

**Classification & Salary Schedule - MONTHLY**

07/01/2015 - 06/30/2016

<u>Classification</u>	<u>Range</u>						
	1	2	3	4	5	6	7
Team Member I	1,733	1,820	1,911	2,007	2,107	2,212	2,323
Finance Clerk	1,827	1,918	2,014	2,114	2,220	2,331	2,448
Team Member II	2,051	2,154	2,261	2,374	2,493	2,618	2,749
Secretary 1	2,064	2,168	2,276	2,390	2,509	2,635	2,766
Maintenance	2,158	2,266	2,379	2,498	2,623	2,754	2,892
Account Clerk I	2,159	2,267	2,380	2,499	2,624	2,755	2,893
Account Clerk II	2,265	2,379	2,497	2,622	2,753	2,891	3,036
Recreation Coordinator	2,331	2,447	2,570	2,698	2,833	2,975	3,124
Dispatcher	2,379	2,498	2,623	2,754	2,892	3,036	3,188
City Services Specialist	2,391	2,511	2,636	2,768	2,907	3,052	3,205
Com. Dev. Specialist I	2,391	2,511	2,636	2,768	2,907	3,052	3,205
Housing Specialist II	2,391	2,511	2,636	2,768	2,907	3,052	3,205
Maintenance, Senior I	2,391	2,511	2,636	2,768	2,907	3,052	3,205
Administrative Secretary	2,461	2,584	2,713	2,849	2,991	3,141	3,298
Wastewater Treat. Plant Oper. II	2,456	2,579	2,708	2,843	2,985	3,134	3,291
Com. Dev. Specialist II	2,584	2,713	2,849	2,991	3,141	3,298	3,463
Team Member III	2,884	3,028	3,180	3,339	3,506	3,681	3,865
Senior Mechanic	2,917	3,063	3,216	3,377	3,546	3,723	3,909
Maintenance Senior II	3,051	3,204	3,364	3,532	3,709	3,894	4,089
Foreman/Crew Foreman	2,510	2,636	2,768	2,906	3,051	3,204	3,364
Management Analyst	2,572	2,701	2,836	2,977	3,126	3,283	3,447
Account Clerk III	3,068	3,221	3,382	3,552	3,729	3,916	4,111
Code Enf/Evidence/Animal Control	3,590	3,770	3,958	4,156	4,364	4,582	4,811
Public Safety Officer	3,618	3,799	3,989	4,188	4,398	4,618	4,848
Maintenance Senior III	3,819	4,010	4,211	4,421	4,642	4,874	5,118
City Planner Assistant	3,838	4,029	4,231	4,443	4,665	4,898	5,143
Associate Engineer	4,441	4,663	4,897	5,141	5,398	5,668	5,952
Public Safety Sergeant	4,412	4,633	4,864	5,107	5,363	5,631	5,913

**Exempt & Supervisorial Staff: Not eligible for Overtime, Eligible for all other provisions of applicable MOU**

Administrative Supervisor	3,188	3,347	3,515	3,691	3,875	4,069	4,272
Public Safety Lieutenant	5,724	6,010	6,310	6,626	6,957	7,305	7,670

**Department Heads**

Wellness Center Director	3,810	4,000	4,200	4,410	4,630	4,862	5,105
Planning & Economic Development Director	4,456	4,679	4,913	5,158	5,416	5,687	5,971
McDermont Field House Director	4,851	5,093	5,348	5,615	5,896	6,191	6,500
Finance Director	5,686	5,970	6,269	6,582	6,911	7,257	7,620
City Services Director	5,968	6,266	6,580	6,909	7,254	7,617	7,998
Director of Public Safety	6,840	7,182	7,541	7,918	8,314	8,730	9,166
City Manager	8,955	9,402	9,872	10,366	10,884	11,428	12,000

**NOTES:**

Depart. Heads are Exempt "At-Will" employees that are not covered by any Bargaining Unit MOU and are not eligible for any benefits, including COLAs or Longevity, listed therein; each employee is contracted separately - a Department Head Range & Scale is added for FY16 to define & restrict salary limits available to City Manager. Per Council directive, all mid-management employees have been moved into the Range & Step of the Matrix and contracts eliminated for that class of employees.

