

**CITY OF YUBA CITY  
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN  
EFFECTIVE JUNE 21, 2008**

**Confidential Unit**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID	
			1	2	3	4	5		
1048	ACCOUNTANT I	CON	4,177 24.10	4,386 25.30	4,605 26.57	4,835 27.89	5,077 29.29	Monthly Hourly Annual	6.0
1007	ACCOUNT CLERK	CON	2,703 15.59	2,838 16.37	2,980 17.19	3,129 18.05	3,286 18.96	Monthly Hourly Annual	6.0
1015	ACCOUNT CLERK-INTERMEDIATE	CON	3,117 17.98	3,273 18.88	3,437 19.83	3,609 20.82	3,789 21.86	Monthly Hourly Annual	6.0
1055	ACCOUNT CLERK-SENIOR	CON	3,588 20.70	3,767 21.73	3,955 22.82	4,153 23.96	4,361 25.16	Monthly Hourly Annual	6.0
1070	ACCOUNTING TECHNICIAN	CON	3,634 20.97	3,816 22.02	4,007 23.12	4,207 24.27	4,418 25.49	Monthly Hourly Annual	6.0
1030	ADMINISTRATIVE ASSISTANT	CON	3,464 19.98	3,637 20.98	3,819 22.03	4,010 23.13	4,211 24.29	Monthly Hourly Annual	6.0
1050	ADMINISTRATIVE ANALYST I	CON	4,249 24.51	4,461 25.74	4,684 27.02	4,918 28.37	5,164 29.79	Monthly Hourly Annual	6.0
1003	ADMINISTRATIVE CLERK I	CON	2,372 13.68	2,491 14.37	2,616 15.09	2,747 15.85	2,884 16.64	Monthly Hourly Annual	6.0
1005	ADMINISTRATIVE CLERK II	CON	2,609 15.05	2,739 15.80	2,876 16.59	3,020 17.42	3,171 18.30	Monthly Hourly Annual	6.0
1010	ADMINISTRATIVE CLERK III	CON	3,005 17.34	3,155 18.20	3,313 19.11	3,479 20.07	3,653 21.08	Monthly Hourly Annual	6.0
1021	ADMINISTRATIVE TECHNICIAN	CON	3,606 20.80	3,786 21.84	3,975 22.93	4,174 24.08	4,383 25.28	Monthly Hourly Annual	6.0
1045	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	3,810 21.98	4,001 23.08	4,201 24.24	4,411 25.45	4,632 26.72	Monthly Hourly Annual	6.0
1060	HOUSING PROGRAMS ANALYST I	CON	4,043 23.33	4,245 24.49	4,457 25.71	4,680 27.00	4,914 28.35	Monthly Hourly Annual	6.0
1018	HUMAN RESOURCES TECHNICIAN I	CON	3,277 18.91	3,441 19.85	3,613 20.84	3,794 21.89	3,984 22.98	Monthly Hourly Annual	6.0
1020	HUMAN RESOURCES TECHNICIAN II	CON	3,606 20.80	3,786 21.84	3,975 22.93	4,174 24.08	4,383 25.28	Monthly Hourly	6.0

Confidential employees who are certified as bilingual will receive a bilingual pay incentive of \$.50 per hour

**Department Heads**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID
			1	2	3	4	5	
8070*	CITY MANAGER	CM	-	-	-	-	16,065 92.68	- -
8120*	ASSISTANT CITY MANAGER	DH	11,484 66.25	12,058 69.57	12,661 73.04	13,294 76.70	13,959 80.53	- - 8.0
8090*	PUBLIC WORKS DIRECTOR//CITY ENGINEER	DH	10,302 59.43	- -	- -	- -	13,149 75.86	- - 8.0
8100*	DEPUTY CITY MANAGER	DH	8,468 48.85	8,891 51.29	9,336 53.86	9,803 56.56	10,293 59.38	- - 8.0
8040*	DIRECTOR OF COMMUNITY DEVELOPMENT	DH	10,302 59.43	10,817 62.41	11,358 65.53	11,926 68.80	12,523 72.25	- - 8.0
8010*	DIRECTOR OF HUMAN RESOURCES	DH	9,631 55.56	10,113 58.34	10,619 61.26	11,150 64.33	11,707 67.54	- - 8.0
8140	DIRECTOR OF PARKS AND RECREATION	DH	8,266 47.69	- -	- -	- -	11,021 63.58	- - 8.0
8060*	DIRECTOR OF UTILITIES	DH	12,526 72.27	13,152 75.88	13,810 79.67	14,501 83.66	15,226 87.85	- - 8.0
8030*	FIRE CHIEF	DH	11,977 69.10	12,576 72.55	13,205 76.18	13,865 79.99	14,558 83.99	- - 8.0
8050*	POLICE CHIEF	DH	11,977 69.10	12,576 72.55	13,205 76.18	13,865 79.99	14,558 83.99	- - 9.0
8020*	DIRECTOR OF FINANCE	DH	9,632 55.57	- -	- -	- -	12,307 71.00	- - 8.0
8080*	DIRECTOR OF GENERAL SERVICES	DH	8,369 48.28	- -	- -	- -	11,124 64.18	- - 8.0

