

- D5.** Consideration to Adopt a Resolution Approving the Salary Schedules for Fiscal Year 2021-22 for Job Classifications Employed by the City. (RESOLUTION NO. 2021-130) (CITY)



DATE: December 1, 2021

TO: Mayor and Members of the City Council

FROM: John R. Gillison, City Manager

INITIATED BY: Robert Neiuber, Human Resources Director
Lucy Alvarez-Nunez, Management Analyst I

SUBJECT: Consideration to Adopt a Resolution Approving the Salary Schedules for Fiscal Year 2021-22 for Job Classifications Employed by the City.
(RESOLUTION NO. 2021-130) (CITY)

RECOMMENDATION:

Staff recommends that the City Council of the City of Rancho Cucamonga adopt the attached resolution approving the salary schedules for fiscal year 2021-22 for job classifications employed by the City.

BACKGROUND:

The City Council traditionally adopts salary resolutions biannually for classifications employed by the City of Rancho Cucamonga. These resolutions are updated to reflect changes in salaries, additions and deletions of classifications, changes in job titles and other terms of employment.

Effective January 1, 2022, the State of California minimum wage will increase from \$14.00 to \$15.00 per hour.

ANALYSIS:

In order to comply with the State of California minimum wage law, the attached resolution includes updates to the part-time salary schedule increasing those steps below the minimum wage to \$15.00 per hour. In addition, the bottom steps of the part-time Library positions were changed to match the full-time position's hourly rate.

The City recently negotiated an updated job description for the position of Assistant to the City Manager. The scope of duties, responsibilities, and requirements match those of the Deputy Director classification. Changes to the RCMA salary schedule include an increase to the salary range for the Assistant to the City Manager to match the Deputy Director of Human Resources salary range. The RCMA salary schedule effective date would be December 2, 2021 to facilitate the current Assistant to the City Manager recruitment.

All other salary schedules, classifications, job titles, and other terms of employment remain the same.

Staff recommends that the City Council approve the resolution updating the salary schedules for job classifications employed by the City for fiscal year 2021-22.

FISCAL IMPACT:

Adjustments to the part-time salary ranges and their fiscal impacts were accounted for in the current fiscal year budget.

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 No. 2021-130

Attachment 2 - Executive Management Group Salary Schedule

Attachment 3 - Rancho Cucamonga Management Association Salary Schedule

Attachment 4 - Teamsters Local 1932 Salary Schedule

Attachment 5 - Rancho Cucamonga City Employees Association Salary Schedule

Attachment 6 - Part Time City Positions Salary Schedule

RESOLUTION NO. 2021-130

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RANCHO CUCAMONGA, CALIFORNIA, APPROVING THE CITY
SALARY SCHEDULES FOR FISCAL YEAR 2021-22**

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, 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, Teamsters Local 1932, Rancho Cucamonga City Employees Association, and Part-Time City positions (Attachments 2-6).

PASSED, APROVED AND ADOPTED this 1st day of December, 2021.

ATTACHMENT 1

**EXECUTIVE MANAGEMENT GROUP
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges effective January 1, 2022**

Class Title	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Animal Services Director	1604	\$9,478	1644	\$11,570	1674	\$13,427
Assistant City Manager	1672	\$13,305	1712	\$17,282	1742	\$18,863
Building and Safety Services Director	1609	\$9,716	1649	\$11,863	1679	\$13,777
City Clerk Services Director	1594	\$9,016	1632	\$10,897	1675	\$13,505
City Manager	1756	\$20,226	1796	\$24,693	1826	\$28,678
Community Services Director	1627	\$10,629	1667	\$12,977	1697	\$15,070
Deputy City Manager/Administrative Services	1647	\$11,744	1687	\$14,338	1717	\$16,652
Deputy City Manager/Civic & Cultural Services	1647	\$11,744	1687	\$14,338	1717	\$16,652
Deputy City Manager/ Econ. & Comm. Dev.	1647	\$11,744	1687	\$14,338	1717	\$16,652
Eng Svs Director/City Engineer	1628	\$10,682	1668	\$13,041	1698	\$15,145
Finance Director	1629	\$10,736	1669	\$13,106	1699	\$15,222
Human Resources Director	1621	\$10,316	1661	\$12,593	1691	\$14,627
Innovation and Technology Director	1637	\$11,174	1677	\$13,640	1697	\$15,070
Library Director	1615	\$10,012	1655	\$12,222	1685	\$14,195
Planning Director	1621	\$10,316	1661	\$12,593	1691	\$14,627
Public Works Services Director	1609	\$9,716	1649	\$11,863	1679	\$13,777
Fire Chief*	A	\$15,982			F	\$20,397

