



City of Poway COUNCIL AGENDA REPORT

APPROVED	<input type="checkbox"/>
APPROVED AS AMENDED (SEE MINUTES)	<input type="checkbox"/>
DENIED	<input type="checkbox"/>
REMOVED	<input type="checkbox"/>
CONTINUED _____	
Resolution No.	

DATE: June 20, 2017

TO: Honorable Mayor and Members of the City Council

FROM: Wendy Kaserman, Assistant City Manager

INITIATED BY: Jodene Dunphy, Director of Human Resources & Risk Management
858-668-4413 or jdunphy@poway.org

SUBJECT: Adoption of a Resolution authorizing the City Manager to Execute, on Behalf of the City of Poway, a Memorandum of Understanding, Effective July 1, 2017 through June 30, 2019 between the City and the Non-Safety Employees Bargaining Group (California Teamsters Local 911) Incorporating the Terms of the Tentative Agreement and Adoption of a Resolution Approving Changes to the Salary and Benefit Plan for the Management/Confidential Group, Effective July 1, 2017 through June 30, 2019

Summary:

The existing Memorandum of Understanding (MOU) with the Teamsters Local 911, representing the Non-Safety Bargaining Group expires on June 30, 2017. Staff has reached a Tentative Agreement (Exhibit A of Attachment A) with the Teamsters which includes a two-year term for the new MOU effective July 1, 2017 through June 30, 2019.

It is also necessary to approve changes to the Salary and Benefit Plan for the Management/Confidential Group, which expires June 30, 2017.

The MOU between the City of Poway and the Poway Firefighters' Association (PFA) expires on June 30, 2017. The City and the PFA are still currently negotiating, therefore this staff report does not include salary and benefit provisions or changes for the PFA.

Recommended Action:

It is recommended that the City Council: 1) Adopt a Resolution authorizing the City Manager to execute, on behalf of the City of Poway, a Memorandum of Understanding between the City and the Non-Safety Employees Bargaining Group (California Teamsters Local 911) incorporating the terms of the Tentative Agreement, which has been ratified by Teamsters, without further specific actions by the City Council; 2) Adopt a Resolution approving changes to the Salary and Benefit Plan for the Management/Confidential Group 3) Adopt a Resolution appropriating funds in FY 2017-18 to implement the financial terms of the Tentative Agreement with the Teamsters and the Salary and Benefit Plan for the Management/Confidential Group and 4) Adopt a Resolution establishing revised Wage and Salary Schedules for the Non-Safety Employees Bargaining Group, the Management/Confidential Group and the City's unrepresented employees to be effective the first pay period that includes July 1, 2017.

Discussion:

California law provides for the determination of public employee wages, hours and other terms and conditions of employment through a process of meeting and conferring between public agency representatives and employee bargaining unit representatives. Negotiations between the City of Poway and the Teamsters representing 107 non-safety employees began in April 2017. After four meet and confer sessions, a Tentative Agreement was reached. The Non-Safety Bargaining Unit (Teamsters) ratified the Tentative Agreement on June 8, 2017, which includes a provision for employees of the bargaining unit to increase the amount they contribute toward CalPERS retirement costs. Once ratified by the Non-Safety Bargaining Unit, the Tentative Agreement requires approval in open session by the City Council.

Key provisions of the Tentative Agreement with the Teamsters include the following:

- 1) Wage Increases
 - 3.5% in Year 1
 - 2% in Year 2
- 2) Increase in "Classic" PERS Employee Contributions
 - Employee contributions increase from 7% to 7.5% in Year 1
 - Employee contributions increase from 7.5% to 8% in Year 2
- 3) Cost Share of Medical Plan Dependent Coverage
 - Effective the plan year beginning December 2017, the cost share of the HMO medical plans will change from a 50/50 cost share to the City paying 60% of the plan costs and the employee paying 40% of costs for dependent coverage

The current MOU expires on June 30, 2017. A new MOU will be generated, finalized and executed with the City Council's approval of the attached Resolution. The MOU will be effective July 1, 2017 through June 30, 2019 and will incorporate the items in the Summary of the Tentative Agreement included as Exhibit A of Attachment A. The financial terms incorporated in the MOU will not extend beyond those outlined in the attached Tentative Agreement.

The City also has a Salary and Benefit Plan (Plan) for the 77 unrepresented Management and Confidential employees in effect through June 30, 2017. Staff held meetings and discussed the changes to the Plan with Management and Confidential employees. Financial changes to the Plan are outlined in the Resolution (Attachment B). Per the City Manager's employment agreement, the City Manager receives the same wage increases and benefits as the Group 1 employees in the Plan.

Key financial changes to the Plan include the following:

- 1) Wage Increases
 - 3.5% in Year 1
 - 2% in Year 2

- 2) Increase in "Classic" PERS Employee Contributions
 - Non-Safety employee contributions increase from 7% to 8% in Year 1
 - Safety (Mgmt) employee contributions increase from 9% to 10% in Year 1

- 3) Cost Share of Medical Plan Dependent Coverage
 - Effective the plan year beginning December 2017, the cost share of the HMO medical plans will change from a 50/50 cost share to the City paying 60% of the plan costs and the employee paying 40% of costs for dependent coverage

A new Plan document, including housekeeping and clean-up changes, will be developed and executed with the City Council's approval of the attached resolution. The financial changes in the Resolution (Attachment B) will be incorporated into the new Plan document. The financial terms incorporated into the Plan will not extend beyond those included in the resolution.

To implement the changes included in the Tentative Agreement and the Management/Confidential Salary and Benefit Plan, two other resolutions are also attached. Attachment C appropriates the funding to implement the changes and Attachment D creates the new wage and salary schedules that will be effective the first pay period that includes July 1, 2017. That pay period begins June 19, 2017.

Environmental Review:

This information is not subject to CEQA review.

Fiscal Impact:

The total projected fiscal impact of the proposed financial terms of the Tentative Agreement with the Teamsters and the financial changes to the Management/Confidential Salary and Benefit plan for Fiscal Year 2017-18 is estimated at \$ 540,000. This reflects an additional offset of just over \$100,000 in cost savings resulting from increased employee contributions toward pension benefits. The General Fund portion of the total cost is \$ 318,850.

