

CITY OF PALM DESERT

Organizational Chart - FY 2018/2019

City Manager

- Sr. Management Analyst
- Management Analyst
- Executive Assistant

Director of Finance/City Treasurer

- Management Specialist
- Sr. Financial Analyst
- Sr. Management Analyst
- Assistant Finance Director
- Deputy City Treasurer
- Sr. Management Analyst
- Management Specialist I/II (2)

- Accountant
- Accounting Technician (2)
- Accounting Specialist

City Clerk

- Deputy City Clerk
- Management Specialist
- Office Specialist I/II (3)
- Management Specialist

Director of Human Resources/Admin Services

- Risk Manager
- Information Systems Manager
- Information Systems Administrator (3)
- Information Systems Administrator - GIS
- Management Specialist I/II
- Office Specialist I/II

Director of Community Development

- Management Specialist II
- Management Specialist I
- Code Compliance Supervisor
- Management Specialist I/II
- Code Compliance Officer I/II (4)
- Principal Planner
- Associate Planner
- Management Analyst
- Management Analyst
- Management Specialist I/II

Director of Economic Development

- Sr. Management Analyst
- Management Specialist I/II
- Tourism and Marketing Manager
- Management Specialist I/II
- Office Specialist I/II
- Management Analyst
- Management Analyst

Director of Building & Safety

- Supervising Plans Examiner
- Building Inspector I/II (5)
- Plans Examiner
- Management Specialist I/II
- Management Specialist I/II
- Management Specialist I/II
- Office Specialist I/II

Director of Public Works

- City Engineer
- Sr. Engineer (3)
- Public Works Inspector I/II (3)
- Traffic Signal Specialist
- Traffic Signal Technician I/II (2)
- Engineering Assistant
- Management Specialist
- Streets Maintenance Supervisor
- Sr. Maintenance Worker (2)
- Maintenance Worker III (3)
- Maintenance Worker I/II (6)
- Facilities Maintenance Manager
- Maintenance Worker III (2)
- Landscaping Supervisor
- Horticulturist
- Landscaping Specialist (2)
- Sr. Management Analyst
- Management Specialist I/II
- Accounting Specialist
- Office Specialist I/II

RESOLUTION NO. 2018-58

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM DESERT, CALIFORNIA, RESCINDING AND REPLACING RESOLUTION NO. 2017-53, ADOPTING AUTHORIZED CLASSIFICATIONS, ALLOCATED POSITIONS, SALARY SCHEDULE AND SALARY RANGES, "Exhibit A", FOR THE PERIOD OF JULY 1, 2018 THROUGH JUNE 30, 2019.

WHEREAS, the City of Palm Desert identifies employees by classifications and groups for the purpose of salary and benefit administration; and

WHEREAS, the City of Palm Desert has met and conferred in good faith with the Palm Desert Employees Organization (PDEO) in accordance with the Meyers-Milias-Brown Act and the City's Employer-Employee Relations Ordinance; and

WHEREAS, the City of Palm Desert has reached agreement and entered into a memorandum of understanding with the employees represented by the PDEO, for the period of July 1, 2017 through June 30, 2022 and Exhibit A is consistent with this agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PALM DESERT AS FOLLOWS:

SECTION I - SALARY SCHEDULE, RANGES & ALLOCATED POSITIONS AND AUTHORIZED CLASSIFICATIONS

The City of Palm Desert's Personnel System, Section 2.52 of the Palm Desert Municipal Code prescribes specific terms for appointment and tenure of all City employees. Exhibit A contains tables of the allocated classifications, positions and salary ranges authorized for Fiscal Year 2018-2019.

The City Manager is authorized to modify the Allocated Classifications, Positions and Salary Schedule during the Fiscal Year 2018-2019 for modifications the City Manager determines are reasonably necessary or appropriate for business necessity including, without limitation, the implementation of title and responsibility changes, any minimum wage laws, use of over-hires for training, limited term student internships and downgrading of vacant positions in so far as the cost of such modifications do not exceed the adopted 2018-2019 budget.

SECTION II – PERSONNEL GROUPS/DESIGNATIONS

The City assigns classifications to designated groups for the purposes of defining exempt status, benefits allocation and purchasing authority. These classifications, listed in the table attached as Exhibit B, are categorized as follows:

Resolution 2018-58 - Salary Resolution

Group X: Executive Contract Positions:

The classifications designated as Group X, Executive Contract, have the highest level of executive responsibility and authority; these positions are governed by individual employment agreements.

Group A: Directors

The classifications designated as Group A have a higher level of responsibility and authority and they are exempt from overtime provisions as defined by the Fair Labor Standards Act and set forth in the Personnel Rules and Regulations, Section 2.52.305. They may be At Will and governed by employment agreements. Among other things, these positions require spending numerous extra hours at meetings, conferences and work.

Group B: Mid-Management/Professional

The positions classifications as Group B are managerial, supervisory or professional in nature and they are exempt from overtime provisions as defined by the Fair Labor Standards Act and set forth in the Personnel Rules and Regulations, Section 2.52.305. Among other things, these positions require spending occasional extra hours at meetings, conferences and work.

