the Part-Time Fire District salary schedule include increasing steps below the minimum wage to \$15.50 per hour for the Fire Clerk, Fire Prevention Assistant, and Office Specialist I. In addition, the Office Specialist I salary range will be adjusted to maintain a 5% difference between each step.

Updates to the Part-Time City Positions Salary Schedule include increasing steps below the minimum wage to step 6364, \$15.55 per hour. This is the next step above the minimum wage on the City's salary table. Updates also include the addition of part-time Executive Assistant II with the salary range set at its full-time equivalent hourly range.

An update to the Rancho Cucamonga City Employees Association (RCCEA) salary schedule includes adjusting the bottom step of the Customer Care Assistant salary range to maintain the range equal to the Administrative Assistant position's salary range. The Animal Center's Administrative Assistant position was reclassified to Customer Care Assistant in April 2021. At that time, it was determined that the salary range for this position was to remain the same as the Administrative Assistant position. On July 2021, the bottom step of the Administrative Assistant was eliminated by 10% pursuant to an agreed-upon provision on the RCCEA MOU. Updating the bottom step of the Customer Care Assistant will allow the salary range to remain at the same range as the Administrative Assistant.

Additionally, staff identified several classifications that have struggled with recruitment and retention due to competitive market pressures for certain types of skilled workers. An updated comparison with labor market cities resulted in the following findings for the Engineering classifications.

Engineering has struggled to fill positions due to a number of different reasons, including excess turnover, unsuccessful recruitments, and candidates accepting other jobs before the City can complete the hiring process. While the turnover and retention rates are higher than the City's average, engineering's turnover is comparable to other agencies. On average, salaries for the City's engineering classifications are between 4.4% and 9.1% below market, which has impacted the City's ability to remain competitive with other agencies. Currently, there is an extreme shortage of engineers and, as a result, increased competition with agencies in both the public and private sectors.

The City has a number of major capital projects currently underway and more planned in the near future. Both City and grant-funded, these projects will have a direct impact on the community and necessitate that the engineering department is adequately staffed with highly skilled employees to successfully manage the projects.

To ensure external equity with agencies competing for talent in the same labor market, attract and retain a high-quality workforce, and ensure proper compaction between classifications, staff recommends the following equity adjustments:

Classification	Bargaining Group	Equity Adjustment
Engineering Technician	RCCEA	5%
Assistant Engineer	RCCEA	8%
Associate Engineer	RCCEA	8%

Staff recommends that the City Council approve the attached resolution adopting a side letter agreement and salary schedules for job classifications employed by the City of Rancho Cucamonga for the fiscal year 2022-23. This Side Letter of Agreement shall be incorporated into the RCCEA MOU. The MOU shall remain in full force and effect except to the extent modified by this Side Letter of Agreement. This Side Letter of Agreement shall not be effective until ratified by the City Council and approved by RCCEA.

Staff also recommends that the Fire Board approve the resolution updating the salary schedules for job classifications employed by the Rancho Cucamonga Fire Protection District for the fiscal year 2022-23.

FISCAL IMPACT:

Adjustments to the part-time salary ranges and their fiscal impacts were accounted for in the current fiscal year budget. The fiscal impact of the engineering equity adjustments is estimated as \$156,070 as follows:

Fund	Account	Expense
General Fund	10013XXX	\$156,070

Staff has identified sufficient salary savings in the General Fund to cover the Engineering position equity adjustments. Some of the special fund allocations may require further adjustment in FY 2023-24, however, the bulk of the expenses are in the General Fund and any shortfalls in special funds can be made up accordingly for FY 2022-23.

COUNCIL MISSION / VISION / GOAL(S) ADDRESSED:

This item addresses the City’s Vision to build on our success as a world-class community, create an equitable, sustainable, and vibrant City, rich in opportunity for all to thrive.

ATTACHMENTS:

Attachment 1 - Resolution 2022-157

Attachment 2 - RCCEA Side Letter Agreement

Attachment 3 - Executive Management Group Salary Schedule

Attachment 4 - Rancho Cucamonga Management Association Salary Schedule

Attachment 5 - Rancho Cucamonga City Employees Association Salary Schedule

Attachment 6 - Teamsters Local 1932 Salary Schedule

Attachment 7 - Part-Time City Positions Salary Schedule

Attachment 8 - Resolution FD 2022-038

Attachment 9 - Fire Management Employees Bargaining Group Salary Schedule

Attachment 10 - Fire Union Salary Schedule

Attachment 11 - Fire Support Services Association Salary Schedule

Attachment 12 - Fire District Part-Time Hourly Salary Schedule

RESOLUTION NO. 2022-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RANCHO CUCAMONGA, CALIFORNIA, APPROVING A SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF RANCHO CUCAMONGA AND THE RANCHO CUCAMONGA CITY EMPLOYEES ASSOCIATION AND SALARY SCHEDULES FOR JOB CLASSIFICATIONS EMPLOYED BY THE CITY FOR FISCAL YEAR 2022-23.

WHEREAS, representatives of the City of Rancho Cucamonga (City) and the Rancho Cucamonga Employees Association (RCCEA) have met and conferred pursuant to the provisions of the Meyers-Milias-Brown Act (California Government Code §3500, et seq.) with regard to terms and conditions of employment; and

WHEREAS, representatives of the City and RCCEA have agreed upon and presented to this City Council a Side Letter of Agreement (see attached Side Letter of Agreement), effective upon ratification of the City Council and approved by RCCEA; and

WHEREAS, the City Council of the City of Rancho Cucamonga has determined that it is necessary for the efficient operation and management of the City that policies be established prescribing salary ranges, benefits and holidays, and other policies for employees of the City of Rancho Cucamonga; and

WHEREAS, the City Council of the City of Rancho Cucamonga has previously adopted salary resolutions establishing salary ranges, benefits, and other terms of employment for employees of the City of Rancho Cucamonga; and

WHEREAS, the City Council of the City of Rancho Cucamonga recognizes that it is necessary from time to time to amend the salary resolution to accommodate changes in position titles, classifications salary ranges, benefits, and other terms of employment; and

NOW, THEREFORE, THE CITY COUNCIL HEREBY RESOLVES that said Side Letter of Agreement is hereby approved and the City Manager is hereby authorized to sign said Side Letter of Agreement on behalf of the City, and the City Clerk to attest thereto (Attachment 2); and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rancho Cucamonga, California to approve the attached salary schedules for the Executive Management Group, Rancho Cucamonga Management Association, Rancho Cucamonga City Employees Association, Teamsters Local 1932, and Part-Time City positions (Attachments 3 - 7).

PASSED, APPROVED AND ADOPTED this 14th day of December 2022.

**SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF RANCHO CUCAMONGA
AND THE RANCHO CUCAMONGA CITY EMPLOYEES ASSOCIATION**

The City of Rancho Cucamonga ("City") and the Rancho Cucamonga City Employees Association ("RCCEA") (collectively, the "Parties") entered into a Memorandum of Understanding ("MOU") that commenced on July 1, 2022, and expires on December 31, 2024.

The Parties met and conferred in good faith in November and December of 2022. The Parties agreed to amend Section 4 of the current MOU, "Equity Adjustment" for certain RCCEA covered Engineering positions.

Section 53 would be modified to read (the modifications are highlighted in yellow and the existing text would remain unchanged):

SECTION 4: EQUITY ADJUSTMENT

Effective December 19, 2022, the following RCCEA positions shall receive an equity adjustment:

Engineering Technician – 5%

Assistant Engineer – 8%

Associate Engineer – 8%

Effective the second full pay period in June 2023, the following RCCEA positions shall receive an equity adjustment to bring them closer to 5% of market:

- Animal Services Supervisor – 7%
- Human Resources Technician – 6%

This Side Letter of Agreement shall be incorporated into the MOU. The MOU shall remain in full force and effect except to the extent modified by this Side Letter of Agreement. This Side Letter of Agreement shall not be effective until ratified by the City Council and approved by the Rancho Cucamonga City Employees Association.

