

RESOLUTION NO. 7775

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA, CALIFORNIA, APPROVING UNREPRESENTED MANAGEMENT EMPLOYEE BENEFITS LISTING AND MANAGEMENT SALARY SCHEDULE SUPERSEDING RESOLUTION NO. 7626

WHEREAS, the City Council has set a priority to establish salaries at a level that both attracts and retains the most qualified staff while carefully managing scarce resources; and

WHEREAS, the City Manager has reviewed the compensation package applicable to managers and has evaluated it in the context of the current and future fiscal environment; and

WHEREAS, the City Council finds that the salary and benefit adjustments set forth in this resolution are reasonable and address the recruitment, retention, and fiscal needs of the City.

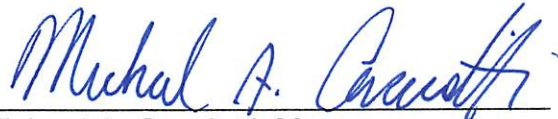
NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. Management Benefits as set forth in "Exhibit A" and the Management Salary Schedules set forth in "Exhibit B" shall be approved.

SECTION 2. The City Council declares that this resolution supersedes Resolution No. 7626, which represented the previous benefits listing and salary schedule for unrepresented management employees.

SECTION 3. The City Clerk of the City of South Pasadena shall certify to the passage and adoption of this resolution and its approval by the City Council and shall cause the same to be listed in the records of the City.

PASSED, APPROVED AND ADOPTED ON this 15th day of June, 2022.



Michael A. Cacciotti, Mayor

ATTEST:



Christina Muñoz, Deputy City Clerk

APPROVED AS TO FORM:



Andrew Jared, City Attorney

I HEREBY CERTIFY the foregoing Resolution No. 7775 was duly adopted by the City Council of the City of South Pasadena, California, at a regular meeting held on the 15th day of June, 2022, by the following vote:

AYES: Donovan, Mahmud, Zneimer, Primuth, Mayor Cacciotti

NOES: None.

ABSENT: None.

ABSTAINED: None.



Christina Muñoz Deputy City Clerk

EXHIBIT A

MANAGEMENT BENEFITS

The following shall be the classifications, compensation and benefit plan for management employees:

SECTION 1. TERM

The following established classifications, salaries and benefits of employment for management employees shall be in effect upon adoption by the City Council.

SECTION 2. CLASSIFICATIONS

Accounting Manager
Assistant City Manager
Assistant Library Director
Assistant to the City Manager
Chief City Clerk
Community Development Director
Community Services Director
Community Services Supervisor
Deputy City Manager
Deputy Community Development Director
Deputy Community Services Director
Deputy Public Works Director
Deputy Fire Chief
Deputy Police Chief
Environmental & Sustainability Manager
Executive Assistant
Finance Director
Finance Manager
Fire Chief
Fire Division Chief
Human Resources & Risk Manager
Library Director
Management Services Director
Planning Manager
Police Chief
Police Lieutenant
Principal Management Analyst
Public Works Director
Public Works Operations Manager
Sr. Civil Engineer
Water Operations Manager

SECTION 3. SALARY

(a) All classifications shall receive a four percent (4%) salary increase in first full pay period in July 2022 or first full pay period after Council ratification, whichever is later; and

(b) All classifications shall receive a three percent (3%) salary increase in first full pay period in July 2023 or first full pay period after Council ratification, whichever is later; and

(c) All classifications shall receive a two percent (2%) salary increase in first full pay period in July 2024 or first full pay period after Council ratification, whichever is later; and

The salaries for management employees shall be those contained in Exhibit B, "Management Salary Schedules."