Purchasing Authority Groups

The City Manager, pursuant to PDMC Chapter 3.30.020 (C) and 3.30.030 (A) may set purchasing limits and thresholds. These limits may be set by this resolution, an administrative purchasing policy established by the City Manager, or an annual memorandum from the City Manager to the Finance Director. The Purchasing Authority Groups identified in Exhibit B will establish such limits.


PASSED, APPROVED AND ADOPTED at the regular meeting of the Palm Desert City Council this 28th day of June, 2018, by the following vote, to wit:

AYES: **HARNIK, KELLY, NESTANDE, and JONATHAN**

NOES: **NONE**

ABSENT: **WEBER**

ABSTAIN: **NONE**



SABBY JONATHAN, MAYOR

ATTEST:



RACHELLE D. KLASSEN, CITY CLERK
CITY OF PALM DESERT, CALIFORNIA

Schedule of Authorized/Allocated Positions

Classification (revised July 1, 2018)	FY 2018/19 Number of Positions	Two Tier Salary Schedules ^B Hired/Appointed		Exempt Status	Notes:
		Before June 30, 2018 Salary Grade ^D	After July 1, 2018 Salary Grade		
CITY MANAGER					
City Manager	1	1	CM	Exempt	
Sr. Management Analyst	1	127	44	Exempt	
Management Analyst	1		40	Exempt	A
Executive Assistant	1	113	35	Non-Exempt	
	4				
ADMINISTRATIVE SERVICES					
Human Resources/Risk Management					
Director of Administrative Services	1	139	64	Exempt	
Risk Manager	1	129	50	Exempt	
Management Specialist II	1	107	32	Non-Exempt	
Office Specialist II	1	90	18	Non-Exempt	
Information Technology					
Information Systems Manager	1	135	59	Exempt	
G.I.S. Administrator	1	114	40	Non-Exempt	
Information Systems Administrator	3	114	40	Non-Exempt	
	9				
CITY CLERK					
City Clerk	1	139	62	Exempt	
Deputy City Clerk	1	118	38	Non-Exempt	
Management Specialist II	1	113	32	Non-Exempt	
Management Specialist II	1	113	32	Non-Exempt	
Office Specialist II	1	104	18	Non-Exempt	
Office Specialist II -OR- Office Specialist I	2		18 14	Non-Exempt Non-Exempt	A
	7				
FINANCE/CITY TREASURER/AFFORDABLE HOUSING					
Finance					
Director of Finance/City Treasurer	1	145	69	Exempt	
Assistant Finance Director	1	135	59	Exempt	
Deputy City Treasurer	1	127	44	Exempt	
Senior Financial Analyst	1	127	44	Exempt	
Sr. Management Analyst	1	127	44	Exempt	
Accountant	1	123	40	Exempt	
Management Specialist II	1	113	32	Non-Exempt	
Accounting Specialist	2	118	32	Non-Exempt	
Accounting Technician	2	118	28	Non-Exempt	
Affordable Housing					
Sr. Management Analyst	1	127	44	Exempt	
Management Specialist II	2	113	32	Non-Exempt	
Office Specialist II - OR - Office Specialist I	1	104	18 14	Non-Exempt Non-Exempt	
	15				
COMMUNITY DEVELOPMENT					
Community Development /Planning					
Director of Community Development	1	142	64	Exempt	
Principal Planner	1	131	48	Exempt	
Associate Planner - OR - Assistant Planner - OR -	2	127 123	40 36	Exempt Exempt	
Management Analyst	1	120	40	Exempt	
Management Specialist II	1	113	32	Non-Exempt	
Management Specialist I	1	107	28	Non-Exempt	
Art in Public Places					
Management Analyst	1	123	40	Exempt	
Management Specialist II	1	113	32	Non-Exempt	
Code Compliance					
Code Compliance Supervisor	1	123	46	Exempt	
Code Compliance Officer II - OR - Code Compliance Officer I	4	118 107/114	31 27	Non-Exempt Non-Exempt	C
Management Specialist II	1	113	32	Non-Exempt	
Management Specialist I	1	107	28	Non-Exempt	
Office Specialist II	1	104	18	Non-Exempt	
	17				