REVISED 1.01.16/APPROVED BY COUNCIL 1.12.16 (California minimum wage increased to \$10/hr - affects only Team Member I Range & Step)

**PAID BI-WEEKLY - see next pages for Biweekly, Annual, Hourly Rates**

**Classification & Salary Schedule - BIWEEKLY**

07/01/2015 - 06/30/2016

<u>Classification</u>	<u>Range</u>						
	1	2	3	4	5	6	7
Team Member I	800.00	840.00	882.00	926.10	972.41	1,021.03	1,072.08
Finance Clerk	843.23	885.39	929.66	976.15	1,024.95	1,076.20	1,130.01
Team Member II	946.62	993.95	1,043.64	1,095.83	1,150.62	1,208.15	1,268.56
Secretary 1	952.62	1,000.25	1,050.26	1,102.77	1,157.91	1,215.81	1,276.60
Maintenance	996.00	1,045.80	1,098.09	1,152.99	1,210.64	1,271.18	1,334.74
Account Clerk I	996.46	1,046.28	1,098.60	1,153.53	1,211.21	1,271.77	1,335.35
Account Clerk II	1,045.38	1,097.65	1,152.54	1,210.16	1,270.67	1,334.21	1,400.92
Recreation Coordinator	1,075.85	1,129.64	1,186.12	1,245.43	1,307.70	1,373.08	1,441.74
Dispatcher	1,098.00	1,152.90	1,210.55	1,271.07	1,334.63	1,401.36	1,471.43
City Services Specialist	1,103.54	1,158.72	1,216.65	1,277.48	1,341.36	1,408.43	1,478.85
Com. Dev. Specialist I	1,103.54	1,158.72	1,216.65	1,277.48	1,341.36	1,408.43	1,478.85
Maintenance, Senior I	1,103.54	1,158.72	1,216.65	1,277.48	1,341.36	1,408.43	1,478.85
Wastewater Treat. Plant Oper. II	1,133.54	1,190.22	1,249.73	1,312.21	1,377.82	1,446.71	1,519.05
Administrative Secretary	1,135.85	1,192.64	1,252.27	1,314.88	1,380.63	1,449.66	1,522.14
Com. Dev. Specialist II	1,192.61	1,252.24	1,314.85	1,380.60	1,449.62	1,522.11	1,598.21
Team Member III	1,331.07	1,397.62	1,467.50	1,540.88	1,617.92	1,698.82	1,783.76
Senior Mechanic	1,346.30	1,413.62	1,484.30	1,558.51	1,636.44	1,718.26	1,804.17
Maintenance Senior II	1,408.15	1,478.56	1,552.49	1,630.11	1,711.62	1,797.20	1,887.06
Foreman/Crew Foreman	1,158.46	1,216.38	1,277.20	1,341.06	1,408.12	1,478.52	1,552.45
Management Analyst	1,186.66	1,245.99	1,308.29	1,373.71	1,442.39	1,514.51	1,590.24
Account Clerk III	1,415.53	1,486.31	1,560.62	1,638.65	1,720.59	1,806.61	1,896.95
Code Enf/Evidence/Animal Control	1,656.92	1,739.77	1,826.75	1,918.09	2,014.00	2,114.70	2,220.43
Public Safety Officer	1,669.84	1,753.33	1,841.00	1,933.05	2,029.70	2,131.19	2,237.75
Maintenance Senior III	1,762.61	1,850.74	1,943.28	2,040.44	2,142.46	2,249.59	2,362.07
City Planner Assistant	1,771.20	1,859.76	1,952.75	2,050.39	2,152.90	2,260.55	2,373.58
Associate Engineer	2,049.69	2,152.17	2,259.78	2,372.77	2,491.41	2,615.98	2,746.78
Public Safety Sergeant	2,036.30	2,138.12	2,245.02	2,357.27	2,475.14	2,598.89	2,728.84
<b><u>Exempt &amp; Supervisorial Staff: Not eligible for Overtime. Eligible for all other provisions of applicable MOU</u></b>							
Administrative Supervisor	1,544.76	1,622.00	1,703.10	1,788.25	1,877.67	1,971.55	2,070.13
Public Safety Lieutenant	2,641.60	2,773.68	2,912.36	3,057.98	3,210.88	3,371.43	3,540.00
<b><u>Department Heads</u></b>							
Wellness Center Director	1,518.92	1,594.87	1,674.61	1,758.34	1,846.26	1,938.57	2,035.50
Planning & Economic Development Director	1,958.76	2,056.70	2,159.53	2,267.51	2,380.89	2,499.93	2,624.93
McDermont Field House Director	2,238.46	2,350.38	2,467.90	2,591.30	2,720.86	2,856.91	2,999.75
Finance Director	2,624.30	2,755.52	2,893.29	3,037.96	3,189.85	3,349.35	3,516.81
City Services Director	2,754.46	2,892.18	3,036.79	3,188.63	3,348.06	3,515.47	3,691.24
Director of Public Safety	3,156.92	3,314.77	3,480.50	3,654.53	3,837.26	4,029.12	4,230.57
City Manager	4,133.04	4,339.69	4,556.68	4,784.51	5,023.74	5,274.92	5,538.67