SECTION 4. RETIREMENT

A. The City agrees to participate in the California Public Service Employees' Retirement System (CalPERS). Classic CalPERS safety members (Police Chief, Fire Chief, Deputy Fire Chief, Fire Division Chief and Police Captains) i.e., those that do not qualify as "new" members under the California Public Employees' Pension Reform Act of 2013 ("PEPRA" or "AB 340") shall participate in the 2%@50 plan with single highest year compensation. As required under PEPRA, new CalPERS safety members shall participate in the 2.7%@57 plan with the highest average annual pensionable compensation earned during a period of 36 consecutive months rather than single highest year. For all non-safety Management employees, Classic CalPERS members shall participate in the 2%@55 plan with single highest year final compensation and as required under PEPRA, new members shall participate in the 2.0%@62 plan with highest average annual pensionable compensation earned during a period of 36 consecutive months.

B. Classic members shall pay a member contribution rate of seven percent (7%) (non-safety) or nine (percent) 9% (safety) of their compensation. New members shall pay a member contribution equal to fifty percent (50%) of the normal cost (as determined by CalPERS).

C. The City's plan shall provide the sick leave conversion benefit.

SECTION 5. RETIRED EMPLOYEE'S MEDICAL COVERAGE

Employees who became annuitants prior to July 1, 2012 shall receive City payment of 100% of the medical insurance premium for the retired employee only, with said payment not exceeding the premium requirement for insurance programs offered through CalPERS, both prior to and after becoming Medicare eligible.

Effective on July 1, 2020, the City shall restructure the way it funds current employee and retiree medical insurance benefits. The City's goal is to keep all current retirees and employees whole while reducing the future retiree

medical benefits of new employees hired on or after July 1, 2020. Therefore, the City has adopted the following changes effective on July 1, 2020 to apply to employees hired on or after July 1, 2020:

(a) Modify the City's PEMHCA resolution with CalPERS to reduce the City's PEMHCA contribution to the PEMHCA minimum as it changes from year to year (currently \$136/month but increasing to \$139/month in 2020);

(b) Provide retirees who retired before July 1, 2020 who are eligible for, and have elected to participate in, CalPERS health insurance as a retiree, and employees hired between July 1, 2012 and June 30, 2020, when they become eligible retirees and elect retiree CalPERS medical coverage, with a contribution directly to CalPERS for the PEMHCA minimum contribution, and the difference between the PEMHCA minimum and \$915/month as a contribution to a Health Reimbursement Account that will be directed to the retiree; and

(c) For all employees hired on or after July 1, 2020, who retire from the City in the future and are eligible to, and elect to enroll in, CalPERS' health insurance plans, City retiree medical contributions shall be limited to the PEMHCA minimum employer contribution at the time.

SECTION 6. DEFERRED COMPENSATION

The City shall pay the equivalent of one percent (1%) of each management employees' base salary into a deferred compensation plan.

SECTION 7. SICK LEAVE

A. Sick leave shall be earned at the rate of eight (8) hours per month of service to the City.

B. Management employees may accrue unlimited sick leave.

C. At the employee's termination, the accumulated sick leave hours shall have no cash value.

SECTION 8. CONVERSION TO CALPERS SERVICE CREDIT

Upon retirement, employees may convert unused accumulated sick leave to service credits based on the formula set forth by CalPERS. According to CalPERS, in order to receive sick leave credit, the employees' retirement date must be within 120 days from the date of separation from the City.

SECTION 9. BEREAVEMENT LEAVE

A. Bereavement leave shall be granted by the City Manager for the death of a spouse, parent, step-parent, child, step-child, grandparent, grandchildren, brother, and/or sister, for three work days per each fiscal year.

B. Additional occurrences shall be deducted from the employee's own sick leave.

C. Bereavement leave may be used not only for attendance at funerals, but for time spent in assisting in the preparation of funerals.

SECTION 10. MANAGEMENT LEAVE

A. Employees shall receive 90 hours of management leave each fiscal year.

B. Employees may cash out up to sixty (60) hours of unused Management Leave during a fiscal year. Consistent with the City's practice of granting Administrative or Management Leave prospectively, cash out of unused Management Leave is an annual compensation benefit for management staff, and as such will be distributed prospectively during the course of each fiscal year in accordance with this resolution.