Schedule of Authorized/Allocated Positions

Classification (revised July 1, 2018)	FY 2018/19 Number of Positions	Two Tier Salary Schedules ^B Hired/Appointed		Exempt Status	Notes:
		Before June 30, 2018 Salary Grade ^D	After July 1, 2018 Salary Grade		
PUBLIC WORKS					
Public Works Administration					
Director of Public Works	1	145	69	Exempt	
City Engineer	1	139	62	Exempt	
Sr. Engineer	1	129	52	Exempt	
Sr. Engineer	1	129	52	Exempt	
Sr. Engineer	1	129	52	Exempt	
Project Manager	2	127	48	Exempt	A
Senior Management Analyst	1	127	44	Exempt	
Engineering Assistant	1	125	38	Non-Exempt	
Public Works Inspector II - OR - Public Works Inspector I	3	120	34	Non-Exempt	
		118	30	Non-Exempt	
Management Specialist II	1	113	32	Non-Exempt	
Management Specialist II - OR - Management Specialist I	1	113	32	Non-Exempt	
			28	Non-Exempt	
Accounting Specialist	1	113	32	Non-Exempt	
Office Specialist II - OR - Office Specialist I	2	104	18	Non-Exempt	
			14	Non-Exempt	
Landscape Services					
Landscape Supervisor	1	123	46	Exempt	
Horticulturist	1	121	38	Non-Exempt	
Landscape Specialist	3	118	34	Non-Exempt	
Facilities Management					
Facilities Manager	1	130	46	Exempt	
Maintenance Worker III	2	114	27	Non-Exempt	
Streets Maintenance					
Streets Maintenance Supervisor	1	123	46	Exempt	
Senior Maintenance Worker	2	111	31	Non-Exempt	
Maintenance Worker III	3	109	27	Non-Exempt	
Maintenance Worker II - OR - Maintenance Worker I	5	106	23	Non-Exempt	
		101	19	Non-Exempt	
Traffic Signal Maintenance					
Traffic Signal Specialist	1	121	38	Non-Exempt	
Traffic Signal Technician II	1	118	32	Non-Exempt	
Traffic Signal Technician I	1	111	28	Non-Exempt	
39					
BUILDING AND SAFETY					
Director of Building & Safety	1	140	62	Exempt	
Supervising Plans Examiner	1	123	46	Exempt	
Plans Examiner	1	115	36	Non-Exempt	
Building Inspector II - OR - Building Inspector I	5	114/118	35	Non-Exempt	C
		107	31	Non-Exempt	
Management Specialist II	1	111	32	Non-Exempt	
Management Specialist II	1	113	32	Non-Exempt	
Management Specialist I	1		28	Non-Exempt	
Office Specialist II - OR - Office Specialist I	1	104	18	Non-Exempt	
			14	Non-Exempt	
12					
ECONOMIC DEVELOPMENT					
Director of Economic Development	1	137	62	Exempt	
Marketing and Tourism Manager	1	129	50	Exempt	
Senior Management Analyst	1		44	Exempt	A
Management Analyst	1	120	40	Exempt	
Management Analyst	1		40	Exempt	A
Management Specialist II	1	114	32	Non-Exempt	
Management Specialist II	1	114	32	Non-Exempt	
Office Specialist II	2	90	18	Non-Exempt	
- OR - Office Specialist I		87	14	Non-Exempt	
9					
TOTAL ALLOCATED POSITIONS 112					

Footnotes:

A: New Position effective July 1, 2018

B: Two Tiers of salary schedules, dependant on hire date or appointment into position, whichever is earlier.

C: Classifications include employees hired into lower salary grades prior to June 30, 2018, but eligible to remain in salary grade in place at their hire date.

D: Includes employees whose classifications changed as a result of Classification Study July 1, 2018, but are eligible to remain in prior salary grade.

City of Palm Desert
Schedule of Salary Ranges
July 1, 2018 - June 30, 2019
Tier 1 - Hired/appointed prior to June 30, 2018

City Council	1,989.77	per month	Effective July 1, 2018 w/2% COLA***
Housing Authority	50.000	per meeting attended (maximum 4 meetings per month)	
City Manager**	224,400.000	annually	