For the City of Rancho Cucamonga

For the Rancho Cucamonga City Employees Association

John Gillison
City Manager

Andy Miller President
Rancho Cucamonga City Employees Association

**EXECUTIVE MANAGEMENT GROUP
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges effective January 1, 2023**

Class Title	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Animal Services Director	1604	\$9,667	1644	\$11,801	1674	\$13,706
Assistant City Manager	1698	\$15,449	1738	\$18,860	1768	\$21,904
Building and Safety Services Director	1609	\$9,911	1649	\$12,099	1679	\$14,052
City Clerk Services Director	1594	\$9,196	1632	\$11,115	1675	\$13,774
City Manager	1756	\$20,224	1796	\$25,186	1826	\$29,252
Community Services Director	1627	\$10,842	1667	\$13,325	1697	\$15,372
Deputy City Manager/Administrative Services	1647	\$11,979	1687	\$14,624	1717	\$16,984
Deputy City Manager/Civic & Cultural Services	1647	\$11,979	1687	\$14,624	1717	\$16,984
Deputy City Manager/ Econ. & Comm. Dev.	1647	\$11,979	1687	\$14,624	1717	\$16,984
Eng Svs Director/City Engineer	1628	\$10,896	1668	\$13,302	1698	\$15,449
Finance Director	1629	\$10,950	1669	\$13,368	1699	\$15,526
Human Resources Director	1621	\$10,522	1661	\$12,845	1691	\$14,919
Innovation and Technology Director	1637	\$11,396	1677	\$13,912	1697	\$15,372
Library Director	1615	\$10,212	1655	\$12,466	1685	\$14,479
Planning and Economic Development Director	1625	\$10,734	1665	\$13,104	1695	\$15,219
Public Works Services Director	1609	\$9,911	1649	\$12,099	1679	\$14,052
Fire Chief*	A	\$16,302			F	\$20,805

* Included for informational purposes only - This is a Fire District Management Employee Group position not a City position

**RANCHO CUCAMONGA MANAGEMENT ASSOCIATION
 ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
 Monthly Pay Ranges Effective January 1, 2023**

Class Title	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Accounting Manager	2525	\$6,648	2565	\$8,114	2585	\$8,966
Animal Center Manager	2506	\$6,048	2546	\$7,383	2566	\$8,156
Assistant to the City Manager	2590	\$9,193	2630	\$11,222	2650	\$12,400
Building & Safety Manager	2533	\$6,920	2573	\$8,445	2593	\$9,332
Chief Information Security Officer	2552	\$7,579	2592	\$9,284	2612	\$10,258
City Planner/Planning Manager	2583	\$8,878	2623	\$10,836	2643	\$11,974
Community Affairs Manager	2565	\$8,114	2605	\$9,908	2625	\$10,945
Community Improvement Manager	2533	\$6,920	2573	\$8,445	2593	\$9,332
Community Services Manager	2506	\$6,048	2546	\$7,383	2566	\$8,156
Community Services Superintendent	2536	\$7,024	2576	\$8,573	2596	\$9,472
Cultural Center Manager	2536	\$7,024	2576	\$8,573	2596	\$9,472
Deputy Director of Animal Services	2566	\$8,156	2606	\$9,956	2626	\$10,999
Deputy Director of Building and Safety	2580	\$8,744	2620	\$10,676	2640	\$11,797
Deputy Director of City Clerk Services	2543	\$7,273	2583	\$8,878	2603	\$9,809
Deputy Director of Community Services	2598	\$9,566	2638	\$11,679	2658	\$12,905
Deputy Director of Economic Development	2598	\$9,566	2638	\$11,679	2658	\$12,905
Deputy Dir. Engineering/Deputy City Eng.	2604	\$9,858	2644	\$12,035	2664	\$13,297
Deputy Dir. Engineering/Utility Manager	2604	\$9,858	2644	\$12,035	2664	\$13,297
Deputy Director of Engineering	2592	\$9,284	2632	\$11,334	2652	\$12,523
Deputy Director of Finance	2598	\$9,566	2638	\$11,679	2658	\$12,905
Deputy Director of Human Resources	2598	\$9,566	2638	\$11,679	2658	\$12,905
Deputy Dir. of Innovation and Technology	2566	\$8,156	2606	\$9,956	2626	\$10,999
Deputy Director of Library Services	2580	\$8,744	2620	\$10,676	2640	\$11,797
Deputy Director of Planning	2598	\$9,566	2638	\$11,679	2658	\$12,905
Deputy Director of Public Works	2598	\$9,566	2638	\$11,679	2658	\$12,905
Economic Development Manager	2539	\$7,130	2579	\$8,702	2599	\$9,615
Environmental Programs Manager	2539	\$7,130	2579	\$8,702	2599	\$9,615
Facilities Superintendent	2536	\$7,024	2576	\$8,573	2596	\$9,472
Finance Manager	2559	\$7,875	2599	\$9,615	2619	\$10,624
Library Services Manager	2506	\$6,048	2546	\$7,383	2566	\$8,156
Park/Landscape Maintenance Supt	2536	\$7,024	2576	\$8,573	2596	\$9,472
Plan Check & Inspection Manager	2533	\$6,920	2573	\$8,445	2593	\$9,332
Principal Accountant	2532	\$6,885	2572	\$8,403	2592	\$9,284
Principal Engineer	2588	\$9,101	2628	\$11,111	2648	\$12,276
Principal Librarian	2495	\$5,725	2535	\$6,989	2555	\$7,720
Principal Management Analyst	2543	\$7,273	2583	\$8,878	2603	\$9,809

**RANCHO CUCAMONGA MANAGEMENT ASSOCIATION
 ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
 Monthly Pay Ranges Effective January 1, 2023**

	Minimum	Control Point	Maximum			
Principal Planner	2543	\$7,273	2583	\$8,878	2603	\$9,809
Procurement Manager	2530	\$6,817	2570	\$8,320	2590	\$9,193
Public Works Maintenance Manager	2566	\$8,156	2606	\$9,956	2626	\$10,999
Revenue Manager	2532	\$6,885	2572	\$8,403	2592	\$9,284
Risk Manager	2559	\$7,875	2599	\$9,615	2619	\$10,624
Senior Civil Engineer	2563	\$8,035	2603	\$9,809	2623	\$10,836
Senior Executive Assistant	2468	\$5,004	2508	\$6,108	2528	\$6,748
Senior Planner	2523	\$6,582	2563	\$8,035	2583	\$8,878
Street/Storm Drain Maintenance Supt	2536	\$7,024	2576	\$8,573	2596	\$9,472
Traffic Engineer	2579	\$8,702	2619	\$10,624	2639	\$11,737
Utilities Operations Manager	2524	\$6,615	2564	\$8,075	2584	\$8,922
Veterinarian	2579	\$8,702	2619	\$10,624	2639	\$11,737

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2023**

Class Title	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Account Clerk	4375	\$3,194	4415	\$3,900	4435	\$4,308
Account Technician	4423	\$4,057	4463	\$4,952	4483	\$5,473
Accountant#	3465	\$5,004	3505	\$6,108	3525	\$6,748
Accounts Payable Supervisor#	3470	\$5,129	3510	\$6,261	3530	\$6,919
Administrative Assistant	4369	\$3,099	4409	\$3,783	4429	\$4,181
Administrative Technician	4437	\$4,352	4477	\$5,312	4497	\$5,868
Animal Behavior Specialist	4388	\$3,407	4428	\$4,160	4448	\$4,597
Animal Care Attendant	4349	\$2,806	4389	\$3,425	4409	\$3,783
Animal Care Supervisor#	3440	\$4,417	3480	\$5,390	3500	\$5,956
Animal Caretaker	4378	\$3,243	4418	\$3,957	4438	\$4,372
Animal Rescue Specialist	4388	\$3,407	4428	\$4,160	4448	\$4,597
Animal Services Dispatcher	4369	\$3,099	4409	\$3,783	4429	\$4,181
Animal Services Officer I	4421	\$4,018	4461	\$4,904	4481	\$5,419
Animal Services Officer II	4441	\$4,438	4481	\$5,419	4501	\$5,987
Artistic Producer - Mainstreet Theatre	4450	\$4,643	4490	\$5,667	4510	\$6,261
Assistant Engineer#	3504	\$6,076	3544	\$7,418	3564	\$8,197
Assistant Planner#	3468	\$5,079	3508	\$6,200	3528	\$6,848
Associate Engineer#	3534	\$7,058	3574	\$8,616	3594	\$9,519
Associate Planner#	3487	\$5,583	3527	\$6,817	3547	\$7,530
Box Office Coordinator	4450	\$4,643	4490	\$5,667	4510	\$6,261
Budget Analyst#	3515	\$6,419	3555	\$7,835	3575	\$8,657
Building Inspection Supervisor# ²	3504	\$6,076	3544	\$7,418	3564	\$8,197
Building Inspector I ²	4444	\$4,504	4484	\$5,499	4504	\$6,076
Building Inspector II ²	4464	\$4,977	4504	\$6,076	4524	\$6,714
Business License Clerk	4378	\$3,243	4418	\$3,957	4438	\$4,372
Business License Inspector	4418	\$3,957	4458	\$4,831	4478	\$5,338
Business License Program Coordinator#	3432	\$4,245	3472	\$5,179	3492	\$5,723
Business License Program Supervisor#	3470	\$5,129	3510	\$6,261	3530	\$6,919
Business License Technician	4408	\$3,766	4448	\$4,597	4468	\$5,079
City Clerk Records Management Analyst#	3470	\$5,129	3510	\$6,261	3530	\$6,919
Community Affairs Coordinator	4450	\$4,643	4490	\$5,667	4510	\$6,261
Community Affairs Officer#	3515	\$6,419	3555	\$7,835	3575	\$8,657
Community Affairs Senior Coordinator#	3480	\$5,390	3520	\$6,582	3540	\$7,272
Community Affairs Specialist	4350	\$2,818	4390	\$3,441	4410	\$3,803
Community Affairs Technician	4437	\$4,352	4477	\$5,312	4497	\$5,868