C. Beginning July 1, 2014, employees can cash out up to thirty (30) hours of Management Leave, during a special payroll that will occur between the first and second regular payrolls in July of each year, and may cash out another thirty (30) hours of Management Leave, during a special payroll that will occur between the first and second regular payrolls in December of each year.

D. Unused or non-cashed out management leave shall not be carried over to the next fiscal year.

E. Beginning December 2019, employees shall qualify to cash out up to 60 hours of Management Leave. This cash out opportunity shall take place once a year and shall replace the previous procedure that allowed for two opportunities to cash out up to 30 hours each time throughout the year. To qualify to cash out Management Leave, the employee must irrevocably elect in writing, in December, the number of hours of Management Leave they elect to cash out in the next calendar year. Subject to a sixty (60) hour maximum. Employees must elect (12 months prior) via an election form to cash out up to 60 hours of Management Leave. The cash out of those hours will take place once a year in December of the calendar year after the election is made. The City will make a form available to make the irrevocable election. The form must be submitted to the City's Finance Department in December.

SECTION 11. VACATION

A. Vacation shall be accrued based on the years of service as follows:

1 – 5 years	120 hours
6 – 10 years	128 hours
11 – 15 years	136 hours
16 – 20 years	152 hours
Over 20 years	160 hours

B. Employees who have achieved more than twenty years of service with the City as of the date of this resolution and whose vacation benefits are subject to the terms of this resolution as of July 7, 1999 shall be allowed to accrue vacation pursuant to the schedule contained in City Council Resolution No. 6558.

C. Employees with twenty years of service with South Pasadena and who are appointed to management positions after July 7, 1999 shall receive vacation benefits in accordance with the provisions of Section 11A above.

D. Employees subject to this resolution shall endeavor to take annual vacation leave equal to the time accrued. An employee's accrued vacation shall be capped at two years' worth of vacation hours. Employees will cease accruing vacation hours until the accrued hours fall below the maximum accumulation allowed. Employees may carry over up to two (2) years accumulation of vacation time. Upon written request, the City Manager may grant vacation hours to carryover for extenuating circumstances up to an additional year of accumulation.

E. Employees shall qualify to cash out accrued Vacation Leave, subject to leaving a balance of eighty (80) hours. To qualify to cash out Vacation Leave, the employee must irrevocably elect in writing, in December, the number of hours of Vacation Leave they elect to cash out in the next calendar year. Employees can cash out accrued time above an eighty (80) hour minimum maintained in their bank. Employees must elect (12 months prior) via an election form to cash out Vacation Leave. The cash out of those hours will take place once a year in December of the calendar year after the election is made. The City will make a form available to make the irrevocable election. The form must be submitted to the City's Finance Department in December.

F. For employees hired on or after July 1, 2022, the City Manager, at their sole discretion, may credit an employee's previous relevant experience to be counted towards an employee's total Years of Service calculation. An employee must submit documentation in writing which shall be verified by the human resources department. This adjustment shall be effective on the date of City Manager approval.

Employees hired before July 1, 2022, may request prior relevant experience to count towards an adjustment to the employee's accrual rate. In order to receive this adjustment, an employee must submit documentation in writing which shall be verified by the human resources department. This adjustment shall be effective on the date of City Manager approval.

SECTION 12. HOLIDAYS

Employees shall receive the following fourteen (14) paid holidays per fiscal year:

1. January 1 – New Year's Day
2. 3rd Monday in January – Martin Luther King, Jr. Birthday
3. 3rd Monday in February – President's Day
4. Last Monday in May – Memorial Day
5. June 19 - Juneteenth
6. July 4 – Independence Day

7. 1st Monday in September – Labor Day
8. November 11 – Veteran’s Day
9. 4th Thursday in November – Thanksgiving Day
10. Friday after Thanksgiving – Substitute for Admission’s Day
11. December 25 – Christmas Day
12. Winter Holiday Closure – three additional paid days between December 25th to January 1

Winter Holiday Closure – City Hall shall close each year from December 25 to January 1. Employees shall receive three additional days off with pay during that period, in addition to December 25 and January 1.