Grade	Step 1	5.0% Step 2	5.0% Step 3	5.0% Step 4	5.0% Step 5	5.0% Step 6	3.5% Step 7	3.9%* Step 8
CM	107.8846							
87	12.7345	13.3691	14.0350	14.7425	15.4812	16.2615	16.8300	17.4864
90	17.5099	18.3943	19.2994	20.2670	21.2866	22.3478	23.1234	24.0252
95	18.8833	19.8300	20.8184	21.8588	22.9512	24.0957	24.9488	25.9164
100	22.4726	23.6275	24.7927	26.0204	27.3417	28.7150	29.7138	30.8583
101	23.0449	24.1997	25.4170	26.6759	28.0180	29.4225	30.4421	31.6386
104	24.8135	26.0412	27.3625	28.7358	30.1716	31.6802	32.7830	34.0419
106	26.0412	27.3625	28.7358	30.1716	31.6802	33.2616	34.4164	35.7481
107	26.7175	28.0804	29.4849	30.9415	32.5021	34.1043	35.2904	36.6637
109	28.0908	29.5057	30.9519	32.5125	34.1147	35.8522	37.1007	38.5260
111	29.5161	30.9727	32.5333	34.1459	35.8730	37.6521	38.9630	40.4716
113	30.9727	32.5333	34.1459	35.8730	37.6521	39.5456	40.9293	42.5107
114	31.7634	33.3448	35.0199	36.7573	38.5988	40.5444	41.9593	43.5720
115	32.5575	34.1784	35.8954	37.6763	39.5638	41.5580	43.0083	44.6613
118	35.0511	36.7989	38.6509	40.5964	42.5940	44.7268	46.2874	48.0873
120	36.8406	38.6821	40.6172	42.6148	44.7476	47.0053	48.6491	50.5322
121	37.7561	39.6496	41.6368	43.6968	45.9024	48.2017	49.8872	51.8015
123	39.6705	41.6680	43.7384	45.9337	48.2329	50.6363	52.4049	54.4233
125	41.6888	43.7592	45.9753	48.2746	50.6987	53.2165	55.0788	57.2116
127	43.7800	45.9857	48.2850	50.7091	53.2269	55.9007	57.8566	60.0831
129	46.0065	48.3058	50.7299	53.2477	55.9215	58.7098	60.7594	63.1211
130	47.1717	49.5126	51.9888	54.5898	57.3260	60.1871	62.2887	64.6921
131	48.3370	50.7507	53.2789	55.9423	58.7410	61.6749	63.8285	66.2943
134	52.0512	54.6626	57.3885	60.2704	63.2771	66.4503	68.7704	71.4339
135	53.3413	56.0255	58.8242	61.7477	64.8377	68.0734	70.4559	73.1921
137	56.0568	58.8554	61.7894	64.8897	68.1046	71.5379	74.0349	76.8960
139	58.8866	61.8518	64.9314	68.1670	71.5795	75.1585	77.7803	80.7975
140	60.3536	63.3604	66.5440	69.8733	73.3482	77.0208	79.7154	82.8158
142	63.4124	66.5752	69.9045	73.4002	77.0624	80.9327	83.7654	86.9774
144	66.6272	69.9565	73.4418	77.1249	80.9951	85.0319	88.0074	91.4095
145	68.3023	71.6940	75.3042	79.0600	83.0031	87.1647	90.2131	93.6984
50								66.3200

* July 1, 2014 Step 7 was divided to create a Step 8 while maintaining same top salary. Step 7 is a 3.5% increase and Step 8 is the balance

** Per Contract, effective October 3, 2016

*** The 2% COLA has been calculated on each of the hourly salary steps of the FY 2017-2018 Grade Step Table. Because the payroll system generated pay schedule may result in de minimus differences due to rounding, the City Manager may need to make minor final adjustments to this schedule prior to implementation.