The total projected fiscal impact of the proposed financial terms of the Tentative Agreement with the Teamsters and the financial changes to the Management/Confidential Salary and Benefit plan for Fiscal Year 2018-2019 is \$310,200. This includes an offset of just over \$132,590 in cost savings resulting from increased employee contributions toward pension benefits. The General Fund portion of the total costs is estimated at \$183,160.

The cumulative fiscal impact for the two-year period covered by the MOU and the Management/Confidential Salary and Benefit Plan is estimated to be \$1,331,720. This total accounts for the compounding effects of the wage increases made in year 1 of the agreements added to the wage increases in year 2 of the agreements. The General Fund portion of the total cost is \$820,860. There is an estimated additional cost of approximately \$93,310 associated with adjusting the salary ranges for the City's unrepresented positions (part-time, temporary) by 3.5% in FY 2017-18 and an additional 2% in FY 2018-2019.

The Resolution attached as Attachment C includes the appropriations necessary to adjust the Fiscal Year 2017-18 budget to implement the provisions of the Tentative Agreement with the Teamsters and the changes to the Management/Confidential Salary and Benefit Plan. The Fiscal Year 2017-18 operating budget includes sufficient funding to accommodate these appropriations.

Poway Public Notification:

Chester Mordasini, Business Representative/President of Teamsters Local 911, 9900 Flower Street, Bellflower, CA 90706, was provided a copy of this report.

Attachments:

- A. Resolution authorizing the City Manager to execute, on behalf of the City of Poway, a Memorandum of Understanding between the City and the Non-Safety Employees Bargaining Group (California Teamsters Local 911) incorporating the terms of the Tentative Agreement (Exhibit A – Tentative Agreement with Teamsters for Non-Safety Employees)
- B. Resolution approving changes to the Salary and Benefit Plan for the Management/Confidential Group
- C. Resolution appropriating funds in FY 2017-18 to implement the financial terms of the Tentative Agreement with the Teamsters and the Salary and Benefit Plan for the Management/Confidential Group
- D. Resolution establishing the Wage and Salary Schedules for the Non-Safety Employees, the Management/Confidential Employees, and the Unrepresented Employees effective June 19, 2017.

Reviewed/Approved By:

Reviewed By:

Approved By:

Wendy Kaserman
Assistant City Manager

Morgan Foley
City Attorney

Tina White
City Manager

RESOLUTION NO. 17-xx

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
POWAY AUTHORIZING THE EXECUTION OF A TWO
YEAR MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF POWAY AND THE NON-SAFETY
BARGAINING UNIT EMPLOYEES (CALIFORNIA
TEAMSTERS LOCAL 911) FOR THE PERIOD OF JULY 1,
2017 THROUGH JUNE 30, 2019

WHEREAS, the City of Poway, through its management representatives, has met and conferred in good faith with the Non-Safety Bargaining Unit Employees (California Teamsters Local 911);

WHEREAS, the representatives of the City and Teamsters each have exchanged freely information, opinions and proposals on matters regarding wages, hours and other terms and conditions of employment for employees in the Non-Safety Bargaining Unit;

WHEREAS, the City and Non-Safety Bargaining Unit (California Teamsters Local 911) representatives have agreed on the term of a new Memorandum of Understanding to be July 1, 2017 through June 30, 2019;

WHEREAS, the City and Non-Safety Bargaining Unit representatives have agreed upon the items as contained in the attached Tentative Agreement (Exhibit A) to this Resolution; and

WHEREAS, the Non-Safety Bargaining Unit (California Teamsters Local 911) has ratified the Tentative Agreement for the period of July 1, 2017 through June 30, 2019;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Poway as follows:

Section 1: That the items in the Tentative Agreement (Exhibit A) be incorporated into the Memorandum of Understanding and adopted for implementation effective July 1, 2017.

Section 2: That the City Manager is hereby directed and authorized to implement all provisions of the adopted Tentative Agreement which are to be incorporated into the Memorandum of Understanding without further specific actions by the City Council. No additional financial terms will be assumed beyond the terms of the approved Tentative Agreement when finalizing and executing the Memorandum of Understanding.

PASSED, ADOPTED AND APPROVED by the City Council of the City of Poway, California, at a regular meeting this 20th day of June 2017.

Steve Vaus, Mayor

ATTEST:

Nancy Neufeld, CMC, City Clerk

STATE OF CALIFORNIA)
) SS
COUNTY OF SAN DIEGO)

I, Nancy Neufeld, City Clerk of the City of Poway, California, do hereby certify under penalty of perjury that the foregoing Resolution No. 17-*** was duly adopted by the City Council at a meeting of said City Council held on the 20th day of June 2017, and that it was so adopted by the following vote:

AYES:

NOES:

ABSENT:

DISQUALIFIED:

Nancy Neufeld, CMC, City Clerk
City of Poway

ATTACHMENTS:

Exhibit A

EXHIBIT A

Date: May 25, 2017

City of Poway
Tentative Agreement
Teamsters Bargaining Unit

1. Article 5 Wages – T.A.
 - a. Wages will increase by 3.5% effective the beginning of the pay period that includes July 1, 2017. The 3.5% wage increase is contingent upon the increase in employee PERS contributions set forth in section 2 below.
 - b. Wages will increase by 2% effective the beginning of the pay period that includes July 1, 2018.
2. Article 12. Retirement and Social Security- T.A.
 - a. The “classic members” PERS contribution will increase from 7% to 7.5% of his/her PERSable salary (excluding overtime) on a pre-tax basis towards the “member contribution” portion of their CalPERS retirement account effective the first pay period that includes July 1, 2017.
 - b. The “classic members” PERS contribution will increase from 7.5% to 8% of his/her PERSable salary (excluding overtime) on a pre-tax basis towards the “member contribution” portion of their CalPERS retirement account effective the first pay period that includes July 1, 2018.
3. Article 4 Duration of the Agreement – T.A.
 - a. The duration of the agreement will for be two years from July 1, 2017 through June 30, 2019.
4. Article 8 Benefits, Sec. 1 Hospital and Medical – T.A.
 - a. The City agrees to increase the city contribution for dependent care for the Kaiser and Cigna HMO plans to 60%. The employee would then contribute 40% of the dependent contribution. This will take effect with the plan year beginning 12/1/17.
5. Article 6 Leaves Sec. 3A Holidays – T.A.
 - a. The City agrees to add one-time holidays on Monday, Dec. 24th and Monday, Dec. 31st of 2018.
6. New Article Utilities Certification & Over Certification Compensation- T.A.
 - a. The City agrees Plant Operators, Utility Systems Mechanics/Technicians, Water Utility Workers, Waste Water Utilities Worker and All Utility Leads will receive a one-time stipend of \$1,000 upon obtaining D4/D5, T4/T5 and CWEA IV certifications and \$500 upon recertification.
 - b. The City agrees that Utility Systems Mechanics who obtain the appropriate “Crane Certificate” will receive a one-time stipend of \$250 upon obtaining the certification and \$125 upon recertification.