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

ATTACHMENT 2

Executive Management Group Salary Schedule
January 1, 2022

**RANCHO CUCAMONGA MANAGEMENT ASSOCIATION
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective December 2, 2021**

	Minimum		Control Point		Maximum	
Class Title	Step	Amount	Step	Amount	Step	Amount
Accounting Manager	2525	\$6,454	2565	\$7,878	2585	\$8,705
Animal Center Manager	2506	\$5,872	2546	\$7,168	2566	\$7,918
Assistant to the City Manager	2590	\$8,925	2630	\$10,895	2650	\$12,039
Building and Safety Manager	2533	\$6,718	2573	\$8,199	2593	\$9,060
City Planner/Planning Manager	2583	\$8,619	2623	\$10,520	2643	\$11,625
Community Affairs Manager	2565	\$7,878	2605	\$9,619	2625	\$10,626
Community Improvement Manager	2533	\$6,718	2573	\$8,199	2593	\$9,060
Community Services Manager	2506	\$5,872	2546	\$7,168	2566	\$7,918
Community Services Superintendent	2536	\$6,819	2576	\$8,323	2596	\$9,196
Cultural Center Manager	2536	\$6,819	2576	\$8,323	2596	\$9,196
Deputy Director of City Clerk Services	2535	\$6,785	2575	\$8,281	2595	\$9,150
Deputy Director of Community Services	2590	\$8,925	2630	\$10,895	2650	\$12,039
Deputy Dir. Engineering/Deputy City Eng.	2590	\$8,925	2630	\$10,895	2650	\$12,039
Deputy Dir. Engineering/Utility Manager	2590	\$8,925	2630	\$10,895	2650	\$12,039
Deputy Director of Engineering	2584	\$8,662	2624	\$10,574	2644	\$11,684
Deputy Director of Finance	2590	\$8,925	2630	\$10,895	2650	\$12,039
Deputy Director of Human Resources	2590	\$8,925	2630	\$10,895	2650	\$12,039
Deputy Dir. of Innovation and Technology	2558	\$7,608	2598	\$9,287	2618	\$10,263
Deputy Director of Library Services	2572	\$8,158	2612	\$9,959	2632	\$11,004
Deputy Director of Public Works	2590	\$8,925	2630	\$10,895	2650	\$12,039
Environmental Programs Manager	2539	\$6,922	2579	\$8,449	2599	\$9,335
Facilities Superintendent	2536	\$6,819	2576	\$8,323	2596	\$9,196
Finance Manager	2559	\$7,646	2599	\$9,335	2619	\$10,315
Library Services Manager	2506	\$5,872	2546	\$7,168	2566	\$7,918
Park/Landscape Maintenance Supt	2536	\$6,819	2576	\$8,323	2596	\$9,196
Plan Check & Inspection Manager	2533	\$6,718	2573	\$8,199	2595	\$9,150
Principal Accountant	2532	\$6,684	2572	\$8,158	2592	\$9,014
Principal Engineer	2567	\$7,958	2607	\$9,713	2627	\$10,732
Principal Librarian	2495	\$5,558	2535	\$6,785	2555	\$7,495
Principal Management Analyst	2543	\$7,061	2583	\$8,619	2603	\$9,523
Principal Planner	2537	\$6,853	2577	\$8,365	2597	\$9,241
Procurement Manager	2530	\$6,618	2570	\$8,078	2590	\$8,925
Public Works Maintenance Manager	2566	\$7,918	2606	\$9,666	2626	\$10,679
Revenue Manager	2532	\$6,684	2572	\$8,158	2592	\$9,014
Senior Civil Engineer	2547	\$7,203	2587	\$8,792	2607	\$9,713
Senior Executive Assistant	2460	\$4,668	2500	\$5,698	2520	\$6,296