Classification	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Office Specialist I	1 Annual	26,501	27,826	29,217	30,678	32,212	33,823	35,006	36,372	
	Monthly	2,208	2,319	2,435	2,557	2,684	2,819	2,917	3,031	
	Hourly	12.74	13.38	14.05	14.75	15.49	16.26	16.83	17.49	
	2	Annual	27,163	28,522	29,948	31,445	33,017	34,668	35,882	37,281
		Monthly	2,264	2,377	2,496	2,620	2,751	2,889	2,990	3,107
		Hourly	13.06	13.71	14.40	15.12	15.87	16.67	17.25	17.92
	3	Annual	27,843	29,235	30,696	32,231	33,843	35,535	36,779	38,213
		Monthly	2,320	2,436	2,558	2,686	2,820	2,961	3,065	3,184
		Hourly	13.39	14.06	14.76	15.50	16.27	17.08	17.68	18.37
	4	Annual	28,539	29,965	31,464	33,037	34,689	36,423	37,698	39,168
		Monthly	2,378	2,497	2,622	2,753	2,891	3,035	3,142	3,264
		Hourly	13.72	14.41	15.13	15.88	16.68	17.51	18.12	18.83
	5	Annual	29,252	30,715	32,250	33,863	35,556	37,334	38,641	40,147
		Monthly	2,438	2,560	2,688	2,822	2,963	3,111	3,220	3,346
		Hourly	14.06	14.77	15.50	16.28	17.09	17.95	18.58	19.30
	6	Annual	29,983	31,483	33,057	34,709	36,445	38,267	39,607	41,151
		Monthly	2,499	2,624	2,755	2,892	3,037	3,189	3,301	3,429
		Hourly	14.42	15.14	15.89	16.69	17.52	18.40	19.04	19.78
	7	Annual	30,733	32,270	33,883	35,577	37,356	39,224	40,597	42,180
		Monthly	2,561	2,689	2,824	2,965	3,113	3,269	3,383	3,515
		Hourly	14.78	15.51	16.29	17.10	17.96	18.86	19.52	20.28
	8	Annual	31,501	33,076	34,730	36,467	38,290	40,204	41,612	43,234
		Monthly	2,625	2,756	2,894	3,039	3,191	3,350	3,468	3,603
		Hourly	15.14	15.90	16.70	17.53	18.41	19.33	20.01	20.79
	9	Annual	32,289	33,903	35,598	37,378	39,247	41,210	42,652	44,315
		Monthly	2,691	2,825	2,967	3,115	3,271	3,434	3,554	3,693
		Hourly	15.52	16.30	17.11	17.97	18.87	19.81	20.51	21.31
10	Annual	33,096	34,751	36,488	38,313	40,228	42,240	43,718	45,423	
	Monthly	2,758	2,896	3,041	3,193	3,352	3,520	3,643	3,785	
	Hourly	15.91	16.71	17.54	18.42	19.34	20.31	21.02	21.84	
11	Annual	33,923	35,620	37,401	39,271	41,234	43,296	44,811	46,559	
	Monthly	2,827	2,968	3,117	3,273	3,436	3,608	3,734	3,880	
	Hourly	16.31	17.12	17.98	18.88	19.82	20.82	21.54	22.38	
12	Annual	34,771	36,510	38,336	40,252	42,265	44,378	45,931	47,723	
	Monthly	2,898	3,043	3,195	3,354	3,522	3,698	3,828	3,977	
	Hourly	16.72	17.55	18.43	19.35	20.32	21.34	22.08	22.94	
13	Annual	35,641	37,423	39,294	41,259	43,322	45,488	47,080	48,916	
	Monthly	2,970	3,119	3,274	3,438	3,610	3,791	3,923	4,076	
	Hourly	17.13	17.99	18.89	19.84	20.83	21.87	22.63	23.52	
14	Annual	36,532	38,358	40,276	42,290	44,405	46,625	48,257	50,139	
	Monthly	3,044	3,197	3,356	3,524	3,700	3,885	4,021	4,178	
	Hourly	17.56	18.44	19.36	20.33	21.35	22.42	23.20	24.11	
15	Annual	37,445	39,317	41,283	43,347	45,515	47,790	49,463	51,392	
	Monthly	3,120	3,276	3,440	3,612	3,793	3,983	4,122	4,283	
	Hourly	18.00	18.90	19.85	20.84	21.88	22.98	23.78	24.71	
16	Annual	38,381	40,300	42,315	44,431	46,653	48,985	50,700	52,677	
	Monthly	3,198	3,358	3,526	3,703	3,888	4,082	4,225	4,390	
	Hourly	18.45	19.38	20.34	21.36	22.43	23.55	24.37	25.33	
17	Annual	39,341	41,308	43,373	45,542	47,819	50,210	51,967	53,994	
	Monthly	3,278	3,442	3,614	3,795	3,985	4,184	4,331	4,499	
	Hourly	18.91	19.86	20.85	21.90	22.99	24.14	24.98	25.96	
Office Specialist II	18	Annual	40,324	42,340	44,457	46,680	49,014	51,465	53,266	55,344
	Monthly	3,360	3,528	3,705	3,890	4,085	4,289	4,439	4,612	
	Hourly	19.39	20.36	21.37	22.44	23.56	24.74	25.61	26.61	
Maintenance Worker I	19	Annual	41,332	43,399	45,569	47,847	50,240	52,752	54,598	56,727
	Monthly	3,444	3,617	3,797	3,987	4,187	4,396	4,550	4,727	
	Hourly	19.87	20.86	21.91	23.00	24.15	25.36	26.25	27.27	
20	Annual	42,366	44,484	46,708	49,044	51,496	54,071	55,963	58,146	
	Monthly	3,530	3,707	3,892	4,087	4,291	4,506	4,664	4,845	
	Hourly	20.37	21.39	22.46	23.58	24.76	26.00	26.91	27.95	
21	Annual	43,425	45,596	47,876	50,270	52,783	55,422	57,362	59,599	
	Monthly	3,619	3,800	3,990	4,189	4,399	4,619	4,780	4,967	
	Hourly	20.88	21.92	23.02	24.17	25.38	26.65	27.58	28.65	