If a recognized holiday (December 25 and/or January 1) falls on a Saturday, the employee shall receive the prior Friday as a day off with pay. If that Friday is the employee’s regular day off, the employee will receive a floating holiday to use within the following 12 months. That floating holiday is not subject to cash out, nor can it be rolled over beyond the initial 12 months.

If the recognized holiday (December 25 and/or January 1) falls on a Sunday, employees shall receive the following Monday as a day off with pay. If that Monday is the employee’s regular day off, employees will receive a floating holiday to use within the following 12 months. That floating holiday is not subject to cash out, nor can it be rolled over beyond the initial 12 months.

If the recognized holiday (December 25 and/or January 1) falls on the employee’s regular day off, the employee will receive either: 1) in the case of a regularly scheduled Monday off, Tuesday off with pay; or 2) in the case of a regularly scheduled Friday off, then Thursday off with pay.

A. Fire Division Chiefs and Police Lieutenants only –Fire Division Chiefs shall be paid at the rate of twelve (12) hours of the employee’s hourly rate for each City designated paid holiday, including floating holiday. Police Lieutenants shall be paid at the rate of ten (10) hours of the employee’s hourly rate for each City designated paid holiday, including floating holiday.

B. Management employees shall receive two (2) floating holidays per fiscal year. Floating holidays may not be carried over to the next fiscal year.

SECTION 13. INSURANCE

A. City paid medical insurance coverage is provided as follows:

The City’s monthly contributions to the medical premium contribution plan shall be as follows to the maximum stated, depending on the level of coverage selected:

Employee only	= \$ 915
Employee + 1	= \$ 1,115
Employee + family	= \$ 1,290

Beginning January 1, 2023, the City’s monthly contributions to the medical premium contribution plan shall be increased as follows to the maximum stated, depending on the level of coverage selected:

Employee only	= \$ 915
Employee + 1	= \$ 1,400
Employee + family	= \$ 1,600

Beginning January 1, 2024, the City’s monthly contributions to the medical premium contribution plan shall be increased as follows to the maximum stated, depending on the level of coverage selected:

Employee only	= \$ 915
Employee + 1	= \$ 1,650
Employee + family	= \$ 1,950

The amounts stated above are to cover plan premiums, and may not be used as any form of cash in lieu.

- B. City paid dental coverage is provided up to \$75 per month.
- C. City paid vision care coverage is provided up to \$20 per month.
- D. City paid life insurance policy in the sum of \$50,000 provided.
- E. City paid accidental death & dismemberment insurance policy in the sum of \$50,000 provided. Additional coverage up to \$500,000 available at employee’s expense.
- F. Optional Supplemental Insurance Plans available through AFLAC at the employee’s expense.

SECTION 14. LONG TERM DISABILITY

A. For full-time employees who have been employed by the City for six months, the City shall provide long-term disability coverage under a self-insured status. The City may require reasonable proof of the disabling illness and retains the right to define “long term disability.” The City will pay two-thirds of the employee’s monthly salary effective the day disability is approved and for the duration the employee continues to be disabled or for one year, whichever is less.

B. There is a 30-day elimination period during which the employee must use his or her accrued sick leave. If the employee has less than 30 days of accrued sick leave, the employee may choose to use other accrued leave or take the remaining days unpaid.

C. Benefits shall be paid for one year for the approved disability. The City Manager may, upon review of the nature of the disability, grant up to one additional year of disability benefits.

D. The City shall continue to pay all of the insurance premiums listed in Section 13 during the City-recognized period of long term disability.