ATTACHMENT 3

**RANCHO CUCAMONGA MANAGEMENT ASSOCIATION
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective December 2, 2021**

	Minimum		Control Point		Maximum	
Senior Planner	2517	\$6,203	2557	\$7,570	2577	\$8,365
Street/Storm Drain Maintenance Supt	2536	\$6,819	2576	\$8,323	2596	\$9,196
Traffic Engineer	2569	\$8,038	2609	\$9,811	2629	\$10,842
Utilities Operations Manager	2524	\$6,422	2564	\$7,840	2584	\$8,662
Veterinarian	2579	\$8,449	2619	\$10,315	2639	\$11,395

PUBLIC WORKS MAINTENANCE EMPLOYEES
Represented By
THE TEAMSTERS LOCAL 1932

ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2022

Class Title	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Electrician	5457	\$4,690	5497	\$5,726	5517	\$6,328
Equipment Operator	5425	\$3,999	5465	\$4,882	5485	\$5,394
Inventory Specialist Equipment/Mat	5389	\$3,342	5429	\$4,079	5449	\$4,507
Lead Maintenance Worker	5429	\$4,079	5469	\$4,980	5489	\$5,502
Lead Mechanic	5440	\$4,310	5480	\$5,260	5500	\$5,812
Maintenance Coordinator	5452	\$4,575	5492	\$5,584	5512	\$6,171
Maintenance Worker	5391	\$3,375	5431	\$4,119	5451	\$4,550
Mechanic	5430	\$4,100	5470	\$5,005	5490	\$5,530
Senior Maintenance Worker	5401	\$3,546	5441	\$4,330	5461	\$4,785
Signal & Lighting Coordinator	5479	\$5,235	5519	\$6,390	5539	\$7,061
Signal & Lighting Technician	5452	\$4,575	5492	\$5,584	5512	\$6,171

ATTACHMENT 4

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2022**

Class Title	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Account Clerk	4375	\$3,055	4415	\$3,730	4435	\$4,121
Account Technician	4423	\$3,881	4463	\$4,737	4483	\$5,235
Accountant#	3465	\$4,786	3505	\$5,842	3525	\$6,454
Accounts Payable Supervisor#	3470	\$4,906	3510	\$5,989	3530	\$6,618
Administrative Assistant	4369	\$2,965	4409	\$3,619	4429	\$3,999
Administrative Technician	4437	\$4,163	4477	\$5,081	4497	\$5,613
Animal Behavior Specialist	4388	\$3,259	4428	\$3,979	4448	\$4,397
Animal Care Attendant	4349	\$2,684	4389	\$3,276	4409	\$3,619
Animal Care Supervisor#	3440	\$4,225	3480	\$5,156	3500	\$5,698
Animal Caretaker	4378	\$3,102	4418	\$3,785	4438	\$4,182
Animal Rescue Specialist	4388	\$3,259	4428	\$3,979	4448	\$4,397
Animal Services Dispatcher	4369	\$2,965	4409	\$3,619	4429	\$3,999
Animal Services Officer I	4421	\$3,843	4461	\$4,691	4481	\$5,183
Animal Services Officer II	4441	\$4,245	4481	\$5,183	4501	\$5,727
Artistic Producer - Mainstreet Theatre	4450	\$4,441	4490	\$5,421	4510	\$5,989
Assistant Engineer#	3488	\$5,366	3528	\$6,551	3548	\$7,239
Assistant Planner#	3468	\$4,858	3508	\$5,930	3528	\$6,551
Associate Engineer#	3518	\$6,233	3558	\$7,608	3578	\$8,407
Associate Planner#	3487	\$5,340	3527	\$6,520	3547	\$7,203
Box Office Coordinator	4450	\$4,441	4490	\$5,421	4510	\$5,989
Budget Analyst#	3515	\$6,140	3555	\$7,495	3575	\$8,281
Building Inspection Supervisor# ²	3504	\$5,812	3544	\$7,096	3564	\$7,840
Building Inspector I ²	4444	\$4,308	4484	\$5,260	4504	\$5,812
Building Inspector II ²	4464	\$4,761	4504	\$5,812	4524	\$6,422
Business License Clerk	4378	\$3,102	4418	\$3,785	4438	\$4,182
Business License Inspector	4418	\$3,785	4458	\$4,621	4478	\$5,106
Business License Program Coordinator#	3432	\$4,060	3472	\$4,954	3492	\$5,474
Business License Program Supervisor#	3470	\$4,906	3510	\$5,989	3530	\$6,618
Business License Technician	4408	\$3,602	4448	\$4,397	4468	\$4,858
City Clerk Records Management Analyst#	3470	\$4,906	3510	\$5,989	3530	\$6,618
Community Affairs Coordinator	4450	\$4,441	4490	\$5,421	4510	\$5,989
Community Affairs Officer#	3515	\$6,140	3555	\$7,495	3575	\$8,281
Community Affairs Senior Coordinator#	3480	\$5,156	3520	\$6,296	3540	\$6,956
Community Affairs Specialist	4350	\$2,696	4390	\$3,292	4410	\$3,637
Community Affairs Technician	4437	\$4,163	4477	\$5,081	4497	\$5,613