Classification	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		
Maintenance Worker II	22	Annual	44,510	46,736	49,073	51,526	54,103	56,808	58,796	61,089	
		Monthly	3,709	3,895	4,089	4,294	4,509	4,734	4,900	5,091	
		Hourly	21.40	22.47	23.59	24.77	26.01	27.31	28.27	29.37	
		23	Annual	45,623	47,904	50,300	52,815	55,455	58,228	60,266	62,616
		Monthly	3,802	3,992	4,192	4,401	4,621	4,852	5,022	5,218	
		Hourly	21.93	23.03	24.18	25.39	26.66	27.99	28.97	30.10	
		24	Annual	46,764	49,102	51,557	54,135	56,842	59,684	61,773	64,182
		Monthly	3,897	4,092	4,296	4,511	4,737	4,974	5,148	5,348	
		Hourly	22.48	23.61	24.79	26.03	27.33	28.69	29.70	30.86	
	25	Annual	47,933	50,330	52,846	55,488	58,263	61,176	63,317	65,786	
	Monthly	3,994	4,194	4,404	4,624	4,855	5,098	5,276	5,482		
	Hourly	23.04	24.20	25.41	26.68	28.01	29.41	30.44	31.63		
	26	Annual	49,131	51,588	54,167	56,875	59,719	62,705	64,900	67,431	
	Monthly	4,094	4,299	4,514	4,740	4,977	5,225	5,408	5,619		
	Hourly	23.62	24.80	26.04	27.34	28.71	30.15	31.20	32.42		
Code Compliance Officer I Maintenance Worker III	27	Annual	50,359	52,877	55,521	58,297	61,212	64,273	66,522	69,117	
	Monthly	4,197	4,406	4,627	4,858	5,101	5,356	5,544	5,760		
	Hourly	24.21	25.42	26.69	28.03	29.43	30.90	31.98	33.23		
Accounting Technician Management Specialist I Traffic Signal Technician I	28	Annual	51,618	54,199	56,909	59,755	62,743	65,880	68,185	70,845	
	Monthly	4,302	4,517	4,742	4,980	5,229	5,490	5,682	5,904		
	Hourly	24.82	26.06	27.36	28.73	30.16	31.67	32.78	34.06		
	29	Annual	52,909	55,554	58,332	61,249	64,311	67,527	69,890	72,616	
	Monthly	4,409	4,630	4,861	5,104	5,359	5,627	5,824	6,051		
	Hourly	25.44	26.71	28.04	29.45	30.92	32.46	33.60	34.91		
Public Works Inspector I	30	Annual	54,232	56,943	59,790	62,780	65,919	69,215	71,637	74,431	
	Monthly	4,519	4,745	4,983	5,232	5,493	5,768	5,970	6,203		
	Hourly	26.07	27.38	28.75	30.18	31.69	33.28	34.44	35.78		
Building Inspector I Code Compliance Officer II Senior Maintenance Worker	31	Annual	55,587	58,367	61,285	64,349	67,567	70,945	73,428	76,292	
	Monthly	4,632	4,864	5,107	5,362	5,631	5,912	6,119	6,358		
	Hourly	26.72	28.06	29.46	30.94	32.48	34.11	35.30	36.68		
Accounting Specialist Management Specialist II Traffic Signal Technician II	32	Annual	56,977	59,826	62,817	65,958	69,256	72,719	75,264	78,199	
	Monthly	4,748	4,985	5,235	5,497	5,771	6,060	6,272	6,517		
	Hourly	27.39	28.76	30.20	31.71	33.30	34.96	36.18	37.60		
	33	Annual	58,402	61,322	64,388	67,607	70,987	74,537	77,146	80,154	
	Monthly	4,867	5,110	5,366	5,634	5,916	6,211	6,429	6,680		
	Hourly	28.08	29.48	30.96	32.50	34.13	35.84	37.09	38.54		
Landscape Specialist Public Works Inspector II	34	Annual	59,862	62,855	65,997	69,297	72,762	76,400	79,074	82,158	
	Monthly	4,988	5,238	5,500	5,775	6,064	6,367	6,590	6,847		
	Hourly	28.78	30.22	31.73	33.32	34.98	36.73	38.02	39.50		
Building Inspector II Executive Assistant	35	Annual	61,358	64,426	67,647	71,030	74,581	78,310	81,051	84,212	
	Monthly	5,113	5,369	5,637	5,919	6,215	6,526	6,754	7,018		
	Hourly	29.50	30.97	32.52	34.15	35.86	37.65	38.97	40.49		
Assistant Planner Plans Examiner	36	Annual	62,892	66,037	69,339	72,805	76,446	80,268	83,077	86,317	
	Monthly	5,241	5,503	5,778	6,067	6,370	6,689	6,923	7,193		
	Hourly	30.24	31.75	33.34	35.00	36.75	38.59	39.94	41.50		
	37	Annual	64,464	67,688	71,072	74,626	78,357	82,275	85,154	88,475	
	Monthly	5,372	5,641	5,923	6,219	6,530	6,856	7,096	7,373		
	Hourly	30.99	32.54	34.17	35.88	37.67	39.56	40.94	42.54		
Deputy City Clerk Engineering Assistant Horticulturist Traffic Signal Specialist	38	Annual	66,076	69,380	72,849	76,491	80,316	84,332	87,283	90,687	
	Monthly	5,506	5,782	6,071	6,374	6,693	7,028	7,274	7,557		
	Hourly	31.77	33.36	35.02	36.77	38.61	40.54	41.96	43.60		
	39	Annual	67,728	71,114	74,670	78,403	82,324	86,440	89,465	92,954	
	Monthly	5,644	5,926	6,222	6,534	6,860	7,203	7,455	7,746		
	Hourly	32.56	34.19	35.90	37.69	39.58	41.56	43.01	44.69		
Accountant Associate Planner GIS Administrator Information Systems Administrator Management Analyst	40	Annual	69,421	72,892	76,537	80,364	84,382	88,601	91,702	95,278	
	Monthly	5,785	6,074	6,378	6,697	7,032	7,383	7,642	7,940		
	Hourly	33.38	35.04	36.80	38.64	40.57	42.60	44.09	45.81		