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2023**

	Minimum		Control Point		Maximum	
Community Development Technician I	4413	\$3,858	4453	\$4,712	4473	\$5,207
Community Development Technician II	4423	\$4,057	4463	\$4,952	4483	\$5,473
Community Improvement Supervisor# ²	3504	\$6,076	3544	\$7,418	3564	\$8,197
Community Improvement Officer I	4421	\$4,018	4461	\$4,904	4481	\$5,419
Community Improvement Officer II	4441	\$4,438	4481	\$5,419	4501	\$5,987
Community Programs Coordinator	4450	\$4,643	4490	\$5,667	4510	\$6,261
Community Programs Specialist	4437	\$4,352	4477	\$5,312	4497	\$5,868
Community Services Coordinator	4450	\$4,643	4490	\$5,667	4510	\$6,261
Community Services Project Coordinator#	3500	\$5,956	3540	\$7,272	3560	\$8,033
Community Services Specialist	4350	\$2,818	4390	\$3,441	4410	\$3,803
Community Services Supervisor#	3480	\$5,390	3520	\$6,582	3540	\$7,272
Community Services Technician	4437	\$4,352	4477	\$5,312	4497	\$5,868
Community Theater Producer	4450	\$4,643	4490	\$5,667	4510	\$6,261
Customer Care Assistant	4369	\$3,099	4409	\$3,783	4429	\$4,181
Customer Service Representative	4378	\$3,243	4418	\$3,957	4438	\$4,372
Customer Service Specialist I - Utilities	4413	\$3,858	4453	\$4,712	4473	\$5,207
Customer Service Specialist II - Utilities	4423	\$4,057	4463	\$4,952	4483	\$5,473
Customer Service Specialist III - Utilities	4443	\$4,482	4483	\$5,473	4503	\$6,046
Deputy City Clerk#	3430	\$4,201	3470	\$5,129	3490	\$5,667
Engineering Aide	4421	\$4,018	4461	\$4,904	4481	\$5,419
Engineering Technician	4451	\$4,664	4491	\$5,697	4511	\$6,292
Environmental Programs Coordinator#	3503	\$6,046	3543	\$7,382	3563	\$8,156
Environmental Programs Inspector ²	4464	\$4,977	4504	\$6,076	4524	\$6,714
Event & Rental Services Coordinator	4450	\$4,643	4490	\$5,667	4510	\$6,261
Executive Assistant II#	3444	\$4,504	3484	\$5,499	3504	\$6,076
Executive Assistant ¹	4394	\$3,511	4464	\$4,977	4484	\$5,499
Fleet Supervisor# ²	3488	\$5,609	3528	\$6,848	3548	\$7,568
Front of House Coordinator	4450	\$4,643	4490	\$5,667	4510	\$6,261
Fund Development Coordinator#	3470	\$5,129	3510	\$6,261	3530	\$6,919
GIS Analyst#	3505	\$6,108	3545	\$7,546	3565	\$8,236
GIS Specialist	4456	\$4,784	4496	\$5,839	4516	\$6,452
GIS Supervisor#	3535	\$7,094	3575	\$8,657	3595	\$9,566
GIS Technician	4436	\$4,328	4476	\$5,284	4496	\$5,839
Human Resources Business Partner#	3433	\$4,264	3473	\$5,207	3493	\$5,754
Human Resources Clerk	4389	\$3,425	4429	\$4,181	4449	\$4,619
Human Resources Technician	4408	\$3,766	4448	\$4,597	4468	\$5,079

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2023**

	Minimum		Control Point		Maximum	
Information Technology Analyst I#	3505	\$6,108	3545	\$7,456	3565	\$8,236
Information Technology Analyst II#	3520	\$6,582	3560	\$8,033	3580	\$8,874
Information Technology Specialist I	4456	\$4,784	4496	\$5,839	4516	\$6,452
Information Technology Specialist II	4471	\$5,155	4511	\$6,292	4531	\$6,953
Information Technology Operations Supvr.#	3535	\$7,094	3575	\$8,657	3595	\$9,566
Information Technology Technician	4411	\$3,821	4451	\$4,664	4471	\$5,155
Lead Park Ranger	4421	\$4,018	4461	\$4,904	4481	\$5,419
Librarian I#	3435	\$4,308	3475	\$5,259	3495	\$5,810
Librarian II#	3457	\$4,807	3497	\$5,868	3517	\$6,485
Library Assistant I	3373	\$3,160	3413	\$3,858	3433	\$4,264
Library Assistant II#	3414	\$3,880	3454	\$4,736	3474	\$5,232
Library Clerk	4356	\$2,905	4396	\$3,546	4416	\$3,917
Library Technician	4393	\$3,493	4433	\$4,264	4453	\$4,712
Maintenance Supervisor# ²	3488	\$5,609	3528	\$6,848	3548	\$7,568
Management Aide	4440	\$4,417	4480	\$5,390	4500	\$5,956
Management Analyst I#	3470	\$5,129	3510	\$6,261	3530	\$6,919
Management Analyst II#	3498	\$5,898	3538	\$7,201	3558	\$7,954
Management Analyst III#	3515	\$6,419	3555	\$7,835	3575	\$8,657
Office Services Clerk	4369	\$3,099	4409	\$3,783	4429	\$4,181
Patron & Events Supervisor#	3480	\$5,390	3520	\$6,582	3540	\$7,272
Payroll Supervisor#	3470	\$5,129	3510	\$6,261	3530	\$6,919
Planning Specialist	4443	\$4,482	4483	\$5,473	4503	\$6,046
Planning Technician	4423	\$4,057	4463	\$4,952	4483	\$5,473
Plans Examiner I	4474	\$5,232	4514	\$6,388	4534	\$7,058
Plans Examiner II#	3488	\$5,609	3528	\$6,848	3548	\$7,568
Procurement & Contracts Analyst#	3433	\$4,264	3473	\$5,207	3493	\$5,754
Procurement Clerk	4374	\$3,179	4414	\$3,880	4434	\$4,287
Procurement Technician	4411	\$3,821	4451	\$4,664	4471	\$5,155
Public Services Technician I	4413	\$3,858	4453	\$4,712	4473	\$5,207
Public Services Technician II	4423	\$4,057	4463	\$4,952	4483	\$5,473
Public Services Technician III	4443	\$4,482	4483	\$5,473	4503	\$6,046
Public Works Inspector I ²	4444	\$4,504	4484	\$5,499	4504	\$6,076
Public Works Inspector II ²	4464	\$4,977	4504	\$6,076	4524	\$6,714
Records Clerk	4358	\$2,933	4398	\$3,581	4418	\$3,957
Records Coordinator	4386	\$3,372	4426	\$4,119	4446	\$4,550
Risk Management Coordinator#	3470	\$5,129	3510	\$6,261	3530	\$6,919

Rancho Cucamonga City Employees Association
Salary Schedule
January 1, 2023

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2023**

	Minimum		Control Point		Maximum	
Safety Officer#	3515	\$6,419	3555	\$7,835	3575	\$8,657
Senior Account Clerk	4395	\$3,529	4435	\$4,308	4455	\$4,759
Senior Account Technician	4446	\$4,550	4486	\$5,556	4506	\$6,139
Senior Accountant#	3498	\$5,898	3538	\$7,201	3558	\$7,954
Senior Animal Care Supervisor#	3461	\$4,904	3501	\$5,987	3521	\$6,615
Senior Animal Services Officer#	3461	\$4,904	3501	\$5,987	3521	\$6,615
Senior Building Inspector# ²	3484	\$5,499	3524	\$6,714	3544	\$7,418
Senior Business License Clerk	4398	\$3,581	4438	\$4,372	4458	\$4,831
Senior Community Improvement Officer#	3461	\$4,904	3501	\$5,987	3521	\$6,615
Senior Electrician #	3485	\$5,528	3525	\$6,748	3545	\$7,456
Senior GIS Analyst #	3520	\$6,582	3560	\$8,033	3580	\$8,874
Sr Human Resources Business Partner#	3498	\$5,898	3538	\$7,201	3558	\$7,954
Senior Information Technology Analyst#	3535	\$7,094	3575	\$8,657	3595	\$9,566
Senior Information Technology Specialist#	4493	\$5,754	4533	\$7,024	4553	\$7,759
Senior Librarian#	3468	\$5,079	3508	\$6,200	3528	\$6,848
Senior Park Planner#	3500	\$5,956	3540	\$7,272	3560	\$8,033
Senior Plans Examiner#	3503	\$6,046	3543	\$7,382	3563	\$8,156
Senior Procurement Technician#	3463	\$4,952	3503	\$6,046	3523	\$6,681
Senior Risk Management Analyst#	3515	\$6,419	3555	\$7,835	3575	\$8,657
Senior Veterinary Technician#	3461	\$4,904	3501	\$5,987	3521	\$6,615
Special Districts Analyst#	3498	\$5,898	3538	\$7,201	3558	\$7,954
Supervising Public Works Inspector# ²	3494	\$5,780	3534	\$7,058	3554	\$7,797
Supervising Traffic Systems Specialist# ²	3502	\$6,016	3542	\$7,345	3562	\$8,114
Theater Production Coordinator	4460	\$4,880	4500	\$5,956	4520	\$6,582
Theater Production Supervisor#	3480	\$5,390	3520	\$6,582	3540	\$7,272
Theatre Technician III	4423	\$4,057	4463	\$4,592	4483	\$5,473
Utilities Operation Supervisor#	3515	\$6,419	3555	\$7,835	3575	\$8,657
Utility Marker	4464	\$4,977	4504	\$6,076	4524	\$6,714
Veterinary Assistant	4407	\$3,746	4447	\$4,574	4467	\$5,052
Veterinary Technician	4437	\$4,352	4477	\$5,312	4497	\$5,868