- c. The City agrees to reimburse the classifications listed in 6a for up to two certification tests (distribution, treatment, CWEA, and Crane) per calendar year.

7. Article 1. General Provisions Sec. 3D- T.A.

- a. The City agrees adding the following language to the MOU:
All new hires in a represented bargaining unit shall be informed by Human Resources, at the time of new hire orientation that a union agreement is in effect for their classification. The employee shall be provided a copy of the Memorandum of Understanding. The City will notify the Union by email within one working day of the start date of all new hires that fall within the bargaining unit. If the new hire chooses to meet with the Union representative the City will provide thirty (30) minutes of release time for both the new hire and the Union representative in order for the Union representative to complete a Union orientation.

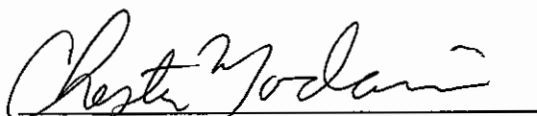
8. Proposed Reclassification of the Administrative Assistant III in the Utilities Division – T.A.

- a. The City will propose to reclassify the Administrative Assistant III in the Utilities Division of Public Works to a Senior Administrative Assistant when the FY 2017-18 budget is presented to the City Council for adoption. In addition to the position reclassification, it will be recommended the employee move from Step E in her current classification to Step E in the Senior Administrative Assistant Classification.

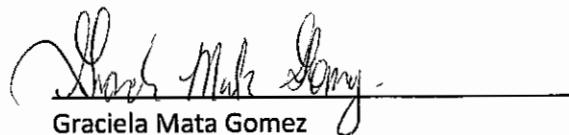
9. All other provisions of the existing Memorandum of Understanding will remain in full force and effect for the term of the agreements and as prescribed by the Myers-Millias Brown Act.

ACCEPTED ON May 25, 2017 by:

FOR GENERAL EMPLOYEE REPRESENTATIVES



Chester Mordasini

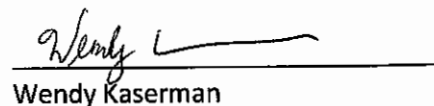


Graciela Mata Gomez

FOR CITY OF POWAY



Tina White



Wendy Kaserman

RESOLUTION NO. 17-xx

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
POWAY AUTHORIZING ADJUSTMENTS TO THE SALARY
AND BENEFITS PLAN FOR EMPLOYEES IN THE
MANAGEMENT/CONFIDENTIAL GROUP EFFECTIVE
JULY 1, 2017 THROUGH JUNE 30, 2019

BE IT RESOLVED by the City Council of the City of Poway that adjustments specified herein be made to the Salary and Benefits Plan for the employees of the Management / Confidential Group effective July 1, 2017 through June 30, 2019.

BE IT FURTHER RESOLVED that the City Manager is hereby directed and authorized to implement all provisions listed below which are to be incorporated into the Salary and Benefit Plan for the Management/Confidential Group without further specific actions by the City Council. No additional financial terms will be assumed beyond the terms included herein when finalizing and executing the Salary and Benefits Plan for the Management/Confidential Group effective July 1, 2017.

<u>Base Salary Increases:</u>	7/1/17	3.5%
<i>(Effective the first full pay period that includes 7/1/17 and 7/1/18)</i>	7/1/18	2.0%

<u>CalPERS Retirement:</u> <i>(Tier 1 "Classic" and Tier 2 "Classic" and new Miscellaneous CalPERS members)</i>	Employee contribution will increase from 7.0% to 8.0% of PERSable salary on a pre-tax basis toward "member contribution" portion of their CalPERS retirement account effective the first pay period that includes July 1, 2017.
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<i>(Tier 1 "Classic" and Tier 2 "Classic" and new Fire Safety CalPERS members in the Management/Confidential Group)</i>	Employee contribution will increase from 9.0% to 10.0% of PERSable salary on a pre-tax basis toward "member contribution" portion of their CalPERS retirement account effective the first pay period that includes July 1, 2017.
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<u>Medical Insurance:</u>	The City will increase the City contribution for dependent care for the City's HMO plans from 50% to 60%. The employee will contribute 40% of the dependent contribution. This will take effect with the plan year beginning 12/1/17.
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<u>Holidays:</u>	The City will add one-time paid holidays on Monday, December 24, 2018 and Monday, December 31, 2018.
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Utility Certification Stipend:

The City will pay a one-time stipend of \$1,000 to utility positions in the Management/Confidential group upon obtaining D-4, D-5, T-4, T-5 water or wastewater distribution operator and/or treatment certifications from the appropriate State of California agency beyond that which is required for the classification. The City will also pay a one-time stipend of \$1,000 for the California Water Environment Association (CWEA) IV certification and \$500 upon recertification of all aforementioned certifications.

Clean up Language:

Housekeeping revisions of outdated language and/or clarifying current language to Salary and Benefits Plan for Management/Confidential Group.

PASSED, ADOPTED AND APPROVED by the City Council of the City of Poway, California, at a regular meeting this 20th day of June 2017.