Classification	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Assistant Engineer Deputy City Treasurer Project Coordinator Senior Financial Analyst Senior Management Analyst	41	Annual Monthly Hourly	71,157 5,930 34.21	74,714 6,226 35.92	78,450 6,538 37.72	82,373 6,864 39.60	86,491 7,208 41.58	90,816 7,568 43.66	93,994 7,833 45.19	97,660 8,138 46.95
	42	Annual Monthly Hourly	72,936 6,078 35.07	76,582 6,382 36.82	80,411 6,701 38.66	84,432 7,036 40.59	88,654 7,388 42.62	93,086 7,757 44.75	96,344 8,029 46.32	100,102 8,342 48.13
	43	Annual Monthly Hourly	74,759 6,230 35.94	78,497 6,541 37.74	82,422 6,868 39.63	86,543 7,212 41.61	90,870 7,572 43.69	95,413 7,951 45.87	98,753 8,229 47.48	102,604 8,550 49.33
	44	Annual Monthly Hourly	76,628 6,386 36.84	80,459 6,705 38.68	84,482 7,040 40.62	88,706 7,392 42.65	93,142 7,762 44.78	97,799 8,150 47.02	101,222 8,435 48.66	105,169 8,764 50.56
	45	Annual Monthly Hourly	78,544 6,545 37.76	82,471 6,873 39.65	86,594 7,216 41.63	90,924 7,577 43.71	95,470 7,956 45.90	100,244 8,354 48.19	103,752 8,646 49.88	107,799 8,983 51.83
	46	Annual Monthly Hourly	80,507 6,709 38.71	84,533 7,044 40.64	88,759 7,397 42.67	93,197 7,766 44.81	97,857 8,155 47.05	102,750 8,562 49.40	106,346 8,862 51.13	110,494 9,208 53.12
	47	Annual Monthly Hourly	82,520 6,877 39.67	86,646 7,220 41.66	90,978 7,582 43.74	95,527 7,961 45.93	100,303 8,359 48.22	105,319 8,777 50.63	109,005 9,084 52.41	113,256 9,438 54.45
	48	Annual Monthly Hourly	84,583 7,049 40.66	88,812 7,401 42.70	93,253 7,771 44.83	97,915 8,160 47.07	102,811 8,568 49.43	107,952 8,996 51.90	111,730 9,311 53.72	116,087 9,674 55.81
	49	Annual Monthly Hourly	86,697 7,225 41.68	91,032 7,586 43.77	95,584 7,965 45.95	100,363 8,364 48.25	105,381 8,782 50.66	110,650 9,221 53.20	114,523 9,544 55.06	118,989 9,916 57.21
Risk Manager Tourism and Marketing Manager	50	Annual Monthly Hourly	88,865 7,405 42.72	93,308 7,776 44.86	97,973 8,164 47.10	102,872 8,573 49.46	108,016 9,001 51.93	113,417 9,451 54.53	117,386 9,782 56.44	121,964 10,164 58.64
Senior Engineer Senior Engineer/City Surveyor Transportation Engineer	51	Annual Monthly Hourly	91,086 7,591 43.79	95,641 7,970 45.98	100,423 8,369 48.28	105,444 8,787 50.69	110,716 9,226 53.23	116,252 9,688 55.89	120,321 10,027 57.85	125,013 10,418 60.10
	52	Annual Monthly Hourly	93,364 7,780 44.89	98,032 8,169 47.13	102,933 8,578 49.49	108,080 9,007 51.96	113,484 9,457 54.56	119,158 9,930 57.29	123,329 10,277 59.29	128,139 10,678 61.61
	53	Annual Monthly Hourly	95,698 7,975 46.01	100,483 8,374 48.31	105,507 8,792 50.72	110,782 9,232 53.26	116,321 9,693 55.92	122,137 10,178 58.72	126,412 10,534 60.78	131,342 10,945 63.15
	54	Annual Monthly Hourly	98,090 8,174 47.16	102,995 8,583 49.52	108,144 9,012 51.99	113,552 9,463 54.59	119,229 9,936 57.32	125,191 10,433 60.19	129,572 10,798 62.29	134,626 11,219 64.72
	55	Annual Monthly Hourly	100,542 8,379 48.34	105,570 8,797 50.75	110,848 9,237 53.29	116,390 9,699 55.96	122,210 10,184 58.75	128,320 10,693 61.69	132,812 11,068 63.85	137,991 11,499 66.34
	56	Annual Monthly Hourly	103,056 8,588 49.55	108,209 9,017 52.02	113,619 9,468 54.62	119,300 9,942 57.36	125,265 10,439 60.22	131,528 10,961 63.23	136,132 11,344 65.45	141,441 11,787 68.00
	57	Annual Monthly Hourly	105,632 8,803 50.78	110,914 9,243 53.32	116,460 9,705 55.99	122,283 10,190 58.79	128,397 10,700 61.73	134,817 11,235 64.82	139,535 11,628 67.08	144,977 12,081 69.70
	58	Annual Monthly Hourly	108,273 9,023 52.05	113,687 9,474 54.66	119,371 9,948 57.39	125,340 10,445 60.26	131,607 10,967 63.27	138,187 11,516 66.44	143,024 11,919 68.76	148,602 12,383 71.44