ATTACHMENT 5

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2022**

	Minimum		Control Point		Maximum	
Community Development Technician I	4413	\$3,691	4453	\$4,507	4473	\$4,980
Community Development Technician II	4423	\$3,881	4463	\$4,737	4483	\$5,235
Community Improvement Supervisor# ²	3504	\$5,812	3544	\$7,096	3564	\$7,840
Community Improvement Officer I	4421	\$3,843	4461	\$4,691	4481	\$5,183
Community Improvement Officer II	4441	\$4,245	4481	\$5,183	4501	\$5,727
Community Programs Coordinator	4450	\$4,441	4490	\$5,421	4510	\$5,989
Community Programs Specialist	4437	\$4,163	4477	\$5,081	4497	\$5,613
Community Services Coordinator	4450	\$4,441	4490	\$5,421	4510	\$5,989
Community Services Project Coordinator#	3500	\$5,698	3540	\$6,956	3560	\$7,684
Community Services Specialist	4350	\$2,696	4390	\$3,292	4410	\$3,637
Community Services Supervisor#	3480	\$5,156	3520	\$6,296	3540	\$6,956
Community Services Technician	4437	\$4,163	4477	\$5,081	4497	\$5,613
Community Theater Producer	4450	\$4,441	4490	\$5,421	4510	\$5,989
Customer Care Assistant	4349	\$2,684	4409	\$3,619	4429	\$3,999
Customer Service Representative	4378	\$3,102	4418	\$3,785	4438	\$4,182
Deputy City Clerk#	3430	\$4,019	3470	\$4,906	3490	\$5,421
Engineering Aide	4421	\$3,843	4461	\$4,691	4481	\$5,183
Engineering Technician	4441	\$4,245	4481	\$5,183	4501	\$5,727
Environmental Programs Coordinator#	3503	\$5,783	3543	\$7,061	3563	\$7,801
Environmental Programs Inspector ²	4464	\$4,761	4504	\$5,812	4524	\$6,422
Event & Rental Services Coordinator	4450	\$4,441	4490	\$5,421	4510	\$5,989
Executive Assistant II#	3444	\$4,308	3484	\$5,260	3504	\$5,812
Executive Assistant ¹	4394	\$3,359	4464	\$4,761	4484	\$5,260
Fleet Supervisor# ²	3488	\$5,366	3528	\$6,551	3548	\$7,239
Front of House Coordinator	4450	\$4,441	4490	\$5,421	4510	\$5,989
Fund Development Coordinator#	3470	\$4,906	3510	\$5,989	3530	\$6,618
GIS Analyst#	3505	\$5,842	3545	\$7,132	3565	\$7,878
GIS Specialist	4456	\$4,576	4496	\$5,585	4516	\$6,171
GIS Supervisor#	3535	\$6,785	3575	\$8,281	3595	\$9,150
GIS Technician	4436	\$4,140	4476	\$5,054	4496	\$5,585
Human Resources Business Partner#	3433	\$4,079	3473	\$4,980	3493	\$5,503
Human Resources Clerk	4389	\$3,276	4429	\$3,999	4449	\$4,418
Human Resources Technician	4408	\$3,602	4448	\$4,397	4468	\$4,858
Information Technology Analyst I#	3505	\$5,842	3545	\$7,132	3565	\$7,878
Information Technology Analyst II#	3520	\$6,296	3560	\$7,684	3580	\$8,489
Information Technology Specialist I	4456	\$4,576	4496	\$5,585	4516	\$6,171