Steve Vaus, Mayor

ATTEST:

Nancy Neufeld, CMC, City Clerk

STATE OF CALIFORNIA)
) SS
COUNTY OF SAN DIEGO)

I, Nancy Neufeld, City Clerk of the City of Poway, California, do hereby certify under penalty of perjury that the foregoing Resolution No. 17-*** was duly adopted by the City Council at a meeting of said City Council held on the 20th day of June 2017, and that it was so adopted by the following vote:

AYES:

NOES:

ABSENT:

DISQUALIFIED:

Nancy Neufeld, CMC, City Clerk
City of Poway

RESOLUTION NO. 17-

A RESOLUTION OF THE CITY COUNCIL, HOUSING
AUTHORITY, AND SUCCESSOR AGENCY TO THE
POWAY REDEVELOPMENT AGENCY OF THE CITY OF
POWAY, CALIFORNIA, APPROPRIATING THE FUNDS
NECESSARY TO MEET THE EXPENDITURES SET
FORTH THEREIN

WHEREAS, on June 20, 2017, the City Manager of the City of Poway has submitted to the City Council of the City of Poway a Financial Program for Fiscal Year 2017-18; and

WHEREAS, an appropriation is necessary to adjust the Fiscal Year 2017-18 budget to implement the wage and salary provisions of the Tentative Agreement with the Teamsters and changes to the Management/Confidential Salary and Benefit Plan.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Poway that the appropriations attached hereto as Exhibit "A" and incorporated herein by this reference are approved.

PASSED, ADOPTED AND APPROVED by the City Council of the City of Poway, California, at a regular meeting this 20th day of June 2017.

Steve Vaus, Mayor

ATTEST:

Nancy Neufeld, CMC, City Clerk

STATE OF CALIFORNIA)
) SS
COUNTY OF SAN DIEGO)

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AYES:

NOES:

ABSENT:

DISQUALIFIED:

Nancy Neufeld, CMC, City Clerk
City of Poway

ATTACHMENTS:

Exhibit A

EXHIBIT A

Salary and Benefit Recommended Appropriations to City Financial Program for Fiscal Year 2017-18

ASSIGNED DIVISION	Fund Number	Salary - Regular (1110)	Salary - Part-time (1130)	Salary - Overtime (1140)/ Other	Benefits - General (1300)	Benefits - Pension (1300)
Legislative and Administrative						
City Clerk (0011)	100	6,870	730	40	1,710	(1,500)
City Manager (0013)	100	19,560	1,230	-	6,490	(5,940)
Economic Development (0014)	100	3,240	-	-	810	(920)
Director of Administrative Services (0100)	100	3,240	-	-	800	(920)
Finance						
Finance Director (0100)	100	7,640	-	-	2,400	(2,180)
Customer Services (0102)	100	7,280	-	40	2,020	(1,340)
Finance (0103)	100	13,820	-	10	5,100	(3,950)
Information Technology Services (0104)	100	15,470	-	-	5,100	(4,090)
Community Services						
Community Services Director (0200)	100	15,380	-	20	5,670	(4,390)
Recreation (0201)	100	2,560	2,850	10	1,420	(700)
Lake Operations (0202)	100	7,580	6,940	280	2,400	(1,470)
Aquatics (0203)	100	3,690	10,930	250	920	(840)
Performing Arts Center (0204)	100	8,590	4,590	600	2,870	(1,930)
Old Poway Park (0205)	100	3,900	3,000	280	1,240	(880)
Interpretive Services (0207)	100	1,850	600	30	830	(350)
Community Park (0208)	100	5,510	3,320	390	1,580	(1,240)
Development Services						
Development Services Director (0300)	100	16,700	-	-	5,110	(4,040)
Planning (0301)	100	20,050	610	30	6,760	(5,530)
Capital Improvement Projects Engin. (0304)	100	13,330	-	-	3,700	(3,810)
Land Development Engineering (0305)	100	17,200	-	-	4,890	(4,600)
Engineering Inspection (0306)	100	7,550	-	170	2,230	(1,080)
Public Works						
Public Works Director (0400)	100	12,030	-	10	3,380	(2,970)
Utility Systems Operations & Maint. (0401)	510	30,940	1,220	1,180	9,050	(6,010)
Water Supply, Treatment, Storage (0402)	510	20,020	-	1,770	7,010	(3,300)
Water Transmission/Distribution (0404)	510	18,280	-	840	5,750	(3,110)
Wastewater Collection (0405)	520	13,210	-	930	3,890	(2,300)
Reclaimed Water (0406)	510	2,440	-	140	900	(350)
Maintenance Operations (0410)	510	14,900	560	110	4,450	(3,740)
Street Maintenance (0411)	211	16,670	2,600	820	4,970	(2,770)
Storm Water & Flood Control (0412)	231	11,430	-	690	4,060	(2,020)
Vehicle & Equipment Maintenance (0413)	611	9,440	-	180	3,480	(1,760)
Park, Trail & Landscape Maintenance (0418)	100	24,420	1,120	570	8,020	(3,900)
Facilities Maintenance (0419)	100	9,630	-	130	3,320	(1,760)
Landscape Maint. District Admin. (0420)	261	2,440	-	40	900	(350)
Water Supply, Treatment, Storage (0402)	510	-	-	11,860	-	-
Safety Services						
Safety Services Director (0500)	100	11,020	-	-	2,740	(3,150)
Fire Suppression (0501)	100	12,190	-	3,090	4,750	(3,480)
Fire Prevention (0502)	100	10,030	-	70	3,190	(2,870)
Human Resources & Risk Management						
Human Resources Director (0600)	100	8,060	-	-	2,390	(2,300)
Human Resources (0601)	100	8,560	-	-	2,380	(2,440)
Totals		436,720	40,300	24,580	138,680	(100,280)
Grand Total						540,000

RESOLUTION NO. 17-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
POWAY, APPROVING THE WAGE AND SALARY
SCHEDULES FOR THE CALIFORNIA TEAMSTERS
LOCAL 911 REPRESENTING NON-SAFETY EMPLOYEES
AND APPROVING THE WAGE AND SALARY
SCHEDULES FOR THE MANAGEMENT/CONFIDENTIAL
EMPLOYEE GROUP

WHEREAS, representatives with the California Teamsters Local 911 have met and conferred in good faith with representatives of the City of Poway in accordance with Government Code Section 3500 to reach agreement regarding wages and salaries effective June 19, 2017;

WHEREAS, as a result of these meetings Wage and Salary Schedules effective June 19, 2017 have been prepared for employees represented by the California Teamsters Local 911;

WHEREAS, Wage and salary schedules effective June 19, 2017 have been prepared for the management, supervisory, professional and confidential employee group;

WHEREAS, it is necessary to establish the Wage and Salary schedules for the employees represented by the California Teamsters Local 911 of the City of Poway effective June 19, 2017;

WHEREAS, it is necessary to establish the Wage and Salary schedules for the management, supervisory, professional and confidential employees of the City of Poway effective June 19, 2017; and

WHEREAS, the City Council of the City of Poway wishes to adopt said Wage and Salary Schedules;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Poway as follows:

Section 1:

That the Wage and Salary Schedules for Non-Safety Bargaining Unit Employees attached hereto as Exhibit A, is hereby adopted, effective June 19, 2017.