Classification	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Assistant Finance Director Information Systems Manager	59 Annual	110,980	116,529	122,355	128,473	134,897	141,642	146,599	152,317
	Monthly	9,248	9,711	10,196	10,706	11,241	11,803	12,217	12,693
	Hourly	53.36	56.02	58.82	61.77	64.85	68.10	70.48	73.23
60	Annual	113,755	119,442	125,414	131,685	138,269	145,183	150,264	156,124
	Monthly	9,480	9,954	10,451	10,974	11,522	12,099	12,522	13,010
	Hourly	54.69	57.42	60.30	63.31	66.48	69.80	72.24	75.06
61	Annual	116,598	122,428	128,550	134,977	141,726	148,812	154,021	160,028
	Monthly	9,717	10,202	10,712	11,248	11,811	12,401	12,835	13,336
	Hourly	56.06	58.86	61.80	64.89	68.14	71.54	74.05	76.94
City Clerk City Engineer Director of Building and Safety Director of Economic Development	62 Annual	119,513	125,489	131,763	138,352	145,269	152,533	157,871	164,028
	Monthly	9,959	10,457	10,980	11,529	12,106	12,711	13,156	13,669
	Hourly	57.46	60.33	63.35	66.52	69.84	73.33	75.90	78.86
63	Annual	122,501	128,626	135,058	141,810	148,901	156,346	161,818	168,129
	Monthly	10,208	10,719	11,255	11,818	12,408	13,029	13,485	14,011
	Hourly	58.89	61.84	64.93	68.18	71.59	75.17	77.80	80.83
Director of Administrative Services Director of Community Development	64 Annual	125,564	131,842	138,434	145,356	152,623	160,255	165,864	172,332
	Monthly	10,464	10,987	11,536	12,113	12,719	13,355	13,822	14,361
	Hourly	60.37	63.39	66.55	69.88	73.38	77.05	79.74	82.85
65	Annual	128,703	135,138	141,895	148,990	156,439	164,261	170,010	176,641
	Monthly	10,725	11,261	11,825	12,416	13,037	13,688	14,168	14,720
	Hourly	61.88	64.97	68.22	71.63	75.21	78.97	81.74	84.92
66	Annual	131,920	138,516	145,442	152,714	160,350	168,368	174,260	181,057
	Monthly	10,993	11,543	12,120	12,726	13,363	14,031	14,522	15,088
	Hourly	63.42	66.59	69.92	73.42	77.09	80.95	83.78	87.05
67	Annual	135,218	141,979	149,078	156,532	164,359	172,577	178,617	185,583
	Monthly	11,268	11,832	12,423	13,044	13,697	14,381	14,885	15,465
	Hourly	65.01	68.26	71.67	75.26	79.02	82.97	85.87	89.22
68	Annual	138,599	145,529	152,805	160,445	168,468	176,891	183,082	190,223
	Monthly	11,550	12,127	12,734	13,370	14,039	14,741	15,257	15,852
	Hourly	66.63	69.97	73.46	77.14	80.99	85.04	88.02	91.45
Director of Finance/City Treasurer Director of Public Works	69 Annual	142,064	149,167	156,625	164,457	172,679	181,313	187,659	194,978
	Monthly	11,839	12,431	13,052	13,705	14,390	15,109	15,638	16,248
	Hourly	68.30	71.71	75.30	79.07	83.02	87.17	90.22	93.74
70	Annual	145,615	152,896	160,541	168,568	176,996	185,846	192,351	199,853
	Monthly	12,135	12,741	13,378	14,047	14,750	15,487	16,029	16,654
	Hourly	70.01	73.51	77.18	81.04	85.09	89.35	92.48	96.08
71	Annual	149,256	156,719	164,555	172,782	181,421	190,492	197,160	204,849
	Monthly	12,438	13,060	13,713	14,399	15,118	15,874	16,430	17,071
	Hourly	71.76	75.35	79.11	83.07	87.22	91.58	94.79	98.49
72	Annual	152,987	160,637	168,668	177,102	185,957	195,255	202,089	209,970
	Monthly	12,749	13,386	14,056	14,758	15,496	16,271	16,841	17,498
	Hourly	73.55	77.23	81.09	85.15	89.40	93.87	97.16	100.95
73	Annual	156,812	164,652	172,885	181,529	190,606	200,136	207,141	215,219
	Monthly	13,068	13,721	14,407	15,127	15,884	16,678	17,262	17,935
	Hourly	75.39	79.16	83.12	87.27	91.64	96.22	99.59	103.47
74	Annual	160,732	168,769	177,207	186,068	195,371	205,139	212,319	220,600
	Monthly	13,394	14,064	14,767	15,506	16,281	17,095	17,693	18,383
	Hourly	77.28	81.14	85.20	89.46	93.93	98.62	102.08	106.06
75	Annual	164,750	172,988	181,637	190,719	200,255	210,268	217,627	226,115
	Monthly	13,729	14,416	15,136	15,893	16,688	17,522	18,136	18,843
	Hourly	79.21	83.17	87.33	91.69	96.28	101.09	104.63	108.71