Department Heads

Council Approved  
Effective August 16, 2008

**Fire Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID	
			1	2	3	4	5		
3110**	FIRE RECRUIT	FIRE	0	0	0	0	3,871	Annual	9.0
			0	0	0	0	15.95	Monthly Hourly	
3120**	FIREFIGHTER I	FIRE	0	0	0	0	4,295	Annual	9.0
			0	0	0	0	17.70	Monthly Hourly	
3130**	FIREFIGHTER II	FIRE	0	0	0	0	6,556	Annual	9.0
			0	0	0	0	27.02	Monthly Hourly	
3140**	FIRE APPARATUS OPERATOR	FIRE	0	0	0	6,846	7,189	Annual	9.0
			0	0	0	28.21	29.62	Monthly Hourly	
3150**	FIRE CAPTAIN	FIRE	6,742	7,079	7,433	7,805	8,195	Annual	9.0
			27.78	29.17	30.63	32.16	33.77	Monthly Hourly	
3160	FIRE SAFETY INSPECTOR I	FIRE	4,650	4,883	5,127	5,383	5,652	Annual	9.0
			26.83	28.17	29.58	31.06	32.61	Monthly Hourly	
3170	FIRE SAFETY INSPECTOR II	FIRE	5,187	5,446	5,718	6,004	6,304	Annual	9.0
			29.93	31.42	32.99	34.64	36.37	Monthly Hourly	

**FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
3250	FIRE CAPTAIN	FIRE	6,742	7,079	7,433	7,805	8,195	-	-	-	-	9.0
3210	FIRE RECRUIT	FIRE	38.90	40.84	42.88	45.03	47.28	-	-	-	-	9.0
							22.34	-	-	-	-	
3220	FIREFIGHTER I	FIRE					4,295	-	-	-	-	9.0
							24.78	-	-	-	-	
3230	FIREFIGHTER II	FIRE					6,556	-	-	-	-	9.0
							37.82	-	-	-	-	
3240	FIRE - APPARATUS OPERATOR	FIRE				6,846	7,189	-	-	-	-	9.0
						39.50	41.47	-	-	-	-	

Fire Captain assigned by the Fire Chief to Fire Prevention shall receive five (5) percent salary increase above the appropriate Fire-Captain salary step for the period of the temporary assignment and shall be designated as follows:

3180	FIRE CAPTAIN (PREVENTION)	FIRE	7,079	7,433	7,805	8,195	8,605	-	-	-	-
			40.84	42.88	45.03	47.28	49.64	-	-	-	-

**Fire Association**

**Fire Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					Annual Monthly Hourly	PERS PAID
			1	2	3	4	5		
6055**	FIRE BATTALION CHIEF	FM	7,846	8,238	8,650	9,082	9,537	9.0	
			32.33	33.95	35.65	37.43	39.30		
6066	FIRE PREVENTION MANAGER	FM	6983	7332	7,699	8,084	8,488	9.0	
			40.29	42.30	44.42	46.64	48.97		

**FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									PERS PAID
			1	2	3	4	5	6	7	8	9	
6140	FIRE BATTALION CHIEF	FM	7,846	8,238	8,650	9,082	9,537	-	-	-	-	9.0
			45.27	47.53	49.90	52.40	55.02	-	-	-	-	

\*\* Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

**First Level Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID	
			1	2	3	4	5		
6069	ACCOUNTANT II	FLM	4,801	5,041	5,293	5,558	5,836	Annual	8.0
			27.70	29.08	30.54	32.07	33.67	Monthly	
								Hourly	
6059	ADMINISTRATIVE ANALYST II (INTERIM)	FLM					6,128	Annual	8.0
							35.35	Monthly	
								Hourly	
6060	ADMINISTRATIVE ANALYST II	FLM	4,801	5,041	5,293	5,558	5,836	Annual	8.0
			27.70	29.08	30.54	32.07	33.67	Monthly	
								Hourly	
6035	COMMUNICATIONS CENTER COORDINATOR	FLM	4,801	5,041	5,293	5,558	5,836	Annual	8.0
			27.70	29.08	30.54	32.07	33.67	Monthly	
								Hourly	
6090	CONSTRUCTION INSPECTOR-SENIOR	FLM	4,860	5,103	5,358	5,626	5,907	Annual	8.0
			28.04	29.44	30.91	32.46	34.08	Monthly	
								Hourly	
6044	CRIME ANALYST	FLM	4,047	4,249	4,461	4,684	4,918	Annual	8.0
			23.35	24.51	25.74	27.02	28.37	Monthly	
								Hourly	
6063	CUSTOMER SERVICE MANAGER	FLM	4,801	5,041	5,293	5,558	5,836	Annual	8.0
			27.70	29.08	30.54	32.07	33.67	Monthly	
								Hourly	
6120	ENGINEER - ASSOCIATE CIVIL	FLM	6,138	6,445	6,767	7,105	7,460	Annual	8.0
			35.41	37.18	39.04	40.99	43.04	Monthly	
								Hourly	
6042	FACILITY MANAGER	FLM	4,590	4,820	5,061	5,314	5,580	Annual	8.0
			26.48	27.81	29.20	30.66	32.19	Monthly	
								Hourly	
6050	FLEET MAINTENANCE SUPERVISOR	FLM	4,702	4,937	5,184	5,443	5,715	Annual	8.0
			27.13	28.48	29.91	31.40	32.97	Monthly	
								Hourly	
6064	INFORMATION TECHNOLOGY ANALYST	FLM	5,118	5,374	5,643	5,925	6,221	Annual	8.0
			29.53	31.00	32.56	34.18	35.89	Monthly	
								Hourly	
6112	GROUND WATER DIST. SUPERVISOR	FLM	5,479	5,753	6,041	6,343	6,660	Annual	8.0
			31.61	33.19	34.85	36.59	38.42	Monthly	
								Hourly	
6062	HOUSING PROGRAMS ANALYST II	FLM	4,801	5,041	5,293	5,558	5,836	Annual	8.0
			27.70	29.08	30.54	32.07	33.67	Monthly	
								Hourly	
6075	INFORMATION TECHNOLOGY SUPERVISOR	FLM	5,630	5,911	6,207	6,517	6,843	Annual	8.0
			32.48	34.10	35.81	37.60	39.48	Monthly	
								Hourly	
6080	LABORATORY MANAGER	FLM	6,170	6,478	6,802	7,142	7,499	Annual	8.0
			35.60	37.37	39.24	41.20	43.27	Monthly	
								Hourly	
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	4,590	4,820	5,061	5,314	5,580	Annual	8.0
			26.48	27.81	29.20	30.66	32.19	Monthly	
								Hourly	
6041	MAINTENANCE SUPERVISOR-WATER/SEWER	FLM	4,590	4,820	5,061	5,314	5,580	Annual	8.0
			26.48	27.81	29.20	30.66	32.19	Monthly	
								Hourly	