¹. When acting as Clerk to Commissions \$50 paid per night or weekend day meeting. Compensatory time off

². Refer to MOU for provision of boot

Denotes Supervisory/Professional Class

PUBLIC WORKS MAINTENANCE EMPLOYEES
Represented By
THE TEAMSTERS LOCAL 1932

ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2023

Class Title	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Electrician	5457	\$4,925	5497	\$6,012	5517	\$6,644
Equipment Operator	5425	\$4,199	5465	\$5,126	5485	\$5,664
Inventory Specialist Equipment/Mat	5389	\$3,509	5429	\$4,283	5449	\$4,732
Lead Maintenance Worker	5429	\$4,283	5469	\$5,229	5489	\$5,777
Lead Mechanic	5440	\$4,526	5480	\$5,523	5500	\$6,103
Maintenance Coordinator	5452	\$4,804	5492	\$5,863	5512	\$6,480
Maintenance Worker	5391	\$3,544	5431	\$4,325	5451	\$4,778
Mechanic	5430	\$4,305	5470	\$5,255	5490	\$5,807
Senior Maintenance Worker	5401	\$3,723	5441	\$4,547	5461	\$5,024
Signal & Lighting Coordinator	5479	\$5,497	5519	\$6,710	5539	\$7,414
Signal & Lighting Technician	5452	\$4,804	5492	\$5,863	5512	\$6,480

**PART-TIME CITY POSITIONS
 ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
 Hourly Pay Ranges Effective January 1, 2023**

Part Time Positions	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Account Clerk	6368	\$15.87	6408	\$19.37	6449	\$23.77
Account Technician	6423	\$20.88	6463	\$25.49	6497	\$30.20
Accountant	6465	\$25.74	6505	\$31.43	6539	\$37.23
Administrative Assistant	6364	\$15.55	6372	\$16.19	6443	\$23.07
Administrative Intern			6364	\$15.55	6370	\$16.02
Animal Behavior Specialist	6388	\$17.54	6428	\$21.41	6462	\$25.36
Animal Care Attendant	6364	\$15.55	6389	\$17.62	6422	\$20.77
Animal Caretaker	6378	\$16.69	6418	\$20.36	6452	\$24.12
Animal Rescue Specialist	6388	\$17.54	6428	\$21.41	6462	\$25.36
Animal Services Dispatcher	6369	\$15.95	6409	\$19.47	6443	\$23.07
Animal Services Officer	6441	\$22.84	6481	\$27.88	6495	\$29.90
Assistant Engineer	6488	\$28.88	6528	\$35.25	6562	\$41.76
Assistant Planner	6468	\$26.13	6508	\$31.90	6541	\$37.61
Associate Engineer	6518	\$33.53	6558	\$40.94	6592	\$48.50
Associate Planner	6487	\$28.73	6527	\$35.07	6561	\$41.55
Box Office Assistant*			6364	\$15.55		
Box Office Specialist*			6364	\$15.55		
Budget Analyst	6498	\$30.35	6538	\$37.05	6588	\$47.54
Building Inspector	6464	\$25.61	6504	\$31.27	6523	\$34.38
Business License Clerk	6378	\$16.69	6418	\$20.36	6452	\$24.12
Business License Technician	6408	\$19.37	6448	\$23.65	6482	\$28.02
Community Improvement Officer I	6421	\$20.67	6461	\$25.23	6495	\$29.90
Community Improvement Officer II	6441	\$22.84	6481	\$27.88	6515	\$33.03
Community Programs Coordinator	6450	\$23.89	6490	\$29.16	6524	\$34.55
Community Programs Specialist	6437	\$22.39	6477	\$27.33	6511	\$32.38
Community Services Coordinator	6450	\$23.89	6490	\$29.16	6529	\$35.42
Community Services Specialist	6364	\$15.55	6390	\$17.71	6424	\$20.98
Community Services Supervisor	6480	\$27.75	6520	\$33.87	6554	\$40.13
Community Services Technician	6437	\$22.39	6477	\$27.33	6511	\$32.38
Customer Care Assistant	6364	\$15.55	6372	\$16.19	6443	\$23.07
Day Custodian			6391	\$17.79		
Department Director	6562	\$41.76	6604	\$51.50	6707	\$86.07
Department Manager	6525	\$34.73	6566	\$42.60	6634	\$59.81
Deputy City Clerk	6430	\$21.62	6470	\$26.40	6504	\$31.27
Division Supervisor	6416	\$20.16	6457	\$24.74	6554	\$40.13
Electrician	6457	\$24.74	6497	\$30.20	6535	\$36.50

**PART-TIME CITY POSITIONS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Hourly Pay Ranges Effective January 1, 2023**

Part Time Positions	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Energy Efficiency Coordinator	6372	\$16.19	6412	\$19.77	6422	\$20.78
Engineering Aide	6421	\$20.67	6461	\$25.24	6495	\$29.90
Engineering Intern			6364	\$15.55	6370	\$16.03
Engineering Technician	6441	\$22.84	6481	\$27.88	6515	\$33.03
Environmental Resources Intern*			6364	\$15.55		
Equipment Operator	6425	\$21.09	6465	\$25.75	6503	\$31.11
Executive Assistant	6394	\$18.07	6434	\$22.06	6497	\$30.20
Executive Assistant II	6467	\$26.00	6507	\$31.74	6527	\$35.07
Fund Development Coordinator	6514	\$32.87	6554	\$40.13	6574	\$44.34
GIS Intern			6364	\$15.55	6370	\$16.03
GIS Programmer/Analyst	6456	\$24.61	6496	\$30.05	6506	\$31.58
GIS Technician	6436	\$22.28	6476	\$27.20	6510	\$32.22
Healthy Cities Coordinator	6372	\$16.19	6412	\$19.77	6422	\$20.78
Human Resources Clerk	6389	\$17.62	6429	\$21.51	6462	\$25.36
Human Resources Technician	6399	\$18.52	6439	\$22.61	6465	\$25.74
Lead Mechanic	6440	\$22.73	6480	\$27.75	6518	\$33.53
Librarian I	6449	\$23.77	6489	\$29.01	6509	\$32.06
Library Assistant I	6387	\$17.44	6427	\$21.30	6447	\$23.53
Library Assistant II	6428	\$21.40	6468	\$26.13	6488	\$28.87
Library Clerk	6370	\$16.02	6410	\$19.56	6429	\$21.51
Library Director/SIF Trainer	6600	\$50.48	6640	\$61.63	6650	\$64.78
Library Page*			6364	\$15.55		
Library Technician	6407	\$19.27	6447	\$23.53	6467	\$26.00
Maintenance Technician*			6364	\$15.55		
Management Aide	6440	\$22.73	6480	\$27.75	6514	\$32.87
Management Analyst I	6470	\$26.40	6510	\$32.22	6544	\$38.17
Management Analyst II	6498	\$30.35	6538	\$37.05	6571	\$43.68
Management Analyst III	6529	\$35.42	6569	\$43.24	6588	\$47.54
Mechanic	6430	\$21.62	6470	\$26.40	6508	\$31.90
Meter Technician	6487	\$28.73	6527	\$35.07	6537	\$36.86
Office Services Clerk	6369	\$15.95	6409	\$19.47	6443	\$23.07
Office Specialist I	6364	\$15.55	6372	\$16.19	6382	\$17.02
Office Specialist II	6364	\$15.55	6392	\$17.89	6402	\$18.80
Outreach Technician*			6364	\$15.55		
Park Ranger*			6389	\$17.62		
Planning Aide			6364	\$15.55	6370	\$16.03

**PART-TIME CITY POSITIONS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Hourly Pay Ranges Effective January 1, 2023**