Section 2:

That the Wage and Salary and Schedules for the Management/Confidential group of employees and unrepresented employees, attached hereto as Exhibit B, is hereby adopted, effective June 19, 2017.

PASSED, ADOPTED AND APPROVED by the City Council of the City of Poway, California, at a regular meeting this 20th day of June 2017.

Steve Vaus, Mayor

ATTEST:

Nancy Neufeld, CMC, City Clerk

STATE OF CALIFORNIA)
) SS
COUNTY OF SAN DIEGO)

I, Nancy Neufeld, City Clerk of the City of Poway, California, do hereby certify under penalty of perjury that the foregoing Resolution No. 17-*** was duly adopted by the City Council at a meeting of said City Council held on the 20th day of June 2017, and that it was so adopted by the following vote:

AYES:

NOES:

ABSENT:

DISQUALIFIED:

Nancy Neufeld, CMC, City Clerk
City of Poway

ATTACHMENTS:

Exhibit A
Exhibit B

EXHIBIT A

EFFECTIVE BEGINNING THE FIRST PAY PERIOD THAT INCLUDES JULY 1, 2017						
Classification Title	Range Number	Step A	Step B	Step C	Step D	Step E
Accounting Technician I	40.5	18.8118	19.7526	20.7400	21.7771	22.8658
Administrative Assistant I	36	16.6072	17.4370	18.3092	19.2252	20.1864
Administrative Assistant II	39	17.8842	18.7777	19.7170	20.7034	21.7386
Administrative Assistant III	45	20.7402	21.7763	22.8656	24.0096	25.2103
Aquatics Coordinator	44	20.2343	21.2452	22.3079	23.4240	24.5954
Box Office Attendant	36	16.6072	17.4370	18.3092	19.2252	20.1864
Box Office Coordinator	44	20.2343	21.2452	22.3079	23.4240	24.5954
Construction Maintenance Crew Leader	51	24.0523	25.2538	26.5171	27.8437	29.2363
Construction Maintenance Worker I	41	18.7896	19.7283	20.7151	21.7515	22.8392
Construction Maintenance Worker II	45	20.7402	21.7763	22.8656	24.0096	25.2103
Contract Specialist/Inspector	58	28.5904	30.0188	31.5204	33.0975	34.7528
Cross-Connection Specialist	58	28.5904	30.0188	31.5204	33.0975	34.7528
Customer Services Technician I	40.5	18.8118	19.7526	20.7400	21.7771	22.8658
Customer Services Technician II	44.5	20.9021	21.9472	23.0446	24.1969	25.4066
Customer Services Field Worker	50	23.4657	24.6379	25.8703	27.1646	28.5232
Development Services Aide	36	16.6072	17.4370	18.3092	19.2252	20.1864
Dock Attendant	27	13.2978	13.9623	14.6606	15.3942	16.1638
Engineering Inspector	59	29.3052	30.7693	32.3084	33.9249	35.6216
Engineering Technician I	55	26.5491	27.8754	29.2699	30.7342	32.2714
Engineering Technician II	59	29.3052	30.7693	32.3084	33.9249	35.6216
Equipment Mechanic	52	24.6536	25.8851	27.1800	28.5398	29.9672
Facilities Maintenance Crew Leader	55	26.5491	27.8754	29.2699	30.7342	32.2714
Facilities Maintenance Technician I	45	20.7402	21.7763	22.8656	24.0096	25.2103
Facilities Maintenance Technician II	49	22.8934	24.0370	25.2393	26.5020	27.8275
Front of House Assistant	36	16.6072	17.4370	18.3092	19.2252	20.1864
Front of House Coordinator	44	20.2343	21.2452	22.3079	23.4240	24.5954
GIS Technician I	55	26.5491	27.8754	29.2699	30.7342	32.2714
GIS Technician II	59	29.3052	30.7693	32.3084	33.9249	35.6216
Lead Customer Services Field Worker	56	27.2128	28.5723	30.0016	31.5026	33.0782
Lead Engineering Inspector	67	35.7055	37.4895	39.3647	41.3343	43.4015
Lifeguard	29	13.9710	14.6692	15.4028	16.1736	16.9821
Park Ranger	37	17.0224	17.8729	18.7669	19.7058	20.6911
Parks Maintenance Crew Leader	51	24.0523	25.2538	26.5171	27.8437	29.2363
Parks Maintenance Worker I	41	18.7896	19.7283	20.7151	21.7515	22.8392
Parks Maintenance Worker II	45	20.7402	21.7763	22.8656	24.0096	25.2103
Planning Technician	50	23.4657	24.6379	25.8703	27.1646	28.5232
Public Works Shop Specialist	47	21.7902	22.8787	24.0231	25.2250	26.4866
Records Technician	47	21.7902	22.8787	24.0231	25.2250	26.4866
Recreation Coordinator	44	20.2343	21.2452	22.3079	23.4240	24.5954
Recreation Leader I	29	13.9710	14.6692	15.4028	16.1736	16.9821
Recreation Leader II	33	15.4214	16.1920	17.0019	17.8525	18.7451