6043	PARKS MAINTENANCE SUPERVISOR	FLM	4,590 26.48	4,820 27.81	5,061 29.20	5,314 30.66	5,580 32.19	Monthly Hourly Annual	8.0
6095	PERMIT CENTER MANAGER	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly Annual	8.0
6061	PLANNER-ASSOCIATE	FLM	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	5,836 33.67	Monthly Hourly Annual	8.0
6065	PLANT MAINTENANCE SUPERVISOR	FLM	4,770 27.52	5,008 28.89	5,258 30.33	5,521 31.85	5,797 33.44	Monthly Hourly Annual	8.0
6020*	RECREATION SUPERVISOR I	FLM	3,214 18.54	3,375 19.47	3,544 20.45	3,721 21.47	3,907 22.54	Monthly Hourly Annual	8.0
6030*	RECREATION SUPERVISOR II	FLM	3,628 20.93	3,809 21.98	3,999 23.07	4,199 24.23	4,409 25.44	Monthly Hourly Annual	8.0
6045*	RECREATION SUPERVISOR III	FLM	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	5,071 29.25	Monthly Hourly Annual	8.0
6094	WASTEWATER TRT FACILITY CHIEF OPERATOR I	FLM	4,770 27.52	5,008 28.89	5,258 30.33	5,521 31.85	5,797 33.44	Monthly Hourly Annual	8.0
6096	WASTEWATER TRT FACILITY CHIEF OPERATOR II	FLM	5,129 29.59	5,385 31.07	5,654 32.62	5,937 34.25	6,234 35.96	Monthly Hourly Annual	8.0
6111	WASTEWATER TRT FACILITY SUPERVISOR	FLM	6,170 35.60	6,478 37.37	6,802 39.24	7,142 41.20	7,499 43.27	Monthly Hourly Annual	8.0
6160	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	5,129 29.59	5,385 31.07	5,654 32.62	5,937 34.25	6,234 35.96	Monthly Hourly Annual	8.0
6110	WATER TREATMENT FACILITY SUPERVISOR	FLM	6,170 35.60	6,478 37.37	6,802 39.24	7,142 41.20	7,499 43.27	Monthly Hourly Annual	8.0

+ Indicates classifications which are exempt from the Fair Labor Standards Act (FLSA).

**Mid Managers**

JCN	CLASSIFICATION	Group	1	2	3	4	5		PAID
7070*	ADMINISTRATIVE ANALYST III	MM	5,994	6,294	6,609	6,939	7,286	Annual	8.0
			34.58	36.31	38.13	40.03	42.04	Monthly	
								Hourly	
7010*	ADMINISTRATIVE MANAGER	MM	7,297	7,662	8,045	8,447	8,869	Annual	8.0
			42.10	44.20	46.41	48.73	51.17	Monthly	
								Hourly	
7140*	ASSISTANT UTILITIES DIRECTOR	MM	9,261	9,724	10,210	10,720	11,256	Annual	8.0
			53.43	56.10	58.90	61.85	64.94	Monthly	
								Hourly	
7112*	CHIEF BUILDING OFFICIAL	MM	7,017	7,368	7,736	8,123	8,529	Annual	8.0
			40.48	42.51	44.63	46.86	49.21	Monthly	
								Hourly	
7120*	ENGINEER - SENIOR	MM	6,732	7,069	7,422	7,793	8,182	Annual	8.0
			38.84	40.78	42.82	44.96	47.21	Monthly	
								Hourly	
7145*	ENGINEER - PRINCIPAL	MM	7,368	7,736	8,123	8,529	8,956	Annual	8.0
			42.51	44.63	46.86	49.21	51.67	Monthly	
								Hourly	
7110+	FIRE DIVISION CHIEF	MM	8,292	8,707	9,142	9,599	10,079	Annual	9.0
			47.84	50.23	52.74	55.38	58.15	Monthly	
								Hourly	
7075*	HUMAN RESOURCES MANAGER	MM	6,465	6,788	7,127	7,483	7,857	Annual	8.0
			37.30	39.16	41.12	43.17	45.33	Monthly	
								Hourly	
7043*	PARK MAINTENANCE MANAGER	MM	6,077	6,381	6,700	7,035	7,387	Annual	8.0
			35.06	36.81	38.65	40.59	42.62	Monthly	
								Hourly	
7130*	PLANNER-PRINCIPAL	MM	6,892	7,237	7,599	7,979	8,378	Annual	8.0
			39.76	41.75	43.84	46.03	48.33	Monthly	
								Hourly	
7060*	PLANNER-SENIOR	MM	5,994	6,294	6,609	6,939	7,286	Annual	8.0
			34.58	36.31	38.13	40.03	42.04	Monthly	
								Hourly	
7150*	POLICE CAPTAIN	MM	8,913	9,359	9,827	10,318	10,834	Annual	9.0
			51.42	53.99	56.69	59.53	62.50	Monthly	
								Hourly	
7111*	POLICE LIEUTENANT	MM	8,028	8,429	8,850	9,293	9,757	Annual	9.0
			46.32	48.63	51.06	53.61	56.29	Monthly	
								Hourly	
7090*	PUBLIC WORKS SUPERINTENDENT	MM	6,723	7,059	7,412	7,783	8,172	Annual	8.0
			38.79	40.73	42.76	44.90	47.15	Monthly	
								Hourly	
7046*	RECREATION MANAGER	MM	6,077	6,381	6,700	7,035	7,387	Annual	8.0
			35.06	36.81	38.65	40.59	42.62	Monthly	
								Hourly	