Part Time Positions	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Planning Manager	6583	\$46.37	6623	\$56.62	6656	\$66.74
Plans Examiner I	6474	\$26.92	6514	\$32.87	6548	\$38.94
Playschool Instructor*			6373	\$16.27		
Principal Management Analyst	6557	\$40.73	6597	\$49.73	6617	\$54.94
Principal Engineer	6567	\$42.82	6607	\$52.27	6640	\$61.62
Program Specialist			6364	\$15.55		
Public Services Technician I	6413	\$19.86	6453	\$24.25	6487	\$28.73
Public Services Technician II	6423	\$20.88	6463	\$25.49	6497	\$30.20
Public Services Technician III	6443	\$23.07	6483	\$28.16	6517	\$33.36
Public Works Inspector I	6444	\$23.19	6484	\$28.31	6518	\$33.53
Public Works Inspector II	6464	\$25.62	6504	\$31.27	6538	\$37.05
Purchasing Clerk	6368	\$15.87	6408	\$19.37	6418	\$20.37
Receptionist	6364	\$15.55	6382	\$17.02	6392	\$17.89
Records Clerk	6364	\$15.55	6384	\$17.19	6432	\$21.83
Records Coordinator	6372	\$16.19	6412	\$19.77	6459	\$24.98
Recreation Leader II*			6364	\$15.55		
Secretary	6394	\$18.07	6434	\$22.06	6444	\$23.18
Senior Accountant	6498	\$30.35	6538	\$37.05	6571	\$43.68
Senior Civil Engineer	6543	\$37.99	6583	\$46.37	6620	\$55.77
Signal and Lighting Technician	6452	\$24.12	6492	\$29.46	6530	\$35.60
Theatre Technician I*			6364	\$15.55		
Theatre Technician II*			6407	\$19.27		
Veterinarian	6579	\$45.46	6619	\$55.50	6652	\$65.42
Veterinary Assistant	6407	\$19.27	6447	\$23.52	6481	\$27.88
Veterinary Technician	6437	\$22.40	6477	\$27.33	6511	\$32.38

* Single Step

RESOLUTION NO. FD 2022-XXX

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE RANCHO CUCAMONGA FIRE PROTECTION DISTRICT, RANCHO CUCAMONGA, CALIFORNIA, APPROVING THE RANCHO CUCAMONGA FIRE PROTECTION DISTRICT SALARY SCHEDULES FOR FISCAL YEAR 2022-2023.

WHEREAS, the Board of Directors of the Rancho Cucamonga Fire Protection District has determined that it is necessary for the efficient operation and management of the District that policies be established prescribing salary ranges, benefits and holidays, and other policies for employees of the Rancho Cucamonga Fire Protection District; and

WHEREAS, the Board of Directors of the Rancho Cucamonga Fire Protection District has previously adopted salary resolutions that established salary ranges, benefits, and other terms of employment for employees of the Rancho Cucamonga Fire Protection District; and

WHEREAS, the Board of Directors of the Rancho Cucamonga Fire Protection District recognizes that it is necessary from time to time to amend the salary resolution to accommodate changes in position titles, classifications salary ranges, additions and deletions of classifications, benefits, and other terms of employment; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Rancho Cucamonga Fire Protection District, Rancho Cucamonga, California to approve the attached Rancho Cucamonga Fire Protection District Salary Schedules (Attachment 9 - 12) effective January 1, 2023.

PASSED, APPROVED AND ADOPTED this 14th day of December 2022.

**FIRE MANAGEMENT EMPLOYEES GROUP
SALARY SCHEDULE
AS OF JANUARY 1, 2023**

	A	B	C	D	E	F	
FIRE CHIEF	94.05	98.76	103.69	108.86	114.31	120.03	Hourly
	7,524.34	7,900.51	8,295.46	8,709.17	9,144.91	9,602.69	Bi-Weekly
	16,302.73	17,117.78	17,973.49	18,869.86	19,813.98	20,805.82	Monthly
FIRE DEPUTY CHIEF	77.16	81.02	85.07	89.33	93.79	98.48	Hourly
	6,173.04	6,481.49	6,805.44	7,146.53	7,503.12	7,878.48	Bi-Weekly
	13,374.92	14,043.22	14,745.12	15,484.14	16,256.76	17,070.04	Monthly
FIRE BATTALION CHIEF (56 Hour Workweek)	48.04	50.44	52.96	55.61	58.39		Hourly
	5,380.37	5,649.23	5,931.28	6,228.47	6,539.26		Bi-Weekly
	11,657.47	12,240.00	12,851.10	13,495.02	14,168.39		Monthly
FIRE BATTALION CHIEF (40 Hour Workweek)	67.25	70.62	74.14	77.86	81.74		Hourly
	5,380.37	5,649.23	5,931.28	6,228.47	6,539.26		Bi-Weekly
	11,657.47	12,240.00	12,851.10	13,495.02	14,168.39		Monthly
FIRE MARSHAL	72.13	75.74	79.53	83.51	87.67		Hourly
	5,770.75	6,058.80	6,362.35	6,680.59	7,013.52		Bi-Weekly
	12,503.30	13,127.40	13,785.10	14,474.62	15,195.96		Monthly
<u>BC TRAINING OFFICER STIPEND (7.26% of 40 hr BC Current Step)</u>							
40 Hour Workweek	4.88	5.13	5.38	5.65	5.93		Hourly
56 Hour Workweek	3.49	3.66	3.84	4.04	4.24		Hourly
	390.61	410.13	430.61	452.19	474.75		Bi-Weekly
	846.33	888.62	932.99	979.74	1,028.63		Monthly

FIRE UNION
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
JANUARY 1, 2023

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	
FIRE CAPTAIN	35.22	36.99	38.82	40.76	42.80	Hourly
	3,944.71	4,142.34	4,347.97	4,565.03	4,793.51	Bi-Weekly
	8,546.87	8,975.08	9,420.61	9,890.90	10,385.94	Monthly
FIRE CAPTAIN SPECIALIST	35.22	36.99	38.82	40.76	42.80	Hourly
	3,944.71	4,142.34	4,347.97	4,565.03	4,793.51	Bi-Weekly
	8,546.87	8,975.08	9,420.61	9,890.90	10,385.94	Monthly
FIRE ENGINEER	30.02	31.51	33.10	34.74	36.49	Hourly
	3,362.08	3,528.87	3,707.09	3,891.01	4,086.36	Bi-Weekly
	7,284.51	7,645.89	8,032.02	8,430.53	8,853.79	Monthly
FIREFIGHTER	26.23	27.55	28.93	30.38	31.89	Hourly
	2,938.25	3,085.62	3,239.85	3,402.07	3,571.14	Bi-Weekly
	6,366.21	6,685.52	7,019.67	7,371.15	7,737.48	Monthly
FIELD TRAINING OFFICER (40 hour Workweek)	49.30	51.77	54.35	57.07	59.91	Hourly
	3,943.73	4,141.20	4,347.65	4,565.52	4,793.18	Bi-Weekly
	8,544.74	8,972.60	9,419.90	9,891.96	10,385.23	Monthly
<u>HAZARDOUS MATERIAL STIPEND (5% of Fire Engr. Step E)</u>						
(40 Hour Workweek)	2.55	2.55	2.55	2.55	2.55	Hourly
(56 Hour Workweek)	1.82	1.82	1.82	1.82	1.82	Hourly
	204.32	204.32	204.32	204.32	204.32	Bi-Weekly
	442.69	442.69	442.69	442.69	442.69	Monthly
<u>PARAMEDIC STIPEND (13.92% of Fire Engr. Step E)</u>						
(40 Hour Workweek)	7.11	7.11	7.11	7.11	7.11	Hourly
(56 Hour Workweek)	5.08	5.08	5.08	5.08	5.08	Hourly
	568.82	568.82	568.82	568.82	568.82	Bi-Weekly
	1,232.45	1,232.45	1,232.45	1,232.45	1,232.45	Monthly
<u>FIELD TRAINING OFFICER STIPEND (9.3% of Fire Capt. Step E)</u>						
(40 Hour Workweek)	5.57	5.57	5.57	5.57	5.57	Hourly
(56 Hour Workweek)	3.98	3.98	3.98	3.98	3.98	Hourly
	445.80	445.80	445.80	445.80	445.80	Bi-Weekly
	965.89	965.89	965.89	965.89	965.89	Monthly
<u>TECHNICAL RESCUE STIPEND (5% of Fire Engr. Step E)</u>						
(40 Hour Workweek)	2.55	2.55	2.55	2.55	2.55	Hourly
(56 Hour Workweek)	1.82	1.82	1.82	1.82	1.82	Hourly
	204.32	204.32	204.32	204.32	204.32	Bi-Weekly
	442.69	442.69	442.69	442.69	442.69	Monthly
<u>TERRORISM LIAISON OFFICER STIPEND (2.5% of Fire Engr. Step E)</u>						
(40 Hour Workweek)	1.28	1.28	1.28	1.28	1.28	Hourly
(56 Hour Workweek)	0.91	0.91	0.91	0.91	0.91	Hourly
	102.16	102.16	102.16	102.16	102.16	Bi-Weekly
	221.34	221.34	221.34	221.34	221.34	Monthly
<u>BA, BS, or Fire Officer Certification</u>						
(40 Hour Workweek)	1.83	1.83	1.83	1.83	1.83	Hourly
(56 Hour Workweek)	1.31	1.31	1.31	1.31	1.31	Hourly
	146.31	146.31	146.31	146.31	146.31	Bi-Weekly
	317.00	317.00	317.00	317.00	317.00	Monthly
<u>MA, MS or Chief Officer Certification</u>						
(40 Hour Workweek)	2.74	2.74	2.74	2.74	2.74	Hourly
(56 Hour Workweek)	1.96	1.96	1.96	1.96	1.96	Hourly
	219.23	219.23	219.23	219.23	219.23	Bi-Weekly
	475.00	475.00	475.00	475.00	475.00	Monthly