EFFECTIVE BEGINNING THE FIRST PAY PERIOD THAT INCLUDES JULY 1, 2017

Classification Title	Range Number	Step A	Step B	Step C	Step D	Step E
Seasonal Parks Maintenance Worker	31	14.6783	15.4118	16.1826	16.9923	17.8419
Senior Administrative Assistant	49	22.8934	24.0370	25.2393	26.5020	27.8275
Senior Dock Attendant	31	14.6783	15.4118	16.1826	16.9923	17.8419
Senior Equipment Mechanic	56.5	28.1655	29.5737	31.0524	32.6050	34.2353
Senior Lifeguard	33	15.4214	16.1920	17.0019	17.8525	18.7451
Senior Park Ranger	41	18.7896	19.7283	20.7151	21.7515	22.8392
Senior Utility Systems Technician	64	33.1561	34.8127	36.5540	38.3829	40.3025
Stage Technician	40	18.3313	19.2471	20.2099	21.2210	22.2821
Stormwater Maint. & Const. Worker I	41	18.7896	19.7283	20.7151	21.7515	22.8392
Stormwater Maint. & Const. Worker II	45	20.7402	21.7763	22.8656	24.0096	25.2103
Technical Theater Coordinator	44	20.2343	21.2452	22.3079	23.4240	24.5954
Utility Systems Mechanic	60	30.0378	31.5385	33.1161	34.7730	36.5121
Utility Systems Technician	60	30.0378	31.5385	33.1161	34.7730	36.5121
Warehouse Associate	49	22.8934	24.0370	25.2393	26.5020	27.8275
Wastewater Utilities Crew Leader	53	25.2699	26.5322	27.8595	29.2533	30.7164
Wastewater Utilities Worker I	43	19.7408	20.7270	21.7638	22.8527	23.9955
Wastewater Utilities Worker II	47	21.7902	22.8787	24.0231	25.2250	26.4866
Water Meter Reader	36	16.6072	17.4370	18.3092	19.2252	20.1864
Water Treatment Plant Operator I	52	24.6536	25.8851	27.1800	28.5398	29.9672
Water Treatment Plant Operator II	58	28.5904	30.0188	31.5204	33.0975	34.7528
Water Treatment Plant Operator III	64	33.1561	34.8127	36.5540	38.3829	40.3025
Water Utilities Crew Leader	53	25.2699	26.5322	27.8595	29.2533	30.7164
Water Utilities Worker I	43	19.7408	20.7270	21.7638	22.8527	23.9955
Water Utilities Worker II	47	21.7902	22.8787	24.0231	25.2250	26.4866

EFFECTIVE BEGINNING THE FIRST PAY PERIOD THAT INCLUDES JULY 1, 2018

Classification Title	Range Number	Step A	Step B	Step C	Step D	Step E
Accounting Technician I	40.5	19.1880	20.1477	21.1548	22.2126	23.3231
Administrative Assistant I	36	16.9394	17.7863	18.6759	19.6093	20.5896
Administrative Assistant II	39	18.2419	19.1540	20.1119	21.1171	22.1727
Administrative Assistant III	45	21.1549	22.2129	23.3238	24.4893	25.7136
Aquatics Coordinator	44	20.6389	21.6711	22.7549	23.8920	25.0864
Box Office Attendant	36	16.9394	17.7863	18.6759	19.6093	20.5896
Box Office Coordinator	44	20.6389	21.6711	22.7549	23.8920	25.0864
Construction Maintenance Crew Leader	51	24.5332	25.7601	27.0484	28.4000	29.8199
Construction Maintenance Worker I	41	19.1653	20.1237	21.1301	22.1861	23.2952
Construction Maintenance Worker II	45	21.1549	22.2129	23.3238	24.4893	25.7136
Contract Specialist/Inspector	58	29.1623	30.6206	32.1520	33.7587	35.4464
Cross-Connection Specialist	58	29.1623	30.6206	32.1520	33.7587	35.4464
Customer Services Technician I	40.5	19.1880	20.1477	21.1548	22.2126	23.3231
Customer Services Technician II	44.5	21.3201	22.3861	23.5055	24.6808	25.9147
Customer Services Field Worker	50	23.9348	25.1318	26.3887	27.7073	29.0926
Development Services Aide	36	16.9394	17.7863	18.6759	19.6093	20.5896
Dock Attendant	27	13.5637	14.2420	14.9542	15.7018	16.4866
Engineering Inspector	59	29.8914	31.3861	32.9558	34.6027	36.3326
Engineering Technician I	55	27.0801	28.4343	29.8563	31.3483	32.9155
Engineering Technician II	59	29.8914	31.3861	32.9558	34.6027	36.3326
Equipment Mechanic	52	25.1465	26.4041	27.7246	29.1100	30.5654
Facilities Maintenance Crew Leader	55	27.0801	28.4343	29.8563	31.3483	32.9155
Facilities Maintenance Technician I	45	21.1549	22.2129	23.3238	24.4893	25.7136
Facilities Maintenance Technician II	49	23.3510	24.5188	25.7451	27.0315	28.3830
Front of House Assistant	36	16.9394	17.7863	18.6759	19.6093	20.5896
Front of House Coordinator	44	20.6389	21.6711	22.7549	23.8920	25.0864
GIS Technician I	55	27.0801	28.4343	29.8563	31.3483	32.9155
GIS Technician II	59	29.8914	31.3861	32.9558	34.6027	36.3326
Lead Customer Services Field Worker	56	27.7571	29.1452	30.6027	32.1320	33.7384
Lead Engineering Inspector	67	36.4198	38.2411	40.1535	42.1601	44.2678
Lifeguard	29	14.2504	14.9631	15.7113	16.4967	17.3213
Park Ranger	37	17.3629	18.2310	19.1428	20.0995	21.1043
Parks Maintenance Crew Leader	51	24.5332	25.7601	27.0484	28.4000	29.8199
Parks Maintenance Worker I	41	19.1653	20.1237	21.1301	22.1861	23.2952
Parks Maintenance Worker II	45	21.1549	22.2129	23.3238	24.4893	25.7136
Planning Technician	50	23.9348	25.1318	26.3887	27.7073	29.0926
Public Works Shop Specialist	47	22.2259	23.3374	24.5046	25.7290	27.0153
Records Technician	47	22.2259	23.3374	24.5046	25.7290	27.0153
Recreation Coordinator	44	20.6389	21.6711	22.7549	23.8920	25.0864
Recreation Leader I	29	14.2504	14.9631	15.7113	16.4967	17.3213
Recreation Leader II	33	15.7299	16.5164	17.3424	18.2092	19.1195