Mid Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

\* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

**Mid Managers**

**Council Approved  
Effective June 21, 2008**

**Police Officers Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						PERS PAID	
			1	2	3	4	5	6		
2130	COMMUNITY SERVICE OFFICER	PD	3,057	3,210	3,370	3,539	3,716	Annual	8.0	
			17.64	18.52	19.44	20.42	21.44	Monthly		
								Hourly		
2150	FIELD SERVICE TECHNICIAN	PD	3,296	3,461	3,634	3,816	4,007	Annual	8.0	
			19.02	19.97	20.97	22.02	23.12	Monthly		
								Hourly		
2200	POLICE OFFICER	PD	4,512	4,738	4,975	5,224	5,485	5,760	Annual	9.0
			26.03	27.33	28.70	30.14	31.64	33.23	Monthly	
								Hourly		
2120	POLICE RECORDS CLERK	PD	2,801	2,941	3,088	3,242	3,404	Annual	8.0	
			16.16	16.97	17.82	18.70	19.64	Monthly		
								Hourly		
2160	POLICE RECORDS CLERK - LEAD	PD	3,169	3,327	3,493	3,668	3,852	Annual	8.0	
			18.28	19.19	20.15	21.16	22.22	Monthly		
								Hourly		
2190	POLICE RECRUIT	PD	3,824	4,015	4,216	0	0	Annual	9.0	
			22.06	23.17	24.32	0.00	0.00	Monthly		
								Hourly		
2110	PUBLIC SAFETY DISPATCHER I	PD	2,885	3,029	0	0	0	Annual	8.0	
			16.64	17.48	0.00	0.00	0.00	Monthly		
								Hourly		
2140	PUBLIC SAFETY DISPATCHER II	PD	3,428	3,599	3,779	3,968	4,166	Annual	8.0	
			19.78	20.76	21.80	22.89	24.03	Monthly		
								Hourly		
2180	PUBLIC SAFETY DISPATCHER III	PD	0	0	0	4,398	4,618	Annual	8.0	
			0.00	0.00	0.00	25.37	26.64	Monthly		
								Hourly		

Assignment of up to three employees in the Police Officer classification to the Investigation Division and/or Net Unit on or after June 29, 1991 shall include a seven and one half (7.5) percent salary increase above the appropriate Police Officer salary step for the period of the temporary assignment and shall be designated as follows:

2230	POLICE OFFICER (INVEST)	PD	4,851	5,094	5,349	5,616	5,897	6,192	-	-	-
			27.99	29.39	30.86	32.40	34.02	35.72	-	-	-

Police Officers who are appointed by the Police Chief as Field Training Officers shall receive five (5) percent additional salary for each pay period or portion thereof when training Police Recruits, newly employed Police Officers, or Level I Reserve Police Officers who are training under the 14 week officer training program. To qualify for the additional pay, the Field Training Officer must train for at least one half (50%) or more of the scheduled number of work hours during a payroll period. A Field Training Officer who trains less than one half (49.9%) of a payroll period shall not be compensated the additional five (5) percent salary.

2210	POLICE OFFICER (FTO)	PD	4,739	4,976	5,225	5,486	5,760	6,048	-	-	-
			27.34	28.71	30.14	31.65	33.23	34.89	-	-	-

Community Service Officers designated as Field Training Officers by the Police Chief, shall receive five (5) percent additional salary on an hour per hour basis while training other Community Service Officers under the department's designated training program.

2135	COMMUNITY SERVICE OFFICER (FTO)	PD	3,210	3,370	3,539	3,716	3,902	-	-	-	-
			18.52	19.44	20.42	21.44	22.51	-	-	-	-

Police Officer/Police Recruits possessing either an AA degree or a POST Intermediate Certificate shall receive an educational incentive of two and one half (2.5) percent Police Officer/Police Recruits possessing either a Bachelor's degree or a POST Advanced Certificate shall receive an educational incentive of seven and one half (7.5) per cent.

2192	POLICE RECRUIT (AA or POST Intermediate)	PD	3,920	4,116	4,322	0	0	-	-	-
			22.62	23.75	24.93	0.00	0.00	-	-	-
2202	POLICE OFFICER (AA or POST Intermediate)	PD	4,625	4,856	5,099	5,354	5,622	5,904	-	-
			26.68	28.02	29.42	30.89	32.43	34.06	-	-
2194	POLICE RECRUIT (BA or POST Advanced)	PD	4,111	4,317	4,532	0	0	-	-	-
			23.72	24.91	26.15	0.00	0.00	-	-	-
2204	POLICE OFFICER (BA or POST Advanced)	PD	4,851	5,094	5,349	5,616	5,897	6,192	-	-
			27.99	29.39	30.86	32.40	34.02	35.72	-	-
2240	POLICE OFFICER INVESTIGATOR (AA or Intermediate)	PD	4,972	5,221	5,482	5,756	6,044	6,346	-	-
			28.68	30.12	31.63	33.21	34.87	36.61	-	-
2250	POLICE OFFICER INVESTIGATOR (BA or Advanced)	PD	5,215	5,476	5,750	6,037	6,339	6,656	-	-
			30.09	31.59	33.17	34.83	36.57	38.40	-	-
	POLICE OFFICER FTO (AA or Intermediate)	PD	4,857	5,100	5,355	5,623	5,904	6,199	-	-
			28.02	29.42	30.89	32.44	34.06	35.76	-	-
	POLICE OFFICER FTO (BA or Advanced)	PD	5,094	5,349	5,616	5,897	6,192	6,501	-	-
			29.39	30.86	32.40	34.02	35.72	37.51	-	-

Police Officers' Association employees who are certified as bilingual will receive a bilingual pay incentive of \$.50 per hour.