SECTION 15. UNIFORMS

Full-time Fire Chief, Police Chief, Deputy Police Chief and Deputy Fire Chief shall receive \$1,000 annually for the cleaning of and maintenance of their uniforms. Full-time Fire Division Chief and Police Lieutenant shall receive \$675 annually for the cleaning of and maintenance of their uniforms. Uniform pay shall be prorated and paid in equal installments in each pay period and reported to CalPERS as required.

SECTION 16. WORK SCHEDULE

Beginning September 2019, City Hall employees shall operate on a 4/10 work schedule. All other departments shall if feasible transition to a 4/10 work schedule by December 31, 2019.

SECTION 17. LONGEVITY

Employees hired before January 1, 1996, who have been eligible for Longevity Pay under the former Longevity Pay Program"(2% Each 5 Years" up to a maximum of 4%) shall continue to be compensated the additional Longevity Pay as provided in the Longevity Pay policy in effect on December 31, 1995.

Effective January 1, 1996, the Longevity Pay Plan was terminated for all members hired on or after January 1, 1996. Employees on the City payroll on or before December 31, 1995, were permitted to accrue time for an additional four percent (4%) in Longevity Pay. Once an employee hired on or before December 31, 1995 has earned the additional four percent (4%), the Longevity Pay Program is permanently frozen. Employees hired on or after January 1, 1996 are not eligible for longevity pay.

SECTION 18. MERIT PAY

For Department Directors only, the City Manager may grant additional merit incentive pay, up to two percent (2%), above the salary step in the pay schedule, in recognition of outstanding performance, special project assignment, or successful completion of Department Key Performance Indicators.

SECTION 19. LUMP SUM PAYMENT

On or before July 30, 2022, City will provide a lump-sum non-PERSable payment of \$1,500 to active employees hired on or before June 30, 2022 who have passed an initial probationary period. Those employees hired on or before June 30, 2022 who have not yet passed their probationary period, will be paid the \$1,500 lump-sum non-PERSable payment upon an employee's successful completion of their probationary period. No lump sum payments will be paid after June 30, 2023.

EXHIBIT B
MANAGEMENT MONTHLY SALARY SCHEDULE
Effective First Full Pay Period in July 2022