EFFECTIVE BEGINNING THE FIRST PAY PERIOD THAT INCLUDES JULY 1, 2018

Classification Title	Range Number	Step A	Step B	Step C	Step D	Step E
Seasonal Parks Maintenance Worker	31	14.9719	15.7206	16.5067	17.3318	18.1982
Senior Administrative Assistant	49	23.3510	24.5188	25.7451	27.0315	28.3830
Senior Dock Attendant	31	14.9719	15.7206	16.5067	17.3318	18.1982
Senior Equipment Mechanic	56.5	28.7288	30.1652	31.6734	33.2571	34.9200
Senior Lifeguard	33	15.7299	16.5164	17.3424	18.2092	19.1195
Senior Park Ranger	41	19.1653	20.1237	21.1301	22.1861	23.2952
Senior Utility Systems Technician	64	33.8194	35.5106	37.2864	39.1499	41.1070
Stage Technician	40	18.6979	19.6329	20.6147	21.6450	22.7270
Stormwater Maint. & Const. Worker I	41	19.1653	20.1237	21.1301	22.1861	23.2952
Stormwater Maint. & Const. Worker II	45	21.1549	22.2129	23.3238	24.4893	25.7136
Technical Theater Coordinator	44	20.6389	21.6711	22.7549	23.8920	25.0864
Utility Systems Mechanic	60	30.6387	32.1708	33.7797	35.4678	37.2409
Utility Systems Technician	60	30.6387	32.1708	33.7797	35.4678	37.2409
Warehouse Associate	49	23.3510	24.5188	25.7451	27.0315	28.3830
Wastewater Utilities Crew Leader	53	25.7752	27.0642	28.4177	29.8378	31.3295
Wastewater Utilities Worker I	43	20.1355	21.1425	22.1999	23.3093	24.4745
Wastewater Utilities Worker II	47	22.2259	23.3374	24.5046	25.7290	27.0153
Water Meter Reader	36	16.9394	17.7863	18.6759	19.6093	20.5896
Water Treatment Plant Operator I	52	25.1465	26.4041	27.7246	29.1100	30.5654
Water Treatment Plant Operator II	58	29.1623	30.6206	32.1520	33.7587	35.4464
Water Treatment Plant Operator III	64	33.8194	35.5106	37.2864	39.1499	41.1070
Water Utilities Crew Leader	53	25.7752	27.0642	28.4177	29.8378	31.3295
Water Utilities Worker I	43	20.1355	21.1425	22.1999	23.3093	24.4745
Water Utilities Worker II	47	22.2259	23.3374	24.5046	25.7290	27.0153

EXHIBIT B

Salary Schedule for Classifications within the Management/Confidential Group

Effective beginning the first pay period that includes July 1, 2017							
Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
City Manager		20,379					
Group 1 Exempt At-Will							
Assistant City Manager	92.5	13,707 - 16,661	79.0807	83.0348	87.1863	91.5458	96.1196
Director of Community Services	87.5	11,385 - 13,838	65.6815	68.9656	72.4139	76.0346	79.8364
Director of Development Services	88.5	12,417 - 15,091	71.6367	75.2185	78.9795	82.9283	87.0643
Director of Finance	87.5	11,385 - 13,838	65.6815	68.9656	72.4139	76.0346	79.8364
Director of Human Resources & Risk Mgt.	85.5	10,843 - 13,179	62.5538	65.6815	68.9656	72.4139	76.0347
Director of Public Works	88.5	12,417 - 15,091	71.6367	75.2185	78.9795	82.9283	87.0643
Director of Safety Services	88.5	12,417 - 15,091	71.6367	75.2185	78.9795	82.9283	87.0643
Group 2A Exempt At-Will							
Assist. Director of Public Wks. Operations	82.5	9,742 - 11,843	56.2036	59.0136	61.9644	65.0626	68.3244
Assist. Director of Public Wks. Utilities	82.5	9,742 - 11,843	56.2036	59.0136	61.9644	65.0626	68.3244
City Clerk	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
City Engineer	84.5	10,232 - 12,438	59.0291	61.9806	65.0796	68.3335	71.7567
City Planner	82.5	9,742 - 11,843	56.2036	59.0136	61.9644	65.0626	68.3244
Community Services Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Deputy Fire Chief	84.5	10,232 - 12,438	59.0291	61.9806	65.0796	68.3335	71.7567
Finance Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Fire Battalion Chief (not at-will/2912 hrs/yr)	78.5S	8,606 - 10,461	35.4629	37.2361	39.0980	41.0529	43.1080
Human Resources Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Information Technology Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Public Works Operations Manager	78.5	8,606 - 10,461	49.6481	52.1306	54.7372	57.4740	60.3512
Group 2B Exempt							
Associate Civil Engineer	71.5	7,118 - 8,652	41.0679	43.1213	45.2772	47.5412	49.9181
Associate Planner	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Budget Administrator	75	7,592 - 9,228	43.8025	45.9938	48.2916	50.7054	53.2406
Economic Development Administrator	75	7,592 - 9,228	43.8025	45.9938	48.2916	50.7054	53.2406
GIS Analyst	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Information Technology Analyst	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Management Analyst	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Network & Computer Sys. Administrator	69	6,547 - 7,958	37.7706	39.6604	41.6418	43.7231	45.9092
Public Works Administrator	75	7,592 - 9,228	43.8025	45.9938	48.2916	50.7054	53.2406
Senior Accountant	68	6,387 - 7,764	36.8494	38.6931	40.6261	42.6567	44.7895
Senior Civil Engineer	78.7	8,697 - 10,571	50.1738	52.6824	55.3167	58.0824	60.9865
Senior Code Compliance Officer	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Senior Fire Safety Inspector	66	6,079 - 7,389	35.0738	36.8287	38.6685	40.6013	42.6313
Senior Management Analyst	69	6,547 - 7,958	37.7706	39.6604	41.6418	43.7231	45.9092
Senior Planner	70	6,711 - 8,157	38.7149	40.6519	42.6828	44.8162	47.0569
Special Projects Engineer	69	6,547 - 7,958	37.7706	39.6604	41.6418	43.7231	45.9092
Senior Recreation Supervisor	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Water Treatment Plant Supervisor	72	7,050 - 8,569	40.6749	42.7099	44.8436	47.0850	49.4391
Water Utilities Distribution Supervisor	72	7,050 - 8,569	40.6749	42.7099	44.8436	47.0850	49.4391