2133	COMMUNITY SERVICE OFFICER	PD	3,144	3,297	3,456	3,626	3,803	-	-	-
			18.14	19.02	19.94	20.92	21.94	-	-	-
	COMMUNITY SERVICE OFFICER (FTO)	PD	3,297	3,456	3,626	3,803	3,988	-	-	-
			19.02	19.94	20.92	21.94	23.01	-	-	-
2152	FIELD SERVICE TECHNICIAN	PD	3,383	3,548	3,721	3,903	4,094	-	-	-
			19.52	20.47	21.47	22.52	23.62	-	-	-
2112	PUBLIC SAFETY DISPATCHER I	PD	2,971	3,117	0	0	0	-	-	-
			17.14	17.98	0.00	0.00	0.00	-	-	-
2145	PUBLIC SAFETY DISPATCHER II	PD	3,515	3,685	3,865	4,054	4,252	-	-	-
			20.28	21.26	22.30	23.39	24.53	-	-	-
2185	PUBLIC SAFETY DISPATCHER III	PD	0	0	0	4,484	4,704	-	-	-
			0.00	0.00	0.00	25.87	27.14	-	-	-
2121	POLICE RECORDS CLERK	PD	2,888	3,028	3,175	3,328	3,491	-	-	-
			16.66	17.47	18.32	19.20	20.14	-	-	-
2161	POLICE RECORDS CLERK - LEAD	PD	3,255	3,413	3,579	3,754	3,938	-	-	-
			18.78	19.69	20.65	21.66	22.72	-	-	-
2191	POLICE RECRUIT	PD	3,910	4,103	0	0	0	-	-	-
			22.56	23.67	0.00	0.00	0.00	-	-	-
2201	POLICE OFFICER	PD	4,599	4,824	5,061	5,311	5,571	5,847	-	-
			26.53	27.83	29.20	30.64	32.14	33.73	-	-
2231	POLICE OFFICER INVESTIGATION	PD	4,938	5,181	5,436	5,703	5,983	6,278	-	-
			28.49	29.89	31.36	32.90	34.52	36.22	-	-
2211	POLICE OFFICER (FTO)	PD	4,826	5,063	5,311	5,573	5,847	6,134	-	-
			27.84	29.21	30.64	32.15	33.73	35.39	-	-
2193	POLICE RECRUIT (AA or POST Intermediate)	PD	4,007	4,203	0	0	0	-	-	-
			23.12	24.25	0.00	0.00	0.00	-	-	-
2203	POLICE OFFICER (AA or POST Intermediate)	PD	4,711	4,943	5,186	5,441	5,708	5,990	-	-
			27.18	28.52	29.92	31.39	32.93	34.56	-	-
2195	POLICE RECRUIT (BA or POST Advanced)	PD	4,198	4,404	0	0	0	-	-	-
			24.22	25.41	0.00	0.00	0.00	-	-	-
2205	POLICE OFFICER (BA or POST Advanced)	PD	4,938	5,181	5,436	5,703	5,983	6,278	-	-
			28.49	29.89	31.36	32.90	34.52	36.22	-	-

2241	POLICE OFFICER INVESTIGATOR (AA or Intermediate)	PD	5,058	5,307	5,569	5,843	6,131	6,432	-
			29.18	30.62	32.13	33.71	35.37	37.11	-
2251	POLICE OFFICER INVESTIGATOR (BA or Advanced)	PD	5,302	5,562	5,836	6,124	6,425	6,743	-
			30.59	32.09	33.67	35.33	37.07	38.90	-
2212	POLICE OFFICER FTO (AA or Intermediate)	PD	4,943	5,186	5,441	5,710	5,990	6,285	-
			28.52	29.92	31.39	32.94	34.56	36.26	-
2214	POLICE OFFICER FTO (BA or Advanced)	PD	5,181	5,436	5,703	5,983	6,278	6,588	-
			29.89	31.36	32.90	34.52	36.22	38.01	-

**Police Sergeants**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID		
			1	2	3	4	5			
6100*	POLICE SERGEANT	PS	5,790	6,080	6,384	6,703	7,038	-	Monthly	9.0
			33.40	35.08	36.83	38.67	40.60		Hourly	

Police Sergeants possessing either an AA degree or POST Intermediate Certificate shall receive an educational incentive of two and one half (2.5) percent salary increase. Police Sergeants possessing a Bachelor's degree or POST Advanced Certificate shall receive an educational incentive of 7.5%. Sergeants possessing a Supervisor's certificate will receive an additional 2.5%.

6102	POLICE SERGEANT (AA or POST Intermediate)	PS	5,934	6,231	6,543	6,870	7,214	-	-	-	-
			34.23	35.95	37.75	39.63	41.62	-	-	-	-
6104	POLICE SERGEANT (BA or POST Advanced)	PS	6,225	6,536	6,863	7,206	7,566	-	-	-	-
			35.91	37.71	39.59	41.57	43.65	-	-	-	-
6103	POLICE SERGEANT (AA/Intermd AND POST Suprvsry)	PS	6,084	6,388	6,707	7,042	7,394	-	-	-	-
			35.10	36.85	38.69	40.63	42.66	-	-	-	-
6105	POLICE SERGEANT (BA/Adv AND POST Supervisory)	PS	6,380	6,699	7,034	7,386	7,755	-	-	-	-
			36.81	38.65	40.58	42.61	44.74	-	-	-	-

Police Sergeants who are certified as bilingual will receive a bilingual pay incentive of \$.50 per hour.