ATTACHMENT 5

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2022**

	Minimum		Control Point		Maximum	
Information Technology Specialist II	4471	\$4,931	4511	\$6,019	4531	\$6,650
Information Technology Technician	4411	\$3,655	4451	\$4,461	4471	\$4,931
Lead Park Ranger	4421	\$3,843	4461	\$4,691	4481	\$5,183
Librarian I#	3435	\$4,121	3475	\$5,031	3495	\$5,558
Librarian II#	3457	\$4,598	3497	\$5,613	3517	\$6,203
Library Assistant I#	3373	\$3,023	3413	\$3,691	3433	\$4,079
Library Assistant II#	3414	\$3,711	3454	\$4,530	3474	\$5,005
Library Clerk	4356	\$2,778	4396	\$3,392	4416	\$3,747
Library Technician	4393	\$3,341	4433	\$4,079	4453	\$4,507
Maintenance Supervisor# ²	3488	\$5,366	3528	\$6,551	3548	\$7,239
Management Aide	4440	\$4,225	4480	\$5,156	4500	\$5,698
Management Analyst I#	3470	\$4,906	3510	\$5,989	3530	\$6,618
Management Analyst II#	3498	\$5,641	3538	\$6,888	3558	\$7,608
Management Analyst III#	3515	\$6,140	3555	\$7,495	3575	\$8,281
Office Services Clerk	4369	\$2,965	4409	\$3,619	4429	\$3,999
Patron & Events Supervisor#	3480	\$5,156	3520	\$6,296	3540	\$6,956
Payroll Supervisor#	3470	\$4,906	3510	\$5,989	3530	\$6,618
Planning Specialist	4443	\$4,287	4483	\$5,235	4503	\$5,783
Planning Technician	4423	\$3,881	4463	\$4,737	4483	\$5,235
Plans Examiner I	4474	\$5,005	4514	\$6,110	4534	\$6,751
Plans Examiner II#	3488	\$5,366	3528	\$6,551	3548	\$7,239
Procurement & Contracts Analyst#	3433	\$4,079	3473	\$4,980	3493	\$5,503
Procurement Clerk	4374	\$3,040	4414	\$3,711	4434	\$4,100
Procurement Technician	4411	\$3,655	4451	\$4,461	4471	\$4,931
Public Services Technician I	4413	\$3,691	4453	\$4,507	4473	\$4,980
Public Services Technician II	4423	\$3,881	4463	\$4,737	4483	\$5,235
Public Services Technician III	4443	\$4,287	4483	\$5,235	4503	\$5,783
Public Works Inspector I ²	4444	\$4,308	4484	\$5,260	4504	\$5,812
Public Works Inspector II ²	4464	\$4,761	4504	\$5,812	4524	\$6,422
Public Works Safety Coordinator # ²	3468	\$4,858	3508	\$5,930	3528	\$6,551
Records Clerk	4358	\$2,806	4398	\$3,426	4418	\$3,785
Records Coordinator	4386	\$3,226	4426	\$3,940	4446	\$4,352
Risk Management Coordinator#	3470	\$4,906	3510	\$5,989	3530	\$6,618
Senior Account Clerk	4395	\$3,375	4435	\$4,121	4455	\$4,552
Senior Account Technician	4446	\$4,352	4486	\$5,314	4506	\$5,872
Senior Accountant#	3498	\$5,641	3538	\$6,888	3558	\$7,608

ATTACHMENT 5

**RCCEA COVERED EMPLOYEES IN THE
SUPERVISORY/PROFESSIONAL AND GENERAL EMPLOYEES GROUPS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Monthly Pay Ranges Effective January 1, 2022**