**FIRE SUPPORT SERVICES ASSOCIATION
SALARY SCHEDULE
AS OF JANUARY 1, 2023**

	A	B	C	D	E	F	
COMMUNICATIONS TECHNICIAN	25.37	26.64	27.97	29.37	30.83	32.38	Hourly
	2,029.39	2,130.86	2,237.40	2,349.27	2,466.74	2,590.07	Bi-Weekly
	4,397.01	4,616.86	4,847.70	5,090.09	5,344.59	5,611.82	Monthly
COMMUNITY AFFAIRS SENIOR COORDINATOR	30.46	31.98	33.58	35.26	37.02	38.88	Hourly
	2,436.77	2,558.61	2,686.54	2,820.86	2,961.91	3,110.00	Bi-Weekly
	5,279.66	5,543.65	5,820.83	6,111.87	6,417.46	6,738.34	Monthly
EMERGENCY MANAGEMENT COORDINATOR	38.00	39.90	41.89	43.99	46.19	48.50	Hourly
	3,039.81	3,191.80	3,351.39	3,518.96	3,694.91	3,879.65	Bi-Weekly
	6,586.25	6,915.56	7,261.34	7,624.41	8,005.63	8,405.91	Monthly
EMERGENCY MEDICAL SERVICES ADMINISTRATOR	49.38	51.85	54.44	57.16	60.02	63.02	Hourly
	3,950.49	4,148.01	4,355.41	4,573.18	4,801.84	5,041.93	Bi-Weekly
	8,559.39	8,987.36	9,436.73	9,908.56	10,403.99	10,924.19	Monthly
EMERGENCY MEDICAL SERVICES QUALITY IMPROVEMENT NURSE	41.14	43.20	45.36	47.63	50.01	52.51	Hourly
	3,291.69	3,456.28	3,629.10	3,810.56	4,001.09	4,201.15	Bi-Weekly
	7,132.01	7,488.62	7,863.06	8,256.22	8,669.04	9,102.50	Monthly
FIRE BUSINESS MANAGER	43.05	45.20	47.46	49.83	52.33	54.94	Hourly
	3,443.90	3,616.09	3,796.90	3,986.74	4,186.08	4,395.38	Bi-Weekly
	7,461.78	7,834.87	8,226.61	8,637.94	9,069.84	9,523.33	Monthly
FIRE EQUIPMENT APPRENTICE MECHANIC	19.79	20.78	21.82	22.91	24.06	25.26	Hourly
	1,583.51	1,662.69	1,745.82	1,833.11	1,924.77	2,021.01	Bi-Weekly
	3,430.95	3,602.49	3,782.62	3,971.75	4,170.34	4,378.85	Monthly
FIRE EQUIPMENT LEAD MECHANIC	29.46	30.93	32.48	34.11	35.81	37.60	Hourly
	2,356.94	2,474.78	2,598.52	2,728.45	2,864.87	3,008.11	Bi-Weekly
	5,106.69	5,362.03	5,630.13	5,911.64	6,207.22	6,517.58	Monthly
FIRE EQUIPMENT MECHANIC	26.72	28.05	29.46	30.93	32.48	34.10	Hourly
	2,137.52	2,244.40	2,356.62	2,474.45	2,598.17	2,728.08	Bi-Weekly
	4,631.29	4,862.86	5,106.01	5,361.31	5,629.37	5,910.84	Monthly
FIRE INFORMATION SYSTEMS TECHNICIAN	24.07	25.27	26.54	27.87	29.26	30.72	Hourly
	1,925.70	2,021.99	2,123.08	2,229.24	2,340.70	2,457.74	Bi-Weekly
	4,172.35	4,380.97	4,600.02	4,830.02	5,071.52	5,325.09	Monthly

**FIRE SUPPORT SERVICES ASSOCIATION
SALARY SCHEDULE
AS OF JANUARY 1, 2023**

	A	B	C	D	E	F	
FIRE PREVENTION SPECIALIST INSPECTION I	27.16	28.52	29.95	31.44	33.02	34.67	Hourly
	2,172.93	2,281.58	2,395.66	2,515.44	2,641.22	2,773.28	Bi-Weekly
	4,708.02	4,943.43	5,190.60	5,450.13	5,722.63	6,008.76	Monthly
FIRE PREVENTION SPECIALIST INSPECTION II	29.94	31.44	33.01	34.66	36.40	38.22	Hourly
	2,395.52	2,515.29	2,641.06	2,773.11	2,911.76	3,057.35	Bi-Weekly
	5,190.28	5,449.80	5,722.29	6,008.40	6,308.82	6,624.26	Monthly
FIRE PREVENTION SUPERVISOR	34.07	35.77	37.56	39.44	41.41	43.48	Hourly
	2,725.55	2,861.83	3,004.92	3,155.16	3,312.92	3,478.57	Bi-Weekly
	5,905.36	6,200.62	6,510.65	6,836.19	7,178.00	7,536.90	Monthly
FIRE SHOP SUPERVISOR	35.34	37.11	38.97	40.92	42.96	45.11	Hourly
	2,827.61	2,969.00	3,117.45	3,273.32	3,436.99	3,608.84	Bi-Weekly
	6,126.51	6,432.84	6,754.48	7,092.20	7,446.81	7,819.15	Monthly
MAINTENANCE OFFICER	36.33	38.15	40.05	42.06	44.16	46.37	Hourly
	2,906.43	3,051.75	3,204.34	3,364.56	3,532.79	3,709.43	Bi-Weekly
	6,297.27	6,612.13	6,942.74	7,289.88	7,654.37	8,037.09	Monthly
MANAGEMENT AIDE	24.99	26.24	27.56	28.93	30.38	31.90	Hourly
	1,999.49	2,099.47	2,204.44	2,314.66	2,430.39	2,551.91	Bi-Weekly
	4,332.23	4,548.84	4,776.28	5,015.10	5,265.85	5,529.15	Monthly
MANAGEMENT ANALYST I	29.01	30.46	31.98	33.58	35.26	37.02	Hourly
	2,320.73	2,436.77	2,558.61	2,686.54	2,820.86	2,961.91	Bi-Weekly
	5,028.25	5,279.66	5,543.65	5,820.83	6,111.87	6,417.46	Monthly
MANAGEMENT ANALYST II	33.34	35.00	36.75	38.59	40.52	42.55	Hourly
	2,666.98	2,800.33	2,940.34	3,087.36	3,241.73	3,403.81	Bi-Weekly
	5,778.45	6,067.37	6,370.74	6,689.28	7,023.74	7,374.93	Monthly
MANAGEMENT ANALYST III	36.31	38.12	40.03	42.03	44.13	46.34	Hourly
	2,904.64	3,049.87	3,202.36	3,362.48	3,530.60	3,707.13	Bi-Weekly
	6,293.38	6,608.05	6,938.45	7,285.37	7,649.64	8,032.12	Monthly
PLANS EXAMINER - FIRE	33.37	35.04	36.79	38.63	40.57	42.59	Hourly
	2,669.90	2,803.39	2,943.56	3,090.74	3,245.28	3,407.54	Bi-Weekly
	5,784.78	6,074.02	6,377.72	6,696.61	7,031.44	7,383.01	Monthly

**FIRE SUPPORT SERVICES ASSOCIATION
SALARY SCHEDULE
AS OF JANUARY 1, 2023**

	A	B	C	D	E	F	
PUBLIC EDUCATION	28.09	29.50	30.97	32.52	34.15	35.85	Hourly
SPECIALIST	2,247.45	2,359.82	2,477.82	2,601.71	2,731.79	2,868.38	Bi-Weekly
	4,869.48	5,112.95	5,368.60	5,637.03	5,918.88	6,214.83	Monthly
ADMINISTRATIVE ASSISTANT	17.85	18.79	19.78	20.82	21.92	23.07	Hourly
	1,428.16	1,503.33	1,582.45	1,665.74	1,753.41	1,845.69	Bi-Weekly
	3,094.35	3,257.21	3,428.64	3,609.10	3,799.05	3,999.00	Monthly
EXECUTIVE ASSISTANT	22.31	23.48	24.72	26.02	28.83	30.35	Hourly
	1,784.58	1,878.50	1,977.37	2,081.44	2,306.38	2,427.69	Bi-Weekly
	3,866.58	4,070.08	4,284.30	4,509.79	4,997.15	5,260.00	Monthly
EXECUTIVE ASSISTANT II	25.95	27.31	28.75	30.26	31.85	33.53	Hourly
	2,075.64	2,184.88	2,299.87	2,420.92	2,548.34	2,682.46	Bi-Weekly
	4,497.21	4,733.91	4,983.06	5,245.33	5,521.40	5,812.00	Monthly