6114	POLICE SERGEANT	PS	5,876	6,167	6,471	6,789	7,124	-	-	-	-
			33.90	35.58	37.33	39.17	41.10	-	-	-	-
6115	POLICE SERGEANT (AA OR POST Intermediate)	PS	6,020	6,318	6,630	6,956	7,301	-	-	-	-
			34.73	36.45	38.25	40.13	42.12	-	-	-	-
6117	POLICE SERGEANT (BA OR POST Advanced)	PS	6,311	6,623	6,949	7,292	7,653	-	-	-	-
			36.41	38.21	40.09	42.07	44.15	-	-	-	-
6116	POLICE SERGEANT (AA AND POST Supervisory)	PS	6,171	6,474	6,793	7,129	7,481	-	-	-	-
			35.60	37.35	39.19	41.13	43.16	-	-	-	-
6118	POLICE SERGEANT (BA AND POST Supervisory)	PS	6,467	6,786	7,121	7,472	7,842	-	-	-	-
			37.31	39.15	41.08	43.11	45.24	-	-	-	-

**Police Sergeants**

**YCEA**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID	
			1	2	3	4	5		
4052	ACCOUNT CLERK	YCEA	2,624	2,755	2,893	3,038	3,190	Annual	7.0
			15.14	15.89	16.69	17.53	18.40	Monthly	
4100	ACCOUNT CLERK-INTERMEDIATE	YCEA	2,883	3,027	3,178	3,337	3,504	Annual	7.0
			16.63	17.46	18.33	19.25	20.22	Monthly	
4162	ACCOUNT CLERK-SENIOR	YCEA	3,317	3,483	3,657	3,840	4,032	Annual	7.0
			19.14	20.09	21.10	22.15	23.26	Monthly	
4244	ADMINISTRATIVE ANALYST I	YCEA	3,929	4,125	4,331	4,548	4,775	Annual	7.0
			22.67	23.80	24.99	26.24	27.55	Monthly	
4040	ADMINISTRATIVE CLERK I	YCEA	2,303	2,418	2,539	2,666	2,800	Annual	7.0
			13.29	13.95	14.65	15.38	16.15	Monthly	
4060	ADMINISTRATIVE CLERK II	YCEA	2,533	2,660	2,793	2,933	3,080	Annual	7.0
			14.61	15.35	16.11	16.92	17.77	Monthly	
4085	ADMINISTRATIVE CLERK III	YCEA	2,917	3,063	3,216	3,377	3,546	Annual	7.0
			16.83	17.67	18.55	19.48	20.46	Monthly	
4155	ARBORIST, SENIOR	YCEA	3,480	3,654	3,837	4,029	4,230	Annual	7.0
			20.08	21.08	22.14	23.24	24.41	Monthly	
4270	BUILDING INSPECTOR I	YCEA	3,877	4,071	4,275	4,489	4,713	Annual	7.0
			22.37	23.49	24.66	25.90	27.19	Monthly	
4292	BUILDING INSPECTOR II	YCEA	4,266	4,479	4,703	4,938	5,185	Annual	7.0
			24.61	25.84	27.13	28.49	29.91	Monthly	
4062	BUILDING MAINTENANCE WORKER I	YCEA	3,087	3,241	3,403	3,573	3,751	Annual	7.0
			17.81	18.70	19.63	20.61	21.64	Monthly	
4121	BUILDING MAINTENANCE WORKER II	YCEA	3,374	3,543	3,720	3,906	4,101	Annual	7.0
			19.47	20.44	21.46	22.53	23.66	Monthly	
4285	CODE ENFORCEMENT OFFICER	YCEA	4,169	4,377	4,596	4,826	5,068	Annual	7.0
			24.05	25.25	26.52	27.84	29.24	Monthly	
4115	COMMUNITY DEVELOPMENT TECH I	YCEA	3,226	3,387	3,556	3,734	3,921	Annual	7.0
			18.61	19.54	20.52	21.54	22.62	Monthly	
4144	COMMUNITY DEVELOPMENT TECH II	YCEA	3,547	3,724	3,910	4,106	4,312	Annual	7.0
			20.46	21.48	22.56	23.69	24.87	Monthly	
4243	CONSTRUCTION INSPECTOR	YCEA	4,025	4,226	4,437	4,659	4,891	Annual	7.0
			23.22	24.38	25.60	26.88	28.22	Monthly	
4050	CUSTODIAN I	YCEA	2,429	2,550	2,678	2,812	2,953	Annual	7.0
			14.01	14.71	15.45	16.22	17.04	Monthly	