	Minimum		Control Point		Maximum	
Senior Animal Services Officer#	3461	\$4,691	3501	\$5,727	3521	\$6,327
Senior Building Inspector# ²	3484	\$5,260	3524	\$6,422	3544	\$7,096
Senior Business License Clerk	4398	\$3,426	4438	\$4,182	4458	\$4,621
Senior Community Improvement Officer#	3461	\$4,691	3501	\$5,727	3521	\$6,327
Senior Electrician #	3485	\$5,288	3525	\$6,454	3545	\$7,132
Senior GIS Analyst #	3520	\$6,296	3560	\$7,684	3580	\$8,489
Senior Information Technology Analyst#	3535	\$6,785	3575	\$8,281	3595	\$9,150
Senior Information Technology Specialist#	4493	\$5,503	4533	\$6,718	4553	\$7,422
Senior Librarian#	3468	\$4,858	3508	\$5,930	3528	\$6,551
Senior Park Planner#	3500	\$5,698	3540	\$6,956	3560	\$7,684
Senior Plans Examiner#	3503	\$5,783	3543	\$7,061	3563	\$7,801
Senior Procurement Technician#	3463	\$4,737	3503	\$5,783	3523	\$6,390
Senior Risk Management Analyst#	3515	\$6,140	3555	\$7,495	3575	\$8,281
Senior Veterinary Technician#	3461	\$4,691	3501	\$5,727	3521	\$6,327
Special Districts Analyst#	3498	\$5,641	3538	\$6,888	3558	\$7,608
Supervising Public Works Inspector# ²	3494	\$5,529	3534	\$6,751	3554	\$7,458
Theater Production Coordinator	4460	\$4,668	4500	\$5,698	4520	\$6,296
Theater Production Supervisor#	3480	\$5,156	3520	\$6,296	3540	\$6,956
Theatre Technician III	4423	\$3,881	4463	\$4,737	4483	\$5,235
Utilities Operation Supervisor#	3515	\$6,140	3555	\$7,495	3575	\$8,281
Veterinary Assistant	4407	\$3,583	4447	\$4,375	4467	\$4,833
Veterinary Technician	4437	\$4,163	4477	\$5,081	4497	\$5,613

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

PART-TIME CITY POSITIONS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Hourly Pay Ranges Effective January 1, 2022

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	6357	\$15.02	6372	\$16.19	6443	\$23.07
Administrative Intern	6357	\$15.02	6360	\$15.25	6370	\$16.02
Animal Behavior Specialist	6388	\$17.54	6428	\$21.41	6462	\$25.36
Animal Care Attendant	6357	\$15.02	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*			6357	\$15.02		
Box Office Specialist			6357	\$15.02	6361	\$15.33
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	6357	\$15.02	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	6357	\$15.02	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, 2022**

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	6357	\$15.02	6360	\$15.24	6370	\$16.03
Engineering Technician	6441	\$22.84	6481	\$27.88	6515	\$33.03
Environmental Resources Intern*			6357	\$15.02		
Equipment Operator	6425	\$21.09	6465	\$25.75	6503	\$31.11
Executive Assistant	6394	\$18.07	6434	\$22.06	6497	\$30.20
GIS Intern	6357	\$15.02	6360	\$15.24	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*			6357	\$15.02		
Library Technician	6407	\$19.27	6447	\$23.53	6467	\$26.00
Maintenance Technician*			6357	\$15.02		
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	6357	\$15.02	6372	\$16.19	6382	\$17.02
Office Specialist II	6357	\$15.02	6392	\$17.89	6402	\$18.80
Outreach Technician			6357	\$15.02	6361	\$15.33
Park Ranger*			6389	\$17.62		
Planning Aide	6357	\$15.02	6360	\$15.24	6370	\$16.03
Planning Manager	6583	\$46.37	6623	\$56.62	6656	\$66.74
Plans Examiner I	6474	\$26.92	6514	\$32.87	6548	\$38.94

**PART-TIME CITY POSITIONS
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES
Hourly Pay Ranges Effective January 1, 2022**

Part Time Positions	Minimum		Control Point		Maximum	
	Step	Amount	Step	Amount	Step	Amount
Playschool Instructor*			6373	\$16.27		
Principal Engineer	6567	\$42.82	6607	\$52.27	6640	\$61.62
Program Specialist			6357	\$15.02	6361	\$15.33
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	6357	\$15.02	6382	\$17.02	6392	\$17.89
Records Clerk	6357	\$15.02	6384	\$17.19	6432	\$21.83
Records Coordinator	6372	\$16.19	6412	\$19.77	6459	\$24.98
Recreation Leader II*			6357	\$15.02		
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*			6357	\$15.02		
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