	A	B	C	D	E	F	G
Accounting Manager	\$7,154	\$7,512	\$7,887	\$8,282	\$8,696	\$9,131	\$9,587
Assistant City Manager	\$12,028	\$12,629	\$13,260	\$13,923	\$14,620	\$15,351	\$16,118
Assistant Library Director	\$7,655	\$8,038	\$8,440	\$8,862	\$9,305	\$9,770	\$10,259
Assistant to the City Manager	\$8,282	\$8,696	\$9,130	\$9,587	\$10,066	\$10,570	\$11,098
Chief City Clerk	\$8,282	\$8,696	\$9,130	\$9,587	\$10,066	\$10,570	\$11,098
Community Development Director	\$11,086	\$11,641	\$12,223	\$12,834	\$13,476	\$14,149	\$14,857
Community Services Director	\$9,827	\$10,318	\$10,834	\$11,376	\$11,945	\$12,542	\$13,169
Community Services Supervisor	\$5,313	\$5,579	\$5,858	\$6,151	\$6,458	\$6,781	\$7,120
Deputy City Manager	\$11,086	\$11,641	\$12,223	\$12,834	\$13,476	\$14,149	\$14,857
Deputy Community Development Director	\$8,787	\$9,226	\$9,688	\$10,172	\$10,681	\$11,215	\$11,775
Deputy Community Services Director	\$8,348	\$8,765	\$9,204	\$9,664	\$10,147	\$10,655	\$11,187
Deputy Director of Public Works	\$8,787	\$9,226	\$9,688	\$10,172	\$10,681	\$11,215	\$11,775
Deputy Fire Chief	\$10,622	\$11,153	\$11,710	\$12,296	\$12,911	\$13,556	\$14,234
Deputy Police Chief	\$10,622	\$11,153	\$11,710	\$12,296	\$12,911	\$13,556	\$14,234
Environmental & Sustainability Manager	\$7,544	\$7,921	\$8,317	\$8,733	\$9,170	\$9,628	\$10,110
Executive Assistant	\$5,755	\$6,043	\$6,345	\$6,663	\$6,996	\$7,345	\$7,713
Finance Director	\$11,086	\$11,641	\$12,223	\$12,834	\$13,476	\$14,149	\$14,857
Finance Manager	\$7,154	\$7,512	\$7,887	\$8,282	\$8,696	\$9,131	\$9,587
Fire Chief	\$13,207	\$13,867	\$14,561	\$15,289	\$16,053	\$16,856	\$17,699
Fire Division Chief	\$9,673	\$10,157	\$10,665	\$11,198	\$11,758	\$12,346	\$12,963
Human Resources & Risk Manager	\$9,424	\$9,896	\$10,390	\$10,910	\$11,456	\$12,028	\$12,630
Library Director	\$8,967	\$9,415	\$9,886	\$10,380	\$10,899	\$11,444	\$12,016
Management Services Director	\$10,622	\$11,153	\$11,710	\$12,296	\$12,911	\$13,556	\$14,234
Planning Manager	\$8,282	\$8,696	\$9,130	\$9,587	\$10,066	\$10,570	\$11,098
Police Chief	\$13,176	\$13,835	\$14,526	\$15,253	\$16,015	\$16,816	\$17,657
Police Lieutenant	\$8,852	\$9,295	\$9,760	\$10,248	\$10,760	\$11,298	\$11,863
Principal Management Analyst	\$8,282	\$8,696	\$9,130	\$9,587	\$10,066	\$10,570	\$11,098
Public Works Director	\$11,086	\$11,641	\$12,223	\$12,834	\$13,476	\$14,149	\$14,857
Public Works Operation Manager	\$7,544	\$7,921	\$8,317	\$8,733	\$9,170	\$9,628	\$10,110
Sr. Civil Engineer	\$7,248	\$7,610	\$7,991	\$8,390	\$8,810	\$9,250	\$9,713
Water Operations Manager	\$8,097	\$8,502	\$8,927	\$9,374	\$9,842	\$10,335	\$10,851
Special Arrangement additional Hours - Fire Division Chief	\$55.81	\$58.60	\$61.53	\$64.60	\$67.83	\$71.22	\$74.79
Special Arrangement additional Hours - Police Lieutenant	\$51.07	\$53.63	\$56.31	\$59.13	\$62.08	\$65.19	\$68.44