**FIRE DISTRICT PART-TIME HOURLY
SALARY SCHEDULE AS OF JANUARY 1, 2023**

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	
COMMUNICATIONS TECHNICIAN	24.38	25.60	26.88	28.23	29.64	31.12	Hourly
EMERGENCY MEDICAL SERVICES QUALITY IMPROVEMENT NURSE	41.14	43.20	45.36	47.62	50.01	52.51	Hourly
FIRE CLERK	(one step)		15.50				Hourly
FIRE EQUIPMENT MECHANIC	23.22	24.38	25.60	26.88	28.23	29.64	Hourly
FIRE INFORMATION SYSTEMS TECHNICIAN	23.14	24.29	25.51	26.78	28.12	29.53	Hourly
FIRE PREVENTION ASSISTANT TEMPORARY/PART-TIME	(one step)		15.50				Hourly
FIRE PREVENTION SPECIALIST INSPECTION I	24.49	25.72	27.00	28.35	29.77	31.26	Hourly
MANAGEMENT AIDE	24.01	25.24	26.53	27.88	29.16	30.62	Hourly
MANAGEMENT ANALYST I	27.88	29.31	30.81	32.39	33.87	35.56	Hourly
OFFICE SERVICES CLERK	16.85	17.71	18.62	19.57	20.47	21.49	Hourly
OFFICE SPECIALIST I	15.50	16.28	17.09	17.94	18.84	19.78	Hourly
OFFICE SPECIALIST II	16.85	17.71	18.62	19.57	20.47	21.49	Hourly
PLANS EXAMINER - FIRE	32.08	33.68	35.37	37.13	38.99	40.94	Hourly
QUALITY IMPROVEMENT SPECIALIST	27.79	29.18	30.64	32.17	33.78	35.47	Hourly



CITY OF RANCHO CUCAMONGA

DATE: December 14, 2022

TO: Mayor and Members of the City Council
President and Members of the Boards of Directors

FROM: John R. Gillison, City Manager

INITIATED BY: Robert Neiuber, Human Resources Director
Lucy Alvarez-Nunez, Management Analyst I
Darci Vogel, Fire Business Manager

SUBJECT: Consideration to Approve a Resolution Adopting a Side Letter of Agreement Between the City of Rancho Cucamonga and the Rancho Cucamonga City Employees Association and Salary Schedules for Job Classifications Employed by the City of Rancho Cucamonga for Fiscal Year 2022-23, and Approve a Resolution Adopting Salary Schedules for Job Classifications Employed by the Rancho Cucamonga Fire Protection District for Fiscal Year 2022-23. **(RESOLUTION NO. 2022-157)**
(RESOLUTION NO. FD 2022-038) (CITY/FIRE).

RECOMMENDATION:

Staff recommends the City Council approve a resolution adopting a side letter of agreement between the City of Rancho Cucamonga and the Rancho Cucamonga City Employees Association (RCCEA) and salary schedules for job classifications employed by the City of Rancho Cucamonga for fiscal year 2022-23 and approve a resolution adopting salary schedules for job classifications employed by the Rancho Cucamonga Fire Protection District for fiscal year 2022-23.

BACKGROUND:

The City Council/ Fire Board traditionally adopts salary resolutions biannually for classifications employed by the City of Rancho Cucamonga and the Rancho Cucamonga Fire Protection District. These resolutions are updated to reflect changes in salaries, additions and deletions of classifications, changes in job titles, and other terms of employment. The proposed changes in the attached resolutions reflect the following circumstances:

- Effective January 1, 2023, the State of California minimum wage will increase from \$15.00 per hour to \$15.50 per hour.
- Equity reviews and adjustments showed significant discrepancies between some salaries and the prevailing salaries of comparable positions in other organizations within the same geographic area. Difficulties in recruitment and retention support the need for equity adjustments.
- For several years, there has been a growing shortage of skilled and qualified workers. The

COVID-19 pandemic has intensified the effect. Contributing factors include Baby Boomers retiring and leaving the workplace without enough employees to backfill, dwindling apprenticeship programs, and a lack of interest in trades and STEM careers.

- The City entered into a Memorandum of Understanding (MOU) with the Rancho Cucamonga City Employees Association (RCCEA), effective July 1, 2022, to December 31, 2024. The Parties met and conferred in good faith in November and December of 2022. The Parties agreed to amend Section 4 of the current MOU, "Equity Adjustment" for certain RCCEA covered Engineering positions.

ANALYSIS:

In order to comply with the State of California minimum wage law, the attached resolutions include updates to the City and Fire District part-time salary schedules, increasing those steps below the minimum wage.

Updates to the Part-Time Fire District salary schedule include increasing steps below the minimum wage to \$15.50 per hour for the Fire Clerk, Fire Prevention Assistant, and Office Specialist I. In addition, the Office Specialist I salary range will be adjusted to maintain a 5% difference between each step.

Updates to the Part-Time City Positions Salary Schedule include increasing steps below the minimum wage to step 6364, \$15.55 per hour. This is the next step above the minimum wage on the City's salary table. Updates also include the addition of part-time Executive Assistant II and Customer Service Specialist I/II/III – Utilities with the ranges set at the full-time equivalent salary range.

An update to the Rancho Cucamonga City Employees Association (RCCEA) salary schedule includes adjusting the bottom step of the Customer Care Assistant salary range to maintain the range equal to the Administrative Assistant position's salary range. The Animal Center's Administrative Assistant position was reclassified to Customer Care Assistant in April 2021. At that time, it was determined that the salary range for this position was to remain the same as the Administrative Assistant position. On July 2021, the bottom step of the Administrative Assistant was eliminated by 10% pursuant to an agreed-upon provision on the RCCEA MOU. Updating the bottom step of the Customer Care Assistant will allow the salary range to remain at the same range as the Administrative Assistant.

Additionally, staff identified several classifications that have struggled with recruitment and retention due to competitive market pressures for certain types of skilled workers. An updated comparison with labor market cities resulted in the following findings for the Engineering classifications.

Engineering has struggled to fill positions due to a number of different reasons, including excess turnover, unsuccessful recruitments, and candidates accepting other jobs before the City can complete the hiring process. While the turnover and retention rates are higher than the City's average, engineering's turnover is comparable to other agencies. On average, salaries for the City's engineering classifications are between 4.4% and 9.1% below market, which has impacted the City's ability to remain competitive with other agencies. Currently, there is an extreme shortage of engineers and, as a result, increased competition with agencies in both the public and private sectors.

The City has a number of major capital projects currently underway and more planned in the near

future. Both City and grant-funded, these projects will have a direct impact on the community and necessitate that the engineering department is adequately staffed with highly skilled employees to successfully manage the projects.

To ensure external equity with agencies competing for talent in the same labor market, attract and retain a high-quality workforce, and ensure proper compaction between classifications, staff recommends the following equity adjustments:

Classification	Bargaining Group	Equity Adjustment
Engineering Technician	RCCEA	5%
Assistant Engineer	RCCEA	8%
Associate Engineer	RCCEA	8%

Staff recommends that the City Council approve the attached resolution adopting a side letter agreement and salary schedules for job classifications employed by the City of Rancho Cucamonga for the fiscal year 2022-23. This Side Letter of Agreement shall be incorporated into the RCCEA MOU. The MOU shall remain in full force and effect except to the extent modified by this Side Letter of Agreement. This Side Letter of Agreement shall not be effective until ratified by the City Council and approved by RCCEA.

Staff also recommends that the Fire Board approve the resolution updating the salary schedules for job classifications employed by the Rancho Cucamonga Fire Protection District for the fiscal year 2022-23.

FISCAL IMPACT:

Adjustments to the part-time salary ranges and their fiscal impacts were accounted for in the current fiscal year budget. The fiscal impact of the engineering equity adjustments is estimated at \$156,440, broken down as follows:

Fund	Account	Expense
General Fund	10013XX	\$105,550
Drainage Facilities/ General	1112303	\$2,490
Transportation	1124303	\$23,190
LMD #2 Victoria	1131303	\$1,170
LMD #4R Terra Vista	1134303	\$1,170
State Gas Tax	1174303	\$7,780
Measure I 2010-2040	1177303	\$15,090

Staff has identified sufficient salary savings in the General Fund to cover the Engineering position equity adjustments. Some of the special fund allocations may require further adjustment in FY 2023-24, however, the bulk of the expenses are in the General Fund and any shortfalls in special funds can be made up accordingly for FY 2022-23.

COUNCIL MISSION / VISION / GOAL(S) ADDRESSED:

This item addresses the City’s Vision to build on our success as a world-class community, create an equitable, sustainable, and vibrant City, rich in opportunity for all to thrive.