4082	CUSTODIAN - Lead	YCEA	2,800 16.15	2,940 16.96	3,087 17.81	3,241 18.70	3,403 19.63	Monthly Hourly Annual			7.0	
4030	CUSTOMER SERVICES REP I	YCEA	2,648 15.28	2,780 16.04	2,919 16.84	3,065 17.68	3,219 18.57	Monthly Hourly Annual			7.0	
4070	CUSTOMER SERVICES REP II	YCEA	2,902 16.74	3,047 17.58	3,199 18.46	3,359 19.38	3,527 20.35	Monthly Hourly Annual			7.0	
4161	CUSTOMER SERVICES REP.-SENIOR	YCEA	3,324 19.18	3,490 20.13	3,664 21.14	3,847 22.19	4,040 23.31	Monthly Hourly Annual			7.0	
4175	ELECTRICAL TECHNICIAN	YCEA	0 0.00	0 0.00	0 0.00	4,752 27.42	4,990 28.79	5,240 30.23	5,502 31.74	5,777 33.33	6,066 Mth 34.99 Hr Ann	7.0
4170	ELECTRICAL TECHNICIAN I	YCEA	3,691 21.29	3,876 22.36	4,070 23.48	4,274 24.66	4,488 25.89	Monthly Hourly Annual			7.0	
4300	ENGINEER - ASSISTANT CIVIL	YCEA	5,114 29.50	5,370 30.98	5,638 32.53	5,920 34.15	6,216 35.86	Monthly Hourly Annual			7.0	
4215	ENGINEERING TECHNICIAN I	YCEA	3,462 19.97	3,635 20.97	3,817 22.02	4,008 23.12	4,209 24.28	Monthly Hourly Annual			7.0	
4250	ENGINEERING TECHNICIAN II	YCEA	3,743 21.59	3,930 22.67	4,127 23.81	4,333 25.00	4,550 26.25	Monthly Hourly Annual			7.0	
4295	ENGINEERING TECHNICIAN III	YCEA	4,310 24.87	4,526 26.11	4,752 27.42	4,990 28.79	5,240 30.23	Monthly Hourly Annual			7.0	
4191	EQUIPMENT OPERATOR	YCEA	3,485 20.11	3,659 21.11	3,842 22.17	4,034 23.27	4,235 24.43	Monthly Hourly Annual			7.0	
4031	FACILITY AIDE	YCEA	2,310 13.33	2,425 13.99	2,546 14.69	2,673 15.42	2,807 16.19	Monthly Hourly Annual			7.0	
4036	FIELD CUSTOMER SERVICE REP I	YCEA	2,695 15.55	2,830 16.33	2,971 17.14	3,120 18.00	3,276 18.90	Monthly Hourly Annual			7.0	
4083	FIELD CUSTOMER SERVICE REP II	YCEA	2,953 17.04	3,101 17.89	3,256 18.78	3,419 19.73	3,590 20.71	Monthly Hourly Annual			7.0	
4010	GROUNDSKEEPER	YCEA	1,978 11.41	2,077 11.98	2,181 12.58	2,290 13.21	2,404 13.87	Monthly Hourly Annual			7.0	
4246	INFORMATION SYSTEMS TECHNICIAN	YCEA	3,887 22.43	4,081 23.54	4,285 24.72	4,553 26.27	4,780 27.58	Monthly Hourly Annual			7.0	
4260	INFORMATION SYSTEMS TECHNICIAN II	YCEA	4,275 24.66	4,489 25.90	4,713 27.19	4,949 28.55	5,196 29.98	Monthly Hourly Annual			7.0	
4205	INSTRUMENTATION TECHNICIAN	YCEA	0 0.00	0 0.00	0 0.00	4,752 27.42	4,990 28.79	5,240 30.23	5,502 31.74	5,777 33.33	6,066 Mth 34.99 Hr Ann	7.0

4045	LABORATORY RECEPTIONIST	YCEA	2,303 13.29	2,418 13.95	2,539 14.65	2,666 15.38	2,800 16.15	Monthly Hourly Annual	7.0
4064	LABORATORY ASSISTANT	YCEA	2,766 15.96	2,904 16.75	3,049 17.59	3,201 18.47	3,361 19.39	Monthly Hourly Annual	7.0
4130	LABORATORY TECHNICIAN I	YCEA	3,317 19.14	3,483 20.09	3,657 21.10	3,840 22.15	4,032 23.26	Monthly Hourly Annual	7.0
4181	LABORATORY TECHNICIAN II	YCEA	3,652 21.07	3,835 22.13	4,027 23.23	4,228 24.39	4,439 25.61	Monthly Hourly Annual	7.0
4220	MECHANIC	YCEA	3,483 20.09	3,657 21.10	3,840 22.15	4,032 23.26	4,233 24.42	Monthly Hourly Annual	7.0
4225	MECHANIC-LEAD	YCEA	4,010 23.13	4,210 24.29	4,421 25.51	4,642 26.78	4,874 28.12	Monthly Hourly Annual	7.0
4063	PARK MAINTENANCE WORKER I	YCEA	2,761 15.93	2,899 16.73	3,044 17.56	3,196 18.44	3,356 19.36	Monthly Hourly Annual	7.0
4122	PARK MAINTENANCE WORKER II	YCEA	3,026 17.46	3,177 18.33	3,336 19.25	3,503 20.21	3,678 21.22	Monthly Hourly Annual	7.0
4200	PARK MAINTENANCE WORKER III	YCEA	3,480 20.08	3,654 21.08	3,837 22.14	4,029 23.24	4,230 24.41	Monthly Hourly Annual	7.0
4245	PLANNER-ASSISTANT	YCEA	4,244 24.48	4,456 25.71	4,679 26.99	4,913 28.34	5,158 29.76	Monthly Hourly	7.0
4255	PLANS EXAMINER	YCEA	4,266 24.61	4,479 25.84	4,703 27.13	4,938 28.49	5,185 29.91	Monthly Hourly Annual	7.0
4140	PLANT MAINTENANCE MECHANIC	YCEA	3,583 20.67	3,762 21.70	3,950 22.79	4,148 23.93	4,356 25.13	Monthly Hourly Annual	7.0
4221	PLANT MAINTENANCE MECHANIC -SENIOR	YCEA	4,124 23.79	4,330 24.98	4,546 26.23	4,773 27.54	5,012 28.92	Monthly Hourly Annual	7.0
4320	PRETREATMENT COORDINATOR	YCEA	4,732 27.30	4,969 28.67	5,217 30.10	5,478 31.60	5,752 33.18	Monthly Hourly Annual	7.0
4061	PUBLIC WORKS MAINTENANCE WORKER I	YCEA	2,761 15.93	2,899 16.73	3,044 17.56	3,196 18.44	3,356 19.36	Monthly Hourly Annual	7.0
4120	PUBLIC WORKS MAINTENANCE WORKER II	YCEA	3,026 17.46	3,177 18.33	3,336 19.25	3,503 20.21	3,678 21.22	Monthly Hourly Annual	7.0
4150	PUBLIC WORKS MAINTENANCE WORKER III	YCEA	3,491 20.14	3,666 21.15	3,849 22.21	4,041 23.31	4,243 24.48	Monthly Hourly Annual	7.0
4185	PW MAINTENANCE WORKER - SENIOR	YCEA	4,010 23.13	4,210 24.29	4,421 25.51	4,642 26.78	4,874 28.12	Monthly Hourly Annual	7.0