MANAGEMENT MONTHLY SALARY SCHEDULE
Effective First Full Pay Period in July 2023

	A	B	C	D	E	F	G
Accounting Manager	\$7,369	\$7,737	\$8,124	\$8,530	\$8,957	\$9,405	\$9,875
Assistant City Manager	\$12,388	\$13,008	\$13,658	\$14,341	\$15,058	\$15,811	\$16,602
Assistant Library Director	\$7,885	\$8,279	\$8,693	\$9,128	\$9,584	\$10,064	\$10,567
Assistant to the City Manager	\$8,530	\$8,956	\$9,404	\$9,875	\$10,368	\$10,887	\$11,431
Chief City Clerk	\$8,530	\$8,956	\$9,404	\$9,875	\$10,368	\$10,887	\$11,431
Community Development Director	\$11,419	\$11,990	\$12,589	\$13,219	\$13,880	\$14,574	\$15,303
Community Services Director	\$10,122	\$10,628	\$11,159	\$11,717	\$12,303	\$12,918	\$13,564
Community Services Supervisor	\$5,473	\$5,746	\$6,034	\$6,335	\$6,652	\$6,985	\$7,334
Deputy City Manager	\$11,419	\$11,990	\$12,589	\$13,219	\$13,880	\$14,574	\$15,303
Deputy Community Development Director	\$9,051	\$9,503	\$9,978	\$10,477	\$11,001	\$11,551	\$12,129
Deputy Community Services Director	\$8,599	\$9,028	\$9,480	\$9,954	\$10,452	\$10,974	\$11,523
Deputy Director of Public Works	\$9,051	\$9,503	\$9,978	\$10,477	\$11,001	\$11,551	\$12,129
Deputy Fire Chief	\$10,940	\$11,487	\$12,062	\$12,665	\$13,298	\$13,963	\$14,661
Deputy Police Chief	\$10,940	\$11,487	\$12,062	\$12,665	\$13,298	\$13,963	\$14,661
Environmental & Sustainability Manager	\$7,770	\$8,159	\$8,567	\$8,995	\$9,445	\$9,917	\$10,413
Executive Assistant	\$5,928	\$6,224	\$6,536	\$6,862	\$7,206	\$7,566	\$7,944
Finance Director	\$11,419	\$11,990	\$12,589	\$13,219	\$13,880	\$14,574	\$15,303
Finance Manager	\$7,369	\$7,737	\$8,124	\$8,530	\$8,957	\$9,405	\$9,875
Fire Chief	\$13,603	\$14,283	\$14,997	\$15,747	\$16,535	\$17,361	\$18,230
Fire Division Chief	\$9,963	\$10,461	\$10,984	\$11,534	\$12,110	\$12,716	\$13,352
Human Resources & Risk Manager	\$9,707	\$10,193	\$10,702	\$11,237	\$11,799	\$12,389	\$13,009
Library Director	\$9,236	\$9,698	\$10,183	\$10,692	\$11,226	\$11,788	\$12,377
Management Services Director	\$10,940	\$11,487	\$12,062	\$12,665	\$13,298	\$13,963	\$14,661
Planning Manager	\$8,530	\$8,956	\$9,404	\$9,875	\$10,368	\$10,887	\$11,431
Police Chief	\$13,571	\$14,250	\$14,962	\$15,710	\$16,496	\$17,320	\$18,186
Police Lieutenant	\$9,118	\$9,574	\$10,053	\$10,555	\$11,083	\$11,637	\$12,219
Principal Management Analyst	\$8,530	\$8,956	\$9,404	\$9,875	\$10,368	\$10,887	\$11,431
Public Works Director	\$11,419	\$11,990	\$12,589	\$13,219	\$13,880	\$14,574	\$15,303
Public Works Operation Manager	\$7,770	\$8,159	\$8,567	\$8,995	\$9,445	\$9,917	\$10,413
Sr. Civil Engineer	\$7,465	\$7,838	\$8,230	\$8,642	\$9,074	\$9,528	\$10,004
Water Operations Manager	\$8,340	\$8,757	\$9,195	\$9,655	\$10,138	\$10,645	\$11,177
Special Arrangement additional Hours - Fire Division Chief	\$57.48	\$60.35	\$63.37	\$66.54	\$69.87	\$73.36	\$77.03
Special Arrangement additional Hours - Police Lieutenant	\$52.61	\$55.24	\$58.00	\$60.90	\$63.94	\$67.14	\$70.50