**Classification & Salary Schedule - ANNUAL**

07/01/2015 - 06/30/2016

<u>Classification</u>	<u>Range</u>						
	1	2	3	4	5	6	7
Team Member I	20,800	21,840	22,932	24,079	25,283	26,547	27,874
Finance Clerk	21,924	23,020	24,171	25,380	26,649	27,981	29,380
Team Member II	24,612	25,843	27,135	28,491	29,916	31,412	32,982
Secretary 1	24,768	26,006	27,307	28,672	30,106	31,611	33,191
Maintenance	25,908	27,203	28,564	29,992	31,491	33,066	34,719
Account Clerk I	25,908	27,203	28,564	29,992	31,491	33,066	34,719
Account Clerk II	27,180	28,539	29,966	31,464	33,037	34,689	36,424
City Services Specialist	27,180	28,539	29,966	31,464	33,037	34,689	36,424
Recreation Coordinator	27,972	29,371	30,839	32,381	34,000	35,700	37,485
Administrative Secretary	29,532	31,009	32,559	34,187	35,896	37,691	39,576
Dispatcher	28,548	29,975	31,474	33,048	34,700	36,435	38,257
Com. Dev. Specialist I	28,692	30,127	31,633	33,215	34,875	36,619	38,450
Maintenance, Senior I	28,692	30,127	31,633	33,215	34,875	36,619	38,450
Wastewater Treat. Plant Oper. II	29,472	30,946	32,493	34,118	35,823	37,615	39,495
Com. Dev. Specialist II	30,996	32,546	34,173	35,882	37,676	39,560	41,538
Team Member III	34,620	36,351	38,168	40,077	42,081	44,185	46,394
Senior Mechanic	35,004	36,754	38,592	40,521	42,547	44,675	46,908
Maintenance Senior II	36,612	38,442	40,365	42,383	44,502	46,727	49,063
Foreman/Crew Foreman	30,120	31,626	33,207	34,868	36,611	38,442	40,364
Management Analyst	30,853	32,396	34,015	35,716	37,502	39,377	41,346
Account Clerk III	36,804	38,644	40,576	42,605	44,735	46,972	49,321
Code Enf/Evidence/Animal Control	43,080	45,234	47,496	49,870	52,364	54,982	57,731
Public Safety Officer	43,410	45,580	47,859	50,252	52,765	55,403	58,173
Maintenance Senior III	45,828	48,119	50,525	53,051	55,704	58,489	61,414
City Planner Assistant	46,056	48,359	50,777	53,315	55,981	58,780	61,719
Associate Engineer	53,292	55,957	58,754	61,692	64,777	68,016	71,416
Public Safety Sergeant	52,944	55,591	58,371	61,289	64,354	67,571	70,950
<b><u>Exempt &amp; Supervisorial Staff: Not eligible for Overtime. Eligible for all other provisions of applicable MOU</u></b>							
Administrative Supervisor	38,256	40,169	42,177	44,286	46,500	48,825	51,267
Public Safety Lieutenant	68,682	72,116	75,721	79,508	83,483	87,657	92,040
<b><u>Department Heads</u></b>							
Wellness Center Director	39,492	41,467	43,540	45,717	48,003	50,403	52,923
Planning & Economic Development Director	53,700	56,385	59,204	62,164	65,273	68,536	71,963
McDermont Field House Director	58,200	61,110	64,166	67,374	70,742	74,280	77,994
Finance Director	68,232	71,644	75,226	78,987	82,936	87,083	91,437
City Services Director	71,616	75,197	78,957	82,904	87,050	91,402	95,972
Director of Public Safety	82,080	86,184	90,493	95,018	99,769	104,757	109,995
City Manager	107,460	112,833	118,475	124,398	130,618	137,149	144,007