4080	RECREATION COORDINATOR	YCEA	2,570 14.83	2,698 15.57	2,833 16.34	2,975 17.16	3,124 18.02	Monthly Hourly Annual	7.0
4135	SWEEPER OPERATOR	YCEA	3,485 20.11	3,659 21.11	3,842 22.17	4,034 23.27	4,235 24.43	Monthly Hourly Annual	7.0
4058	UTILITIES MAINTENANCE WORKER I	YCEA	2,761 15.93	2,899 16.73	3,044 17.56	3,196 18.44	3,356 19.36	Monthly Hourly Annual	7.0
4118	UTILITIES MAINTENANCE WORKER II	YCEA	3,026 17.46	3,177 18.33	3,336 19.25	3,503 20.21	3,678 21.22	Monthly Hourly Annual	7.0
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/ I	YCEA	3,564 20.56	3,742 21.59	3,929 22.67	4,125 23.80	4,331 24.99	Monthly Hourly Annual	7.0
4235	WASTEWATER TREATMENT FACILITY OP. II	YCEA	3,918 22.60	4,114 23.73	4,320 24.92	4,536 26.17	4,763 27.48	Monthly Hourly Annual	7.0
4293	WASTEWATER TREATMENT FACILITY OP. III	YCEA	4,506 26.00	4,731 27.29	4,968 28.66	5,216 30.09	5,477 31.60	Monthly Hourly Annual	7.0
4131	WATER TREATMENT FACILITY OPER. TRAINEE	YCEA	3,239 18.69	3,401 19.62	3,571 20.60	3,750 21.63	3,937 22.72	Monthly Hourly Annual	7.0
4180	WATER TREATMENT FACILITY OPERATOR II	YCEA	3,564 20.56	3,742 21.59	3,929 22.67	4,125 23.80	4,331 24.99	Monthly Hourly Annual	7.0
4230	WATER TREATMENT FACILITY OPERATOR III	YCEA	3,918 22.60	4,114 23.73	4,320 24.92	4,536 26.17	4,763 27.48	Monthly Hourly Annual	7.0
4291	WATER TREATMENT FACILITY OPERATOR IV	YCEA	4,506 26.00	4,731 27.29	4,968 28.66	5,216 30.09	5,477 31.60	Monthly Hourly Annual	7.0

**Part-Time, Extra Help, and Limited Term**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					PERS PAID
			1	2	3	4	5	
0051*	Administrative Assistant/Analyst		8.00		TO		50.00	
0071*	Professional Services		40.00				100.00	
0110*	Intern Worker		8.00		TO		15.00	
3105*	Call Firefighter - see note 1		8.10	8.49	8.93	9.37	9.85	
4000	Public Works Maintenance Worker I (Temp)		11.00	11.50	12.00	-	-	
4105	Plan Checker-Permit Tech		4,252	4,465	4,688	4,922	5,169	
			24.53	25.76	27.05	28.40	29.82	
4002	Park Maintenance Worker I (Temp)		10.00	10.50	11.00	-	-	
2030*	Reserve Police Officer (Level I) - see notes 2 & 3		12.31	-	-	-	-	
2020*	Reserve Police Officer (Level II) - see notes 2 & 3		9.79	-	-	-	-	
2010*	Relief Public Safety Dispatcher		8.00	-	-	-	-	
300	Police Officer Trainee		8.00	-	-	-	-	
0200*	Recreation Worker		8.00		TO		50.00	
	(Sub Classifications)							
	* Recreation Leader I		8.00	8.40	8.82	9.26	9.72	
	* Recreation Leader II		9.72	10.21	10.72	11.26	11.82	
	* Recreation Leader III		11.82	12.41	13.03	13.68	14.36	
	* Recreation Specialist I		8.00		TO		25.00	
	* Recreation Specialist II		25.00		TO		50.00	
	* Lifeguard/Instructor I		9.72	10.21	10.72	11.26	11.82	
	* Lifeguard/Instructor II		11.82	12.41	13.03	13.68	14.36	
7085	Project Manager - Limited Term		6,731	7,068	7,421	7,792	8,182	8
			38.83	40.78	42.81	44.95	47.20	
7020	Economic Development Manager		7,250	-	-	-	8,800	8
			41.83	-	-	-	50.77	

one hour's pay is provided.

2/ Reserves must serve a minimum of 16 hours per month reserve service.

3/ City purchases safety equipment and uniforms (except for regular employees who receive a uniform allowance). Shirts, ties, hats, and badge only are purchased.

\* Not entitled to City regulated overtime compensation, paid in accordance to FLSA only.

Employees will remain in their current job classification until such time as they transition into the matrix (JCN No. 4205).

\* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

\*\* Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

**EMPLOYEE BARGAINING GROUPS**

CON - Confidential	FLM - 1st Level Manager
YCEA - General Employees	PD - Police Department
DH - Department Head	FIRE - Fire Department
MM - Middle Manager	PS - Police Sergeant
FM - Fire Management	