MANAGEMENT MONTHLY SALARY SCHEDULE
Effective First Full Pay Period in July 2024

	A	B	C	D	E	F	G
Accounting Manager	\$7,516	\$7,892	\$8,287	\$8,701	\$9,136	\$9,593	\$10,072
Assistant City Manager	\$12,636	\$13,268	\$13,931	\$14,628	\$15,359	\$16,127	\$16,934
Assistant Library Director	\$8,043	\$8,445	\$8,867	\$9,311	\$9,776	\$10,265	\$10,778
Assistant to the City Manager	\$8,701	\$9,136	\$9,592	\$10,072	\$10,576	\$11,104	\$11,660
Chief City Clerk	\$8,701	\$9,136	\$9,592	\$10,072	\$10,576	\$11,104	\$11,660
Community Development Director	\$11,647	\$12,230	\$12,841	\$13,483	\$14,157	\$14,865	\$15,609
Community Services Director	\$10,324	\$10,840	\$11,382	\$11,952	\$12,549	\$13,177	\$13,835
Community Services Supervisor	\$5,582	\$5,861	\$6,154	\$6,462	\$6,785	\$7,124	\$7,481
Deputy City Manager	\$11,647	\$12,230	\$12,841	\$13,483	\$14,157	\$14,865	\$15,609
Deputy Community Development Director	\$9,232	\$9,693	\$10,178	\$10,687	\$11,221	\$11,782	\$12,371
Deputy Community Services Director	\$8,770	\$9,209	\$9,669	\$10,153	\$10,661	\$11,194	\$11,753
Deputy Director of Public Works	\$9,232	\$9,693	\$10,178	\$10,687	\$11,221	\$11,782	\$12,371
Deputy Fire Chief	\$11,159	\$11,717	\$12,303	\$12,918	\$13,564	\$14,242	\$14,954
Deputy Police Chief	\$11,159	\$11,717	\$12,303	\$12,918	\$13,564	\$14,242	\$14,954
Environmental & Sustainability Manager	\$7,926	\$8,322	\$8,738	\$9,175	\$9,634	\$10,116	\$10,621
Executive Assistant	\$6,047	\$6,349	\$6,666	\$7,000	\$7,350	\$7,717	\$8,103
Finance Director	\$11,647	\$12,230	\$12,841	\$13,483	\$14,157	\$14,865	\$15,609
Finance Manager	\$7,516	\$7,892	\$8,287	\$8,701	\$9,136	\$9,593	\$10,072
Fire Chief	\$13,875	\$14,569	\$15,297	\$16,062	\$16,865	\$17,709	\$18,594
Fire Division Chief	\$10,162	\$10,671	\$11,204	\$11,764	\$12,353	\$12,970	\$13,619
Human Resources & Risk Manager	\$9,901	\$10,396	\$10,916	\$11,462	\$12,035	\$12,637	\$13,269
Library Director	\$9,421	\$9,892	\$10,386	\$10,906	\$11,451	\$12,023	\$12,625
Management Services Director	\$11,159	\$11,717	\$12,303	\$12,918	\$13,564	\$14,242	\$14,954
Planning Manager	\$8,701	\$9,136	\$9,592	\$10,072	\$10,576	\$11,104	\$11,660
Police Chief	\$13,842	\$14,535	\$15,261	\$16,024	\$16,826	\$17,667	\$18,550
Police Lieutenant	\$9,300	\$9,765	\$10,254	\$10,766	\$11,305	\$11,870	\$12,463
Principal Management Analyst	\$8,701	\$9,136	\$9,592	\$10,072	\$10,576	\$11,104	\$11,660
Public Works Director	\$11,647	\$12,230	\$12,841	\$13,483	\$14,157	\$14,865	\$15,609
Public Works Operation Manager	\$7,926	\$8,322	\$8,738	\$9,175	\$9,634	\$10,116	\$10,621
Sr. Civil Engineer	\$7,614	\$7,995	\$8,395	\$8,815	\$9,255	\$9,718	\$10,204
Water Operations Manager	\$8,507	\$8,933	\$9,379	\$9,848	\$10,341	\$10,858	\$11,400
Special Arrangement additional Hours - Fire Division Chief	\$58.63	\$61.56	\$64.64	\$67.87	\$71.27	\$74.83	\$78.57
Special Arrangement additional Hours - Police Lieutenant	\$53.66	\$56.34	\$59.16	\$62.12	\$65.22	\$68.48	\$71.91