**Classification & Salary Schedule - HOURLY**

07/01/2015 - 06/30/2016

<u><b>Classification</b></u>	<u><b>Range</b></u>						
	1	2	3	4	5	6	7
Team Member I	10.000	10.500	11.025	11.576	12.155	12.763	13.401
Finance Clerk	10.540	11.067	11.621	12.202	12.812	13.452	14.125
Team Member II	11.833	12.424	13.046	13.698	14.383	15.102	15.857
Secretary 1	11.908	12.503	13.128	13.785	14.474	15.198	15.957
Maintenance	12.456	13.079	13.732	14.419	15.140	15.897	16.692
Account Clerk I	12.456	13.079	13.732	14.419	15.140	15.897	16.692
Account Clerk II	13.067	13.721	14.407	15.127	15.883	16.678	17.511
City Services Specialist	13.067	13.721	14.407	15.127	15.883	16.678	17.511
Recreation Coordinator	13.448	14.120	14.827	15.568	16.346	17.164	18.022
Administrative Secretary	14.198	14.908	15.653	16.436	17.258	18.121	19.027
Dispatcher	13.725	14.411	15.132	15.888	16.683	17.517	18.393
Com. Dev. Specialist I	13.794	14.484	15.208	15.969	16.767	17.605	18.486
Maintenance, Senior I	13.794	14.484	15.208	15.969	16.767	17.605	18.486
Wastewater Treat. Plant Oper. II	14.169	14.878	15.622	16.403	17.223	18.084	18.988
Com. Dev. Specialist II	14.902	15.647	16.429	17.251	18.113	19.019	19.970
Team Member III	16.640	17.472	18.346	19.263	20.226	21.237	22.299
Senior Mechanic	16.820	17.661	18.544	19.471	20.445	21.467	22.540
Maintenance Senior II	17.600	18.480	19.404	20.374	21.393	22.463	23.586
Foreman/Crew Foreman	14.481	15.205	15.965	16.763	17.601	18.482	19.406
Management Analyst	14.838	15.580	16.359	17.177	18.036	18.937	19.884
Account Clerk III	17.690	18.575	19.503	20.478	21.502	22.577	23.706
Code Enf/Evidence/Animal Control	20.710	21.746	22.833	23.974	25.173	26.432	27.753
Public Safety Officer	20.870	21.914	23.009	24.160	25.368	26.636	27.968
Maintenance Senior III	22.030	23.132	24.288	25.502	26.778	28.116	29.522
City Planner Assistant	22.140	23.247	24.409	25.630	26.911	28.257	29.670
Associate Engineer	25.620	26.901	28.246	29.658	31.141	32.698	34.333
Public Safety Sergeant	25.460	26.733	28.070	29.473	30.947	32.494	34.119
<b><u>Exempt &amp; Supervisorial Staff: Not eligible for Overtime. Eligible for all other provisions of applicable MOU</u></b>							
Administrative Supervisor	18.390	19.310	20.275	21.289	22.353	23.471	24.644
Public Safety Lieutenant	33.020	34.671	36.405	38.225	40.136	42.143	44.250
<b><u>Department Heads</u></b>							
Wellness Center Director	18.980	19.929	20.925	21.972	23.070	24.224	25.435
Planning & Economic Development Direct	25.817	27.108	28.463	29.886	31.381	32.950	34.597
McDermont Field House Director	27.980	29.379	30.848	32.390	34.010	35.710	37.496
Finance Director	32.800	34.440	36.162	37.970	39.869	41.862	43.955
City Services Director	34.430	36.152	37.959	39.857	41.850	43.942	46.139
Director of Public Safety	39.461	41.434	43.506	45.681	47.965	50.363	52.882
City Manager	51.663	54.246	56.958	59.806	62.797	65.937	69.233

REVISED 1.01.16/APPROVED BY COUNCIL 1.12.16 (California minimum wage increased to \$10/hr - affects only Team Member I Range & Step)