ATTACHMENTS:

Attachment 1 - Resolution 2022-157

Attachment 2 - RCCEA Side Letter Agreement

Attachment 3 - Executive Management Group Salary Schedule

Attachment 4 - Rancho Cucamonga Management Association Salary Schedule

Attachment 5 - Rancho Cucamonga City Employees Association Salary Schedule

Attachment 6 - Teamsters Local 1932 Salary Schedule

Attachment 7 - Part-Time City Positions Salary Schedule

Attachment 8 - Resolution FD 2022-038

Attachment 9 - Fire Management Employees Bargaining Group Salary Schedule

Attachment 10 - Fire Union Salary Schedule

Attachment 11 - Fire Support Services Association Salary Schedule

Attachment 12 - Fire District Part-Time Hourly Salary Schedule

**PART-TIME CITY POSITIONS
 ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
 Hourly Pay Ranges Effective January 1, 2023**

Part Time Positions	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Account Clerk	6368	\$15.87	6408	\$19.37	6449	\$23.77
Account Technician	6423	\$20.88	6463	\$25.49	6497	\$30.20
Accountant	6465	\$25.74	6505	\$31.43	6539	\$37.23
Administrative Assistant	6364	\$15.55	6372	\$16.19	6443	\$23.07
Administrative Intern			6364	\$15.55	6370	\$16.02
Animal Behavior Specialist	6388	\$17.54	6428	\$21.41	6462	\$25.36
Animal Care Attendant	6364	\$15.55	6389	\$17.62	6422	\$20.77
Animal Caretaker	6378	\$16.69	6418	\$20.36	6452	\$24.12
Animal Rescue Specialist	6388	\$17.54	6428	\$21.41	6462	\$25.36
Animal Services Dispatcher	6369	\$15.95	6409	\$19.47	6443	\$23.07
Animal Services Officer	6441	\$22.84	6481	\$27.88	6495	\$29.90
Assistant Engineer	6488	\$28.88	6528	\$35.25	6562	\$41.76
Assistant Planner	6468	\$26.13	6508	\$31.90	6541	\$37.61
Associate Engineer	6518	\$33.53	6558	\$40.94	6592	\$48.50
Associate Planner	6487	\$28.73	6527	\$35.07	6561	\$41.55
Box Office Assistant*			6364	\$15.55		
Box Office Specialist*			6364	\$15.55		
Budget Analyst	6498	\$30.35	6538	\$37.05	6588	\$47.54
Building Inspector	6464	\$25.61	6504	\$31.27	6523	\$34.38
Business License Clerk	6378	\$16.69	6418	\$20.36	6452	\$24.12
Business License Technician	6408	\$19.37	6448	\$23.65	6482	\$28.02
Community Improvement Officer I	6421	\$20.67	6461	\$25.23	6495	\$29.90
Community Improvement Officer II	6441	\$22.84	6481	\$27.88	6515	\$33.03
Community Programs Coordinator	6450	\$23.89	6490	\$29.16	6524	\$34.55
Community Programs Specialist	6437	\$22.39	6477	\$27.33	6511	\$32.38
Community Services Coordinator	6450	\$23.89	6490	\$29.16	6529	\$35.42
Community Services Specialist	6364	\$15.55	6390	\$17.71	6424	\$20.98
Community Services Supervisor	6480	\$27.75	6520	\$33.87	6554	\$40.13
Community Services Technician	6437	\$22.39	6477	\$27.33	6511	\$32.38
Customer Care Assistant	6364	\$15.55	6372	\$16.19	6443	\$23.07
Customer Service Specialist I - Utilities	6436	\$22.27	6476	\$27.19	6496	\$30.05
Customer Service Specialist II - Utilities	6446	\$23.41	6486	\$28.58	6506	\$31.58
Customer Service Specialist III - Utilities	6466	\$25.87	6506	\$31.58	6526	\$34.90
Day Custodian			6391	\$17.79		
Department Director	6562	\$41.76	6604	\$51.50	6707	\$86.07
Department Manager	6525	\$34.73	6566	\$42.60	6634	\$59.81
Deputy City Clerk	6430	\$21.62	6470	\$26.40	6504	\$31.27
Division Supervisor	6416	\$20.16	6457	\$24.74	6554	\$40.13

**PART-TIME CITY POSITIONS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Hourly Pay Ranges Effective January 1, 2023**

Part Time Positions	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Electrician	6457	\$24.74	6497	\$30.20	6535	\$36.50
Energy Efficiency Coordinator	6372	\$16.19	6412	\$19.77	6422	\$20.78
Engineering Aide	6421	\$20.67	6461	\$25.24	6495	\$29.90
Engineering Intern			6364	\$15.55	6370	\$16.03
Engineering Technician	6441	\$22.84	6481	\$27.88	6515	\$33.03
Environmental Resources Intern*			6364	\$15.55		
Equipment Operator	6425	\$21.09	6465	\$25.75	6503	\$31.11
Executive Assistant	6394	\$18.07	6434	\$22.06	6497	\$30.20
Executive Assistant II	6467	\$26.00	6507	\$31.74	6527	\$35.07
Fund Development Coordinator	6514	\$32.87	6554	\$40.13	6574	\$44.34
GIS Intern			6364	\$15.55	6370	\$16.03
GIS Programmer/Analyst	6456	\$24.61	6496	\$30.05	6506	\$31.58
GIS Technician	6436	\$22.28	6476	\$27.20	6510	\$32.22
Healthy Cities Coordinator	6372	\$16.19	6412	\$19.77	6422	\$20.78
Human Resources Clerk	6389	\$17.62	6429	\$21.51	6462	\$25.36
Human Resources Technician	6399	\$18.52	6439	\$22.61	6465	\$25.74
Lead Mechanic	6440	\$22.73	6480	\$27.75	6518	\$33.53
Librarian I	6449	\$23.77	6489	\$29.01	6509	\$32.06
Library Assistant I	6387	\$17.44	6427	\$21.30	6447	\$23.53
Library Assistant II	6428	\$21.40	6468	\$26.13	6488	\$28.87
Library Clerk	6370	\$16.02	6410	\$19.56	6429	\$21.51
Library Director/SIF Trainer	6600	\$50.48	6640	\$61.63	6650	\$64.78
Library Page*			6364	\$15.55		
Library Technician	6407	\$19.27	6447	\$23.53	6467	\$26.00
Maintenance Technician*			6364	\$15.55		
Management Aide	6440	\$22.73	6480	\$27.75	6514	\$32.87
Management Analyst I	6470	\$26.40	6510	\$32.22	6544	\$38.17
Management Analyst II	6498	\$30.35	6538	\$37.05	6571	\$43.68
Management Analyst III	6529	\$35.42	6569	\$43.24	6588	\$47.54
Mechanic	6430	\$21.62	6470	\$26.40	6508	\$31.90
Meter Technician	6487	\$28.73	6527	\$35.07	6537	\$36.86
Office Services Clerk	6369	\$15.95	6409	\$19.47	6443	\$23.07
Office Specialist I	6364	\$15.55	6372	\$16.19	6382	\$17.02
Office Specialist II	6364	\$15.55	6392	\$17.89	6402	\$18.80
Outreach Technician*			6364	\$15.55		
Park Ranger*			6389	\$17.62		
Planning Aide			6364	\$15.55	6370	\$16.03
Planning Manager	6583	\$46.37	6623	\$56.62	6656	\$66.74

**PART-TIME CITY POSITIONS
 ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
 Hourly Pay Ranges Effective January 1, 2023**

Part Time Positions	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Plans Examiner I	6474	\$26.92	6514	\$32.87	6548	\$38.94
Playschool Instructor*			6373	\$16.27		
Principal Management Analyst	6557	\$40.73	6597	\$49.73	6617	\$54.94
Principal Engineer	6567	\$42.82	6607	\$52.27	6640	\$61.62
Program Specialist			6364	\$15.55		
Public Services Technician I	6413	\$19.86	6453	\$24.25	6487	\$28.73
Public Services Technician II	6423	\$20.88	6463	\$25.49	6497	\$30.20
Public Services Technician III	6443	\$23.07	6483	\$28.16	6517	\$33.36
Public Works Inspector I	6444	\$23.19	6484	\$28.31	6518	\$33.53
Public Works Inspector II	6464	\$25.62	6504	\$31.27	6538	\$37.05
Purchasing Clerk	6368	\$15.87	6408	\$19.37	6418	\$20.37
Receptionist	6364	\$15.55	6382	\$17.02	6392	\$17.89
Records Clerk	6364	\$15.55	6384	\$17.19	6432	\$21.83
Records Coordinator	6372	\$16.19	6412	\$19.77	6459	\$24.98
Recreation Leader II*			6364	\$15.55		
Secretary	6394	\$18.07	6434	\$22.06	6444	\$23.18
Senior Accountant	6498	\$30.35	6538	\$37.05	6571	\$43.68
Senior Civil Engineer	6543	\$37.99	6583	\$46.37	6620	\$55.77
Signal and Lighting Technician	6452	\$24.12	6492	\$29.46	6530	\$35.60
Theatre Technician I*			6364	\$15.55		
Theatre Technician II*			6407	\$19.27		
Veterinarian	6579	\$45.46	6619	\$55.50	6652	\$65.42
Veterinary Assistant	6407	\$19.27	6447	\$23.52	6481	\$27.88
Veterinary Technician	6437	\$22.40	6477	\$27.33	6511	\$32.38

* Single Step