Effective beginning the first pay period that includes July 1, 2017

Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
Group 3 Non-Exempt							
Accountant	58.5	5,221 - 6,348	30.1230	31.6290	33.2105	34.8710	36.6223
Assistant Engineer	65	5,931 - 7,209	34.2183	35.9304	37.7254	39.6110	41.5915
Assistant Planner	61	5,373 - 6,531	31.0001	32.5511	34.1774	35.8856	37.6799
Code Compliance Officer	58	4,990 - 6,065	28.7866	30.2269	31.7371	33.3233	34.9896
Construction Maintenance Supervisor	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Customer Services Supervisor	56	4,749 - 5,773	27.3995	28.7704	30.2078	31.7176	33.3036
Fire Safety Inspector	58	4,990 - 6,065	28.7866	30.2269	31.7371	33.3233	34.9896
Fleet Maintenance Supervisor	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Management Assistant	61	5,373 - 6,531	31.0001	32.5511	34.1774	35.8856	37.6799
Parks Maintenance Supervisor	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Public Works Supervisor	62	5,508 - 6,694	31.7751	33.3649	35.0318	36.7827	38.6219
Recreation Supervisor	56	4,749 - 5,773	27.3995	28.7704	30.2078	31.7176	33.3036
Senior Parks Maintenance Crew Leader	56	4,749 - 5,773	27.3995	28.7704	30.2078	31.7176	33.3036
Utility Systems Supervisor	70	6,711 - 8,157	38.7149	40.6519	42.6828	44.8162	47.0569
Wastewater Utilities Supervisor	64	5,787 - 7,033	33.3837	35.0540	36.8053	38.6449	40.5771
Group 4 Non-Exempt							
Accounting Technician II	44.5	3,648 - 4,434	21.0450	22.0974	23.2022	24.3625	25.5803
Senior Accounting Technician	49	3,995 - 4,856	23.0501	24.2036	25.4127	26.6829	28.0172
Administrative Assistant III	45	3,620 - 4,400	20.8822	21.9273	23.0226	24.1735	25.3822
Deputy City Clerk	57	4,868 - 5,917	28.0845	29.4897	30.9630	32.5105	34.1362
Executive Assistant to the City Manager	57	4,868 - 5,917	28.0845	29.4897	30.9630	32.5105	34.1362
Human Resources Technician I	53	4,410 - 5,360	25.4431	26.7162	28.0509	29.4530	30.9257
Human Resources Technician II	57	4,868 - 5,917	28.0845	29.4897	30.9630	32.5105	34.1362
Senior Administrative Assistant	49	3,995 - 4,856	23.0501	24.2036	25.4127	26.6829	28.0172

Salary Schedule for Classifications within the Management/Confidential Group

Effective beginning the first pay period that includes July 1, 2018							
Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
City Manager		20,787					
Group 1 Exempt At-Will							
Assistant City Manager	92.5	13,981 - 16,994	80.6623	84.6955	88.9300	93.3767	98.0420
Director of Community Services	87.5	11,612 - 14,115	66.9951	70.3449	73.8622	77.5553	81.4331
Director of Development Services	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Director of Finance	87.5	11,612 - 14,115	66.9951	70.3449	73.8622	77.5553	81.4331
Director of Human Resources & Risk Mgt.	85.5	11,060 - 13,443	63.8049	66.9951	70.3450	73.8622	77.5553
Director of Public Works	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Director of Safety Services	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Group 2A Exempt At-Will							
Assist. Director of Public Wks. Operations	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Assist. Director of Public Wks. Utilities	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
City Clerk	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
City Engineer	84.5	10,436 - 12,687	60.2097	63.2202	66.3812	69.7002	73.1918
City Planner	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Community Services Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Deputy Fire Chief	84.5	10,436 - 12,687	60.2097	63.2202	66.3812	69.7002	73.1918
Finance Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Fire Battalion Chief (not at-will/2912 hrs/yr)	78.5S	8,778 - 10,670	36.1722	37.9809	39.8799	41.8739	43.9701
Human Resources Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Information Technology Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Public Works Operations Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Group 2B Exempt							
Associate Civil Engineer	71.5	7,261 - 8,826	41.8893	43.9837	46.1827	48.4920	50.9165
Associate Planner	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Budget Administrator	75	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
Economic Development Administrator	75	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
GIS Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Information Technology Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Management Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Network & Computer Sys. Administrator	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Accountant	68	6,515 - 7,919	37.5868	39.4644	41.4385	43.5098	45.6863
Senior Civil Engineer	78.7	8,871 - 10,782	51.1773	53.7360	56.4230	59.2440	62.2062
Senior Code Compliance Officer	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Senior Fire Safety Inspector	66	6,201 - 7,537	35.7756	37.5628	39.4418	41.4133	43.4849
Senior Management Analyst	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Planner	70	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Special Projects Engineer	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Recreation Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Water Treatment Plant Supervisor	72	7,191 - 8,741	41.4888	43.5614	45.7404	48.0266	50.4292
Water Utilities Distribution Supervisor	72	7,191 - 8,741	41.4888	43.5614	45.7404	48.0266	50.4292

Effective beginning the first pay period that includes July 1, 2018

Classification Title	Range Number	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
Group 3 Non-Exempt							
Accountant	58.5	5,326 - 6,475	30.7255	32.2616	33.8747	35.5684	37.3547
Assistant Engineer	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Assistant Planner	61	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Code Compliance Officer	58	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Construction Maintenance Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Customer Services Supervisor	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Fire Safety Inspector	58	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Fleet Maintenance Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Management Assistant	61	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Parks Maintenance Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Public Works Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Recreation Supervisor	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Senior Parks Maintenance Crew Leader	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Utility Systems Supervisor	70	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Wastewater Utilities Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Group 4 Non-Exempt							
Accounting Technician II	44.5	3,721 - 4,523	21.4659	22.5393	23.6662	24.8498	26.0919
Senior Accounting Technician	49	4,075 - 4,954	23.5115	24.6860	25.9210	27.2166	28.5780
Administrative Assistant III	45	3,692 - 4,488	21.3002	22.3643	23.4831	24.6570	25.8903
Deputy City Clerk	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Executive Assistant to the City Manager	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Human Resources Technician I	53	4,498 - 5,468	25.9523	27.2488	28.6119	30.0420	31.5448
Human Resources Technician II	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Senior Administrative Assistant	49	4,075 - 4,954	23.5115	24.6860	25.9210	27.2166	28.5780